

The background of the entire page is a vibrant illustration. At the top, five white birds are flying against a blue sky with soft, white clouds. Below the sky, a stylized city skyline is visible, composed of light blue rectangular buildings. In the foreground, a green globe represents the Earth. On top of the globe, there are three blue wind turbines and several solar panels. Three people are depicted: one person is kneeling and holding a large yellow lightbulb with a green plant growing inside it; another person is standing and holding a yellow box; a third person is standing next to a blue recycling bin with a white recycling symbol, holding a white bucket. The overall theme is sustainability and environmental friendliness.

2022 ESG Report 永續報告書



統一實業股份有限公司
TON YI INDUSTRIAL CORP.



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Messages from the Management

GRI : 2-22

Despite the continuation of the severe challenges from the Russo-Ukrainian (Russia-Ukraine) War, COVID-19, and rising inflation in 2022, through the concerted effort of all employees, mutual trust and mutual assistance of partners, the full trust and support of the Board of Directors and all shareholders, the management team upheld the “progress through stability” operational principle and “think twice” work discipline to cope with the market and macro-environmental changes, timely adjust the production-sales structure, and control various operational risks. In 2022 we made greater operational performance than the previous year.



Safety Protection, Quality Assurance, Trust Building, Sustainable Operations

Adhering to the management philosophy of “Integrity, Diligence, Innovation, and Progress to the Future”, we are committed to becoming the professional supplier of packaging materials including SPCC, PET bottle, and NBC (new bottle can) and the leader of beverage production. Over the years we have built and passed the certification of the ISO 14001 environmental management system, ISO 9001 quality management system, ISO 45001/TOSHMS occupational health and safety management systems, ISO 22000/HACCP food safety management system. In 2022 we were the only manufacturer in Taiwan to pass the HALAL certification for painted iron sheet and metal cans to provide customers with more options. We also established the TAF-accredited laboratory to impose stringent quality and safety control for customers, suppliers, raw materials, manufacturing processes, and products.

We also endeavored to provide employees with a safe and healthy workplace environment; implemented various energy conservation, consumption reduction, and safety and health policies; continued to promote green and safe operations; and kept maintaining the faith of customers, partners, and society in our food safety, environmental safety, and industrial safety, so as to promote sustainable operations through “feel safe to use Uni-President products and have faith in partnering with Uni-President”.

Management Optimization, Structure Adjustment, Risk Reduction, Steady Growth

Facing the vigorously changing macro environment and competitive environment, we seek progress through steady operations. Externally, we develop long-term partnership featuring mutual assistance, mutual trust, mutual existence, and mutual prosperity. Internally, we optimize management efficiency, implement work discipline, and adjust production-sales structure. Through persistent risk management, we maintain steady operations and growth.

Business Outlook for 2023

Looking ahead to 2023, facing various uncertainties in the macro environment, we will keep closer track on the market trend to make swift adaptation, seek opportunities for development while controlling risks to maintain resilience and flexibility for sustainable operations and steadily accomplish the 2023 sales targets: 724,000MT of TMBP (tin mill back plate) and tinsplate, 6.90 million tin cans, beverage filling for 2.24 million cartons, 4.590 billion PET caps, 51 million NBCs (including filling 1 million cartons), in order to create better return on investment for shareholders. We welcome your suggestions and support. Thank you!

Chairman Chih-Hsien Lo

Chapter One Sustainable development management

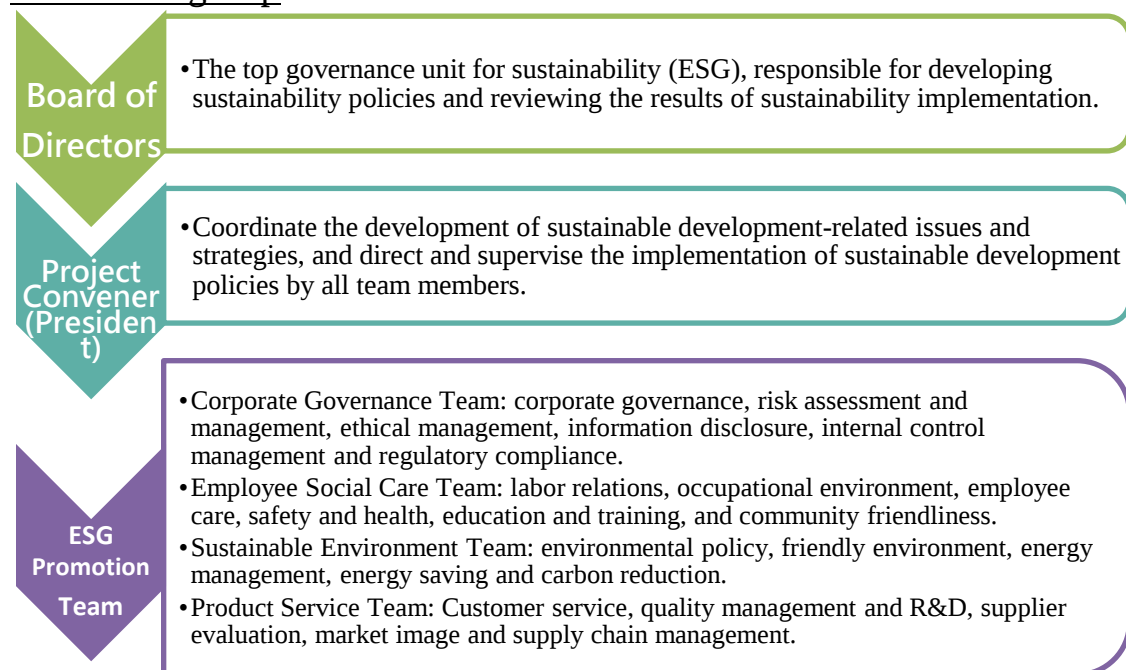
ESG Task Force

In 2022, we revised the Corporate Social Responsibility (CSR) Best Practice Principles into Environmental, Social, and Governance (ESG) Best Practice Principles and renamed the CSR Promotion Team the ESG Promotion Team to plan issues and strategies relating to sustainable development. The president of the management team is the project convener and forms four cross-department project teams: corporate governance team, employee/social team, sustainable environment team, and product and service team to constantly engage in the internal and external communication and management of various issues, report planning and implementation results to the president through the supervisor coordination meeting and project meeting, and periodically report the status of implementation to the board of directors (Board). The team reported the implementation plans and effectiveness to the Board in March and August 2022.

Policy

- (1) Enforce corporate governance and culture of integrity;
- (2) Enforce shareholders' interest and transparency of business information;
- (3) Provide safe products for customer needs;
- (4) Reduce energy and waste to facilitate green business;
- (5) Respect health, safety and friendliness of the environment;
- (6) Participate in charity and fulfill corporate responsibilities.

Promotion group

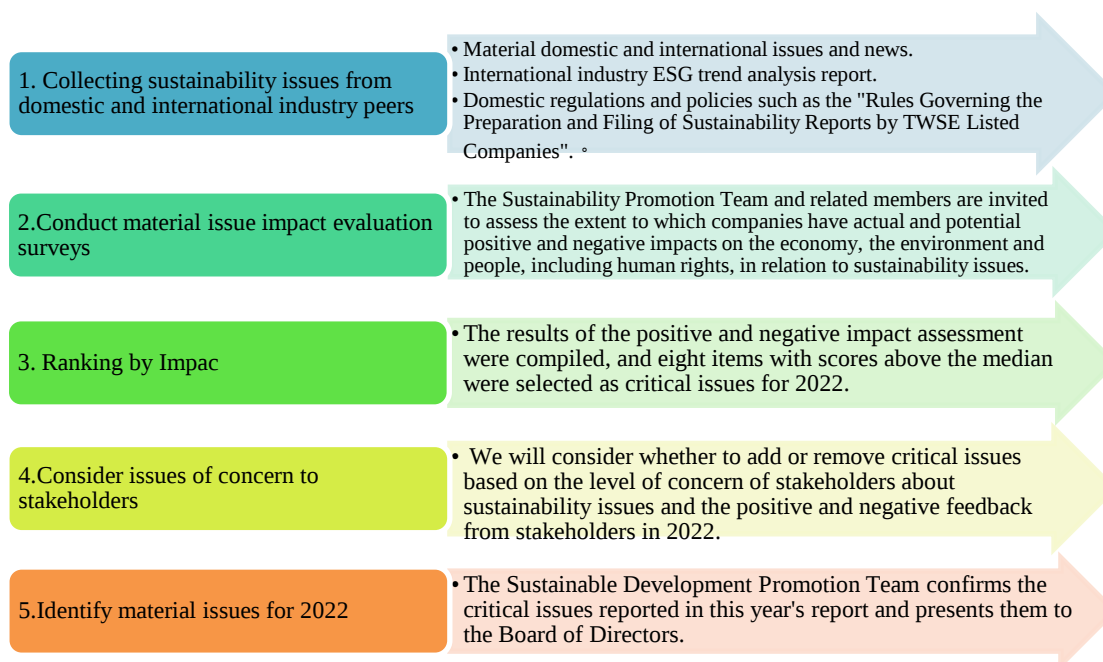


1.1 Material Issues

GRI : 2-12 、 2-13 、 2-26 、 2-29

The importance of screening critical issues is to understand the direction of the company's current focus and to understand the needs and expectations of the stakeholders through these issues, and we look forward to understanding the concerns of our stakeholders and responding to them by presenting concrete results and driving improvement plans in this annual report.

Procedure for Deciding Critical Topics:



Identifying Stakeholders

With reference to the AA1000 Stakeholder Engagement Standards, we have identified six categories of stakeholders based on the characteristics of dependency, responsibility, concern, influence, and many other factors: fund providers, employees, customers, collaborators, government agencies, and society. In addition, we collect stakeholder feedback and relationship issues through various communication channels such as phone, email, written documents, and websites, based on each unit's business scope, so that we can understand the expectations of stakeholders from Ton yi.

Stakeholders

Fund provider(Banks, shareholders, Professional investors) :

- We create the best profits for the Company and shareholders through a complete and transparent corporate governance.

Employees:

- Employees are the Company's most important asset and the foundation of the Company's sustainability. Focus on employee training and inheritance that shall grow and flourish together.

Customers:

- We provide good quality, good credit, good service, fair prices that will become your trusted business partner.

Collaborator(Suppliers, Contractors, Verification units):

- Treat business partners in a justified, open and fair manner. in order to achieve the goal of sharing profits and sustainable growth.

Government:

- To comply with regulations is a basic requirement. Always pay close attention to international trends and follow regulations.

Social(Inhabitant 、 School 、 Industry Association):

- Participate in charities and engage in neighboring activities are the basic corporate responsibilities.

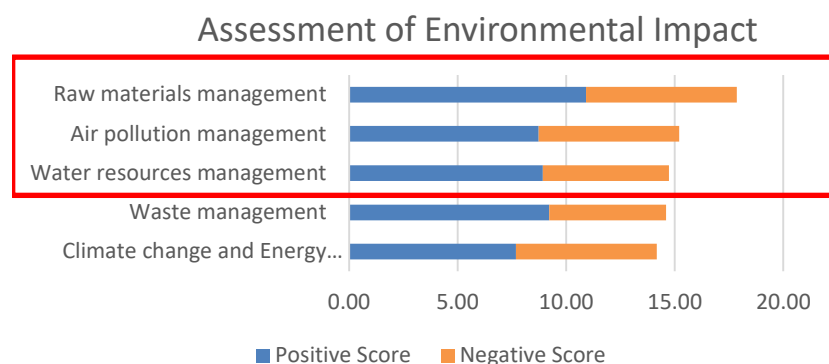
Major issues

The 14 issues were internally filtered as follows to identify material issues:

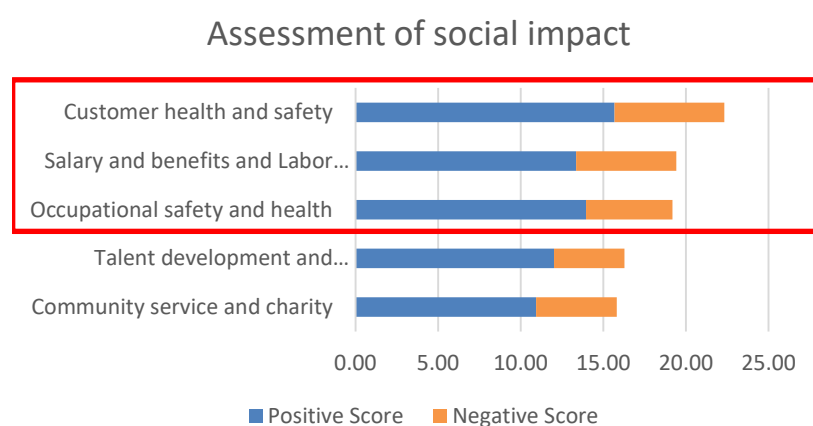
Environmental	Water resources management, waste management, air pollution management, climate change and energy management, and raw materials management.
Social	Occupational safety and health, salary and benefits and labor communication, talent development and management, customer health and safety, community service and charity
Governance	Economic performance, corporate governance and ethical management, risk management, and supply chain management.

Impact Assessment Results of Major Issues

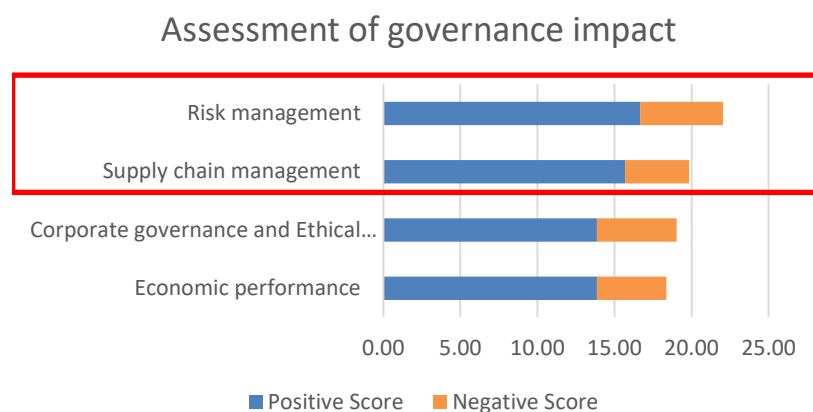
Environmental:



Social



Governance



Major Issues

Environmental	Raw materials management 、 Air pollution management 、 Water resources management.
Social	Customer health and safety 、 salary and benefits and labor communication 、 Occupational safety and health.
Governance	Risk management 、 supply chain management.

Table of differences between major topics in two years:

Critical Issues in 2022	Critical Issues in 2021	Reasons for Differences
Water Resources Management	Water Resources Management	The same as the previous year.
Air Pollution Management	Air Pollution Management	The same as the previous year.
Raw Material Management	None	Not a critical issue in previous year, but in recent years it has been elevated to a major management issue in line with the trend of industry sustainability issues.
Occupational Safety and Health	Occupational Safety and Health	The same as the previous year.
Salary & Benefits and Labor Communication	Labor Relations	In 2021, both of them were critical issues, and in 2022, the title of the issues are combined and adjusted.
	Employee Benefits and Salaries	
Customer Health and Safety	Customer Health and Safety	The same as the previous year.
Supply Chain Management	None	Not a critical issue in previous year, but in recent years it has been elevated to a material management issue in line with the trend of industry sustainability issues.
Risk Management	Risk Management	The same as the previous year.
None	Product and service labels	The critical issues for 2021 are combined into the "Customer Health and Safety" issue in 2022.
None	Compliance with social and economic regulations, environmental protection regulations	
None	Climate Change and Energy Management	Considering that the Company is building solar photovoltaic power, it is expected that the energy consumption will be relieved and not listed as a critical issue, but we will still stay concerned about the issue.

Critical Issues in 2022	Critical Issues in 2021	Reasons for Differences
None	Waste Management	Consider that waste management is implemented in accordance with regulations, and continue to track the implementation of the contract and regulations by the third party manufacturers in the government agency platform. This is unlisted from the critical issues, but we will still stay concerned about the issue.

Material Issues Impact Boundary

Aspects	Material issue	Significance	Corresponding chapter	Impact boundary						
				organization						
				Ton Yi	Employees	Fund provider	Customers	Suppliers	Social	Government
Governance	Supply chain management.	Accurate grasp of demand, followed by more accurate preparation and shipment, to reduce costs and improve efficiency.	Product service	●	●		●	●		
				Direct impact on internal operations		Direct impact on operations of borrowers or investees.				
	Risk Management	Carry out risk management in all aspects for the purpose of sustainable management and development of the Company	Corporate governance	●	●	●	●	●	●	●
				Impact on operating activities and corporate image		Affect the company's reputation, revenue, operational stability and impact on the local environment				
Environmental	Air pollution management	Strive for a sustainable environment and reduce environmental damage.	Sustainable environment	●	●	●	●		●	●
				Impact on operating activities		Affect the company's sustainable operation				
	Water management	Prevent excessive effluent discharge while massively using water.	Sustainable environment	●	●	●	●		●	●
				Impact on operating activities		Affect the company's sustainable operation				
	Raw materials management	To implement the management system, to respond to the rapid changes in the environment	Sustainable environment	●	●	●	●	●	●	●
				Impact on operating activities		Affect the company's sustainable operation				
Social	Customer health and safety	Construct a perfect control mechanism and do a good job of gate-keeping with a strict attitude.	Product service	●	●		●	●		
				Impact on operating activities and corporate image		Direct impact on external customers and suppliers' activities.				
	Occupational health and safety	Eliminate work hazards so that employees can work in a safe and secure environment and their families can rest assured.	Mutual prosperity	●	●	●			●	
				Impact on corporate image		Impact on the Company's reputation				
	Salary and benefits and labor communication,	Employees are valuable assets. Having the right people for the right tasks can help improve the employer-employee relationship and create a win-win situation.	Mutual prosperity	●	●	●	●		●	
				Impact on corporate image		Impact on the Company's reputation				

Stakeholders' Engagement

Stakeholders	Concerned issues	Communication	Frequency
Fund provider (Banks, shareholders, Professional investors)	Economic performance, corporate governance and ethical management, technology development, climate change and energy management.	Shareholders' meetings, annual reports, sustainability reports, quarterly announcements - financial reports, corporate presentations, company websites, in-person visits or phone calls, etc.	Quarterly financial announcements, 28 major announcements, 1 shareholders' meeting, 4 legal conferences, and 2021 sustainability report.
Customers	Customer health and safety, supply chain management, raw material management.	Technical quality consulting services, annual customer satisfaction surveys, customer visits, company website, etc.	Customer satisfaction survey results show that the average distribution of the satisfaction trend of each business unit of the company is above 80 satisfaction level.
Employees	Economic performance, salary and benefits and labor communication, occupational safety and health, risk management.	Company announcements, corporate union platform, quarterly labor conferences, Pension Supervisory Committee, Employee Benefit Committee, intranet information, functional training courses, etc.	Issuance of 2021 Sustainability Report, 17 sessions and 50 participants in newcomer education training, and 4 labor conferences.
Collaborator (Suppliers, Contractors, Verification units)	Occupational safety and health, supply chain management.	Supplier evaluation, on-site inspection, safety promotion, regulatory inspection, safety and health committee, management system verification etc.	A total of 327 supplier social responsibility Commitments were issued, and the response rate was 100%.
Government agencies	Risk management, climate change and energy management, corporate governance and ethical management, and occupational safety and health.	Participate in seminars, workshops, training courses, regulatory checks, company websites, in-person visits or phone calls, etc.	Annually publish timely financial information, annual reports and sustainability reports in accordance with the law.

Stakeholders	Concerned issues	Communication	Frequency
Social (Inhabitant、School、Industry Association)	Water Resources/Waste / Air pollution management, community benefit and charity.	Visit itineraries, group events, community events, release of sustainability reports, company website, etc.	Sponsored supplies for 5 community events, and Issued 2021 Sustainability Report.

1.2 Sustainable Development Goals

We are concerned about the United Nations sustainable development goals (sustainable development goals, SDGs), the mission of thinking and challenges to sustainable development of enterprises. We constantly take into consideration the sustainability of our future, and the following table summarizes Ton Yi Industrial's responses to UN SDGs.



SDG		Promote situation
SDG 03	GOOD HEALTH AND WELL-BEING	1. Safety culture promotion, participation in Tainan City Labor Bureau safety and health family. 2. Continuous operation of the occupational safety and health management system. 3. General health checkups for employees, number of checkups: 922; checkup rate: 97.2%. 4. Special health checkups for employees, number of checkups: 922; checkup rate: 97.2%. 5. Food safety and health checkups for employees, number of checkups: 271; checkup rate: 98.9%.
SDG 06	CLEAN WATER AND SANITATION	1. The process water is recycled and reused with 97% efficiency. 2. Automatic monitoring facilities are set up to ensure that the treated and discharged water quality meets the discharge standards and is regularly sent to testing institutions for inspection.
SDG 08	DECENT WORK AND ECONOMIC GROWTH	1. Local purchase proportion: 82%; MIT equipment: 29 pieces.
SDG 12	RESPONSIBLE CONSUMPTION AND PRODUCTION	1. To promote industrial sustainability, the response rate of suppliers' "Social Responsibility Pledge" reached 100% and "Environmental Pledge" reached 100%. 2. To promote safety and hygiene, there were 574 proposals for improvement. 3. Promote new aluminum bottles and cans with dry molding technology, no need to clean and drain during the production process. 4. To ensure the safety of the product, the cost of sending the product for inspection was NT\$2,266 Thousand Dollars.

SDG		Promote situation
SDG 13	CLIMATE ACTION	1. Achieved 0.86% average electricity savings in 2022 and Carbon reduction 690,348 kg CO₂e. 2. Invest NT\$6,929 Thousand Dollars in energy-saving equipment. 3. Establish an interdepartmental environmental management and energy management committee to be responsible for and manage the management of energy efficiency and greenhouse gas emissions of each plant. 4. To enhance the resilience in response to the risk of climate change, the production and logistic units rehearse various disaster management measures and training from time to time, and establish operational standard procedures.

1.3 Performances

Aspects	Topics	Item	Unit	2020	2021	2022 年	The same period
Economic	Economic Performance	Stand-alone (consolidated) revenue	NT\$ Million	14,307 (29,935)	22,872 (41,889)	23,401 (43,480)	↑
		Stand-alone (consolidated) gross margin	NT\$ Million	1,053 (3,424)	2,964 (5,452)	4,677 (6,444)	↑
		Stand-alone (consolidated) net profit	NT\$ thousands	921 (889)	1,852 (1798)	2,246 (2,134)	↑
		Net profit per share	NT\$	0.58	1.17	1.42	↑
		Cash dividend per share	NT\$	0.53	1	1.48	↑
	Board operation	Attendance	%	95	100	99	↓
	Corporate governance evaluation indicators	Ranking	%	Top 35%	Top 20%	Top 35%	↑
Environmental	Energy	Power intensity	GJ/ton	0.722	0.729	0.755	↑
	Water	Water intensity	Unit/ton	1.20	1.33	1.34	↑
		Process water recovery rate	%	96.1%	96.0%	97.3	↑
	Emission of green house gases	Emission intensity	%	14.5	15.0	15.5	↑
	Sewage and waste	General waste recycling rate	%	87.3	88.1	80.8	↓
	Power saving	1%<power saving	%	1.49	0.83	0.86	↑
	Environmental expenditure	The amount of environmental expenses	NT\$ thousands	60,566	66,452	79,508	↑
	Environmental investment	Environmental protection investment	NT\$ thousands	4,243	6,894	6,929	↑
Social	Customer satisfaction survey	Satisfaction in percentage	%	90.1	90.1	90.2	↑
	Domestic purchase amount	Percentage of purchase	%	73	80	82	↑

Chapter One Sustainable development management

Aspects	Topics	Item	Unit	2020	2021	2022 年	The same period
	Supplier check	Numbers	Count	3	5	0	↓
	Disabling injury frequency rate	Numbers of disabling injury/million hours	Hour	1.71	3.14	1.81	↓
	Disabling injury severity rate	Loss days of work/million hours	Hour	14	29	17	↓
	Occupational safety violation ticket	case	case	0	1	1	→
	Labor relations	Employee count	Male	1,058	1,014	1,002	↓
			Female	116	112	113	↑
	Educational training	hour/employees	Hour	25.8	24.7	26.2	↑

1.4 Report Profile

This report discloses the perspectives and actions of Ton Yi Industrial Corporation (referred to as Ton Yi Industrial below) with regards to material issues over the course of sustainability development. The report is also intended to respond to stakeholders' concerns on numerous sustainability issues

Report Period: Information presented in this report is dated between January 1 and December 31, 2022 (consistent with the financial reporting period), and is issued annually.

Data gathering process and measurement: Data in this report was gathered from daily management, training, discussion, and interviews with relevant departments. The above data was compiled using GRI guidelines and requirements to present Ton Yi Industrial's performance in governance, social and environmental aspects¹.

Data required by GRI indicators was gathered, measured and calculated in manners that comply with local regulations. Where local regulations do not specify, applicable international standards (such as ISO) were used; and where no international standard was applicable, the industry standard or industry custom was adopted instead.

Preparation guidelines: This report is based on GRI Standards published by Global Reporting Initiative, GRI, and is prepared according to its "core" disclosure level for sustainability performance disclosure.

Publication: ESG report is published on an annual basis, and have been made available on the Company website. Current issue: published July 31, 2023 (previous issue: published July 25, 2022)

Contact method: Feel free to contact us through the following if you have any questions or suggestions concerning this report:

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Reporting boundary: Performance information, material aspects and boundaries of this report were disclosed within the scope of Ton Yi Industrial. There had been no significant change in the size, structure or ownership of Ton Yi Industrial during the reporting period, and neither had there been any significant occurrence that would affect the content of this report. Currently, Tonyi's report coverage is on an individual basis. For future reports, Ton Yi Industrial aims to progressively include overseas operations for a more comprehensive presentation of ESG management.

External assurance: The Company has engaged PricewaterhouseCoopers Taiwan (PwC Taiwan) to provide limited assurance to the content of this report using Statement of Assurance Principles 3000 – "Audit and Review of Non-financial Information" published by the Accounting Research and Development Foundation. A copy of this limited assurance report has been included in p.98~p.99 of this report. This report has been prepared in accordance with the GRI Standards, with information provided by the respective sustainability promotion teams, and is compiled and presented to the Convenor for approval and to the Board of Directors for review.

¹In the event of major revisions of data, it will be supplemented by a note in the text of each chapter or table.

Chapter Two Corporate Governance

2.1 About Ton Yi Industrial

GRI:2-1

2.1.1 Company Profile

Ton Yi Industrial Corp. is a member of Taiwan's largest food enterprise group – Uni-President Corp. Ton Yi Industrial Corp., established in 1969, is one of the few successful enterprises that integrate tinplate manufacturing, plating, color printing, canning, middle and downstream metal packaging materials in the world. The Company demonstrates the vitality of sustainable development of the enterprise, makes strategic deployment with the Group, and enters into the field of beverage production and various beverage packaging manufacturing to provide more diversified services to customers. We also have a beverage filling plant that uses the most advanced aseptic filling technology and can provide a full range of services from packaging materials to finished cans, providing strong production and sales support for our brand customers and optimizing the efficiency of resources.

We continue to develop high-end beverage packaging materials, which are environmentally friendly, safe, recyclable, and reusable with screw caps, in line with modern drinking habits. We have invested in the new aluminum bottle can (NBC) business with a Japanese manufacturer to create more choices for our customers

【Create a timeline】



Company name	Ton Yi Industrial Corp.
Date of establishment	April 14, 1969
Company address	No. 837, Zhongzheng N. Rd., Yongkang Dist., Tainan City
Industry category	Others (steel manufacturing, beverage packaging materials manufacturing)
Stock Code (Stock Exchange)	9907
Employee count	1,115
Net sales	NT\$23,401 million
Total assets	NT\$29,371 million
Total equity	NT\$21,053 million
Share capital	NT\$15,791 million
Overseas offices	Mainland China (16), Vietnam (1)

Note: Reference period until 2022/12/31

Composition of Shareholders	Number	Quantity of shareholding	Proportion of shareholding
Financial institutions	1	245	-%
Other institutions	109	817,523,781	51.77%
Natural persons	58,348	445,432,994	28.21%
Foreign institutions and foreign nationals	241	316,188,322	20.02%
total	58,699	1,579,145,342	100%

Note: Reference period until 2023/4/17

2.1.2 Product description

- Tin Mill Black Plates (TMBP), Cold Rolled Steel (SPCC).
- Tin Plates, Tin Free Steel (TFS).
- Printed Tins, Tin cans (round or rectangular) for packing food, beverages, oil and chemical.
- New Bottle Can (Variety of beverage type including coffee, tea, juice, carbonated drinks, drinks including milk, sports drinks, functional drinks, alcoholic drinks).
- Various PET Bottle Lids, and Beverage Filling (PET Bottle, Tetra Pak and New Bottle Can). With advanced aseptic filling technique, we can provide products in integrated from packaging containers to catering of drinks.

Main iron related products



Cold Rolled Steel

Cold Rolled Steel Products :

The hot rolled steel coils are rolled to 0.13~0.80mm without heating, then electrolytic cleaned, annealed and tempered by calendering. Cold rolled steel products are easy to be stamped into various products because of their thin thickness, precise dimensions, roughness grading, easy to paint and plating, and good mechanical and processing properties.

