# ESG Supplementary Disclosure

YESIANG ENTERPRISE CO., LTD.

Data as of FY 2024

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**Company Information**

| Company Data | FY 2022 | FY 2023 | FY 2024 |
|---|---|---|---|
| Revenues (NTD) | 1,581,518,355 | 1,825,135,848 | 1,915,687,730 |
| Total Employees | 228 | 284 | 311 |

# Governance and Economic Dimension

**1.1 Transparency**

## Sustainability Reporting Boundaries (CSA 1.1.1)

Our ESG Supplementary Disclosure Report presents non-financial performance data for the period from January 1 to December 31, 2024, focusing on our environmental and social performance. The coverage scope for each dimension is as follows:

1) **Economic:** The economic indicators in our ESG Supplementary Disclosure Report cover Yesiang and all of its subsidiaries, representing 100 % of our consolidated revenue.
2) **Environmental:** The environmental indicators currently cover 96.35 % of consolidated revenue. The remaining portion is excluded as it relates to revenue streams that are not material to our overall performance.
3) **Social:** The social indicators in our ESG Supplementary Disclosure Report cover all employees of Yesiang and its subsidiaries, representing 100 % of our consolidated revenue.

## Sustainability Reporting Assurance (CSA 1.1.2)

Currently, Yesiang's ESG data and disclosures have not yet undergone third-party assurance.

## Sustainability Taxonomies (CSA 1.1.3)

The Taiwan Financial Supervisory Commission has issued the "Reference Guidelines for the Identification of Sustainable Economic Activities," which currently apply only to specific industries such as manufacturing (cement and glass production), construction and real estate, and transportation and storage. At present, these guidelines do not apply to Yesiang. However, the scope of applicable industries is expected to expand in the future, and we will continue to monitor these developments. Additionally, since we do not have any subsidiaries in Europe, we are not legally required to report against any frameworks.

**1.2 Corporate Governance**

## Board Independence (CSA 1.2.1)

Yesiang currently operates as a non-listed company. Upon becoming a listed company in the future, Yesiang will establish independent directors in accordance with the "Regulations Governing Appointment of Independent Directors and Compliance Matters for Public Companies" issued by the Financial Supervisory Commission (FSC) of Taiwan. We will ensure that the number, qualifications, independence, and appointment procedures of independent directors fully comply with the corporate governance requirements of the Taiwan Stock Exchange (TWSE) and other applicable regulations. Our goal is to appoint at least three independent directors, representing no less than one-third of the total number of board members.

## Board Type (CSA 1.2.2)

Board Members:

| Title | Name | Gender | Date first elected |
|---|---|---|---|
| Chairman/CEO | Chuang, Shih-Chieh | Male | 2019/04/22 |
| Director | Chuang, Chin-Te | Male | 1987/06/16 |
| Director | Hsu, Yen-Chu | Female | 1987/06/16 |
| Director/Vice President | Chuang, Shih-Hsien | Male | 2013/09/13 |
| Director | Chuang, Wei-Fen | Female | 2019/04/22 |
| Director/CSO | Chang, Hsin-Yin | Female | 2023/1/12 |
| Director | Tsao, Shih-Lun | Male | 2023/1/12 |
| Director | Tso, Ta-Chuan | Male | 2024/12/24 |
| Director | Shen, Jung-Chin | Male | 2024/12/24 |
| Director | Zhuo, Ming-Jin | Male | 2025/02/03 |

Yesiang's Board of Directors consists of three executive directors and seven non-executive directors.

## Non-Executive Chairperson/Lead Director (CSA 1.2.3)

Our Chairman also serves as the Chief Executive Officer.

## Board Diversity Policy (CSA 1.2.4)

In accordance with Article 3 of Yesiang's *Regulations for the Election of Directors and Supervisors*, the election of the Company's directors shall take into account the overall composition of the Board of Directors. The composition of the Board shall consider diversity, and an appropriate diversity policy shall be developed based on the Company's business operations, management

model, and development needs. Such policy may include, but is not limited to, the following two general standards:

1) Basic requirements and values: Gender, age, nationality, and culture;
2) Professional knowledge and skills: A professional background (e.g. law, accounting, industry, finance, marketing or technology), professional skills and industry experience.

## Board Gender Diversity (CSA 1.2.5)

According to 1.2.2 "List of Board Members," three out of ten members of the Board of Directors are female — Ms. Hsu Yen-Chu, Ms. Chuang Wei-Fang, and Ms. Chang Hsin-Yin — representing 30% of the total board composition.

## Board Accountability (CSA 1.2.6)

The Company convened a total of 9 meetings of the Board of Directors in 2024 and the details of attendance are as follows:

| Title | Name | Attendance in Person | Attendance Rate | Note |
|---|---|---|---|---|
| Chairman | Chuang, Shih-Chieh | 9 | 100% | Should attend: 9 |
| Director | Chuang, Chin-Te | 9 | 100% | Should attend: 9 |
| Director | Hsu, Yen-Chu | 9 | 100% | Should attend: 9 |
| Director | Chuang, Shih-Hsien | 9 | 100% | Should attend: 9 |
| Director | Chuang, Wei-Fen | 9 | 100% | Should attend: 9 |
| Director | Chang, Hsin-Yin | 9 | 100% | Should attend: 9 |
| Director | Lee, Shao-Tang | 6 | 100% | Should attend: 6 |
| Director | Yu, Ming-Duo | 6 | 100% | Should attend: 6 |
| Director | Tsao, Shih-Lun | 5 | 56% | Should attend: 9 |
| Director | Tso, Ta-Chuan | 1 | 100% | Should attend: 1 |
| Director | Shen, Jung-Chin | 1 | 100% | Should attend: 1 |

The table below shows the directorships concurrently held by Yesiang's board members in other listed companies:

| Title | Name | Concurrent Directorships in Other Listed Companies |
|---|---|---|
| Chairman | Chuang, Shih-Chieh | • Director, UHT Unitech Company Ltd. (6618 TT) |

| Director | Tsao, Shih-Lun | • Independent Director, Powerchip Semiconductor Manufacturing Corp. (6770 TT) |
|---|---|---|
| Director | Tso, Ta-Chuan | • Independent Director, Winbond Electronics Corporation (2344 TT) |
| Director | Shen, Jung-Chin | • Director, Vanguard International Semiconductor Co. (5347 TT)<br>• Independent Director, Gudeng Precision Industrial Co., LTD (3680 TT) |
| Director | Zhuo, Ming-Jin | • Independent Director, Hsinjing Holding Co., Ltd. (3713 TT) |

Shareholder approval required for changes in bylaw:

The Articles of Incorporation of Yesiang stipulate in Article 28 that any matters not specified therein shall be governed by the provisions of the Company Act. In accordance with Article 277 of the Act, any amendment to the Articles of Incorporation must be approved through a resolution adopted at a shareholders' meeting. Yesiang strictly complies with this statutory requirement.

## Board Average Tenure (CSA 1.2.7)

According to 1.2.2 "List of Board Members," as of September 30, 2025, the average tenure of Yesiang's Board members is **10.6** years.

## Board Industry Experience (CSA 1.2.8)

Five of Yesiang's non-executive directors possess extensive industry experience directly related to the company's core business. Among them, Mr. Chin-Te Chuang and Ms. Yen-Chu Hsu, the founders of Yesiang, bring decades of hands-on experience in electronic component and advanced filtration manufacturing.

Other non-executive directors have held senior positions at TSMC, Applied Materials, and SEMI, contributing leadership experience across the semiconductor value chain. Yesiang is a key supplier of chemical filtration products for the semiconductor industry, serving major clients including wafer foundries, memory manufacturers, and integrated device makers. The Board's collective expertise provides strong strategic insight into industry development and technology trends.

| Title | Name | Relevant Industry Experience |
|---|---|---|
| Director | Chuang, Chin-Te | • Founder of Yesiang |

| Director | Hsu, Yen-Chu | • Founder of Yesiang |
|---|---|---|
| Director | Tsao, Shih-Lun | • Global Chief Marketing Officer and President of Taiwan, SEMI |
| Director | Tso, Ta-Chuan | • President of the CVD Department, Applied Materials, Inc.<br>• Vice President of Operations and Organization, TSMC |
| Director | Zhuo, Ming-Jin | • Business Development Manager, TSMC Europe Subsidiary<br>• Business Development Manager, TSMC Japan Subsidiary<br>• Associate Vice President of Embedded Memory Marketing, TSMC |

## Management Ownership (CSA 1.2.13)

No governmental institution owns more than 5% of the total voting rights of the company.

## Family Ownership (CSA 1.2.14)

Family members collectively hold 92% of the company's voting rights.

## ESG Governance Oversight (CSA 1.2.16)

Yesiang has established an **executive-level ESG Committee led by Chief Sustainability Officer (CSO) Ms. Hsin-Yin Chang**. The Committee comprises the Administration Department, Plant Affairs Department, Occupational Safety Office, and Human Resources Department. It is responsible for coordinating the company's ESG strategy, promoting sustainability initiatives, and monitoring performance across environmental, social, and governance aspects.

**1.3 Materiality**

## Materiality Analysis (CSA 1.3.1)

Yesiang conducts its materiality assessment based on the Company's operational characteristics, sustainability strategy, and corporate vision. The process takes into account the sustainability topics prioritized by peers in the semiconductor industry, the United Nations Sustainable Development Goals (SDGs), the Responsible Business Alliance (RBA) Code of Conduct, ESG rating frameworks, SASB industry standards, and GRI Standards to identify potential topics of concern as the foundation for the Company's materiality analysis.

Following the AA1000 Stakeholder Engagement Standard (AA1000 SES), Yesiang identifies six key stakeholder groups closely associated with its operations, including employees, customers, suppliers, investors, regulatory authorities, and the general public. Through continuous

communication and engagement, the Company strives to understand stakeholder concerns and ensure alignment between its sustainability management direction and stakeholder expectations.

