A company from Taiwan where the sun shines

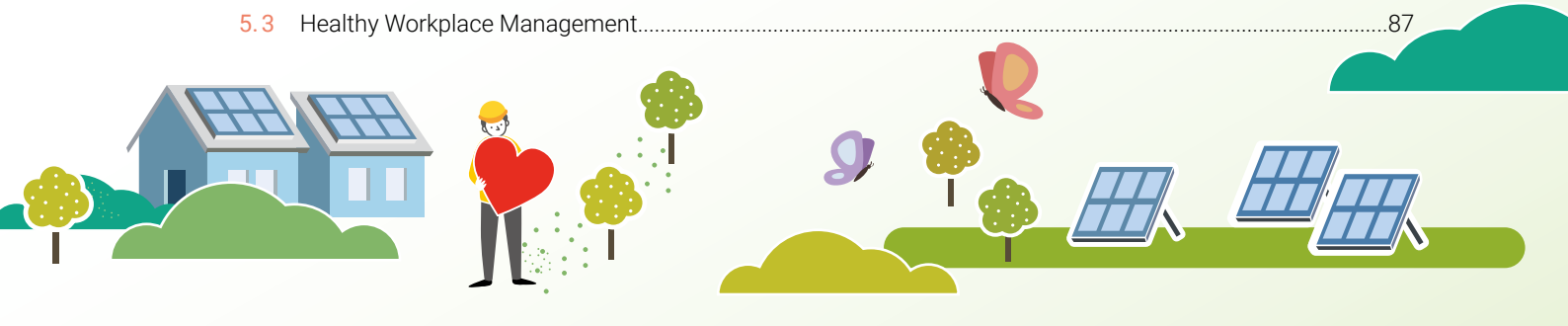
URECO

United Renewable Energy Co., Ltd.

# 2024 ESG report

# Contents





# Contents



# 1

# About this Report

## The scope and boundaries revealed in the report GRI 2-2, 2-4, 2-5

This report covers United Renewable Energy Co., Ltd. (hereinafter referred to as United Renewable Energy) manufacturing sites in Taiwan (including Hsinchu Science Park plant, Zhunan plant and Tainan plant). The financial data is audited by KPMG in accordance with IFRS and is consistent with the publicly disclosed financial data, which not only reveals the individual financial performance but also the consolidated performance of the group (including consolidated revenue, revenue by region and cost by region), and is calculated in NTD; the environmental and social data reveals the performance of the Taiwan sites, which is compiled by each internal department and confirmed by the supervisor, and are presented in the form of international common indicators. If the data disclosed in this report involves estimation, it will be stated in the relevant chapter.

| Aspect | Scope |
|---|---|
| Economic | ▪ In addition to disclosing the United Renewable Energy individual company's financial results, the group's consolidated results (including consolidated revenue, revenue by source, and cost by source) are also disclosed. |
| Environmental | ▪ The statistics regarding water and waste are based on the United Renewable Energy individual company.<br>▪ Energy and greenhouse gas (GHG) statistics are based on consolidated parent and subsidiary companies. Solar energy cases are excluded from the statistics.<br>▶ To comply with the "Sustainable Development Roadmap" issued by the FSC, the Company, as a publicly traded company with a market capitalization of over $10 billion, is required to disclose the greenhouse gas inventory data of its subsidiaries in the consolidated financial statements by 2025. Consequently, the scope of the greenhouse gas inventory in 2024 has already encompassed the subsidiaries.<br>▶ To comply with the "Sustainable Development Roadmap" issued by the FSC, the Company, as a publicly traded company with a market capitalization of over $10 billion, will confirm the temperature data of its consolidated subsidiaries in 2027. By 2024, the scope of greenhouse gas confirmation will be limited to the United Renewable Individual Company. |
| People (Human Rights) | ▪ This is based on United Renewable Energy individual company. |

Information Reconciliation: According to Section 7.3.2 of this report, the statistics on water sources exclude water usage by the Hsinchu Science Park plant after 2023 because the production at the plant had ceased.

The boundary difference between the parent and subsidiary companies in the reporting scope of the Sustainability Report and the consolidated financial statements concerns the exclusion of domestic and overseas subsidiaries holding solar PV sites from the Sustainability Report. The said subsidiaries holding solar PV sites do not include production and manufacturing in their scope of business and their main source of revenue is solar power generation, which does not involve GHG emissions during the generation process and therefore has no impact on the material topics for the year. This Report includes only the subsidiaries in the consolidated financial statements that pertain to our Wujiang plant, Utech Solar Corporation, Thailand plant, U.S. plant and DS Energy. For other subsidiaries not covered, please refer to Pages 12–14 of the Company's 2024 Consolidated Financial Report.

In addition, in order to enhance the accuracy and credibility of the data disclosed in this report, United Renewable Energy was certified by Great International Certification Co., Ltd., an independent third-party organization, in accordance with AA1000 AS v3 verification standards, and passed the Type 1 medium assurance level.

## Standards and verification of the report

The structure of this report is based on the Global Reporting Initiative (GRI) Sustainability Reporting Standards 2021 Edition (GRI Standards: 2021), Sustainability Accounting Standards Board (SASB) Standards, Appendix 10 of the "Operational Guidelines for Compiling and Filing Sustainability Reports for Listed Companies", the Sustainability Disclosure Indicators for the Photovoltaic Industry, and Appendix 2 Climate-Related Information of TWSE/TPEx Listed Company. In addition, the GRI content index table, SASB standards comparison table, the Sustainability Disclosure Indicators for the Photovoltaic Industry, and climate related information table for listed companies are provided in the appendix of this report for stakeholders' reference.

## Report Management Method

First, United Renewable Energy identifies key stakeholders based on their dependency and influence, and selects sustainability topics that are closely related to the company by referring to the GRI Sustainability Reporting Guidelines 2021 Edition, industry development trends, and relevant issues in industry reports. Then, through cross-analysis of two types of questionnaires, " Evaluation of Impact on Stakeholders" and "Significant Impact on Economic, Environmental, and Human Rights", the major sustainability topics for this year are selected, and each responsible department then prepares management guidelines based on each Material Topic, collects data, confirms its accuracy, the department supervisor then reviews the contents of the report to ensure that all major sustainability topics are covered, and finally reports to the chairman for approval.

United Renewable Energy adheres to the Corporation Rules Governing the Preparation and Filing of Sustainability Reports by TWSE Listed Companies and Regulations Governing the Establishment of Internal Control Systems by Public Companies. The company conducts an annual review of sustainability information through its internal control system to ensure the accuracy of sustainability information disclosure.

## Information Verification Methods

| ISO 9001:2015 | ISO 14001:2015 |
|---|---|
|  |  |
| Expire Date : 2022.9.21~2025.9.20 | Expire Date : 2022.10.19~2025.10.18 |

## ISO 14064-1:2018


Certificate

Inventory Standard: ISO 14064-1:2018

Certificate Regist. No.: CF 50582971 0002

Report No.: 48244245 002

2024-07-08

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IAF TAF

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Expire Date : 2024.1.1~2024.12.31

## ISO 45001:2018


驗證證書

標準 ISO 45001:2018

證書登記號碼 01 213 822 1933712

證書持有者 聯合再生能源股份有限公司

30078 新竹科學園區新竹市東區力行三路 7 號

所包括場地已列於證書附件上

驗證範圍： 太陽能電池片、模組之設計、製造及銷售

儲能系統之設計及銷售

證明完成了稽核並滿足了 ISO 45001:2018 標準的要求。

有效期 證書有效期從 2022-10-14 至 2025-10-13。

此證書須經過符合要求的監督稽核保持有效。

初次發證始於 2020 年

2023-12-05

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Expire Date : 2022.10.14~2025.10.13

## TOSHMS


Taiwan Occupational Safety and Health Management System Certificate

This is to certify that

United Renewable Energy Co., Ltd. SIPA Plant

No. 7, Li-Hsin 3rd Rd., Hsinchu Science Park, Hsinchu City, 30078, Taiwan. R.O.C.

operates an Occupational Safety and Health Management System which complies with the requirements of CNS 45001:2018 and TOSHMS Specific Audit Key Items

| | |
|---|---|
| Certification Scope : | Design, Manufacturing and Sales of Solar Module<br>Sales of Solar Cell |
| Certificate No. : | CB07-98009-05 |
| Originally Registered: | October 14, 2009 |
| Effective Date : | October 14, 2022 |
| Expiry Date: | October 13, 2025 |
| Certification Body: | TÜV Rheinland Taiwan Ltd. |

Business Line Systems Taiwan

TÜVRheinland Precisely Right. TAF


Taiwan Occupational Safety and Health Management System Certificate

This is to certify that

United Renewable Energy Co., Ltd. Jhunan Plant

NO. 66, 66, Keyan Rd., Hsinchu Science Park, Jhunan Township, Miaoli County 350, Taiwan, R.O.C.

operates an Occupational Safety and Health Management System which complies with the requirements of CNS 45001:2018 and TOSHMS Specific Audit Key Items

| | |
|---|---|
| Certification Scope : | Design and Manufacturing of Solar Cell and Module<br>Design and Sales of Energy Storage System |
| Certificate No. : | CB07-108005-01 |
| Originally Registered: | January 12, 2012 |
| Effective Date : | October 14, 2022 |
| Expiry Date: | October 13, 2025 |
| Certification Body: | TÜV Rheinland Taiwan Ltd. |

Business Line Systems Taiwan

TÜVRheinland Precisely Right. TAF


Taiwan Occupational Safety and Health Management System Certificate

This is to certify that

United Renewable Energy Co., Ltd. Tainan Plant

No. 618, Sec. 2, Benten Rd., Tainan Technology Industrial Park, Tainan City 70955, Taiwan, R.O.C.

operates an Occupational Safety and Health Management System which complies with the requirements of CNS 45001:2018 and TOSHMS Specific Audit Key Items

| | |
|---|---|
| Certification Scope : | Manufacturing of Solar Cell and Module |
| Certificate No. : | CB07-101009-04 |
| Originally Registered: | October 14, 2009 |
| Effective Date : | October 14, 2022 |
| Expiry Date: | October 13, 2025 |
| Certification Body: | TÜV Rheinland Taiwan Ltd. |

Business Line Systems Taiwan

TÜVRheinland Precisely Right. TAF

Expire Date : 2022.10.14~2025.10.13

Note 1: The Hsinchu Science Park Plant, Zhunan Plant, and Tainan Plant are certified under ISO9001, ISO14001, ISO45001, and TOSHMS.

Note 2: The Taipei Office, Hsinchu Science Park Plant, Zhunan Plant, Tainan Plant, and Kaohsiung Office are certified under ISO14064-1.

## Publication Time and Period GRI 2-3

Reporting period: January 1, 2024 to December 31, 2024. For completeness of information disclosure, some projects that span over different years will be stated separately in the report.
Reporting Period: Annually.
Date of previous report: August 2024.
Date of current report: August 2025.
Date of next report: August 2026.

## Contact Information GRI 2-3

If there is any suggestion or query regarding this report, you are most welcome to contact us. Contact information is as below:

United Renewable Energy Co., Ltd. Headquarter Address No. 7, Lixing 3rd Road, Science Industrial Park, 30078 Hsinchu City

ESG Contact Person and Phone Number: Planning and Investment Division: +886-2-2656-2000#58183

E-mail : ESG@urecorp.com

Company Website : https://www.urecorp.com

Company Website /Sustainable Development


## 2024 Key Performance

## Economic

Consolidated revenue of NT$5.8 billion

Certified under Taiwan High-Efficiency Solar Photovoltaic Cell and Module Technology Specification VPC

Received the Golden Energy Award for 12 consecutive years

Recognized by Bloomberg New Energy Finance as a global Tier 1 solar company and module supplier

Research and Development Held105 patents in 2024

One of the largest solar system developers in Taiwan Completed over 600MW of solar projects worldwide

Supplier Evaluation100% audit completion rate

Chunghwa Telecom Sustainable Supply Chain Gold Level Certification
Gold Level Certified Supplier

Chunghwa Telecom Sustainable Supply Chain Gold Level CertificationGold Level Certified Supplier

## Environmental

- Energy Efficiency in Manufacturing Process Saved 5,449.4 gigajoules of energy
- Environmental Value of Products Generated 0.891 billion kWh of clean electricity
- Waste Disposal Contractors Audited 21 contractors
- Business Waste Achieved a recycling and reuse rate of over 95%
- Environmental Value of Products Reduced carbon emissions by 440,389 tons
- Total Carbon Emissions in 2024 (tons $CO_2e$) Reduced by 4.7% compared to 2023

## Social

- In 2024, a blood donation drive collected 104 bags, totaling 26,000 c.c. of blood.
- The Sefun Bakery House sets up a stall at the plant once a month.
- The Tainan Plant acts as the core enterprise of the Safety and Health Family, leading members in advancing occupational safety and health initiatives.
- Women hold 60% of senior management positions.
- For 11 consecutive years, the "Study Encouragement Family" project has provided regular financial support for education.
- Employees received 8,587.5 hours of training.
- The Hsinchu Science Park Plant, Zhunan Plant, and Tainan Plant have been certified as Health Promoting Workplaces.
- The Tainan Plant promotes a culture of safety enhancement and guidance.
- The Zhunan Plant received the 2024 Outstanding Unit Award from the Miaoli County Civil Defense Team.
- Charitable donations supported the 35th "30 Hour Famine" annual event.

## Social

Zhunan Plant is recognized as an outstanding unit of the Miaoli County Government's Civil Defense Corps.

Tainan Plant is the core enterprise of OH&S Family to lead the family members to promote occupational safety and health business.



## Social

Badge of Accredited Healthy Workplace for Hsinchu Science Park, Zhunan Plant, and Tainan Plant


Zhunan Plant


Hsinchu Science Park Plant


Tainan Plant

# 2

# Message from the Management

## GRI 2-22

According to the United Nations, the first annual average global warming (compared to pre-industrialization) of more than 1.5 degrees Celsius occurred in 2024. However, at COP 29 in 2024, countries were unable to reverse the current trend through more proactive actions. The global economy is facing challenges due to Western de-globalization and de-industrialization, the geopolitical landscape is unstable, and the previously wealthy developing countries are now experiencing rising nationalism and a rapidly deteriorating economic environment. This has hindered their ability to provide financial support to developing and undeveloped countries for infrastructure development to cope with the impact of global warming. Additionally, the political landscape of 64 countries, including the United States, Russia, the European Union, and Taiwan, is expected to undergo significant changes in 2024 due to the transition in leadership. Some countries may choose to disregard the global climate crisis triggered by greenhouse gases, potentially leading to a shift in their energy policy. This could result in a decline in the extraction of traditional fossil fuels, which may have unintended consequences for the environment. In Taiwan, the average temperature in 2024 is projected to be 24.97 degrees Celsius, a record high since 1897 and 1.66 degrees above average. The National Climate Change Committee of the President's Office has proposed a plan to reduce electricity demand to below 350 billion kWh by 2035. This will be achieved by strengthening the transformation of energy-saving and carbon-intensive industries in the electricity demand sector. In the energy sector, coal-fired power generation will decrease from 20% in 2030 to 9% in 2035, while renewable energy will experience significant growth from 30% in 2030 to 36% in 2035. According to the annual "Climate Change Performance Index" (CCPI) by international NGOs, Taiwan's climate performance in 2025 ranked 60th overall, with basic performance rated as very poor or poor. As a global citizen, Taiwan has an unavoidable responsibility in addressing climate change and mitigating global warming due to its poor performance in greenhouse gas emissions and energy efficiency.

United Renewable Energy is committed to creating, storing and saving energy. In terms of energy creation, United Renewable Energy has improved the efficiency of solar energy conversion, increased power generation per unit area, and reduced production (power generation) costs, and generated 0.891 billion kWh of electricity in 2024. This equates to 440,389 tons of carbon emissions, which is equivalent to the carbon capture capacity of 1,140 Daan Park for one year. In terms of energy storage, Taipower has joined hands with United Renewable Energy to build a 20MW (megawatt) energy storage system at the SYT solar photo-voltaic (PV) site, creating Taiwan's first Taipower "Taipower's South Yan-Tian (SYT) ESS system", the first Taipower's solar storage system in Taiwan. In terms of energy saving, through continuous improvement and strict self-requirements in URE's production and R&D, the company saved 16,894.4 gigajoules of energy in 2024, and the total carbon emissions in 2024 (tons $CO_2e$) were reduced by 4.7% compared to 2023, demonstrating URE's commitment to energy saving.

In addition, as a leading manufacturer of solar cells, solar modules and solar power systems, we have been committed to our vision of making solar energy affordable for every household since

our establishment, with the mission of providing sustainable and affordable clean energy. United Renewable Energy has been actively developing solar power system development and construction and providing asset management services under its system business and module brand. In the past few years, United Renewable Energy has been providing professional localized system development and construction services in various countries with its excellent global business team, with the aim of ensuring affordable and reliable modern energy services for all in order to achieve the United Nations' sustainable development goals; While striving for sustainable growth, we also promote the concept of green energy, energy conservation and environmental protection to our customers, users, partners and the general public around the world, hoping that we will not only be responsible to our shareholders, customers and employees, but also show our care and contribution to the environment and society. United Renewable Energy will focus on the module brand and solar energy system business to promote the competitiveness of Taiwan's solar industry and to support the national energy policy of the Taiwan government. United Renewable Energy will assist Taiwan in transitioning its energy supply with government funding and policy support to reach the goal of 40-80GW of cumulative solar photo-voltaic installations by 2050. We continue to achieve excellent results and have received numerous certifications from international and domestic institutions.

In developing the business, promoting sustainability has become United Renewable Energy's business motto. United Renewable Energy understands that it is necessary to publicly disclose the results of the company's efforts in the areas of Corporate Governance, Employee and Community Involvement, Partnerships, and Green Energy and Environmental Protection to stakeholders and the public. United Renewable Energy also needs to self-examine the extent to which its corporate development strategy is aligned with sustainability and meets the expectations of society.

United Renewable Energy firmly believes that employees are among the company's most valuable assets. Upholding a relationship of mutual trust and respect, URE actively recruits talented individuals, strives to create a positive and safe working environment, offers diverse and equal opportunities, ensures equal pay for equal work for both genders, provides comprehensive educational training, and maintains diverse and open communication channels. The Company aims to build a win-win future together with its employees. Although the COVID-19 pandemic gradually eased in 2023, employee health remained a priority. URE enhanced anti-epidemic measures in the plant, installed numerous temperature monitors and protective partitions, provided disinfection supplies such as hand sanitizers and public space disinfectants, and regularly supplied medical masks and health education. Moreover, as a socially responsible corporate citizen, URE has consistently participated in public welfare activities. These include regularly inviting the Sefun Bakery House or other charitable organizations to set up stalls at the plant, providing educational assistance to underprivileged children in remote areas of Hsinchu for 11 consecutive years, and making charitable donations to various public welfare organizations. Demonstrating its commitment to social welfare, URE invited employees at the end of 2024 to participate in the "35th 30 Hour Famine" charity donation event, providing warm assistance to those in need, and aims to continue giving back to society in various ways that show love for the

community and the planet. URE is also committed to environmental protection. To link renewable energy with ecological conservation, URE donated high-efficiency solar panels to the Albefarm Ecological Farm, operated by the Taiwan Environmental Information Association, to support the farm in participating in the energy transition and reducing carbon emissions. URE's commitment to public welfare will continue, looking forward to giving back to society in various ways that show love for the community and the planet.

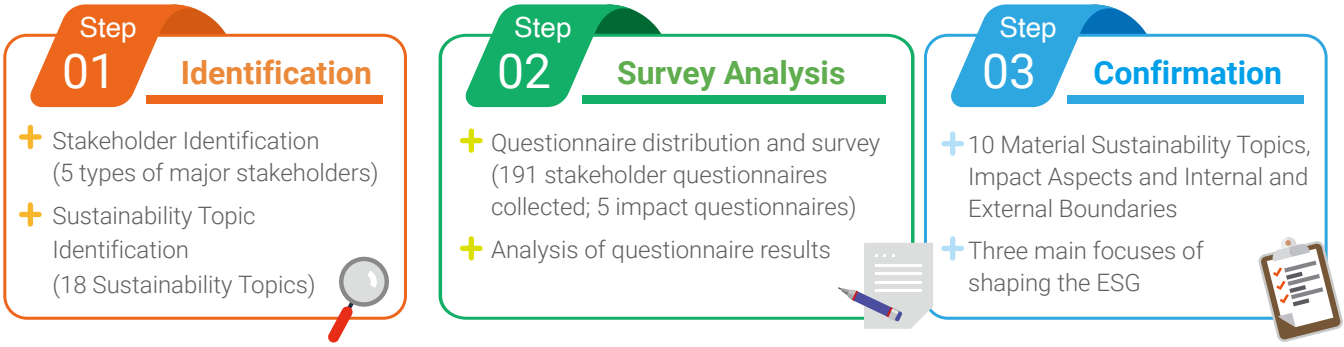
Looking ahead, advances in solar photo-voltaic technology will be one of the keys to the sustainability of life on Earth; United Renewable Energy will lead Taiwan's solar industry into a new era of 2.0, with a business model based on system business and module branding, so that Taiwan's green energy industry will continue to thrive in Taiwan, and we will continue to improve the conversion efficiency and quality of solar cells and modules based on our existing leadership, and actively develop downstream solar power plant business. Based on our core functions and passion for the environment, we will integrate sustainable development into our business strategy to create a positive cycle and make our company a world-class benchmark in the solar energy industry, contributing to a greener and more beautiful world (We Make the World Greener) and moving toward the goal of sustainable management.

# 3 Stakeholder Management



Identifying and communicating with stakeholders is not only the core foundation of corporate social responsibility but also an essential reference for companies pursuing sustainable operations. United Renewable Energy maintains an open attitude, embraces diverse opinions, and refers to the specific topics in the 2021 edition of the GRI Sustainability Reporting Standards, industry development trends, and relevant issues in peer reports to identify 18 sustainability issues closely related to URE in the economic, environmental, and human rights domains. By proactively distributing questionnaires, URE assesses the impact of sustainability issues on stakeholders, uncovering potential blind spots and risks for the company. This process serves as a reference for developing sustainable management guidelines, striving to accurately and comprehensively present URE's efforts in sustainable development and corporate social responsibility.

In accordance with the GRI Sustainability Reporting Standards, in the process of preparing United Renewable Energy's 2024 Sustainability Report, stakeholders and material issues were analyzed in the following order: sustainability issues and stakeholder identification, material issues investigation and analysis, and finally, performance indicators were confirmed according to the boundaries and scope of material impact issues.




## 3.1 Stakeholder identification and engagement GRI 2-29

Stakeholders are the groups that are affected by the Company. We have identified stakeholders according to the nature of our operations and business through three working groups under the ESG office: Economic, Environmental and Social. Although the solar industry has experienced dramatic price fluctuations in recent years, the stakeholders have not changed much, so United Renewable Energy continues to use the same identification method as in previous years: the AA1000 SES: 2015 Stakeholder Engagement Standard (SES) guidelines identify the major stakeholders based on the five principles of stakeholder responsibility, influence, dependency, tension, and diverse perspectives. We have identified five major groups of stakeholders: government agencies, customers, suppliers, employees, and shareholders/investors..

**Stakeholder Types**

**Government Agencies**
The government is responsible for supervising and checking the compliance of the company's laws and regulations, and it is a basic requirement for the company to comply with and respond to the government's laws and regulations.

**Suppliers**
As one of the main sources of raw materials and production equipment for the Company, maintaining a long and close partnership with suppliers can reduce uncertainty in the supply and delivery of materials and enhance customer satisfaction.

**Shareholders / Investors**
As investors and one of the major sources of capital for the Company, transparency of information disclosure should be maximized to lower information mismatches.

**Customers**
As a major source of revenue for the Company, the quality of services provided by the Company will affect customers' trust in the Company and future opportunities for continued collaboration.

**Employees**
Employees are one of the most important assets of United Renewable Energy and a driver of the company's sustainable growth. By providing employees with a good and safe working environment and establishing a mutually supportive and trusting labor relations, we can maintain our technological leadership and competitiveness.

| Type of Stakeholder | Meanings to the company | Topics of Concern | Communication Channel | Communication Frequency | 2024 Communication Statistics | Report Response Section |
|---|---|---|---|---|---|---|
| Government Agencies | Monitor and check compliance with all regulations of the company | 01. Corporate Governance<br>02. Ethics and Integrity<br>03. Compliance with the law<br>04. Anti-corruption<br>05. Grievance Mechanism<br>06. Economic Performance<br>07. Waste Management<br>08. Energy Saving / Carbon Reduction<br>09. Water Resources Management<br>10. Labor Communication<br>11. Equal opportunity and non-discrimination for employees<br>12. Participation in Public Charity Activities | Contact Channel: Stock Affairs Department/ Investor Relations Department<br>Market Observation Post System/Important Information<br>Company Website<br>Phone<br>Official written letters<br>The competent authorities supervising/review activities/policy advocacy meetings or seminars<br>E-MAIL<br>Government Website Declaration<br>Contact: Miss Chen, Stock Affairs Department (IR@urecorp.com) | Monthly<br>Monthly<br>Weekly<br>Monthly<br>Unscheduled<br>Semi-annually<br>Quarterly<br>Monthly<br>Quarterly<br>Unscheduled<br>Unscheduled<br>Annually<br>Bi-monthly<br>Monthly<br>Monthly | ● Electronic and physical documents from regulatory authorities: 149 | 4.2.1 Governance Organization, Authority and Responsibility<br>4.2.2 Operational Performance<br>4.2.3 Ethics and Risk Management<br>5.1.4 I have something to say and a perfect communication channel between employers and employees<br>5.4 Social involvement<br>7.3.1 Energy Management<br>7.4.2 Water pollution prevention<br>7.4.3 Waste Management |
| Shareholders / Investors | To understand the company's operation status | 01. Ethics and Integrity<br>02. Economic Performance<br>03. Corporate Governance<br>04. Company Competitiveness<br>05. Risk Management<br>06. Compliance with the law<br>07. Green Products and Services<br>08. Occupational Safety and Health<br>09. Labor Communication<br>10. Remuneration and Benefits<br>11. Equal opportunity and non-discrimination for employees<br>12. Grievance Mechanism<br>13. Talent Development | Contact Channel: Stock Affairs Department/ Investor Relations Department<br>Company Website<br>Phone<br>Corporate Seminar / Corporate Presentation<br>Shareholders' Meeting<br>E-MAIL<br>Contact: Miss Yen, Investor Relations Department (IR@urecorp.com) | Monthly<br>Monthly<br>Quarterly<br>Annually<br>Monthly | ● Major announcements released on the Market Observation Post System: 45<br>● Institutional investor meetings: 4 per year<br>● Annual shareholders' meeting: 1 per year | 4.2.1 Governance Organization, Authority and Responsibility<br>4.2.2 Operational Performance<br>4.2.3 Ethics and Risk Management<br>5.1.1 Overall remuneration planning and comprehensive benefit design<br>5.1.2 Building a friendly workplace to encourage employees to find work-life balance<br>5.1.3 Human Resources<br>5.1.4 I have something to say and a perfect communication channel between employers and employees<br>5.1.5 Encourage employee self-development to enhance professional depth and range through diverse learning platforms<br>5.2 Safe Workplace<br>5.3 Healthy Workplace Management<br>7.2 Green Energy Products |
| Customers | Business Operations<br>Product Service and Marketing<br>Quality Assurance | 01. Waste Management<br>02. Customer Relationships<br>03. Product Responsibilities<br>04. Green Products and Services<br>05. Ethics and Integrity<br>06. Compliance with the law<br>07. Equal opportunity and non-discrimination for employees | Contact Channel: Business Department<br>Regular review meetings with customers<br>Business Department Visits to Customers<br>Company Website<br>Phone | Monthly<br>Unscheduled<br>Quarterly<br>Daiky<br>Unscheduled<br>Unscheduled<br>Quarterly | ● Weekly customer visits<br>● Participation in more than 2 exhibitions during the year | 4.2.2 Operational Performance<br>4.2.3 Ethics and Risk Management<br>5.1.2 Building a friendly workplace to encourage employees to find work-life balance<br>5.1.4 I have something to say and a perfect communication channel between employers and employees<br>5.2 Safe Workplace<br>5.3 Healthy Workplace Management |

| Type of Stakeholder | Meanings to the company | Topics of Concern | Communication Channel | Communication Frequency | 2024 Communication Statistics | Report Response Section |
|---|---|---|---|---|---|---|
| | | 08. Economic Performance<br>09. Labor Communication<br>10. Occupational Safety and Health<br>11. Anti-corruption<br>12. Carbon Reduction | E-MAIL : Sales@urecorp.com<br>Written Letters<br>Pay visits<br>Contact: Miss Wu, Business Department (Sales@urecorp.com) | | | 6.2 Customers and Services<br>7.2 Green Energy Products<br>7.4.2 Water pollution prevention<br>7.4.3 Waste Management |
| Employees | Employment Relationship | 01. Economic Performance<br>02. Occupational Safety and Health<br>03. Remuneration and Benefits<br>04. Talent Development<br>05. Equal opportunity and non-discrimination for employees<br>06. Labor Communication<br>07. Compliance with the law<br>08. Grievance Mechanism<br>09. Anti-corruption<br>10. Participation in Public Charity Activities | Contact Channel: Human Resources Department<br>Labor Conference<br>Benefit Committee Meeting<br>Plant Manager Mailbox<br>Dr. H Mailbox (Dr.H@urecorp.com)<br>Management Meeting<br>Department Meetings<br>Employee grievance care line<br>Physical Bulletin Board<br>Announcement Platform<br>Care for Newcomers<br>Corporate Portal and Online Announcements<br>Physical and Online Care Mailbox<br>Charity Booth Activities<br>Donation of Funds and Supplies<br>Phone<br>E-MAIL<br>Written Letters<br>Contact: Miss You, Human Resources Department (20785@urecorp.com) | Quarterly<br>Quarterly<br>Unscheduled<br>Unscheduled<br>Monthly<br>Monthly<br>Unscheduled<br>Unscheduled<br>Monthly<br>Weekly | ● Labor-management meetings: 4 times<br>● Welfare committee meetings: 4 times<br>● Employee grievance and care hotline: 2 case<br>● Employee grievance and care mail: 1 case | 4.2.2 Operational Performance<br>4.2.3 Ethics and Risk Management<br>5.1.1 Overall remuneration planning and comprehensive benefit design<br>5.1.4 I have something to say and a perfect communication channel between employers and employees<br>5.1.5 Encourage employee self-development to enhance professional depth and range through diverse learning platforms<br>5.2 Safe Workplace<br>5.3 Healthy Workplace Management<br>5.4 Social involvement |
| Suppliers | Raw material supply<br>Plant equipment supply<br>Machine and component supply<br>IT Service Provider | 01. Compliance with the law<br>02. Economic Performance<br>03. Procurement Policy<br>04. Supplier Management and Inspection<br>05. Occupational Safety and Health<br>07. Energy Saving / Carbon Reduction<br>08. Environmental Investment and R&D<br>09. Raw Material Management<br>10.Anti-corruption<br>11.Grievance Mechanism<br>12.Remuneration and Benefits | Contact Channel: Procurement Department<br>Phone<br>E-MAIL<br>Face-to-Face Meeting<br>On-site inspection activities<br>Discussion at the plant<br>Written Letters<br>Contact: Mr. Zou, Procurement Department (10513000a@urecorp.com) | Monthly<br>Unscheduled | ● On-site and written audit activities: more than 10 times | 4.2.2 Operational Performance<br>4.2.3 Ethics and Risk Management<br>5.1.1 Overall remuneration planning and comprehensive benefit design<br>5.1.4 I have something to say and a perfect communication channel between employers and employees<br>5.2 Safe Workplace<br>5.3 Healthy Workplace Management<br>6.1.6 Supplier Quality Management<br>6.1.1 Supply Chain Integration<br>7.2 Green Energy Products<br>7.3.1 Energy Management |