Application :

Electronic parts, household appliances, steel furniture, containers, building materials.



Tin

Tinplate (tin-plated steel)Products :

Tinplate has been used by humans as a packaging container for preserving food for more than 100 years.

Advantages: rust resistance, corrosion resistance, non-toxic, good processability, easy to process into a variety of aesthetic cans.

Application :

Beverage and food containers, chemical containers (motor oil, resin, paint), stationery (pencil cases, toys), battery cases, small hardware, electronic parts.



Tin can product

Tin can product :

The sealing and opaqueness characteristics can maintain the quality of the contents and enable consumers to enjoy safe and hygienic food. The tin cans can be easily recycled after use, and can be oxidized and decomposed in nature to return to the original state of iron oxide and return to nature without causing environmental pollution.

It can meet the three major demands of environmental protection, such as "low pollution", "recyclable", and "resource-saving", and tin cans can meet the increasingly stringent requirements of environmental conditions.

NBC



Soft (PET bottles) and hard (metal cans) capabilities
Innovative packaging containers

The new packaging material using laminated aluminum, with a number of leading technology and patents, recyclable, more in line with the current strict environmental requirements, the most in line with food safety (laminated aluminum, explosion-proof points, the whole box to check ...) It is suitable for filling coffee, tea, carbonated drinks, fruit juices, sports drinks, functional drinks, alcoholic beverages, etc. It meets the needs of customers and future development.

1. Benefits of metal cans

- The metallic luster creates a stylish image.
- Opaque, airtight, keeps freshness and preservation.
- recyclable and environmentally friendly.
- Good heat transfer, can be sold with heating.

2. Convenience and safety compliance

- It has the same advantages of easy opening and resealing as the PET bottle.
- Can lid with anti-theft ring function, safe and secure.

3. Variety + added value

- The bottle mouth can be chosen from $\phi 28\text{mm}$ or $\phi 38\text{mm}$, and there are bottle types with 290~500ml capacity for selection.
- High-pressure sterilization ensures hygiene and safety. (Eg: dairy products)
- We can meet the customer's printing requirements for high-detail designs, with the option of no printing, matching labels or labeling.

4. Made of laminated aluminum

- Compared to regular Bottle Can, it reduces the risk of coating leaks and meets higher food safety requirements. It is applicable to warm the product before drinking.

5. Eco-friendly

- We use dry molding technology, so there is no need to clean and drain during the production process, therefore more water is saved.



2.1.3 Business area (Entities included in consolidated financial statements)

Area	Company		Production project	Customer category
Taiwan	Ton Yi Industrial Corp.		Tin plates 、 Tin mill black plates (TMBP) 、 Coated Steel Tin cans, etc. 、 Tin cans	Electronic parts, hardware supplies, canning factory, ultra-thin cold-rolled steel, electrical steel and other advanced manufacturers
Mainland China	Fujian Ton Yi Industrial Co., Ltd., Jiangsu Ton Yi Tinplate Co., Ltd.		Manufacturing and sales of Tin plates	Electronic parts, hardware supplies, canning factory
	Chengdu Ton Yi Industrial Packing Co., Ltd., Changsha Ton Yi Industrial Co., Ltd.		Tin cans sales.	Beverage brands
	Ton Yi (China) Investment Co., Ltd.	Zhangzhou Ton Yi Industrial Co., Ltd., Taizhou Ton Yi Industrial Co., Ltd., Chengdu Ton Yi Industrial Co., Ltd., Huizhou Ton Yi Industrial Co., Ltd., Kunshan Ton Yi Industrial Co., Ltd., Beijing Ton Yi Industrial Co., Ltd., Sichuan Ton Yi Industrial Co., Ltd., Zhanjiang Ton Yi Industrial Co., Ltd.,	Production and sales of plastic packaging materials and beverage filling OEMs, and sales of iron cans.	Beverage brands
	Wuxi Ton Yi Industrial Packing Co., Ltd.,		Plastic packaging and beverage filling Production and sales of OEM and sales of tin cans.	Beverage brands
	Wuxi Tonyi Daiwa Industrial Co., Ltd., Tianjin Ton Yi Industrial Co., Ltd.		Production and sales of new bottles cans.	Beverage brands
Vietnam	Tovecan Corporation Ltd.		Production and sales of tin cans.	Beverage brands

NT\$ million

Product \ Year	Consolidated revenue in 2022		Distribution by marketing region	
	Amount	Percentage	Mainland China	Outside Mainland China
Tinplate packaging products	26,587	61%	26%	74%
Plastic packaged beverage products	16,893	39%	100%	0%
Total	43,480	100%	55%	45%

2.2 Economic Performance

2.2.1 Business strategy

In the face of the changing external situations and the competitive environment, the company's management focus remains on seeking progress while maintaining stability. Externally, we will develop long-term collaborative relationships with existing and newly developed business partners for mutual assistance and trust, and coexistence and prosperity; internally, we will improve management efficiency, implement work discipline, and adjust production and sales structure. We will strive to reduce operational risks and maintain stable operation and growth of our business. Specific production and marketing strategies:

1. Steel Business:

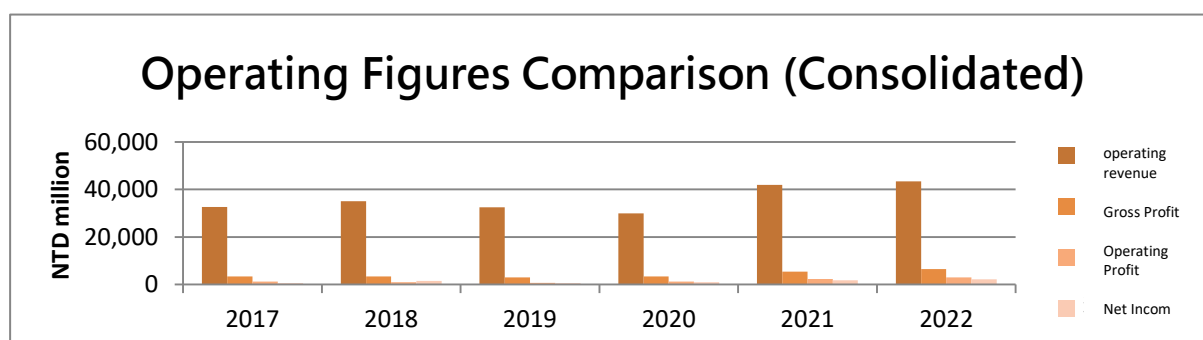
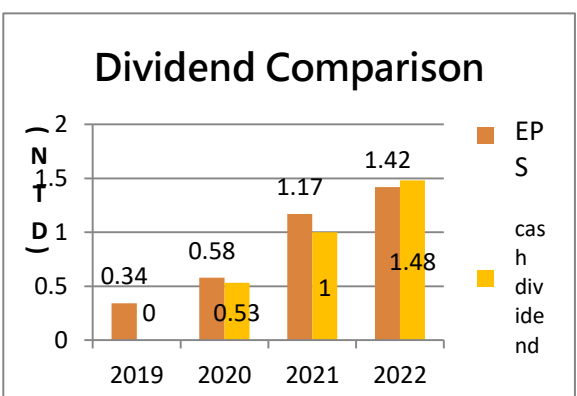
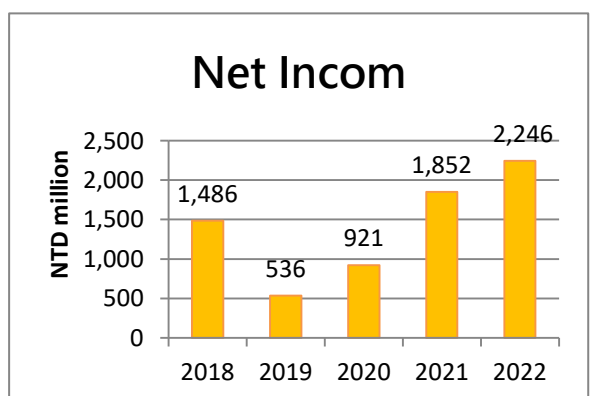
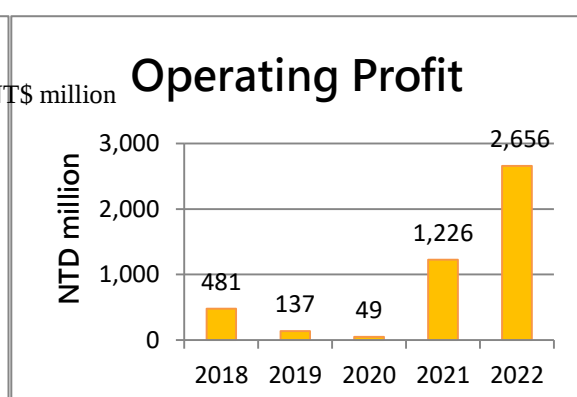
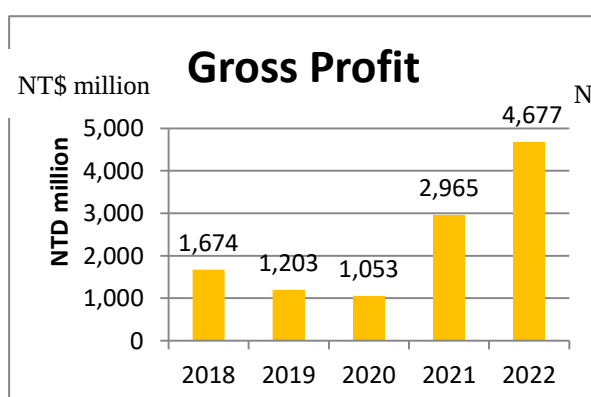
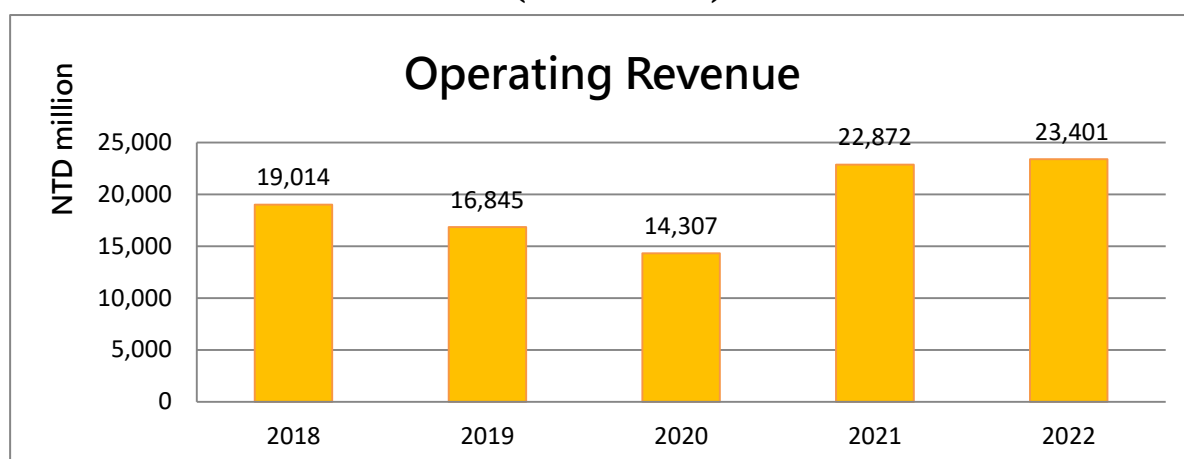
- (1). We continue to expand our cooperation with major steel makers in Taiwan and Japan from raw material supply to downstream product sales to build a stable and resilient supply chain.
- (2). Optimize and adjust sales regions and product mix to improve production and sales efficiency and promote the development of high-value products.
- (3). Strictly control the inventory to reduce the operating risk caused by price fluctuations.

2. General Packaging Business :

- (1). Promote and stabilize existing high-quality large customers and develop potential customers.
- (2). Focusing on germ-free filling, new aluminum bottle and can (NBC) filling, and carbonated beverage filling, the company has been able to secure its technological leadership and expand into new areas of the beverage market.
- (3). Effective management of sales regions and production bases; coordination and effective utilization of Group resources in an effort to optimize profits.



2.2.2 Financial Performance (stand-alone)



Direct Economic Value Generated and Distributed by the Organization*2

Unit: NT\$ thousands

Item \ Year		2020	2021	2022
Direct economic value generated		15,344,658	23,866,607	23,737,925
Operating revenues	Net sales	14,306,713	22,872,434	23,401,298
	Realized (unrealized) gain on sales to affiliated companies	(13,763)	(17,154)	(160)
	Interest income	163	68	739
	Dividend income	0	3,607	6,051
	Rental income	5,398	5,336	5,375
	Other income	15,973	24,153	3,871*1
	Other gains and losses	(41,812)	(7,252)	275,567
	Investment gains	1,071,986	985,415	45,868
Direct economic value distributed		15,260,345	23,593,604	23,821,298
Operating cost	Operating activities costs incurred	13,317,390	20,447,905	19,487,580
Employee salary and benefits	Employee welfare expenses	1,013,667	1,170,718	1,247,136
Payment to providers of capital	Cash dividend	836,947	1,579,145	2,337,135
	Interest expense	109,652	105,117	120,815
Transactions with government	Business income tax + duties (expenses)	(17,321)	290,686	628,622
Community investments	Donation	10	33	10
Economic value retained		84,313	273,003	(83,373)

*1 : Other income – government subsidies: includes a subsidy of NT\$40 NT\$ thousands. The Youth Employment Program grant is NT\$489 NT\$ thousands.

*2 : Detailed financial figures can be found in the website of Ton Yi Industrial Corp. (<http://mops.twse.com.tw>) or MOPS (<http://mops.twse.com.tw>)

2.3 Corporate governance

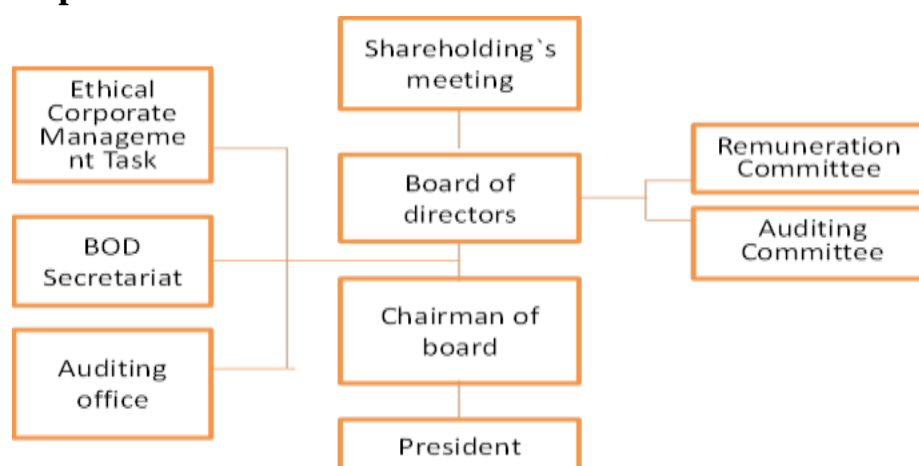
GRI : 2-9、2-10、2-11、2-12、2-14、2-15、2-16、2-17、2-18、2-19、2-20、2-23、2-24、205-2、205-3、405-1

In order to establish a good corporate governance system and respond to the government's corporate governance blueprint plan, the Company has established a code of corporate governance practices with reference to the "Corporate Governance Best Practice Principles for TWSE/TPEX Listed Companies" jointly formulated by the Stock Exchange and the Over-the-Counter (OTC), and has set up an effective corporate governance structure, which is disclosed on the Market Observation Post System. In addition, the Company has established a functional committee and a head of corporate governance to publish a sustainability report on a regular basis each year and to issue an English version of the sustainability report in order to improve the disclosure and timeliness of information in English. The Company has adopted a nomination system for director candidates, strengthened compliance with laws and regulations, and implemented the Board of Directors' performance evaluation method, among others. The Company has achieved the top 21%-35% performance in the most recent year of the Corporate Governance Evaluation, which shows that the Company has achieved results in various governance indicators. For more details, please refer to the Corporate Governance section of the Ton Yi Corporation website (www.tonyi.com.tw). The Company has established the following policies to establish and improve its corporate governance system and implementation:



Code of Conduct	Summary of content
Ethical Code of Conduct	We refer to the Ethical Corporate Management Best Practice Principles for TWSE/GTSM Listed Companies to establish these measures in order to foster a corporate culture of ethical management and sound risk management system and refine sustainable operations and development. (Amended on May 6, 2015).
Integrity Procedures and Behavioral Guidelines	The company engages in commercial activities following the principles of fairness, honesty, faithfulness, and transparency, and in order to fully implement a policy of ethical management and actively prevent unethical conduct, these procedures and guidelines for conduct are adopted pursuant to the provisions of the Ethical Corporate Management Best Practice Principles for TWSE/GTSM Listed Companies, with a view to providing all personnel of the company with clear directions for the performance of their duties. (March 7, 2022)
Corporate Governance Best Practice Principles	To establish a sound corporate governance system, we follow the provisions of the Corporate Governance Best Practice Principles for TWSE/TPEX Listed Companies co-established by Taiwan Stock Exchange Corporation (TWSE) and Taipei Exchange (TPEX) to develop our own Corporate Governance Best Practice Principles to establish an effective corporate governance framework and disclose the Principles on the Market Observation Post System (MOPS) (Amended on March 7, 2022)
Sustainable Development Best Practice Principles	These guidelines have been developed in accordance with the provisions of the Sustainable Development Best Practice Principles for TWSE/GTSM Listed Companies in order to put Sustainable Development into practice and promote progress in economic, environmental and social causes. (Amended on March 7, 2022)

2.3.1 Corporate Governance Framework



2.3.2 Board of directors

For overall Board Composition, we consider the diversity of members, 10 directors, with a service term of 3 years. The nomination system for directorial candidates (nomination and selection criteria: diversity, independence and professional knowledge and skills) was adopted, and the shareholders were requested to elect the members of the Board of Directors during the meeting, and the elections resulted in 7 directors and 3 independent directors, including 1 female director (please refer to the Company's annual report or the Company's website for the structure and composition of the Board of Directors), and the chairman of the Board of Directors did not also serve in the senior management of the Company to mitigate conflicts of interest. Please refer to the Company's 2022 annual report for the disclosure of each member's academic qualifications and experience, professional knowledge, and remuneration. 8 board meetings were held in 2022, with an average attendance rate of 99%. In order to enhance governance capabilities, the directors have completed a total of 84 hours of credit study, with an average of 8.4 hours per person. Topics covered include economic, environmental, and social aspects, such as promoting green transition: towards net zero carbon emissions, ESG-related legal issues to be considered by the board of directors, and corporate social responsibility - corporate governance from human rights policy.

A director who has an interest in an issue at a meeting with himself/herself or the legal entity he/she represents shall state the important content of his/her interest at the current board meeting and shall not join the discussion or vote if it is harmful to the interests of the Company, while also recusing himself/herself from the discussion or vote and shall not exercise his/her voting rights on behalf of other directors. A director's spouse, second degree of kinship, etc., or a company with which the director has controlling affiliation, who has an interest in the matter of the meeting, is deemed to have his or her own interest in the matter. (Please refer to pages 20 and 21 of the Company's annual report)

The Board of Directors is the highest governance unit for sustainable development and is responsible for formulating strategies and policies (please refer to page 7 of the report). The senior management is responsible for implementing sustainable development objectives through the policies of the Board of Directors and instructing each sustainable development promotion team to report the implementation status to the Board of Directors, such as presenting material issues and stakeholder identification results to the Board of Directors for approval, and reporting the implementation status of sustainable development to the Board of Directors annually.

2.3.3 Remuneration Committee

The Company has empowered its "Remuneration Committee" to "set and review performance evaluation and compensation policies, systems, standards and structures applicable to directors and managers" and "regularly assess and determine directors' and managers' compensation." Proposals made by the Remuneration Committee are submitted for discussion and resolution by the board of directors. Please refer to page 19 of the Annual Report for the remuneration determination process. 2 meetings were held in FY2022 with 100% attendance of the remuneration committee Directors, managers and the head of human resources were invited to participate in the meeting and provide information where necessary. Committee members have maintained good communication with

management; any documented objections, qualified opinions or written statements made by committee members are announced publicly according to law, but no such situation had arisen in 2022.

Remuneration Committee(since 2011.09.30)

Terms for fifth committee: June 13, 2022~May 31, 2025 (The Remuneration Committee consists of all independent directors)

Member name: Lih-Chyun Shu(Convener) 、 Yi-Chang Lin 、 Huey-Cherng Tsai

2.3.4 Auditing Committee

The Auditing Committee assists the board of directors in various duties by monitoring: the fairness of financial statement presentation, CPA's independence (at least once a year), effectiveness of internal control system, compliance practice, and potential risks within the Company. The committee held 6 meetings in 2022 and with an attendance rate of 100%. Directors, managers, the chief auditor and external CPA were invited to participate in the meetings and provide information where necessary. Committee members have maintained good communication with the management; any documented objections, qualified opinions or written statements made by committee members are announced publicly according to the law, but no such situation had arisen in 2022.

Auditing Committee (since 2011.09.30)

Terms for fourth committee: June 01, 2022~May 31, 2025 (The Audit Committee consists of all independent directors).

Member's name: Yi-Chang Lin (Convener) 、 Yi-Chang Lin 、 Huey-Cherng Tsai

2.3.5 Auditing Office

By offering independent and objective confirmation and consultation, ensuring that the internal control policy is implemented effectively for the purpose of maximizing profitability while preventing fraud. In doing so, they help improve the Company's performance, minimize risks, enhance crisis management, and assist the board of directors and the management in accomplishing the prescribed goals.

By adopting risk-based audit, the Auditing Office helps the Company's departments and subsidiaries identify medium and high-risk elements that they may affect their ability to accomplish goals. These departments and subsidiaries were further guided to review the adequacy and effectiveness of their internal control systems with respect to the risk elements they had identified, and were aided towards redesigning policies and procedures in ways that enhance risk management and contribute values to the organization. In 2022, the Auditing Office found no significant weakness with regards to internal control.

2.3.6 Ethical Corporate Management Task Force

The Ethical Corporate Management Task Force is responsible for the execution of integrity-related practices. The task force regularly reports to the board of directors and has implemented defined rules such as "Ethical Code of Conduct", "Integrity Procedures and Behavioral Guidelines" for employees to follow as well as organizing internal awareness promotion and training programs from time to time. In 2022, 15,115 internal and external educational trainings related to ethical management issues were held, for a total of 16,152 person-hours. The task force ensures that all deals with external parties are contracted with integrity clauses (Sunshine Clause) in place. Communication and misconduct reporting channels have been implemented, while all informants are protected against retaliation. No report of misconduct of any kind was received in 2022.



Please refer to the following website for the company's integrity management measures:
Ethical Code of Conduct:

https://www.tonyi.com.tw/include/kindeditor/attached/file/20190723/20190723111454_67418.pdf

Integrity Procedures and Behavioral Guidelines:

https://www.tonyi.com.tw/include/kindeditor/attached/file/20190723/20190723111651_62936.pdf

2.4 Risk Management

2.4.1 Risk management

Material Issues	Risk Management
Policy and Commitment	● Policy: Risk management policy. ● Commitment: Strengthen corporate governance and sound corporate risk management to achieve sustainable operation and development.
Target	● Identify and reduce risk
Operation Plan	● Regularly assess the risks each year and have the relevant promotion team responsible for various risk control measures at different levels. ● Regular meetings (twice a month) are held for supervisors to communicate with each other and discuss how to deal with risks and measures.
Effectiveness evaluation	● In 2022, a total of 24 meetings were held to discuss how to deal with the risks and measures to address them, to grasp the risks faced by the Company at this stage.
Grievance system	● Contact can be sought through the company's website - Stakeholders page.

The Board of Directors formulated the "Risk Management Policy" on March 23, 2021, and the President will hold regular meetings with the supervisors (2 times a month), and a total of 24 meetings were held in 2022, to discuss how to deal with various risks and measures to understand the risks faced by the Company at this stage. The focus of the discussion was on critical issues such as risk promotion on laws and regulations (insider trading, ethical operation, cyber security risk, personal information security, business secrets and workplace violations) and measures to prevent the spread of COVID-19.

Management Procedures:

The Company regularly evaluates risks each year and prepares risk management policies for each risk. The promotion team identifies, analyzes, and evaluates risks in relation to its duties, prepares and implements specific risk management plans, then regularly monitors risks and reports to management on the implementation of risk management.

Management:

The Company's risk management includes, but is not limited to, operational risk, market risk, financial risk, legal risk, climate risk, cyber security risk and other risks that could cause the Company to incur significant losses.

2.4.2 Risk Descriptions and Countermeasures

The Company's risk management covers governance, environment, and society, and identifies, analyzes, and evaluates potential risks in each relevant unit. Through appropriate management methods, we monitor and improve our risk management plans, and depending on the nature and impact of the risks, we manage them centrally or in a hierarchical manner so that we can reduce each risk.

Risk category/ Risk-oriented	Risk Description	Risk Control Procedures	Response Chapter
Market Operational Risk/ G (Governance)	Uncertainties such as pandemics, wars, and extreme climates have caused major economic and social impacts.	In addition to the strategies formulated and implemented by each business unit and functional unit in accordance with their business authority and responsibilities, the Company also takes various countermeasures based on the analysis and evaluation of laws, policies and market changes, and the president convenes a crisis management committee for each business group to control and deal with possible market risks and crises.	Chapter two Corporate Governance
Environmental Risks/ E (Environmental I)	1. Environmental regulations are becoming increasingly strict, and companies are facing the transformational risks, such as energy saving and carbon reduction leading to cost increase, as well as the customers' demand for green production, which may affect business operation and financial planning. 2. The increase in extreme weather events may cause disruptions to business operations or loss of resources.	Business Environment Management 1. We adopt a coordinated management approach and use various ISO environment-related management systems as the basis for management. 2. Periodic workflow audits are conducted by a third-party verification unit to ensure the effective operation of the environmental management system. Climate Change and Energy Management 1. Establish an interdepartmental environmental management and energy management committee to be responsible for and manage the management of energy efficiency and greenhouse gas emissions of each plant. 2. In conjunction with the ISO management system, we manage risk control, current situation inventory, and energy saving and carbon reduction projects to enhance our ability to adapt to the possible risks of climate change. Water Resources Management 1. Focusing on the savings and emergency response direction, the Energy Management Committee will promote water resource-related issues, develop relevant control mechanisms, and implement water conservation measures. 2. We internalize the concept of water conservation into our daily operation mode through promotion and education training.	Chapter four Sustainable Environment
Occupational Safety/ S(Society)	Improper operation of machinery and equipment or work environment safety measures are not properly implemented, resulting in occupational hazards.	1. There is a safety and health committee that meets quarterly to review safety and health management issues. 2. We have introduced the occupational safety and health management system ISO 45001 and TOSHMS to actively implement employee safety and health management and care, and continue to promote various types of occupational safety education and training, and case studies to strengthen employees' occupational safety concepts. 3. Regular construction safety inspections are conducted to prevent occupational hazards by means of counseling and auditing.	Chapter five Mutual Prosperity-H ealth and Safety

Food Safety/ G(Governance)	1. Failure to take good care of container sealing and harmful substance management, resulting in deterioration or abnormality of the contents. 2. Failure to update the information on the regulations related to the packaging of food utensils and containers, resulting in labeling that does not comply with legal regulations.	1. There is a Food Safety Committee that meets regularly to review and resolve issues related to food safety and quality management. 2. Implementation of source and classification management of direct-contact materials, supplier evaluation system. 3. The impact of changes in relevant laws and regulations and the preparation of countermeasures to ensure that all of the company's products comply with the laws and regulations. 4. To provide more communities to use our food packaging containers and to obtain Halal certification for coated tin and metal cans in 2022.	Chapter three Product and Service
Financial Risk/ G(Governance)	Market risk, credit risk and liquidity risk may adversely affect the Company's financial condition and financial performance.	1. The Board has written principles for overall risk management and also provides written policies for specific areas and issues. 2. The Finance Department follows the policies approved by the Board of Directors and works closely with the Company's internal operating units to assess and manage financial risks.	Please read 4-2-1 Financial Risk Management below.
Information Security/ G(Governance)	1. Improper computer operation causes leakage of confidential company information. 2. Hacking to obtain personal information.	1. Establish an information security risk management framework, formulate information security policies, and establish an information security management team and division of authority and responsibility to enhance the safe and stable operation of information operations. 2. Establish cyber security notification procedures perform cyber security audits to ensure effective implementation of cyber security incidents management procedures.	Please read 4-2-2 Information Security below.
Epidemic risk/ S(Society)	Besides affecting stable operations, COVID-19 can also harm employee health.	We formed the COVID-19 Crisis Response Team, established the relevant points for notice, captured the latest government policies at all times, and implement various epidemic control measures.	Chapter five Mutual Prosperity-Health and Safety

2.4.3 Financial Risk Management

1. The Company's daily operations are subject to a number of financial risks, including market risk (including exchange rate price risk, price risk and interest rate risk), credit risk and liquidity risk. In order to reduce the adverse impact on the Company's financial performance due to uncertainty, the Company enters into forward exchange contracts to hedge the exchange rate risk.
2. Risk management operations are performed by the Company's Finance Department in accordance with the policies approved by the Board of Directors. The Company's

Finance Department is responsible for identifying, evaluating and hedging financial risks by working closely with the Company's operating units. The Board of Directors has written principles for overall risk management and also provides written policies for specific areas and issues, such as: exchange rate risk, interest rate risk, credit risk, use of derivative and non-derivative financial instruments, and investment in residual liquid assets.