Yesiang conducts a materiality assessment every two years to reflect changes in industry trends and business operations. Based on a comprehensive analysis, the Company has identified ten material sustainability topics, covering the Governance, Environmental, and Social dimensions, which serve as the foundation for its sustainability management and disclosure practices.

| Material Topic | | Impact | | | |
|---|---|---|---|---|---|
| | | Yesiang | Customers | Suppliers | Communities |
| Environment | GHG and Energy Management | ● | ● | ● | ● |
| | Waste Management | ● | ● | | ● |
| | Climate Strategy | ● | ● | | ● |
| Social | Occupational Health & Safety | ● | | | |
| | Talent Attraction and Retention | ● | | | |
| | Talent Development | ● | | | |
| Governance | Customer Relations | ● | ● | | |
| | Corporate Integrity | ● | ● | ● | ● |
| Products | Sustainable Supply Chain | ● | ● | ● | |
| | Innovation Management | ● | ● | ● | |

## Material Issues & Materiality Metrics for Enterprise Value Creation (CSA 1.3.2 & 1.3.3)

| | Material Issue 1 |
|---|---|
| Material Risk or Opportunity | GHG and Energy Management |
| Business Case | Climate-related risks such as rising energy costs and potential regulatory requirements for carbon reduction may increase operational expenses. Energy efficiency improvements and emission reduction initiatives create opportunities to reduce costs and strengthen the company's competitiveness. |
| Business Case – Type of Impact | Cost |
| Business Strategies | Yesiang has established comprehensive energy management programs to monitor and improve energy performance across all operations. The Company conducts regular internal energy audits, |

| | |
|---|---|
| | installs power monitoring systems in key areas, and implements targeted efficiency improvements. To reduce energy use, Yesiang promotes energy-saving behaviors, conducts daily facility inspections to prevent unnecessary energy waste, and has begun sourcing green electricity. Yesiang invests in R&D initiatives to enhance energy efficiency and process optimization, including the Smart Power Monitoring System, Filter Cloth Surface Temperature Monitoring System, and Low-Melting-Point Adhesive Powders. These initiatives improve process efficiency, reduce power consumption, and support the Company's transition toward low-carbon and sustainable manufacturing. |
| Target/Metric | Yesiang aims to increase the use of renewable energy and reduce the carbon footprint of its manufacturing operations by sourcing green electricity. The Company targets an annual purchase of approximately 3.12 million kWh of green electricity for both plants. |
| Target Year | 2025 |
| Progress | In 2024, Yesiang purchased 112 Renewable Energy Certificates (RECs), equivalent to 112,000 kWh of green electricity, to offset part of its electricity consumption and build a foundation for renewable energy sourcing. |

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|---|---|
| | Material Issue 2 |
| Material Risk or Opportunity | Occupational Health and Safety |
| Business Case | Ensuring occupational health and safety is fundamental to maintaining operational stability and protecting employees' physical and mental wellbeing. Workplace accidents or occupational illnesses could lead to production downtime and potential regulatory penalties. By proactively managing workplace safety and implementing preventive health measures, Yesiang minimizes risks that could harm employees' health, lowers accident-related costs, and enhances morale, productivity, and long-term business continuity. |
| Business Case – Type of Impact | Risk |
| Business Strategies | Yesiang implements an ISO 45001:2018-certified Occupational Health and Safety (OHS) management system to achieve the goal of |

| | |
|---|---|
| | "Zero Disaster, Zero Accident." The company conducts comprehensive hazard identification and risk assessments across all operations, contractors, and potential emergencies, prioritizing risks through a structured hierarchy of controls. OHS principles are embedded in procurement and contractor management, requiring compliance commitments and regular audits. Each department performs daily and periodic inspections, ensuring timely correction of unsafe conditions. In parallel, Yesiang implements health management programs and special health checks for high-risk workers, supported by ergonomic, workload, and maternal protection initiatives. Through systematic prevention, continuous improvement, and a strong safety culture, Yesiang ensures a safe, healthy, and resilient workplace for all employees. |
| Target/Metric | Maintain zero occupational fatalities. |
| Target Year | 2025 |
| Progress | In 2024, Yesiang recorded zero fatalities. |

| | |
|---|---|
| | Material Issue 3 |
| Material Risk or Opportunity | Innovation Management |
| Business Case | Sustainable product innovation creates long-term business value by reducing resource dependency, lowering production waste, and increasing market differentiation. As global customers increasingly prioritize low-carbon, circular, and sustainable products, Yesiang's regenerative filter technology directly enhances its revenue potential through green product certification and customer preference for environmentally responsible suppliers. |
| Business Case – Type of Impact | Revenue |
| Business Strategies | Yesiang actively integrates sustainability principles into its product design and R&D process, focusing on the development of eco-efficient and circular products. The Company has developed patented physical regeneration technology that enables the TVOC regenerative filter to be reused more than ten times, effectively reducing waste and carbon emissions. Yesiang's regenerative filters have obtained BS8001 Circular Economy Certification. These |

| | |
|---|---|
| | innovations not only minimize environmental impact but also strengthen Yesiang's product competitiveness by meeting customers' growing demand for sustainable solutions. |
| Target/Metric | Reduce product carbon emissions by 85% compared to existing models. |
| Target Year | 2025 |
| Progress | Undergoing customer validation; certification submission planned for Q4 2025. |

## Material Issues & Materiality Metrics for External Stakeholders (CSA 1.3.4 & 1.3.5)

| | Material Issue 1 |
|---|---|
| Material Issue for External Stakeholders | GHG and Energy Management |
| Cause of the Impact | Operations |
| External Stakeholder(s)/Impact Area(s) Evaluated | Environment, Society |
| Topic Relevance on External Stakeholders | Reducing greenhouse gas emissions is essential for mitigating climate change and protecting the environment. By lowering energy consumption and GHG emissions, Yesiang contributes positively to global decarbonization efforts and reduces climate-related societal costs.<br><br>However, the Company's manufacturing operations also have potential negative externalities, including indirect carbon emissions from electricity consumption and upstream material production. These emissions contribute to global warming and associated environmental degradation if not properly managed. Therefore, Yesiang recognizes that effective GHG and energy management is critical not only to minimize its environmental footprint but also to prevent potential negative impacts on communities and ecosystems.<br><br>**Type of Impact:**<br><br>Both combined (Positive and Negative) |

| Output Metric | 2024 GHG emissions (Scope 1 + Scope 2): 1,550 tonnes |
|---|---|
| Impact Valuation | **Method:** Social Cost of Carbon (SCC) valuation<br>**Metric used:** USD 0.37 - 1.32 per tonne $CO_2e$ (source: Chung-Hua Institution for Economic Research). |
| Impact Metric | Based on Yesiang's 2024 GHG emissions of 1,550 tonnes $CO_2e$, the estimated negative external impact on society is valued at approximately USD 573 - USD 2,046. |

**1.4 Risk Management**

## Risk Governance (CSA 1.4.1)

At the Board level, the Board of Directors assumes ultimate oversight responsibility for the company's risk management framework. The Board reviews and approves risk management policies and strategies proposed by management, ensuring that they are effectively implemented and aligned with Yesiang's overall business objectives and strategic direction.

At the operational level, each business unit proactively identifies, assesses, and manages potential risks within its area of responsibility. Through the company's management systems and internal control mechanisms, units continuously monitor and mitigate operational risks, while providing periodic updates and reports to management for review and follow-up.

At the internal audit level, the Internal Audit Department independently conducts both scheduled and ad-hoc audits in accordance with the annual audit plan. These audits evaluate the soundness and effectiveness of the company's risk control processes, identify areas for improvement, and track the implementation of corrective actions to ensure continuous enhancement of the risk management framework.

## Risk Management Processes (CSA 1.4.2)

Yesiang promotes an effective risk culture across the organization through continuous education, structured processes, and performance accountability.

Regular risk management training is provided to employees at all levels, covering topics such as ISO management systems, internal control mechanisms, and compliance awareness. These programs strengthen employees' ability to identify, assess, and mitigate potential operational and strategic risks.

During new product development, Yesiang conducts comprehensive reviews that evaluate market demand, technical feasibility, environmental sustainability, and potential risks. Risk assessment outcomes are incorporated into decision-making to ensure responsible innovation and business continuity.

In addition, risk management responsibilities are embedded in departmental leadership and performance evaluation. Department heads are accountable for managing key risks within their functions, and the company's incentive and reward mechanisms consider compliance and risk control performance as part of the annual appraisal system.

**1.5 Business Ethics**

## UN Global Compact Membership (CSA 1.5.1)

Yesiang is a Taiwanese company. Taiwan companies are not allowed to be signatories to any UN organization including the UN Global Compact.

## Codes of Conduct (CSA 1.5.2)

The Company maintains a group-wide Code of Ethical Conduct, supplemented by our Human Rights Policy, Occupational Health and Safety Policy, and Environmental Policy, all publicly available on our corporate website. These documents establish a comprehensive conduct framework covering corruption and bribery, non-discrimination, confidentiality of information, conflicts of interest, anti-competitive behavior, money-laundering and insider trading, workplace health and safety, environmental responsibility, and whistleblowing. These policies apply to all employees across the Group and provide consistent guidance for ethical behavior, risk prevention, and regulatory compliance in daily operations. All policies are available at:

https://www.yesiang.com/en/esg/policy.