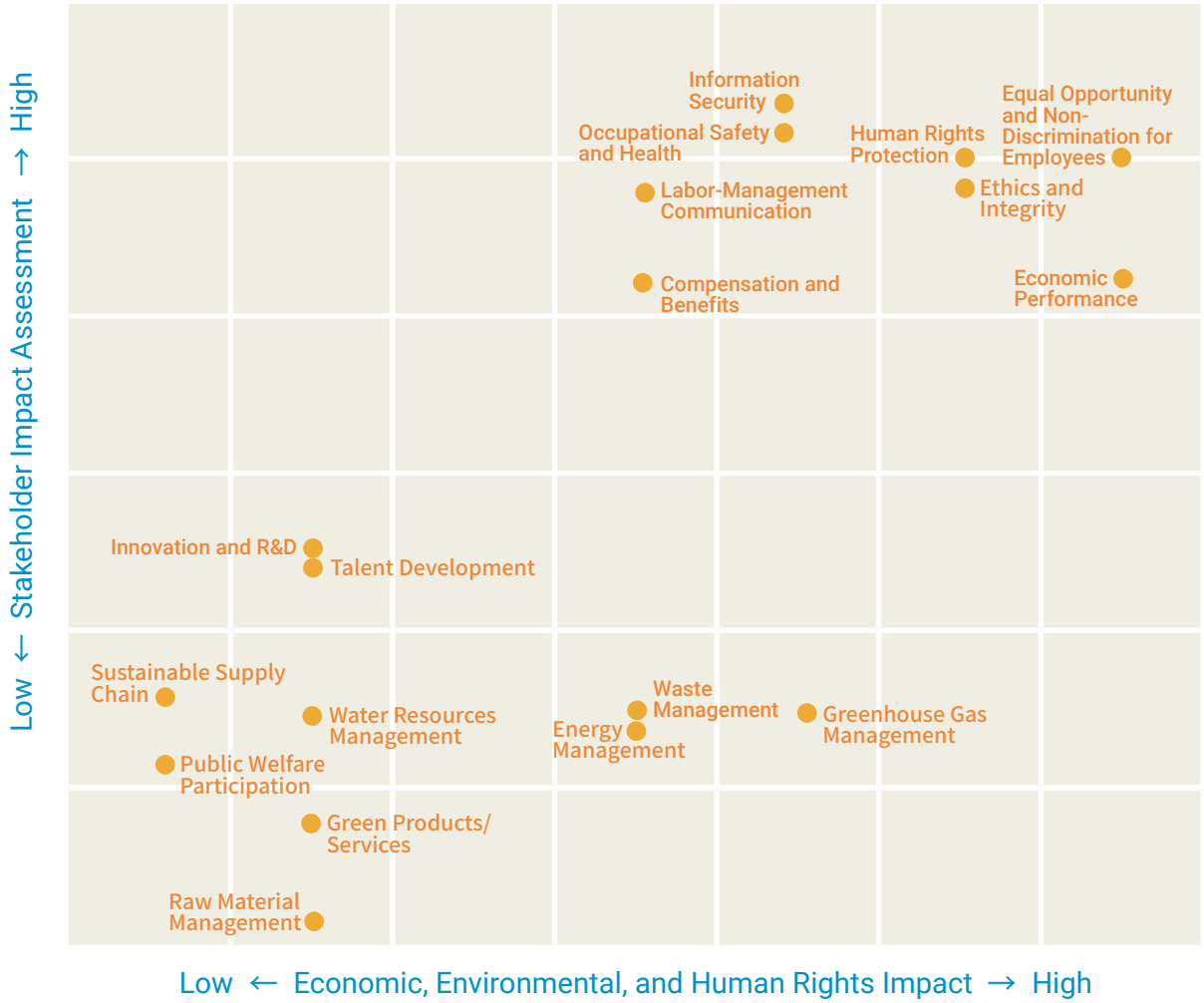
## 3.2 Material Topic Analysis and Response GRI 3-1,3-2

- Sustainability topic identification: Referring to GRI's sustainability reporting standards, industry development trends and industry reports, we identified and initially shortlisted a total of 18 sustainability topics that are closely related to United Renewable Energy in terms of economic, environmental and human rights aspects.
- Stakeholder Evaluation Questionnaire: The ESG Office's three working groups - Economic, Environmental and Social - used a five-point scale to investigate the extent to which sustainability topics affect stakeholder evaluation by actively distributing questionnaires and conducting interviews based on the 18 identified sustainability topics. 191 stakeholder questionnaires were collected in 2024, including 5 from government agencies, 26 from shareholders/ investors, 40 from customers, 40 from employees, 59 from suppliers, 4 from neighboring communities, 7 from banks, 2 from NGOs, 1 from public associations, 1 from insurance companies, 3 from the media and 3 from law firms.
- Significant Economic, Environmental and Human Rights Impact Questionnaire: Five senior executives of United Renewable Energy, including the Chairman & CSO, Corporate Governance Supervisor, Advisor of Solar Business Department, Advisor of System Units and Deputy General Manager of Management Center, evaluated the significant economic, environmental and social impact of 18 sustainability themes on a five-point scale.
- Analysis of material sustainability topics: First, after multiplying the scores of the stakeholder evaluation questionnaire and the significant economic, environmental, and human rights impact questionnaire, considering the balance of the ESG report, the top three themes with the highest scores in each of the three dimensions were selected as Material Topics, and four highest-scoring theme in the environmental dimension were additionally selected, total of ten topics were selected as Material Topics in the order of equal opportunity and non-discrimination for employees, economic performance, human rights protection, ethics and integrity, information security, occupational health and safety, greenhouse gas management, waste management, energy management, and green products/services. These topics will be disclosed in this report, including relevant management policies and performance data. To enhance the report's completeness and richness, participation in public welfare activities is also included as a supplementary topic.
- Comparing 2024 with the previous year's material topics, eight topics remain significant: economic performance, human rights protection, ethics and integrity, information security, occupational health and safety, greenhouse gas management, waste management, and green products/services. Furthermore, URE believes that employees are the company's most valuable asset and that the company should strive to provide an equal and friendly employment environment for employees. Therefore, URE has incorporated equal opportunity and non-discrimination as a material topic for employees. Simultaneously, the company has established a key management principle of reducing carbon emissions to minimize the negative impact on the environment, hence energy management have been added as a Material Topic. For the company, the ten Material Topics are both risks and opportunities: while the company is facing an increasingly challenging business environment, especially in the pursuit of operational performance and the trust of shareholders and customers, it cannot sacrifice the quality of the local residential environment and the health and well-being of its employees, and any accidental violation of the law will seriously damage the company's hard-earned business reputation; In contrast, if the company can turn risks into opportunities and find a balance between economic performance, sustainable environment and social prosperity, the company will continue to grow and thrive and move towards sustainable management.
- Based on the ten Material Topics of this year, United Renewable Energy has shaped the three main ESG pillars: ensuring the company's sound development through ethics and integrity, emphasizing human rights protection to create an equal and safe workplace environment, and reducing environmental impact through the development of green products/services to achieve sustainable development goals.
- Material topic disclosure items: The ESG office and its three sub-working groups (economic, environmental, and social) identify the reporting boundaries, consolidate management policies, collect performance indicators, and set sustainability goals based on the ten material topics corresponding to seven specific GRI themes (including

equal opportunity and non-discrimination for employees, economic performance, occupational health and safety, greenhouse gas management, energy management, and green products/services) and three custom themes (including human rights protection, ethics and integrity, and information security) along with 31 GRI disclosure items. This forms the 2024 URE Sustainability Report.

| Type | Sustainability Topics |
|---|---|
| Economic | Economic performance, Ethics and Integrity, Information Security, Innovation and R&D |
| Environmental | Sustainable Supply Chain, Raw Material Management, Energy Management, Greenhouse Gas Management, Water Resources Management, Waste Management, Green Products/Services |
| Social | Labor-Management Communication, Remuneration and Benefits, Occupational Health and Safety, Talent Development, Equal Opportunity and Non-Discrimination For Employees, Human Rights Protection, Product Responsibility/Product Safety, and Public Welfare Participation |

## Material Topic Matrix



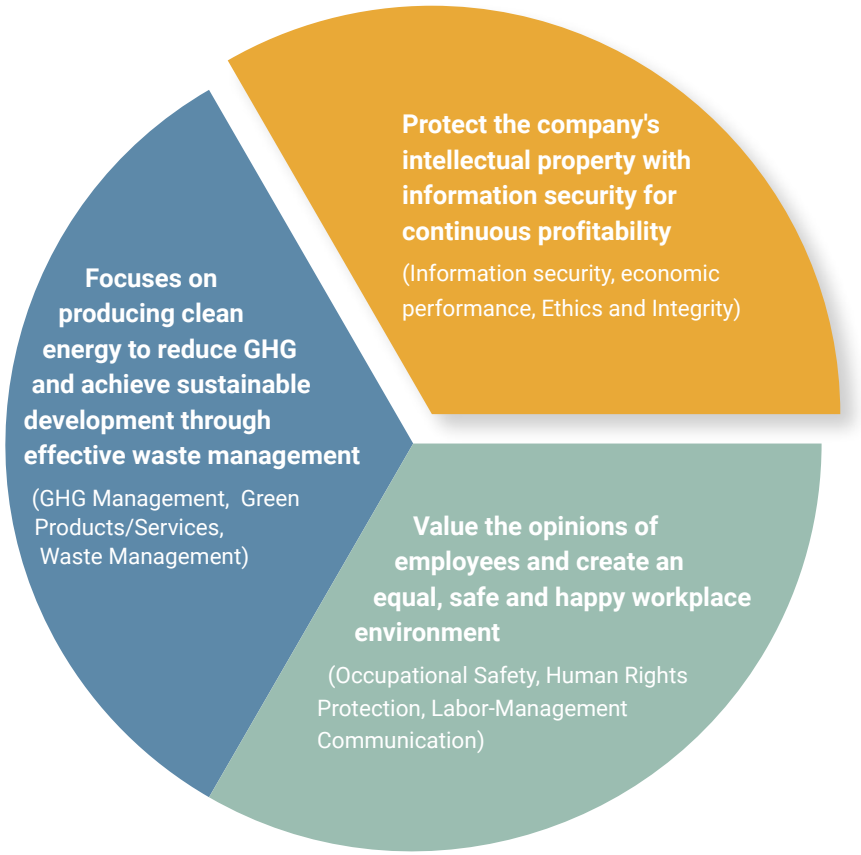
| Material Topic for 2023 | Material Topic for 2024 | Discrepancy |
|---|---|---|
| Occupational Safety and Health | Equal Opportunity and Non-Discrimination for Employees | New |
| Talent Development | Economic Performance | ↑6 |
| Labor-Management Communication | Human Rights Protection | ↓1 |
| Greenhouse Gas Management | Green Products/Services | ↑1 |
| Ethics and Integrity | Information Security | ↑1 |
| Information Security | Occupational Safety and Health | ↓5 |
| Green Products/Services | Greenhouse Gas Management | ↓3 |
| Economic Performance | Waste Management | ↑1 |
| Waste Management | Energy Management | New |
| - | Green Products/Services | ↓3 |

## Material Topic with Corresponding GRI Standards and Disclosure Items

| Aspect | Material Topic | Impact Aspect | Importance to United Renewable Energy | GRI Standards Specific Topics and Disclosure Items | Report Disclosure Chapter |
|---|---|---|---|---|---|
| People - Human Rights | Equal Opportunity and Non-Discrimination for Employees | Positive Impact | ● The company is committed to its people-oriented core values, actively promotes workplace diversity and equality, and ensures fair treatment and the elimination of discriminatory behavior. It guarantees that all employees enjoy basic human rights and equal opportunities, and that a diversified and tolerant culture will positively impact the organization. This creates an operating environment for the company's sustainable development, strengthens its risk management capabilities, and enhances its overall competitiveness.<br>● Welfare policies are designed to boost employee morale, motivate employees to work, and create employee benefits that are equal for all, regardless of gender, nationality, race, or religion. | ● 405 Diversity and Equal Opportunity: (405-1-405-2)<br>● 406 Non-discrimination: 2016(406-1) | 4.2.3.3<br>Chapter 5 Introduction |
| Economic | Economic Performance | Negative Impact | ● The pursuit of maximum profitability is an ongoing goal of the company, which not only strengthens the confidence of shareholders, employees and the value chain in us, but is also the key to moving towards sustainable management. | ● 201 Economic Performance: 2016(201-1-201-3) | 4.2.2<br>5.1.1<br>7.5.2 |
| People - Human Rights | Human Rights Protection | Negative Impact | ● Employees are the company's most valued assets. The company prioritizes employee feedback and safeguards their labor rights, creating a safe and secure workplace to foster employee loyalty. | ● No corresponding GRI Standards, self-defined material topic: (Human Rights-1) | Chapter 5 Introduction |

| Aspect | Material Topic | Impact Aspect | Importance to United Renewable Energy | GRI Standards Specific Topics and Disclosure Items | Report Disclosure Chapter |
|---|---|---|---|---|---|
| Economics | Ethics and Integrity | Positive Impact | ● Adhering to principles of integrity, transparency, and accountability, the company formulates policies based on honesty and establishes sound corporate governance and risk management mechanisms to foster a sustainable business environment. Creating a culture of ethical business conduct ensures healthy development and provides a framework for good commercial practices. | ● No corresponding GRI Standards, self-defined material topic (Ethics-1) | 4.2.3.1 |
| Economic | Information Security | Positive Impact | ● Ensure that the company's operations will not be disrupted by an Information Security incident.<br>● To ensure that the company's research and development and trade secrets will not be inappropriately damaged. | ● No corresponding GRI Standards, self-defined material topic (Information Security-1) | 4.2.3.6 |
| People - Human Rights | Occupational Safety | Negative Impact | ● The company dedicates significant resources to safety inspections for new machinery installations, relocations, or modifications, including necessary safety guards, interlocks, and detectors to minimize operational risks.<br>● Annual health examinations and special health checks for employees in hazardous roles; increasing health awareness, identifying high-risk employees, providing subsequent health consultations and tracking; implementing maternity protection, abnormal workload prevention, ergonomic hazard mitigation, and workplace violence prevention according to regulations, and conducting health promotion activities to enhance physical and mental health awareness and actions. | ● 403 Occupational Health and Safety: 2018 (403-1 to 403-10) | 5.2<br>5.3 |
| Environment | Greenhouse Gases | Positive Impact | ● In response to global climate change and the "Greenhouse Gas Reduction and Management Act," the company voluntarily conducts annual inventories of greenhouse gas emissions from each plant, and has completed inventory registration since 2023.<br>● By adopting the best technology and actively promoting energy saving and carbon reduction, the company aims to reduce the greenhouse gas emissions generated by the process year by year. | ● 305 Emissions : 2016 (305-1~305-7) | 7.3.1<br>7.4.1<br>7.5.1 |
| Environmental | Waste Management | Positive Impact | ● The company follows the laws and regulations to store and remove the waste generated from the manufacturing process, and appoints a certified waste removal service provider for the final disposal or reuse of the waste, with the target of maintaining zero environmental pollution. | ● 306 Waste : 2020 (306-1~306-5) | 7.2 |

| Aspect | Material Topic | Impact Aspect | Importance to United Renewable Energy | GRI Standards Specific Topics and Disclosure Items | Report Disclosure Chapter |
|---|---|---|---|---|---|
| Environmental | Energy Management | Positive Impact | ● The company strictly manages energy savings and carbon reduction, primarily by promoting the engineering of high-energy-consuming facilities to improve efficiency, reduce non-essential energy waste, and enhance the clean room process environment to minimize energy loss. In addition, the company promotes voluntary energy-saving and carbon reduction methods to employees and implements internal policies to achieve comprehensive carbon reduction.. | ● 302 Energy : 2016(302-1, 302-3, 302-5) | 7.3.1 |
| Environment | Green Products/ Services | Positive Impact | ● Developing competitive market products that are environmentally friendly, coexist with the community and local ecology, and align with circular economy principles. | ● 302 Energy : 2016 (302-1, 302-3, 302-5) Additional Material Topic (Green-1) | 7.2 |



## Boundaries of Material Topics

| Material Topic | Internal Boundaries | External Boundaries | | | | Report Disclosure Chapter |
|---|---|---|---|---|---|---|
| | United Renewable Energy | Suppliers | Customers | Shareholders/ Investors | Government Agencies | |
| Equal Opportunity and Non-Discrimination for Employees | ✳ | | ✳ | ✳ | ✳ | 5.1.4 I have something to say and a perfect communication channel between employers and employees |
| Economic Performance | ✳ | ✳ | ✳ | ✳ | ✳ | 4.2.2 Operational Performance |
| Human Rights Protection | ✳ | ✳ | ✳ | ✳ | ✳ | 5. Employee and Social Involvement/ Human Rights Material Topics Management Policy |
| Ethics and Integrity | ✳ | ✳ | ✳ | ✳ | ✳ | 4.2.3.1 Ethics and Integrity |
| Information Security | ✳ | ✳ | ✳ | ✳ | ✳ | 4.2.3.6 Information Security Protection |
| Occupational Safety | ✳ | ✳ | ✳ | ✳ | ✳ | 5.2 Safe Workplace |
| Greenhouse Gas Management | ✳ | ✳ | ✳ | ✳ | ✳ | 7.5 Greenhouse Gas Management |
| Waste Management | ✳ | ✳ | ✳ | ✳ | | 7.4.3 Waste Management |
| Energy Management | ✳ | | ✳ | ✳ | ✳ | 7.3.1 Energy Management |
| Green Products/ Service | ✳ | ✳ | ✳ | ✳ | ✳ | 7.2 Green Energy Products |

## 3.3 Sustainability development goals (SGDs) corresponding to Material Topics

| Topic | SDGs Detailed Goals | United Renewable Energy Contribution |
|---|---|---|
| Ethics and Integrity<br><br>Economic Performance<br><br>Information Safety |  <br>8.2 Achieve higher levels of economic productivity through diversification, technological upgrading and innovation, including through a focus on high-value added and labour-intensive sectors.<br>8.3 Promote development-oriented policies that support productive activities, decent job creation, entrepreneurship, creativity and innovation, and encourage the formalization and growth of micro-, small- and medium-sized enterprises, including through access to financial services.<br>8.4 Improve progressively, through 2030, global resource efficiency in consumption and production and endeavour to decouple economic growth from environmental degradation, in accordance with the 10-year framework of programmes on sustainable consumption and production, with developed countries taking the lead. | ● By producing clean energy, our products and services have been awarded Taiwan Excellent PV Award, Taiwan High Performance Solar Photo-voltaic Module Technology Standard Certification (VPC), and Bloomberg New Energy Finance Tier 1 list, United Renewable Energy has become well-known in the solar industry and has increased the incentives for customers to place orders. |
| |  <br>9.1 Develop quality, reliable, sustainable and resilient infrastructure, including regional and transborder infrastructure, to support economic development and human well-being, with a focus on affordable and equitable access for all. | ● The United Renewable Energy Group has implemented solar power systems at nearly 400 locations throughout Taiwan. These include public buildings and school rooftops, sports courts, parking lots, and various corporate and public venues. This approach maximizes the use of valuable construction space. Through this collaboration, property owners benefit from additional rental income, United Renewable Energy secures reasonable revenue from power generation, and the share of clean energy in the overall energy mix is enhanced, leading to reduced pollution and a triple-win scenario. |
| |  <br>10.3 Ensure equal opportunity and reduce inequalities of outcome, including through eliminating discriminatory laws, policies and practices and promoting appropriate legislation, policies and actions in this regard. | ● The same level of remuneration for the same grade and job content, without any difference in gender and race<br>● To provide equal employment opportunities for the disadvantaged groups by hiring people with physical and mental disabilities in excess of the quota. |

| Topic | SDGs Detailed Goals | United Renewable Energy Contribution |
|---|---|---|
| |  <br>16.5 Substantially Reduce Corruption and Bribery.<br>16.6 Develop effective, accountable and transparent institutions at all levels.<br>16.7 Ensure responsive, inclusive, participatory and representative decision-making at all levels. | ● Conduct regulatory education training.<br>● We hold "Labor Conference", "Benefit Committee Meeting" and "Departmental Quarterly Meeting" on a quarterly basis to keep employees informed of the company's targets, prospects and possible future challenges.<br>● We have set up multiple communication channels, such as Dr. H e-mail, HR physical mailbox and grievance care hotline to provide employees with timely two-way communication channels and listen to the opinions and voices of employees at all levels. |
| Greenhouse Gas Management |  <br>7.3 By 2030, double the global rate of improvement in energy efficiency.<br>7.a By 2030, enhance international cooperation to facilitate access to clean energy research and technology, including renewable energy, energy efficiency and advanced and cleaner fossil-fuel technology, and promote investment in energy infrastructure and clean energy technology. | ● The Group has successfully completed over 600MW of solar projects worldwide.<br>● The Company is implementing dReg system and optical storage technology to enhance grid stability and establish a solid foundation for future diversified applications. The Company is also actively expanding the behind-the-meter storage market, focusing on high-voltage and extra-high-voltage users.<br>● In 2024, our total carbon emissions (measured in tons of CO2e) were reduced by 4.7% compared to 2023. |
| Waste Management | 12.5 By 2030, substantially reduce waste generation through prevention, reduction, recycling and reuse. | ● In 2024, we achieved a recycling and reuse rate of over 95% for industrial waste. |
| Energy Management<br>Green Products |  <br>12.2 By 2030, achieve the sustainable management and efficient use of natural resources.<br>12.4 By 2020, achieve the environmentally sound management of chemicals and all wastes throughout their life cycle, in accordance with agreed international frameworks, and significantly reduce their release to air, water and soil in order to minimize their adverse impacts on human health and the environment.<br>12.5 By 2030, substantially reduce waste generation through prevention, reduction, recycling and reuse. | ● Solar power is a "variable-free energy system". It is different from the traditional methods of coal, oil and nuclear power generation. By using solar energy conversion, no additional radioactive pollutants and greenhouse gases are produced. United Renewable Energy provides high-efficiency solar cells, high-powered and highly reliable solar modules, and other products that can convert solar energy into electricity for human society, making it the most popular green energy source today. |

| Topic | SDGs Detailed Goals | United Renewable Energy Contribution |
|---|---|---|
| Remuneration and Benefits |  <br>10.3 Ensure equal opportunity and reduce inequalities of outcome, including by eliminating discriminatory laws, policies and practices and promoting appropriate legislation, policies and action in this regard.<br>10.4 Adopt policies, especially fiscal, wage and social protection policies, and progressively achieve greater equality. | ● Fair remuneration policy: there is no difference in salary based on gender and race, and the same level of salary is given for the same grade and job content.<br>● Equal benefits policy: Equal benefits and subsidies regardless of gender, nationality, race or religion.<br>● Differential benefit measures: For employees who are pregnant or breastfeeding, the company provides special benefit measures to reduce their loss of work efficiency due to physical discomfort or inconvenience, which affects the quality of work. 1 employees (1 male - production line technician, 1 female - administrative personnel) applied for adjustment of working hours in 2024 due to family care. |
| |  <br>5.1 End all forms of discrimination against all women and girls everywhere.<br>5.2 Eliminate all forms of violence against all women and girls in the public and private spheres, including trafficking and sexual and other types of exploitation. | ● To establish a workplace discrimination/sexual harassment grievance hotline, and to build a gender-friendly workplace to achieve true equality of work rights for both genders. |
| Human Rights Protection<br>Equal Opportunity and Non-iscrimination for Employees |  <br>16.7 Ensure responsive, inclusive, participatory and representative decision-making at all levels. | ● We have established multiple communication channels: regular quarterly " Labor Conference" and "Benefit Committee Meeting", and have set up Dr. H's email, plant manager's physical mailbox and employee grievance & care hotline. |
| Occupational Safety |  <br>8.8 Protect labour rights and promote safe and secure working environments for all workers, including migrant workers, in particular women migrants, and those in precarious employment. | ● Through safety and health education and training courses, we strengthen employees' safety awareness and establish an effective and safe workplace.<br>● We will continue to promote the health of our employees through four main areas: general health care, disease prevention, occupational health management, and health promotion. |

# 4

# Corporate Governance

# Material Topic
# Economic performance, information security Ethics and Integrity

| | |
|---|---|
| **Material Topic** | Economic Performance |
| **Policy/ Commitment** | Based on a steady management, United Renewable Energy focuses on its main business, making real and specific contributions to the renewable energy industry and global carbon reduction, and striving to create maximum value for shareholders. At the same time, we will continue to improve and optimize our operations so that we can continue to grow steadily, and we expect to deliver industry-leading financial results in the future. |
| **Target** | **Short-term:**<br>Maintain transparency and good corporate governance in order to improve our systems and continue to deliver industry-leading financial performance.<br>**Medium to long term:**<br>To become a world-class clean energy company with market influence by focusing on global markets, long-term strategies, and the pursuit of sustainable management.<br>United Renewable Energy products have always been trusted by customers for their high quality and high value-added technology. Even with the fluctuations in the solar industry, the company continues to invest in R&D resources to refine battery conversion efficiency and process technology to develop the next generation of higher efficiency batteries, setting United Renewable Energy as the leading solar battery technology provider.<br>**New Division (Energy Storage):**<br>In order to provide complete renewable energy solutions, United Renewable Energy develops and designs energy storage related products, combining solar energy system and energy storage system applications to provide a one-stop clean energy solution. |
| **Management Mechanism** | In response to the growing global demand for renewable energy, United Renewable Energy's business team, led by the General Manager, continues to cultivate existing markets and strengthen penetration into emerging markets to develop new customers. At the same time, United Renewable Energy is taking advantage of the growth of domestic demand in Taiwan to expand its own module production capacity to develop a high-end module brand in Taiwan and establish an export point. In addition, we are actively building up an excellent system business team to develop global system business and build up an advantageous global sales channel. |
| **Resources invested in the year/ Significant results produced** | 1. The company's consolidated turnover in 2024 was NT$5.8 billion.<br>2. Taiwan's first large-size (1*2 mm) CaTiOn silicon crystal stacked TOPCon solar module. CaTiOn batteries are thin-film battery systems that boast higher energy conversion efficiency compared to silicon crystal batteries. They also have the advantage of being able to capture sunlight more comprehensively when stacked with silicon crystals.<br>3. The TOPCon all-black module, which has a higher level of anti-glare and environmentally friendly appearance, maintains the characteristics of high efficiency and high reliability. Its application scenarios also extend to the vicinity of airports or buildings in close proximity, making it the best choice for humanistic fashion and sustainable investment. |
| **Department in charge/Grievance Mechanism** | Business Department / Spokesperson Mailbox(spokesman1@urecorp.com) |
| **Ensure the effectiveness of the management mechanism** | United Renewable Energy's overall internal control system is deemed effective after management evaluated the self-inspection reports provided by each unit and subsidiary, as well as the improvement of internal control deficiencies and abnormalities identified by the auditing unit and other sources of information, and submitted them to the board of directors for discussion and approval. |

| | |
|---|---|
| **Material Topic** | Information Security |
| **Policy/ Commitment** | To ensure the smooth operation of our business, to protect the Information Security and rights of our stakeholders, and to enhance our competitiveness. United Renewable Energy has fully implemented the Information Security management mechanism to maintain the confidentiality, completeness, and availability of our information systems and services. United Renewable Energy complies with the laws and regulations related to Information Security and has established an Information Security environment to maintain sustainable business operations. |
| **Target** | **Short-term:**<br>Implement a comprehensive information security management system to monitor the company's overall information security status, and provide general information security awareness training and trade secret education for all employees to enhance their information security awareness.<br>**Medium to long term:**<br>Standardize and visualize information systems and service maintenance to promptly identify issues and reduce the risk of information security incidents causing company losses. The following initiatives are planned for 2025: ongoing business continuity exercise, social engineering exercise, host vulnerability scanning, and information security checkup. |
| **Management Mechanism** | **Information Security management meetings:**<br>Information Security management review meetings and Information Security promotion team meetings are held regularly. In these meetings, we review Information Security management policies, formulate Information Security management plans, and develop and implement Information Security project builds. In 2024, a total of 21 information security meetings were held across various departments to address information security concerns.<br>**Risk Control Review:**<br>Each department conducts annual risk assessment, prepares risk handling plans and conducts review of the effectiveness of control measures to ensure effective reduction of Information Security risks.<br>**Information Security Technical Support:**<br>We have gradually completed the setup of vertical defense mechanism. We have completed the installation of SD-WAN and configured the next-generation firewall, anti-virus systems, and endpoint detection and reporting systems (EDR), and in terms of information infrastructure, we have acquired the following services: information security control center (SOC) services, two-factor authentication system, virtual desktop architecture, system and data backup and recovery system, and extended endpoint detection and reporting (EDR) system. In terms of office security, the company has implemented next-generation firewalls, endpoint equipment control system, and email archive system. In the context of factory production lines, we have implemented additional layers of security, including production line firewalls and other information security systems. To ensure that the company's operations continue to achieve its targets without interruption, we have established a backup plan, backup and regular restoration exercises for important information systems.<br>**Employee awareness training:**<br>Through Information Security policy promotion, Information Security general knowledge training, trade secrets education training, and social engineering education training, to raise the awareness of Information Security prevention among employees.<br>**Continuous improvement of Information Security**:<br>In terms of management, we regularly review Information Security regulations and procedures, and perform audits through internal control and auditing units to ensure information security prevention and management. In terms of technology, we continue to collect information security risk trends and emerging attack techniques, evaluate the company's related technology risks, and formulate technology introduction strategies and management guidelines. |
| **Resources invested in the year/ Significant results produced** | The Deputy General Manager is also the Chief of Information Security, and a dedicated Information Security department has been established with an Information Security Supervisor and two Information Security personnel. The Information Security Technical Support Division is under the control of the Information Management Center, with a Technical Support Supervisor and four technical personnel responsible for Information Security equipment maintenance operations. |
| Department in charge/Grievance Mechanism | Department in charge: Information Security<br>Grievance Mechanism: Spokesperson Mailbox(spokesman1@urecorp.com) |
| Ensure the effectiveness of the management mechanism | No significant deficiencies were identified during internal audits. |

| | |
|---|---|
| **Material Topic** | Ethical Integrity |
| **Policy/ Commitment** | Conduct internal training courses such as "Trade Secret Protection and Anti-Corruption," which will be mandatory for new senior executives. |
| **Target** | Enhance promotion in new employee training and on-the-job training to ensure all employees understand and follow the company's principles of integrity. Engage in business activities based on fairness, honesty, trustworthiness, and transparency to implement ethical management policies and actively prevent unethical behavior. |
| **Management Mechanism** | 1. Establish internal audit procedures to strictly regulate credit transactions and lending activities by United Renewable Energy and its subsidiaries, with regular audits to meet regulatory requirements.<br>2. Create operational manuals or conduct codes for environmental protection, labor safety, export control, financial reporting/internal control, insider trading, intellectual property protection, confidential information protection, personal data and privacy protection, document retention and destruction, and raw material procurement compliance to guide employees.<br>3. For intellectual property protection, new employees must sign a confidentiality and intellectual property agreement. Reinforce adherence to integrity rules through email reminders, computer startup screens, new employee education, and random checks of departing employees' belongings. |
| **Resources invested in the year/ Significant results produced** | To ensure employees promptly understand key regulatory compliance points, various courses are offered like work ethics and internal audit, with mandatory completion based on job responsibilities. To promote ethical management, employees participated in "work ethics and legal compliance, internal audit and control, personal information protection" education training, with 1,783 participants and 1,472 total training hours. |
| **Department in charge/Grievance Mechanism** | **Complaint Mechanism:**<br>20785 Hotline, 20785@urecorp.com, Dr. H Mailbox, Physical Mailbox (Plant Manager's Mailbox). |
| **Ensure the effectiveness of the management mechanism** | The pass rate for post-training tests in "work ethics and legal compliance", "internal audit and control", "personal information protection" education training was 100%, ensuring employees receive correct concepts and promoting a culture of ethical management. |

# 4.1 Company Profile

## 4.1.1 Milestone GRI 2-1, 2-6

United Renewable Energy (formerly known as Neo Solar Power) was founded in 2005 and listed on the TWSE in January 2009. Besides focusing on the production of high-efficiency solar cells and modules, United Renewable Energy is also expanding into the downstream solar system market with its core advantages in quality, technology, and service. Currently, United Renewable Energy is one of the most professional and complete solar companies in the world, covering solar cells, solar modules, solar systems, and new business groups (energy storage systems).