For more information on financial risk, please refer to the Unity Enterprises Annual Report.

2.4.4 Information Security Management

Management strategy

1. Strengthen information security management, enhance protection capabilities, and establish a safe and reliable information operating environment.
2. Ensure the confidentiality of relevant information and to protect confidential information from leakage.
3. Ensure the availability and completeness of relevant information to improve operational efficiency and quality.
4. Ensure the continuous operation and uninterrupted access to relevant information.

Organization structure and functions

The president is the chief information security officer (CISO) and promotes and supervises information security management matters. The information department shall be the information security chief and information security personnel and establish the relevant information security policies and plans. The audit unit reviews these policies and plans half-yearly to ensure the compliance of operations.

Establish an Information Security Framework :

Measures	Protection Functions
Spam Prevention System	Spam and threatening emails detection, filtering and defense to reduce the risk of various email attacks.
Network Segmentation	Each factory network segment is independent, and the host network segment is independent, so that the user and the host system traffic are separated from each other and the network security is improved.
Build firewalls	Separate internal and external networks, network traffic control, intrusion prevention, virus protection, web content filtering, data leakage protection and application control, confidential host virus protection, external user access to the internal network via SSL VPN encryption protocol.
Set up network management and control system	Use Pontus monitoring software to monitor network system resources in real time, record usage logs, and send email alerts in case of abnormalities
Build endpoint protection system	Protect terminal devices with OfficeScan, virus protection, malware detection, real-time monitoring and regular scheduled scanning.
Regular information security vulnerability detection	Once a quarter, the company performs vulnerability detection on all IP devices that can be scanned in the company's network environment, including: scanning for uncorrected vulnerabilities in the operating system, scanning for vulnerabilities in common applications, scanning for network service programs, scanning for Trojans/backdoors, testing for account password cracking, detecting insecurity and misconfiguration of the system, scanning for network communication ports, and implementing remedial measures based on the scan results.
Visitor Usage Network Management	When a visitor needs to use the company's network, the visitor can use the company's network to connect to the external website after the visitor submits a request form and the network administrator provides the password for the day. The password is automatically changed once a day.

2.5 Compliance

GRI : 2-27 、 416-2 、 417-2 、 417-3 、 418-1

2.5.1 Compliance situation

Ton Yi Industrial adopts the principle of complying strictly with all local and foreign regulations. It has specialized units in place to constantly monitor any changes in law, and takes steps toward ensuring compliance of its rights and obligations. In 2022, there were no serious violations of the regulations and we continue to comply with the law. 2022 violations and subsequent improvement measures are as follows:

Violation oriented	Occupational Safety
Violation of regulations	Occupational Safety and Health Act
location	Tainan Plant
Reason	After stopping the iron oxide powder manufacturing equipment and performing point inspection and maintenance operations, the officer visually inspected the transmission chain to determine that it had stopped running (actually still rotating at low speed), then failed to follow the operating standards of disconnecting the power and hanging a tag and using supporting tools, and after opening the inspection hole, he put his left hand inside the inspection hole for inspection, resulting in a hand injury.
Disciplinary Status	Penalty of NT\$100,000
way of improvement	1 、 Dummy-proof improvement: the view hole is reduced from 15 cm to 4 cm, so that the hand can no longer reach in. 2 、 Parallel launch prioritizes engineering improvement (dummy prevention) for various protection measures to minimize human error rate. 3 、 Hold the incident review meeting to review the cause of the incident as well as some improvement measures. 4 、 Reported occupational accidents at the Safety and Health Committee meeting. 5 、 Review of occupational accident cases in the Safety and Health Management Office ISO 45001 implementation meeting report. 6 、 In this case, the whole plant conducted safety and health meeting to train and educate about the occurrence and countermeasures.

Other Regulatory Compliance:

Regulatory Violations	Violation situation
Health and safety regulations for products and services	No violation
Regulatory events related to information and labeling of products and services	No violation
Events related to marketing and broadcasting regulations	No violation
Complaints about violation of customer privacy or loss of customer information	No violation

Corporate Compliance Strategy:

Aspect	Prevention measure
Environmental protection	The Company has employees assigned specifically to gather legal information from the Environmental Protection Administration (EPA). Any new laws gathered are evaluated to determine their relevance, and are raised for discussion during quarterly review meetings with conclusions published onto the intranet.
Corporate governance	The Company participates in regulatory seminars organized by Taiwan Stock Exchange Corporation and government agencies. Proposals are raised in board of director meetings from time to time to discuss establishment or amendment of existing policies from compliance reasons.
Health and safety of products and services	The government has recently required certain food producers to develop traceability for food items, following the outbreak of major food safety incidents. Since the Company's tinplate cans are used as a form of food package, it is also required to participate in the food safety disclosure by uploading supplier information onto the common platform maintained by Food and Drug Administration.
Workers' human rights	The Company complies with the Labor Standards Act and has introduced human rights protection principles into its "Employee Manual," "Work Rules" and "Sexual Harassment Prevention Policy." No official complaint was raised against the Company for hiring of child labor, discrimination, violation against freedom of association, or forced labor.

2.6 Participation in External Organizations and Initiatives

GRI : 2-28

2.6.1 The situation of Participation in External Organizations and Initiatives

Through the integration and leadership of the platform, we will continue to promote the development of the industry and advance common interests through mutual assistance and cooperation.

Name of organization	Organization purpose	Location	Position held
Taiwan Steel and Iron Industries Association	For the unity and development of the steel industry, the goal of the company is to help the government build the economy and earn foreign reserves, coordinate relations between industry peers and explore mutual benefits. Review the website: https://www.tsiaa.org.tw/	Taiwan	Member
Taiwan Metal Industry Association	1. Investigation, statistics, research, improvement and development of the metal industry at home and abroad. 2. Investigation of the source of raw materials from industry peers and assistance in the deployment of raw materials. 3. Manufacturing, investigation of shipping and marketing, statistics and promotion for members. Review the website: https://www.trmsa.org.tw/Default.aspx	Taiwan	Member
Tainan County Importers Exporters Chamber of Commerce	1. Investigation, statistics, research and development of commerce at home and abroad. 2. Coordination, introduction and promotion of international trade. 3. Assistance in promotion and research for the government's economic policies and business laws. Review the website: http://www.tiea.com.tw/index.html	Taiwan	Member
Tainan County Industrial Association	1. Coordinate relations between industry peers, explore mutual benefits. 2. Seek improvement and promote economic development. Review the website: https://www.tncia.org.tw/	Taiwan	Member

Chapter Three Product and Services

The most significant value we offer in beverage packaging is to provide food and beverage plants with safe, hygienic and visually appealing products made from tinplate and a broad variety of beverage packaging materials. Trust our products and have peace of mind. We lead by example and rigorously collaborate with our upstream and downstream partners to continue refining our manufacturing technology and equipment and reducing the environmental and cost impact. We create added value to products through our after-sales and technical services to achieve sustainable operations.

3.1 Customers' Health and Safety

GRI : 416-1 、 416-2 、 417-1 、 417-2 、 417-3 、 418-1

Material Issues	Customer Health and Safety
Policy and Commitment	● Policy: Quality policy, food safety policy. ● Commitment: To provide safe, hygienic, and elegant tinplate cans/food and beverage packaging materials to brand manufacturers, to build a food safety culture, and to implement food safety awareness and responsibility of all employees.
Target	● Continuously maintain zero food safety major events. ● We will continue to obtain JIS and ISO quality and food safety management system-related certification renewals and continue to expand the possibilities of other certifications.
Operation Plan	● In order to strictly control the issue of food safety and quality for consumers, the Company has set up a related promotion team and invested in the renewal and improvement of related software and hardware facilities and environmental optimization. ● In order to prevent food safety risks that may have a serious impact on the brand, the General Manager of the Technology Division acts as the quality manager of the manufacturing department, coordinates the planning of quality management activities, and reports regularly to the Board of Directors on the implementation status of quality management activities.
Effectiveness Evaluation	● In 2022, we obtained the Halal Certification of Halal Assurance System to meet the needs of customers and test the business opportunities in emerging markets and to enhance the quality assurance of our products internationally.
Grievance system	● In accordance with the Customer Complaint Management Method, customers can complain to the business department through face-to-face meetings, phone calls, and emails.

Quality Policy: Impecline quality, satisfied customers

Quality Commitment:

1. Achieve the right quality in the first attempt.
2. Quality process makes quality products.
3. Respect the next production stage like customers.
4. Always aim to improve quality standards.
5. Small problems tend to deteriorate into crisis.
6. Prevention over treatment.
7. Quality definition must “conform to customers’ requirements”.
8. Process determines quality.
9. Quality is everyone’s responsibility.
10. Quality education is fundamental to every organization.

Food safety: Food safety and quality as the top priority

Food Safety Commitment:

1. Bring food safety awareness and spirits into the work details of all employees.
2. Respect, learn and satisfy customers’ needs, and satisfy mutually agreed food safety requirements.
3. Enforce stringent control over food safety, and continually develop and innovate new technologies.
4. Develop systematic management, set goals, and regular review performance for the improvement of food safety.
5. Develop and implement food safety information; maintain all records of communication.
6. Out of commitment to sustainable business, the Company shall operate and ensure food safety in compliance with regulations.

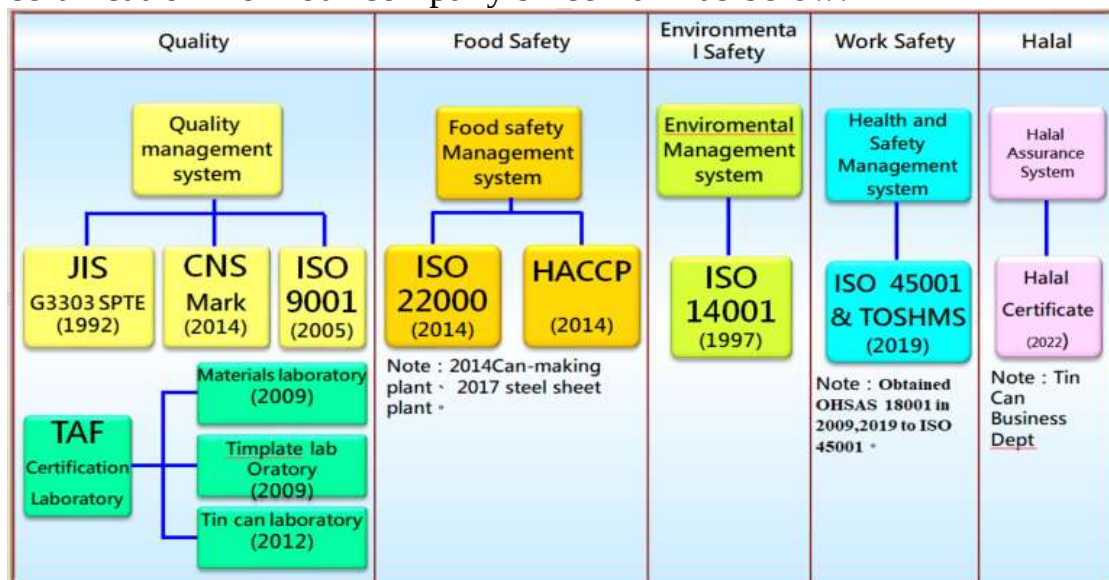
Approved by: President 2017.08.07

Approved by: President 2020.02.13

3.1.1 Production Management System and Lab

Management system

Ton yi has always emphasized on quality, food safety, environmental safety, and industrial safety, and has obtained Halal verification/certification from our company since 2022 as below:



Percentage of product having passed management system and product testing – by category

Item	Quality			Food Safety		Environmental Safety	Work Safety		Halal
	ISO 9001	JIS G3303 SPTF JQTW08007	ISO 9001:2015	SGS	SGS	ISO 14001	ISO 45001	TOSHMS	Halal Certificate
Tin Mill Black Plate	100%	—	99.6%	—	—	100%	100%	100%	—
Cold-Rolled Steel Sheet	100%	—	—	—	—	100%	100%	100%	—
Tinplate	100%	54.2% ¹	60.9% ¹	100%	100%	100%	100%	100%	—
Chromium coated tin free steel	100%	—	65.4% ¹	100%	100%	100%	100%	100%	—
Tin Can (ROUND)	100%	—	—	100%	100%	100%	100%	100%	100%
Tin Can (REC TANGULAR)	100%	—	—	100%	100%	100%	100%	100%	100%

Note: The labeling ratio less than 100% mainly due to customer's requirements and the US and Malaysia specifications are not displayed.

Introduction to Management Systems

JIS G 3303



Ton Yi Industrial first earned its JIS (Japanese Industrial Standards) certification in the tinplate category in December 1992, which made it the first company outside Japan to be certified for JIS in the tinplate category. This certification not only signifies excellence in the products made by Ton Yi Industrial, but also implies that the Company is capable of producing tinplates in quality comparable to the best in the world.

To apply for JIS, a company must undergo layers of stringent reviews. Obtaining the initial certification is already a challenging task, but what makes things more difficult is the requirement to be re-examined every 3 years thereafter. For this reason, the Company must constantly ensure compliance with JIS and develop effective quality management practices and standardized procedures, or the JIS certification can be voided at any time.

ISO 9001



ISO stands for International Organization for Standardization. 9001 is the standard number, and the 9000 series such as 9001m 9004 are the standard provisions relating to the quality management.

Having been certified for ISO 9001 Quality Management System indicates that the company is at least on par with international standards in terms of product, engineering or service quality. This certification is a testament to the Company's ability to deliver products or services to customers' expectations. At Ton Yi Industrial, we place quality and customer satisfaction at the top of our focus. We manage performance in ways that improve the Company's adaptability and competitiveness to future challenges, thereby achieving sustainability.

In order to respond to customers' demand for quality, Ton Yi Industrial cares a great deal about the quality control of the Company's internal processes. All is based on the principle of meeting customers' demands, and expect to provide products that satisfy customers.

Lab Certification



TAF (Taiwan Accreditation Foundation) evaluates laboratories using international standards (ISO 17025). TAF-certified laboratories are able to print the TAF label on the report they produce as a proof of credibility.

The Company Quality Assurance, Research and Development Department use advanced laboratory and precision equipment to perform quality tests. It constantly engages in new research projects to refine production process, and hence assure product quality. Each product item is tested and passed at the laboratory before shipment.



ISO22000 & HACCP



ISO 22000 is applicable to any organization within the food production chain that has a need to develop its own food safety system, regardless of size, business category or the products they offer. This standard covers an entire supply chain from raw materials, food service, processing, transportation, storage, retail to packaging, and thereby ensures food safety from the beginning of the supply chain up to the point of consumers' purchase.



HACCP(Hazard Analysis and Critical Control Points)

For the food industry, HACCP is used for identifying, assessing, controlling, and preventing food hazards. It has now been recognized worldwide as a food safety standard.

ISO 22000 and HACPP certifications provide customers with extra confidence in the food supply chain. Both of them are common elements in the world's food safety standard, and have been adhered strictly in exchange for the trust of world's consumers. Together, they represent the Company's ability to control food safety risks.

Halal Certificate



Halal certification is a recent emerging business concern because of the diversified development of food processing, preservation, and transportation technologies, as well as the lack of effective information on the ingredients of food products, the difficulty of identifying additives and processing aids, different names, and different regulations in different countries, in order to protect Muslims to use household food products in compliance with the requirements of their beliefs, and to compete for the international market of Muslim halal food products. To meet the needs of customers and test the business opportunities of emerging markets, and to enhance the quality assurance of internationalization of products, our company can provide customers with more satisfactory products through halal certification, making our products more competitive, and we are the only company in Taiwan to obtain halal certificates for coated tin and metal cans.

3.1.2 Hazardous substance management

Hazardous substance management

Hot rolled materials

- Hot rolled materials are mainly purchased from world-renowned steel refineries such as CSC, JFE (Japan), Nippon Steel & Sumitomo Metal Corporation (Japan), and POSCO (Korea). All of which have stringent controls over hazardous substances, and have complied with EU (RoHS) ^{Note1} and REACH (SVHC) ^{note 2}. These suppliers are able to provide test reports as proof.

TMBP, tinplate, cold rolled tinplate

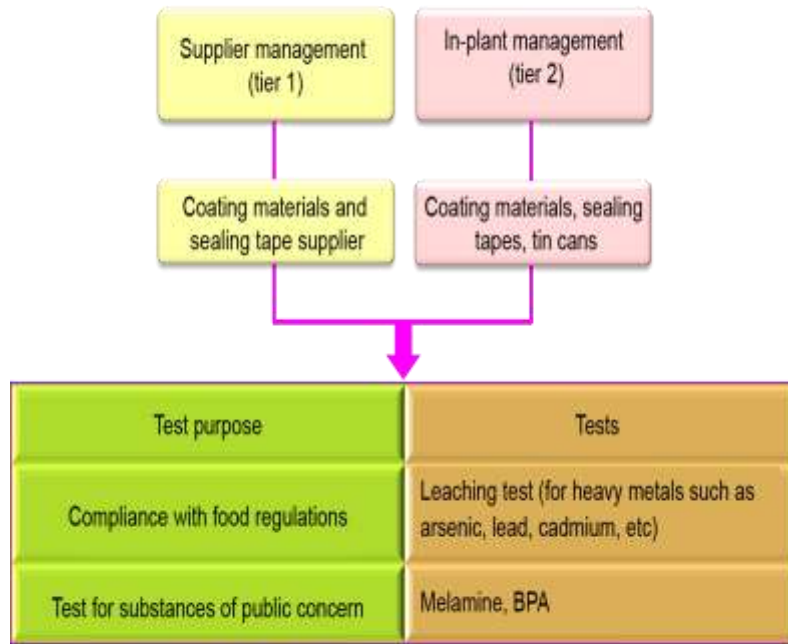
- TMBP, tinplate, cold rolled tinplate do not have any hazardous substances added to them during production. These products are submitted for SGS testing on a yearly basis, and the test results all conformed with EU RoHS, REACH (SVHC) and customers' requirements.

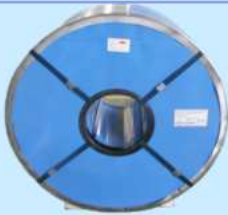
Tin can (container)

- Tin cans (containers) and any substances that come into direct contact with the content (e.g. coating material, sealant, etc) are graded and controlled at the source. In addition to grading its suppliers, the Company also requires raw materials suppliers to produce test reports that prove their compliance with food regulations on an annual basis. The Company's products are submitted for testing in accordance with "Sanitation Standard for Food Utensils, Containers and Packages" each year. All test results have complied with regulations.

Note 1: RoHS (Restriction of Hazardous Substances Directive) imposes maximum limits on the use of hazardous substance in electrical appliances and electronic equipment.

Note 2: REACH (Registration, Evaluation and Authorization of Chemical Substances) is an EU regulation concerning the registration, evaluation, authorization and restriction of chemicals. SVHC (Substances of Very High Concern) is a category of chemicals under REACH that are currently of high toxicity and high risk to the environment or human body.



Product type and raw materials	Tin mill black plate	Tin-coated steel/ Chromium coated tin-free steel plate	Tin cans(containers), Coating materials,sealing tapes
Product Picture			
Hazardous Substance Control	RoHS · REACH	RoHS · REACH	Sanitation standards for food Utensils,containers and packages
Test expenses	(thousands) Inspection fee 2,157 2,224 2,266 2,500 2,000 1,500 1,000 500 0 2020 2021 2022		

※The management of food safety risks of cans (barrels) is managed from the source, the inspection of suppliers is carried out annually and raw materials suppliers are required to provide various testing reports that comply with food laws. Gel permeation chromatography is used to monitor the quality of the coating to avoid quality variation to make sure the food is safe to consume.

3.2 Supply Chain Management

GRI : 2-6 、 204-1 、 308-1 、 308-2 、 414-1 、 414-2

Material Issues	Raw materials and supply chain management
Policy and Commitment	● Policy: Supplier management procedures ● To obtain high quality raw materials to produce products that customers can use with confidence °
Target	● Increase the percentage of locally procured goods year by year. ● Continuously require 100% of the new supply chain to sign a social responsibility Commitment.
Operation Plan	● Positive Impact Management: Establishing good relationships with suppliers, thereby strengthening supply chain partners including employee rights and human rights, occupational action plans, health and safety, and environmental pollution prevention and maintenance through supply chain evaluation and policy promotion. ● Negative impact management: Non-compliant suppliers will be removed from the supplier list, and in order to avoid the risk of material shortage due to material supply failure, we will reduce the risk by diversifying the sources of raw materials.
Effectiveness Evaluation	● The proportion of local procurement was 82% in 2022, showing a continuous increase compared to 2020 (73%) and 2021 (80%). ● New suppliers in 2022: 8 manufacturers and 11 distributors, all of which have signed the social responsibility Commitment.
Grievance system	● A supplier service window is available for filing complaints and seeking service through this mechanism.

3.2.1 Supply Chain Management

Ton Yi Industrial actively develops supply chain relations with major steels manufacturers in Asia to secure supply of raw materials. The Company tries to purchase as many raw materials in needs from local producers as possible, provided that they meet the required tests and qualities, and thereby create employment opportunities while helping local companies improve competitiveness. The Company has been enhancing management of its raw materials suppliers, enforcing tests for hazardous substances, and prohibiting purchase of conflict metals.

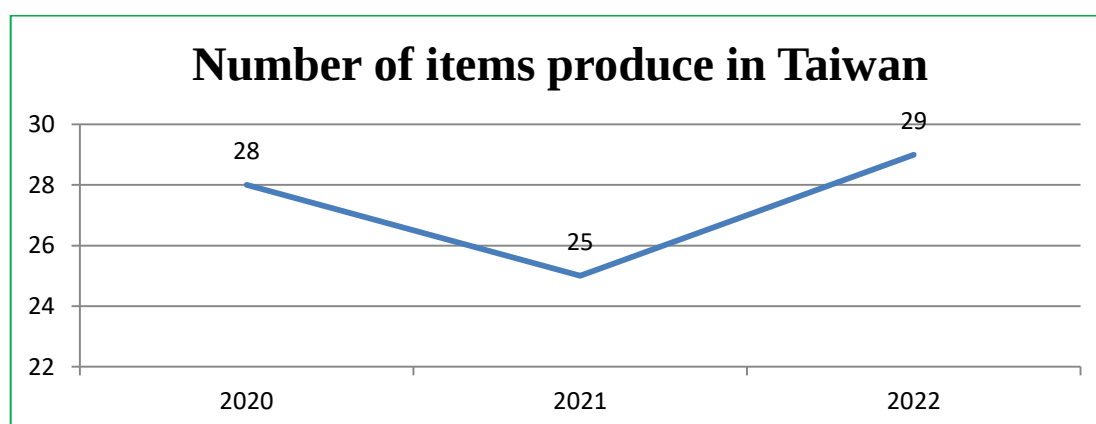
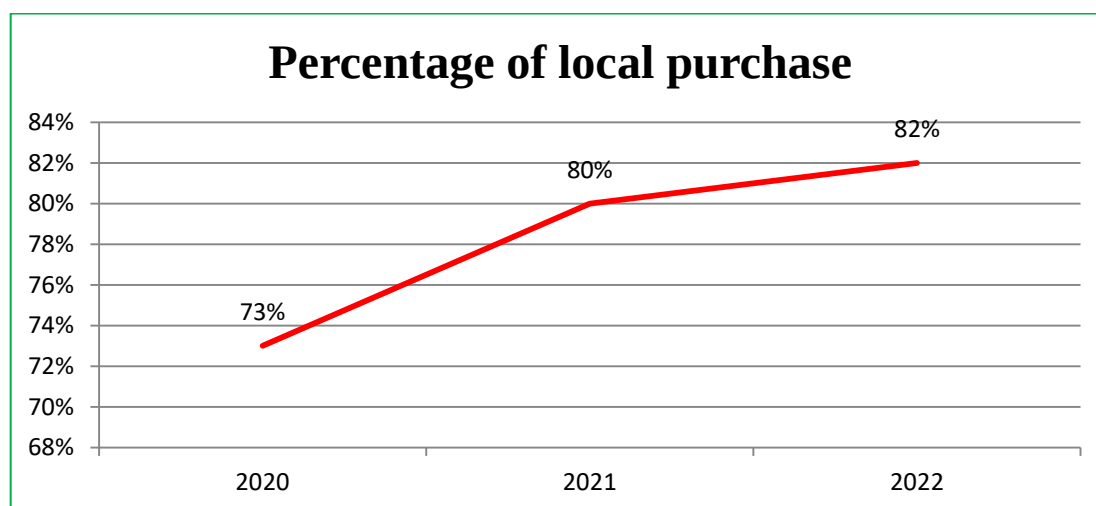
While we commit ourselves to strict standards, we also expect our suppliers to value sustainable development and implement their own policies as well as promote waste reduction and localized production.

Supply Category

Supply category	Communication method	Location	Industry characteristics
Metal plate supplier – China Steel	Regular quality consultation meeting, e-commerce system	Taiwan	Heavy industry
Original plate supplier – Japan	Unscheduled visits, regular technical meetings, direct contact or through agent/business partners	Overseas	Capital, technology, labor-intensive industry
Original plate supplier – Korea	Unscheduled visits, regular technical meetings, direct contact or through agent/business partners	Overseas	Capital, technology, labor-intensive industry
Chemical supplier	Regular E-mail or phone to enquiry about market supply, market overview and technical research and discussions	Taiwan	Able to provide products of multi-product and supply requirements
Chemical supplier	Regular E-mail or phone to enquiry about market supply	Overseas	Unique technology, market oligopoly
Motor supplier	Phone, E-mail, unscheduled meetings	Overseas/ Taiwan	Capital intensive
Machinery supplier	Discussions of drawings and specifications technology in person/phone/Email, FAX/Email order	Overseas/ Taiwan	Technology/labor intensive
Packaging supplier	Phone, E-mail, unscheduled meetings, discussions in person	Taiwan	labor intensive

Percentage of Localized Purchases

The Company increases purchase of raw materials from local suppliers where possible, which creates employment opportunities and helps improve the competitiveness of local business. Under the condition that the production operation and quality will not be affected, some equipment or parts will be supplied locally to create a win-win situation for both parties. Influenced by the pandemic, the steel and iron prices soared in 2021 to indirectly raise the domestic procurement price.



Supplier Inspections

The Company conducts annual on-site inspections according to its supplier management procedures to ensure that suppliers are working towards the common goal. New suppliers of metal plates, tin ingots and important chemical materials are subject to on-site evaluation, but oligopolistic suppliers, top-100 companies and foreign companies need not undergo on-site evaluation.

As an enhanced control over the supply chain, any qualified supplier that exhibits major abnormal conduct will be subjected to on-site evaluation within one week as well as strengthen product risk management related to food safety and control from the source. In addition, at least 3 suppliers are selected each year to undergo evaluation using the “Supplier Evaluation Sheet.” Those that fail the evaluation will have their supplier eligibility revoked with immediate effect. The 2022 annual field evaluation was suspended due to the pandemic and will resume after the pandemic is over.

Supplier Commitment

Choosing quality suppliers and purchasing safe materials are key to ensuring product safety. In order to fulfill our corporate social responsibility commitments, we require all suppliers to sign a “Supplier Social Responsibility Commitment Letter.” 100% of suppliers have signed this commitment.

In an attempt to enhance control over food safety, the Company has been promoting awareness on “ISO 14001 – Environmental Management” to all suppliers of chemicals that come into direct contact with tin can surface since 2014, of which 100% had replied.

Supplier category	Count	Supplier Social Responsibility Commitment Letter		Reply rate
		No. of copies issued	No. of copies issued	
Manufacturer	157	157	157	100%
Contractor	18	18	18	
Distributor	152	152	152	
Total	327	327	327	

Note1: The Supplier Social Responsibility Commitment Letter establish relevant specifications including employee rights, health and safety, environmental policies (emphasis on environmental protection, green management), and conflict metal procurement policies.

Note2: New suppliers in 2022: 8 manufacturers and 11 distributors, all of which have signed social responsibility commitments; There are 5 new suppliers in the chemical category.