## Anti-Bribery & Anti-Corruption Policy (CSA 1.5.3)

The Company has adopted a group-wide Anti-Bribery and Anti-Corruption framework as set forth in our Code of Ethical Conduct, approved by the Chairman and publicly disclosed on our corporate website. The policy outlines explicit requirements covering the prevention of bribery and corruption, guidelines for gifts, political contributions, and charitable donations or sponsorships, as well as mandatory employee training on anti-bribery and anti-corruption practices. It further establishes formal procedures for reporting and handling breaches, along with corrective or disciplinary actions when violations occur. This policy applies to all employees across the Group and serves as a key governance mechanism to uphold ethical business conduct and regulatory compliance. The policy is available at:

https://www.yesiang.com/uploads/images/ESG/Yesiang_Code_of_Ethical_Conduct_EN.pdf.

## Whistleblowing Mechanism (CSA 1.5.4)

### Reporting Channels

Yesiang has established a whistleblowing and grievance mechanism to encourage employees to report any misconduct, violations of the Code of Conduct, or workplace incidents in good faith. The Human Resources Department is designated as the responsible unit for receiving and managing whistleblowing cases.

Employees may file reports through multiple channels, including a dedicated hotline (+886-2-22257858 ext.1044) and an email address (appeal@yesiang.com).

## Investigation Process and Protection Measures

Whistleblowers may choose to submit reports anonymously, and all reports received are treated with strict confidentiality. Yesiang adheres to a zero-tolerance policy for retaliation, ensuring that whistleblowers are protected from any form of unfair treatment or adverse action resulting from their reporting.

To strengthen awareness of the mechanism, Yesiang promotes it through internal communication channels and workplace posters, helping employees understand how to report violations and seek assistance. Upon verification of reported cases, the Company conducts investigations and implements disciplinary measures as appropriate.

## Reporting on Breaches (CSA 1.5.5)

| Reporting areas | Number of breaches in FY 2024 |
|---|---|
| Corruption or Bribery | 0 |
| Discrimination or Harassment | 0 |
| Customer Privacy Data | 0 |
| Conflicts of Interest | 0 |
| Money Laundering or Insider trading | 0 |

## 1.6 Policy Influence

## Contributions & Other Spending (CSA 1.6.1)

Yesiang's contributions and expenditures on political activities, trade associations, and tax-exempt groups are as follows:

| Currency (TWD) | 2023 | 2024 |
|---|---|---|
| Lobbying, interest representation or similar | 0 | 0 |
| Local, regional or national political campaigns / organizations / candidates | 0 | 0 |
| Trade associations or tax-exempt groups (e.g. think tanks) | 380,000 | 420,000 |
| Other (e.g. spending related to ballot measures or referendums) | 0 | 0 |

| | | | |
|---|---|---|---|
| Total contributions and other spending | | 380,000 | 420,000 |
| Date coverage (as %of consolidated revenue) | | 100% | 100% |

## Largest Contributions & Expenditures (CSA 1.6.2)

In 2024, Yesiang joined an industry association to further strengthen collaboration and knowledge sharing within the high-tech manufacturing ecosystem. The details are as follows:

| Name of organization | Description | Amount (TWD) |
|---|---|---|
| Taiwan High-Tech Facility Association | As a member of the Taiwan High-Tech Facility Association, Yesiang promotes the exchange of industrial know-how and sustainability practices. By supporting the association's initiatives in technical seminars, talent cultivation, and high-tech facility development, the Company deepens its professional network and reinforces its commitment to shared industry progress. | 420,000 |

## Lobbying and Trade Associations - Climate Alignment (CSA 1.6.3)

### Yesiang's Climate Commitment

Yesiang is actively developing low-carbon products and has committed to achieving net-zero emissions by 2050, in alignment with Taiwan's 2050 Net Zero Pathway and the goals of the Paris Agreement. The Company ensures that all forms of industrial engagement and participation in trade associations are consistent with international climate objectives, reflecting our corporate mission to advance sustainability and environmental responsibility.

### Mechanism of Engagement in Associations

Yesiang has established a management framework to oversee climate-related lobbying and participation in industry associations across all operational sites. This framework ensures that all public policy engagements are consistent with the Company's sustainability strategy, climate commitments, and the principles of the Paris Agreement.

The assessment of Yesiang's lobbying and association activities is reviewed and approved by the senior executive of each business unit and reported to the CEO. The Administration Department is responsible for regularly evaluating whether these climate-related public engagements align with the Company's sustainability goals and policies, and reports its findings to the Chief Sustainability Officer.

In cases where misalignments are identified, Yesiang engages in dialogue with the associations to promote alignment between their climate positions and our own. If alignment cannot be achieved within two years, the Company will consider withdrawing from the association.

Yesiang did not engage in any direct lobbying activities in 2024. During the year, Yesiang participated in the Taiwan High-Tech Facility Association, which recognizes that in the global transition toward net-zero emissions and climate resilience, high-tech facility engineering must evolve toward intelligence and sustainability. The Association promotes the exploration of new competitiveness and shared responsibility within the industry to achieve green manufacturing and carbon reduction goals.

## 1.7 Supply Chain Management

### Supplier Code of Conduct (CSA 1.7.1)

Yesiang firmly believes that a sustainable supply chain is essential to the Company's long-term success. To ensure suppliers understand and implement sustainable business practices, Yesiang has established the Supplier Code of Conduct based on the principles of the Responsible Business Alliance (RBA) and relevant international standards. The Code requires all suppliers to uphold responsible practices across labor, health and safety, environment, ethics, and management systems, and to comply fully with all applicable laws and regulations in their respective countries or regions of operation.

Our **Supplier Code of Conduct** is publicly available at:

https://www.yesiang.com/uploads/images/ESG/Yesiang_Supplier_Code_of_Conduct_EN.pdf

### Supplier ESG Programs (CSA 1.7.2)

Yesiang recognizes that developing and implementing a robust supplier ESG management framework is a fundamental component of its long-term operational strategy. The Company has established systematic procedures to ensure that supplier ESG programs are effectively implemented and continuously improved across all stages of its supply chain.

Oversight of the supplier ESG program is led by the Procurement Department Head, who conducts regular reviews and reports progress to the Chief Executive Officer (CEO). Through this structure, Yesiang ensures that ESG management is integrated into procurement processes and decision-making.

The Company periodically reviews purchasing practices to ensure consistency with its Supplier Code of Conduct and to prevent potential conflicts with ESG requirements. In supplier selection and contracting, suppliers with stronger ESG performance are given preference, while those failing to meet minimum ESG requirements within a designated timeframe are subject to corrective actions or may be excluded from future business opportunities.

### Supplier Screening (CSA 1.7.3)

Yesiang conducts supplier screening to systematically identify significant suppliers and manage potential operational and supply continuity risks. The screening process primarily focuses on business relevance and risk management, assessing factors such as suppliers' financial stability, delivery performance, production capacity, single-source dependency, incident history, and geographic exposure to natural disasters or political instability.

## Conflict Minerals (CSA 1.7.7)

Yesiang has conducted a comprehensive assessment of the raw materials and production processes used in its products and confirmed that they do not contain or rely on conflict minerals — specifically tantalum (Ta), tin (Sn), tungsten (W), or gold (Au) — as defined under the OECD Due Diligence Guidance for Responsible Supply Chains of Minerals from Conflict-Affected and High-Risk Areas.

The Company's primary raw materials include nonwoven fabric, activated carbon, and metal frames. The nonwoven fabric and activated carbon are derived from polymer and carbon-based materials, which do not involve any 3TG elements or mining-related processes. The metal frames are composed of stainless steel, galvanized steel, aluminum, and ABS composite materials. These materials contain elements such as iron (Fe), zinc (Zn), and aluminum (Al), which are not categorized as conflict minerals and are sourced from low-risk regions.

Based on this assessment, Yesiang confirms that its products are classified as non-3TG and free from conflict mineral risks.

## 1.8 Information Security

## Information Security Governance (CSA 1.8.1)

Yesiang has established a governance framework to oversee information security management at both the board and executive levels.

At the board level, Director Mr. Shih-Lun Tsao possesses extensive expertise in information security and digital management. He holds an EMBA degree in Information Management from National Taiwan University, and previously served as Director and President of International Data Corporation (IDC) of Taiwan. His background strengthens the Board's ability to oversee cybersecurity strategy and risk management.

At the executive level, a Chief Information Officer (CIO) is appointed to take responsibility for the Company's overall information security governance, policy implementation, and system operations. The CIO regularly reports to CEO to ensure alignment with corporate strategy and the protection of critical information assets.

## Information Security Policy (CSA 1.8.2)

Yesiang has established the "Information Security Policy" based on the three core principles of confidentiality, integrity, and availability, aiming to build a systematic and multi-layered information security management framework. The policy defines clear governance mechanisms and control measures to ensure that the Company's operations comply with applicable regulations and are protected against intentional or accidental internal and external threats.

The policy mandates regular system assessments and process optimization to continuously strengthen Yesiang's resilience against information security risks. Through access control and technical protection measures, the Company ensures comprehensive safeguarding of information assets and prevents unauthorized access or abnormal operations.

A dynamic network threat monitoring mechanism is in place to provide early warning and proactive defense, while standard operating procedures for incident management define clear reporting and response protocols to minimize the impact of security incidents.

The policy also clarifies roles and responsibilities across departments and position levels, ensuring that all employees understand and fulfill their individual obligations — for example, refraining from downloading or installing unauthorized software, and promptly reporting any abnormal activity or suspected information security incident.

In addition, Yesiang has established information security requirements for third-party partners and suppliers, creating a comprehensive protection system that covers both internal and external environments.

## Information Security Management Programs (CSA 1.8.3)

### Information Security Management

Yesiang has established a comprehensive Information Security Management Program to ensure the protection, continuity, and integrity of its information assets. The program aligns with international standards such as ISO 27001 and is designed to continuously strengthen Yesiang's cybersecurity governance and risk management capabilities.