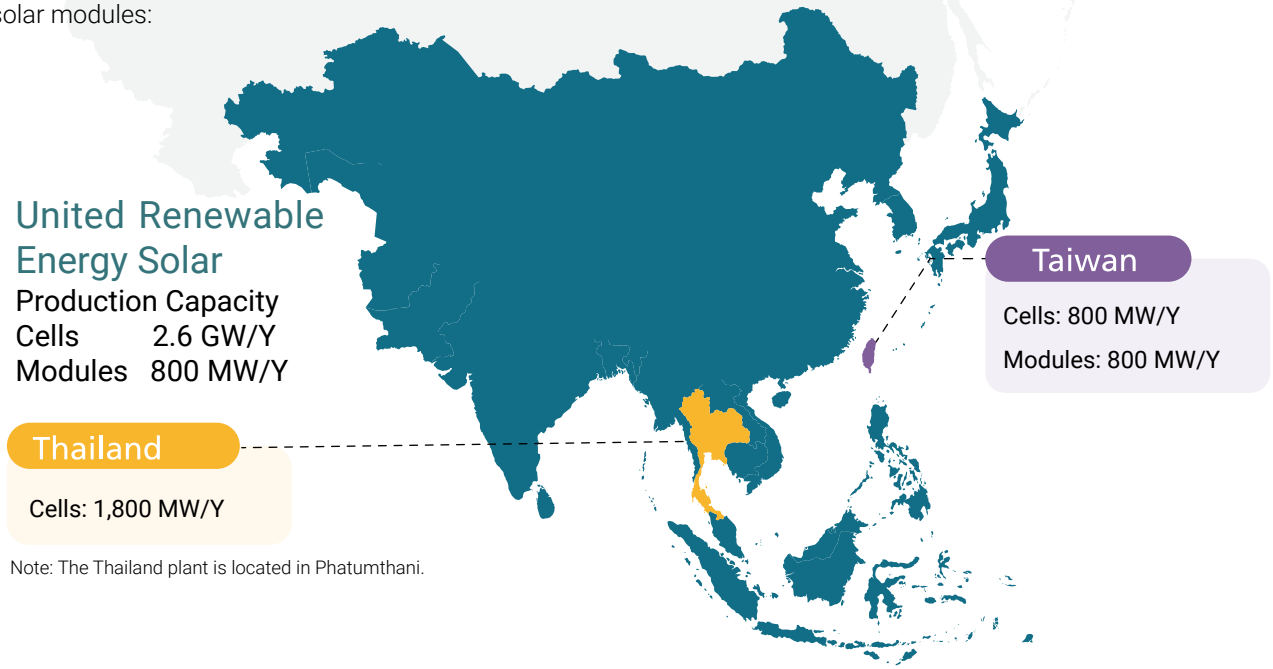
For more information on United Renewable Energy's history and key milestones, please see the 2024 Shareholders' Annual Report.

| | |
|---|---|
| **Company Name** | United Renewable Energy Co., Ltd. |
| **Headquarter Location** | No. 7, Li-Hsin 3rd Rd., Hsinchu Science Park, Hsinchu |
| **Industry Category** | Photo-voltaic industry of listed companies in Taiwan<br>SASB industry category is Renewable Resources and Alternative Energy / Solar Technology and Project Developers |
| **Percentage of shareholding structure** | 18.59% for local legal persons, 68.65% for local individuals, 12.76% for foreign institutions and foreign individuals<br>Note: This data is accurate up to the end of April 2025 |
| **Capital amount (Unit: NTD billion)** | 162.78 |
| **Operating Sites by District** | Taiwan(Taipei, Zhunan, Hsinchu Science Park, Tainan) Thailand(Phatumthani) |

### Business site distribution

In 2024, due to United Renewable Energy's operation layout planning and capacity expansion needs, the cell and module production capacity is as follows:

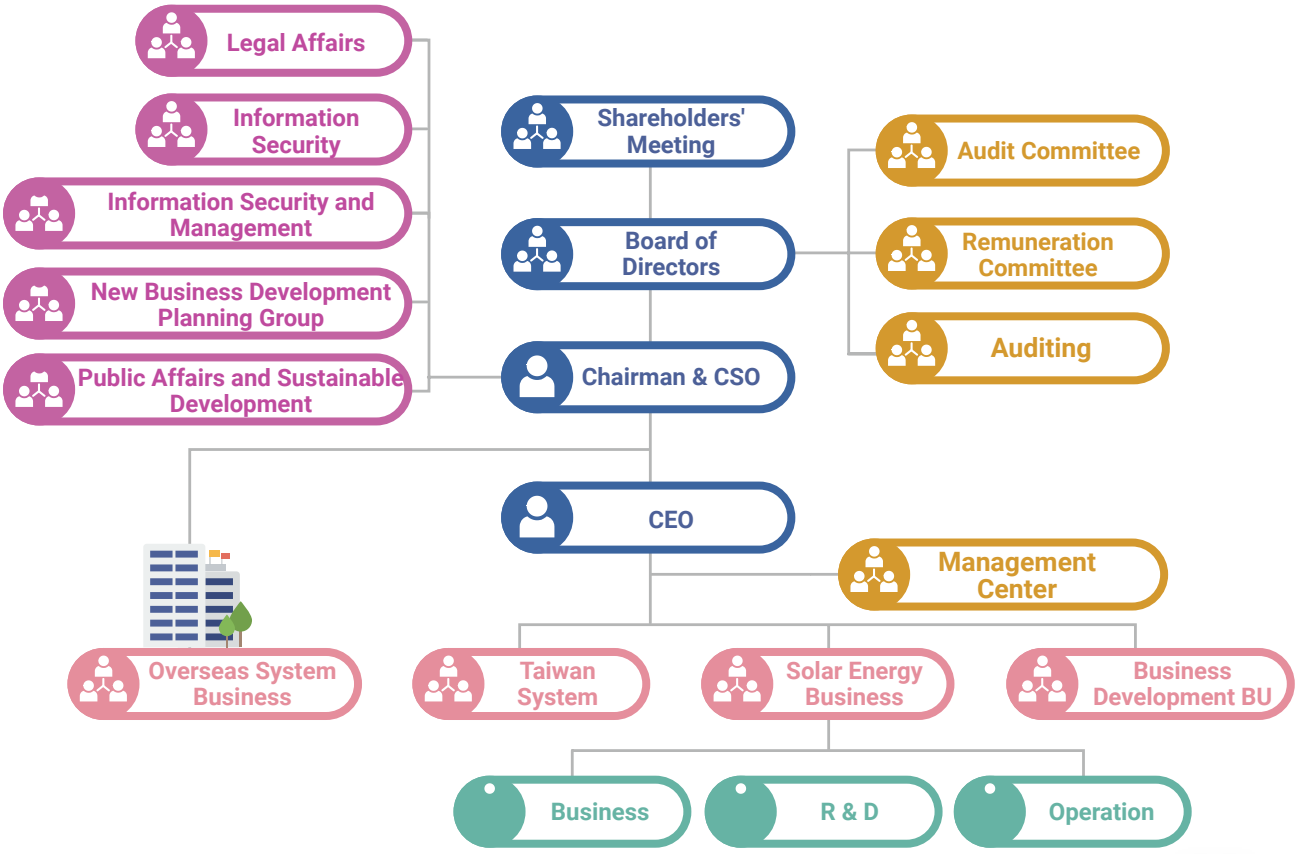
In 2024, United Renewable Energy's production capacity in Taiwan is set to reach 830MW of solar cells and 830MW of solar modules:




Note: The Thailand plant is located in Phatumthani.

## 4.1.2 Organizational Structure

United Renewable Energy brings together a variety of talents and cultures to help United Renewable Energy grow and thrive. In line with the company's operations, operational efficiency, organizational changes, and allocation, United Renewable Energy's organizational structure is as follows:




Note 1: Data is updated as of December, 2024.

Note 2: Responsibilities of the Chairman and Chief Strategy Officer:

(1) Define the company's operational goals and future development direction
(2) Establish the company's strategic guidelines and goal management
(3) Review and formulate company policies and regulations

Responsibilities of the CEO:

(1) Develop the company's operational strategies, plans, and budgets, and oversee and coordinate departments to achieve set goals
(2) Execute and manage the company's operations, business, and projects
(3) Review and formulate company policies and regulations

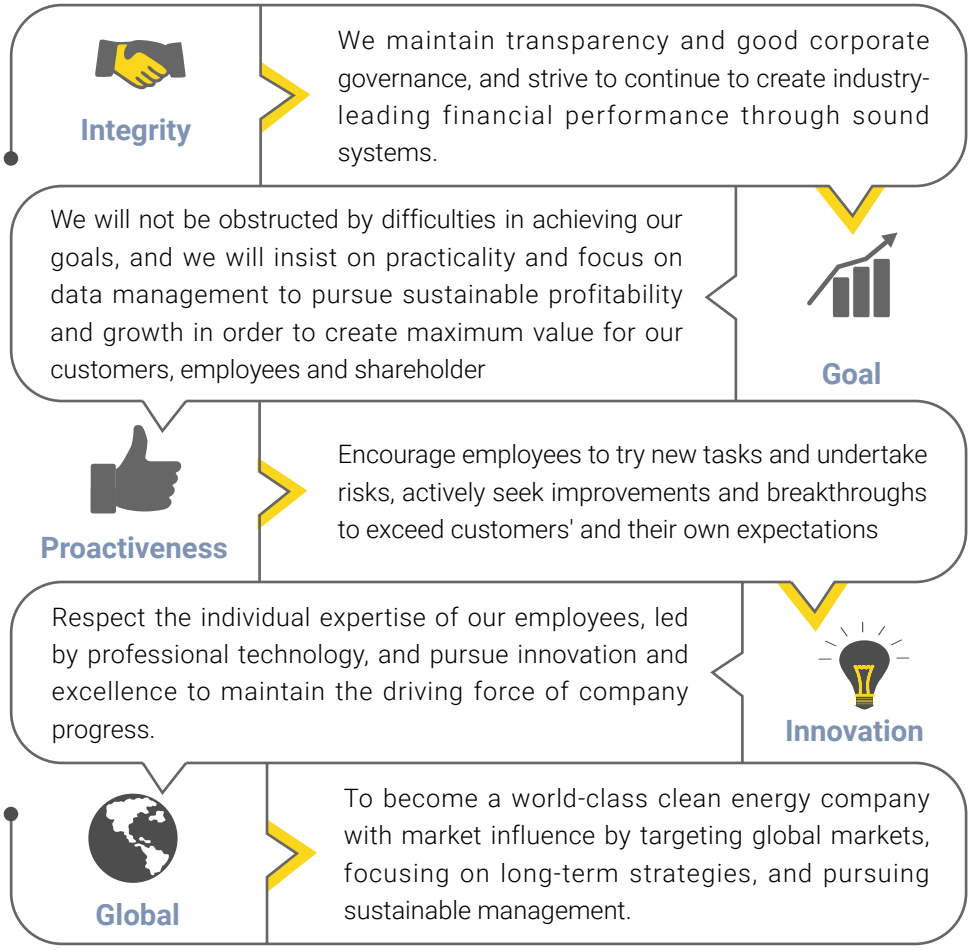
Note: The Chairman also serves as a member of the senior management team. This organizational structure is designed to ensure a flat management structure, thereby facilitating the implementation of the company's strategic initiatives with greater efficiency and directness.

## Domestic and foreign associations or organizations participated GRI 2-28

| Name of the association/ organization | Role | Participation Meaning |
|---|---|---|
| SEMI PV Public Advocacy Committee | Chairman(1)<br>PAC Member and Proposal Working Group(2) | Regularly gather industry leaders to discuss the future direction of the industry and technology, strengthen Taiwan's R&D strength in the field of solar photo-voltaic and semiconductor, and grasp the global market. |
| PV CYCLE (WEEE) | Member(2) | Ensure that solar modules manufactured by United Renewable Energy are properly recycled. |
| Taiwan Photovoltaic Industry Association | Director(1)<br>Member(1) | The composition of the membership covers all fields of the solar industry-university-institute, as well as the upper, middle and lower streams of the industry chain, such as peripheral materials and manufacturing equipment. Regularly gathers and compiles industry opinions and communicates effectively with the government to establish a mechanism for cooperation between industry, government, university, and institute, in the hope of contributing to the protection of the global environment, changing people's attitude toward the use of energy, and bringing solar power generation and public life closer together. |
| Hsinchu City Human Resource Management Association. | Member | To strengthen the exchange of salary and benefit information with enterprises in the semiconductor/IC design, information/communication, and optoelectronics/LCD industries. Increase the practical interaction among human resource management professionals. |
| Taiwan Science Park Association of Science and Industry | Member | On behalf of the member companies of Taiwan Science Parks, we fight for and protect their common rights and interests, maintain the harmonious relationship between the member companies, and assist the government in promoting the government's policies and orders, and serve as a platform for communication between the government and the members. |
| Tainan Industry Association | Member | Industry communication and interaction. |
| China Taiwan Business Association (Nanchang) | Member | Industry communication and interaction. |
| Taiwan Union of Nurses Association | Member | Communication and interaction. |

## 4.1.3 Corporate Vision GRI 3-3

Ethical management has always been United Renewable Energy's business motto. Since its establishment, United Renewable Energy has maintained transparency and good corporate governance, striving to manage the company with sound systems and continue to produce industry-leading financial results. Therefore, United Renewable Energy established an audit committee before the listing of the company, and hired talented members of the community as independent directors. The company's corporate culture is based on five core values: integrity, goal orientation, proactiveness, innovation and global orientation. Internally, we are committed to providing our employees with good financial returns and a respectable social status, and externally, we strive to assist our customers in the design of green products and work with suppliers to establish an environmental management system to create a green supply chain for the solar industry, and to bring sustainable and affordable solar energy to all of humanity. We aim to become a world-class company with market influence by operating in a manner that exceeds ethical, legal and public requirements.




United Renewable Energy further integrates the above core values with its corporate social responsibility concept. In the future, United Renewable Energy intends to promote corporate social responsibility through three major aspects: corporate governance, green energy and energy conservation, and employee and social involvement, in order to fulfill its corporate and civil responsibility. In terms of corporate governance, we hope to improve our operational performance through a transparent and sound governance system, and to continue to create industry-leading financial performance and be responsible for our shareholders. As a manufacturer in the green industry, United Renewable Energy should combine its core advantages and functions to make specific contributions to the environment while making profits, create a sustainable environment through strategic management guidelines such as carbon footprint certification, and promote the concept of green energy, energy conservation and environmental protection to the public, thereby enhancing the tangible and intangible value of the company. In the area of employee and community involvement, United Renewable Energy focuses on employee benefits, not only through a diverse education system, but also through workplace safety and work-life balance. In the future, United Renewable Energy expects to implement corporate social responsibility in a comprehensive and systematic manner through three major aspects.

## United Renewable Energy's operational summary, future business development directions, operational strategies and competitiveness goals are as follows :

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|---|---|
| Capacity Planning | United Renewable Energy currently has a total battery installation capacity of 830MW (0.83 billion watts). In addition to mass-producing M10 and next-generation N-type TOPCon large-size cells and modules, URE is actively involved in the development of large size calcite-titanite silicon crystal stack TOPCon module. |
| Research and Development | United Renewable Energy not only has a robust presence in the Taiwanese market but is also one of the few Taiwanese companies with a comprehensive international solar business footprint. Its high-quality products have garnered significant recognition from customers both in Taiwan and abroad. The company's products boast six major advantages over industry standards: high efficiency, high value, high reliability, high credit rating, environmental sustainability, and vertical integration. From battery cell manufacturing to module production, the company also excels in system development, construction, and power station maintenance and operation. Furthermore, it has ventured into the energy storage sector, including small household and large commercial energy storage systems, complementing solar energy to enhance grid stability and provide solutions for daytime energy generation and nighttime energy usage. The product applications span from energy creation to energy storage in vertically integrated fields.<br><br>The 2050 net-zero transition is the primary goal of Taiwan's energy policy. In March and December 2022, the Taiwan government announced the "2050 Net Zero Emission Pathway and Strategy General Statement" and "12 Key Strategic Action Plans," respectively. In May 2023, the "Draft Amendment to Certain Provisions of the Renewable Energy Development Act" was read for a third time and passed. The Taiwan government's proactive policies have played a pivotal role in fostering the continued investment and transformation of the photovoltaic industry. Energy is not only an economic issue, but also a geopolitical concern. Through the use of renewable energy sources, energy can be transitioned from centralized power stations to distributed power grids, thereby reducing reliance on a single power generation source.<br><br>To achieve the national net-zero carbon emission goal, the National Development Council has identified photovoltaics as one of the twelve key strategic focuses. This includes the goals of advancing new-generation high-efficiency photovoltaic technology and the high-value reuse of recycled modules. High conversion efficiency is particularly suited to Taiwan's densely populated environment, as it allows the required power generation with less land. United Renewable Energy has successfully mass-produced the next-generation N-type TOPCon (Tunnel Oxide Passivated Contact) cells this year. It was the first company in Taiwan to fully introduce bifacial cells and mass-produce bifacial modules, which have a larger effective power generation area and can utilize environmental reflected light to increase system power generation. The previously launched bifacial double-glass modules received high praise and exceeded expectations. Combining bifacial power generation products with the newly developed M10 TOPCon technology will further improve photovoltaic conversion efficiency, maximizing power generation within Taiwan's limited land area.<br><br>In terms of high-efficiency photovoltaic products, this year we have further launched the "GLORY TOPCon" series of products, with a power generation efficiency of up to 590W. It adopts a high-strength and high-reliability design of double-glass, which is particularly suitable for use in coastal and other areas where the environment and climate are more stringent. In addition, for Taiwan's rooftop power plant applications, we have also launched the "PEACH TOPCon" series of products, with power generation performance of up to 600W. It utilizes a single-glass, lightweight design, and features double-sided power generation, and its module performance is ahead of the industry in Taiwan in terms of the same class of products. Meanwhile, the M10 N-Type "GLORY HELLO, GLORY TOPCon" products, with a power generation performance of up to 730W, have been recognized and supported by domestic and overseas customers for their power generation performance and high reliability.<br><br>The long-term reliability and stability of photovoltaic power generation are crucial for investors. With the growing use of large-size high-power photovoltaic modules in Taiwan, the need for wind pressure resistance is becoming increasingly important. Located in a subtropical region with significant monsoons and variable weather, Taiwan has faced severe damage to solar panels due to strong winds, such as during Typhoon Soudelor, which caused substantial financial losses for investors. Typhoon-induced damage is a critical risk for site investments. United Renewable Energy's self-produced photovoltaic modules use superior materials compared to overseas modules, with reinforced frame designs and a 40mm frame height to enhance locking strength. The module materials meet high standards, with excellent salt damage resistance and a basic strength threshold for level 17 winds, providing better service and product quality assurance for customers, creating a win-win situation.<br><br>The photovoltaic policy prioritizes diverse land use, integrating photovoltaic installations with existing land uses. The "fishery and electricity symbiosis" circular economy model combines aquaculture with green energy generation, with "agriculture and fishery as the foundation, green electricity as the added value" as the core value. By driving the upgrading of the fishery industry through green energy, it creates local employment opportunities, optimizes the aquaculture environment, and promotes sustainable land development and utilization, fostering a symbiotic and prosperous relationship between the fishery industry and green energy. To address concerns about water pollution caused by solar panels, United Renewable Energy has sent solar modules to the Industrial Technology Research Institute (ITRI) and SGS Testing Center for "broken module" immersion tests. These tests, which examined 25 items including eight heavy metals, general metals, and organic compounds, confirmed that the water quality is safe and non-toxic, with all results far below the environmental standards set by the Environmental Protection Administration for rivers and reservoirs. The modules also passed the highly concerned substance [REACH SVHC 211 items] test and the hazardous substance restriction [RoHS] assessment, proving to be environmentally friendly products and dispelling the myth that solar panels pollute water when immersed. United Renewable Energy's module products comply with the "one land, two uses" approach, integrating photovoltaics with agriculture, fisheries, and water bodies, selecting suitable aquaculture crops, and creating diverse value in the symbiosis and coexistence of agriculture, fisheries, and green energy. |

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| Financial Planning | United Renewable Energy has always maintained a stable and conservative financial structure in response to market changes. The expanded asset size after the merger will enhance the company's fundraising ability and maintain the capital required for its operations and investments, as well as diversify its investments in the solar energy peripheral industry to diversify the company's operational risks and enable the company to continue its steady expansion and growth.<br>At the same time, with the expansion of the scale of joint operations, it is expected to reduce manufacturing costs and improve overall operational efficiency, increase bargaining power, reduce procurement and production costs and operating expenses, thus enhancing profitability. |
| Marketing Strategy | In response to the growing global demand for renewable energy, United Renewable Energy will continue to cultivate existing markets and strengthen its penetration into emerging markets to develop new customers. At the same time, United Renewable Energy will take advantage of the growth of domestic demand in Taiwan to expand its own module production capacity to develop a high-end module brand in Taiwan and establish an export channel, and actively build up an excellent system business team to develop a global system business and success as a full-service energy solutions provider. |
| System Business | With the company's high quality solar cells and modules and the Taiwan government's target of 40GW-80GW of cumulative installations by 2050, United Renewable Energy will continue to expand the development and building of domestic solar systems and participate in government public bids, and use its accumulated domestic experience to actively promote the development of large-scale overseas power plant systems and create a global system terminal export channel. The global economy is expected to recover more quickly in foreign markets as the epidemic subsides and governments worldwide increase their investment in green energy. The Company will continue to aggressively expand its global solar power station business, mainly in Europe and the U.S. The Company will fully integrate its cell, module brand, and solar system business, creating the most complete layout in the middle and lower reaches of the solar energy supply chain. |
| New Division (Energy Storage Systems) . | Energy storage is one of the key roles in United Renewable Energy's strategic deployment of energy integration and green renewable energy. In order to become a top player in Taiwan's electricity trading market, United Renewable Energy is actively developing a combination of containerized energy storage products to support the highest standard of dReg0.25 FM service for the Taipower electricity trading platform. New renewable energy generation equipment will be installed all over Taiwan in the next few years, and the energy storage equipment has the function of stabilizing the electricity grid. The construction of energy storage sites and the installation of new storage equipment at solar photo-voltaic power stations due to reserved capacity will be a key service focus of United Renewable Energy's Energy Storage Division in 2024. United Renewable Energy is actively involved in constructing energy storage sites at both distribution and transmission levels and will continue to develop and establish solar + storage sites, providing engineering services to customers and actively participating in public tenders for energy storage projects. Additionally, the energy storage team continues to discuss with top investors and investment funds to jointly create more business opportunities to serve major solar photo-voltaic companies and customers. |

United Renewable Energy is anticipated to become a model for vertical integration in Taiwan's solar industry, and will help Taiwan's solar industry break away from its past role as a pure OEM, allowing Taiwan's green energy industry to continue to thrive and drive the development of the peripheral materials, machinery and electrical, and service industry chains.

## 4.1.4 Honors and Awards

| Type | Honors and Awards | Organizer | Time | Remarks |
|---|---|---|---|---|
| Economical | Taiwan Excellent PV Award | Bureau of Energy, Ministry of Economic Affairs | 2024 | Award-winning products for twelve consecutive years |
| | Taiwan High Performance Solar Photo-voltaic Module Technical Specification Certification (VPC) | Bureau of Standards, Metrology and Inspection, M.O.E.A. | 2024 | Products have been certified for nine consecutive years |
| | Bloomberg New Energy Finance Tier 1 list | Bloomberg | 2024 | Continuously evaluated as a first-tier solar module supplier |
| | Chunghwa Telecom Sustainable Supply Chain Gold Level Certification Gold Level Certified Supplier | Chunghwa Telecom | 2024 | Validity of certificate: 2023-2026 |
| Social | Certificate of Appreciation for Blood Donation | Kaohsiung Blood Center | 2024 | – |
| | Certificate of Appreciation for Blood Donation | Hsinchu Blood Center | 2024 | – |
| | Bureau of Labor Affairs, Tainan City Government Served as the core enterprise of OH&S Family to lead the family members to actively promote occupational safety and health business | Bureau of Labor Affairs, Tainan City Government | 2024 | – |
| | Counseling Record for Promoting Safety Culture | Ministry of Labor Occupational Safety and Health Administration | 2024 | – |
| | Badge of Accredited Healthy Workplace (Zhunan Plant) | Health Promotion Administration, MOHW | 2024 | – |
| | Badge of Accredited Healthy Workplace (Tainan Plant) | Health Promotion Administration, MOHW | 2024 | – |
| | Badge of Accredited Healthy Workplace (Hsinchu Science Park Plant) | Health Promotion Administration, MOHW | 2024 | – |
| | 2024 Miaoli County Government Civil Defense Group Excellent Performance Unit | Miaoli County Government | 2024 | – |

## 4.2 United Renewable Energy Company

### 4.2.1 Governance Organization and Responsibilities/ operation of BOD

In addition to complying with the requirements of the Law and the Articles of Incorporation, and the contracts and related regulations signed with the competent authorities, United Renewable Energy has established a corporate governance system in accordance with the following principles:


United Renewable Energy is committed to the principles of integrity and shareholder rights, and believes that an efficient board of directors is the foundation of good corporate governance. United Renewable Energy always ensures open and transparent information disclosure by providing all operational, financial, board and shareholders' meeting information in English and Chinese on the company's official website or on the Market Observation Post System to ensure that shareholders or investors have timely access to the latest information about the company. Based on the above operating principles, United Renewable Energy's Board of Directors has authorized the establishment of an Audit Committee and a Remuneration Committee to assist the Board in carrying out its supervisory responsibilities. Each committee has its own charters approved by the Board of Directors and reports regularly to the Board on its activities and resolutions. The Company appointed a Corporate Governance Supervisor in 2019, who is also the CLO. In addition to regular corporate governance courses, the Corporate Governance Supervisor is also responsible for supervising the Stock Affairs Unit of the Finance Department in the convening of board meetings and shareholders' meetings, arranging procedures, preparing minutes and information disclosure, providing information necessary for directors to perform their duties, assisting directors in complying with laws and regulations, assisting directors in their appointment and continuing education, and planning for regular meetings in the future. We also plan to hold regular meetings in the future, with the goal of strengthening ethical governance, enhancing the transparency of governance information, and gradually implementing corporate governance evaluation programs to enable our company to move toward sustainable management.