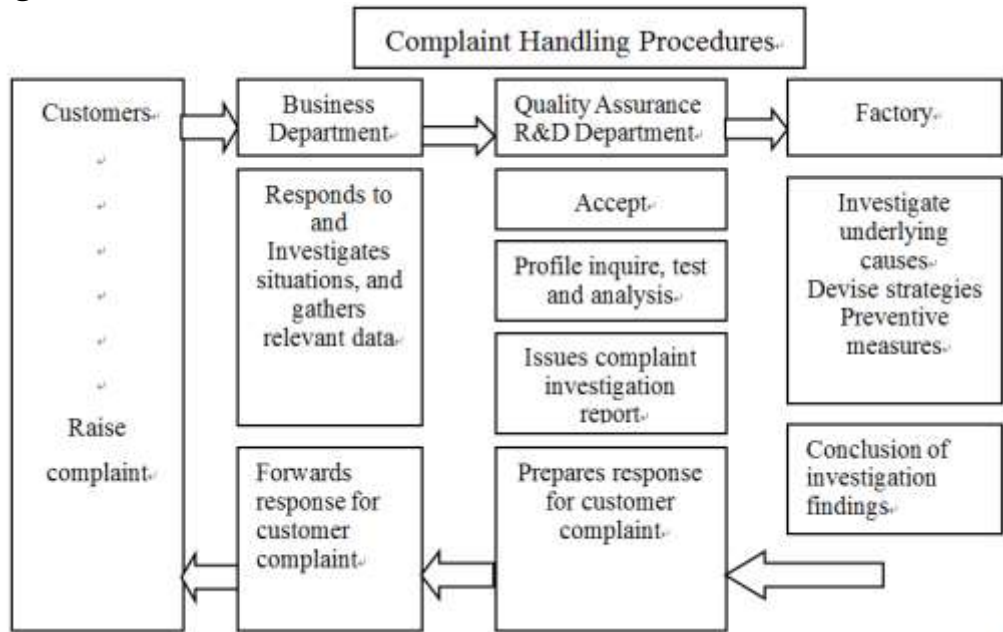
Not sourced from conflict mines

None of the Company’s tin ingot suppliers (serial number: #16 MSC #34 IMLI, #49 BANKA, #56 THAISARCO and #59 YT) had sourced their materials from conflict mines or sweat factories



3.3 Customer Service Management Grievance Mechanism

Supplier contract sheet, inspection report, E-mail, phone, on-site visit and meeting are used as means of expressing grievance.

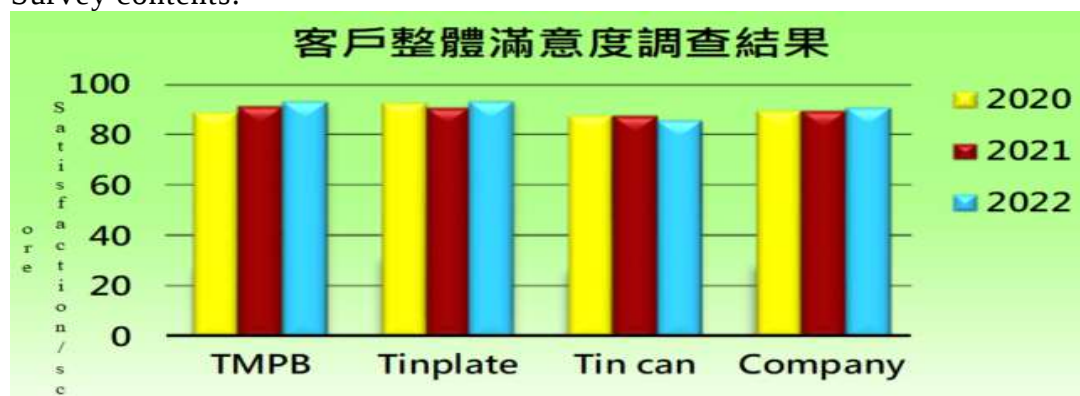


Performance Management

Each year, we conduct a satisfaction survey on selected customers (based on sales volume, time of relationship, etc.) to analyze customers' needs. Results of the customer satisfaction survey are reported during the ISO review meetings and followed up for improvements.

Goals: To achieve at least a "Satisfied" rating. Performance: according to customer satisfaction surveys, all business divisions were able to maintain an average satisfaction rating above 80.

Survey contents:



3.4 Technology research and development and improvement

➤ **Steel Sheet Plant No.2 (EPL) added iron reverse side S-Maker equipment:**

Description:

1. The production line of the original steel sheet plant only has a marking machine for the "front" edge of the sheet, so if a customer has a "reverse" order, the coil must be transported to the negative plant for reverse decoiling, which increases the cost of coil production.
2. The original "front" edge marker:



After improvement:

Add "Reverse" edge marker (S-Maker) to improve market competitiveness:

1. Electronic control equipment: Purchase original (Japanese-made) specification controller, driver, sensor, and install and test them ourselves.
2. Machinery and equipment: Self-designed machine design, manufactured by Taiwan manufacturer.

Benefits:

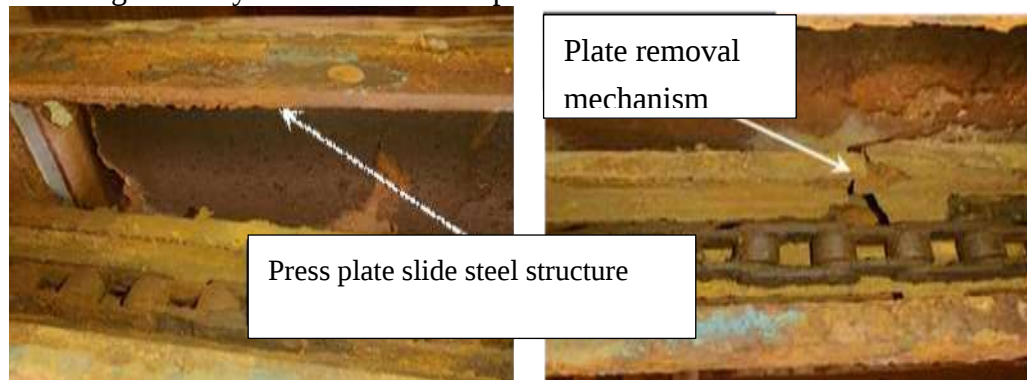
To expand our product offerings, meet customer order requirements, and enhance our self-development capabilities for equipment modification.



➤ **WTP DH631 Dewatering rewind machine updated**

Description:

1. WTP DH631 Dewatering Machine is mainly used to process alkaline and acidic wastewater and produce mud cake by pressing and dewatering.
2. DH631 dewatering machine was used in the TCM speed increase case, and in 2020, it was found that the dewatering machine mechanism had rusted and damaged and was proposed to be repaired, and the manufacturer had visited the meeting to investigate → DH631 dewatering machine had no repair value, and it was suggested to renew the whole unit, which is costly and takes a long time.
3. The DH631 dewatering machine was self-inspected and the north and south beams and the slide of the plate removal mechanism were severely damaged, while the rest of the unit structure was normal. We will invite the equipment maintenance manufacturer to visit the factory and confirm the location of the damage to carry out renewal and repair.



After improvement:



Benefits:

Compared to the cost of purchasing a new machine, a repair can save about NT\$3 million. This shows that maintaining old equipment is an important issue, and a repair can extend the life of the equipment and increase the value of the equipment with a lesser amount of money, which is a successful improvement case.

Chapter Four Sustainable Environment

The importance of the issue

The following environmental policy is established as the highest principle of our environmental protection work in order to systematize the environmental protection system so that the possible impact on the environment can be clearly considered in the decision making and operation process of research and design, product manufacturing, raw material use, maintenance, transportation and waste disposal, etc.

Environmental Policy: ECO – Friendly & Green Biz

Environmental Commitments:

In order to implement environmental policies effectively, we declare the following environmental commitments to all colleagues, customers, third parties, and the general public:

1. The organization shall aim to minimize environmental impacts of its business development, operations and commercial activities through “energy conservation and waste reduction”.
2. Improve production processes through scientific and technological advancements; thereby avoiding commercial activities that have adverse impacts on the environment.
3. Comply with regulations and commit to ongoing improvements.
4. Establish communication with company insiders as well as those out with the organization to monitor and review environmental goals on a regular basis.
5. Educate, train and inspire employees to work responsibly with respect to the environment.

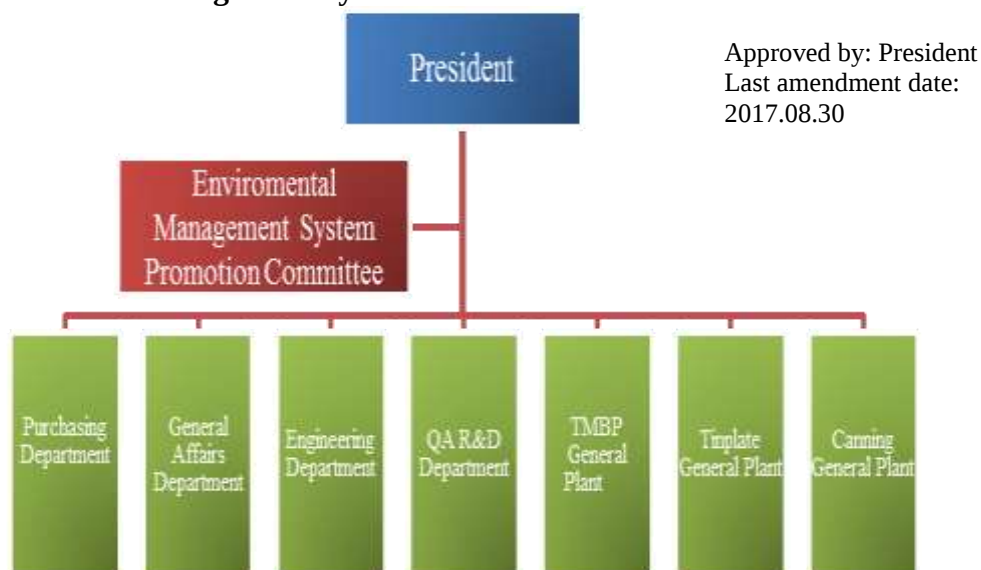
4.1 Environmental management organization

4.1.1 Environmental Management System

In 1997, Ton Yi Industrial assembled an “Environmental Management System Promotion Committee” spearheaded by the President, whose responsibilities are to make decisions relating to environmental management. The general plant manager has been appointed as management representative of the execution team, whose responsibilities are to monitor and manage existing systems.

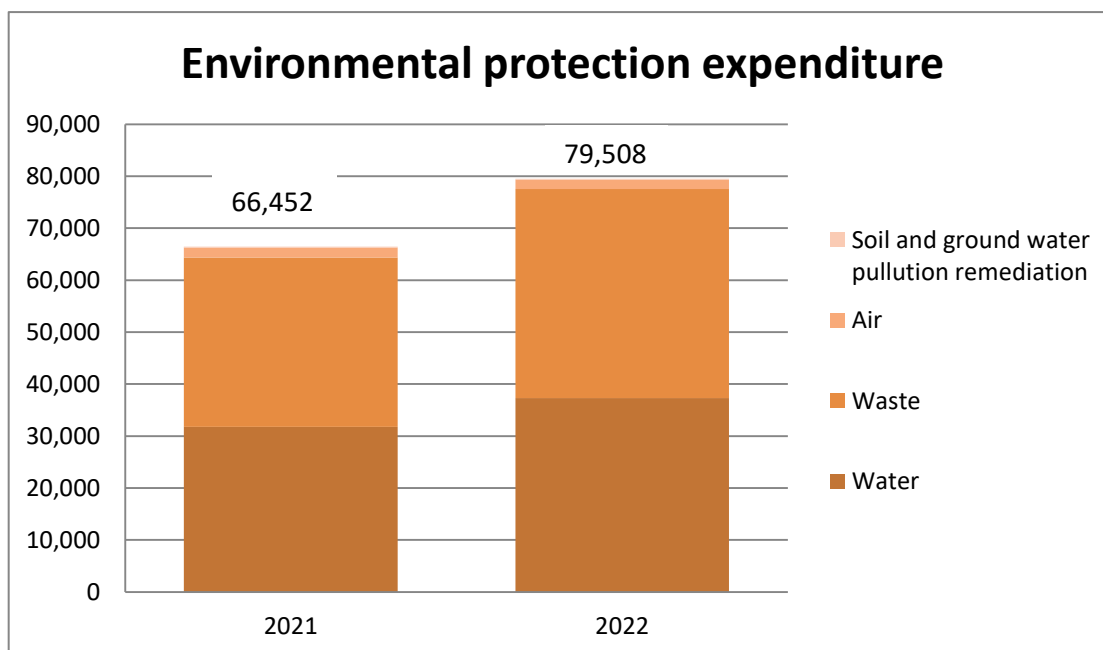
In October 1997, the Company was certified for ISO 14001 – Environmental Management System and has since been operating based on planned systems and standards. The Company conducts internal as well as external audits, and holds regular management review meetings to discuss ongoing improvements; as a result, the certification has remained valid until this day (Effective period: 2021.11.03~2024.10.30).

Environmental Management System Promotion Committee:



4.1.2 Environment expenses/ investment

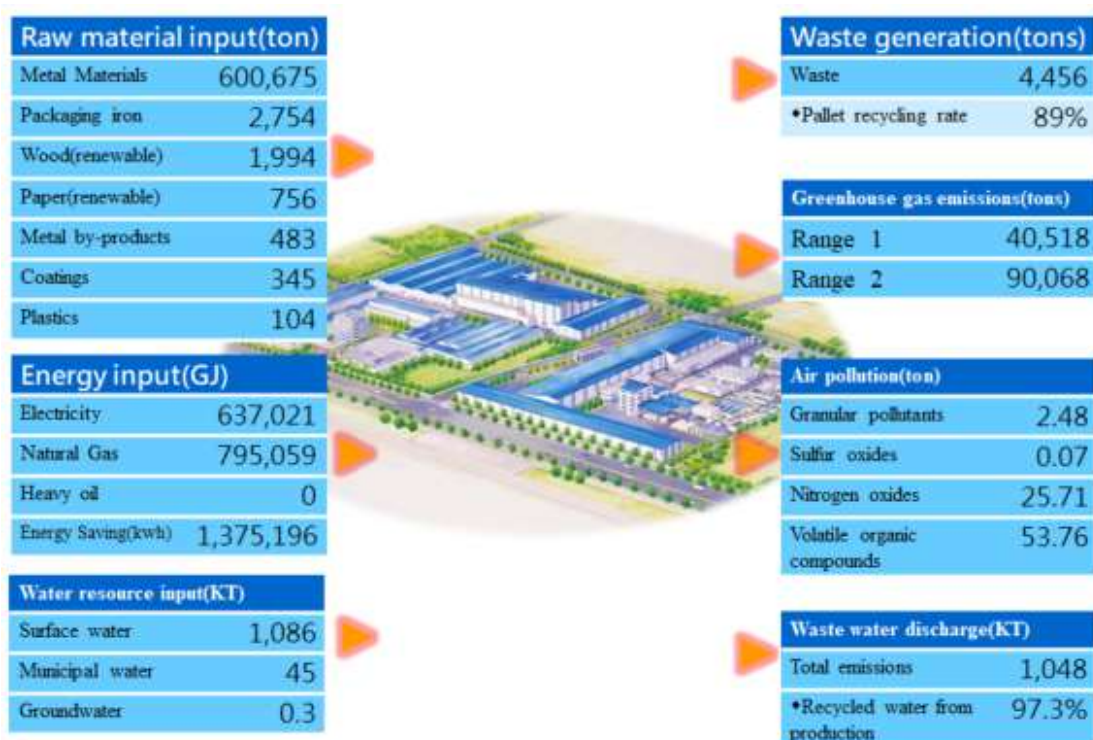
In 2021, in addition to the regular reporting of air, water, waste, toxic and soil operations as required by the government authorities, the Company paid the relevant environmental protection expenses on time and in accordance with the facts, and had no major investment in environmental protection equipment in the year. The investment in environmental protection is to optimize the process technology and adopt low energy consumption equipment, etc. The total environmental protection expenditure for the year was NT\$79,508(thousand), and the total investment in environmental protection for the year was NT\$6,929(thousand).



4.1.3 Environmental compliance

In 2022, we will monitor changes in environmental protection regulations, and count a total of 18 cases related to the company. In the future, we will conduct an identification and evaluation of environmental considerations in accordance with the requirements of the company's ISO 14001 environmental management system, and take relevant countermeasures and responses based on the evaluation results.

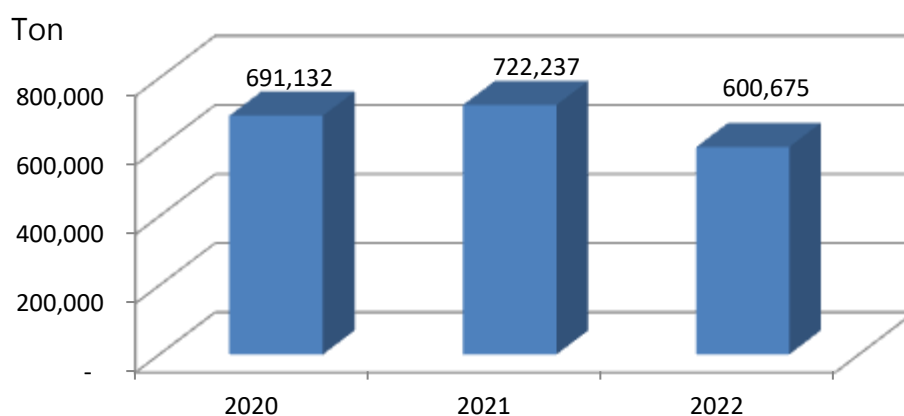
4.1.4 Environmental footprint



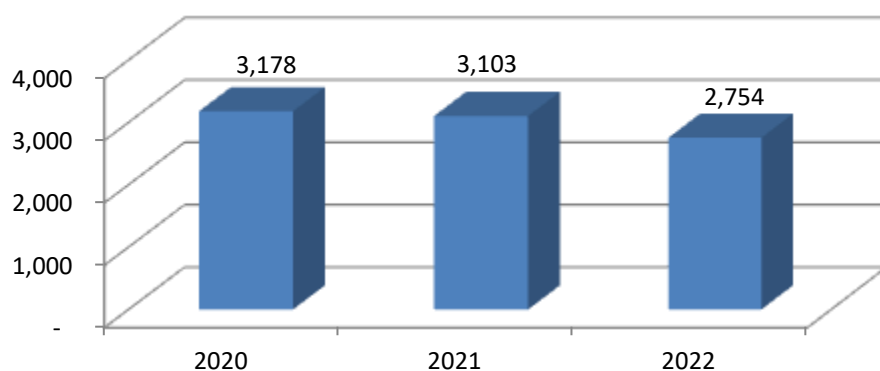
Use of Raw Materials

Tinplates and cold rolled steel are made using hot rolled coil steel as the raw materials, which can be produced into cold roll, TMBP, tinplate and tin can. The Company sources its supply mainly from Taiwan (CSC), Japan and Korea. It maintains good relationship with suppliers to prevent disruption in its supply chain.

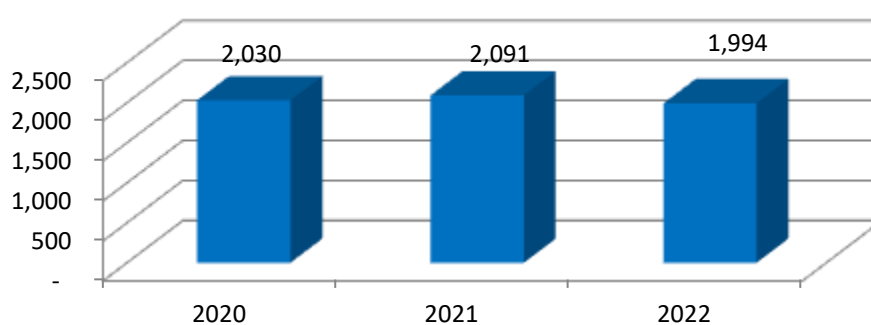
Metallic raw materials



Metallic packaging materials(ton)



Wooden packaging materials(ton)



4.2 Climate Change and energy management

GRI : 201-2 、 302-1 、 302-2 、 302-3 、 302-4 、 302-5 、 305-1 、 305-2 、 305-3 、 305-4 、 305-5

4.2.1 Climate Change and Energy Management Strategies

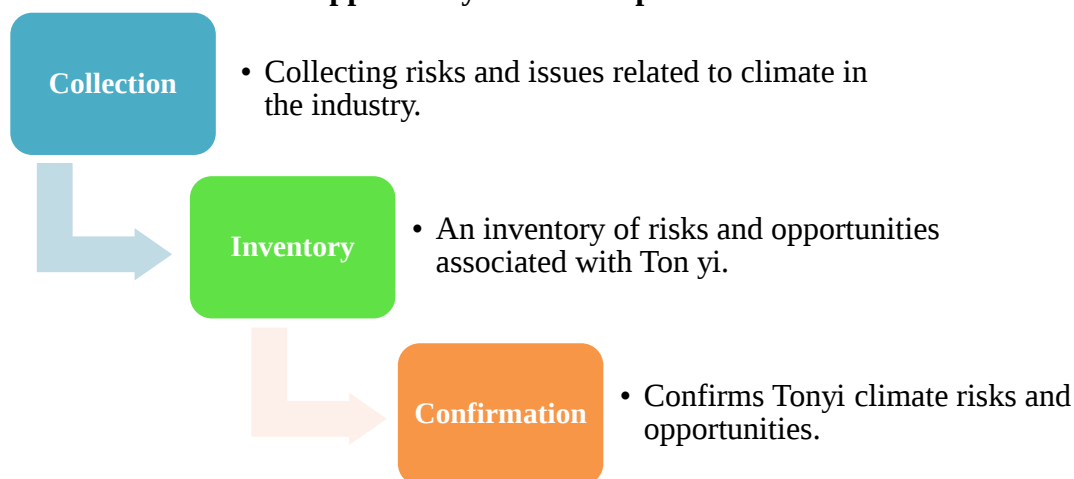
Governance:

The Company has assembled an Energy Management Committee with the President acting as the lead committee member. The committee makes plans and sets goals for the coming year at each year-end. These plans and goals are tracked by energy specialists of the respective general plant from the following January. Data is consolidated by the energy administrator of the Technical Group, and reported during quarterly Energy Management Committee meetings. Current energy usage and effectiveness of energy saving solutions are reviewed.

Climate related risks and opportunities:

In recent years, natural disasters caused by extreme climate around the world, such as fires, floods, and earthquakes, have not only affected business operations, but also become the most important issue of how companies can develop sustainably. As a member of the Earth, Tonyi is naturally not immune to climate change. We have embarked on climate change adaptation strategies and actions, including promoting low-carbon energy saving measures, greenhouse gas inventory, pollution prevention, resource reuse, etc., actively identifying operational opportunities for energy saving and carbon reduction, and adopting the disclosure and management mechanism proposed in the Climate Related Financial Disclosure Proposal (TCFD) to comprehensively assess and review the impact of climate change on our business, so as to develop management strategies to reduce the impact of climate change. In 2022, we reported to the Board of Directors twice on the risks and opportunities of climate change.

Climate related risk and opportunity evaluation process:



Counteraction and management of Tong Yi Industrial climate-related risks and opportunities:

Climate Risk and Opportunities		Potential impact on Tonyi	Impact Duration	Financial Impact	Management Methods	Future Target
Physical Risk	The frequency and severity of extreme weather events such as typhoons, floods, and droughts have increased.	The frequency of water restrictions increased, resulting in production interruptions or reductions, which affected delivery schedules and revenue, and flooding caused damage to buildings and equipment.	Mid-term (3-5 years)	The impact on delivery schedules, revenue and insurance premiums increased.	Maximize the use of water resources, recycle and reuse water after drainage, and improve the reuse of water resources; add waterproof measures and strengthen drainage capacity.	Reduce the impact of natural disasters on operations.
	The average temperature has risen.	Higher average temperature leads to more energy consumption to maintain the operational efficiency of the equipment; higher average temperature leads to	Long-term (more than 5 years)	Increase in electricity and labor costs.	The use of energy-saving equipment and automated equipment.	Replace high-energy-consuming equipment with energy-saving equipment; adopt automated equipment

Climate Risk and Opportunities		Potential impact on Tonyi	Impact Duration	Financial Impact	Management Methods	Future Target
		more fatigue and longer rest time for workers. Increased electricity costs and higher labour costs.				to avoid manpower exhaustion.
Transition Risk	Greenhouse Gas Emission Pricing	<Climate Change Response Act> stipulates carbon fee collection mechanism and becomes the subject of collection.	Mid-term (3-5 years)	The increase in operating and sales costs affects the ability to pass on products.	Inventorying the current company's carbon footprint, optimizing processes, and adopting low energy consumption equipment.	In order for the collection of carbon fee to have no impact on the Company's operations.
	Low Carbon Technology Transition Costs	Ton yi is a major electricity consumer and is required by the Tainan City Government Self-Governance Regulations to complete the installation of 10% renewable	Mid-term (3-5 years)	Failure to set up renewable energy in accordance with the law is subject to the payment of government fees.	Planning to build a solar power system to use renewable energy.	Use of green energy to reduce product carbon emissions.

Climate Risk and Opportunities		Potential impact on Tonyi	Impact Duration	Financial Impact	Management Methods	Future Target
		energy within five years.				
	Customer Preference Change	The amount of carbon footprint of the product affects the customer's willingness to purchase.	Short-term (0-3 years)	Reduced orders and lower revenue.	Improve product manufacturing processes and equipment utilization to reduce the use of high energy-consuming equipment.	We develop and offer our customers products with high recyclability and low carbon production.
	Increase in raw material costs.	Impact on operating costs and selling price transfer capability.	Short-term (0-3 years).	Test cost bearing capacity and transfer capability.	Increase safety stock, develop alternative materials and local suppliers.	Diversify and reduce the impact of raw material costs on operations.
Opportunities	Develop and increase low-carbon goods and services.	Expand customer base by developing products with longer product life cycles and easier recycling.	Long-term (more than 5 years)	Higher revenue driven by increased customer purchases.	Develop the packaging material business with high environmental benefits to provide customers with more choices of packaging materials and	Strengthen the research and development of environmentally friendly packaging

Climate Risk and Opportunities		Potential impact on Tonyi	Impact Duration	Financial Impact	Management Methods	Future Target
					make market differentiation.	ng materials
	Entering new markets	As a local supplier, we have the advantage of stable supply, which can reduce the impact of international steel price fluctuations and unstable supply to our customers.	Short-term (0-3 years)	Reduce the risk of supplying raw materials, and the advantage of stable supply can attract new customers and strengthen the connection with global customers to increase revenue.	We serve our global customers with two production bases in Taiwan, China and Vietnam	Reduce unavoidable delivery difficulties caused by extreme natural disasters.
	Customer Preference Change	The environment and consumers are pushing hard for environmental protection.	Long-term (more than 5 years)	Products with recycling value are more likely to be promoted by environmental groups to increase visibility.	Introduced new products and new materials for beverage filled aluminum cans.	We provide diversified and efficient package business.

The extent of potential future financial impact:

According to the 2022 TCFD Status Report², stakeholders are increasingly concerned about the financial impact of climate change, with 66% of respondents indicating that disclosure factors will affect the way they price financial assets. In addition, with the strict regulation and attention from all parties, Tonyi cannot ignore the issue of how to grasp the future changes in the situation through situational analysis. Therefore, the Company uses climate-related risks and opportunities to evaluate the potential financial impact through internal and external literature collection and modeling. The relevant steps are described below:

Step 1 : Climate related risk materiality and evaluation options:

According to the evaluation results of the "Climate Risk and Opportunity Issues Response and Management Table", the largest climate issue is related to the use of energy and the subject of carbon taxation. It is expected that the future policy direction will be stricter in the direction of emission control, carbon taxation, and low carbon production. Therefore, the Company uses the carbon emission scenario of its operations and carbon price assumptions to estimate the potential financial impact and to grasp the impact of the carbon tax.

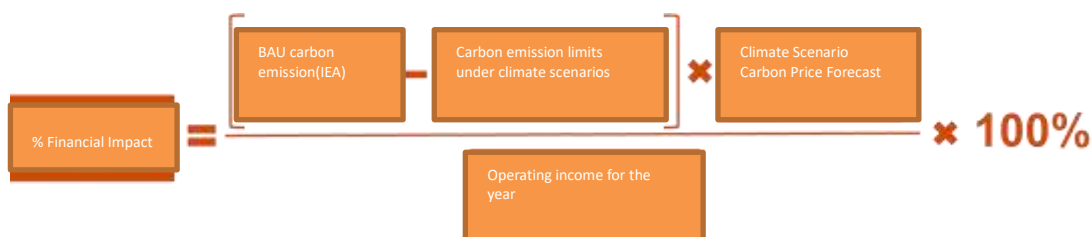
Step 2 : Scenario options and assumptions:

Scenario Description		
Carbon emissions growth rate		Based on the carbon emissions in 2020, the growth rate of carbon emissions in the manufacturing industry is projected based on the IEA Energy Technology Perspectives (ETP).
Scenario Assumption	<2°C	- Climate policies are becoming progressively stricter, but less so than in the 1.5°C scenario, and there is a 67% chance of achieving zero CO₂ emissions after 2070 and limiting global warming to below 2°C by the end of the century. - Linear emission reduction of 2.5% per year for < 2°C scenario with reference to SBTi target roadmap.
Scenario Assumption	1.5°C	- Through strict climate policies and innovation, we will achieve zero CO₂ emissions by 2050, some developed countries achieve net zero greenhouse gas emissions, and have at least a 50% chance of limiting global warming to below 1.5°C by the end of the century. - Linear emission reduction of 4.2% per year for < 2°C scenario as reference to SBTi target roadmap.
Carbon Price Assumptions		The NGFS (Network for Greening the Financial System) report was used to estimate the projected carbon price for each year, taking into account future inflation rates.