To ensure operational resilience, the Company has developed a Business Continuity Plan (BCP) under the "Operations Continuity Management Procedure" to safeguard the continuity of critical business functions in the event of information security incidents or system disruptions. Yesiang also conducts regular vulnerability scans at least twice a year, covering both internal and external networks, IP addresses, and URLs to identify potential security weaknesses. Detected vulnerabilities are analyzed, prioritized, and remediated to enhance system resilience and ensure continuous protection.

In addition, the Audit Office conducts annual internal audits of the Company's IT infrastructure and information security management systems to ensure their effectiveness and compliance with internal standards. Yesiang has also launched a project to implement the ISO 27001 Information Security Management System (ISMS), including independent external audits scheduled for completion by the end of 2025.

### Information Security Training

Yesiang provides information security training to all new employees upon onboarding to help them understand the Company's information security policies, incident reporting procedures, and daily protection practices. In addition, semiannual training and simulation exercises focused on social engineering are conducted to enhance employees' ability to recognize and respond to common cyberattack techniques, such as phishing emails and impersonation attempts. These efforts strengthen overall cybersecurity awareness and foster a culture of collective protection across the organization.

### Information Security Reporting and Escalation Mechanism

Yesiang has established an incident reporting and escalation mechanism in accordance with the "Information Security Incident Management Procedure", enabling employees to promptly report any security incidents, vulnerabilities, or suspicious activities. Reports are reviewed through a structured escalation process to ensure timely response and mitigation.

In 2024, Yesiang did not violate any information security-related laws or regulations and experienced no information security incidents or customer complaints related to privacy breaches or data loss. The Company continues to maintain robust risk monitoring, technical defenses, and employee education to minimize potential information security risks and strengthen overall cyber resilience.

## 1.9 Product Quality & Recall Management

### Product Quality Programs (CSA 1.9.1)

#### Product Inspection and Control Procedures

Yesiang has established a comprehensive "Product Inspection and Monitoring Procedure" to ensure that all raw materials, semi-finished products, and finished products meet customer requirements and prevent defective products from being used or shipped.

The procedure applies to all stages of the production process, including Incoming Quality Control (IQC) for raw materials, In-Process Quality Control (IPQC) during production, and Final Quality Control (FQC) prior to shipment.

To ensure product quality and traceability, the Quality Assurance Department conducts inspections in accordance with ISO 2859-1 sampling standards, covering product appearance, dimensions, density, efficiency, pressure drop, and VOC emissions. Non-conforming items are managed through enhanced sampling and corrective actions under the Corrective and Preventive Action (CAR) Procedure. These preventive and corrective controls aim to detect and address potential defects before delivery, thereby reducing the likelihood of product recalls.

#### Quality Management System and Internal Audits

Yesiang is certified to the ISO 9001 Quality Management System, which provides the foundation for its quality governance and continuous improvement.

Regular internal quality audits are conducted to ensure compliance with company standards and to drive continual improvement of quality management practices. The audit results are reviewed by senior management to verify system effectiveness and identify opportunities for improvement.

Training and Customer Feedback Mechanism

Employees from the Quality Assurance and Procurement Departments participate in regular training sessions on quality management concepts and ISO 9001 standards, ensuring they understand their specific roles and responsibilities within the QMS framework.

Customers may submit feedback or complaints through written correspondence or verbal communication to the Sales Department. Feedback is reviewed by the Sales Department and relevant functional units to ensure timely responses and corrective actions.

Through this systematic inspection process, quality management system, and feedback mechanism, Yesiang ensures that every product delivered to customers upholds the highest standards of performance, reliability, and safety.

Our **ISO 9001** certification is publicly available at:

https://www.yesiang.com/en/core.


## Product Recalls (CSA 1.9.2)

Over the past four fiscal years (FY2021–FY2024), Yesiang has not experienced any product recalls.

|  | FY 2021 | FY 2022 | FY 2023 | FY 2024 |
|---|---|---|---|---|
| Number of recalls issued | 0 | 0 | 0 | 0 |
| Quantity of products recalled: Total units recalled | 0 | 0 | 0 | 0 |

# Environmental Dimension

## 2.1 Environmental Policy and Management Systems

### Environmental Policy (CSA 2.1.1)

Our Environmental Policy is publicly available at:

https://www.yesiang.com/uploads/images/ESG/Yesiang_Environmental_Policy_EN.pdf

### Environmental Management Systems Verification (CSA 2.1.2)

Yesiang has established and implemented an Environmental Management System (EMS) in accordance with the international standard ISO 14001:2015. The certification covers the design and manufacture of chemical filtration materials for cleanroom and semiconductor applications, with certified sites located in New Taipei City and Tainan City, Taiwan. As of 2024, the certified operations account for **96.35%** of the company's consolidated revenue, representing the majority of Yesiang's group-wide operations. The certification is valid from March 15, 2023 to March 15, 2026, and is subject to periodic external audits to ensure continuous compliance and improvement in environmental performance.

Our **ISO 14001** certification is publicly available at:

https://www.yesiang.com/en/core.

### Return on Environmental Investments (CSA 2.1.3)

In 2024, Yesiang Enterprise Co., Ltd. continued to advance sustainable manufacturing through dedicated environmental investments. The company's expenditures mainly covered **pollution prevention, environmental monitoring, sustainable resource use, and product reuse and regeneration** to enhance efficiency, compliance, and circular economy performance.

| Currency: NT$ | 2023 | 2024 |
|---|---|---|
| Capital Investments | 0 | 6,885,000 |
| Operating Expenses | 5,669,937 | 3,638,106 |
| **Total Expenses** (= Capital Investment + Operating Expenses) | 5,669,937 | 10,523,106 |
| Data coverage: % of consolidated revenue | 96.21% | 96.35% |

### Environmental Violations (CSA 2.1.4)

Over the past four years (2021–2024), no penalties have been imposed by regulatory authorities for safety or environmental violations. The Company has remained in full compliance with all applicable environmental laws and regulations throughout this period.

## 2.2 Energy

### Energy Management Programs (CSA 2.2.1)

Yesiang has established comprehensive energy management programs to monitor and improve energy performance across its operations. Several plant areas are equipped with integrated electricity meters to continuously track power consumption and identify opportunities for improvement through internal energy audits. The company's main energy source is electricity, primarily used in production equipment.

To reduce energy use, we post reminder labels near switches to encourage energy-saving behavior, and the Facilities Department performs daily power-off inspections after working hours to ensure that unnecessary lighting and air-conditioning are turned off. Yesiang also promotes the use of clean and green energy. In 2024, the company purchased 112 renewable energy certificates, and beginning in 2025, we have started sourcing green electricity, with an estimated demand of 3.12 million kWh across both plants.

In addition, we invest in innovation and R&D projects to enhance energy efficiency, including:

1) Smart Power Monitoring System – to be established within two years to identify high-energy-consuming equipment and implement targeted improvements.
2) Filter Cloth Surface Temperature Monitoring System – to optimize oven temperature and power parameters, reducing energy consumption in carbon line production.
3) Development of Low-Melting-Point Adhesive Powders – to lower oven temperature and power requirements, achieving energy savings and process optimization.

Through these initiatives, Yesiang continuously improves its energy performance, fosters innovation in process efficiency, and supports the transition toward low-carbon and sustainable manufacturing.

### Energy Consumption (CSA 2.2.2)

| Energy Consumption in MWh | 2022 | 2023 | 2024 |
|---|---|---|---|
| Total non-renewable energy consumption | 1,570.06 | 1,916.5 | 2,241.6 |
| Total renewable energy consumption | 0 | 0 | 112 |
| Date coverage: % of consolidated revenue | 95.15% | 96.21% | 96.35% |

## 2.3 Waste and Pollutants

## Waste Management Programs (CSA 2.3.1)

Yesiang has established comprehensive waste management programs that integrate innovation, recycling, and employee engagement to enhance resource efficiency and minimize waste. We conduct regular waste audits to identify opportunities for improving waste performance across our operations. The main waste streams include nonwoven fabric, activated carbon, and ceramic materials generated from the cutting and unloading stages of production.

As part of our investments in innovation and R&D to minimize waste, Yesiang has developed multiple recycling and reuse technologies:

1) Ceramic waste – transformed by recycling partners into Controlled Low-Strength Material (CLSM) for pipeline backfilling.
2) Plastic waste – processed into Solid Recovered Fuel (SRF) as an alternative to conventional boiler fuel.
3) Activated carbon waste – reactivated through regeneration technology and reused in our own filter cartridge production process.

To build internal capacity, waste reduction training is provided to all new employees, covering waste classification, on-site handling, and regulatory requirements. In 2024, 118 employees received training upon onboarding.

Through these innovation-driven initiatives, Yesiang continuously improves material circularity, reduces landfill disposal, and supports the transition toward sustainable manufacturing.