## 2024 United Renewable Energy Corporate Governance Supervisor Business Implementation Overview

1. Assist independent directors and ordinary directors in carrying out their duties, provide necessary information and arrange for directors' continuing education:
   (1) The latest amendments to laws and regulations related to the Company's business scope and corporate governance are provided to the members of the Board of Directors at the time of their appointment and are updated regularly.
   (2) In accordance with the characteristics of the company's industry and the academic and experience background of the directors, assistance is provided to the independent directors and ordinary directors in drafting annual training plans and arranging courses. In 2024, the total training hours for all directors amounted to 81 hours, encompassing diverse courses on climate change, carbon trading mechanism and carbon management applications, sustainable finance, environmental sustainability, corporate governance, risk management, and legal compliance.
2. Assist the Board of Directors and shareholders' meeting procedures and resolution compliance: report to the Board of Directors, independent directors and the Audit Committee on the Company's corporate governance operation status, and confirm whether the Company's shareholders' meetings and Board of Directors meetings are held in compliance with relevant laws and regulations of the Corporate Governance Best Practice Principles.
3. The proposed agenda of the board of directors' meeting was notified to the directors seven days in advance, the meeting was convened and the information of the meeting was provided, and the minutes of the board of directors' meeting were completed within 20 days after the meeting.
4. In accordance with the law, the Company pre-registered the date of the shareholders' meeting, prepared the notice of the meeting, Handbook for the annual meeting, and the minutes of the meeting within the legal deadline, and registered the changes in the articles of incorporation or the election of directors.
5. Implementation of the greenhouse gas inventory task force to formulate the inventory and inspection planning, and regularly report the progress of greenhouse gas inventory and inspection to the Board of Directors.
6. Managed internal and external performance assessments for the 2024 Board of Directors and functional committees (Compensation Committee, Audit Committee), ensuring effective operation across all boards and committees.
7. The members attendance rate of board meetings in 2024 was 97.67%.
8. The Corporate Governance Supervisor received 18 hours of training.
9. Continued the adoption of electronic dividend distribution notifications starting in 2024, enabling shareholders to promptly access and receive updates, while also supporting environmental sustainability efforts and advancing corporate ESG initiatives.
10. Beginning in 2024, digital souvenirs will be used for shareholders to register online and collect by cell phone. This approach will provide diversified choices and is environmentally friendly, thus minimizing the waste of paper and creating a low-carbon and aesthetically pleasing environment.

## (1) Operation of the Board of Directors GRI 2-9~2-12, 2-16~2-18

United Renewable Energy's directors are elected by shareholders from the list of nominees in accordance with the nomination system under Section 192-1 of the Company Act and Section 17 of the Articles of Incorporation, with a term of office of three years and are subject to re-election. The Board meetings will be held at least quarterly, with a total of 8 meetings in 2024 and an attendance rate of 97.67% of all directors.

The 8th Board of Directors has 10 members, of which 4 are independent directors, 1 female director ; 1 of the board members is Managerial Officer (less than one-third of the total number of directors), and none of the directors are related to each other as spouses or relatives within the second degree of kinship, in accordance with Article 26-3 of the Securities and Exchange Act.

In order to establish a good corporate governance system, a sound supervisory function and a strengthened management function, United Renewable Energy has recruited experienced industry experts to serve as members of the board of directors of United Renewable Energy. Currently, United Renewable Energy's Board of Directors is

comprised of experienced and professional members in the fields of finance, business, management, and industry knowledge. The Board of Directors will focus on gender diversity and the voices of all age groups, and aims to move towards gender equality in the future. We have appointed one female board member for 2024 and will continue to fill vacancies on the Board with female candidates in order to create a more diverse board of directors.

United Renewable Energy's Board of Directors has an Audit Committee and a Remuneration Committee, both of which are functional committees that present resolutions to the Board of Directors for discussion and review to enhance the Board's ability to carry out its duties in the interests of shareholders.

The Board of Directors is responsible for receiving quarterly reports from the management team to understand the Company's operational plans, and regularly reviews the progress of the management team's strategies and financial reports. The Board of Directors emphasizes the function of independent operation and transparency, and the directors and independent directors are independent individuals who exercise their duties independently. The four independent directors also comply with the relevant laws and regulations, together with the authority of the Audit Committee, to review the control of the company's existing or potential risks, in order to ensure the effective implementation of the company's internal controls, the appointment (dismissal) of the CPA, and the independence and proper preparation of the financial statements.

In addition, the Board of Directors may establish or amend the "Internal Control System", "Acquisition or Disposal of Assets", " Derivative Transactions", "Lending of Funds to Others", and "Procedures for Handling Significant Financial Transactions Endorsed or Guaranteed for Others", depending on the current operating conditions. Other matters such as the raising, issuance or private placement of equity securities, and the appointment and dismissal of financial accountants or internal audit supervisors are under the authority of the Board of Directors.

The departments of United Renewable Energy interact with stakeholders on a regular and non regular basis through standard channels. In the event of a potentially significant negative impact between the stakeholder and the company, the responsible department will conduct investigations into the stakeholder's financial affairs, company operations, legal compliance records, environmental pollution and violations of employee rights and health hazards, and so on. The results of the investigation will be reported to the General Manager and the Chairman, and the Chairman will evaluate whether to report the results to the Board of Directors depending on whether the specific results will cause significant harm to the overall operation of the company. Finally, the Board of Directors will make a resolution on the investigation report and submit it to the company's authorized department for execution.

In April 2024, an information security incident occurred. According to the results of Trend Micro's investigation, hackers employed virtual private networks (VPNs) to infiltrate systems and disseminate malicious software. However, due to the prompt response and effective management of information by colleagues, the incident did not result in significant consequences such as business interruption or the leakage of confidential information. In light of this incident, the Company has reinforced its security protocols, implemented more stringent controls for VPN privilege issuance, and adopted a two-factor authentication system to enhance identity verification and mitigate the risk of account theft.

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| Describe the process for communicating with the Board of Directors about key material events. | On April 11, 2024, the Company experienced a security incident, the details of which are outlined below:<br>On April 11, 2024, the information security equipment detected a hacking attack.<br>The Information Technology Division reported the entire incident history to the Board of Directors after completing the investigation and obtaining the full status of the incident. |
| Nature and total number of critical incidents reported in the past year. | During the past year, there was a total of one information security incident reported. |

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| Describe the company's procedures for remedying the negative impacts that have been caused. | After conducting a thorough investigation into the Trend Micro incident, the company has enhanced its security protocols to address the identified concerns.<br>1. A two-factor authentication system has been implemented to enhance identity verification and mitigate the risk of account leakage and intrusion.<br>2. Enhance the control of VPN privilege issuance. |
| Describe how stakeholders will be involved in the design, review, operation and improvement of the mechanism. | In response to this information security incident at the Company, the Taiwan Stock Exchange conducted an on-site inspection at the Company's Hsinchu Science Park Plant in April 2024.<br>The Taiwan Stock Exchange will monitor the situation on a regular basis and issue a letter to the Company at a designated time, requesting that the identified deficiencies be improved in a timely manner. |
| Explain how the organization measures the effectiveness of the complaint mechanism and remedies, with feedback from stakeholders | 1. The Information Security Division of the Company has completed its investigation of the root cause of the accident and has collaborated with the Information Technology Division to develop an accident improvement plan.<br>2. The Company's Audit Department will include the accident improvement plan as a regular audit item and will continue to follow up on the improvement measures. |

United Renewable Energy purchases liability insurance for its directors and senior managerial officers, regularly evaluates the limits of coverage each year, and reports to the Board of Directors on the renewal of directors' liability insurance.

The Rules of Procedure of the Board of Directors' Meeting specifies regulations on the recusal of directors' interests. Directors who have an interest in the matters of the Board of Directors' Meeting or the legal entity they represent shall state the important content of their interests at the Board of Directors' Meeting and shall not join the discussion and vote if it is harmful to the Company's interests, and shall recuse themselves from the discussion and vote as well as shall not exercise their voting rights on behalf of other directors. The Company has established three independent directors, who provide advice based on their profession and experience. The Board of Directors shall give full consideration to the opinions of the independent directors when discussing any proposals, and shall state the reasons for their agreement or disagreement in the minutes of the Board of Directors' meetings.

In order to enhance the professional capability of all directors in corporate governance, the Company regularly arranges annual continuing education courses for directors, and the total number of training hours for all directors in 2024 was 81 hours.

Board Performance Evaluation: Disclosure Methods and 2024 Board and Functional Committee (Compensation Committee, Audit Committee) Performance Evaluation Results

In order to implement corporate governance and enhance the functions of the Board of Directors, the Company has established the " Performance Evaluation Method of the Board of Directors" on November 18, 2019 to conduct self- or peer evaluation of the Board of Directors and individual directors on an annual basis starting from 2020, in order to give play to the function of self-promotion of the Board members and enhance the operation of the Board of Directors. The performance evaluation of the internal board of directors will be conducted annually and reported to the board of directors by the end of the first quarter of the following year, and the performance evaluation results will be reported to TWSE; the performance evaluation of the external board of directors should be conducted by an external professional independent institution or a team of external professionals and scholars every three years, and the performance evaluation of the current year will be conducted at the end of the year.

The 2024 internal performance evaluation of the Board of Directors included the performance evaluation of the Board as a whole, individual Board members, and functional committees (Remuneration Committee and Audit Committee). Internal self-assessments have summarized comprehensive results indicating "effective overall operation of the Board and its functional committees." The evaluation is conducted by an external, independent professional organization or a team of experts and scholars every three years, and the next evaluation will be conducted in 2026.

The results of the 2024 evaluation have been presented to the Board of Directors on March 7, 2025. For more information on the profile of the members of the Board of Directors, the rules of procedure of the Board of Directors' meetings, the status of continuing education of all directors, the recusal of directors from interested motions, the resolutions approved at previous Board of Directors' meetings and the results of the evaluation of the performance of the Board of Directors, please refer to the Company's website and the 2024 annual report.

## Board members' academic qualifications, experience and attendance:

| Title | Name | Gender | Major Academic Qualifications, Experience | Actual Number of Attendance | Number of Attendance by Proxy | Actual attendance rate |
|---|---|---|---|---|---|---|
| Chairman & CSO | Chum-Sam Hong | Male | Ph.D of Electrical Engineering (National Tsing Hua University)<br>United Renewable Energy Chairman & CSO/Vice General Manager & Head of Plant, Kwanghua Amorphous Silicon Co., Ltd. /Battery Pack of Materials Research Institute, Institute of Industrial Technology/ Leader of Film Team/Host of Power Subsystem, Space Program by the National Space Center/Was honored as the highest in the international solar cells field, PVSEC-23 Special Award, Academician of Asia Pacific Institute of Materials | 8 | 0 | 100% |
| Director | Kun-Si Lin | Male | Ph.D., Business Administration, University of Kentucky, USA/MBA, National Chiao Tung University, Taiwan/ Bachelor, Electronic Engineering, National Chiao Tung University, Taiwan<br>V5 Technologies Co., Ltd. Chairman/Neo Solar Power Corp Chairman & CEO/Senior Vice President & CTO, TSMC/Rafael Micro Chairman | 8 | 0 | 83% |
| Director | Wen-Whe Pan | Male | PhD. Fiber & Polymer Eng., North Carolina State University/Department of Fiber and Composite Materials, Feng Chia University<br>United Renewable Energy Co., Ltd.Chairman/Director/ Gintech Energy Corporation. Director&General Manager/So Yang Enterprise Co., Ltd. General Manager/Chief Engineer and Laboratory Manager of Sumitomo Electric/Cm Chuan Precision Technology Co., Ltd. Director/Ecove Environment Corporation, Director/Ecove Solar Energy Corporation, Chairman / Director, Chung Wei Inc.. | 7 | 1 | 88% |
| Director (Note 3) | Wen-Yuan Lin, | Male | Master of Graduate School of Civil Engineering,University of Hawaii, USA<br>Vice Chairman, Commission of National Corporations, Ministry of Economic Affairs/Chairman, China Steel Corporation/Chairman, Taiwan Cogeneration Corporation/Chairman, Taiwan Power Company | 2 | 1 | 67% |
| Director (Note 4) | Wen-Hsing Chiang | Male | National Chung Cheng University Department of Finance Master's degree/National Tsing Hua University Department of Materials Science and Engineering Bachelor's degree<br>Delta Electronics, Inc. Power and system BG DC power BU Sr. Director/Taiwan Optoelectronic Semiconductor Industry Association Vice-Chairman | 6 | 0 | 100% |
| Director (Note 4) | Long deed corporation<br>Delegate: Huang Cing Liu | Male | Bachelor's in Mathematics, National Cheng Kung University / Master of Financial Engineering, Columbia University, USA<br>Chairman, Long Light Corporation/Director & Deputy General Manager, Long Deed Corporation/Vice President, Citibank, USA / Vice President, Citibank, Taiwan | 8 | 0 | 100% |

| Title | Name | Gender | Major Academic Qualifications, Experience | Actual Number of Attendance | Number of Attendance by Proxy | Actual attendance rate |
|---|---|---|---|---|---|---|
| Director (Note 4) | National Development Fund, Executive Yuan<br>Delegate: Faa-Jeng Lin | Male | Ph.D. in Electrical Engineering, National Tsing Hua University<br>Advisor, Science and Technology Policy Advisory Committee, Executive Yuan / Dean, College of Electrical Engineering and Computer Science, National Central University / Director, United Research Center, National Central University / Chairman, Taiwan Smart Grid Industry Association / Convener of the Electrical Engineering Division, Engineering Technology Research and Development Office, National Science Council, Executive Yuan / IEEE Fellow | 3 | 0 | 100% |
| | National Development Fund<br>Delegate: Yi-Whe Lin | Male | Graduate Institute of National Policy and Public Affairs, NCHU/Department of English Language & Literature, PCCU<br>Section Chief, Auditing Section, National Development Fund/Researcher, Business Section, National Development Fund/Vice Researcher, Business Section, National Development Fund | 3 | 0 | 100% |
| | National Development Fund<br>Delegate: Kai-Hsun Chung | Male | LL.M., Masters of Law, National Taipei University<br>Senior Counsel, AY Law/Partner Lawyer, AY Law | 2 | 0 | 100% |
| Director (Note 4) | Yao-Hwa Glass Co., Ltd. Management Commission<br>Delegate: Kuo Hsuen Chen | Male | Master's in Electrical Engineering Technology, National Taiwan Institute of Technology<br>Chief Secretary, Industrial Development Administration, Ministry of Economic Affairs / Division Chief, Knowledge Service Division, Industrial Development Bureau, Ministry of Economic Affairs / Senior Specialist, Knowledge Service Division, Industrial Development Bureau, Ministry of Economic Affairs / Director, Electronics and Information Division, Industrial Development Bureau, Ministry of Economic Affairs / Deputy Director, Electronics and Information Division, Industrial Development Bureau, Ministry of Economic Affairs | 8 | 0 | 100% |
| Independent Director | Ming-Fang Tsai | Male | PhD, Graduate Institute of Industrial Economics, National Central University<br>Professor, Department of Economics/Independent Director ,First Life Insurance Co,Ltd./Independent Director BankTaiwan Securities Co,Ltd | 8 | 0 | 100% |
| Independent Director | Chien-Yi Chang | Male | PhD, Department of Economics,National Taipei University.<br>Director, Research Division II, Taiwan Institute of Economic Research/Vice Director/Associate Research Fellow, Research Division II of the Taiwan Institute of Economic Research/Assistant Research Fellow, Chung- Hua Institution for Economic Research / Deputy Executive Secretary, Industrial Review Committee, Industrial Advisory Council, Ministry of Economic Affairs / Deputy Executive Secretary, Commercial Review Committee, Industrial Advisory Council, Ministry of Economic Affairs / Deputy Chairperson, Trade and Economic Policy Research Committee, General Chamber of Commerce, Republic of China / Adjunct Associate Professor, Department of International Business and Trade, Soochow University | 8 | 0 | 100% |

| Title | Name | Gender | Major Academic Qualifications, Experience | Actual Number of Attendance | Number of Attendance by Proxy | Actual attendance rate |
|---|---|---|---|---|---|---|
| Independent Director (Note 3) | Cheng-Ming Fang | Male | MIT Sloan MBA/Department of Physics, National Tsing Hua University<br>Director, Danen Technology Corporation/Fab Senior Manager, Winbond Electronics Corp./Memory Marketing Director, Winbond Electronics Corp. | 5 | 0 | 100% |
| Independent Director (Note 3) | Chia-Ying Lin | Female | LLM (Master of Laws), King's College London/Master of Laws (LL.M.), NTU/Bachelor of Laws (LL.B.), NTU<br>Senior Partner Lawyer, Tomodachi-Attorneys-at-Law/ Director of the Intellectual Property Committee, Taipei Bar Association/Member Representative, Taiwan Bar Association/Member of the Intellectual Property Committee, Taiwan Bar Association/Vice Chairman, Taiwan Society for Sport and Entertainment Law | 5 | 0 | 100% |
| Independent Director (Note 3) | Jing-Shin Chang | Male | Ph.D., Department of Electrical Engineering, National Tsing Hua University<br>Assistant Professor, National Chi Nan University | 3 | 0 | 100% |

Note 1: Actual attendance rate is calculated as actual number of attendance / number of attendance required during the term of office.
Note 2: All members are nationals of the Republic of China, 9 male and 1 female, between the ages of 41 and 80; no representatives from minority groups or socially disadvantaged organizations.
Note 3: On June 21, 2024, a general election was held at the regular meeting of shareholders. Mr. Cheng-Ming Fang and Ms. Chia-Ying Lin were newly appointed as independent directors, and Mr. Wen-Yuan Lin, a director, and Mr. Jing-Shin Chang, an independent director, stepped down upon expiration of their terms of office.
Note 4: Mr. Kang-Hsin Liu, the representative of Long Deed Corporation and a corporate director, passed away on February 19, 2024. Mr. Huang-Cing Liu has been appointed as his replacement. Director Mr. Wen-Hsing Chiang resigned on October 31, 2024. Mr. Faa-Jeng Lin, a representative of the National Development Fund, Executive Yuan, resigned on May 20, 2024, and Mr. Yi-Whe Lin was appointed as his replacement.

## Diversity and independence of the Board of Directors :

| Title | Diversified core projects / Name | Nationality | Gender | Company employees | Age | | | |
|---|---|---|---|---|---|---|---|---|
| | | | | | Over 70 years old | 60 ~ 69 years old | 50 ~ 59 years old | Under 50 |
| Chairman | Hong, Chum-Sam | Taiwan | Male | √ | √ | | | |
| Director | Lin, Kun-Si | Taiwan | Male | | √ | | | |
| Director | Pan, Wen-Whe | Taiwan | Male | | √ | | | |
| Director | Long Deed Corporation<br>Delegate: Liu, Huang Cing | Taiwan | Male | | | | √ | |
| Director | National Development Fund, Executive Yuan<br>Delegate: Kai-Hsun Chung | Taiwan | Male | | | | √ | |
| Director | Yao-HwaGlass Co., Ltd. Management Commission<br>Delegate: Kuo Hsuen Chen | Taiwan | Male | | | | √ | |
| Independent Director | Tsai, Ming-Fang | Taiwan | Male | | | | | √ |
| Independent Director | Chien-Yi Chang | Taiwan | Male | | | | √ | |

| Title | Diversified core projects / Name | Nationality | Gender | Company employees | Age | | | |
|---|---|---|---|---|---|---|---|---|
| | | | | | Over 70 years old | 60 ~ 69 years old | 50 ~ 59 years old | Under 50 |
| Inde-pendent Director | Cheng-Ming Fang | Taiwan | Male | | | √ | | |
| Inde-pendent Director | Chia-Ying Lin | Taiwan | Female | | | | | √ |

## (2) Operation of the Audit Committee

In rder to promote corporate governance and strengthen the functions of the Board of Directors, and to enhance the company's international competitiveness, United Renewable Energy voluntarily established an Audit Committee in May 2008. The Audit Committee assists the Board of Directors in fulfilling its role of supervising the integrity of the Company in performing accounting, auditing, financial reporting and internal operational process controls.

United Renewable Energy's Audit Committee is comprised of all independent directors, one of whom is the convener. The rights of review of this committee include financial statements, audits, internal control system, acquisition or disposition of material assets or derivative transactions, significant lending of funds and endorsements or guarantees, raising or issuance of marketable securities, compliance with relevant regulations, whether the Managerial Officer has transactions with related parties and possible conflicts of interest with directors, fraud investigation reports, company risk management, appointment, dismissal or remuneration of the CPA, and financial, accounting or internal audit supervisor. The Audit Committee was convened seven times in 2024 with attendance of 100% for all members.

The internal audit supervisor reports to the independent directors on a quarterly basis regarding the status of the Company's internal audit and internal control operations, and the communications have been good. The independent directors provide professional advice on the reported matters. The Company also values the advice of the independent directors and considers it to be integrated into the Company's operating policies. The internal audit supervisor may convene a meeting at any time to report to the independent directors in case of significant issues; In addition, the CPA reports to the independent directors on a quarterly basis on the status of the audit, the financial condition, the overall operation of the domestic and overseas subsidiaries, whether there are any significant adjustments to the journal entries, special transactions, and the impact of the amendment of laws and regulations on the Company's accounts, and conducts adequate communication. In the event of significant issues, a meeting may be held at any time to report to the independent directors. four meetings were held in 2024 between the independent directors, the internal audit supervisor and the CPA. For a summary of each communication and the resolutions of the Audit Committee, please refer to the Company's website or the 2024 Annual Report.

### The attendance of the current audit committee is as follows:

| Job Title | Name | Actual number of attendance | Number of attendance by proxy | Actual attendance rate | Remarks |
|---|---|---|---|---|---|
| Independent Director | Ming-Fang Tsai | 7/7 | 0 | 100.00% | - |
| Independent Director | Chien-Yi Chang | 7/7 | 0 | 100.00% | - |
| Independent Director | Jing-Shin Chang | 4/4 | 0 | 100.00% | Resigned on June 21, 2024 |
| Independent Director | Cheng-Ming Fang | 3/3 | 0 | 100.00% | Appointed on June 21, 2024 |
| Independent Director | Chia-Ying Lin | 3/3 | 0 | 100.00% | Appointed on June 21, 2024 |

Note: Actual attendance rate is calculated as actual number of attendance / number of attendance required during the term of office.

## (3) Operation of Remuneration Committee GRI 2-19, 2-20

United Renewable Energy has established the Remuneration and Compensation Committee (hereinafter referred to as the Remuneration Committee) to ensure the fairness of the economic, environmental and social performance and personal remuneration of the Board members and Managerial Officers. The Remuneration Committee is composed of two independent directors and two outside professionals, who serve as Remuneration Committee members. The Remuneration Committee members are committed to the obligations of good management, perform their duties faithfully, and submit their recommendations to the Board of Directors for discussion, except that the Remuneration Committee members are not permitted to participate in the discussion or vote on their personal remuneration decisions.

The Remuneration Committee regularly evaluates the remuneration structure of the Directors and Managerial Officers by reviewing the organizational procedures, taking into account the time devoted to economic and corporate governance, their responsibilities, the achievement of personal goals, their performance in other positions, the remuneration offered to equivalent positions in recent years, the achievement of the Company's short-term and long-term business goals, and the financial position of the Company. We regularly evaluate the achievement of the sustainability performance goals and the structure of remuneration of our Directors and Managerial Officers, make proposals for amendments, and assist the Board of Directors in implementing and evaluating the Company's overall remuneration and benefits policy and the remuneration of our Directors and Managerial Officers to ensure that United Renewable Energy's remuneration is in compliance with relevant laws and fair practices. United Renewable Energy plans to integrate the company's ESG performance with the compensation assessment system for senior management. The company will continue to monitor ESG trends, and as internal ESG practices mature, the Remuneration Committee will evaluate and establish the appropriate measures.

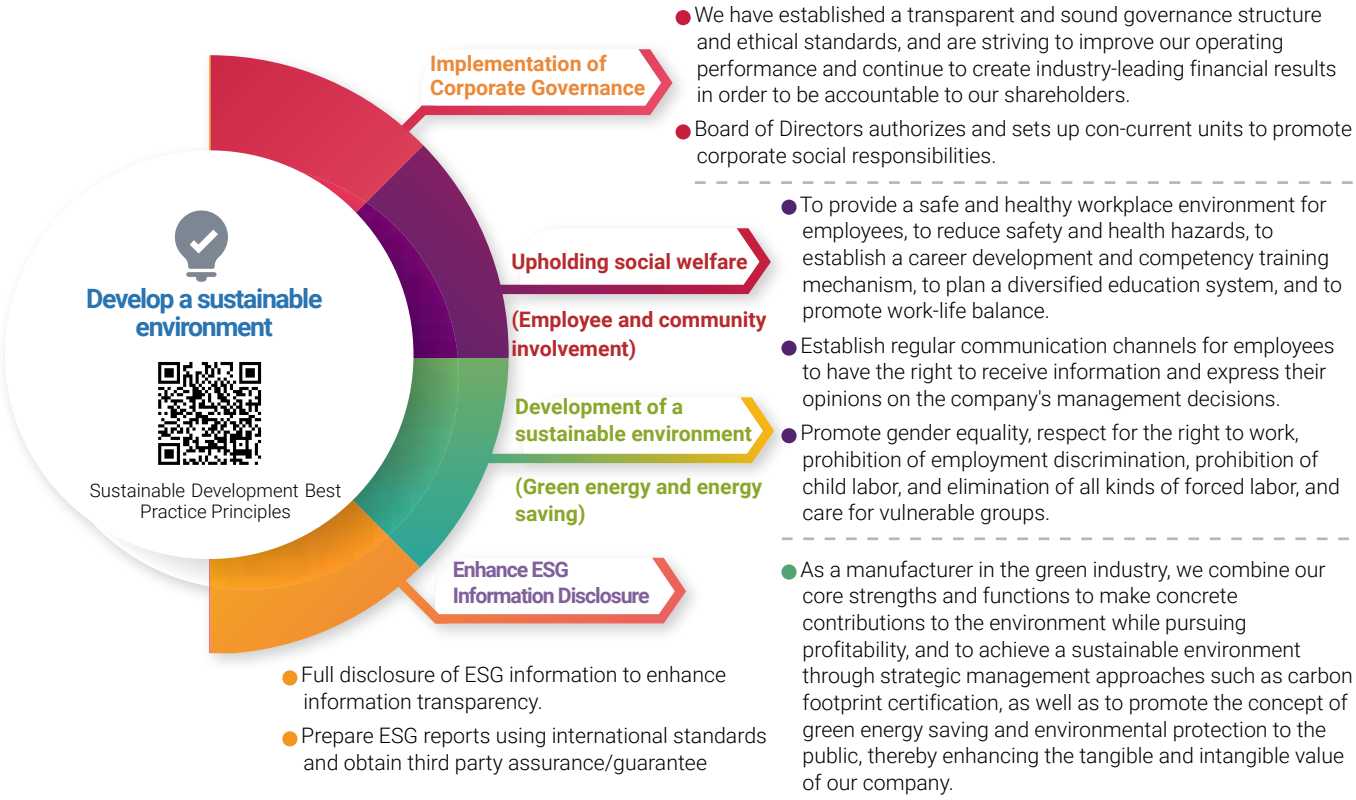
United Renewable Energy Articles of Incorporation require that United Renewable Energy shall contribute no more than 2% of the current year's earnings before taxes to the remuneration of its directors. In addition, due to the independence and exclusivity of the independent directors, effective January 2012, United Renewable Energy's independent directors receive fixed remuneration and no longer participate in the Company's earnings distribution. Please refer to the "Corporate Governance Report" section of United Renewable Energy's 2024 Annual Report for more information on the remuneration. For information on the Remuneration Committee's resolutions, please refer to the Company's website or the Annual Report to Shareholders.

### The attendance of the current remuneration members is as follows:

| Remuneration Committee Members | Name | Actual attendance of Remuneration Committee | Number of Attendance by Proxy | Actual attendance rate (%) | Remarks |
|---|---|---|---|---|---|
| Convener | Cheng-Ming Fang | 2/2 | 0 | 100% | Appointed on July 29, 2024 |
| Member | Che-Hsiung Chang | 2/2 | 0 | 100% | Appointed on July 29, 2024 |
| Member | Jun-Chi Yang | 2/2 | 0 | 100% | Appointed on July 29, 2024, resigned on Dec. 13, 2024 |
| Member | Chien-Yi Chang | N/A | 0 | 0% | Appointed on Dec. 26, 2024 |

Note 1: Attendance rate is calculated by showing the number of actual attendance / the number of attendance required during the term of office.
Note 2: Chien-Yi Chang was appointed by the Board on Dec. 26, 2024, and therefore did not attend the Compensation Committee meeting in 2024.

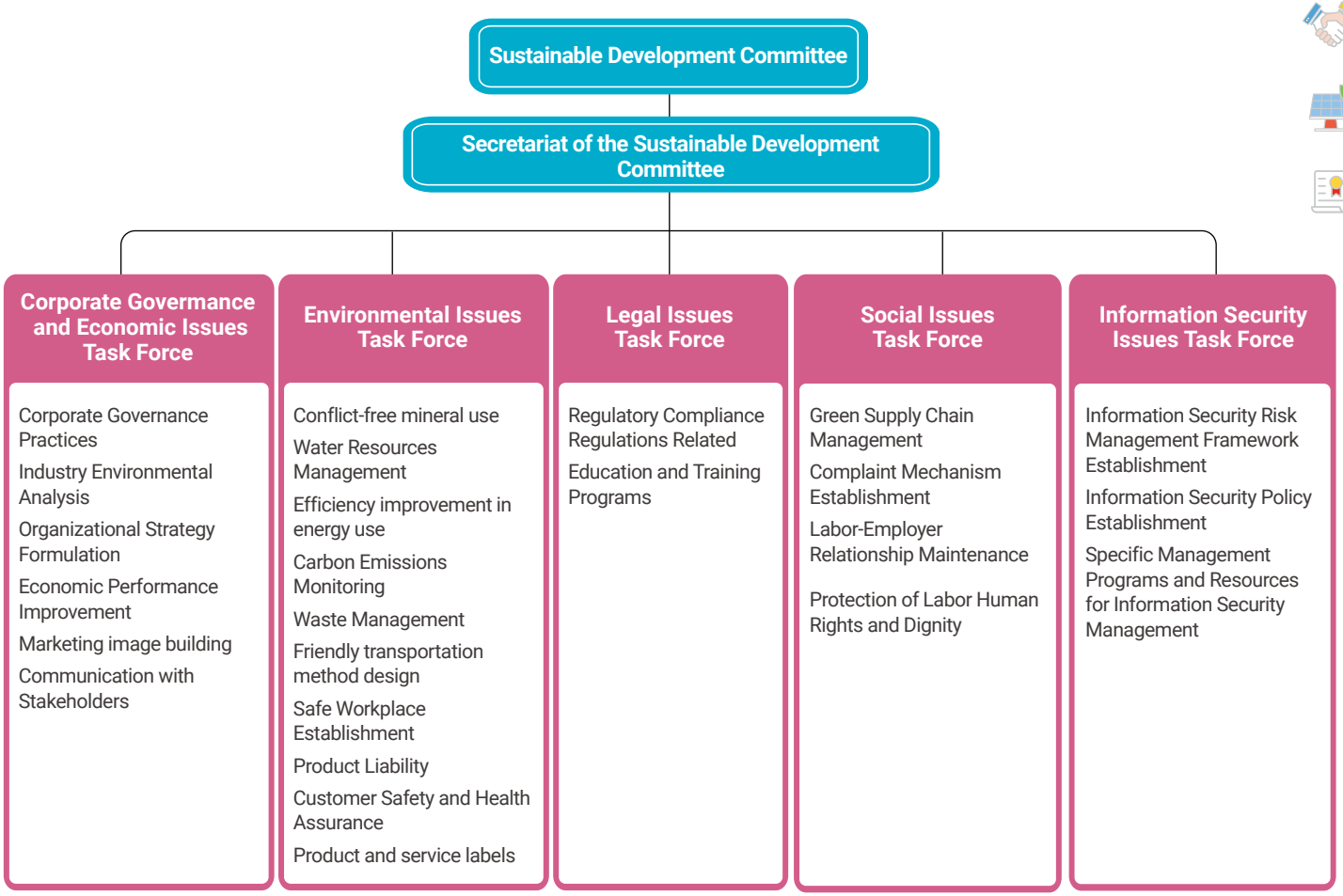
## (4) ESG Committee GRI 2-13, 2-14




In 2014, United Renewable Energy established the Sustainability Committee (hereinafter referred to as ESG Committee) and the Office of Sustainability (hereinafter referred to as ESG Office), the latter was renamed the Secretariat of the Sustainable Development Committee in August 2024 and will be under the responsibility and management of the newly established Public Affairs and Sustainable Development Department in the same month. The Committee is composed of senior executives with experience in economic, environmental, and social aspects, and the Secretariat of the Sustainable Development Committee is the driving force to promote the implementation of corporate governance, economic, environmental, and social issues. Based on the five concerning material topics to the Committee, the working groups under the Committee have been reorganized to form the five material topics task forces on Corporate Governance, Economic, Environmental, Legal, and Social. Each functional organization of United Renewable Energy appoints its representative as a member of the task force, and the five material topics task forces communicate and engage with various stakeholders, such as employees, customers, shareholders, investors, suppliers, communities, and governments, to understand the demands and expectations towards United Renewable Energy.