² <https://www.fsb.org/2022/10/2022-tcf-status-report-task-force-on-climate-related-financial-disclosures/>

Step 3 : Calculate the additional cost for different time scales and scenarios:

By applying the hypothetical scenario to the formula below, we can estimate the additional cost of excess emissions and understand the financial impact of the carbon tax.



The results of scenario analysis of transition risks:

Scenario	Impact Assessment (proportion compared to the 2022 sales amount)	Impact Duration
<2°C	0.12%~6.75%	2025-2050
1.5°C	0.65%~29.78%	2025-2050

Conclusion: Through the above analysis, the Company understands that the carbon tax may have some financial impact on the Company. Although it is not significant at this stage, the Company shall continue to pay attention to the trend of international carbon tax and carbon reduction regulations and reduce the negative impact of the Company's products and operations on climate change through continuous product development and introduction of various energy-saving and carbon-reducing solutions.

Indicators and Targets:

Tonyi expects its operations and customers to successfully transform in the face of climate change and to implement sustainable development and corporate social responsibility. In order to regularly review the status of climate risks and opportunities, Tonyi aims to save 1% of annual average electricity from 2015 to 2024, responding to government policies and corporate low-carbon trends, gradually replacing high energy-consuming products, opting for energy-saving equipment and machines, and managing various energy-consuming systems in order to achieve energy-saving targets. For other climate change related indicators and targets, please refer to the following chapters: Energy usage, greenhouse gas emission management, and related reduction actions in chapters 4.2.2 and 4.2.3; Water resources management and water usage in chapter 4.3; Waste and air pollution management in chapter 4.4; The role and performance of circular economy in chapter 4.5.

4.2.2 Energy use and greenhouse gas emission management performance

Use of Energy

Total energy consumption in 2022 was 1,432,081 GJ, an decrease compared to last year (1,607,472 GJ), due to a product composition factor in 2022 that reduces the unit use of energy compared to last year. In 2022, Ton yi's renewable energy use was 0% and no renewable energy was used, while renewable energy (solar) is currently under construction and is expected to be available in 2024.

Energy use in the past three years

Types of energy		2020	2021	2022
Electricity	Unit	187,676,800	195,100,800	176,950,400
	Gigajoule	675,636	702,363	637,021
	Intensity	0.722(GJ/Ton)	0.729(GJ/Ton)	0.755(GJ/Ton)
Natural gas	Cubic meter	19,135,864	22,005,197	19,402,775
	Gigajoule	790,672	905,109	795,059
	Intensity	0.844(GJ/Ton)	0.940(GJ/Ton)	0.943(GJ/Ton)
Total	Gigajoule	1,466,308	1,607,472	1,432,081
	Intensity	1.57(GJ/Ton)	1.567(GJ/Ton)	1.70(GJ/Ton)

- Source of data: Electricity – power bill; natural gas – gas bill; heavily oil – in plant collection slip Intensity level is calculated using metallic material input and the denominator.
- Conversion parameters:

Item	Conversion parameters	Source of conversion data
Electricity	1 KWH=0.0036GJ (Gigajoule)	Wikipedia; 1kW ·h = 3,600,000 Gigajoule =0.0036GJ
Natural gas	1 m³=0.0410GJ (Gigajoule)	Average calorific value for December 2022 published by Great Tainan Gas Company (9,788.96Kcal/m³)

Greenhouse Gas Survey

In response to the climate change issue and Climate Change Response Act, the company organizes task force teams at each factory to take inventory of the greenhouse gas emissions of the whole company, a team comprising representatives from various plants was formed to compile an SOP manual for greenhouse gas management. Greenhouse gas inventory is conducted every year, and company-wide greenhouse gas emission is calculated according to ISO14064-1 standards.

In 2022, the Company followed EPA Mandatory Greenhouse Gas Reporting System of Greenhouse Gas Emission and engaged TUV Rheinland to survey and report greenhouse gas emission. According to the certificate, the Company's total GHG emission was calculated at 130,586 tons CO₂e/year.

Direct and Indirect GHG emission

Unit : Tons CO₂e

Year	2020	2021	2022	Emission source
Scope 1/ Category 1	40,269	46,157	40,518	Stationary emissions (boilers, annealing furnaces), mobile emissions (stackers, vehicles), fugitive emissions (printing and coating coatings)
Scope 2/ Category 2	95,527	97,941	90,068	electricity
Total	135,796	1,941,761	130,586	-
Intensity % (tonCO ₂ e/tons)(Excl uding scope 3)	14.5	15.0	15.5	-

Note: Standard (2nd edition) advocated by the World Business Council for Sustainable Development (WBCSD) and World Resources Institute (WRI); the IPCC AR6; the Carbon Footprint Information Platform of, Regulations for Management of the Inventory and Registration of GHG Emissions, and GHG Emission Factors Management Table (ver. 6.0.4) of Taiwan's Environmental Protection Administration (T-EPA); Taiwan Electricity Carbon Emission Factors (2022) announced by the Bureau of Energy (BOE), the data of 2022 were verified by a third-party verification body in accordance with Specification with guidance at the organization level for quantification and reporting of greenhouse gas emissions and removals — Part 3: Specification with guidance for the verification and validation of greenhouse gas statements..

Types of Greenhouse Gases Covered

Type	2020	2021	2022
CO ₂	V	V	V
Methane	V	V	V
Nitrous oxide	V	V	V
Hydrofluorocarbons	V	V	V

4.2.3 Reduction Action

Energy and Carbon Reduction

In response to the government's call for energy conservation and carbon reduction, Ton Yi Industrial has been rewarding energy and carbon reduction proposals internally, and is taking steps toward replacing energy-intensive equipment with energy-efficient alternatives, while at the same time managing power usage for the best efficiency. Goals have been set to reduce energy consumption by 1% a year between 2015 and 2024. Annual average electricity conservation by 1.13% during 2015-2022.

The energy saving performance in 2022 was 0.86% of annual electricity saving (not achieved). Response: The construction of additional renewable energy generation facilities is scheduled to be completed in 2024 to save electricity.

Solution	Pieces	Investment amount (thousands)	Power-saving benefits (kWh)	Emission reduction benefits
Other high efficiency and frequency conversion	20	3,207	753,934	690 (ton CO ₂ e)
Use of high efficiency motor	10	1,152	116,432	
Improved management or optimization of equipment	25	2,537	475,996	
Use of energy-saving lighting	2	2	684.	
Air compressor upgrade or optimization of energy saving	1	30	28,150	
Total	58	6,928	1,375,196	

Note: Calculated based on the latest power coefficient of 0.509 kg CO₂e/KWH published by the Bureau of Energy in 2021). The annual electricity saving is equivalent to 5,995 GJ.

Summary of major energy saving achievements:

1. Other high efficiency and frequency conversion



The motor is regulated by a new inverter, which saves 10,757 kW of electricity by reducing 2.7 kW of power consumption.



Bed Flushing Traditional Wall Fan

14 units were replaced, and 2 high-efficiency wall fans were installed to replace a large number of exhaust fans. Annual electricity savings of 8,126 kWh.

2.Improved management or optimization of equipment



A total of 110 grindings per year were reduced by TCM reusing the rollers to reduce the power consumption of the grinder in the previous process. This saves 3,080 kWh of electricity per year.

4.3 Water resource management

GRI 303-1, 303-2, 303-3, 303-4, 303-5

Material Issues	Water Resources Management
Policy and Commitment	● Policy: Water Pollution Control and Disaster Emergency Response Standards. ● Commitment: Make full use of every drop of water, reduce water wastage, and actively recycle water resources.
Target	● The target is to continuously reduce water consumption and develop relevant water conservation operation strategies. ● Continue to develop water management and recycling programs and gradually improve recycling economy target.
Operation Plan	● Positive Impact Management: The Energy Management Committee regularly discusses water-related issues, formulates policies, reviews water conservation performance, and establishes a water risk management mechanism. We have made announcements to encourage our employees to integrate the concept of water conservation into the details of production and office operation. ● Negative impact management: Industrial wastewater may cause pollution to nearby people and rivers. The wastewater discharged by the Company is regularly inspected by a testing institute licensed by the Environmental Protection Agency and follows the standards for wastewater treatment and discharge.
Effectiveness Evaluation	● In 2022, the company added a new drainage water RO recycling system to recover 2,500 tons of drainage water per month, with a 10% water saving rate.
Grievance system	● The wastewater treatment unit is responsible for the operation and management of the wastewater treatment site through 24-hour shifts, and automatic water quality and water quantity monitoring facilities are set up in accordance with the law to transmit the water temperature, hydrogen ion concentration index, and conductivity values to the Environmental Protection Bureau of Tainan City Government in real time.

4.3.1. Water resources management strategy

The company's water resources are used mainly for production operations and cleaning purposes in the production process. The company's strategy focuses on water conservation and emergency response, and the Energy Management Committee regularly discusses water-related issues, formulates policies and reviews water conservation performance. We also promote the concept of water conservation through announcements and other means, so that employees can integrate the concept of water conservation into the details of production and office operations.

Identification of water resources risk factors and response :

Our main source of raw water is obtained from the Wu shan tou Reservoir. When there is a shortage of water, or when the water supply is stopped, we can provide enough water from the backup well for our company's use (Authorized for use by government agencies).

Water Resources Risk Control Mechanism:

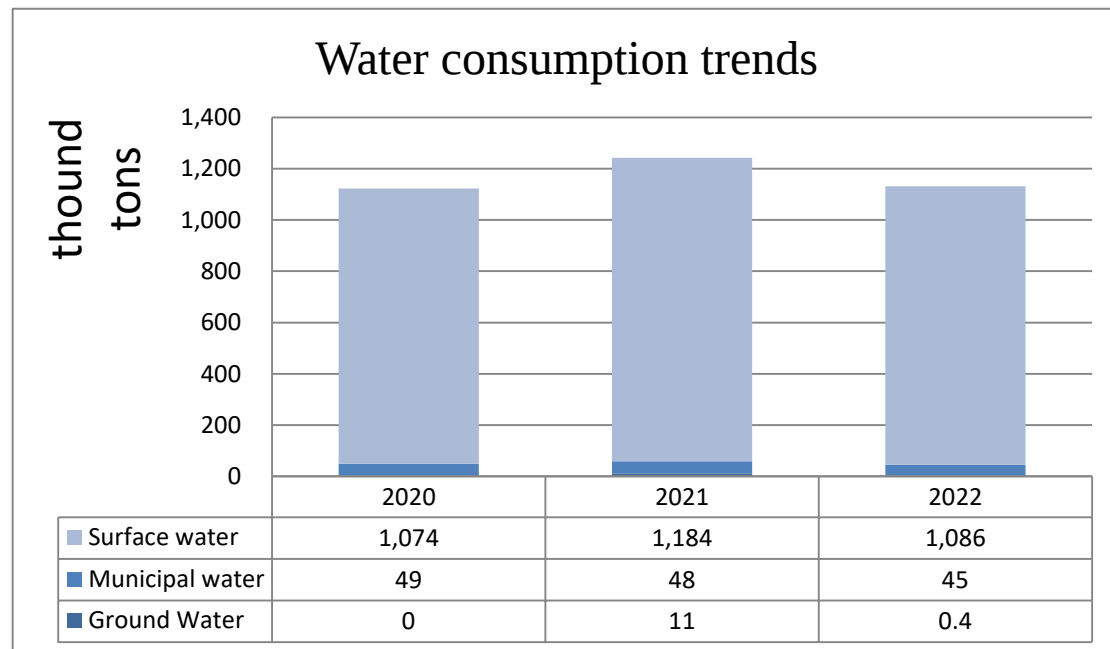
Risk Sources	Risk Issues	Adjustment Actions
Regulations	Response to Regulations Water Pollution Control	1. Set up a disaster response team to monitor the use of water resources and information. 2. Investment and improvement of environmental protection equipment. 3. Discharge water quality monitoring.
Disasters	Inadequate water supply (water outage) Flooding caused by heavy rain	1. Develop standardized contingency measures for water resource contingency management at each main plant. 2. Set up a disaster prevention and rainfall prevention team, and set up various prevention and control measures. 3. Regularly conduct disaster prevention drills.

Water shortage emergency treatment: pay attention to the Water Resources Department's water condition signal water restriction measures in various stages, briefly described as follows:

Condition	Equipment Matching	Notification System
1. Normal supply : Industrial water storage tank. Water intake $\geq 3000\text{T}$ per day	Normal supply	Not required
2.Green Light (Water Alert)	Normal supply	Remind colleagues about the water condition.
3. Yellow light (reduced pressure water supply)	Normal supply	Remind colleagues to conserve water.
4. Orange light (reduced water supply): According to the official notice of Water Resources Bureau, the water supply is adjusted.	Activated water storage facility to expand water storage capacity	The Energy Division will notify the plant supervisor. Suspend water that is not necessary for immediate needs.
5. Red light (district water supply). Water cannot be supplied in case of natural disaster or reduction of water supply channels.	Deep Well Water Replenishment Correspondence	The Ministry of Energy informs the plant supervisor and informs the general manager

4.3.2. Production site water situation

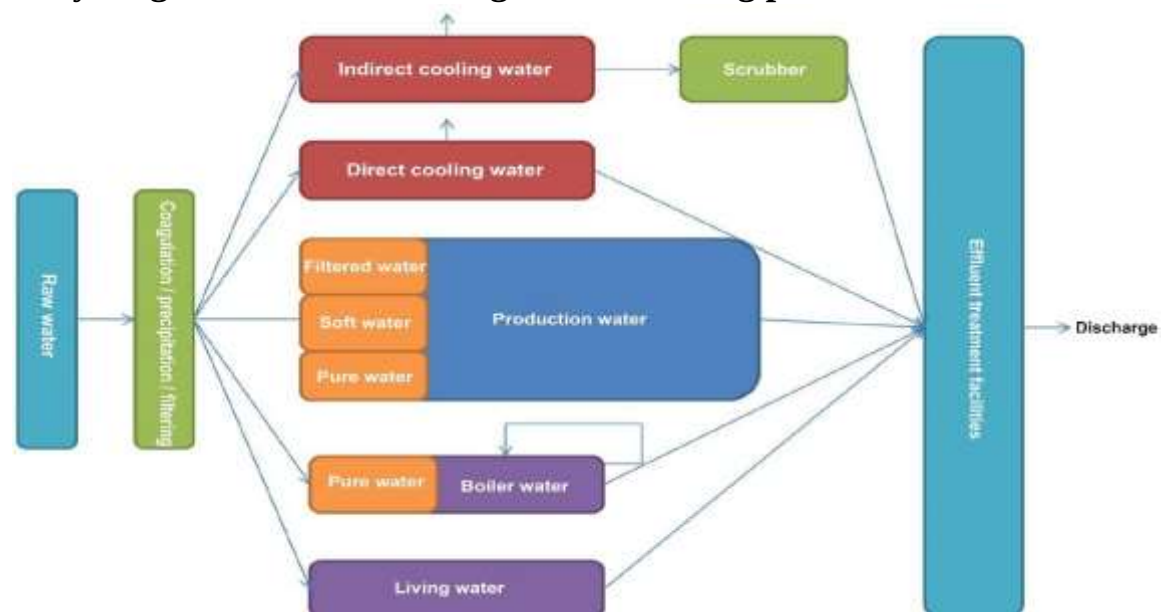
Water consumption status: Our manufacturing process needs to use lots of water for production and washing. The surface water ratio accounts for 95% of total water consumption. In 2022 total water consumption had decreased because of the overall production decrease. No groundwater will be required to supplement surface water volumes in 2022 as construction of the surface water pipeline was completed.



Note: 1. Raw water refers to untreated water drawn directly from reservoir. The Company sources water from Southern Region Water Resources Office and Chia-Nan Irrigation Association.
 2. Water consumption per unit of product (tons) in 2022 was 1.34 (843 thousand tons of product produced in 2022).

4.3.3. Water Conservation Initiative

Recycling of water used during manufacturing process



Purpose	Volume of water drawn (ton/year) (A)	Recycled water volume (B) (tons/year)	Amount of recycled water (C)(tons/year)	Total water consumption (ton/year) (A+B)
Cooling water	70,478	37,267,822	0	37,338,330
Boiler water	112,733	56,210	0	168,943
Production water	861,846	0	235,798	1,097,644
Living water	16,699	0	0	16,699
Total	1,061,756	37,324,032	235,798	38,621,586

Note1: Data was sourced from monthly records maintained by responsible employees, and estimated based on pipeline flow and hours of motor operation.

Note2: Based on the Global Water Tool (GWT) developed by WRI, the overall water risk of Taiwan was low-medium, low-stress region.

Process recycling and recovery

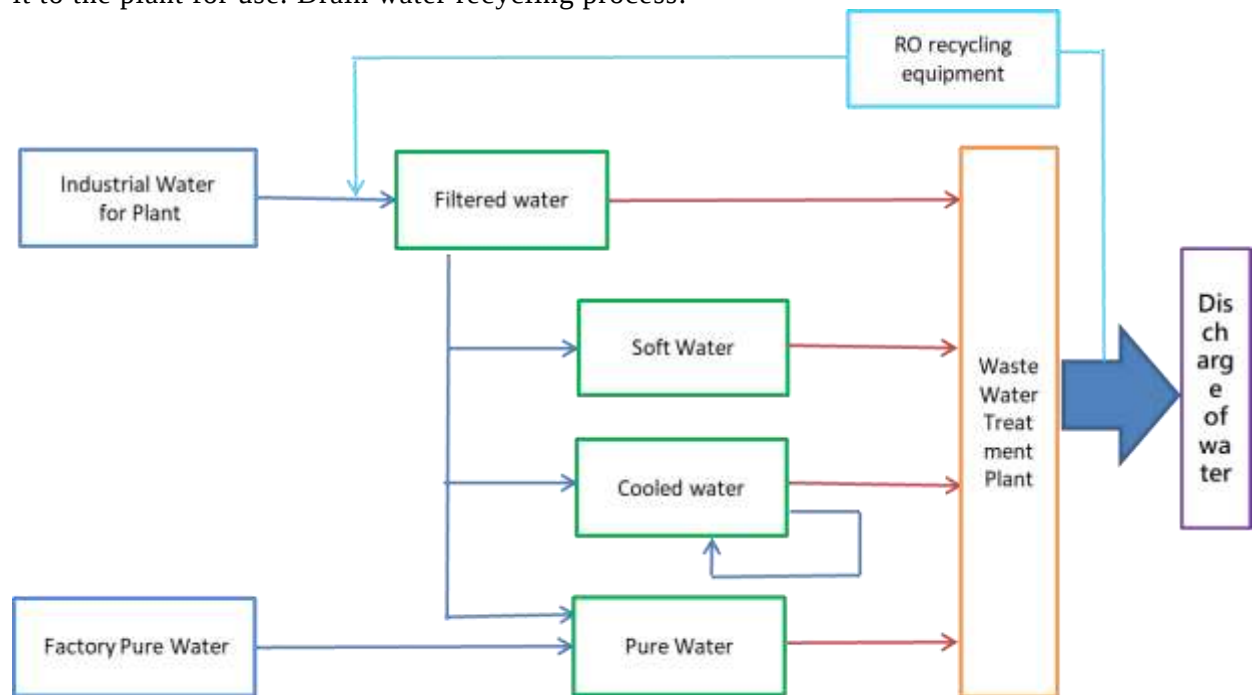
The Company's products processes require a significant volume of water for purposes such as cooling, rust removal, lubrication, and dust cleaning. We have various measures in place to enforce water management, recycling and reuse.

Year	2020	2021	2022
Volume of water recycled(ton)	32,471,546	33,136,312	37,559,830
Total water consumption(ton)	33,774,631	34,514,996	38,621,686
Percentage recycled	96.1%	96.0%	97.3%

Note: Data was resourced from monthly records(TMBP General Plant 、Tinplates General Plant) maintained by responsible employees, and estimated based on pipeline flow and hours of motor operation.

Water Resources Management Plan:

In 2022, the company added a new drainage RO recovery system in order to achieve the best water efficiency without wasting water every time. The main purpose is to filter the wastewater to be discharged through the RO recovery system and then return it to the plant for use. Drain water recycling process:



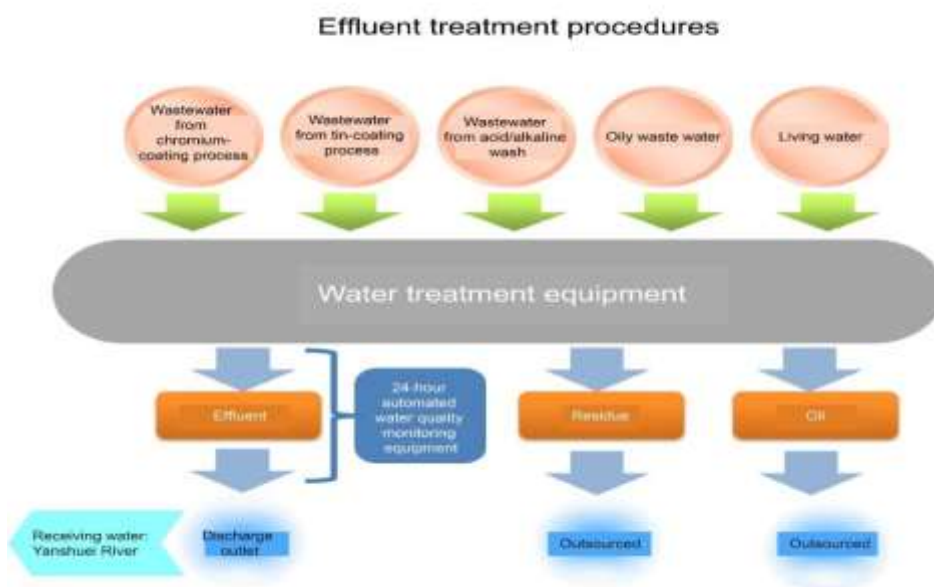
Benefit Analysis:

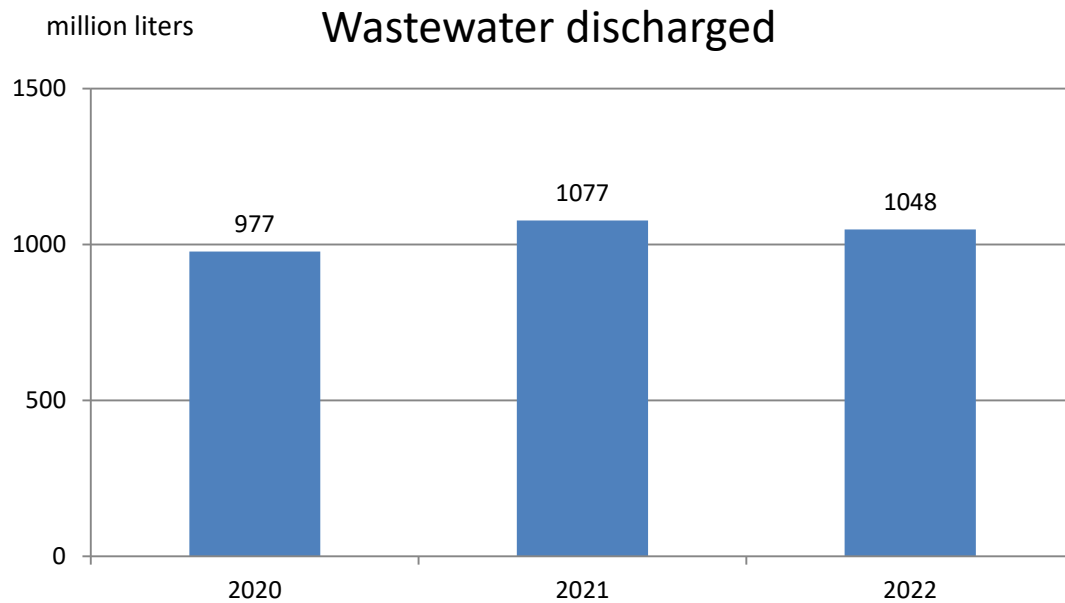
After the installation, 2,500 tons of drainage water are recycled each month, with a 10% water saving rate, in order to reduce the discharge of drainage water and reduce the impact on the environment.

4.3.4. Wastewater management

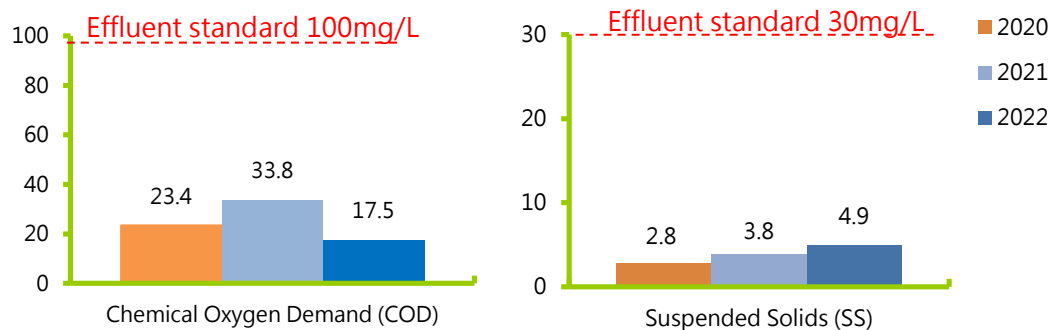
Water Pollution Prevention

The maximum volume of 6,430 m³ / day is approved to be treated by Ton Yi Industrial Corp. and a special wastewater treatment unit is set up to take charge of the operation and management of the wastewater treatment site in 24-hour shifts, and automatic water quality and quantity monitoring facilities are set up in accordance with the law to transmit the water temperature, hydrogen ion concentration index and conductivity values to the Environmental Protection Bureau of Tainan City Government in real time. In order to make sure that wastewater is treated and discharged in conformity with national effluent standards, and therefore minimize environmental impact, the Company engages EPA-approved institutions to conduct regular tests on the quality of water discharged. The company complies with the standards for sewage treatment and discharge, and the wastewater is discharged to the drainage ditches managed by the Yongkang District Office outside the factory and eventually converged with a local river, Yan Shui River, without causing significant impact.





Note: The wastewater discharged from the plant is classified as other water (>1,000 mg/L total dissolved solids) according to the water meter measurement, and the wastewater is not used by other organizations. According to the water risk analysis tool developed by the World Resources Institute, Taiwan is not a global water stress area.



Note: The discharge limits and standards are set according to the EPA's effluent standard.

Water consumption statistics:

Year	Water withdrawal(A)(thousand tons)	Water discharge (B) (thousand tons)	Water consumption (A-B) (thousand tons)
2020	1,123	977	146
2021	1,243	1,077	166
2022	1,131	1,048	83

4.4 Waste and Air Pollution Prevention

GRI 305-6 、 305-7 、 306-1 、 306-2 、 306-3 、 306-4 、 306-5

4.4.1 Air pollution prevention

Management Elements	Air Pollution Management
Policy and Commitment	● Policy: Management procedures related to various types of manufacturing processes. ● Commitment: Comply with regulations and reduce pollution emissions.
Target	● We will continue to pay attention to environmental regulations and strengthen the research and development and application of air pollution control equipment technology. ● Continuing to reduce air pollution prevention costs.
Operation Plan	➢ "The Environmental Management System Implementation Committee" holds regular management review meetings to continuously improve air pollution issues. ➢ A special personnel for the prevention and control of Class A air pollution is set up, and regular inspections and emission reporting are carried out in accordance with the regulations.
Effectiveness Evaluation	➢ Air pollution prevention costs decrease in 2022 compared to both 2020 and 2021.
Grievance system	➢ After regularly checking the Environmental Protection Agency's regulatory inquiry system and identifying the relevance of each company department, a dedicated personnel will report the countermeasures in the environmental management system's regular review meetings and publish them on the company's internal website for promotion.

Air pollution prevention

Sources of stationary pollution include the following processes: boiler steam production, metal surface cleaning, metal electroplating, metal surface coating, and lithographic printing. The Company has obtained valid permit to operate all of the above process. A class A Air Pollution Control Specialist has been appointed to take regular measurements and report emissions in accordance with applicable laws.

Additionally, we will increase the operation and checks of the prevention equipment in response to the air pollution season or atmospheric air quality deterioration.

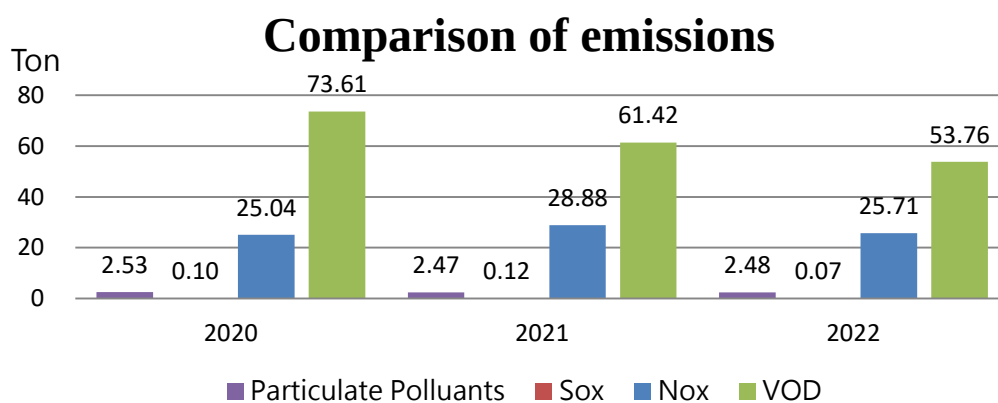
Air pollution emission trend :

In response to climate change, three industrial boilers with dual fuel systems have been completely abolished since 2019, stopping the use of heavy oil as fuel. On August 19, 2019, the company officially obtained the approval by the Environmental Protection Bureau of Tainan City Government to switch to clean and low-carbon energy, natural gas, demonstrating its commitment as a global citizen.