## Waste Disposal (CSA 2.3.2)

| Waste in Metric Tonnes | 2021 | 2022 | 2023 | 2024 |
|---|---|---|---|---|
| Total waste recycled/reused | 2,110.4 | 2,749.9 | 3,056.7 | 3,041.3 |
| Total waste disposed | 233.63 | 501.99 | 483.64 | 440.35 |
| - Waste landfilled | 33.96 | 0 | 9.06 | 39.92 |
| - Waste incinerated with energy recovery | 199.67 | 501.199 | 474.58 | 400.43 |
| - Waste incinerated without energy recovery | 0 | 0 | 0 | 0 |
| - Waste otherwise disposed | 0 | 0 | 0 | 0 |
| - Waste with unknown disposal method | 0 | 0 | 0 | 0 |
| Date coverage: % of consolidated revenue | 100% | 95.15% | 96.21% | 96.35% |

## Hazardous Waste (CSA 2.3.3)

Yesiang complies with all applicable environmental regulations governing waste classification and disposal. Based on the nature of our raw materials and production processes, no hazardous waste is generated during manufacturing.

| Hazardous Waste in Metric Tonnes | 2021 | 2022 | 2023 | 2024 |
|---|---|---|---|---|
| Total hazardous waste recycled/reused | 0 | 0 | 0 | 0 |
| Total hazardous waste disposed | 0 | 0 | 0 | 0 |
| - Hazardous waste landfilled | 0 | 0 | 0 | 0 |
| - Hazardous waste incinerated with energy recovery | 0 | 0 | 0 | 0 |
| - Hazardous waste incinerated without energy recovery | 0 | 0 | 0 | 0 |
| - Hazardous waste otherwise disposed | 0 | 0 | 0 | 0 |
| - Hazardous waste with unknown disposal method | 0 | 0 | 0 | 0 |
| Date coverage: % of consolidated revenue | 100% | 95.15% | 96.21% | 96.35% |

## Volatile Organic Compounds Emissions (CSA 2.3.4)

Yesiang complies with all environmental regulations related to air pollutant management. Based on the composition of raw materials and the characteristics of our production processes, no volatile organic compounds (VOCs) are generated or emitted during manufacturing. Our processes do not involve the use of organic solvents, coatings, or combustion operations that typically produce VOCs.

| Direct VOC emissions in Metric Tonnes | 2021 | 2022 | 2023 | 2024 |
|---|---|---|---|---|
| Direct VOC emissions | 0 | 0 | 0 | 0 |
| Date coverage: % of consolidated revenue | 100% | 95.15% | 96.21% | 96.35% |

## 2.4 Water

## Water Efficiency Management Programs (CSA 2.4.1)

Yesiang Enterprise Co., Ltd. manages water use responsibly and efficiently across its operations. Our production processes do not require industrial water use and generate no wastewater, as water consumption is limited to domestic and sanitary purposes.

We regularly monitor water usage to ensure effective resource management and identify potential opportunities for improvement. Although operational water consumption is minimal, we promote water conservation awareness among employees, reminding staff to save water in daily activities and conducting routine inspections to prevent leakage.

Through these actions, Yesiang maintains efficient water use, strengthens environmental awareness, and supports sustainable resource management.

## Water Consumption (CSA 2.4.2)

| Water in Million m$^3$ | 2022 | 2023 | 2024 |
|---|---|---|---|
| A. Water withdrawal (excluding saltwater) | 0.008023 | 0.008189 | 0.009053 |
| B. Waste discharge (excluding saltwater) | 0 | 0 | 0 |
| Total net freshwater consumption (A-B) | 0.008023 | 0.008189 | 0.009053 |
| Date coverage (% of revenue) | 95.15% | 96.21% | 96.35% |

## 2.5 Climate Strategy

## Direct Greenhouse Gas Emissions (Scope 1) (CSA 2.5.1)

| Scope 1 in tCO2e | 2022 | 2023 | 2024 |
|---|---|---|---|
| Total direct GHG emissions (Scope 1) | 374.9630 | 385.3417 | 487.3088 |
| Date coverage (% of consolidated revenue) | 95.15% | 96.21% | 96.35% |

Our **ISO 14064** certification is publicly available at: https://www.yesiang.com/en/core.

## Indirect Greenhouse Gas Emissions (Scope 2) (CSA 2.5.2)

| **Scope 2 in tCO2e** | **2022** | **2023** | **2024** |
|---|---|---|---|
| Location-based | 802.4374 | 946.7510 | 1,062.5184 |
| Date coverage (% of consolidated revenue) | 95.15% | 96.21% | 96.35% |

Our **ISO 14064** certification is publicly available at: https://www.yesiang.com/en/core.

## Indirect Greenhouse Gas Emissions (Scope 3) (CSA 2.5.3)

| Scope 3 in tCO2e | 2022 | 2023 | 2024 |
|---|---|---|---|
| Total indirect GHG emissions (Scope 3) | 8,438.6349 | 26,362.8977 | 18,237.1812 |
| Date coverage (% of consolidated revenue) | 95.15% | 96.21% | 96.35% |

Our **ISO 14064** certification is publicly available at: https://www.yesiang.com/en/core.

| Scope 3 Category | 2024 (tCO2e) |
|---|---|
| 1. Purchased Goods and Services | 17,093.2282 |
| 4. Upstream transportation and distribution | 904.9041 |
| 5. Waste generated in operations | 135.5357 |
| 7. Employee commuting | 103.5131 |

## Climate Governance (CSA 2.5.4)

Yesiang has established a management-level responsibility structure to oversee and implement climate-related strategies and actions. The Chief Sustainability Officer (CSO) is designated as the executive responsible for managing climate-related issues, including greenhouse gas (GHG) reduction planning, energy transition initiatives, and compliance with environmental regulations. The CSO leads the cross-departmental sustainability working group, coordinates target setting, and reports progress on climate and environmental performance to the President on a regular basis. Yesiang plans to gradually strengthen its governance framework by enhancing board-level involvement in sustainability topics, aligning with global best practices for climate governance.

## Climate-Related Management Incentives (CSA 2.5.6)

Yesiang integrates climate-related KPIs into its performance-based compensation framework, linking environmental achievements with annual performance and bonus evaluations.

At the management level, the **Environmental Department Manager** is evaluated based on quantitative climate-related KPIs, including: 1) Energy and emissions reduction — annual targets for improving process energy efficiency and reducing GHG emissions intensity. 2) Waste recycling and resource recovery — increasing waste reuse and recycling rates to promote circular resource utilization.

At the business unit level, **BU Managers** are assigned product sustainability KPIs, focusing on improving product lifecycle environmental performance. These include the use of recyclable or low-carbon materials and development of eco-friendly product designs that enhance overall environmental sustainability.

Through these climate-related KPIs, Yesiang ensures that its management team incorporates energy efficiency, emission reduction, and sustainable product development into day-to-day business decisions and long-term strategic goals.

## Climate Risk Management (CSA 2.5.7)

Yesiang identifies and assesses all categories of climate-related risks in line with the TCFD framework—including current and emerging regulations, technology, compliance, market, and reputation risks, as well as acute and chronic physical risks. Each risk is evaluated for its potential

operational and financial impact across different time horizons. Through continuous monitoring and the implementation of mitigation and adaptation measures, Yesiang aims to strengthen business resilience, reduce climate-related vulnerabilities, and ensure sustainable operations.

| Category | Risk | Risk Description | Time Horizon | Mitigation Measures |
|---|---|---|---|---|
| Transition Risks | | | | |
| Policy and Regulation (Existing and Emerging Regulations) | GHG Regulations | The Taiwan Ministry of Environment plans to implement a carbon fee collection mechanism, which will increase operating costs. | Short-term (1-2 years) | • Continue to monitor the Regulations on Carbon Fee Collection<br>• Conduct GHG inventories and establish relevant carbon reduction plans |
| Reputation | Corporate Image Impact | If the company causes significant environmental impacts, stakeholder expectations and evaluations may shift, negatively affecting corporate reputation and brand image. | Medium-term (3-10 years) | • Develop low-carbon product designs and enhance product energy efficiency<br>• Strengthen green manufacturing practices by implementing ISO 14001 Environmental Management and ISO 14064-1 GHG Inventory certifications, and plan to adopt ISO 50001 Energy Management certification<br>• Strengthen internal R&D capability and collaborate with supply chain partners to develop low-carbon |
| Market | Changing Consumer Preferences | Customers increasingly prefer "low-carbon manufacturing" and "green, low-carbon products." Failure to adapt in time may negatively affect sales performance. | Medium-term (3-10 years) | |

| | | | | |
|---|---|---|---|---|
| Technology | Low-Carbon Technology and Energy Transition | To meet customer and market demands, the company must continue to invest in developing new technologies, leading to higher R&D and technical costs. | Medium-term (3-10 years) | and energy-efficient technologies |
| **Physical Risks** | | | | |
| Acute | Typhoons / Extreme Rainfall | Severe weather events such as typhoons and heavy rainfall may affect employee attendance. Flooding may also disrupt power supply and logistics, resulting in production interruptions. | Medium-term (3-10 years) | • Closely monitor meteorological alerts and ensure pre-typhoon preparedness<br>• Establish comprehensive disaster management measures, including employee drills, typhoon prevention protocols, and flood protection infrastructure |
| Chronic | Rising Temperatures | Rising temperatures may increase air-conditioning loads, leading to higher energy consumption and operating costs. | Long-term (11+ years) | • Continuously replace and upgrade air-conditioning systems with energy-saving models<br>• Incorporate green building design principles to enhance overall energy efficiency |

## Emissions Reduction Targets (CSA 2.5.12)

Yesiang has established a corporate-level **GHG intensity reduction target covering Scope 1, Scope 2, and Scope 3 emissions**. The company aims to reduce GHG emissions intensity (tCO$_2$e per unit of product) by **20% by 2030**, compared with the 2020 baseline year.

This target reflects Yesiang's commitment to continuous decarbonization across its operations and value chain through process energy efficiency improvements, low-carbon material adoption, and supply chain engagement initiatives. Progress toward the target is reviewed annually by the Environmental Management Department and reported in the company's sustainability disclosures.

## Net-Zero Commitment (CSA 2.5.14)

Yesiang is committed to achieving net-zero greenhouse gas (GHG) emissions across Scopes 1, 2, and 3 by 2050, in alignment with global climate goals under the Paris Agreement.

The company aims to reach the target through systematic energy efficiency, renewable energy adoption, process optimization, and low-carbon product innovation, with the remaining residual emissions to be neutralized through verified carbon offset projects.

1) Emission Reduction Programs (Scopes 1 & 2):
- Gradually expand the use of renewable energy across production facilities.
- Improve energy efficiency in production lines and facility systems through equipment upgrades and process optimization.
2) Supply Chain and Product Decarbonization (Scope 3):
- Incorporate low-carbon materials and recycled components into product design.
- Promote regenerative filter technologies that significantly reduce lifecycle emissions during use and maintenance.
3) Neutralization of Residual Emissions:
- For emissions that cannot be technically eliminated, Yesiang will invest in certified carbon removal and offset projects, including reforestation and carbon capture initiatives.