Additionally, United Renewable Energy holds regular business meetings with the attendance of each department head to discuss the demands and expectations of various stakeholders toward United Renewable Energy, and to present implementation results and plan future goals to ensure that they cover economic performance, corporate governance, green energy, environmental protection, and employee well-being, etc. The results of each department's ESG implementation are compiled in the sustainability report and submitted to Chairman for approval. Beginning in 2024, the company presents a resolution for approval to the Board of Directors once a year.


In 2015, United Renewable Energy's Board of Directors approved the "Corporate Social Responsibility Best Practice Principles" to further provide guidelines for the implementation of corporate social responsibility, in order to build a corporate culture of ethical management and sound development, establish good business operations, and fulfill corporate social responsibility to promote economic, environmental and social progress to achieve the goal of sustainable development. Later, in response to regulatory changes, the name was updated to the "Sustainable Development Best Practice Principles."



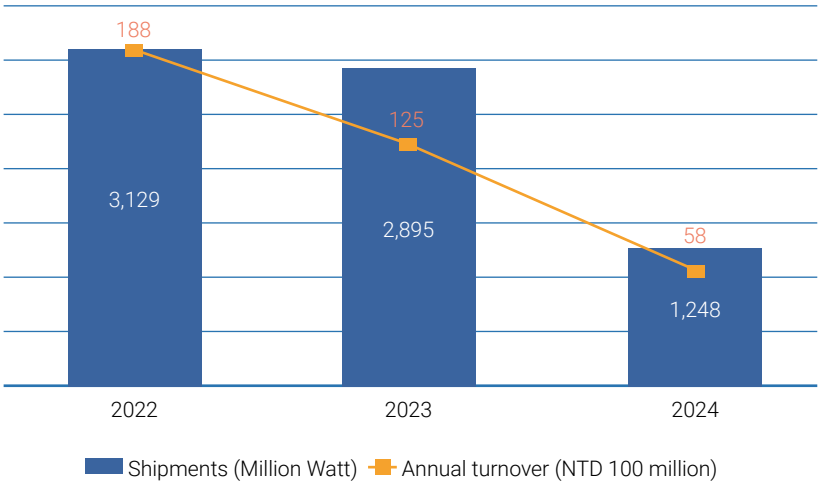
## 4.2.2 Operational Performance GRI 2-6, 201-1

Continuous growth in operating performance creates a positive cycle and provides the company with the motivation to continue to grow. Since its establishment, United Renewable Energy has managed the company and preserved its corporate culture based on five core values: Integrity, Goal orientation, Proactiveness, Innovation, and Global Orientation, in order to consistently generate financial performance. The effectiveness of United Renewable Energy's approach to economic performance management is confirmed through internal audits, external CPA audits, and Board of Directors' and shareholders' meetings' resolutions.

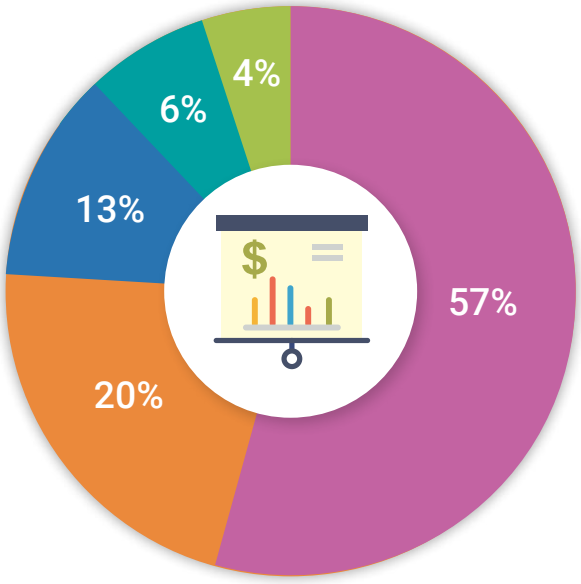
In 2024, the solar industry faced challenges due to negative news, which led to an intensification of public petitions and protests. This impacted the development of solar farms, causing delays in construction. Additionally, the high inventory of solar energy in Europe and the U.S. market contributed to these issues. The government has initiated a double-reverse investigation on the imports of solar products from the four countries in Southeast Asia. Despite these challenging circumstances, the company's consolidated revenue in 2024 amounted to NT$5.8 billion, marking a 54% decrease compared to the same period in 2023. This represents a 54% decrease from the same period in 2023. According to the International Monetary Fund (IMF), the global GDP growth rate in 2025 is estimated to be approximately 3.3%, which is not far from the GDP growth rate in 2024. Despite the challenges posed by de-globalization and de-industrialization in the West, the global economy is navigating a complex geopolitical landscape marked by volatile conditions. The magnitude of climate disasters and losses is increasing, further exacerbating these challenges. Addressing global warming and preventing climate disasters will be a critical issue and goal for humanity. The use of renewable energy will continue to increase, as will the installation of renewable energy sources. According to BNEF statistics, by 2024, approximately one-quarter of energy sources in some European countries will be solar power. Furthermore, the International Energy Agency estimates that by 2024, approximately 60% of new renewable energy installations will be solar power. BNEF further predicts that by 2025, the global solar energy installation will challenge 627GW.

In the future, United Renewable Energy will expand its product differentiation from the industry by developing new technologies and introducing new processes to increase profitability with high quality and high conversion efficiency solar cells and modules. United Renewable Energy will also actively expand the construction of downstream solar power plants and continue to complete the global midstream and downstream solar power supply chain.

### Consolidated Revenue and Shipping Volume



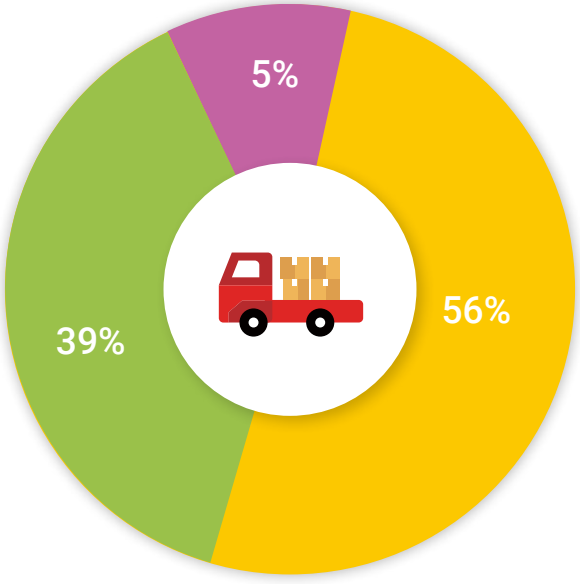
## 2024 Consolidated Revenues by Regions




- Taiwan 3.254 billion 57%
- U.S.A 1.16 billion 20%
- Europe 0.367 billion 6%
- Singapore 0.753 billion 13%
- Other Countries 0.25 billion 4%

Note: Individual sales in other countries did not reach 5% of the total consolidated revenue.

## 2024 Consolidated Shipments by Regions




- Taiwan 0.798 billion 39%
- China 1.148 billion 56%
- Thailand 73 million 5%

Note: The number of individual imports from other countries did not reach 5% of the total consolidated imports.

## United Renewable Energy (Individual) Economic Value Distribution Table 2024

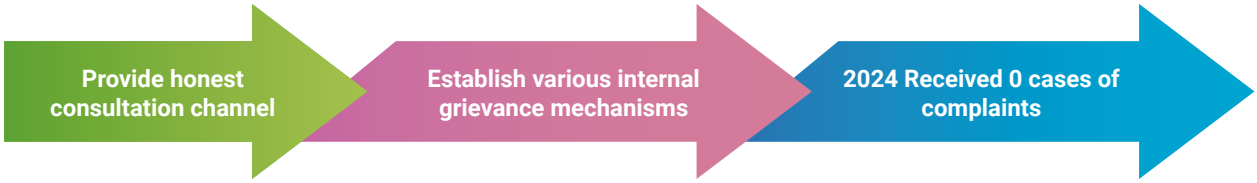
| Item | Amount | Remarks |
|---|---|---|
| A. Direct economic value generated | | |
| a) Revenue | 4.299 billion | |
| B. Economic Value Distribution | | |
| b) Operating Costs | 2.433 billion | |
| c) Employee Remuneration and Benefits | 1.026 billion | |
| d) Interest Payments or Dividend Distributions | 0.209 billion | |
| e) Tax amount | 18 million | Mainly for house tax |
| f) Community Investment | 0.00 billion | |
| Retained Economic Value=A-B | | |
| Total Retained Economic Value | (0.613 billion) | |

# 4.2.3 Integrity & Risk Management

## 4.2.3.1 Ethics and Integrity

"Integrity" is one of United Renewable Energy's core corporate cultures, which emphasizes the company culture and spirit of honesty, practicality, non-exaggeration and non-faking. Since 2013, the company has added a new employee training program to promote understanding and compliance with the value of integrity for every employee who joins United Renewable Energy. In March 2015, the former New Daylight Board of Directors approved the important corporate rules, including the Ethical Corporate Management Best-Practice Principles, Code of Ethical Conduct, and the Integrity Management Procedures and Conduct Guidelines, which are publicly disclosed on the company's website.

In the second quarter of 2024, United Renewable Energy held an "Internal Audit and Control" training session. External accountants and instructors from the internal audit department emphasized the importance of internal control. The training included topics such as internal control compliance, internal control general knowledge, and control focus on internal control significant transaction cycle. This training aimed to help employees understand the operating risks and adopt appropriate protective measures to ensure the safety of company's assets and properties, and to ensure operational efficiency and legal compliance in order to implement and promote the corporate culture of integrity management.. The training session was attended by 313 participants, totaling 469.5 training hours, with a 100% pass rate on the post-training test. In addition, to enhance employees' awareness of work ethics, we held a "Work Ethics and Legal Compliance Promotion" training session in the third quarter. This training session covered work ethics, basic concepts of contracts, and the Fair Trade Act, among other topics. The training session was attended by 535 participants, totaling 535 training hours, with a 100% pass rate on the post-training test. United Renewable Energy has implemented an anonymous internal whistleblowing channel and a whistleblower protection system, managed by the corporate governance supervisor and audit department. Whistleblower files are encrypted, and access is appropriately restricted. The company has also established and published a disciplinary and appeals system for violations of integrity management regulations, immediately disclosing on the internal website the job titles, names, violation dates, details, and handling of offenders. United Renewable Energy encourages internal and external personnel to report dishonesty or misconduct. Internal grievance channels include e-mail, physical mailboxes, and a grievance hotline. The Company ensures that the identity of the whistleblower and the content of the grievance are kept strictly confidential and that they are not subject to improper treatment as a result of the grievance. However, any internal personnel who make false reports or malicious accusations shall be subject to disciplinary action, and those who make serious allegations shall be dismissed from their positions. Since integrity is a core value of United Renewable Energy, in order to ensure that employees comply with the "Ethical Corporate Management Best-Practice Principles" and "Code of Ethical Conduct" and to define the meaning of dishonest behavior in the course of conducting business, employees who have doubts about integrity and ethical behavior can consult with the Human Resources Department or the Legal Department for further consultation. United Renewable Energy hires dedicated personnel to handle any reported cases. If it is proven that the person being reported has violated the relevant laws and regulations or the policy and regulations on integrity management, the person being reported shall be immediately requested to stop the relevant behavior and appropriately handled, and if necessary, seek damages through legal procedures in order to protect the company's reputation and rights. If a report is found to be true, the relevant unit of the Company shall be instructed to review the relevant internal control system and operating procedures and propose improvement measures to prevent the recurrence of the same behavior. Dedicated units verify the validity of the reported cases, the handling of the cases and the follow-up review of improvement measures. In 2024, the number of valid grievance cases regarding integrity reporting was 0. In order to prevent similar cases, the Company has strengthened the promotion of integrity-related rules and regulations through Email and boot screen reminders, education for new employees, and random inspections of departing employees' car compartments.



### 4.2.3.2 Recusal of conflict of interest GRI 2-15

The " Guidelines for Integrity Management Procedures and Conduct" specify that United Renewable Energy's directors, managerial officers, and other interested parties attending or participating in the board of directors' meetings should clarify at the current board of directors' meeting the important contents of their interests if they are harmful to the interests of the company. If there is a risk of harm to the Company's interests, he/she shall not participate in the discussion and vote, recuse himself/herself from the discussion and vote, and shall not exercise his/her voting rights on behalf of other directors. Directors shall also exercise self-discipline and shall refrain from inappropriately supporting each other.

If, in the course of their duties, the employees of the Company discover any conflict of interest with themselves or the legal entity they represent, or any situation that may result in improper benefits for themselves, their spouses, parents, children, or those with whom they have an interest, they shall report the relevant information to their immediate supervisors and their responsible units at the same time, and the immediate supervisors shall provide appropriate guidance.

### 4.2.3.3 Risk Management GRI 2-12

| Aspect | Material Topic | Risk Issue | Risk Response Measures |
|---|---|---|---|
| Environmental | Energy Management, Greenhouse Gas Management | ● Unable to reduce energy consumption<br>● Unable to reduce the intensity of greenhouse gas emissions | ● Promote improvement constructions of high-energy-consuming equipments in an engineering way to improve energy use efficiency.<br>● Reduce non-essential energy waste and dust-free room process environment improvement to reduce energy consumption.<br>● Implementing capacity transformation to reduce carbon emissions.<br>● Implementing energy-efficient production and electricity utilization according to current status of orders. |
| Environmental | Waste Management | ● Waste Reduction<br>● Increase recycling rate | ● Through employee education and training and poster promotion, we promote domestic waste reduction and sorting management so that recyclable resources can be recycled and reused.<br>● Continue to promote source reduction and in-plant waste recycling, strive to reduce process waste, and implement the circular economy concept of "minimizing waste output and maximizing resource recovery".<br>● Seeking cooperation with cleaning providers to carry out waste handling through legal channels to improve the recycling rate of waste in the plant. |
| Environmental | Green Products | ● Product reliability<br>● Customer-centric approach | ● The use of recycled materials presents unique challenges regarding product lifespan and reliability, requiring the resolution of numerous technical issues.<br>● For these new module types, there are no current incentives for recycling subsidies, and policies and support measures need to be updated to align with this trend. |
| Social | Equal Opportunity and Non-Discrimination for Employees | ● Incidents of employee discrimination | ● Implement “Code of Ethics for Employees”. Upon receipt of a report, the Company will organize an investigation team to conduct an investigation. Depending on the severity of the case, will take appropriate disciplinary action will be taken to protect the employee who made the report from being subjected to unfair retaliation or treatment. |
| Social | Human Rights Protection | ● Incidents of workplace bullying/sexual harassment | ● Implement "Sexual Harassment Prevention Measures and Complaint Procedures" to timely take appropriate preventive, corrective, disciplinary, and handling measures to protect the rights and privacy of the involved parties. |

| Aspect | Material Topic | Risk Issue | Risk Response Measures |
|---|---|---|---|
| Social | Occupational Safety | ● Occupational incidents<br>● Fire incidents | ● Continuously reinforce accident case promotion, discussing and implementing various safety and health measures through accident review meetings and safety and health promotion committees to prevent workplace accidents.<br>● This year, the number of fire incidents, casualties, and the casualty rate as a percentage of the total number of employees is zero. All employees are trained and drilled daily to be able to prevent the spread of a disaster at the outset, enhance their ability to respond correctly to the early stages of a fire, report and deal with the process, reduce the risk of a disaster spreading, and strengthen the company's fire safety.<br>● The Company's comprehensive safety and health program includes education and training, fire prevention, emergency response, and evacuation drills for new and existing employees and contractors. These measures are designed to prevent occupational disasters and raise employees' awareness of safety hazards. In 2024, 313 in-house education and training sessions were held, with 5,185 attendees. Additionally, 69 statutory outsourced training sessions were provided.. |
| Gover-nance/ Economical | Economic Performance | ● Operational Risk | ● Our company is well-positioned to optimize our revenue structure and expand our high-value-added business. We will do so by focusing on the three major directions of "data upgrading, strategic joint ventures, and expansion of EPC business." We are confident that these efforts will help us continue to expand into overseas markets. Our goal is to transform ourselves from a product manufacturer to an "all-around energy solutions provider."<br>● United Renewable Energy is optimistic about the future development of the energy storage market. The company plans to launch a 4.2MW demonstration behind-the-meter energy storage project in Tainan in the first half of 2025. This project will focus on high-voltage and ultra-high-pressure users. |
| Gover-nance/ Economical | Ethics and Integ-rity | ● Employee violations of internal integrity policies | ● Employee violations of internal integrity policies<br>● Implement company work rules and various management methods, and enhance internal control mechanisms. Promote integrity-related guidelines through email reminders, startup screen notifications, education for new and current employees, and random checks of departing employees' vehicles. These measures aim to prevent the risk of employee violations of integrity. |
| Gover-nance/ Economical | Information Security | ● Emerging Information Security Risks<br>● Occurrence of Information Security incidents | ● Joined Taiwan Computer Emergency Response Team/ Coordination Center (TWCERT/CC), Science Park Information Sharing and Analysis Center (SP-ISAC), CISA "Association of Information Security Chiefs" and other information security related organizations. In order to continue to focus on emerging information security issues.<br>● Information Security incident response and handling standard procedures have been established, specifying the related processes and measures, including Information Security incident notification procedures and Information Security incident handling processes. |

### 4.2.3.4 Compliance with the law GRI 2-27

Based on the core value of "Integrity", United Renewable Energy has made great efforts to comply with laws and regulations. In addition to tracking and evaluating existing laws and regulations, the company has also established various internal policies and methods, and assisted employees to understand the relevant laws and regulations through education and training as a basis for conducting business.

In terms of compliance with laws and regulations, United Renewable Energy has established internal control audits to strictly regulate the credit transactions or loan lending practices of United Renewable Energy and its subsidiaries, and conducts regular audits to comply with the requirements of the competent authorities. United Renewable Energy has also established manuals or codes of conduct for environmental protection, labor safety, financial reporting/ internal control, insider trading, intellectual property protection, confidential information protection, personal information and privacy protection, and procurement, which new employees are required to understand and sign in order to provide them with a reference for business execution. Among them, the protection of intellectual property

rights is the emphasis of United Renewable Energy's internal management. In addition to requiring new employees to sign the Intellectual Property Rights and Confidentiality Commitment in person to understand the relevant rights and cooperation matters, a patent management practice manual has been established to regulate the acquisition, maintenance and utilization of the company's patent rights in detail.

In order to ensure that all employees of the Company are able to understand the key compliance points, the legal team organized the “Ethics and Compliance” education and training course in 2024. The objective of the course is to raise employees' awareness of legal compliance and ensure that they fully understand and comply with the laws and regulations related to the Company's business. The course covers the legal requirements and ethical considerations that employees should comply with. The training program integrates external and internal training to reinforce employees' compliance and ethical responsibilities in their daily work. These courses are designed to enhance employees' awareness of legal compliance, help establish a sound corporate governance structure, and effectively manage business risks, laying a solid foundation for the long-term stable development of the enterprise.

| Course Title | Total Hours of Training by URE | No. of Trainees |
|---|---|---|
| Ethics and Compliance education and training | 1 | All employees |

Note: Significant violations are defined as fines amounting to NT$100,000 or more.

In addition, with the support of CLO, United Renewable Energy's corporate legal affairs team actively participates in a variety of external professional programs to keep up with the latest regulatory information and developments in various specialized areas of law. All of our legal professionals, including the CLO, have also completed on-the-job training in accordance with the requirements of the judicial district in which they are qualified as lawyers.

| Number | Course Name | Total Training Hours for Legal Department | No. of Trainees |
|---|---|---|---|
| 1 | Directors and Supervisors' Self-Protection: Insight into how criminals utilize unconventional trading and related party trading practices | 3 | 1 |
| 2 | Corporate Sustainability and the Operation of the Audit Committee and Remuneration Committee | 3 | 1 |
| 3 | ESG and Corporate Integrity | 3 | 1 |

Through the implementation of compliance measures, United Renewable Energy's operations in 2024 are committed to adhering to regulations in all areas, including: 1. labor law: employment and appropriate work, industrial relations, occupational safety and product labeling, training and education; 2. human rights regulations: strategy and management, non-discrimination, freedom of association and collective bargaining, non-employment of child labor, non-compulsory and forced labor, attention to safety practices and inherent human rights; 3. Business Entity Accounting Law and Corporate Governance Regulations: compliance with high standards of the competent authorities; 4. Disciplinary Regulations: no bribery, corruption, or abuse of political donations; 5. Environmental Regulations: effluent, waste, air pollution, etc. 6. Personal Data Protection Act, Employment Service Act, and other related laws. There were no major violations of the law during the year.

Note: Significant violations are defined as fines amounting to NT$100,000 or more.

### 4.2.3.5 Audit Organization

United Renewable Energy has established the Internal Control System since 2007 to ensure the effectiveness and efficiency of its operations (including profitability, performance and safety of assets), reliability of reporting, timeliness, transparency and compliance with relevant regulations and laws and regulations. The Internal Audit refers to an independent organization and personnel within the company to continuously review, research, evaluate and make

recommendations on the company's operating activities, to assist the Board of Directors and Managerial Officer to check and review the deficiencies of the Internal Control System, to measure the effectiveness and efficiency of operations, and to provide timely recommendations for improvement.

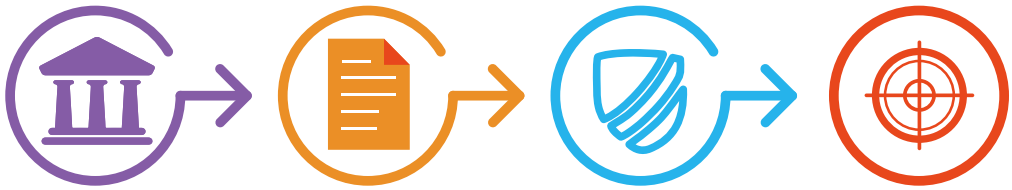
## Operation of the audit organization

The internal audit is performed independently, objectively, and superiorly, directly under the Board of Directors. The internal audit reviews and verifies the adequacy and effectiveness of the Company's internal control system by reviewing the internal control system and reporting to the Board of Directors at its regular meetings, as well as to the Chairman and internal senior management meetings on a monthly or as necessary manner. The audit is conducted in accordance with the audit plan approved by the board of directors. The audit plan is prepared based on the status and importance of the region, the results of previous audits, risk evaluation and response, and annual operating objectives, etc. Depending on the need, we select material issues or instructions from superiors and conduct project audits or reviews to provide information on the operation status of management's internal control function and provide management with a timely channel to understand the existence or potential deficiencies. In 2024, in response to the amendment to the Guidelines Governing the Establishment of a System of Internal Control for Public Companies, the United Renewable Energy revised its internal control system to include the management of sustainability information. The annual audit program also includes the recognition of sustainability information. The auditing procedures are as follows:


A total of 43 audit items were audited in 2024. The audit plan is implemented monthly, and the audit report and tracking report are delivered to or notified to the independent directors for review after they are presented to the Chairman. We have also completed the improvement of internal control deficiencies and anomalies within the deadline.

In addition, the audit reviewed the evaluation items of the effectiveness of the Internal Control System evaluated by the "Internal Control Self-Evaluation Operation Tier List" of 62 participating units (including subsidiaries) in 2024, and compiled them into the "2024 Internal Control System Self-Evaluation Overall Evaluation List" as the base for issuing the "Internal Control System Statement".

## Fraud Prevention



| Definition of unethical behavior | Analysis | Preventive Solutions | Fraud Prevention |
|---|---|---|---|
| ■ Bribery and corruption<br>■ Provide illegal political donations<br>■ Improper charitable donations or sponsorships<br>■ Offering or accepting improper benefits<br>■ Violation of trade secrets and intellectual property rights<br>■ Engaging in unfair competition | ■ Analysis of business activities with a higher risk of unethical behavior within the scope of business | ■ Formulate preventive measures or related regulations based on the analysis results | |

| Statistics of Reported Cases | Reasons for Reporting | Handling Process |
|---|---|---|
| 2 | 1. An equipment colleague at a Tainan plant discreetly copied the company access cards of several employees (including about five of his own) and provided them to suppliers for use, enabling suppliers to enter and exit at will using the identity of company personnel.<br>2. On June 20, 2024, a sexual harassment complaint was received at the Tainan Plant. | 1. June 2024: Following an investigation into violations of work rules and regulations, five staff members were issued a demerit point and a warning notice.<br>2. The Handling Committee was formally authorized on July 20, 2024, to appoint two members to investigate the matter: one from outside the company and one from within. After conducting interviews with the relevant officers and carrying out the necessary investigation procedures, the Investigation Panel found that the sexual harassment case lacked substantiation. |

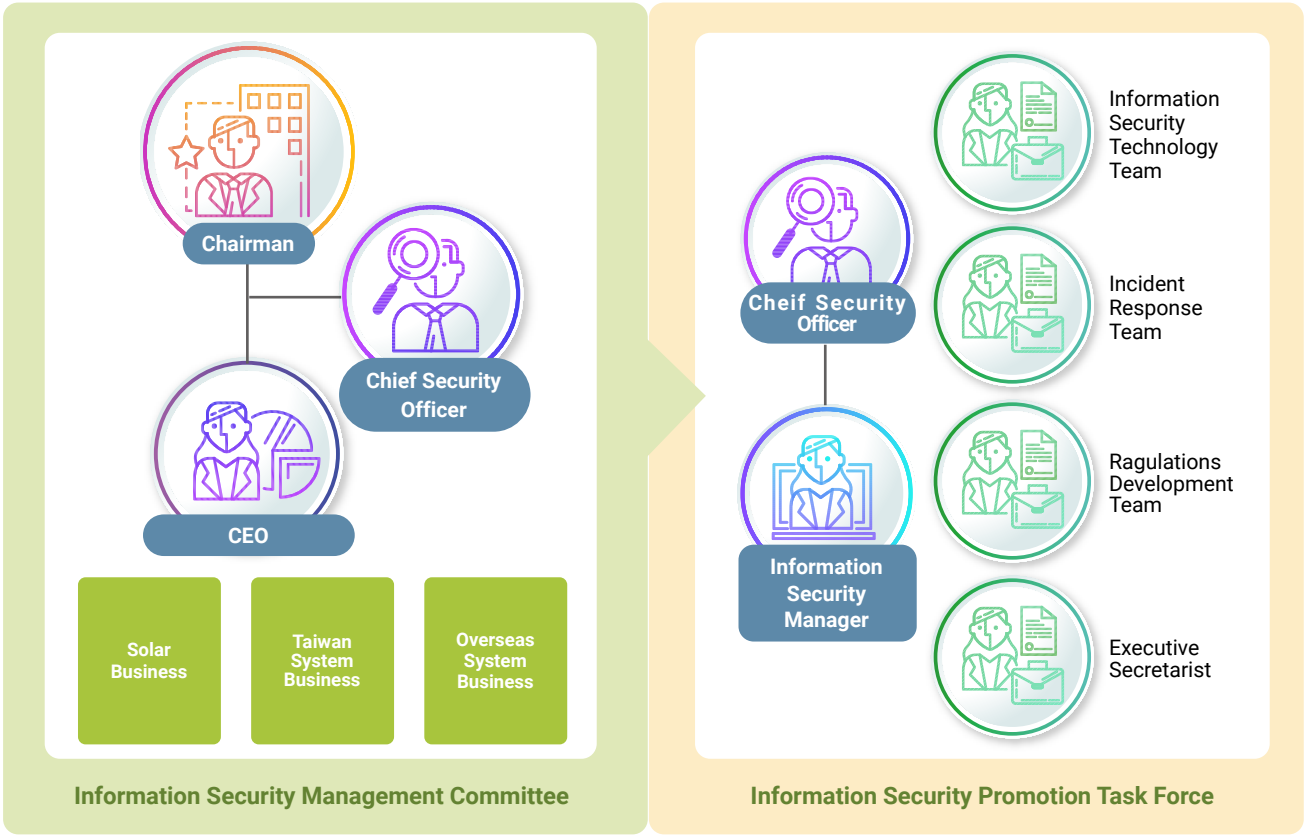
### 4.2.3.6 Information Security Management

#### Information security risk management framework:

To ensure the continuous and effective operation of our information security management and to adequately protect business secrets and research and development results from intentional or negligent damage by internal and external personnel, the company established the "Information Security Management Committee" in 2024. The committee is chaired by the Chairman of the Board, with the Chief Information Security Officer (CISO) serving as the executive secretary, and includes heads of business units as necessary members. The committee is responsible for approving the company's information security policy and the annual information security promotion plan, as well as overseeing the implementation of information security management in each unit through performance reports. In 2024, the company completed the inventory of information assets, risk assessments, risk analysis, and the development of risk treatment plans for 35 departments, implementing control measures to ensure effective reduction of information security risks.