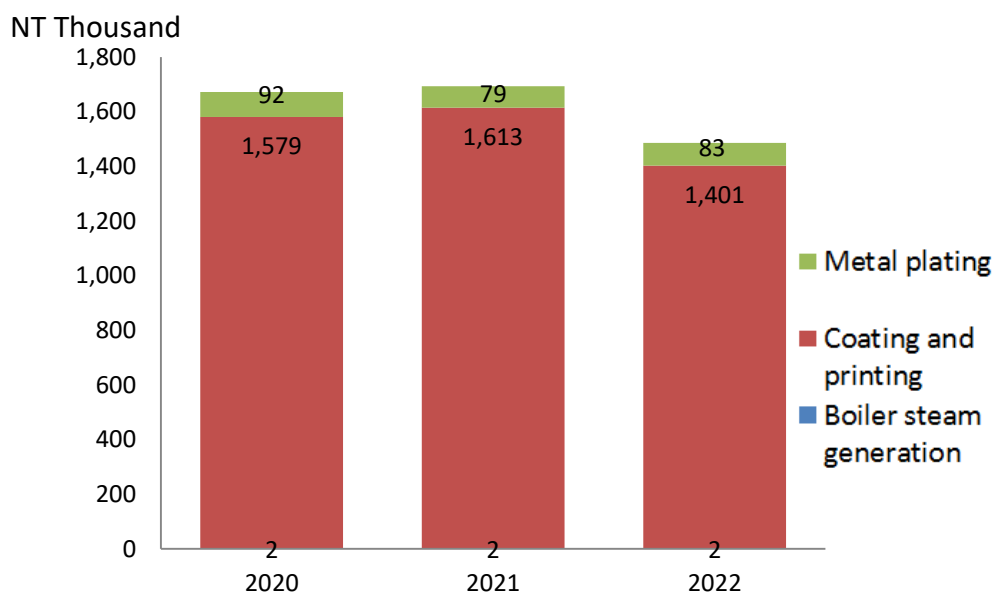
In addition, in response to the amendments in “Air Pollution Prevention and Control Act”, Fees are required from the “Metal Plating Procedures (M03)” which is also included in the Air Pollution Prevention in July 2018, particulate pollutants and heavy metals were added. Therefore, the discharge of pollutants has increased by a large margin compared to recent years.

In the coating process equipment, we has a German-made direct-burning furnace of volatile organic gases, with reduction rate of over 98%, and the heat energy generated by burning VOC is returned to the process for use in the furnace. However, since Q4 2018, we have added a variety of raw materials with large emissions of volatile organic compounds, resulting in an increase in emissions compared with previous years

Since 2020, we have been adjusting the VOC fugitive calculation method of process cleaning agents to meet the requirements of the EPA, resulting in a significant increase in VOC emissions. Additionally, as we have completely changed the fuel of the boiler process and heating process into natural gas, therefore, the nitrogen oxide emissions from combustion are kept in a fixed range with slight variations.



Statistics and Comparison of Air Pollution Control Expenses:



Note: The above statics were calculated according to EPA's Regulations Governing Report of Emission from Stationary Pollution Source in Public and Private Areas and Air Pollution Control Fee Collection Regulations.

4.4.2 Waste treatment

Waste is sorted in accordance with the EPA's classification specifications. Each of our main factories has established and implemented waste control operating instructions according to the ISO 14001 environmental management system (EMS). Additionally, we also hired waste disposal and treatment contractors licensed by the competent authorities to handle, remove, and clean up waste properly. The EPA's Business Waste Reporting and Management Information System platform will be used to confirm compliance with the law.

In addition, in response to the issue of climate change, reduce the consumption of various earth resources, strengthen recycling, and continue to pay attention to and invest in the recycling of various wastes. In 2022, there were no severe violations of regulations, and we continue to comply with the law.

Tong Yi Industrial Waste Management Flowchart:



Waste type treatment method in 2022:

Item	Treatment method			
	Incineration%	Solidify and landfill%	Physical treatment%	Re-use%
General waste	100	0	0	0
General industrial waste	3.1	6.8	9.2	80.8
Hazardous industrial waste	6.8	86.8	6.4	0

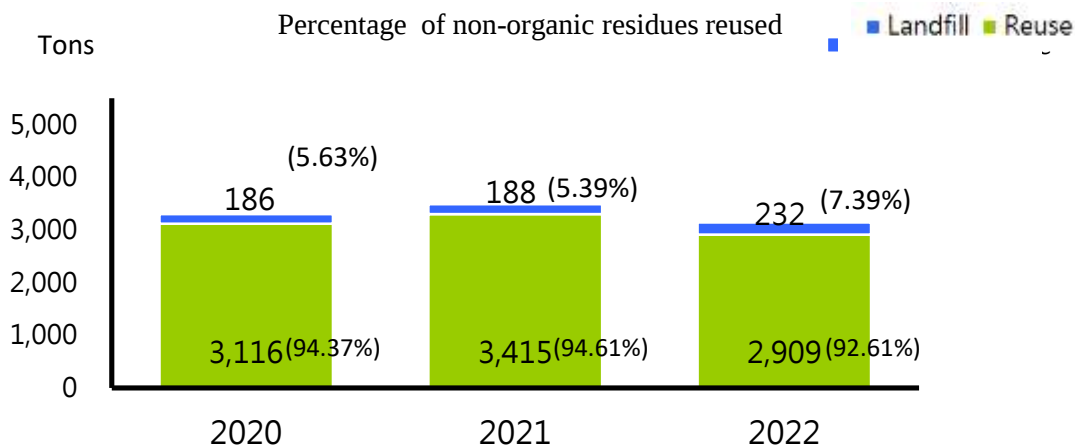
Note: Data was sourced from the "Industrial Waste Reuse Form" generated by the Industrial Waste Control Center, Environmental Protection Administration, Executive Yuan.

Waste Type	Item	Weight in 2021 (Tons)	Weight in 2022 (Tons)
General Waste	Office waste	193.22	188.07
General Industrial Waste	Fire-resistant materials waste	6.02	7.68
	Paper waste	7.16	29.32
	Wood waste	23.44	0
	Ion-exchange resin waste	188.10	2.32
	Inorganic mud	3456.25	3054.59
	Insulating materials waste	0	0.80
	Activated carbon waste	17.72	19.82
	Organic Waste Liquid	5.23	4.30
	Waste lubricating oil	12.02	19.18
	Oil waste	17.44	24.22
	Waste dewatering machine filter cloth	0.78	0.25
	Waste laminated paper	43.70	61.89
	Waste pallet	0	16.24
Hazardous Industrial Waste	Electroplating mud	293.66	363.41
	Sodium dichromate paper bag	0.21	0.19
	Waste solvents	25.19	28.15
	Waste iron barrel	35.35	26.85
Total		4590.39	4456.00

4.5 Circular Economy

Re-use of non-organic residues

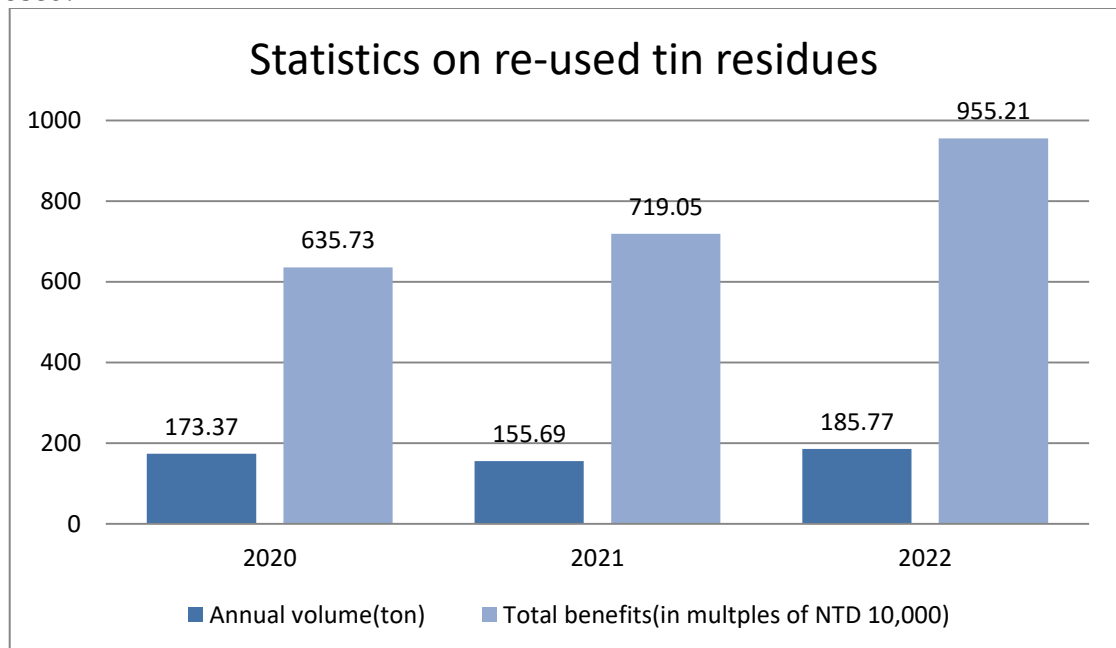
Steel is the main material used in our production process, making iron the primary pollutant found in wastewater. In our water treatment process, these pollutants are oxidized, precipitated, condensed and de-hydrated into non-organic residues mainly consisting of ferric oxide-hydroxide. We have been engaging government-certified waste processing companies to reuse this residue in construction materials.



Note: The percentage of inorganic sludge reuse in 2018 was incorrectly planted last year and will be updated in this annual report.

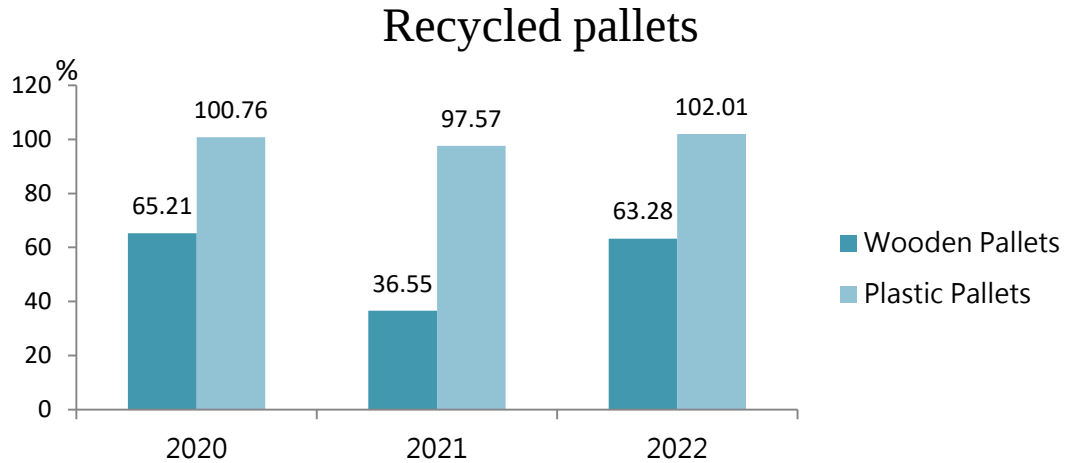
Reuse of tin residues

For tin residues created from tinplate production, the Company engages grade-2, non-iron local refineries and sought permits from the Industrial Development Bureau, Ministry of Economic Affairs, to re-use the residue in the production of tin-lead ingots. This arrangement incurs no disposal charges from the Company's perspective, and the refineries may even share some of their yields with the Company depending on the global price of tin. Currently, the Company receives about NT\$13,000~NT\$31,000 for every ton of residue disposed.



Recycling and re-use of packaging materials

The Company's export/import pallet recycling operations are regulated by common standards that cover every step from inspection, documentation, sorting, cleaning, treatment to storage. Detailed records are being kept for future reference. Furthermore, a "Customer Recycled Packaging Material Quality Record Form" was created to keep track of the pallets recovered.

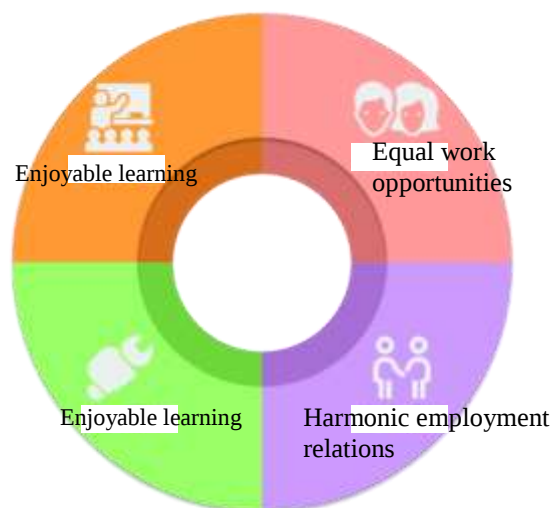


In 2022, a total of 6,426 wood pallets (63.28% recycling rate) and 20,218 plastic pallets (102.01% recycling rate) were recycled. The recycling rate of wood pallets has reached a certain level in 2022, so the recycling rate is normal, while the plastic pallets remain unchanged..

Chapter Five Mutual Prosperity

The importance of the issue:

Facing the increasingly stringent labor laws and the rising awareness of labor rights and interests, we has established comprehensive employer-employee communication and grievance filing channels. Allow employees or union groups to respond to problems in a timely manner and address them immediately. We do comply with the provisions of the Labor Standards Law and do not employ child labor or forced labor in order to protect labor rights and interests. We do not discriminate against employees for their gender, nationality, race, religion, or political stance.



By stabilizing the salary system and improving welfare measures, providing education and training, implementing job evaluation and promotion development system, and building a healthy and safe working environment, each employee is able to give full play to his or her talents in the workplace and create a win-win situation together. For the year of 2022, there were no violations of human rights or discrimination incidents, and we did not receive any grievance filing cases.

Management strategy:

We have established Ton yi's work rules and regulations, which are approved by the competent authorities and publicly disclosed for compliance by both employers and employees. We do not employ forced labor, do not employ child labor, explicitly prohibit gender discrimination, implement various measures to promote equality at work, and aim for zero disasters, and we have passed the ISO45001 & TOSHMS safety and health management system to continuously improve the process and working environment and provide a safe and healthy working environment for employees.

5.1 Employees information

GRI : 2-7 、 2-8 、 401-1

5.1.1. Human Structure

As of December 31, 2022, Tonyi had 1,115 employees in Taiwan, all of whom are full-time³ and full-time employees⁴. The hiring rate of local employees in Taiwan is 50.98%, with all senior executives being local residents, and the hiring rate of non-local employees is 49.02%, mainly due to supplement foreign workers who left during the pandemic border control period. However, due to the nature of the industry and mainly direct production work, male employees accounted for 89.86% of the total number of employees.

Statistics of people in the past three years(person)						
Nationality	2020		2021		2022	
	Male	Female	Male	Female	Male	Female
Taiwan	941	116	932	112	898	113
Vietnam	93	0	72	0	47	0
Thailand	24	0	19	0	57	0
Total	1,174		1,126		1,115	

Education Statistics in 2022(person)				
Education	Master's degree	Bachelor	College	Below high school
Senior managers	8	9	3	2
Mid-level managers	14	66	0	94
Specialists	2	44	0	48
Technicians	1	202	0	622
Total	25	321	3	766

³ All employees are permanently employed as described in GRI 2-7, and there are no part-time employees or employees without guaranteed hours.

⁴ All employees are full-time employees as described in GRI 2-7 and no employees have left the company.

Statistics of job in the past three years(person)			
Statistics of job	2020	2021	2022
Senior managers	20	11	22
Mid-level managers	181	190	174
Specialists	121	104	94
Technicians	852	811	825

5.1.2. Employee Transition

As of December 31, 2022, there were 0.8% of new female employees and 0.7% of female employees left the Company, while there were 8.2% of new male employees and 9.3% of male employees left the Company.

New headcount in 2022(person)								
Age group	Technicians		Specialists		Mid-level managers		Senior managers	
	Male	Female	Male	Female	Male	Female	Male	Female
below30	34 (33%)	5 (5%)	1 (1%)	1 (1%)	0 (0%)	0 (0%)	0 (0%)	0 (0%)
30~50	56 (55%)	4 (4%)	0 (0%)	0 (0%)	0 (0%)	0 (0%)	0 (0%)	0 (0%)
Above50	1 (1%)	0 (0%)	0 (0%)	0 (0%)	0 (0%)	0 (0%)	0 (0%)	0 (0%)
Total	100 (98%)		2 (2%)		0 (33%)		0 (0%)	

Resigned headcount in 2022(person)								
Age group	Technicians		Specialists		Mid-level managers		Senior managers	
	Male	Female	Male	Female	Male	Female	Male	Female
below30	28 (25%)	3 (3%)	1 (1%)	1 (1%)	0 (0%)	0 (0%)	0 (0%)	0 (0%)
30~50	56 (49%)	0 (0%)	0 (0%)	0 (0%)	1 (1%)	2 (2%)	0 (0%)	0 (0%)
Above50	11 (10%)	2 (2%)	1 (1%)	0 (0%)	6 (5%)	0 (0%)	1 (1%)	0 (0%)
Total	100 (88%)		3 (3%)		9 (8%)		1 (1%)	

5.1.3. Diversified employment

As of the end of December 2022, Tonyi has employed 23 employees with physical and mental disabilities in various employee categories, with a total of 12 over-employed employees, accounting for 2.1% of Tonyi's total workforce. In addition, the Company employed 6 native people (0.5% of the total), 41 Vietnamese foreign workers (3.7% of the total), and 56 Thai foreign workers (5.0% of the total).

5.2 Talent training

GRI : 404-1

5.2.1 Talent training

Ton Yi Industrial offers four different types of training: orientation, common knowledge, managerial courses, and specialized courses. Not only are new recruits required to undergo orientation on their first day, the Company also has a talent training program that focuses core ability, profession skills and management capabilities.

During the COVID-19 pandemic, we implemented the following epidemic control measures:

- 1.e-Learning courses: Employees could take “self-organized” or “outsourced” e-learning courses for “individuals, single machines, distributed areas”.
- 2.Classroom courses:
 - (1) External training courses: All were cancelled (except for courses requested by law and with business emergency that employees may make individual applications to the epidemic crisis handling team for approval before participation).
 - (2) Self-organized internal training courses: They must meet the following requirements before organization:
 - ① Approved by a department or higher supervisor based on the “necessity”.
 - ② Instructors: Limited only to internal instructors and officers of affiliates with the same level of the Company’s epidemic control. Other external instructors were restricted (except for courses given over videoconferencing or e-learning).
- 3.Epidemic control and management measures for training organization: The supervisor of the training organizing department took charge of monitoring and management, such as maintaining well ventilation and social distancing between seats, wearing facemasks at all times, measuring and maintaining exact records of body temperature (once before the class, once in the morning and once in the afternoon for whole-day classes; re-measurement was required when leaving the plant during the class; participants with abnormal body temperature were rejected), and others.

When COVID-19 recurred in 2022, we maintained epidemic control at a high level in pace with the group: Temporarily cut all courses in-house given by external instructors; implemented epidemic control measures for enterprise-wide courses: measuring body temperature, sanitizing hands with alcohol, and wearing facemasks before entering the classroom. Many external units also began to organize e-learning courses for employees to keep competence training during the epidemic control period.

New recruits mentoring, passing on experiences

In order to quickly familiarize new recruits into the Company's environment, new staff training is arranged on the first day of employment. Each unit will teach courses in corporate culture, integrity management, health and safety, and environmental protection. A counselor will be assigned to each new recruit and one-on-one coaching is provided as well as regular review of the learning with the intention of educating and training professional talents and passing on experiences.

Starting from June 2020, the Company requested the Youth Employment Flagship Program from the Labor Force Development Agency of the Ministry of Labor and the Company's counselor system for new recruits, and as of December 31, 2022, 22 recruits were eligible to participate and 10 completed the training. The Company requested a total of NT\$488,800 in training subsidies, and 99 new recruits participated in training in 2022, with a total of 197 participants and 1,221 training hours.

Training planning, lifelong learning

Each year, the Company explores its own requirements based on existing visions and strategies and arranges courses that meet the needs of individual employees, from managerial skills, common knowledge, environment, health and safety, emotional management, to professional skills. It is our hope to promote continuous learning and ongoing talent development for the mutual benefit of the Company and its employees! The total number of employee training hours in 2022 is 29,234.1. The average number of training hours for each employee is 26.2 hours, and the number of training hours is as follows:

Item Level	Male			Female			Total		
	Training hours	Number of people	Average training hours	training hours	Number of people	Average training hours	training hours	Number of people	Average training hours
Senior managers	182.5	20.0	9.1	9.5	2.0	4.8	192.0	22.0	8.7
Mid-level managers	1753.3	154.0	11.4	51.0	20.0	2.6	1804.3	174.0	10.4
Specialists	521.0	52.0	10.0	283.5	42.0	6.8	804.5	94.0	8.6
Technicians	25305.5	776.0	32.6	1127.8	49.0	23.0	26433.3	825.0	32.0
Total	27762.3	1002.0	27.7	1471.8	113.0	13.0	29234.1	1115.0	26.2

5.3 Employees' Rights

GRI : 2-21、2-23、2-24、2-30、201-3、401-2、404-2、404-3、405-2、406-1、408-1、409-1

Material Issues	Salary & Benefits and Labor Communication
Policy and Commitment	➤ Policy: Collective Bargaining Agreement. ➤ Commitment: In addition to providing various benefit measures and leisure activities, we also implement smooth communication channels.
Target	➤ Continuously maintain no major labor rights violations for the year. ➤ Consistently maintain an annual human rights-related training attendance of 80%.
Operation Plan	➤ Positive Impact Management: Corporate unions regularly hold meetings of union managers and supervisors, general membership meetings or employee welfare committees, etc. to discuss and report on employee-related labor issues. ➤ Negative impact management: In order to effectively prevent sexual harassment in the workplace and workplace bullying, the Company continues to review and revise its annual training program and conduct human rights-related education and training.
Effectiveness Evaluation	➤ In 2022, there were no violations of major laws and regulations, labor disputes, or lawsuits, and there were no violations of the Employment Service Act, the Gender Equality Act. ➤ In 2022, 957 employees, or approximately 85.8% of the total workforce, were trained in human rights-related courses.
Grievance system	➤ Employees and other stakeholders can report their complaints through the union's e-mail address and union managers and supervisors. If a complaint is received, the Union and the Human Resources Department will immediately initiate an investigation and protect the involved parties through a confidential mechanism.

In December 2022, we signed our fourth "collective bargaining agreement" with a corporate union for the purpose of stabilizing labor relations, promoting labor-management harmony, and protecting employees' rights and interests, as well as providing various welfare measures and leisure activities to create a happy workplace. We have not violated major laws and regulations, labor disputes, employment service laws, and gender work equality laws for more than five consecutive years, demonstrating the care and concern of Ton Yi Industrial Corp.'s employees.

5.3.1 Human rights policy

The company follows the PDCA principles to review and revise the annual education and training program and organize class sessions on human rights-related topics to facilitate continuous improvement. The classes include sharing sessions on workplace equality labor laws -- how companies prevent and handle workplace sexual harassment; prevention of workplace bullying and establishment of gender diversity; friendly work environment. In 2022, 957 employees were trained in human rights-related courses, accounting for approximately 85.8% of total employees. 1,468 hours of human rights policy courses were conducted in 2022, with a total of 12,724 human rights courses attended by all employees and a total of 13,945 hours of courses attended by all employees.

Course type	Total people	Hours	Total training hours
Human Resources	15	44	55
Work Safety Certificate	449	213	2,454
Safety and Health	12,063	504	10,215
New staff	197	707	1,221
Total	12,724	1,468	13,945,

Note: Total hours are the sum of the training hours of all employees

5.3.2 Labor-management communication Corporate union

To promote the smooth communication between employer and employee and protect employees' rights and interests, the Company assembled its union in August, 1989. As of the end of 2022, union members accounted for 99.9% of the total number of employees, except for those employees who were not allowed to join the union according to the labor law.

In addition to holding the annual member meeting each year, the union votes for the member representatives (9 union directors and 3 supervisors). General and supervisor meetings of the union are held on a regular basis to discuss various topics related to employees. The senior executives of the Company that attend the union member representative meetings or the employee welfare committee will report the Company's operations to the employee representative and communicate directly in the meetings. The drainage problem in the plant parking lot was discussed at the 2021 meeting, and we immediately addressed the problem after the meeting.

We have not received any complaints from employees in 2022. Ton Yi Industrial Corp. will continue to implement smooth labor-management communication channels to fulfill its corporate responsibility to employees.

Labor Conference

There are 14 members representing the employer and employees, with the employee representatives accounting for 1/2 of the members. Before the meetings begin, the employer representatives report to the employee representatives on the status of the company's operations. The meetings also propose motions and discussions on issues such as employee rights, salary and benefits and the company's policies, so that both parties can engage in communication and coordination immediately.

Summary of the main points discussed at the labor conference:

Both employers and employees jointly agreed to set up a mechanism for reporting and dealing with the prevention of workplace abuse to assist members in the event of verbal or behavioral abuse in the workplace. Members can report through the union's email address and the union's managers and supervisors, and the company's intranet site provides contact information for reporting.

Collective agreement

The company and the union signed a collective agreement for the first time in November 2013 (Bargaining agreements take place every 3 years. The fourth agreement will be signed in December 2022.) to protect the rights of both the employer and employees, reinforce the collaboration between the two parties and enhance protection of the union members. The collective agreement was drafted with specific regard to issues such as safety and health measures, training, health checkup, and the Health and Safety Committee. The union exists not only to protect the employees' interests, but also to care for their health and safety.

5.3.3 Salary and benefits

Salary and benefits :

Employees are the company's most valuable asset. In order to let every employee do their best in the workplace, we regularly evaluate performance and provide reasonable compensation. In terms of looking after our employees, we provide a sound welfare system and facilities that are superior to that the retirement system stipulated by the law, to show our appreciation to the employees' contribution and hard work.

Full-time employees who are not in managerial position			
Year	2021	2022	Difference
No. of people	1,108	1,083	↓25
Average salary(thousands)	824	901	↑77
Median salary(thousands)	791	848	↑57

Compensation Management⁵ :

⁵ The total annual salary of the highest paid individual may fluctuate depending on the content of his or her duties, his or her annual performance, and the company's profitability, etc. In order to avoid misleading information disclosure, only information related to the statutory basic salary of the individual employee's rank is disclosed, except for the information related to the full-time salary of non-executive employees, which is disclosed in accordance with the "Regulations Governing the Preparation and Annual Reports of Public Companies".

The Company's yearly performance appraisal is implemented every December. The total score is based on the results of the Company which decides the bonus and salary scales.

Besides salary management, Ton Yi Industrial pays attention to the salary level of workers. As of the end of December 2022, the average monthly salary of Taiwanese female technicians of Ton Yi Industrial is 1.8 times more than the statutory basic salary in the current period in Taiwan, whereas the average monthly salary of male technicians is about 2.29 times more than the basic salary (The basic salary in 2022 is NT 25,250). The regular salary to basic salary ratio for male workers is higher than that of female workers (Female:Male about 0.8:1) due to the fact that the industry is mainly in the direct production. Male employees account for about 94.06% of the direct labor.

Average monthly salary		
Employee gender	Male	Female
Senior managers	5.79	3.98
Mid-level manager	3.03	2.76
Specialists	2.27	2.11
Technicians	2.29	1.8

Subsidies :

The welfare subsidies provided by Ton Yi Industrial include: labor Insurance premium, National Health Insurance premium, group insurance premium, Life insurance, Injury insurance, employee travel, wedding, childbirth, maternity leave, paternity leave, parental leave, group preferential products, children's education, funeral, birthday cash, retirement cash, festive cash, concession. The actual results of the 2022 Welfare Committee subsidies are as follows:

Wedding and funeral subsidies 714 (thousand)	Education subsidy 1,383 (thousand)	Entertainment activities 2,080 (thousand)	Concessions 18,858 (thousand)
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Facilities :

Including dormitory, car park, self-served canteen, basketball court, nursery room, employee counseling office, Loaning of camping tents. etc.

Situations of childcare leave without pay:

In 2022, the company does not have any personnel to apply for a baby-care stay, and if so, it will assist in handling it in accordance with laws and regulations.

Pension system :

The Company has implemented a "Pension Policy" in accordance with law to govern all matters concerning employees' pension. It makes monthly contributions of 14% of total salary to the pension account held with Bank of Taiwan in the name of the Supervisory Committee of Workers' Retirement Preparation Fund which employees may withdraw upon retirement. Overseas

subsidiaries also comply with local regulations when developing pension systems. Employees are entitled to receive not only the above pension, but also a commendation and year-end bonus as a token of gratitude for their contributions.