Through these actions, Yesiang strives to contribute to a low-carbon and circular economy, achieving long-term business resilience while aligning with Taiwan's 2050 Net-Zero Pathway.

## 2.6 Biodiversity

## Biodiversity Risk Assessment (CSA 2.6.1)

Yesiang conducted a biodiversity risk assessment using the WWF Biodiversity Risk Filter (BRF) developed by the World Wide Fund for Nature (WWF). The BRF tool evaluates biodiversity-related risks based on industry characteristics, operational location, and ecosystem dependencies. According to the assessment results, Yesiang's operations fall within areas of low overall biodiversity risk. The company's dependency-related risks—such as water condition, air quality, and land use—are assessed as low, while pollution presents a medium level of impact-related risk. Yesiang will continue to monitor local environmental changes and adopt appropriate

mitigation and conservation measures to minimize potential biodiversity impacts throughout its operations and supply chain.

| Risk Type | Risk Item | Risk Level |
|---|---|---|
| Dependency-related biodiversity risks | Water Availability | Low |
| | Water Condition | Low |
| | Air Condition | Low |
| Impact-related biodiversity risks | Land, Freshwater and Sea Use Change | Low |
| | Forest Canopy Loss | Low |
| | Pollution | Medium |
| | Protected/Conserved Areas | Low |
| | Key Biodiversity Areas | Low |
| | Other Important Delineated Areas | Low |
| | Ecosystem Condition | Low |
| | Range Rarity | Low |

## Biodiversity Commitment (CSA 2.6.2)

Our **Biodiversity Policy** is publicly available at:

https://www.yesiang.com/uploads/images/ESG/Yesiang_Biodiversity_Policy_EN.pdf

## No Deforestation Commitment (CSA 2.6.3)

Our **Zero Deforestation Policy** is publicly available at:

https://www.yesiang.com/uploads/images/ESG/Yesiang_No_Deforestation_Policy_EN.pdf

## 2.7 Product Stewardship

## Product Design Criteria (CSA 2.7.1)

At Yesiang, we integrate environmental considerations into every stage of our product design and development process. Our approach is guided by the principles of circular economy, resource efficiency, and end-of-life responsibility to minimize environmental impacts while maximizing customer value.

| Aspects | Comments |
|---|---|

| | |
|---|---|
| Choice of raw materials or components that have a lower environmental footprint | Yesiang actively incorporates renewable and recyclable raw materials — such as activated carbon and aluminum frames — to reduce environmental impact and promote material circularity. |
| Direct operations, production & manufacturing | The company's manufacturing processes focus on energy conservation and waste reduction. By optimizing process flow and equipment efficiency, Yesiang reduces GHG emissions and energy consumption, supporting its ISO 14001 energy management system. |
| Distribution, storage and transportation | By extending product lifetime and regeneration cycles, Yesiang significantly reduces the frequency of product replacements, which in turn lowers transportation and packaging needs. In its logistics operations, the company evaluates the use of recycled cartons, biodegradable films, and reusable packaging to reduce single-use materials. Yesiang also works to establish take-back and reuse mechanisms so that packaging can circulate after delivery, further lowering carbon footprint while improving transport safety and sustainability outcomes. |
| Use phase - operation and servicing/maintenance | Yesiang's patented physical regeneration technology enables filters to be reused multiple times, significantly reducing waste generation. The regenerative filters are designed for extended product life and can be regenerated more than 10 times while maintaining >99% removal efficiency. This design minimizes replacement frequency and reduces energy and resource consumption for customers. For example, Cylinder Filters deliver higher airflow efficiency and lower pressure drop, achieving notable energy savings over the product lifetime. |
| End of life management | At the end of the product life cycle, Yesiang's regenerative design achieves up to 91.67% waste reduction compared with conventional filters, aligning with BS 8001 Circular Economy Certification. Filters are disassembled, cleaned, and reused, minimizing landfill waste and supporting circular material loops. |

Through these efforts, we ensure that sustainability is embedded in product design, helping our customers reduce their environmental footprint and contributing to global ESG goals.

## Life Cycle Assessment (CSA 2.7.2)

Yesiang has conducted Life Cycle Assessments (LCA) for four major products — the Sulfur Removal Chemical Filter Cartridge, Organic Removal Chemical Filter Cartridge, Multi-Effect Stacked Filter, and V-Type Carbon Removal Chemical Filter — all of which have obtained ISO 14067 Product Carbon Footprint certification. In 2024, these certified products accounted for 85.4% of the Company's total annual revenue, demonstrating Yesiang's strong integration of low-carbon and sustainable design across its core product lines.

Our **ISO 14067** certification is publicly available at: https://www.yesiang.com/en/core.

## Exposure to Hazardous Substances (CSA 2.7.3)

Yesiang specializes in filtration products and solutions, and the company's manufacturing processes do not involve any hazardous substances regulated under POPs, EU REACH, RoHS, or other relevant chemical safety standards. Accordingly, all Yesiang products fully comply with global regulations on hazardous substances and are confirmed to contain no substances classified as hazardous or restricted by regulatory authorities, such as Persistent Organic Pollutants (POPs) or Substances of Very High Concern (SVHCs).

The only minor chemical material used is adhesive powder, which is verified to be free of any regulated or restricted substances. In addition, only small quantities of laboratory chemicals—used solely for R&D and quality testing—are handled under strict occupational safety and environmental management procedures.

To ensure chemical safety and ongoing compliance, Yesiang conducts a comprehensive chemical risk identification and evaluation process, combining supplier-provided Safety Data Sheets (SDS) and internal verification of material composition. This assessment reviews the physicochemical characteristics, stability, and reactivity of each substance and evaluates toxicological and ecological data to confirm that all materials used are non-toxic and environmentally safe.

Furthermore, Yesiang regularly audits supplier material declarations and compliance certificates to ensure that no restricted substances are introduced during procurement, manufacturing, or product use. Through this systematic approach, Yesiang ensures that its entire product portfolio remains free from hazardous substances, thereby protecting human health, ensuring workplace safety, and minimizing environmental impact across the product life cycle.

## Hazardous Substances Commitment (CSA 2.7.4)

Yesiang's filtration products and manufacturing processes do not contain or use any substances regulated as hazardous or of very high concern.

## End of Life Cycle Responsibility (2.7.5)

The Company maintains end-of-life reuse and recycling mechanisms across its major product lines. Based on consolidated sales quantities in 2023 and 2024 for both filter mesh and filter cartridges, 35.35% of products sold in 2023 and 35.70% in 2024 were technically reusable or recyclable. The proportion of products and materials that were actually reused or recycled by the Company or by contracted third-party recyclers was 33.59% in 2023 and 33.92% in 2024. The Company's take-back activities also generated measurable financial benefits from recovered materials, amounting to NT$182,024,060 in 2023 and NT$176,925,910 in 2024.

| | 2023 | 2024 |
|---|---|---|
| Percentage of products sold last year that can be reused or recycled | 35.35% | 35.70% |
| Percentage of products and materials that were actually reused or recycled by the company, or by a third party that has directly contracted with for this activity | 33.59% | 33.92% |
| If the company's take-back programs generate a financial benefit, please quantify this benefit for all the take-back programs combined e.g., revenues generated and/or costs saved | 182,024,060 | 176,925,910 |

## 2.8 Sustainable Raw Materials

## Raw Materials Policy (CSA 2.8.1)

Our **Sustainable Raw Materials Policy** is publicly available at:

https://www.yesiang.com/uploads/images/ESG/Yesiang_Sustainable_Raw_Materials_Policy_EN.pdf

## Raw Materials Programs (CSA 2.8.2)

Yesiang has established a raw materials management program to strengthen sustainability, traceability, and environmental responsibility throughout its supply chain. The company identifies its key raw materials based on procurement value, with activated carbon, non-woven fabrics, and metal frames defined as primary materials due to their material significance and cost contribution.

To ensure responsible sourcing and minimize the environmental and social impacts of raw material production, Yesiang conducts supplier audits and evaluations periodically and requires

major suppliers to provide certificates of origin and related documentation verifying the source of raw materials. Suppliers are also required to comply with the Supplier Code of Conduct, which emphasizes environmental management, pollution prevention, occupational health and safety, and fair labor practices. Through these measures, Yesiang works to reduce adverse impacts such as excessive resource consumption, emissions, and unsafe or unfair labor conditions within its supply chain.

In parallel, Yesiang actively promotes the use of recycled raw materials in its manufacturing processes. Activated carbon used in filtration products already contains a portion of recycled content, and the company plans to progressively increase this share to 15–20% within the next two years. Efforts are also underway to assess material recyclability during product design, thereby reducing environmental impacts associated with raw material extraction and production.

Internally, Yesiang provides training to its procurement and R&D teams to strengthen awareness of sustainable sourcing and responsible material use. These programs reinforce the company's commitment to resource efficiency, supply chain transparency, and circular production principles, ensuring that material management aligns with both business competitiveness and long-term sustainability goals.