Additionally, to help each business unit comply with information security regulations, the company established the "Information Security Promotion Task Force," which holds regular "Information Security Promotion Task Force Meetings." The information security department serves as the executive secretary, with an information security officer and two dedicated information security personnel responsible for implementing information security initiatives, reporting on the effectiveness of information security management, reviewing and improving information security

risk-related issues, assessing the appropriateness of information security policies, and supervising and evaluating the compliance and effectiveness of management measures, reporting to the Information Security Management Committee.




## Information and Communication Security Policy:

To ensure the smooth operation of the company's business and prevent unauthorized access, use, control, disclosure, destruction, alteration, or other activities that may compromise the confidentiality, integrity, availability, and legality of the information and communication systems and services, the company has developed the Information and Communication Security Policy.

(01) Establish a dedicated unit responsible for establishing and implementing information security systems and managing related processes.

(02) Ensure that the regulations of the information security management comply with relevant government laws and regulations.

(03) Effectively manage information and communication assets by conducting regular asset examinations and risk assessments and implementing protective measures.

(04) Develop and implement a comprehensive information security maintenance plan to ensure the feasibility and effectiveness of the Information and Communication Security Policy.

(05) Implement vendor security audits and management to ensure the security of outsourced information and communication.

(06) Implement auditing and management review processes to continuously improve the information security management processes.

(07) Provide information security education and training programs and promote information security awareness among new employees to enhance the overall security consciousness of the workforce.

(08) Protect information and communication systems and services from unauthorized access to maintain their confidentiality.

(09) Prevent unauthorized modification of information and communication systems and services to maintain integrity.

(10) Ensure authorized users have appropriate access to information and communication systems and services based on their operational needs.

(11) Promote the integration of information security defenses, strengthen collaborative security measures, and facilitate information sharing.

## Specific Measures:

- Information Security Management Meetings: Regularly convene information security management review meetings and information security promotion task force meetings. In 2024, a total of 21 information security meetings were held across various departments. These meetings reviewed information security management policies, developed work plans, examined regulations, conducted education and training courses, and formulated and implemented information security projects in response to risk trends and company needs.
- Risk control review: Each department conducts regular annual examination of information and communication assets to assess their value. Based on the results of annual risk assessment, risk mitigation plans are developed. After implementing the control measures, the effectiveness of the measures is reviewed to ensure the effective reduction of information security risks.
- Information Security Operations and Maintenance: The Company has been gradually implementing a defense-in-depth strategy. This includes the implementation of SD-WAN, next-generation firewalls, anti-virus systems, and endpoint detection and reporting systems (EDR).

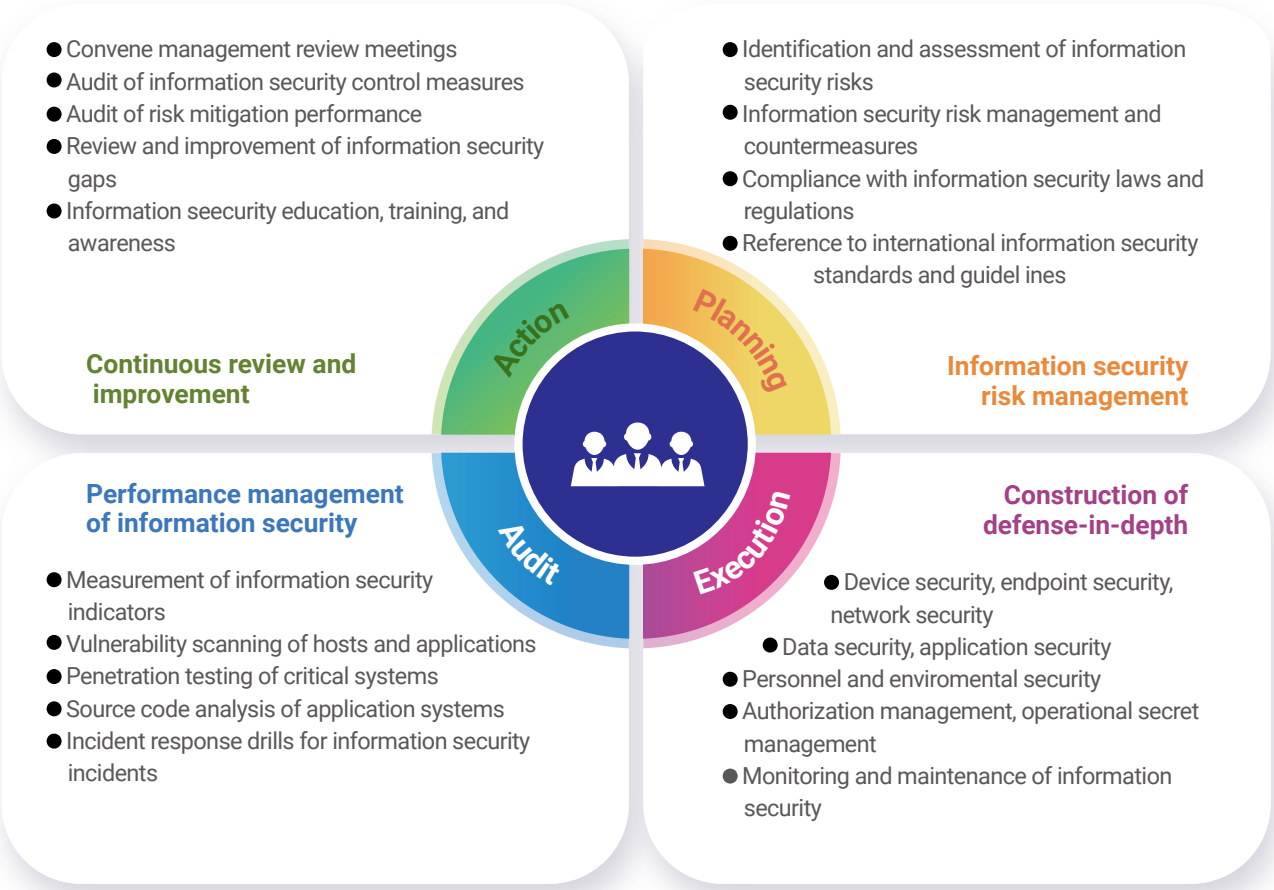
1. In terms of information infrastructure, purchased the Security Control Center (SOC) service, which commissions an external security team to conduct 24-hour proactive host detection and analysis of abnormal behaviors and potential threats to strengthen the monitoring and control of hosts; the two-factor authentication system, which strengthens the authentication of identities and reduces the risk of account leakage and unauthorized access; virtual desktop architecture, which strengthens the security of remote connectivity operations, so as to achieve the goal of keeping the data off the ground and significantly reduce the risk of data leakage; the system and data backup and recovery system, which automates data backup and recovery to ensure the security of important data; expanding the scope of endpoint detection and reporting system components; and expanding the scope of endpoint detection and reporting system components to include the automatic data backup and recovery to ensure the security of important data. The virtual desktop architecture enhances the security of remote connection operation to keep the data off the ground and significantly reduce the risk of data leakage; the system and data backup and recovery system automates data backup and recovery to ensure the security of important data; and the endpoint detection and reporting system expands the scope of the endpoint detection and reporting system to include more hosts in the scope of monitoring and control to ensure the security of hosts.
2. For office information and communication network security, the next-generation firewalls are installed in each factory to ensure the security of the network environment in each factory; the endpoint equipment control system

strengthens the control of endpoint computers to prevent improper computer use and confidential information leakage; and the e-mail blocking system automatically backs up and archives outgoing and incoming e-mails to prevent the loss of important e-mails.

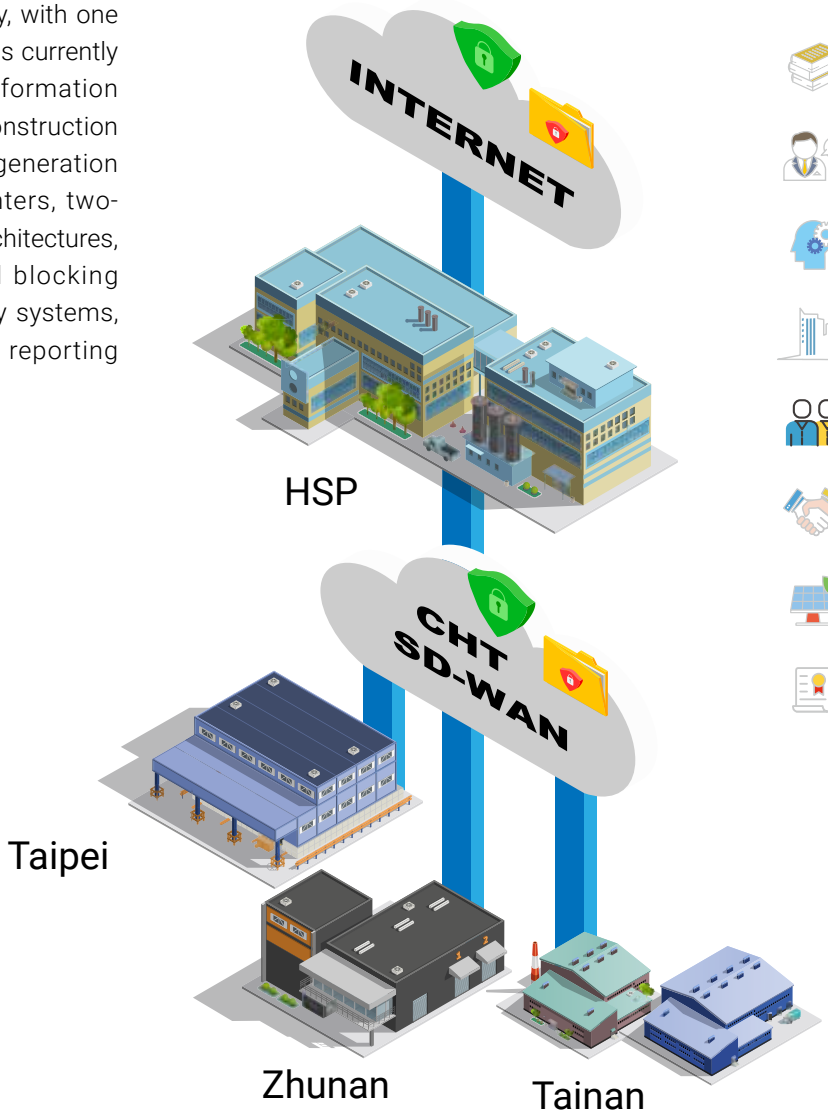
3. The factory production lines are equipped with firewalls to enhance the protection of the network environment of each production line.

- Personnel Awareness Training: In 2024, all employees underwent general information security training, including security diagnostics, social engineering education, and practical social engineering drills. This training aims to enhance employees' understanding of relevant legal regulations and strengthen their information security awareness in daily operations.
- Improvement of Information Security: Regularly review information and communication security regulations and operational procedures. Conduct internal controls and audits to ensure compliance with information and communication security prevention and management measures. On the technical front, continuously gather information on security risk trends and new attack techniques, assess relevant technical risks in the company, and develop technology introduction strategies and management policies.
- Annual Results: Regarding regulations, finalized the revision of information security management procedures. With respect to drills, conducted the business continuity drill and the company-wide social engineering drill to raise awareness among employees about information security protection.

## Resources of Information security management:



To maintain the operation of our information security management system and comply with the information security management guidelines for listed companies, our company has appointed the Vice President as the Chief Information Security Officer (CISO) and established a dedicated information security department. This department includes one information security manager and two information security personnel. The Information Management Center is responsible for the maintenance and operation of information security technology, with one technical operations manager and two technicians currently in place. In 2024, we have invested in nine information security enhancement projects, including the construction of firewalls for various production lines, next-generation firewalls, information security monitoring centers, two-factor authentication systems, virtual desktop architectures, endpoint equipment control systems, email blocking systems, system and data backup and recovery systems, and the expansion of endpoint detection and reporting divisions.



# 5

# Employee and Social involvement

## GRI 3-3

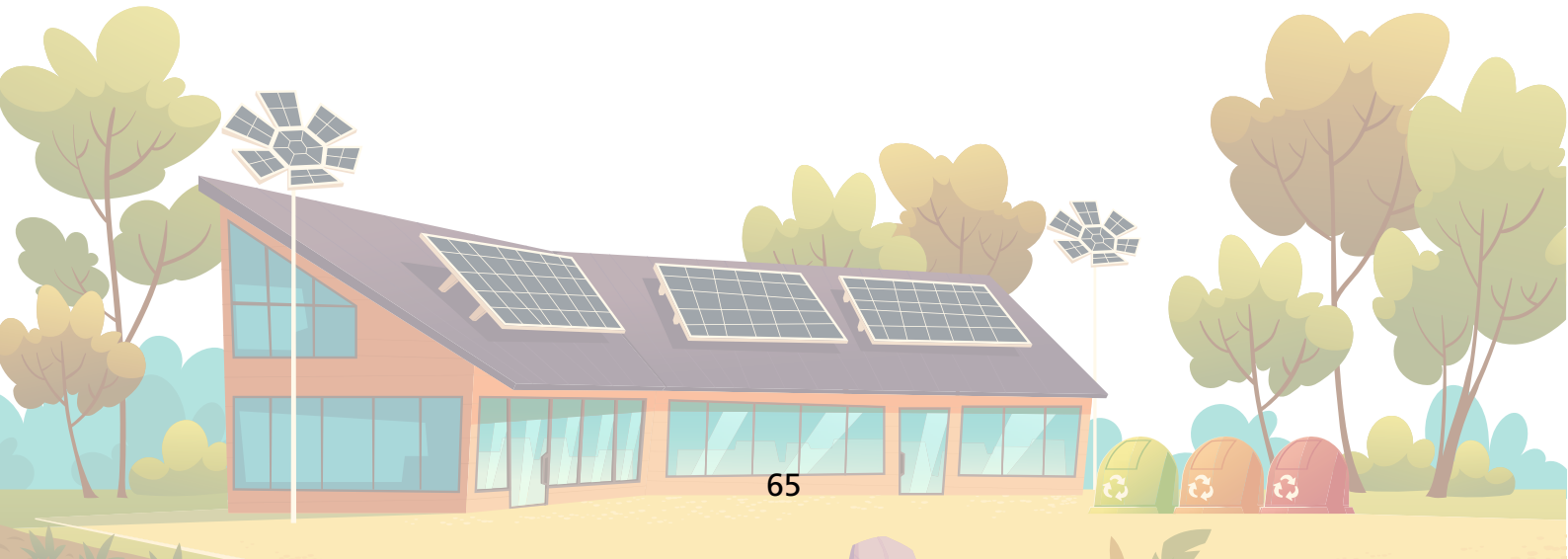
### Material Topic

Equal Opportunity and Non-Discrimination for Employees, Human Rights Protections, Occupational Safety

| | |
|---|---|
| **Material Topic** | Occupational Safety |
| **Policy** | 1.Comply with the relevant requirements of laws and regulations obligations.<br>2.Enhance stakeholder consultation, communication and participation.<br>3.Continuous improvement of OH&S system and policy targets.<br>4.Reduce the risk of health hazards and environmental impacts to personnel.<br>5.We are committed to the implementation of OH&S and environmental protection. |
| **Commitment** | In order to prevent hazards to the lives or health of employees, we have introduced Occupational Health and Safety Management Systems to control the hazards and risks that may arise in the work environment and continuously promote health promotion activities to ensure that employees, contractors, guests and other personnel in the workplace are free from health and injury concerns. |
| **Objectives** | **Short-term:**<br>In order to strengthen the emergency response capability of all plant employees, we continue to conduct primary fire-fighting training and small-scale response drills for each department, with a target attendance rate of 100%. For URECO's OH&S issue tracking management mechanism, the chairman of the company's safety committee convenes representatives from each plant to review the plant's safety incident and health management plan and review the incident scoring mechanism in a timely manner.<br>**Medium and long term:**<br>United Renewable Energy is committed to preventing the occurrence of accidents by observing operations from time to time to reduce the safety hazards that may occur during operations. Depending on the severity of the accident, the frequency of exposure, and the existing control methods, we identify potential risk factors and make improvements at the source.<br>United Renewable Energy is committed to creating a safe workplace and promoting the spirit of corporate social responsibility with the expectation of zero occupational hazards, and will continue to develop the following management mechanisms in addition to certification:<br>(1) Implement contractor management and confirm safety procedures for special operations.<br>(2) Implement new process hazard management to reduce the risk caused by new chemicals.<br>(3) Wearing of PPE can be managed voluntarily to reduce personnel hazards. |
| **Management Mechanism** | Introduced ISO 45001 Occupational Health and Safety Management Systems and TOSHMS Taiwan Occupational Health and Safety Management Systems. |
| **Resources invested in the year/ Key Achievements** | 1. In 2024, a total of 18 management initiatives were introduced. Preventative measures were implemented to ensure the safety of personnel and to prevent work-related incidents, including electric shocks. The area of the machine that is suspected of being electrified shall be fenced off to prevent personnel from touching the anti-electrical equipment. The action aims to reduce occupational accidents and enhance risk control effectiveness on-site.<br>2. The Occupational Safety and Health (OSH) department conducted 313 internal educational training sessions, with a focus on fire drills and emergency response exercises. This initiative aimed to boost personnel preparedness, reinforce correct initial responses and handling of fire incidents among colleagues, thereby mitigating the risk of fire escalation.<br>3. OH&S conducts equipment safety verification for new machines and requests the installation of safety protection devices to avoid the risk of clamping of workers.<br>4. According tto the ISO 45001 OH&S management system, by the end of 2024, United Renewable Energy had 3 plants passed the audits of third-party certification institutions, covering 63% of the employees and the remaining 37% were external suppliers. |
| **Responsible Department/Grievance Mechanism** | **Responsible Department:**<br>Occupational Safety and Health Department;<br>Grievance Mechanism: Labor Conference, DR.H mailbox, Plant Chief mailbox, Grievance Hotline. |

| | |
|---|---|
| **Validation of Management Mechanism Effectiveness** | 1. ISO 45001 OH&S management system and TOSHMS Taiwan Occupational Health and Safety Management Systems have been certified by TUV and the certificates have been obtained.<br>2. Participated in the Occupational Safety and Health Administration, MOLTainan District OH&S Center "safety culture promotion counseling", Bureau of Labor Affairs, Tainan City Government OH&S Family core enterprises, and actively promote safety and health operations.<br>3. Brom 2022 to 2024, there was a significant decrease in the number of occupational injuries per year. In 2024, compared to the previous year, the combined male-female incapacitating injury (LTIR) decreased from 2.6 to 1.45. |

| | |
|---|---|
| **Material Topic** | Equal Opportunity and Non-Discrimination for Employees, Human Rights Protection |
| **Policy/ Commitment** | To fulfill corporate social responsibility and implement protections for human rights, formulated a human rights policy applicable to the Company as well as the Group's affiliates with the aim of preventing violations and breaches of human rights. |
| **Objectives** | In addition to providing a reasonably safe place to work, it is essential to treat current employees with dignity and reasonableness. |
| **Management Mechanism** | Provide comprehensive training to new employees, including human rights education, policies, labor laws and regulations, and prevention and treatment of unlawful infringement and sexual harassment. Training is complemented by general occupational safety and health training, ensuring that employees have a clear understanding of the company's commitment to protecting human rights policies. |
| **Resources invested in the year/ Key Achievements** | To fulfill our responsibility to protect human rights and to implement the "Workplace Wrongful Infringement Prevention Course" to cultivate a workplace culture that respects human rights, the general education course "Workplace Wrongful Infringement Prevention Course" has been offered in 2024. This course has had a total of 1,139 participants and 1,675 hours of training. |
| **Responsible Department/Grievance Mechanism** | **Complaint mechanisms include:**<br>Hotline: 20785<br>Email: 20785@urecorp.com<br>Dr. H's mailbox<br>Physical mailbox (Plant Manager's mailbox) |
| **Validation of Management Mechanism Effectiveness** | The "Workplace Wrongful Infringement Prevention Course" concluded with a post-test, and the completion rate was 99%.<br>In 2024, there were no incidents of workplace violence. |



# 5.1 Friendly Workplace

Morale and work efficiency can only be improved in a good environment and work atmosphere, and URECO believes that a competitive business is only as good as its happy employees!

## 5.1.1 Overall remuneration planning and comprehensive benefit design GRI 201-3, 401-2, 404-3, 405-2

United Renewable Energy's remuneration levels are designed to attract and retain talented employees and to take into account the interests of shareholders and employees, without any differences based on gender or race, and with the same level of remuneration for the same grade and job content, and are subject to timely and flexible adjustments based on employee performance and achievement of organizational goals. The Articles of Incorporation stipulate that the Company shall appropriate not less than 3% for employee remuneration if there is any surplus after deducting employee remuneration and director's remuneration from the pre-tax income (after offsetting accumulated losses) for the current year.

The benefits policy is designed to boost employee morale, motivate employees, and create employee benefits. Every United Renewable Energy employee, regardless of gender, nationality, race, or religion, enjoys equal benefits and subsidies, as well as an annual salary adjustment, operational performance bonuses, employee bonuses, employee stock options, retention allowances, and other generous remuneration systems. Various recreational activities are planned in conjunction with important annual festivals to relieve employees' work pressure and enhance bonding, so as to achieve work-life balance.

| Ratio of Basic Salary to Remuneration | | | Ratio | | | | | | Explanation of the Differences |
|---|---|---|---|---|---|---|---|---|---|
| | | | 2022 | | 2023 | | 2024 | | |
| Key Operation Sites | Employee Category | Item | Male | Female | Male | Female | Male | Female | |
| Taiwan | Executive (Note 1) | Basic Salary (Note 2) | 1.12 | 1.00 | 1.10 | 1.00 | 0.98 | 1.00 | There is almost no difference between female and male salaries, and the calculation of salary and overtime will not be treated differently because of gender, but only because of the characteristics of the industry and more male colleagues, thus causing the calculation result. |
| | | Remuneration (Note 3) | 1.16 | 1.00 | 1.14 | 1.00 | 1.00 | 1.00 | |
| | Non-executive | Basic Salary | 1.18 | 1.00 | 1.19 | 1.00 | 1.19 | 1.00 | |
| | | Remuneration | 1.19 | 1.00 | 1.16 | 1.00 | 1.19 | 1.00 | |

Note 1: The definition of "executive" includes positions at the level of Deputy Manager and above.
Note 2: Basic salary refers to the minimum fixed amount paid to employees for the duties they perform and does not include any additional remuneration such as overtime, bonuses or allowances of any kind.
Note 3: Remuneration refers to basic salary plus additional amounts paid to workers; "additional amounts paid to workers" include length of service allowances, bonuses ( including cash and shares), benefits, overtime, vacation and any other subsidies (such as transport subsidies, living expenses subsidies and childcare subsidies).

| Benefit Items | Summary |
|---|---|
| Bonus (full time employees) | Employee bonuses, employee stock options, year-end bonuses, operational performance bonuses, epidemic prevention bonuses, overtime bonuses, referral bonuses, end-of-term bonuses, and outstanding performance bonuses. |
| Festival/Birthday Voucher | Lunar New Year, Dragon Boat Festival, Moon Cake Festival, Labor Day, and employee birthdays, with shopping coupons and year end benefits. |

| Benefit Items | Summary |
|---|---|
| Annual Leave | For those who have served from 6 months to less than 1 year, a 3 day annual leave is granted; for those who have served for 1 year to less than 2 years, a 7 day annual leave is granted; for those who have served for 2 years to less than 3 years, a 10 day annual leave is granted; for those who have served for 3 years to less than 5 years, a 14 day annual leave is granted; for those who have served for 5 years to less than 10 years, a 15 day annual leave is granted; for those who have served for more than 10 years, an additional day is granted for each year of service, subject to a maximum of 30 days.<br>The effective term of annual leave is within one year, and if there are any unused hours at the end of the period, all of them will be converted to payment in lieu of leave. |
| Health Checkup | The company fully covers the cost of annual employee health checkups. |
| Social Insurance | Labor Insurance, Health Insurance, Labor Pension |
| Group Insurance | Injury medical insurance, hospitalization medical insurance (hospitalization coverage per day / hospitalization medical insurance, return within two weeks of hospitalization, ER limit, surgical coverage), cancer medical insurance ( cancer hospitalization coverage per day, discharge rehabilitation benefits, cancer medical surgery coverage, radiotherapy or chemotherapy coverage), clinic surgery, fracture not hospitalized, etc.<br>Overseas accidental death insurance and overseas sudden illness clinic/hospitalization medical insurance for business trip/stationed employees |
| Wedding, funeral, maternity, hospitalization celebration or consolation money | Employee's marriage: NT$10,000 congratulation<br>Childbirth of an employee or a family member: NT$3,000 congratulation<br>Funeral of an employee or a family member: NT$10,000 consolation money ( condolence flower basket will be sent to supervisors and above)<br>Hospitalization of employee: NT$1,000 consolation money / NT$800 consolation gift box<br>Subsidy of NT$1,500~6,000 for immediate supervisor's contribution |
| Babycare Retention | In accordance with the Act of Gender Equality in Employment, those who have been employed for six months and have children under the age of 3 are eligible to apply. |
| Community Subsidies | Employees are encouraged to develop diversified interests. An application can be made by 10 or more employees or their dependents to form a community, and a subsidy of NT$6,000 will be given for the establishment of service, talent, and sports communities according to the purpose. Subsequently, depending on the evaluation level of the community, they can receive a subsidy of NT$10,000 to NT$30,000 per year. |
| Meal allowance | The daily breakfast allowance is NT$30 and self-paid meal cost is NT$10; the daily lunch and dinner allowance is NT$30~40 and self-paid meal cost is NT$20~30; the daily supper allowance is NT$50 and self-paid meal cost is NT$10; the above allowance varies according to the shift.<br>If the working hours are extended for business purposes, there is a full dinner subsidy benefit. |
| Health Center | Each plant has a health center with qualified professional nursing staff stationed within the plant. The center has a clean and homely nursing room and provides sterilization pots and thermal bags for employees to borrow. |
| Massage & Stress Relief Service | Professional visually impaired masseurs are hired to provide massage services. Each employee is entitled to one 15-minute free massage per week by making their own appointment. |
| Gym | According to the space of each plant, there are professional treadmills, recumbent exercise bikes, weight training equipment, supine training chairs, back pulling and chest stretching equipment, standing bicycles, table tennis tables (equipped with table tennis serving machines), pool tables, showers and other facilities, which are open 24 hours for free use by employees. |
| Benefit Committee Activities | Various events have been held throughout the year: New Year's Eve market, Dragon Boat Festival market, Moon Cake Festival market, employee trips, Star of the Month, end of the year events, various communities, book fair, and daytime market.<br>Special store discounts, online pre-order of New Year's gift boxes, and sharing of benefit information<br>Benefit committee coupons: distributed to employees upon Lunar New Year, Dragon Boat Festival, Moon Cake Festival, birthday, and Labor Day. |
| Employee Care | 20785 Happiness Hotline, employee counseling and consultation, employee care and stress relief courses. |


## Performance Management

Human resources are the most important asset of the company. United Renewable Energy is committed to building a good and safe working environment, providing employees with diversified and equal opportunities, establishing a system of equal pay for both genders, mutual trust and respect in labor relations, and solid education and training. By continuing to develop in accordance with these five principles, we will create a win-win future for both employers and employees.

Through a systematic management system of recruitment, remuneration and benefits, performance management and training and development, United Renewable Energy expects employees to pursue self-excellence. A total of 1,095 employees were hired at United Renewable Energy in 2024, of which the number of employees with physical and mental disabilities is higher than that required by government regulations, indicating that there is no discrimination against particular identities in recruitment and employment, and that the remuneration of employees is not

differentiated by gender. We adopt the policy of hiring the right person for the right job and based on talent.

In order to understand the performance of employees and to stimulate their potential, the company conducts regular performance appraisals. 1,084 employees participated in the appraisal in 2024 (excluding Chairman, CEO, consultants, and the contracted staff), and DL monthly performance appraisal, annual performance appraisal and new employee performance appraisal were conducted according to the job category and time of arrival. The total number of participants accounted for 99.00% of the total number of employees. The appraisal results are used to reasonably evaluate the achievements and contributions of each full-time employee, and to provide transparent and open promotion opportunities once a year to motivate employees and strengthen their motivation for self-improvement.

| Employees participated in the appraisal in 2024 | | Number of people reviewed | Total number of employees | Percentage |
|---|---|---|---|---|
| Gender | Female | 466 | 1,095 | 42.56% |
| | Male | 618 | | 56.44% |
| Employee Category | Direct | 545 | | 49.77% |
| | Indirect | 539 | | 49.22% |

## 2024 Salary information for non-executive full-time employees:

| Item | Number of people/amount | Difference from previous year |
|---|---|---|
| Number of non-executive full-time employees | 1,121 people | -368 people |
| Average Salary of Non Executive Employees | NT$716,000 | +29,000 |
| Median Salary of Non Executive Employees | NT$608,000 | +59,000 |

Note 1: Calculated based on the reporting basis and statistical formula of "Information about salary of full-time employees who are not in a managerial position" compiled and published by TWSE.

Note 2: The identification of employees who do not hold managerial positions is based on the scope of application of "Managerial Officer" as stipulated in the Tai-Cai-Certificate No.3 letter No. 920001301 dated March 27, 2003. In practice, the scope of Managerial Officer is the same as that of Managerial Officer and Managerial Officer in the annual report of shareholders' meeting, Managerial Officer refers to General Manager, Deputy General Manager, Assistant Manager, Finance Supervisor, Accounting Supervisor, and others who have the right to manage and sign for the company, or those who have the same rank as the above positions.

## Employee Pension System and Implementation

| | |
|---|---|
| Pension System | The New Fund |
| Applicable System | Enforcement Rules of the Labor Pension Act |
| Contribution | Contribute 6% to Bureau of Labor Insurance, MOL individual account according to the employee's level of coverage |
| Contribution amount | The amount of labor pension fund appropriated in 2024 was NT$40,084,000. |

## 5.1.2 Building a friendly workplace and encouraging employees to find work-life balance GRI 401-3

### Employee Care

United Renewable Energy wishes to build a respectful, cooperative, and equal-rights workplace that cares about each employee's career development opportunities, work-life balance, and increased workplace satisfaction. In terms of career development, we have established a fair performance appraisal and internal promotion system to promote suitable employees with excellent performance, and at the same time, we provide multiple learning channels ( parenting seminars, book exhibitions, travel exhibitions, etc.) and complete training courses (see 5.1.5). In terms of work-life balance, female employees will have many different roles to play when they start a family and face physical and mental changes during pregnancy, which can be very stressful. Regarding nursing mothers in the workplace, the company has opened up the parking spaces for pregnant employees to apply for their own personal use. In order to encourage breastfeeding, a homey and comfortable breast milk collection space has been set up inside each of the company's plants (see 5.3.3). The company has set up a flexible working hours system according to the characteristics of each plant, so that employees can apply for suitable working hours according to the needs of their families, and at the same time, we provide maximum support to employees who meet the requirements for childcare leave, and have dedicated personnel to assist them in completing the leave procedure. In order to save employees' education expenses, we have signed special contracts with the nursery schools and kindergartens in the neighboring areas of the company to offer exclusive discounts so that employees can raise their children without worry.