5.3.4 Grievance (counseling) system

Except for labor conference, corporate union member representative meetings and employee welfare committees, the Company has assembled a “Sexual Harassment Complaint Committee”, the “Reward and Disciplinary Committee”, and the “Appraisal Appeal Committee” to offer different complaint channels. Each committee comprises a minimum percentage of workers’ representative to ensure that employees’ claims are handled in a fair and proper manner.

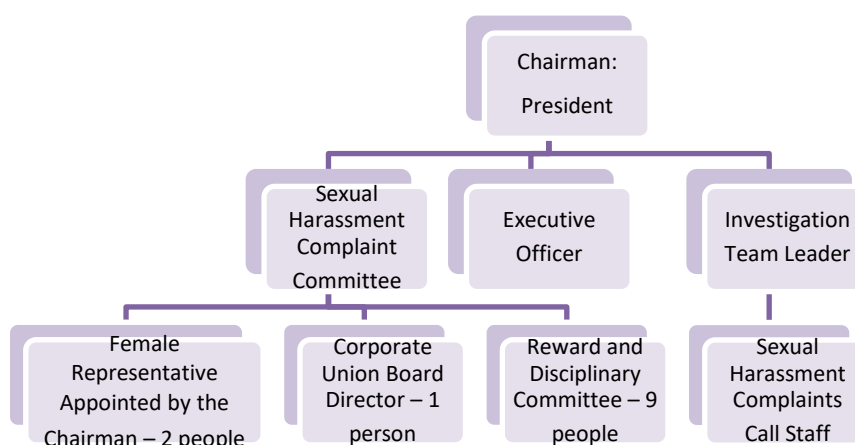
Regarding the shortest notice period of major operational changes, the Company follows Article 16 of Labor Standards Law and shall pre-announce the period of labor termination notice in accordance with the following:

- (1) Ten days for service of three months or more but less than one year.
- (2) Twenty days for service of one year or more but less than three years.
- (3) Thirty days for service of three years or more.

Sexual Harassment Complaint Committee :

The Company supports the concept of gender equality and announcements of “Sexual Harassment Prevention” are promoted within all the plants. “Sexual Harassment Complaint Measures” have been established in order to actively promote various anti-sexist policies and behaviors. In Ton Yi Industrial, any forms of sexual harassment behavior in the workplace is strictly prohibited. In 2022, there were no records of any complaints.

Organization Chart of Sexual Harassment Complaint Committee

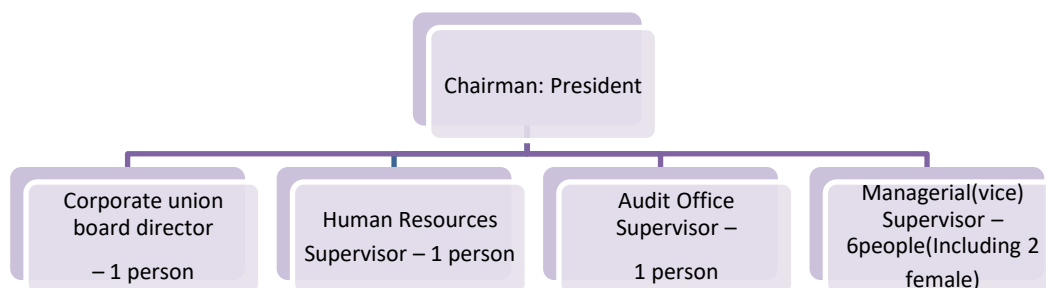


Reward and Disciplinary Committee

In 2022, no reward or discipline was reported by the Reward and Discipline Committee. The committee is operated as follows:

- (1) Employees abide by the management regulations. For behaviors meeting the criteria for rewards or penalties, the supervisor of the department will submit reports to the board of the director for approval, and the cases are forwarded to the reward and disciplinary committee for review.
- (2) When the Reward and Disciplinary Committee is being convened, the concerned persons and the unit's direct supervisor are required to attend. To protect employees' rights, the corporate union board director of the Company is also required to participate and acts as one of the ex officio members of the Reward and Disciplinary Committee. In 2016, a new female supervisor was added to attend Reward and Disciplinary Committee and is one of the committee members.
- (3) The Reward and Disciplinary Committee adopts the system of deliberation, and the Human Resources Department compiles the votes of all committee members and informs the related employees of the rewards or disciplinary results on-site, before engaging in further actions or records based on the announcements and the rewards or disciplinary results.

Organization Chart of Reward and Disciplinary Committee:



Appraisal Appeal Committee :

In 2022, the Evaluation Grievance Committee received no application. The committee is operated as follows:

- (1) The year-end performance appraisal standard of the employees of Ton Yi Industrial Corp. is based on their monthly performance appraisal, working attitude, professionalism and moral character.
- (2) After the year-end performance appraisal is completed, those with any questions or queries regarding the appraisal can file an appeal with the Human Resource Department during the acceptance period of the performance appraisal.. After the appeal application is received, the direct supervisor of the department reviews the facts or reasons for the specific appraisal and provides opinions as reference for review conducted by the performance appraisal appeal committee.
- (3) The Human Resources Department prepares all information and notifies the performance appraisal appeal committee to convene a meeting. The employee filing the appeal and the direct supervisor shall attend the committee meeting to offer their explanations. The performance appraisal appeal committee will reach a resolution and inform the Human Resources Department to either maintain or revise the performance appraisal results for the employee.

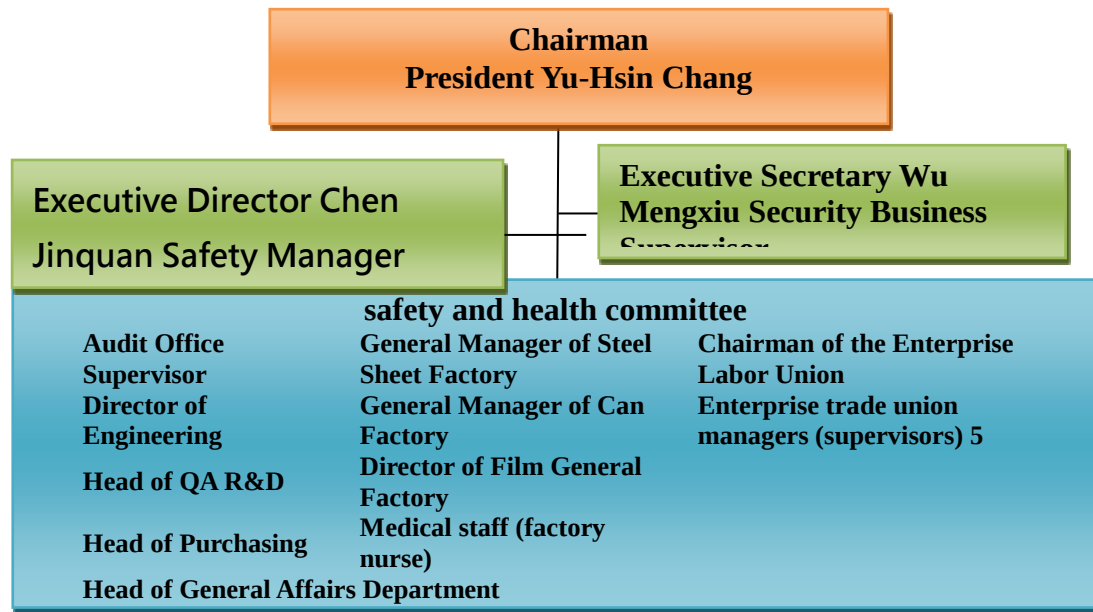
(4)The organization chart of the Appraisal Appeal Committee is as follows, a Chairman and, 2 members in the Committee. Human Resources Supervisor, Unit Supervisor and concerned persons shall attend.

5.4 Health and Safety

GRI : 403-1 、 403-2 、 403-3 、 403-4 、 403-5 、 403-6 、 403-7 、 403-8 、 403-9 、 403-10

Material Issues	Occupational Safety and Health
Policy and Commitment	Safety and health policy "Respect for Life, Attention to OH&S, Total Participation, and Continual Improvement" is the highest guiding principle; we comply with the six major safety and health commitments to provide a safe and healthy working environment: 1. We respect the value of life and fulfill our corporate social responsibility. 2. We comply with government regulations and protect employees. 3. Eliminate hidden hazards, concern for physical and mental health, and provide safe and healthy working conditions. 4. Follow the education and training policy to integrate the concept of safety and hygiene into the workflow. 5. Provide a mechanism for employees and their representatives to participate in the OSH management system. 6. Continuously improve the occupational safety and health management system to enhance safety and health performance.
Target	➤ Continue to eliminate hazards and reduce risks and adopt " epidemic prevention and mitigation" as our safety and health guideline for 2022. ➤ With the goal of zero disasters, all employees work together to reduce the occurrence of occupational disasters. ➤ Continuously obtain ISO 45001 and TOSHMS related renewal certificates.
Operation Plan	➤ The Safety and Health Committee is established and meets regularly every three months to consider and review safety and health management issues, and Tonyi is appointed to conduct safety counseling checks to prevent occupational disaster related accidents, and to strengthen the safety awareness of employees and workers through annual training and promotion planning related to occupational safety and health.
Effectiveness Evaluation	➤ The Company has implemented a zero-disaster campaign, expecting all units to work together to prevent accidents and provide bonuses to those who achieve the zero-disaster goal. a total of NT\$132,400 in bonuses was granted in 2022.
Grievance system	➤ Our company has a notification channel for occupational accidents. If we receive a notification, we will set up an accident investigation team to investigate and analyze the cause of the accident and prepare corrective measures.

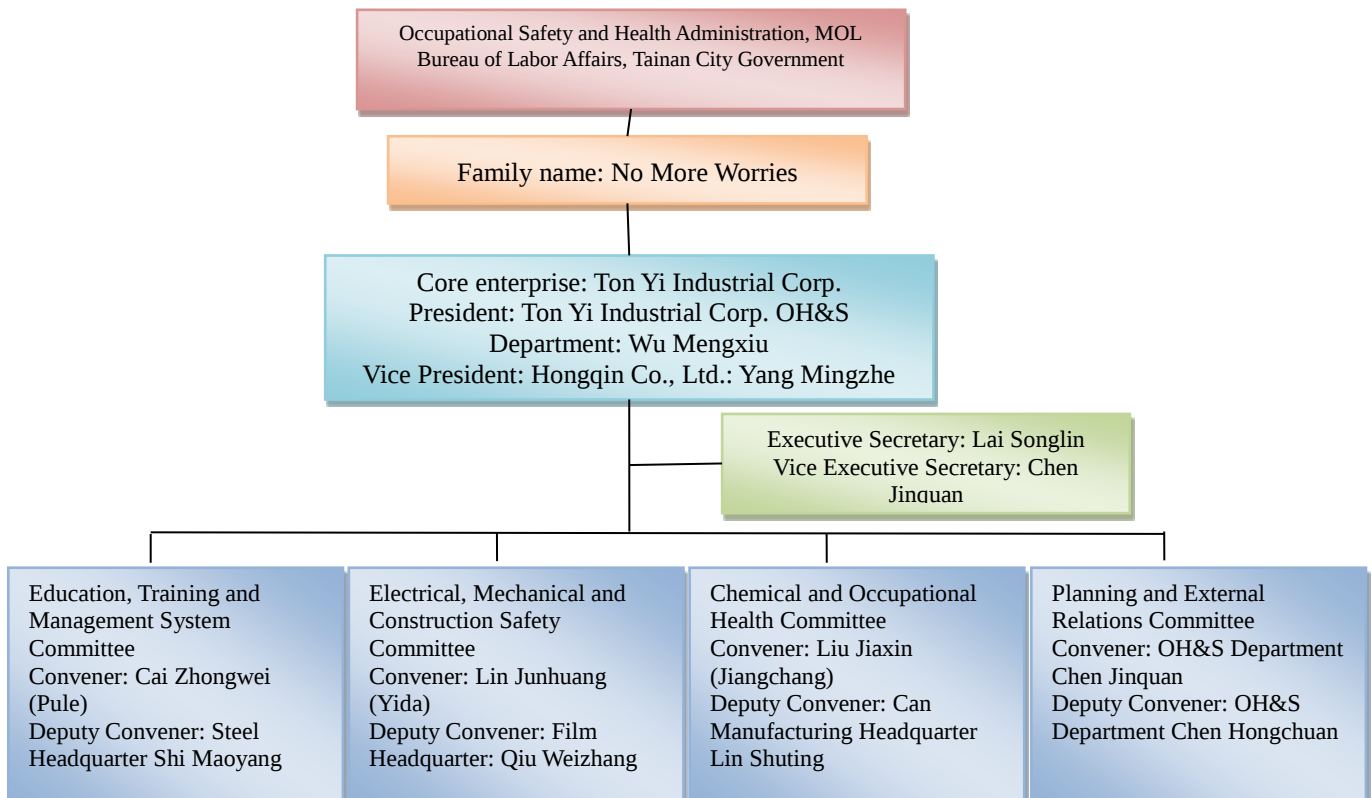
Structure of the Safety and Health Committee:



5.4.1 “No More Worries” OH&S Family

As the core enterprise of the OH&S family, we invited the company's contractor to form the “No More Worries” OH&S family to promote safety and hygiene to all family members.

➤ No More Worries OH&S Family operating system graph



➤ OH&S Family Operations and Events

Item Number	Items	Description
1	Labor Bureau & Southern District Occupational Safety Center Business Liaison Report	The Labor Bureau and the Southern District Occupational Safety and Health Center jointly hold business liaison meetings to communicate with the core enterprises on operational matters in both directions.
2	OH&S Family Live Review	The Labor Bureau and the Southern District Occupational Safety Center conduct annual performance evaluations at core enterprises.
3	Executive Forum	The Labor Department held an OH&S Forum and invited OH&S Family members to participate.
4	Safety and Health Education Training	Family members and company employees are invited to attend safety and health education training.
5	Walking Event	Invited family members and company employees to join the second walking event planned by the Labour Bureau.
6	OH&S General Assembly	The Labor Bureau organizes an annual family assembly and implements a competition to publish and evaluate the performance of outstanding families.
7	Family Member Counseling Review	The core enterprises, in conjunction with the Labor Bureau, conduct on-site reviews of family members.
8	National Occupational Safety and Health Week	Submit Occupational Health and Safety Week Plan



No More Worries OH&S Family's first educational training



No More Worries OH&S Family's second educational training



Anping Walking Event



Guanziling Walking Event

Ton yi participated in OH&S Family-related activities held by the Bureau of Labor Affairs, Tainan City Government, and with such an excellent attendance in 2022, the Company was listed as a target for safety culture promotion counseling in 2023, and the labor inspection will be replaced by counseling. The Company also participated in related family interaction activities to promote the sustainable development of core families and family members.



Family core promotes OH&S with good performance gratitude certificate



Participation in the National Workplace Safety and Health Week Event Series



Excellent attendance - Safety culture promotion counseling target

- National Occupational Safety and Health Award - Traditional Industry Investment Special Award Experience Sharing:
In cooperation with the Labor Bureau of Tainan City Government, we participated in the "National Occupational Safety and Health Award Winning Experience Sharing Event" and shared the overall process of participation with major and small and medium-sized enterprises without reservation, from the process of eligibility, preparation and compilation of data, written and video review, etc.



5.4.2 Health and safety management system

In order to continuously reduce occupational hazards and improve safety and health performance, our company voluntarily follows ISO 45001:2018 and promotes occupational safety and health management system in accordance with CNS 45001:2018 standard, and obtains ISO 45001 and TOSHMS certification. The occupational safety and health management system covers the personnel, facilities, and equipment for operating activities within the Company's plant.



Certificate period 2021.1.15 ~ 2024.1.14

Promote occupational safety and health management system to hold regular safety and health meetings:



Management system operation architecture

The Occupational Safety and Health Management System ISO 45001 covers all employees and related workers' operational activities, and follows the systematic management and operation framework of P-D-C-A to continuously eliminate hazards and reduce the risk of occupational hazards. Adhering to the spirit of continuous improvement of ISO 45001, In 2022, there were 574 safety and health improvement proposals, accounting for 15% of the total number of proposals. The proposers will be rewarded for their proposals, and the work environment and management will be continuously improved through the participation of employees.

ISO 45001 Management system operation architecture

ISO 45001 Framework	Relevant procedures for Ton Yi Industrial Corp.
4 Sections before and after the organization	◆ Sections in treatment procedures before and after the organization
5 Leading and worker participation	◆ Occupational safety and health roles and responsibilities, safety and health committees, consultation and participation, etc.
6 Planning	◆ Risk and opportunity assessment, regulatory identification, objectives and programs
7 Support	◆ Education and training, internal and external communication, document/record control
8 Operation	◆ 24 procedures such as security and operational planning control
9 Performance evaluation	◆ Regulatory audits, performance measurement and monitoring, internal audits, management reviews, safety inspections
10 Improvement	◆ Incident investigation, non-compliance and corrective measures, safety observation activities, and management of recurring violations

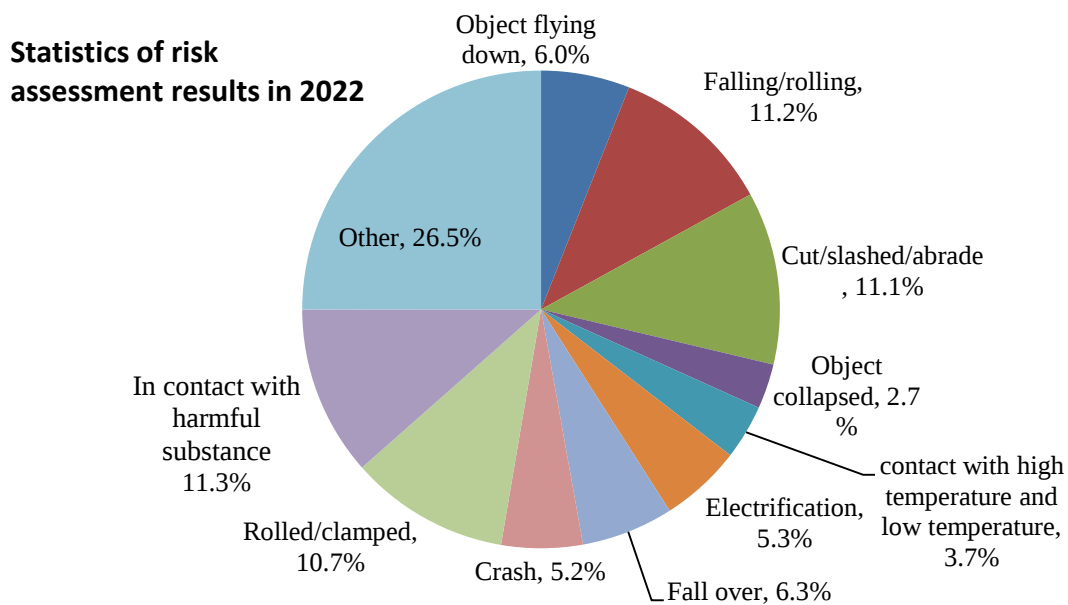
Staff consultation and participation

Through this mechanism, employees can actively participate in the operation of the system and communicate in both directions to implement safety and health management and solve safety and health problems. To employees making or participating in OH&S-related inquiries, we have stipulated in the Consultation and Participation Management Procedures that the Company shall not impose unfavorable treatment on employees. We have also set up a suggestion box at the labor union to provide employees with more comprehensive communication channels.

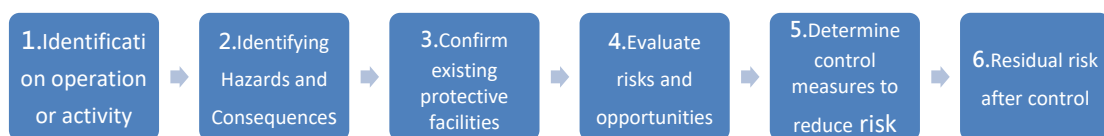
(Labor union email: entpuni@tonyi.com.tw)

5.4.3 Hazard Identification Risk Assessment

The Company has established a hazard assessment promotion team and the personnel performing the hazard assessment are required to receive hazard assessment training. We identify the risk factors in the working environment, consider any existing control measures, evaluate the risks caused by hazards, decide on ways to reduce the risks, and set up safety and health management programs for continuous improvement. According to the results of the hazard risk assessment in 2022, the four types of hazards with a high proportion in the Company include being cut, rolled, and clamped, as well as falling and rolling and coming into contact with hazardous substances.



【Risk assessment workflow】



【Risk Control Planning Form】

Risk Level	Risk Control Planning	Remark
5-Significant Risks	Risk reduction facilities should be taken immediately and operations should not commence or continue until the risk has been reduced.	Unacceptable risk: For significant and high risks, risk reduction control facilities must be developed to reduce the risk to moderate (inclusive).
4-High risk	Risk control facilities must be adopted within a certain period of time, and operations cannot begin until the risk is reduced.	
3-Moderate risk	Efforts should be made to reduce risks, such as 1. It is advisable to gradually adopt risk reduction facilities to gradually reduce the proportion of	Moderate Risk: Efforts must be made to reduce risk.

Risk Level	Risk Control Planning	Remark
	moderate risks. 2. For medium risks of critical (S4) or serious (S3) severity, it is advised to further assess their likelihood as the foundation for facility improvement and control.	
2-Low risk	Temporary, risk reduction facilities are not required, but the effectiveness of existing protective facilities must be ensured.	Acceptable risk: The mechanism of repair and maintenance, monitoring and verification, and education and training of existing protection facilities shall be implemented or strengthened.
1-Mild risk	Risk reduction facilities are not required, but the effectiveness of existing protective facilities must be ensured.	

When an employee is found to be in immediate danger while working, he/she shall stop the operation and retreat to a safe place in accordance with the law and immediately report to his/her immediate supervisor. The supervisor shall immediately implement hazard identification and risk assessment, and take risk reduction control measures, and no unfavorable points shall be given to the employee.

5.4.4 Investigation and Improvement of Occupational Accidents

Occupational disaster accident investigation invites unit supervisors, operators, safety and health managers, labor representatives and other relevant professionals to form an accident investigation team to investigate and analyze the cause of the accident and to prepare corrective measures.

With zero hazards being the target, all employees devote to lowering the occurrence of occupational accidents. When sporadic industrial safety accidents occur, we re-assess the risks of the corresponding operations, make continual improvement of the work environment, and enhance workplace safety and health.

- Industrial safety guidance and audits were implemented by Uni-President to eliminate hidden hazards.
- To eliminate unsafe behaviors and prevent occupational accidents from occurrence, we constantly promote safety observation activities.
- Every six months, the president performs in-house safety checks together with the unit supervisors and industrial safety personnel, requests for defect improvement, and lists items with outstanding performance for the reference of other plants.
- Establish safety and health assessment plans, increase the frequency of industrial safety audits, and propose management control measures for recurring violations.
- Implement the zero accident movement, hoping that all units can prevent accidents from occurrence together. Those achieving the zero accident target will receive a bonus. In 2022 we granted bonuses amounting to NT\$132,400.
- Based on the forklift safety protection improvement project, safety protection devices were installed and added to forklifts in different zones. The improvement of 32 forklifts was completed.

【Occupational disaster type statistics】

Type	2020	2021	2022
1. Cut,slashed,abraded	2	1	0
2. Rolled and clamped	1	1	2
3. Rolling, falling	1	0	0
4. Fall over	0	0	0
5. Crash	0	1	0
6. Impact	0	2	1
7. Non-commuting traffic accidents	0	1	0
8. Others	0	1	1

【Occupational Disaster Statistics Index】

Item\Year	2020	2021	2022	Industries similar to the metal product manufacturing industry
Disabling injury frequency rate (FR) (Same as injury rate, recordable occupational injury rate)	1.71	3.14	1.81	2.65
Disabling severity rate (SR)	14	29	17	192
Frequency severity index (FSI)	0.15	0.3	0.17	0.71
Average days charged per disabling injury (days charged/injured no. of people)	9	10	6.5	72.32
Number of lost work days	2.99	5.84	4	38.42
Disability Injuries	4	7	0	819
Number of serious occupational injuries	0	0	0	7
Serious occupational injury rate	0	0	0	0.85
Occupational injury deaths	0	0	0	5
Occupational Accident Mortality	0	0	0	0.61
Number of occupational diseases	0	0	0	-
Incidence of occupational diseases	0	0	0	-
Absence rate%	0.27	0.39	0.44	-
Annual total working hours of employees	2,343,840	2,225,064	2,209,416	37,688,728
Note	The calculation method for the aforementioned performance is based on the benchmark published by the Ministry of Labor, and is calculated in terms of one million working hours. Statistical objects are employees of the company.			

5.4.5 Education, training and disaster prevention drills

In order to enrich the safety and health knowledge and professional ability of our employees, a safety and health education and training program has been established and various courses are planned. All course fees are paid by the company, and employees are encouraged to attend the training by providing compensatory time off if they attend professional certification training outside of work hours. We also give priority to sending employees to attend safety and health promotion meetings or lecture courses held by competent authorities to enhance employees' ability to identify hazards and understand the information of competent authorities and new information of laws and regulations. In 2022, due to the unstable pandemic, the number of participants in the training courses was controlled and a total of 628 participants attended the training courses. The trend is expected to increase in 2023. In addition, we also provide certification training and retraining courses so that the work can meet the standards, the courses are as follows:

	Occupational Safety Related Courses	
	Name of Course	Number of participants
	On-the-job education and training for forklift operators with a load of one ton or more	124
	On-the-job education and training for fixed crane operators and hanging operations personnel	150
	On-the-job training for supervisors of hazardous operations	46
	On-the-job education and training for first responders	28
	OH&S Family Core Enterprise Education Training	92
	Compliance Review and Hazard Identification Risk Assessment Education Training	42
	ISO 45001 Safety and health internal audit education and training	29
	Firefighting Education Training Course	35
	Health Promotion Seminar - Health Education Program	67
	Ton yi Hazardous Area Definition Education Training	15
	Total	628
	Certification Training and Retraining	
	Name of Course	Number of participants
	Crane operators and hanging operation personnel over three tons	173
	Forklift Operators	136
	Fire prevention manager and security inspector retraining	8
	Free Radiation Continued Re-education Training	4
	Hazardous operations (organic solvents, special chemicals, oxygen deprivation, dust) supervisor	46
	First Responders	28
	Total	395

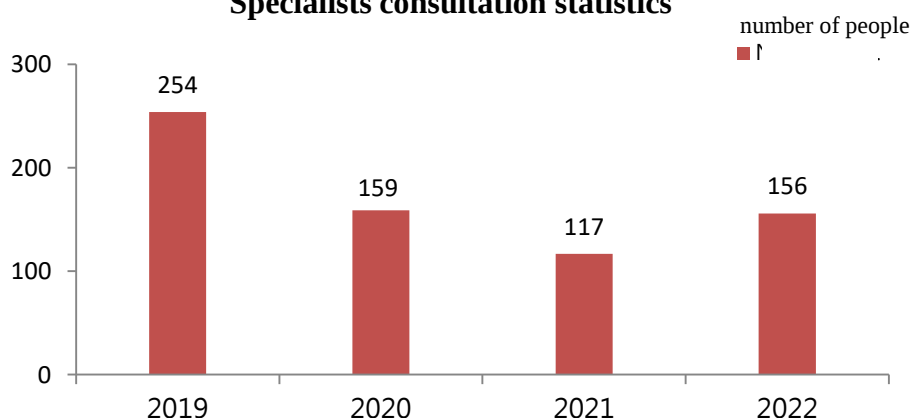
5.4.6 Occupational Health Services and Health Screening

➤ Specialized physician clinical health services

Kuo General Hospital Occupational Medicine (Dr. Liao, Tsai-Wei) and Yuxin Clinic Family Medicine (Dr. Wang Youliang) are our contracted doctors for on-site health services three times a month. They provide health guidance and advice to employees and visit the site from time to time. The main clinical services include health examination result consultation, job selection and assignment return to work assessment, workplace environmental hazard assessment, work load assessment, health consultation and guidance, etc. The dates, locations, and services of the clinical health services are announced and available to all employees by appointment.



Specialists consultation statistics



➤ Looking after our Employees

The Company organizes regular health checkups (including general checkups, special checkups, health examination items for food safety operators and workers who work at long-term night shifts.) for employees. In order to take care of our employees, we have increased the number of general health checkups from the statutory 20 to 52, so that employees can understand their health situation and achieve disease prevention and health promotion through health checkups in a more comprehensive manner. In order to enhance the willingness of the health check-ups, the check-ups are arranged in four steps in the company so that employees can be examined directly during work hours. For those who have questions or abnormalities, they can consult with a special doctor who will explain them to them. In addition, the factory nurse implements employee health management, tracking the status of employees' repeat examinations and health education and promotion.