## Plastic Raw Materials (CSA 2.8.3)

The table below shows the quantities of plastics materials used by Yesiang in 2024:

| Plastic materials in products | Amount used (tonnes) | Share of material used that is recycled |
|---|---|---|
| Plastic materials in products | 91 | 0 |

## Metal Raw Materials (CSA 2.8.4)

The table below shows the quantities of metal raw materials used by Yesiang in 2024:

| Metal materials | Amount  (tonnes) | Share of materials used that is recycled |
|---|---|---|
| Aluminium | 2,483.50 | 0 |
| Cobalt | No exposure | 0 |
| Copper | No exposure | 0 |
| Iron/steel | 336.52 | 0 |
| Nickel | No exposure | 0 |
| Lithium | No exposure | 0 |
| Titanium | No exposure | 0 |

# Social Dimension

## 3.1 Labor Practices

### Labor Practices Commitment (CSA 3.1.1)

Our **Human Rights Policy** is publicly available at:

https://www.yesiang.com/uploads/images/ESG/Yesiang_Human_Rights_Policy_EN.pdf

### Labor Practices Programs (CSA 3.1.2)

| Aspect | Program Description |
|---|---|
| Living Wages | We regularly review living wage levels in each operating region, referencing local cost-of-living indices and market salary benchmarks to ensure wages meet employees' basic needs for food, housing, and clothing. |
| Working Hours Management | Working hours and overtime are tracked via the HR attendance system to ensure compliance with legal limits. Supervisors review monthly reports and follow up on irregular cases. |
| Overtime Compensation | All overtime must be pre-approved and voluntary. The HR system automatically calculates and issues overtime pay in accordance with labor regulations. |
| Equal Remuneration | We conduct annual reviews of compensation structures and gender pay analysis to ensure equal remuneration for men and women performing work of equal value. |
| Employee Communication and Engagement | We maintain open communication with employee representatives and encourage constructive dialogue on workplace conditions and employee rights. |
| Social Protection / Employee Welfare | In addition to statutory labor and health insurance, Yesiang provides group insurance covering accident and medical protection, annual health check-ups, and festival subsidies. |
| Paid Annual Leave | Annual leave usage is tracked through the HR attendance system to ensure employees utilize their entitled paid leave for work-life balance. |
| Training or Reskilling | Yesiang launched the "From Digitization to Digital Transformation" program to support employees through industrial transition. The course provides reskilling in data-driven decision-making, digital tool application, and process automation, helping employees adapt to technological change and enhance efficiency, innovation, and competitiveness. |

## Discrimination & Harassment (CSA 3.1.3)

Our **Human Rights Policy** is publicly available at:

https://www.yesiang.com/uploads/images/ESG/Yesiang_Human_Rights_Policy_EN.pdf

## Workforce Breakdown: Gender (CSA 3.1.4)

Percentage and Target Percentage of Female Employees and Managers in 2024:

| Diversity Indicator | Percentage (%) | Target<br>Target Year: 2028 |
|---|---|---|
| Share of women in total workforce | 32.7% | 40% |
| Share of women in all management positions | 27.3% | 35% |
| Share of women in junior management positions | 25.4% | 32% |
| Share of women in top management positions | 29.4% | 38% |
| Share of women in management positions in revenue-generating functions | 20.2% | 25% |
| Share of women in STEM-related positions | 38.0% | 40% |

## Workforce Breakdown: Race/ Ethnicity & Nationality (CSA 3.1.5)

The Proportion of Employees and Managers Based on Nationality:

| Nationality | Total no. of employees | Percentage | Total no. of managers | Percentage |
|---|---|---|---|---|
| Taiwan | 260 | 83% | 37 | 100% |
| Vietnam | 42 | 14% | 0 | 0% |
| Indonesia | 9 | 3% | 0 | 0% |

## Freedom of Association (CSA 3.1.7)

While no employees are currently represented by a trade union or covered by a collective bargaining agreement, Yesiang upholds freedom of association and maintains regular labor-management communication through labor-management meetings and employee feedback channels.

**3.2 Human Rights**

## Human Rights Commitment (CSA 3.2.1)

Our **Human Rights Policy** is publicly available at:

https://www.yesiang.com/uploads/images/ESG/Yesiang_Human_Rights_Policy_EN.pdf

## Human Rights Due Diligence Process (CSA 3.2.2)

Yesiang has established a structured human rights due diligence process to identify, prevent, and mitigate potential human rights impacts across its operations and value chain. We identify stakeholder groups that may be exposed to human rights risks, conduct regular risk assessments, and maintain reporting mechanisms to safeguard the rights of all parties. Human rights management is integrated into daily operations through policies, training, communication, and documentation to prevent potential violations. Annual human rights risk assessments are carried out with evaluation methods adjusted based on risk exposure. For identified risks, we implement mitigation and remediation measures and set continuous improvement objectives to enhance our human rights management performance.

| Target | Human Rights Issues | Due Diligence |
|---|---|---|
| • All employees<br>• Female employees<br>• Migrant workers<br>• Child labor | • Freedom to choose employment<br>• Forced labor and human trafficking<br>• Working hour management<br>• Non-discrimination and inclusion<br>• Occupational health and safety<br>• Unlawful Infringement/ Anti-harassment | • Labor inspection<br>• Grievance mechanism<br>• Internal and external audits<br>• Occupational injury report form<br>• Health examination report indicators |
| • Suppliers/ Contractors | • Freedom to choose employment<br>• Working hour management<br>• Occupational heath and safety | • Supplier risk assessment questionnaire |

## Human Rights Assessment (CSA 3.2.3)

The HR department periodically evaluate the impact of risk factors on employees, covering all operational sites and production-related activities. In 2024, no human rights risks were identified. We regularly review internal policies, operating procedures, and related risks while actively improving the work environment.

| Category | % of total assessed in last three years | % of total assessed where risks have been identified | % of risk with mitigation actions taken |
|---|---|---|---|
| Own operations | 100% | 0% | 0% |

| | | | |
|---|---|---|---|
| Contractors and Tier I suppliers | 100% | 0% | 0% |
| Joint ventures | NA | NA | NA |

Note: We do not have any joint ventures at stakes above 10%.

## Human Rights Mitigation & Remediation (CSA 3.2.4)

The mitigation and remediation measures for all major human rights issues apply to all Ye Siang operations and production sites.

| Issues | Mitigation Measures | Remediation Measures |
|---|---|---|
| • Freedom to choose employment<br>• Forced labor and human trafficking | • Established a Human Rights Policy strictly prohibiting forced labor and human trafficking.<br>• Ensures that all employees work voluntarily and may resign with reasonable notice in compliance with labor laws. | • Enforced the Human Rights Policy to safeguard employee rights.<br>• Periodically reviews and updates management procedures for continuous improvement. |
| • Working hour management | • Established clear policies governing working hours and overtime.<br>• Recruits sufficient manpower to prevent excessive overtime.<br>• Ensures all overtime is voluntary and agreed upon by employees. | • Conducts annual internal audits and implements corrective actions based on findings.<br>• Provides emergency response and assistance according to the company's Occupational Safety SOP, including coordination for medical treatment and financial support.<br>• Offers professional medical consultation and counseling for employees as needed.<br>• Maintains multiple communication channels for employees to report or file grievances, with investigations handled on a case-by-case basis. |
| • Non-discrimination and inclusion | • Recruitment based on merit, with no discrimination by age, gender, or ethnicity.<br>• Maintains a grievance and communication platform to prevent and address discrimination. | |
| • Occupational health and safety | • Promotes employee health and provides regular physical examinations and targeted checkups for high-risk groups. | |

| | |
|---|---|
| | • Implements preventive health programs for employees performing heavy workloads.<br>• Conducts regular workplace hazard assessments. |
| • Unlawful Infringement/ Anti-harassment | • Implements the "Workplace Sexual Harassment Prevention, Complaint, and Disciplinary Measures" and the "Statement on the Prevention of Unlawful Workplace Infringement.".<br>• Establishes a confidential grievance mechanism; all cases are reviewed and resolved impartially by the Grievance Committee. |

## 3.3 Human Capital Management

### Training & Development Inputs (CSA 3.3.1)

2024 Average Training Hours and Spent:

| | 2024 |
|---|---|
| Average training hours per employee | 4.15 |
| Average training fees per employee | 6,764 |

Data breakdown by Gender & Age Group:

| Category | | Average training hours |
|---|---|---|
| Gender | Male | 4.49 |
| | Female | 3.39 |
| Age Group | <30 | 2.49 |
| | 30-50 | 4.80 |
| | >50 | 10.00 |

### Employee Development Programs (CSA 3.3.2)

Yesiang has established a comprehensive employee development framework that fosters continuous learning, leadership growth, and digital transformation. The company provides both

internal and external learning opportunities, including training delivered by external lecturers and in-house instructor programs conducted through online or classroom sessions.

To strengthen its mentoring culture, Yesiang cultivates internal mentors who guide new and junior employees through onboarding, skill development, and workplace adaptation. This internal coaching mechanism ensures knowledge transfer, improves teamwork, and supports employee retention.

Leadership development programs focus on communication, on-site management, and first-line supervisor training, enabling managers to enhance decision-making and problem-solving abilities. In 2024, a total of 16 junior supervisors completed leadership training, with 64 cumulative training hours.

In support of digital transformation, Yesiang launched the "From Digitization to Digital Transformation: A Practical Guide for Enterprises" course. The program includes modules on data-driven decision-making, digital tool adoption, and process automation. In 2024, 11 employees received training under this program, strengthening digital literacy, operational efficiency, and the company's overall innovation capacity.