United Renewable Energy provides a spacious, bright and comfortable dining environment for its employees. In terms of meal planning, the company conducts annual evaluation and review of group meal providers to ensure food safety through a strict monitoring mechanism. In order to reduce the burden of employees, the company provides a comprehensive meal subsidy program. The restaurant provides hot meals for breakfast, lunch, and dinner, so that busy double-income family members can bring home a hot dinner after work and avoid the pain of cooking after a long journey.

United Renewable Energy has established a complimentary sports and leisure area with the objective of assisting employees in achieving an equilibrium between professional obligations and personal pursuits. This facility is equipped with a selection of fitness equipment, including treadmills, cardio cross-training machines, fitness bikes, and barbells. Additionally, it features billiards, pool, and other recreational amenities. These provisions are available to employees during their breaks or off-duty hours, thereby eliminating the need for gym membership fees and fostering a more social and leisure-oriented work environment. Simultaneously, the company has introduced visually impaired masseuses, enabling staff members to offer massage services. These masseurs are available to provide complimentary massages to employees, promoting stress reduction and relaxation.

### Childcare leave statistics for the last 3 years

| Item | 2022 | | | 2023 | | | 2024 | | |
|---|---|---|---|---|---|---|---|---|---|
| | Male | Female | Total | Male | Female | Total | Male | Female | Total |
| Number of people eligible to apply for childcare leave | 98 | 67 | 165 | 80 | 62 | 142 | 71 | 53 | 124 |
| a. Actual number of users | 8 | 15 | 23 | 15 | 16 | 31 | 6 | 11 | 17 |
| b. Number of people reinstated | 8 | 11 | 19 | 9 | 15 | 24 | 6 | 11 | 17 |
| c. Total number of people who should be reinstated after the leave | 11 | 17 | 28 | 10 | 16 | 26 | 9 | 14 | 23 |
| d. Number of retained staff (reinstatement > 12m) | 5 | 8 | 13 | 2 | 5 | 7 | 4 | 7 | 11 |
| e. Percentage | | | | | | | | | |

| Item | 2022 | | | 2023 | | | 2024 | | |
|---|---|---|---|---|---|---|---|---|---|
| | Male | Female | Total | Male | Female | Total | Male | Female | Total |
| Rate of reinstatement | 73% | 65% | 68% | 90% | 94% | 92% | 67% | 79% | 74% |
| Rate of retention | 83% | 80% | 81% | 25% | 45% | 37% | 44% | 47% | 46% |

Note 1: The number of employees eligible to take childcare leave is based on the number of male and female employees who have applied for maternity and paternity leave in the past three years.

Note 2: The rate of reinstatement is calculated as follows: b/c*100%.

Note 3: Rate of retention is calculated as follows: (Number of employees who are still working 12 months after the previous year's childcare leave reinstatement / Number of employees who were reinstated from the previous year's childcare leave) * 100%.

## 5.1.3 Human Resources GRI 2-7, 2-8, 401-1, 405-1

### Manpower Distribution

IIn 2024, United Renewable Energy employed 1,095 employees (including 1,087 full-time employees (including expatriate migrant workers) and 8 contract employees), with 99.26% of the total number of full-time employees. In accordance with the Person with Disabilities Rights Protection Act, the number of physically and mentally impaired persons shall not be less than 1% of the total number of employees, and United Renewable Energy has achieved 15 disability points by the end of 2024, which is higher than the 10 points required by law. The ratio of male to female employees in each plant is evenly distributed, and the education and age distribution of employees are also spread out across different levels, indicating that United Renewable Energy does not discriminate against particular identities and adopts a talent recruitment policy based on talent and suitability.

### Gender analysis of the composition of employees with physical and mental disabilities:

| Year | 2022 | | 2023 | | 2024 | |
|---|---|---|---|---|---|---|
| Item | Female | Male | Female | Male | Female | Male |
| Number of Employees with Disabilities | 8 | 9 | 7 | 7 | 4 | 7 |
| Number of Regular Employees | 825 | 947 | 539 | 713 | 469 | 626 |
| Percentage | 1.0% | 1.0% | 1.3% | 1.0% | 0.9% | 1.1% |

### Staff composition analysis:

| Type | Category | Female | | Male | | Total | |
|---|---|---|---|---|---|---|---|
| | | Number of people | Percentage | Number of people | Percentage | Number of people | Percentage |
| Academic Qualifications | Below high school | 149 | 13.6% | 131 | 12.0% | 280 | 25.6% |
| | College | 61 | 5.6% | 86 | 7.9% | 147 | 13.4% |
| | Bachelor | 221 | 20.2% | 293 | 26.8% | 514 | 46.9% |
| | Master | 38 | 3.5% | 112 | 10.2% | 150 | 13.7% |
| | PhD | 0 | 0.00% | 4 | 0.37% | 4 | 0.4% |

| Type | Category | Female | | Male | | Total | |
|---|---|---|---|---|---|---|---|
| | | Number of people | Percentage | Number of people | Percentage | Number of people | Percentage |
| Age | Under 30 | 68 | 6.2% | 44 | 4.0% | 112 | 10.2% |
| | 31-50 | 375 | 34.2% | 529 | 48.3% | 904 | 82.6% |
| | Over 51 | 26 | 2.4% | 53 | 4.8% | 79 | 7.2% |
| Direct/ Indirect | Direct Staff (Note) | 295 | 26.9% | 250 | 22.8% | 545 | 49.8% |
| | Indirect Staff | 174 | 15.9% | 376 | 34.3% | 550 | 50.2% |
| Total | | 1,095 | | | | | |

Note: The direct staff refers to the employees of plant, warehousing, and quality assurance up to and including the assistant engineer/foreman.

| | | 2022 | | 2023 | | 2024 | |
|---|---|---|---|---|---|---|---|
| Total number of employees (Note 1) | | 1,772 | | 1,252 | | 1,095 | |
| Employment contract (Note 2) | | Non-fixed | Fixed | Non-fixed | Fixed | Non-fixed | Fixed |
| Gender | Male | 591 | 234 | 434 | 105 | 382 | 87 |
| | Female | 808 | 139 | 637 | 76 | 563 | 63 |
| Region | Taiwan | 1392 | 373 | 1065 | 181 | 939 | 150 |
| | Overseas | 7 | 0 | 6 | 0 | 6 | 0 |
| Type of employment (Note 3) | | Full-time | Part-time | Full-time | Part-time | Full-time | Part-time |
| Region | Male | 822 | 3 | 536 | 3 | 469 | 0 |
| | Female | 944 | 3 | 710 | 3 | 623 | 3 |

Note 1: Based on the total number of employees at the end of the year (12/31).

Note 2: Employment contracts are divided into non-fixed-term employees ( full-time) and fixed-term employees (contract employees, United Renewable Energy employs foreign workers).

Note 3: The types of employment are divided into full-time employees (weekly working hours meet the legal working hours) and part-time employees (weekly working hours do not meet the legal working hours, only partial working hours, United Renewable Energy employs visually impaired masseurs).

## Non-employee workers

| Statistics/Year | | 2022 | | 2023 | | 2024 | |
|---|---|---|---|---|---|---|---|
| Total number of workers (Note 1) | | 1 | | 1 | | 1 | |
| Contract Type | | Deployment | Other Types | Deployment | Other Types | Deployment | Other Types |
| Gender | Female | 1 | 0 | 1 | 0 | 1 | 0 |
| | Male | 0 | 0 | 0 | 0 | 0 | 0 |
| Type of work | | Technician/ Operator | Manager/ Engineer/ Technical Consultant | Technician/ Operator | Manager/ Engineer/ Technical Consultant | Technician/ Operator | Manager/ Engineer/ Technical Consultant |
| Gender | Female | 0 | 1 | 0 | 1 | 0 | 1 |
| | Male | 0 | 0 | 0 | 0 | 0 | 0 |

Note 1: Please refer to the total number of workers at the end of the year (12/31).
Note 2: Non-employee workers are subject to whether or not the company insures them for labor insurance.

| Diversification statistics/year | | | | 2022 | | 2023 | | 2024 | |
|---|---|---|---|---|---|---|---|---|---|
| | | | | Number of People | Percentage | Number of People | Percentage | Number of People | Percentage |
| Employees | Direct | Gender | Male | 626 | 35.4% | 345 | 27.6% | 295 | 26.9% |
| | | | Female | 479 | 27.0% | 291 | 23.2% | 250 | 22.8% |
| | | Age | Under 30 | 277 | 15.6% | 115 | 9.2% | 77 | 7.0% |
| | | | 31-50 | 813 | 45.9% | 504 | 40.3% | 450 | 41.1% |
| | | | 51 and above | 15 | 0.8% | 17 | 1.3% | 18 | 1.6% |
| | | Academic Qualifications | Graduate Schools and above | 2 | 0.1% | 2 | 0.2% | 1 | 0.1% |
| | | | Universities and Colleges | 581 | 32.8% | 348 | 27.8% | 287 | 26.1% |
| | | | Others | 522 | 29.5% | 286 | 22.8% | 257 | 23.5% |
| | Indirect | Gender | Male | 199 | 11.2% | 194 | 15.5% | 174 | 16.0% |
| | | | Female | 468 | 26.4% | 422 | 33.7% | 376 | 34.3% |
| | | Age | Under 30 | 70 | 4.0% | 44 | 3.5% | 35 | 3.2% |
| | | | 31-50 | 536 | 30.3% | 504 | 40.3% | 454 | 41.5% |
| | | | 51 and above | 61 | 3.4% | 68 | 5.4% | 61 | 5.6% |
| | | Academic Qualifications | Graduate Schools and above | 186 | 10.5% | 182 | 14.5% | 153 | 14.0% |
| | | | Universities and Colleges | 454 | 25.6% | 406 | 32.4% | 374 | 34.2% |
| | | | others | 27 | 1.5% | 28 | 2.3% | 23 | 2.1% |

Note: Calculated as number of employees in a particular category/total number of employees in the year*100%.

## Gender distribution of senior executives

| Year | 2022 | | | 2023 | | | 2024 | | |
|---|---|---|---|---|---|---|---|---|---|
| Senior Executive | Female | Male | Total | Female | Male | Total | Female | Male | Total |
| Number of people | 3 | 5 | 8 | 3 | 4 | 7 | 3 | 2 | 5 |

Note: Senior executive refers to Deputy General Manager level or above, including Chairman, CEO, Business General Manager, Senior Deputy General Manager, and Deputy General Manager.

## Local Senior Executive Hiring Ratio

| Year | 2022 | 2023 | 2024 |
|---|---|---|---|
| Local Residents Hired as Senior Executives | 8 | 7 | 5 |
| Total Senior Executives | 8 | 7 | 5 |
| Percentage | 100% | 100% | 100% |

Note 1: Senior executive refers to Deputy General Manager level or above, including Chairman, CEO, Business General Manager, Senior Deputy General Manager, and Deputy General Manager.Formula: (Local Residents Hired as Senior Executives / Total Senior Executives) * 100%.
Note 2: United Renewable Energy defines a local hire as a senior executive who is a national of the Republic of China (ROC).

## Newcomer and Departing Manpower Structure

In 2024, the company hired 40 new employees, with the majority aged 31-50. Meanwhile, 216 employees departed, mainly within the 31-50 age group, followed by those under 30. The primary reasons for these departures were operational capacity adjustments and the expiration of contracts for foreign migrant workers.

## Statistics on the number of newcomers and resignations by gender and age

| | New Employees | | Resigned Employees | | Number of employees by the end of 2024 |
|---|---|---|---|---|---|
| | Number of people | Rate of intake | Number of people | Turnover rate | |
| Gender | | | | | |
| Female | 18 | 3.8% | 97 | 20.7% | 469 |
| Male | 22 | 3.5% | 119 | 19.0% | 626 |
| Age | | | | | |
| Under 30 | 10 | 8.9% | 32 | 28.6% | 112 |
| 31-50 | 27 | 3.0% | 154 | 17.0% | 904 |
| 51 and above | 3 | 3.8% | 30 | 38.0% | 79 |
| Total | | | | | |
| | 40 | 3.7% | 216 | 19.7% | 1,095 |

Note: Current year employees: Based on the number of employees at the end of the year.

Rate of intake = (Total number of new employees in the category for the year / Total number of employees in the category at the end of the year) * 100%.

Turnover rate = (Total number of employees who resigned from the category in the current year / Total number of employees in the category at the end of the year) * 100%.

## Talent recruitment for both quality and quantity

United Renewable Energy regularly participates in the campus expos of universities and colleges every year to reach out to students and identify potential talent, and to promote students' knowledge and understanding of clean energy. Through campus career fair activities, open employment websites, internal staff recommendations and other channels to obtain the required talents.

The recruitment and selection process emphasizes an open and fair approach. Candidates from all fields are free to submit their resumes according to their interests and abilities, and are selected according to the company's selection process to match the company's operational needs. In addition to recruiting in Taiwan, we are also actively recruiting talented people from around the world to meet the operational needs of our overseas plants.



## 5.1.4 I have something to say and a sound channel of communication between employers and employees GRI 402-1

A friendly workplace environment helps to enhance organizational commitment and performance of employees. The core concept of a friendly workplace is to be close to the needs of employees. The company has implemented a human rights policy and conducts quarterly labor-management meetings to ensure an open and transparent communication platform for both employers and employees, and to coordinate labor relations to create a win-win situation. For employees' personal care, we have set up a hotline and a mailbox to listen to employees' voices and to better understand their needs. United Renewable Energy places high expectations on its labor-management communication channels, ensuring that decisions at all levels are responsive to employee feedback, and are inclusive, participatory, and representative. Transparency of company information helps to enhance employees' sense of recognition. In order to create a company environment with transparent information, the company provides multiple channels of communication, holding quarterly " labor conferences", " benefit committee meetings" and " departmental meetings", etc., so that employees are regularly informed of the company's operational goals, prospects, and possible future challenges. In accordance with the rights and responsibilities of corporate governance, we convene interim labor conferences in the face of significant operational changes, collect opinions from employees, and provide reasonable notice periods to employees. On the other hand, we have set up Dr. H's e-mail box, the plant chief's physical mailbox, and the grievance care hotline to provide employees with a timely two-way communication channel to listen to the suggestions and voices of employees at all levels, which will serve as a reference for future policy formulation; Each relevant unit can objectively respond and provide suggestions for improvement, and strive to strengthen the smooth communication between the top and bottom as well as the horizontal. From time to time, we also issue internal e-newsletters or use the "screensaver" software on the company's computers so that all employees can better understand the company's corporate culture and future outlook.

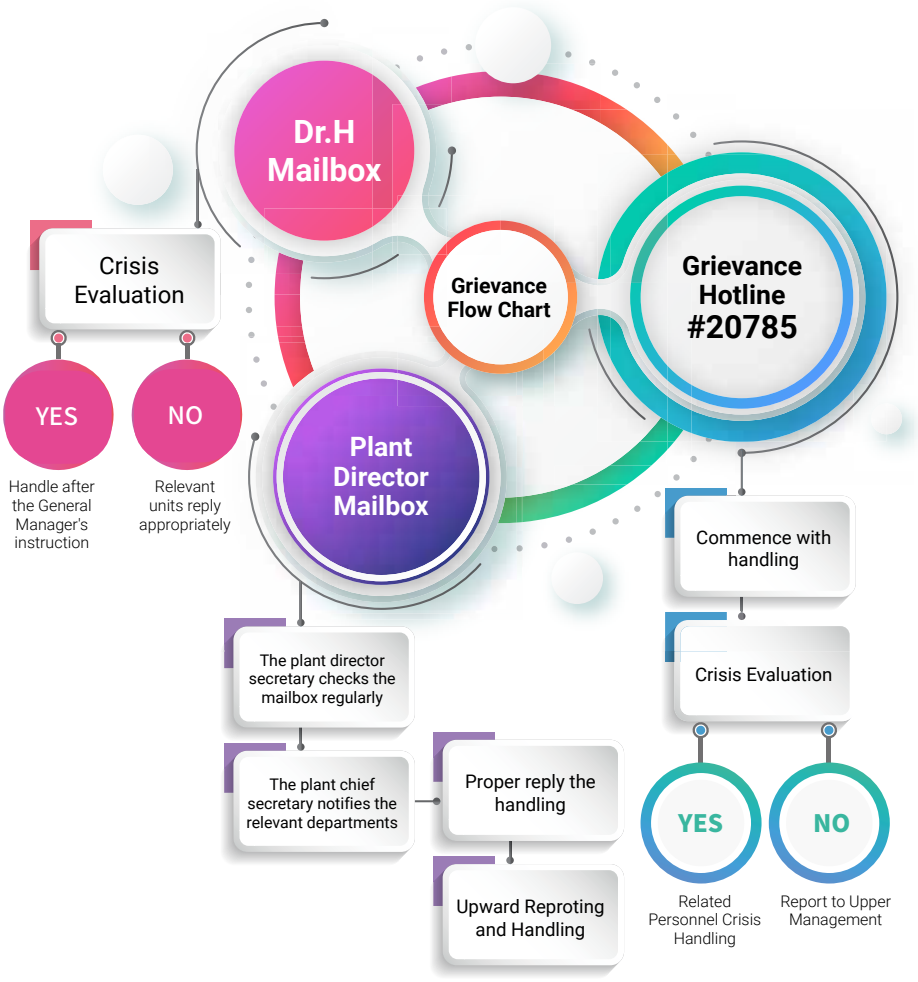
In terms of protecting employees' rights and interests, United Renewable Energy complies with the local labor regulations. Before any significant impact on employees' right to work, such as plant shutdowns or relocations, a different notice period will be given depending on the length of employment, in accordance with Article 16 of the

Labor Standards Law; At the same time, if there is a significant change in the company's operation and there is a need to dismiss a large number of employees, the company will notify the competent authorities and relevant units or personnel of the dismissal plan 60 days in advance and announce it in accordance with Article 4 of The Act of the Protection of Employees During Mass Redundancy.

In 2024, three grievances were filed, all of which were resolved within the same year, achieving a 100% resolution rate. This highlights the success of our diverse communication channels and the smooth, harmonious employee relations that form the strongest foundation for our organization's growth and industry leadership. At United Renewable Energy, all employees are our most valuable asset, and the feelings of every colleague are highly regarded.

| Year | 2022 | 2023 | 2024 |
|---|---|---|---|
| No. of Grievances | 4 | 5 | 3 |
| In Progress | 0 | 0 | 0 |
| Resolved Cases | 4 | 5 | 3 |

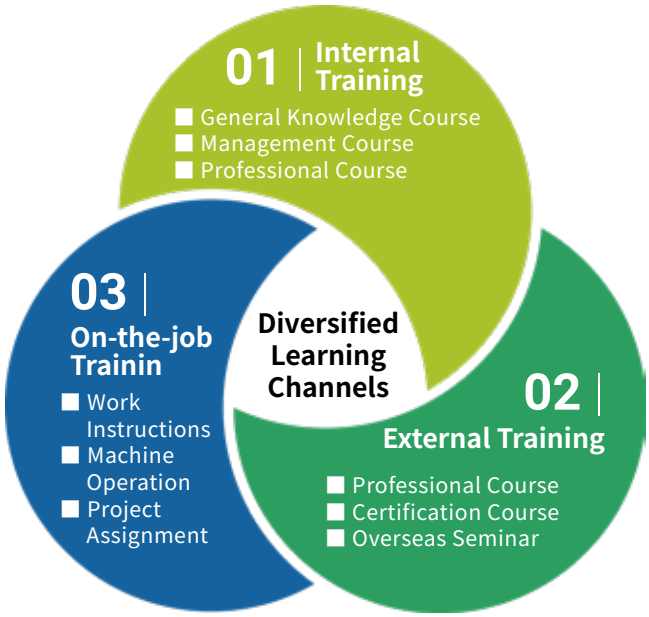
Note: Employee grievance cases in 2024 do not include the two cases received by the Audit Office.





## 5.1.5 Encourage employee self-development to enhance professional depth and range through diverse learning platforms GRI 404-1

United Renewable Energy is a talent-oriented company, and education and training is one of the most important aspects of the company's planning. In line with the company's operational goals and the personal development of its employees, United Renewable Energy organizes relevant education and training programs to encourage lifelong learning in the workplace and to enhance personal and organizational competitiveness. In terms of education and training, the company provides a variety of learning methods, including internal and external training, E-learning digital learning platform etc. In order to continuously improve the quality of our staff, there are six categories of training courses, which will be arranged according to the job requirements of different duties.




### Diversified Learning Channels

The Company provides a variety of learning channels, including internal training courses in general knowledge, management and professional courses, as well as various professional and certification courses for external training. In addition to the professional knowledge and work skills refined through supervisors' coaching and various project experiences, employees can also cultivate their professional and personal growth through various learning methods.

### Comprehensive training courses

In addition to the internal developed course materials and professional training planning, we also invite experts in various fields to give lectures. With rich course contents and comprehensive course design, we are able to effectively improve employees' KSA - Knowledge, Skills and Ability.

In addition to lectures, the courses are designed to enrich and invigorate the learning process by arranging many experiential activities, case studies, group discussions, and viewing videos according to different course attributes. There are six categories of training courses, which are arranged according to the job requirements of different duties.

The Company continues to plan short-, medium-, and long-term training, focusing on six major training directions. The Company also encourages employees to participate in external training courses to achieve the talent-oriented goal. The 2024 internal training courses have been meticulously designed to enhance employees' awareness of professional integrity and cultivate a conducive workplace environment. The training curriculum includes sessions focused on the prevention and management of illegal workplace assaults in April, internal auditing and internal control in May, fostering work ethic and compliance awareness in September, and safeguarding personal information in December. During the third quarter, a course on communication skills and conflict management was offered to enhance the communication management skills of supervisors. Furthermore, to augment employees' comprehension of autonomous quality management, a 6S management course was conducted in January to optimize the work environment and bolster operational efficiency. As the company adopts a focused training approach in 2024, the total number of annual training hours will be reduced. The company's proposed training courses for 2024 will emphasize general training to enhance employees' awareness of workplace fundamentals through the organization of courses on work ethics, gender equality, and personal information protection. In addition, the Company will enhance the professionalism and quality of its employees through the following training programs: Roofing Supervisor, Class B Indoor Wiring, ESG Corporate Human Rights Due Diligence, and a seminar on the application of atmospheric corrosion and corrosion prevention technology.

## Six major types of training courses:

| Course Category | Description |
|---|---|
| New Employee Training | Pre-employment training for new employees, including company introduction, rules and regulations, business secrets, gender equality, workplace violence, human rights policy, and other common courses to help newcomers familiarize with the working environment and understand the company's operation and management practices |
| General Training | General courses in language learning, computer skills, workplace confidentiality, sexual harassment prevention, information security, and personal information protection. |
| Professional Skills Training | Includes related skills training in engineering, research and development technology, etc. to enhance professionalism and improve efficiency and performance. |
| Workplace safety and health training | Handled in accordance with the regulations of the Occupational Safety and Health Act, including internal training such as general labor safety and health education and training, EMS management system, and external training courses for occupational safety and health related certificates |
| Quality Training | Includes training on statistical methods and quality control tools, including 6S management and ISO 9001 internal audit training to promote the improvement of overall quality management |
| Management Training | In accordance with the company's management policy and strategy, we organize knowledgeable, conceptual and skillful management training at all levels. |

The total number of training hours in 2024 was 8,587.5, and the average number of training hours per employee was 7.8. The training status information is shown in the table below:

## Education and Training Status

| Category | N-Newcomer Training | ESH - Occupational Safety and Health Education and Training | G-General Training | M - Management Training | Q- Quality Management Training | P-Professional Skills Training | Total |
|---|---|---|---|---|---|---|---|
| Training Hours | 96.0 | 2,079.5 | 4,414.0 | 850.5 | 775.5 | 372.0 | 8,587.5 |
| Percentage | 1.1% | 24.2% | 51.4% | 9.9% | 9.0% | 4.3% | 100% |

| | Male | Female | Subtotal |
|---|---|---|---|
| Total Hours | 5,406.0 | 3,181.5 | 8,587.5 |
| Total Participants | 626 | 469 | 1,095 |
| Average | 8.6 | 6.8 | 7.8 |

| | Direct Staff | Indirect Staff | Subtotal |
|---|---|---|---|
| Total Hours | 2,617.5 | 5,970.0 | 8,587.5 |
| Total Participants | 545 | 550 | 1,095 |
| Average | 4.8 | 10.9 | 7.8 |

Note 1: The information includes video and physical courses (internal/external training), and departmental professional skills training hours.

Note 2: Executives refers to deputy manager (and above).

Note 3: Training hours: Total training hours for the category of employees/number of employees in the category

## 5.2 Safe Workplace

United Renewable Energy regards its employees as an important asset. In the spirit of corporate social responsibility, United Renewable Energy's management concept is to provide a safe working environment and create a high-quality safety culture, and to actively participate in various activities to give back to the community and move towards internationalization. In order to build a happy and safe working environment, we have created a sustainable business environment by "complying with regulations and regulatory obligations; strengthening stakeholder consultation, communication and participation; continuously improving the environmental OH&S system and policy objectives; reducing personnel health hazards and environmental impacts; and implementing various OH&S and environmental protection commitments" to becoming a world class solar energy leader.

United Renewable Energy has implemented the ISO 45001 certification scope for Occupational Health and Safety Management Systems, and continues to promote prevention-based safety and health management. The ISO 45001 certified plants are: Hsinchu Science Park plant, Zhunan plant and Tainan plant, which have also obtained the CNS 45001 certificate.

In order to strengthen the company's management of safety and health, each plant has set up a first-level management unit for OH&S management, and the Occupational Safety and Health Committee, with the top executive of each plant as the chairman, to lead various environmental, safety, health and health management plans. At the same time, we set up various ESH management indicators and implement training, drills, inspection and auditing programs to ensure the safety and health of employees during production and operation, and to meet various safety management requirements.

The Company also actively participates in various activities organized by the competent authorities at all levels to increase the learning opportunities for our employees and to share our experience to the society.

### 5.2.1 ESH Management Indicators

United Renewable Energy continued to maintain and achieve three ESH management indicators in 2024:
√ There have been no fatalities due to safety incidents.
√ There was no production interruption due to the OH&S incident.
√ Awarded by the competent authority.
In 2024, we received eight awards for our active participation in various activities. Including:

**Safety and Health**

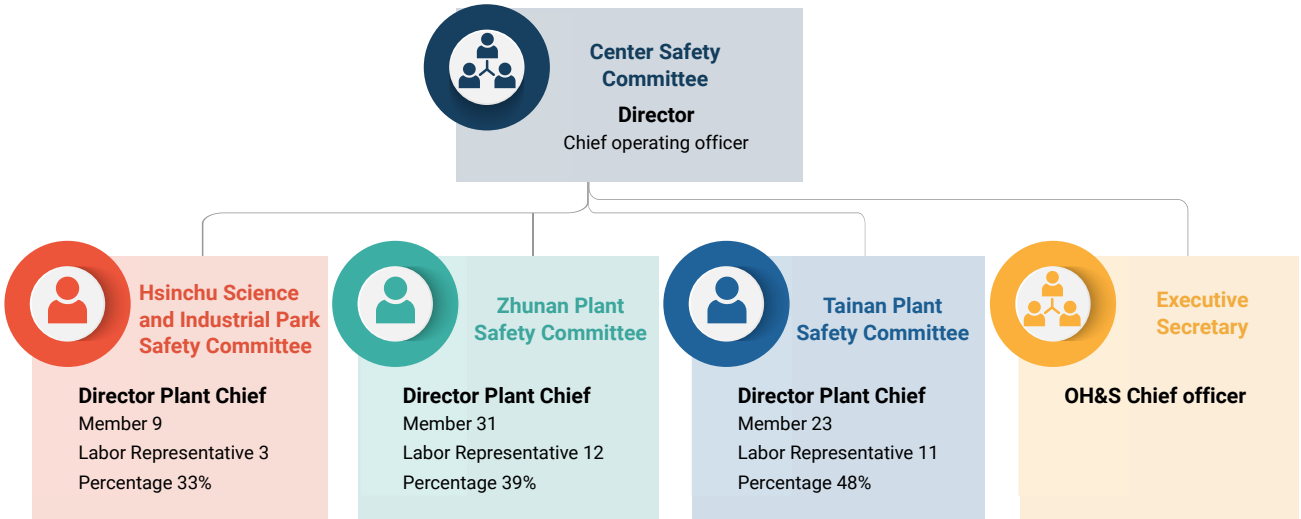
- Zhunan Plant: Awarded 2024 Miaoli County Government Civil Defense Force Outstanding Unit.
- Tainan Plant: Bureau of Labor Affairs, Tainan City Government OH&S Family core enterprise, led the family members to actively promote safety and health operations.
- Tainan Plant: Participated in "Safety Culture Promotion Counseling" of Occupational Safety and Health Administration, MOLTainan District OH&S Center.
- Hsinchu Science Park Plant: Badge of Accredited Healthy Workplace.
- Zhunan Plant: Badge of Accredited Healthy Workplace.
- Tainan plant: Badge of Accredited Healthy Workplace.
- Zhunan Plant: Appreciation Certificate for Blood Donation
- Tainan plant: Appreciation Certificate for Blood Donation.

## 5.2.2 Occupational Safety and Health Committee of each plant GRI 403-1, 403-4

In order to promote the actual participation of all employees and ensure the implementation of occupational safety and health, the Company has set up an Occupational Safety and Health Committee, which meets quarterly and is responsible for planning and handling safety and health-related matters. Each plant has its own Safety Committee, led by the plant manager and consisting of supervisors from various functional units and labor representatives. The company's central Safety Committee, chaired by the chief operating officer, brings together members of the plant Safety Committees for cross-facility reviews. Each plant holds monthly OH&S promotion meetings to discuss occupational safety and health related issues and deficiencies, which is the most important functional group in the company to promote safety, health and environmental management operations.

Through the Company's Safety Committee, the Company has jointly set the goals for the environmental OH&S KPI, promoted the parallel implementation of accident prevention at the plant to achieve the effect of preventing recurrence, and prepared the energy resource management and health management plans, which have been confirmed by the Company's Safety Committee for implementation.