【Health checkups in 2020-2022】

Type	2020		2021		2022		Description
	Number of people examined	Check rate%	Number of people examined	Check rate%	Number of people examined	Check rate%	
General checkups	972	95.5	-	-	922	97.2	This is implemented once every two years for all employees.
Special checkups	344	98.0	355	95.2	340	98.8	Includes noise, free radiation, dust, hexane, chromic acid, mercury, and other operations.
Long-term night specific health check	433	96.8	-	-	-	-	Long-term night workers are inspected.
Health examination items for food safety operators	303	98.1	359	94.2	271	98.9	Food safety related workers are inspected.
Health check amount (NT\$)	1,055,700		285,100		921,000		



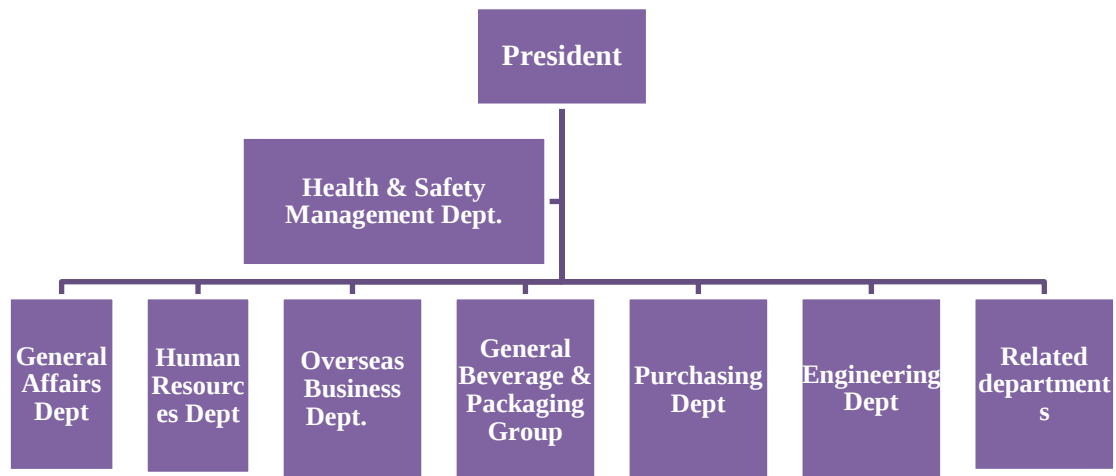
Employees actively participate in health screening

5.4.7 COVID-19 Epidemic Prevention

Forming the COVID-19 crisis response team

In response to the outbreak of COVID-19, we formed the COVID-19 crisis response team and established the “Points for Notice During COVID-19 Prevalence” to capture the information of the Central Epidemic Control Center and periodic meetings, maintain information contact with Uni-President, unfold various epidemic controls and reports, and decide on measures related to epidemic control.

Crisis Management Team Structure





【Photos of Epidemic Prevention Measures】



Sensor-based body temperature measurement



Cleaning and disinfection

➤ **Health education and outreach of epidemic control**

In 2022, the company will use "vision care" as the theme of the health promotion plan, and the relevant implementation activities are as follows:

Course Topics	Continuing Concern for Covid-19 Outbreak and Vision Care	Fire education training and teaching of CPR and AED operation	"The stock is not even that red! What should I do with a full red medical examination results?" Health Seminar
Number of participants	32	35	35
Instructors	Kuo General Hospital Dr. Liao, Tsai-Wei	Firefighting Yanxing Team Guo Zhenmin	Yuxin Clinic Dr. Wang Youliang
Picture			

Influenza vaccination

In the fall and winter of 2022, in addition to the COVID-19 outbreak, we are also at risk of an influenza outbreak in the fall and winter.

- We make announcements of providing subsidies related to influenza vaccination to encourage colleagues to get vaccinated. In cooperation with the Department of Health of Tainan City Government, arrangements were made to set up a station at the company to receive the publicly funded influenza vaccine and encourage colleagues to receive the vaccine. 139 people in total completed the vaccination at the company.



Colleagues vaccinated against public flu vaccines

5.5 Community

GRI : 413-1

5.5.1 Community involvement

The Company engages its neighbors in constructive interaction, and devotes itself to charity with the intention of giving back what was gained from the society. We continually support the development of the society and aim on improving living standards for all.

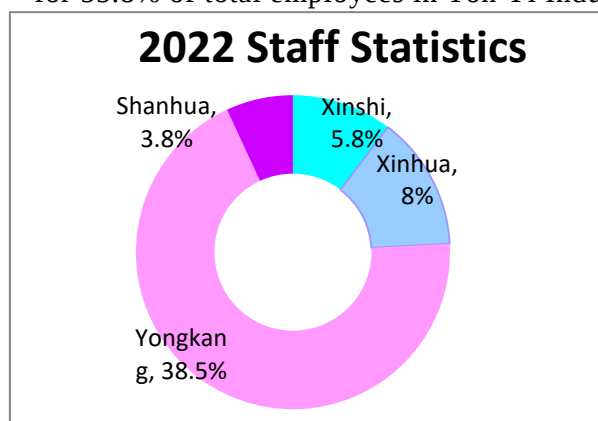
The Company is situated next to the Yanshuei River, which is prone to flood in the event of Typhoon or heavy rain. For this reason, employees are regularly assigned to clear drainage obstruction especially during rainy season.

In addition of giving back to the neighborhood and promoting sound interaction with the local community, the Company has also been active in monitoring air quality and health conditions in the surrounding environment. Meanwhile, pro-active control measures are being taken for the sustainability of the environment.

Sponsored Items	Sponsorship Content
Nearby Community Development Association Festivals	120 cases of beverages
Religious activities at nearby temples	Sponsored NT\$10 thousand
The 44th National Elementary School Judo Invitational Tournament	Sponsored Merchandise Card NT\$6 thousand
Ton yi Group Clothes Donation Campaign	Donated 25 boxes of clothes

5.5.2 Promoting local employment

Employees from nearby districts (Yongkang, Xinshi, and Xinhua) accounted for 55.8% of total employees in Ton Yi Industrial.



Over the years, Ton Yi Industrial Corp. has actively participated in recruitment activities organized by schools, communities and service centers in the vicinity. In response to the COVID-19 epidemic control measures, in 2022 personnel of employment service centers recruited talents for us based on the job openings we offered. We participated in a total of 38 recruitment activities. Additionally, to ensure epidemic control, all visits from schools were cancelled in 2022.

Appendix I: Comparison Table of GRI Criteria Indicators

General Disclosures:2022

GRI	Disclosure Items	Corresponding Chapters and Special Descriptions	Page Number
2-1	Organizational details	2.1 About Ton Yi Industrial	18
2-2	Entities included in the organization's sustainability reporting	1.4 Report Profile	17
2-3	Reporting period, frequency and contact point	1.4 Report Profile	17
2-4	Restatements of information	1.4 Report Profile	17
2-5	External assurance	1.4 Report Profile 、 Assurance Summary Table 、 Report Assurance	17
2-6	Activities, value chain and other business relationships	3.2 Supply Chain Management	44
2-7	Employees	5.1 Employees information	80
2-8	Workers who are not employees	5.1 Employees information	80
2-9	Governance structure and composition	2.3 Corporate governance	26
2-10	Nomination and selection of the highest governance body	2.3 Corporate governance	26
2-11	Chair of the highest governance body	2.3 Corporate governance	26
2-12	Role of the highest governance body in overseeing the management of impacts	1.1 Material Issues 、 2.3 Corporate governance	8 、 26
2-13	Delegation of responsibility for managing impacts	1.1 Material Issues	8
2-14	Role of the highest governance body in sustainability reporting	2.3 Corporate governance	26
2-15	Conflicts of interest	2.3 Corporate governance	26
2-16	Communication of critical concerns	1.4 Report Profile 、 2.3 Corporate governance During the year, there were no events that had a material impact on the report and no significant deficiencies in internal control.	17 、 26
2-17	Collective knowledge of the highest governance body	2.3 Corporate governance	26
2-18	Evaluation of the performance of the highest governance body	2.3 Corporate governance	26
2-19	Remuneration policies	2.3 Corporate governance	26

Appendix I: Comparison Table of GRI Criteria Indicators

GRI	Disclosure Items	Corresponding Chapters and Special Descriptions	Page Number
2-20	Process to determine remuneration	2.3 Corporate governance	26
2-21	Annual total compensation ratio	5.1 Employees' Rights	80
2-22	Statement on sustainable development strategy	Messages from the Management	5
2-23	Policy commitments	2.3 Corporate governance 、 5.1 Employees' Rights	26 、 80
2-24	Embedding policy commitments	2.3 Corporate governance 、 5.1 Employees' Rights	26 、 80
2-25	Processes to remediate negative impacts	Management guidelines for each chapter	30 、 37 、 44 、 66 、 73 、 84 、 90
2-26	Mechanisms for seeking advice and raising concerns	Management guidelines for each chapter	30 、 37 、 44 、 66 、 73 、 84 、 90
2-27	Compliance with laws and regulations	2.5 Compliance	34
2-28	Membership associations	2.6 Participation in External Organizations and Initiatives	36
2-29	Approach to stakeholder engagement	1.1 Material Issues	8
2-30	Collective bargaining agreements	5.1 Employees' Rights	80

Material topics Disclosure

Topic	GRI	Disclosure Items	Corresponding Chapters and Special Descriptions	Page Number
GRI 3 Material topics	3-1	Process to determine material topics	Materiality Evaluation and Stakeholder Engagement	8
	3-2	List of material topics	Materiality Evaluation and Stakeholder Engagement	8
	3-3	Management of material topics	Materiality Evaluation and Stakeholder Engagement	8
Risk Management	NA	Risk management plan, current risk evaluation and response	2.4 Risk Management	30

Appendix I: Comparison Table of GRI Criteria Indicators

Topic	GRI	Disclosure Items	Corresponding Chapters and Special Descriptions	Page Number
		measures		
GRI 301 Materials	301-1	Process to determine material topics	4.1 Environmental management organization	52
	301-2	Recycled input materials used	4.1 Environmental management organization 4.5 Circular Economy	52
	301-3	Reclaimed products and their packaging materials	4.1 Environmental management organization 4.5 Circular Economy	52 、 77
GRI 303 Water and Effluents	303-1	Interactions with water as a shared resource	4.3 Water resource management	66
	303-2	Management of water discharge-related impacts	4.3 Water resource management	66
	303-3	Water withdrawal	4.3 Water resource management	66
	303-4	Water discharge	4.3 Water resource management	66
	303-5	Water consumption	4.3 Water resource management	66
GRI 305 Emissions	305-1	Direct (Scope 1) GHG emissions	4.2 Climate Change and energy management	55
	305-2	Energy indirect (Scope 2) GHG emissions	4.2 Climate Change and energy management	55
	305-3	Other indirect (Scope 3) GHG emissions	4.2 Climate Change and energy management	55
	305-4	GHG emissions intensity	4.2 Climate Change and energy management	55
	305-5	Reduction of GHG emissions	4.2 Climate Change and energy management	55
GRI 308 Supplier Environmental Assessment	308-1	New suppliers that were screened using environmental criteria	3.2 Supply Chain Management	44
	308-2	Negative environmental impacts in the supply chain and actions taken	3.2 Supply Chain Management	44
GRI 401 Employment	401-1	New employee hires and employee turnover	5.1 Employees information	80

Appendix I: Comparison Table of GRI Criteria Indicators

Topic	GRI	Disclosure Items	Corresponding Chapters and Special Descriptions	Page Number
	401-2	Benefits provided to full-time employees that are not provided to temporary or part-time employee	5.3 Employees' Rights	84
	401-3	Parental leave	5.3 Employees' Rights	84
GRI 403 Occupational Health and Safety	403-1	Occupational health and safety management system	5.4 Health and Safety	90
	403-2	Hazard identification, risk assessment, and incident investigation	5.4 Health and Safety	90
	403-3	Occupational health services	5.4 Health and Safety	90
	403-4	Worker participation, consultation, and communication on occupational health and safety	5.4 Health and Safety	90
	403-5	Worker training on occupational health and safety	5.4 Health and Safety	90
	403-6	Promotion of worker health	5.4 Health and Safety	90
	403-7	Prevention and mitigation of occupational health and safety impacts directly linked by business relationships	5.4 Health and Safety	90
	403-8	Workers covered by an occupational health and safety management system	5.4 Health and Safety	90
	403-9	Work-related injuries	5.4 Health and Safety	90
	403-10	Work-related ill health	5.4 Health and Safety	90
GRI414 Supplier Social Assessment	414-1	New suppliers that were screened using social criteria	3.2 Supply Chain Management	44
	414-2	Negative social impacts in the supply chain and actions taken	3.2 Supply Chain Management	44
GRI 416 Customer Health and Safety	416-1	Assessment of the health and safety impacts of product and service categories	3.1 Customers' Health and Safety	37
	416-2	Incidents of non-compliance	2.5 Compliance	34

General Topic Disclosure:

Appendix I: Comparison Table of GRI Criteria Indicators

Topic	GRI	Disclosure Items	Corresponding Chapters and Special Descriptions	Page Number
GRI 201 Economic Performance	201-1	Direct economic value generated and distributed	2.2 Economic Performance	23
	201-2	Financial implications and other risks and opportunities due to climate change	4.2 Climate Change and energy management	55
	201-3	Defined benefit plan obligations and other retirement plans	5.3 Employees' Rights	84
	201-4	Financial assistance received from government	2.2 Economic Performance	23
GRI 204 Procurement Practices	204-1	Proportion of spending on local suppliers	3.2 Supply Chain Management	44
GRI 205 Anti-corruption	205-2	Communication and training about anti-corruption policies and procedure	2.3 Corporate governance	26
	205-3	Confirmed incidents of corruption and actions taken	2.3 Corporate governance As a result of the internal control investigation conducted by the Audit Office, there were no significant internal control deficiencies in 2022.	26
GRI 302 Energy	302-1	Energy consumption within the organization	4.2 Climate Change and energy management	55
	302-2	Energy consumption outside of the organization	4.2 Climate Change and energy management	55
	302-3	Energy intensity	4.2 Climate Change and energy management	55
	302-4	Reduction of energy consumption	4.2 Climate Change and energy management	55
	302-5	Reductions in energy requirements of products and services	4.2 Climate Change and energy management	55
GRI 306 Effluents and Waste	306-1	Waste generation and significant waste-related impacts	4.4 Waste and Air Pollution Prevention	73
	306-2	Management of significant waste-related impacts	4.4 Waste and Air Pollution Prevention	73
	306-3	Waste generated	4.4 Waste and Air Pollution Prevention	73
	306-4	Waste diverted from disposal	4.4 Waste and Air Pollution Prevention	73
	306-5	Waste directed to disposal	4.4 Waste and Air Pollution Prevention	73
GRI 404 Training and	404-1	Average hours of training per year per employee	5.2 Talent training	82

Appendix I: Comparison Table of GRI Criteria Indicators

Topic	GRI	Disclosure Items	Corresponding Chapters and Special Descriptions	Page Number
Education	404-2	Programs for upgrading employee skills and transition assistance programs	5.3 Employees' Rights	84
	404-3	Percentage of employees receiving regular performance and career development reviews	5.3 Employees' Rights	84
GRI 405 Diversity and Equal Opportunity	405-1	Diversity of governance bodies and employees	2.3 Corporate governance	26
	405-2	Ratio of basic salary and remuneration of women to men	5.3 Employees' Rights	84
GRI 406 Non-discrimination	406-1	Incidents of discrimination and corrective actions taken	5.3 Employees' Rights There were no related incidents and no related complaints received during the year 2022.	84
GRI 408 Child Labor	408-1	Operations and suppliers at significant risk for incidents of child labor	5.3 Employees' Rights There were no related incidents and no related complaints received during the year 2022.	84
GRI 409 Forced or Compulsory Labor	409-1	Operations and suppliers at significant risk for incidents of forced or compulsory labor	5.3 Employees' Rights There were no related incidents and no related complaints received during the year 2022.	84
GRI 413 Local Communities	413-1	Operations with local community engagement, impact assessments, and development programs	5.5 Community	106
GRI 417 Marketing and Labeling	417-1	Requirements for product and service information and labeling	3.1 Customers' Health and Safety	37
	417-2	Incidents of non-compliance concerning product and service information and labeling	2.5 Compliance	34
	417-3	Incidents of non-compliance concerning marketing communications	2.5 Compliance	34
GRI 418 顧客隱私	418-1	Substantiated complaints concerning breaches of customer privacy and losses of customer data	2.5 Compliance	34

Appendix II: Index Table of Information Related to Climate Change of Listed OTC Companies

Information related to climate for listed companies	Corresponding chapter (page)	Additional Description
1. Describe the Board's and management's supervision and governance of climate related risks and opportunities.	4.2.1Climate Change and Energy Management Strategies (55)	--
2. Describe how the identified climate risks and opportunities affect the business, strategy, and finances (short, medium, and long term).	4.2.1Climate Change and Energy Management Strategies (55)	--
3. Describe the financial impact of extreme weather events and transitional actions.	4.2.1Climate Change and Energy Management Strategies (55)	--
4. Describe how the climate risk identification, evaluation and management process is integrated into the overall risk management system.	4.2.1Climate Change and Energy Management Strategies (55)	--
5. If a scenario analysis is used to evaluate the resilience to climate change risks, the scenario, parameters, assumptions, analysis factors and key financial impacts used should be described.	4.2.1Climate Change and Energy Management Strategies (55)	--
6. If there is a transition plan to manage climate-related risks, describe the contents of the plan and the indicators and targets used to identify and manage physical and transition risks.	4.2.1Climate Change and Energy Management Strategies (55)	--
7. If internal carbon pricing is used as a planning tool, the basis for price setting should be stated.	--	● Internal carbon pricing has not been used as a planning tool in the current year and is under internal discussion and evaluation.

Appendix II: Index Table of Information Related to Climate Change of Listed OTC Companies

Information related to climate for listed companies	Corresponding chapter (page)	Additional Description
8. If climate-related targets are set, information on the activities covered, the scope of greenhouse gas emissions, the planning duration, and the annual progress of achievement should be stated; if carbon credit or renewable energy certificates (RECs) are used to achieve the relevant targets, the source and quantity of carbon credits to be exchanged or the quantity of renewable energy certificates (RECs) should be stated.	4.2.1Climate Change and Energy Management Strategies (55) 、 4.2.2 Energy use and greenhouse gas emission management performance (62)	● No carbon credits or renewable energy certificates have been used in the current year, and the company is in the process of internal discussion and evaluation.
9. Greenhouse Gas Inventory and Confirmation	4.2.2 Energy use and greenhouse gas emission management performance (62)	--

Appendix III: Assurance Summary Table

編號	確信標的資訊	適用基準	頁碼
1	非擔任主管職務員工平均薪資 901 仟元，中位數 848 仟元。	公開資訊觀測站申報系統「非擔任主管職務之全時員工薪資資訊申報作業說明」及「相關 FAQ」。	86
2	截至 2022 年底，除依勞動法令規定不得加入企業工會之員工外，企業工會會員佔員工總人數高達 99.9%。	2022 年 12 月工會之員工人數佔年度結束日總員工人數（排除依勞動法令規定不得加入企業工會之員工）之百分比。	85
3	截至 2022 年 12 月底止，統一實業基層技術人員女性工平均月薪資為當期台灣地區法定基本工資的 1.8 倍，技術人員男性工的平均月薪資約為基本工資的 2.29 倍。	截至 2022 年 12 月 31 日，依公司定義之基層員工，按性別統計全年薪資及報酬費用並計算平均月報酬。平均月報酬除以勞動部公告基本工資之比率。	87
4	2022 年度員工總受訓時數 29,234.1 小時。	2022 年度符合統實教育訓練辦法完成之教育訓練時數總和。	83
5	2022 年總計回收木棧板 6,426 個(回收率 63.28%)，塑膠棧板回收 20,218 個(回收率 102.01%)。	2022 年依公司系統中之木棧板及塑膠棧板當年度回收數量除以當年度出貨數。	78

編號	確信標的資訊	適用基準	頁碼																																																																																																										
6	2022 年新進人員統計(人) <table><tr><th rowspan="2">年齡層</th><th colspan="2">技術人員</th><th colspan="2">專業人員</th><th colspan="2">中階管理人員</th><th colspan="2">高階管理階層</th></tr><tr><th>男</th><th>女</th><th>男</th><th>女</th><th>男</th><th>女</th><th>男</th><th>女</th></tr><tr><td><30 歲</td><td>34 (33%)</td><td>5 (5%)</td><td>1 (1%)</td><td>1 (1%)</td><td>0 (0%)</td><td>0 (0%)</td><td>0 (0%)</td><td>0 (0%)</td></tr><tr><td>30 歲-50 歲</td><td>56 (53%)</td><td>4 (4%)</td><td>0 (0%)</td><td>0 (0%)</td><td>0 (0%)</td><td>0 (0%)</td><td>0 (0%)</td><td>0 (0%)</td></tr><tr><td>>50 歲</td><td>1 (1%)</td><td>0 (0%)</td><td>0 (0%)</td><td>0 (0%)</td><td>0 (0%)</td><td>0 (0%)</td><td>0 (0%)</td><td>0 (0%)</td></tr><tr><td>合計</td><td>100 (98%)</td><td>2 (2%)</td><td>0 (0%)</td><td>0 (0%)</td><td>0 (0%)</td><td>0 (0%)</td><td>0 (0%)</td><td>0 (0%)</td></tr></table> 2022 年離職人員統計(人) <table><tr><th rowspan="2">年齡層</th><th colspan="2">技術人員</th><th colspan="2">專業人員</th><th colspan="2">中階管理人員</th><th colspan="2">高階管理階層</th></tr><tr><th>男</th><th>女</th><th>男</th><th>女</th><th>男</th><th>女</th><th>男</th><th>女</th></tr><tr><td><30 歲</td><td>28 (25%)</td><td>3 (3%)</td><td>1 (1%)</td><td>1 (1%)</td><td>0 (0%)</td><td>0 (0%)</td><td>0 (0%)</td><td>0 (0%)</td></tr><tr><td>30 歲-50 歲</td><td>56 (48%)</td><td>0 (0%)</td><td>0 (0%)</td><td>0 (0%)</td><td>1 (1%)</td><td>2 (2%)</td><td>0 (0%)</td><td>0 (0%)</td></tr><tr><td>>50 歲</td><td>11 (10%)</td><td>2 (2%)</td><td>1 (1%)</td><td>0 (0%)</td><td>5 (5%)</td><td>0 (0%)</td><td>1 (1%)</td><td>0 (0%)</td></tr><tr><td>合計</td><td>100 (88%)</td><td>3 (3%)</td><td>0 (0%)</td><td>0 (0%)</td><td>9 (8%)</td><td>1 (1%)</td><td>0 (0%)</td><td>0 (0%)</td></tr></table>	年齡層	技術人員		專業人員		中階管理人員		高階管理階層		男	女	男	女	男	女	男	女	<30 歲	34 (33%)	5 (5%)	1 (1%)	1 (1%)	0 (0%)	0 (0%)	0 (0%)	0 (0%)	30 歲-50 歲	56 (53%)	4 (4%)	0 (0%)	0 (0%)	0 (0%)	0 (0%)	0 (0%)	0 (0%)	>50 歲	1 (1%)	0 (0%)	0 (0%)	0 (0%)	0 (0%)	0 (0%)	0 (0%)	0 (0%)	合計	100 (98%)	2 (2%)	0 (0%)	0 (0%)	0 (0%)	0 (0%)	0 (0%)	0 (0%)	年齡層	技術人員		專業人員		中階管理人員		高階管理階層		男	女	男	女	男	女	男	女	<30 歲	28 (25%)	3 (3%)	1 (1%)	1 (1%)	0 (0%)	0 (0%)	0 (0%)	0 (0%)	30 歲-50 歲	56 (48%)	0 (0%)	0 (0%)	0 (0%)	1 (1%)	2 (2%)	0 (0%)	0 (0%)	>50 歲	11 (10%)	2 (2%)	1 (1%)	0 (0%)	5 (5%)	0 (0%)	1 (1%)	0 (0%)	合計	100 (88%)	3 (3%)	0 (0%)	0 (0%)	9 (8%)	1 (1%)	0 (0%)	0 (0%)	截至 2022 年度結束日，人資系統中按性別和年齡組別進行統計之新進和離職人員人數總和。	81
年齡層	技術人員		專業人員		中階管理人員		高階管理階層																																																																																																						
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7	供應商回覆「供應商社會責任承諾書」比率達100%。	截至2022年12月31日，供應商社會責任承諾書回收數量佔全部合格供應商比率。	47																																																																																																										
8	全年度環保支出79,508仟元，投入之環保投資為6,929仟元。	環保支出 2022年環保支出為下列類型支出金額總和。 空氣：固定污染源檢測費、固定污染源空氣污染防制費(塗裝及印刷作業程序)、固定污染源空氣污染防制費(鍋爐蒸氣產生程序) 水：廢水水質檢測費、廢水處理設施操作維護費用、水污染防治費 廢棄物：廢棄物檢測費、廢棄物清除處理費、土壤及地下水污染整治費 環保投資 為申報至能源局之2022年節能專案投資金額總和。	52																																																																																																										

Appendix IV: Report Assurance



會計師有限確信報告

(112)資會綜字第 23002358 號

統一實業股份有限公司 公鑒：

本事務所受統一實業股份有限公司（以下稱「貴公司」）之委任，對 貴公司選定 2022 永續報告書所報導之關鍵績效指標（以下稱「所選定之關鍵績效指標」）執行確信程序。本會計師業已確信竣事，並依據結果出具有限確信報告。

標的資訊與適用基準

本確信案件之標的資訊係 貴公司上開所選定之關鍵績效指標，有關所選定之關鍵績效指標及其適用基準詳列於 貴公司 2022 永續報告書第 111 至 112 頁之「確信項目彙整表」。前述所選定之關鍵績效指標之報導範圍業於永續報告書第 16 頁之「報告書範疇與邊界」段落說明。

上開適用基準係為臺灣證券交易所「上市公司編製與申報永續報告書作業辦法」與相關問答集、有關法令之規定及全球永續性報告協會(Global Reporting Initiatives, GRI)發布之最新版 GRI 準則(GRI Standards)。

管理階層之責任

貴公司管理階層之責任係依照臺灣證券交易所「上市公司編製與申報永續報告書作業辦法」與相關問答集、有關法令之規定及全球永續性報告協會(Global Reporting Initiatives, GRI)發布之最新版 GRI 準則(GRI Standards)，以編製永續報告書所選定之關鍵績效指標，且維持與所選定之關鍵績效指標編製有關之必要內部控制，以確保所選定之關鍵績效指標未存有導因於舞弊或錯誤之重大不實表達。

會計師之責任

本會計師係依照確信準則 3000 號「非屬歷史性財務資訊查核或核閱之確信案件」，對所選定之關鍵績效指標執行確信工作，以發現前述資訊在所有重大方面是否有未依適用基準編製而須作修正之情事，並出具有限確信報告。

本會計師依照上述準則所執行之有限確信工作，包括辨認所選定之關鍵績效指標可能發生重大不實表達之領域，以及針對前述領域設計及執行程序。因有限確信案件取得之確信程度明顯低於合理確信案件取得者，就有限確信案件所執行程序之性質及時間與適用於合理確信案件者不同，其範圍亦較小。

本會計師係依據所辨認之風險領域及重大性以決定實際執行確信工作之範圍，並依據本委任案件之特定情況設計及執行下列確信程序：

資誠聯合會計師事務所 PricewaterhouseCoopers, Taiwan
701024臺南市東區林森路一段395號12樓
12F, No. 395, Sec. 1, Linsen Rd., East Dist., Tainan 701024, Taiwan
T: +886 (6) 234 3111, F: +886 (6) 275 2598, www.pwc.tw



- 對參與編製所選定之關鍵績效指標之相關人員進行訪談，以瞭解編製前述資訊之流程，以及攸關之內部控制，以辨認重大不實表達之領域。
- 基於對上述事項之瞭解及所辨認之領域，對所選定之關鍵績效指標進行分析性程序，並選取樣本進行包括查詢、觀察、檢查及重新執行等測試，以取得有限確信之證據。

此報告不對 2022 永續報告書整體及其相關內部控制設計或執行之有效性提供任何確信。

會計師之獨立性及品質管理規範

本會計師及本事務所已遵循會計師職業道德規範中有關獨立性及其他道德規範之規定，該規範之基本原則為正直、公正客觀、專業能力及專業上應有之注意、保密及專業行為。

本事務所適用品質管理準則「會計師事務所之品質管理」，因此維持完備之品質管理制度，包含與遵循職業道德規範、專業準則及所適用法令相關之書面政策及程序。

先天限制

本案諸多確信項目涉及非財務資訊，相較於財務資訊之確信受有更多先天性之限制，對於資料之相關性、重大性及正確性等之質性解釋，則更取決於個別之假設與判斷。

有限確信結論

依據所執行之程序與所獲取之證據，本會計師並未發現所選定之關鍵績效指標在所有重大方面有未依臺灣證券交易所「上市公司編製與申報永續報告書作業辦法」與相關問答集、有關法令之規定及全球永續性報告協會(Global Reporting Initiatives, GRI)發布之最新版 GRI 準則(GRI Standards)編製而須作修正之情事。

其它事項

貴公司網站之維護係 貴公司管理階層之責任，對於確信報告於 貴公司網站公告後任何所選定之關鍵績效指標或適用基準之變更，本會計師將不負就該等資訊重新執行確信工作之責任。

資 誠 聯 合 會 計 師 事 務 所

會計師 葉 芳 婷



中 華 民 國 1 1 2 年 7 月 2 1 日