## Human Capital Return on Investment (CSA 3.3.3)

|  | 2022 | 2023 | 2024 |
|---|---|---|---|
| Total Revenue | 1,581,518,355 | 1,825,135,848 | 1,915,687,730 |
| Total Operating Expenses | 231,911,488 | 343,182,536 | 364,037,015 |
| Total Employee-related Expenses | 208,132,559 | 313,663,485 | 348,042,022 |
| Resulting HC ROI | 7.48 | 5.72 | 5.46 |
| Total Employees | 228 | 284 | 311 |

## Hiring (CSA 3.3.4)

New Hires:

|  | 2023 | 2024 |
|---|---|---|
| Total number of new employee hires | 161 | 118 |

Data breakdown by Gender & Nationality:

| Category | | 2023 | 2024 |
|---|---|---|---|
| Gender | Male | 114 | 86 |
| | Female | 47 | 32 |

| Nationality | Taiwan | 123 | 105 |
|---|---|---|---|
| | Other | 38 | 13 |

## Employee Turnover Rate (CSA 3.3.5)

Turnover Rate:

| | 2023 | 2024 |
|---|---|---|
| Total employee turnover rate | 33% | 29% |
| Voluntary employee turnover rate | 33% | 29% |
| Data coverage (as % of all FTEs globally) | 100% | 100% |

Turnover Employees breakdown by Gender & Nationality:

| Category | | 2023 | 2024 |
|---|---|---|---|
| Gender | Male | 70 | 55 |
| | Female | 27 | 33 |
| Nationality | Taiwan | 77 | 84 |
| | Other | 20 | 4 |

## Long-Term Incentives for Employees (CSA 3.3.6)

Yesiang implements an Employee Stock Trust Plan as a long-term incentive program for employees. Under this plan, participants allocate their subscribed shares to a trust established by the company, with the shares held for up to six years after the company's public listing. The shares are gradually released each year based on individual performance ratings ("A/B/C"), linking rewards directly to long-term performance and retention. In 2024, 87 out of 311 employees (28%) participated in this program.

## Employee Support Programs (CSA 3.3.7)

### Employee Health and Wellness Initiatives

Yesiang implements comprehensive programs to promote both physical and mental well-being. In 2024, the company conducted stress and emotional management courses totaling six hours and provided four hours of weekly health-protection sessions. Occupational nurses also offered on-site counseling every two months to enhance employees' psychological resilience. To encourage a healthy lifestyle, Yesiang organized regular fitness programs, including integrated exercise classes, yoga, gym training, and badminton sessions across different plant locations.

### Flexible and Supportive Work Environment

To enhance work-life balance, Yesiang adopts a flexible working-hour policy, with core hours from 8:30 a.m. to 5:30 p.m., allowing employees to adjust their start or end time by one hour. This arrangement enables employees to better manage personal schedules while maintaining productivity.

### Family Care and Parental Support

Yesiang offers comprehensive support for employees with family responsibilities. The company partners with external childcare providers and offers childcare subsidies to assist working parents. The Company also provides breastfeeding rooms for nursing mothers. In compliance with labor regulations, Yesiang grants eight weeks of paid maternity leave for primary caregivers and one week of paid paternity leave for secondary caregivers.

## Type of Performance Appraisal (CSA 3.3.8)

Yesiang has established a comprehensive performance appraisal system combining Management by Objectives (MBO) and agile feedback practices to promote transparency, alignment, and continuous improvement. At the beginning of each year, supervisors and employees jointly set annual performance goals and identify key performance indicators (KPIs) aligned with company objectives. Mid-year reviews are conducted to track progress and make necessary adjustments, followed by a year-end evaluation to provide comprehensive feedback and performance results.

Beyond formal evaluations, Yesiang emphasizes ongoing, two-way communication between managers and employees throughout the year. Through regular check-ins, real-time feedback, and coaching, supervisors provide timely guidance and development support to help employees stay aligned with goals, strengthen competencies, and foster a culture of continuous learning and improvement. Performance reviews are conducted semi-annually or annually depending on role and business needs.

## 3.4 Occupational Health & Safety

## OHS Policy (CSA 3.4.1)

Our **Occupational Health and Safety Policy** is publicly available at:

https://www.yesiang.com/uploads/images/ESG/Yesiang_OHS_Policy_EN.pdf

## OHS Programs (CSA 3.4.2)

### Management System, Hazard Identification, and Risk Assessment

Yesiang Enterprise Co., Ltd. is committed to achieving the ultimate goal of "Zero Disaster, Zero Accident". The Company has obtained ISO 45001:2018 Occupational Health and Safety

Management System certification. The foundational practice of this system is the implementation of the "Hazard Identification and Risk Assessment Management Procedure". This procedure mandates comprehensive hazard identification and risk assessment in accordance with the Occupational Safety and Health Act and ISO 45001:2018 provisions. The scope of assessment is broad, encompassing personnel behavior, capabilities, work arrangements, routine and non-routine activities, personnel controlled by the Company (including contractors and visitors), potential emergency situations, past internal or external incidents, and any external hazards that may affect personnel within the organization's control. Results are documented in the "Occupational Health and Safety Hazard Identification Risk Assessment Form". Regular assessments are conducted annually, while non-regular assessments are triggered by new activities, significant revisions to OHS policies, the occurrence of near-miss incidents, industrial accidents, or updates to applicable regulations.

## Risk Control and Prevention

Following the assessment, risks are prioritized and managed according to severity. Risks classified as Level 4 (High) or Level 5 (Extreme High) are deemed unacceptable, triggering immediate review and implementation of additional engineering or administrative controls. The hierarchy of controls follows the ISO 45001 framework: elimination, substitution (e.g., replacing hazardous substances), engineering controls (e.g., interlocks or ventilation), administrative measures (e.g., SOPs, training), and personal protective equipment (PPE) as the last line of defense. Residual risks are re-evaluated after implementation to ensure they fall within acceptable limits.

OHS requirements are also integrated into procurement and contractual processes through the "Contractor Management Procedure. " Contracts specify safety obligations, qualification criteria, and hazard-prevention measures, particularly for construction or high-risk activities. Before work begins, contractors must submit a "Contractor Operation Hazard Notification Form" and sign a "Contractor OHS Commitment Letter". Throughout the contract period, contractor performance is monitored using a "Contractor Assessment Score Sheet"; results influence future engagement decisions.

## Internal Inspections and OHS Training

Yesiang enforces a proactive self-inspection mechanism as outlined in the "Self-Inspection Operation Instruction". All departments conduct daily spot checks, periodic inspections, and pre-start key-point inspections covering equipment conditions, electrical safety, and environmental factors. Any irregularities must be corrected immediately or managed through the "Correction and Prevention Management Procedures for Non-Conformities". Inspection results are reviewed monthly by the responsible supervisors and reported to the OHS Office for follow-up.

OHS training is conducted continuously to reinforce safety awareness and operational discipline. The OHS Office develops educational materials using real incident cases and organizes targeted awareness campaigns across departments. Emergency Response Team members receive

specialized training on incident notification, evacuation, rescue, and first-aid procedures. Contractors are also required to attend toolbox talks and receive hazard communication and safety education before entering the worksite.

## Emergency Preparedness and Incident Investigation

Emergency management follows the "Emergency Response and Handling Procedures", designed for timely response to fires, explosions, chemical spills, and other critical events.

The plan includes a Business Continuity and Disaster Recovery (BCDR) framework, annual capability reviews, and regular equipment maintenance for items such as respirators, alarms, and first-aid kits. Emergency drills are carried out at least twice a year, with clearly defined escape routes and designated assembly areas.

Incident investigation and reporting comply with the "Accidents and Injuries Investigation Management Procedure". All workplace injuries and major incidents must be reported immediately to supervisors and the OHS Office. For serious cases, notification to labor authorities must occur within 8 hours. Root-cause analysis is conducted by a designated investigation team—including worker representatives—to identify corrective and preventive actions. All investigation reports are completed within 7 days and retained for a minimum of 3 years (30 years for occupational disease cases).

## Health Management and Continuous Improvement

Yesiang's health management is governed by the "Health Management Procedure", ensuring employees' health conditions are suitable for their job duties. Employees exposed to statutory special hazards (e.g., dust work) must undergo special health examinations. The results of these special health checks are used for graded health management: Personnel are classified into four grades, ranging from Grade 1 (normal) to Grade 4 (abnormal and confirmed to be work-related). If the physician determines an employee cannot adapt to their original work, the Company implements recommended measures, such as adjusting the work location, changing job duties, or reducing working hours. This follow-up and tracking mechanism ensures progress in reducing health issues and risks against set targets.

In terms of first-aid personnel deployment, the Company requires that at least one certified first-aid responder be assigned to every shift. For infectious disease prevention, Yesiang has established an Epidemic Prevention Response Team. The Occupational Safety Department is responsible for formulating prevention measures, planning protective equipment supplies, and conducting education and training on personal hygiene and self-protection (including proper mask use and case reporting). In addition, the Company organizes health promotion programs and implements prevention plans covering ergonomic hazards, workplace violence (zero-tolerance policy), abnormal workloads, and maternal health protection, thereby ensuring the physical and mental well-being of all employees.

Our **ISO 45001** certification is publicly available at:

https://www.yesiang.com/en/core.

## Fatalities & LTIFR – Employees & Contractors (CSA 3.4.3 & 3.4.4 & 3.4.5)

Occupational Injury Statistics:

| Occupational Injuries | 2023 | 2024 |
|---|---|---|
| Employees | | |
| Number of Fatalities | 0 | 0 |
| Number of Lost-Time Injuries | 7 | 5 |
| Total Number of Working Hours | 548,656 | 505,187 |
| LTIFR | 12.76 | 9.90 |
| Contractors | | |
| Number of Fatalities | 0 | 0 |
| Number of Lost-Time Injuries | 0 | 0 |
| Total Number of Working Hours | 0 | 93,700 |
| LTIFR | 0 | 0 |

## 3.5 Customer Relations

### Online Strategies & Customers Online (3.5.1)

Yesiang Enterprise Co., Ltd. does not currently generate revenue through online channels or e-commerce platforms, as the company's business model focuses on direct customer relationships and offline sales operations.

### Customer Satisfaction Measurement (3.5.2)

Since launching customer satisfaction surveys in 2023, Yesiang Enterprise has continued to strengthen customer engagement. In 2024, 91% of surveyed customers reported satisfaction, representing 79.77% of the Company's revenue contribution.

| Satisfaction measurement | 2023 | 2024 |
|---|---|---|
| Percentage of satisfied customers | 92% | 91% |
| Date coverage: % of revenues | 91.54% | 79.77% |