The organizational structure of the company & plant safety committee as well as the operation status of labor participation organizations are shown below:



## 5.2.3 Emergency Response and Safety and Health Education Training GRI-403-5

Through daily relevant complete training and drills, employees have been equipped with the ability to stop the spread of the disaster as soon as possible, enhanced the ability to react, report and handle the process correctly in the early stage of the fire, reduced the risk of disaster spread and strengthened the fire safety of our company.

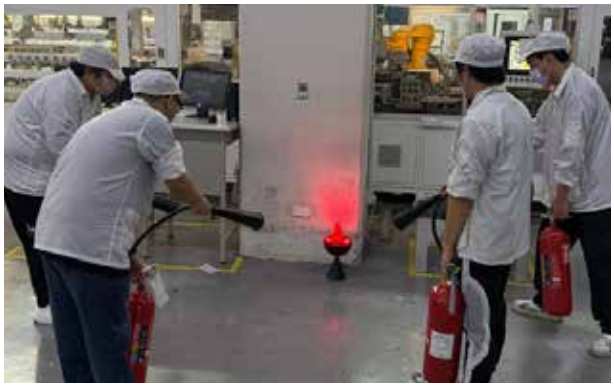
To prevent occupational hazards and raise employees' awareness of safety hazards, the company conducts occupational safety and health-related education and training for new and existing employees and contractors, as well as fire-fighting, emergency response and evacuation drills, etc. In 2024, the Company hosted 313 internal educational training sessions, attended by 5,185 participants. Additionally, 69 individuals underwent mandatory outsourced training.

| Education and Training Items | 2022 | | 2023 | | 2024 | |
|---|---|---|---|---|---|---|
| | Sessions | Number of participants | Sessions | Number of participants | Sessions | Number of participants |
| Newcomers | 352 | 1,759 | 66 | 145 | 68 | 90 |
| On-the-job Education and Training | 21 | 349 | 41 | 1,424 | 16 | 587 |
| Contractor Education Training | 67 | 685 | 68 | 816 | 55 | 340 |
| Firefighting Training | 13 | 605 | 89 | 2,600 | 22 | 925 |
| Emergency Response Training | 55 | 1,478 | 99 | 2,678 | 152 | 3,243 |
| Legally Mandated External Training | - | 90 | - | 96 | - | 69 |

Training on Emergency Response Attire

Education and Training for Contractors

Evacuation Drills for Plant Areas



Fire Safety Training

## 5.2.4 Contractors Management

Although contractors constitute a small proportion of our plant personnel, their activities, such as construction, maintenance, and repair, pose significant occupational hazards due to their unfamiliarity with the environment and lack of understanding of plant regulations. Consequently, United Renewable is committed to diligently managing contractors to eliminate any potential occupational risks. We have established a systematic contractor entry management process, improved hazard communication with contractors, implemented an auditing system, and set performance management indicators to select and evaluate top-performing contractors for plant operations. After completing the contract with United Renewable, contractors are required to sign the "Contractor Safety, Health, and Environmental Management Regulations" and adhere to the Occupational Safety and Health Act, including restrictions on hazardous tasks for female workers, to ensure work content is adjusted based on gender and age. Additionally, site managers at United Renewable will regularly meet with contractors to implement a strategy that balances guidance, inspection, and promotion, actively enhancing contractor safety management and raising safety awareness among contractor workers.

### Defining the Implementation and Key Controls for High-Risk Operations

To further strengthen the safety management of contractor operations, the company has established safety certification standards for contractors and employees engaged in high-risk activities, prioritizing those based on exposure risk, operation frequency, and type. High-risk projects are subject to focused and self-management. Key management areas include hoisting and lifting, confined space operations, work at heights above two meters, and operations near gas or chemical pipelines. For each type of operation, the necessary safety measures and control procedures for workers are clearly defined. In terms of contractor self-management, United Renewable requires contractors undertaking high-risk projects to complete skill certifications for their workers before starting work. This enhances the contractors' sense of responsibility and effectiveness in self-management, ultimately improving the overall safety culture and skill level of contractors in the industry.

### Contractor Management and Regulations

Contractors are key partners for United Renewable, alongside our employees. Effective contractor management is essential for maintaining plant safety. Contractors are held to the same rigorous standards as our employees in terms of safety, quality, discipline, environmental management, and resource utilization. Contractor activities within the plant carry potential operational risks, and any negligence can result in personnel, equipment, and property losses. To improve contractors' safety awareness, each contractor must be informed about the working environment, hazard factors, preventive measures, and safety and health regulations before starting construction in United Renewable's plant. They must implement necessary protections and controls before commencing work to ensure safe operations. Only contractors who pass the review and testing can perform construction tasks within the plant. In 2024, four contractor coordination meetings were held to enhance contractors' safety awareness and promote in-plant work regulations. Contractor operations are audited, and their improvements are monitored. In 2024, there were 54 contractor deficiencies, primarily in general operations and high-altitude work, such as improper use of helmets, not using personal protective equipment for high-altitude work, not wearing seat belts when operating forklifts, failing to apply for relevant permits in accordance with the requirements for fire-starting operations, inadequate setup of safety cones and barriers for high-altitude work, failing to carry out automatic inspection of work equipment, etc. Of these, 48

issues were corrected immediately, the rest were corrected after tracking, and 3 fines were issued to contractors, with confirmed improvements.

| | |
|---|---|
| **Requiring contractors to adhere to United Renewable's work regulations** | **Conducted 340 training sessions in a total of 55 sessions** |

The Company also emphasizes the importance of reasonable capacity utilization by suppliers to avoid any concerns about potential violations of labor laws by suppliers. Furthermore, during supplier visits or audits, our company takes the opportunity to observe or interview production line workers to ensure that their labor rights are being protected.

## 5.2.5 Accident Prevention and Management GRI 403-2, 403-7

In order to effectively prevent the occurrence of occupational disasters, to provide a friendly working environment, and to protect the safety of employees and contractors, the Company continues to promote a performance scoring system, with active indicators including operational observation, voluntary inspections, and proposals for improvement, along with passive indicators to evaluate the number of accidents, their improvement, and the parallel implementation of such items. By adding points to the active indicators of the performance score, honor is given to each unit to strengthen the supervisor's participation and implementation of various operational safety management to achieve the active purpose of improving the safety of the operating environment, and thus improve the safety culture of the company.

The plant supervisor and the OH&S department conduct monthly inspections of the plant. The inspection reveals issues mainly in the areas of operational safety and electrical safety management, such as failure to check the body and eye washers, failure of employees to wear the required personal safety equipment, hazard labeling, and extension lines crossing the aisles, etc. These issues are tracked and given a deadline for improvement, which should then be improved within a specified time frame.

Other than the regular implementation of hazard identification and risk evaluation of operation processes and conducting appropriate control measures according to the risk level, regarding the occurrence of occupational accidents in the plant, besides the investigation of accidents and the formulation of preventive measures for recurrence by the relevant units, the information on occupational accidents is provided through a parallel implementation mechanism so that all units can review together whether there are similar risks in the process or operation process and re-evaluate the adequacy of existing preventive measures in order to reduce the occurrence of similar hazards.

If there is an imminent danger in the workplace, the person in charge should immediately halt operations and have workers retreat to a safe area. If workers encounter an immediate hazard during their tasks, they should stop working and move to a safe location, provided it does not jeopardize the safety of other workers, and promptly report to their unit supervisor. Employers are prohibited from dismissing, transferring, withholding wages during the stoppage period, or taking any other adverse actions against workers. The work regulations of each plant have been filed with the local

authorities. However, if the employer can prove that a worker abused the right to stop work, and this is confirmed by the competent authority in accordance with labor laws, this restriction does not apply.

## Environmental OH&S Inspection Statistics

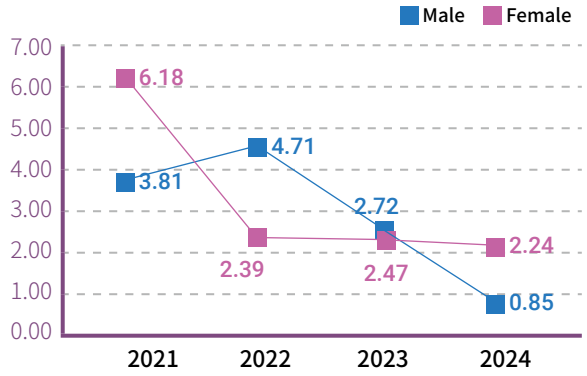
| Items | Content | Frequency | 2022 | 2023 | 2024 |
|---|---|---|---|---|---|
| Plant Inspection Management | Plant inspection by work safety units | Persons/Month | 24 | 28 | 24 |
| | Plant Supervisor Inspection | Times/Month | 12 | 13 | 13 |
| | Safety observation of high-risk operations | Times/Month | 12 | 15 | 14 |
| Contractor Management | Construction safety inspection for contractors | Times/Day | 6 | 7 | 7 |

Note 1: Plant inspection management is based on annual average monthly statistics.
Note 2: Contractor management is based on average daily statistics per year.
Note 3: High-risk operations are determined by the annual hazard identification result

## 5.2.6 Disabling injury statistics analysis GRI 403-2, 403-9, 403-10

Our occupational accident statistics are calculated according to the major disabling injury statistical indicators published by the Ministry of Labor. The primary statistics are the Lost Time Injury Rate (LTIR) and Severity Rate (SR), and do not include off-site traffic accidents. The statistics are used to track the trend of changes in disability injuries over the years and serve as a reference for subsequent improvement plans to reduce the incidence and severity of injuries. In 2024, a total of 3 occupational accidents occurred, with zero cases involving fire incidents, casualties, or injuries as a percentage of total employees. Compared to 2023 figures, the incapacitating injury rate for males decreased from 2.72 to 0.85, while the rate for females remained between 2.27 and 2.47. In 2024, the primary categories of personnel injuries will be falls and collisions. We have completed an analysis of the causes of occupational accidents and developed and implemented improvement programs to address the discrepancy in height between the ground and add on-site lighting and warning labels for injuries caused by falls. For injuries caused by collisions, we will strengthen education and training on the operation of machinery and vehicles and regularly educate employees on relevant occupational accidents. This will continue to raise their awareness of safety and work toward a goal of no major accidents in the coming year. It is our hope that in the coming year, we will be able to reduce the number of accidents and work toward the goal of achieving zero major accidents.

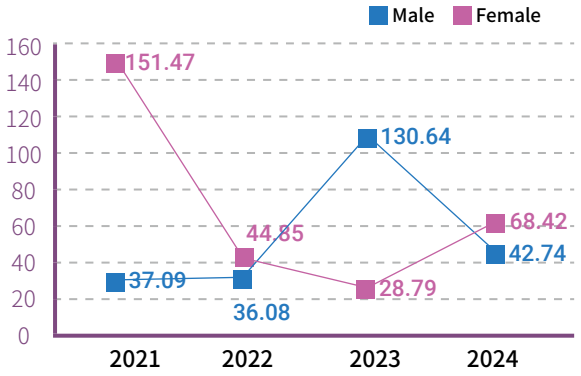
### Lost Time Injury Rate(LTIR)




Note 1: LTIR (Lost Time Injury Rate) refers to the total number of disability injuries per million work hours, which is also equal to the number of disability injury cases.

Note 2: Calculation of LTIR: LTIR = Total number of disability injuries × $10^6$ / Total work hours. The result should be rounded to two decimal places, with any digits beyond the third place discarded. This calculation method is equivalent to the frequency rate (FR) of disability injuries.

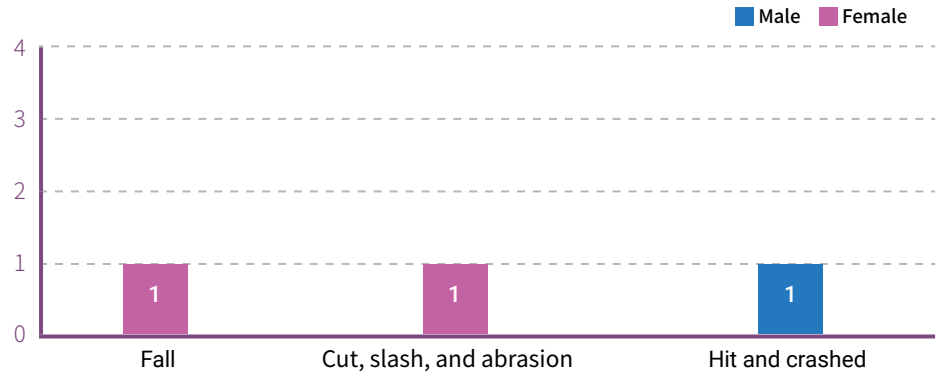
### Disabling Injury Severity Rate(S.R)




Note 1: SR: The total number of days lost per million working hours for disabling injuries

Note 2: SR calculation method: Total days lost for disabling injury × 106/total working hours, rounded to the nearest integer and dropped after the decimal point

### 2024 Injury Category Statistics




## 5.2.7 Safe Workplace Promotion

The Company continues to participate in a series of activities such as National Workplace Safety Week and Workplace Safety and Environmental Protection Month of the Science Park, and timely shares the results of ERT response and drills, operational observation, machine safety inspections, disaster prevention/epidemic prevention, and health promotion. By promoting disaster prevention and reduction in the workplace, we strengthen workplace safety and health, as well as implement the identification, evaluation and risk control of potential hazards in the workplace to ensure workplace safety and labor health. The Tainan plant continued to receive recognition from the Occupational Safety and Health Administration, MOL, for its "Safety Culture Promotion" program, which replaced inspections with counseling.


In addition to our own efforts in workplace safety, our

Tainan plant has been recommended by the Tainan City Labor Bureau to be the "leader" of the manufacturers since 2012, adopting the approach of "large plants leading small plants" to continue to promote workplace safety through the OH&S Family communication platform to counsel small and medium-sized businesses, and to enhance the knowledge and skills of "Joint Gatekeeper Family" in workplace disaster prevention through workplace disaster prevention promotion, counseling, and education training to build a safe and healthy workplace environment. These efforts have been well received by the authorities and business partners. As of 2024, there were 18 participating companies. In addition to work safety, the company also encourages employees to develop exercise habits and promote their physical and mental health by participating in activities organized by the Labor Affairs Bureau.

| Activity Name | Organizer | Sessions |
|---|---|---|
| Bureau of Labor Affairs, Tainan City Government and Occupational Safety and Health Administration, MOLTainan District Occupational Safety and Health Center 2024 Q1 Operational Communication Report | Bureau of Labor Affairs | 1 |
| Bureau of Labor Affairs, Tainan City Government and Occupational Safety and Health Administration, MOLTainan District Occupational Safety and Health Center 2024 Q2 Operational Communication Report | Bureau of Labor Affairs | 1 |
| Bureau of Labor Affairs, Tainan City Government and Occupational Safety and Health Administration, MOLTainan District Occupational Safety and Health Center 2024 Q3 Operational Communication Report | Bureau of Labor Affairs | 1 |
| Bureau of Labor Affairs, Tainan City Government and Occupational Safety and Health Administration, MOLTainan District Occupational Safety and Health Center 2024 Q4 Operational Communication Report | Bureau of Labor Affairs | 1 |
| Tainan City 2024 "Occupational Accident Prevention, Anping Safety Walk" Event | Bureau of Labor Affairs | 1 |
| Tainan City 2024 "100% Occupational Safety and Health, Stay Safe" Guanziling Walking Event | Bureau of Labor Affairs | 1 |
| Tainan City 2024 Bureau of Labor Affairs OH&S Family Assembly and Executive Forum | Bureau of Labor Affairs | 1 |
| Tainan City 2024 OH&S Family Occupational Safety and Health Education Training | Bureau of Labor Affairs/ United Renewable Energy | 1 |


Tainan City 2024 Labor Recreation Series-100% Occupational Safety and Health, Guanziling Walking Event


Tainan City 2024 Bureau of Labor Affairs OH&S Family Occupational Safety and Health Education and Training

## 5.3 Healthy Workplace Management

The International Labour Organization (ILO) / World Health Organization (WHO) Joint Committee on Occupational Health stated at the United Nations conference in 1950 that occupational health aims to maintain and enhance the physical and mental health and well-being of workers. It seeks to prevent health impairments caused by working conditions and mitigate injuries caused by exposure to occupational hazards. The World Health Organization (WHO) defined health promotion in the 1986 Ottawa Charter as 'the process of enabling people to increase control over, and improve, their health.' In 2010, the ILO document 'Emerging risks and new patterns of prevention in a changing world of work' underscored the goal of ensuring universal access to occupational health care and introduced the 'Basic Occupational Health Services' (BOHS) strategy. This strategy encompasses activities such as monitoring and assessing workplace environments, personal health assessments, preventive and control measures, health services and promotion, and emergency response.

Healthy employees significantly enhance productivity, morale, corporate image, and competitiveness. Therefore, the company prioritizes workplace health, aiming to 'enhance employees' health literacy and cultivate a healthy and happy workforce.' It actively fosters a supportive environment for health, promotes workplace health initiatives, and has been awarded the "Healthy Workplace Certification Health Promotion Mark" by the National Health Administration of the Ministry of Health and Welfare for its Hsinchu Science Park, Zhunan, and Tainan facilities.

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### 5.3.1 Occupational Care GRI403-3

In day-to-day operations, the Health Center manages health anomalies discovered during routine operations or reported injuries and illnesses through disease referral and tracking mechanisms. Special health cases are documented and monitored individually, with personalized health services provided. The company also makes use of occupational health services by facilitating consultations and health monitoring.

The company surpasses regulatory standards by conducting annual general health and specific task-related health examinations. Analyzing employee health statuses and managing high-risk cases, the company investigates employee health activities and integrates findings to plan a comprehensive series of health promotion activities. This includes disseminating health-related information to enhance employees' awareness of physical and mental well-being, thereby cultivating a sustainable healthy workplace environment.

Health examination results are categorized into five management levels based on recommendations from occupational disease specialists. Immediate follow-up and tracking services are prioritized for high-risk employees classified as Level 5, while Level 4 involves occupational health consultations, follow-up examinations, and targeted health promotion activities. Referrals to outpatient hospital treatment are made as necessary.

| Conducting Health Assessments | | |
|---|---|---|
| **Category** | **New Hire/Regular Health Assessments** | **Specialized (Lead) Operation Health Assessments** |
| Purpose | Identify employees' suitability for specific tasks, evaluate risks posed by their work to prevent potential threats or harm to colleagues' health, and detect lung infections before they enter the facility. | Enhance occupational disease prevention for workers engaged in hazardous tasks, specifically preventing irreversible lead poisoning. |
| Planning | ● Adhere to legal regulations and establish mandatory pre-employment physical exams.<br>● Exceed regulatory deadlines by conducting annual health assessments.<br>● Prior to assessments, implement a hospital selection mechanism that balances quality and cost-effectiveness, providing individual health assessment reports reflecting results from the past three years to help colleagues understand their health changes. Each plant's health center follows strict data confidentiality principles, with dedicated personnel for database analysis and management. | Conduct environmental measurements at Zhunan and Tainan plants' lead operation sites to confirm worker exposure to lead concentrations and arrange health assessment monitoring of internal lead levels:<br>● Conduct physical assessments for new hires or changes in lead operations in compliance with regulations.<br>● Schedule annual special (lead) operation health assessments for lead operation colleagues after one year, monitoring internal lead levels.<br>Workplaces feature adequate ventilation, provide personal protective equipment, and display lead poisoning prevention guidelines. |
| Implementation | ● In 2024, 1,070 individuals across the entire plant area underwent assessments, achieving a 100% completion rate.<br>● Due to the early, asymptomatic stages of cancer and liver disease, which can be easily overlooked, the company collaborated with the National Health Administration to include oral, colon, and women's health cervical cancer screenings during assessment periods, with 98 participants in total.<br>● Abnormal assessment findings in 2024 were categorized for comprehensive care, involving 209 individuals at level four or higher, a reduction of 78 from the previous year. Consultation and tracking by occupational physicians achieved a 100% completion rate, ensuring ongoing care and follow-up.<br>● Analysis of metabolic syndrome among plant personnel identified 196 cases, all of whom received consultation and follow-up re-examinations at a 100% rate, along with personalized health education consultation.<br>● Promotional seminars and activities on health enhancement were conducted to raise awareness of healthy eating and reduce the occurrence of metabolic syndrome. | ● According to Appendix 12 of the Labor Health Protection Regulations, diseases unsuitable for lead operations include neurological disorders, anemia and other blood disorders, kidney disease, digestive system ailments, liver disease, endocrine system disorders, retinal pathology, alcoholism, and hypertension. The company actively applies principles of job selection and assignment.<br>● Assessment reports adhere to the classification system outlined in the Labor Health Protection Regulations, providing health education to colleagues engaged in lead operations (sources of exposure, health hazards related to lead, and methods to reduce exposure).<br>● In 2024, 160 personnel involved in lead operations underwent specialized health assessments, with a 100% completion rate.<br>1. A total of 47 individuals classified as second-level health cases (abnormal findings in some or all categories) were assessed by physicians, confirming these were unrelated to their work. All completed consultations or health education sessions offered by the company, achieving a 100% completion rate. |

| Employee Health Consultation Services | |
|---|---|
| Purpose | To offer health services and consultations, conduct health education and promotion, monitor colleagues' health conditions, evaluate workplace hazards, and provide recommendations for improving work environments and adjusting work hours to prevent occupational diseases. |
| Execution | Each factory site features health centers equipped with dedicated nurses and occupational disease specialists who provide on-site services. They offer consultation services addressing colleagues' physical and psychological health. In 2024, physicians provided 120 hours of on-site services, consulting a total of 308 individuals. In addition to providing general health counseling, clinical service physicians adhere to regulations that mandate the implementation of four major occupational safety and health programs. These programs focus on safeguarding the physical and mental well-being of colleagues, and clinical service physicians are committed to fostering a supportive work environment. |

Health Assessments


Employee Health Consultation Services - Plant Evaluation of Operational Hazards and Guidance

## 5.3.2 Employee health hazard risk identification and management GRI 403-7

### Implementing Health Service Strategies

(1) Pre-assessment/Issue Identification: Employees actively report health concerns, use health assessment scales (OSHA project), conduct surveys, and arrange health checks.

(2) Confirm Causes/Integrate Issues: Analyze and assess high-risk individuals, review survey findings, and manage according to health check results.

(3) Resource Exploration/Identify Improvement Methods: Conduct health education and awareness campaigns, organize events, provide health-related resources, and manage cases with physician consultations based on facility recommendations for lifestyle adjustments, work shifts, or suitable assignments, and return-to-work plans.

(4) Optimal Strategy Selection/Implementation: Choose the most effective solutions based on causal relationships (changes in lifestyle, administrative adjustments to work schedules, environmental enhancements, or medical follow-up).

(5) Monitor Effectiveness/Review Adjustment Needs: Conduct annual reviews of program implementation and adjust as necessary based on outcomes.

### Workplace Employee Physical and Mental Health Promotion Five Major Plans (Occupational Safety and Health Administration, Ministry of Labor)

| | | | | | |
|---|---|---|---|---|---|
| Policy | Human Factors Hazard Prevention Management Policy | Abnormal Workload-Induced Disease Prevention Management Policy | Workplace Maternal Health Protection Management Policy | Middle-aged and Elderly Workers Safety and Health Management Policy | Prevention Management Policy for Occupational Harm to Duties |
| Purpose | Under adverse work environments, repetitive operations, poor posture, or improper time management, work-related musculoskeletal injuries may occur. | Preventing employees from developing brain and cardiovascular diseases due to excessive workloads causing physical and psychological exhaustion. | Preventing workplace health hazards and ensuring the well-being of employees and their infants. | Ensuring the safety and health of middle-aged and elderly workers. | Preventing unlawful harm in the workplace, including verbal, physical, or gender-based violence, stalking, and harassment. |
| Target | All employees | All employees | Employees within one year after pregnancy, childbirth, and those who need to breastfeed | Employees aged 45 and above | All employees |

| | | | | | |
|---|---|---|---|---|---|
| **Pre-assessment / Investigation** | Musculoskeletal questionnaire | Personal and work-related fatigue questionnaire / Working hours / Work environment type | Self-assessment form for health conditions of workers within one year after pregnancy and childbirth | Middle-aged and elderly workers' work capability assessment form / Work capability assessment form | Posting of complaints about unlawful harm / Employee questionnaire survey / Supervisor's autonomous check sheet for unlawful harm in the workplace |
| **Implementation** | 1. In 2024, according to the NMQ pain scale questionnaire analysis, 19 colleagues had an NMQ related to work with a score of 3, as the ergonomic assessment showed none of them are work-related.<br>2. Hold three health talks on human factor engineering, with a total of 114 participants and a satisfaction rating of 4.7 out of 5. | The total number of individuals at medium and high risk is 96. Physicians or occupational nurses provide health education guidance, and they monitor the status of employees for six months or a year. In the event that an abnormality is detected during the tracking process, a clinical doctor will be scheduled to conduct a review at once. In the event that a doctor recommends psychological counseling for an employee, the company will assist in referring the employee to a suitable psychological counseling office. | 1. Friendly Environment:<br>1.1. Each factory sets up a lactation room with a dedicated refrigerator for breast milk, sterilizer, back cushion, cleaning supplies, meeting excellent setup standards.<br>1.2. Post health bureau classes on breastfeeding and childcare related information.<br>1.3. Provide parking spaces exclusively for pregnant women.<br>1.4. Conduct maternal colleague workplace environment assessments, with 2024 workplace environmental risk levels rated as first class management..<br>1.5. Health Bureau lactation room equipment maintenance, management level certification:<br>1.5.1. Hsinchu Science Park Plant received outstanding certification.<br>1.5.2. Zhunan Plant received standard certification.<br>2. Friendly Policies:<br>2.1. Toilets are posted with stickers indicating priority use for pregnant women.<br>2.2. Provide two additional breastfeeding times daily, each lasting thirty minutes, with breastfeeding time considered as working time.<br>2.3. Encourage colleagues to voluntarily disclose pregnancies, launching the "Sweet Start United Renewable Energy New Happiness Activity," and provide a gift for mothers.<br>2.4. This year, a total of six employees were under maternal health protection, and all of them were arranged to be counseled by doctors. The staff nurses expressed concern over the prenatal and postnatal health conditions of their colleagues and provided them with appropriate health guidance and work advice. | Middle-aged and elderly workers' work capability assessment form / Work capability assessment form<br>Middle-aged employees totaled 119, with high-risk assessments resulting in recommendations for interviews with 100 people, achieving a 100% completion rate, and occupational physicians assessing all as suitable for current work, providing individual health guidance. | 1. Based on active notification or investigation, analyze the source of unlawful harm occurring during operations, identifying hazards.<br>2. Report to human resources units and coordinate events to reduce hazards.<br>3. Post written statements on preventing workplace unlawful harm and prohibiting workplace sexual harassment, as well as promote internal company complaints and reporting mechanisms.<br>4. Conduct company-wide gender equality courses to promote organizational culture for gender equality and anti-workplace unlawful harm. |

## Establishment of Breastfeeding Facilities and Exceptional Certification

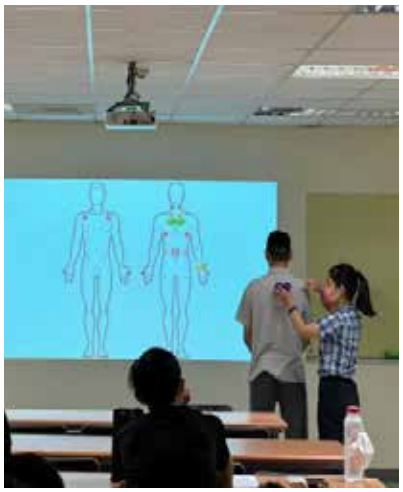

## Badge of Accredited Healthy Workplace


## Resource Advocacy Against Workplace Misconduct


## 5.3.3 Health Promotion GRI403-6

The company's health promotion activities include cancer screening, blood donation activities, health-related seminars, and health education and promotion of contagious diseases. In 2024, a total of 15 health seminars and events were conducted, with a combined participation of 530 individuals and an overall average satisfaction rating of 4.9. Recognizing employees as a company's most valuable assets, we persistently promote "enhancing health awareness and cultivating healthy behaviors" to improve health behavior skills, foster a healthy workplace, and cultivate a joyful work environment.

### Human-caused Hazard Prevention Series



### Health and Fitness Checkup

| | |
|---|---|
| Purpose | In order to accurately assess health data, it is essential to implement regular exercise routines for employees and concurrently enhance the enterprise's development potential. |
| Location | Hsinchu Science Park, Zhunan, Tainan Plant |
| Number of Participants | Totaled 150 people |
| Results | In the field of Techno Fitness, body composition analyzers are utilized to assess the ratio of muscle and body fat in the trunk and limbs. This allows test subjects to gain a more comprehensive understanding of their health status. The one-minute sit-up test in the National Physical Fitness Muscular Strength has been replaced by a grip strength test in the Technological Physical Fitness Test. This change allows for more detailed advice on exercise prescription through the dataization of the testee's muscle strength. To enhance the safety of the cardiorespiratory endurance test, the 3-minute step-up test of the National Fitness Test has been modified to a progressive in-situ knee-lift and step-up test. This new approach allows for more accurate heartbeat value monitoring through the use of a wearable device. The cardiorespiratory endurance of the participant is then calculated using a cloud-based formula. Additionally, the 30-centimeter step-up height has been eliminated to ensure greater safety for participants while testing their cardiorespiratory fitness. |

### Blood Donation Event

The company remains committed to making meaningful contributions to society through the "Love is Flowing" blood donation campaign, aimed at bringing warmth to the community. Even the local convenience store owner, a fixture near the factory, has expressed admiration and support for the blood donation efforts. They generously contributed additional gifts to incentivize and recognize factory colleagues who donated blood, showcasing acts of kindness and promoting the spirit of giving. These heartwarming stories of love in action are featured prominently in "Passionate" magazine.

In 2024, the entire factory conducted a total of 5 blood donation events, with 73 participants donating a cumulative total of 104 bags of blood (each containing 250 milliliters), amounting to 26,000 milliliters donated.

## Blood Donation Highlights


# 5.4 Social involvement

As a corporate citizen, United Renewable Energy has been encouraging its employees to participate in public welfare activities. Since its establishment in 2014, United Renewable Energy volunteers have participated in activities such as the Family Support Center's inspirational family sponsorship, Huashan Social Welfare Foundation's Dragon Boat Festival charity event, the Genesis 30 Hour Famine, the charity organization's charity booth at the plant, and the Sunshine Box donation. We hope that the company and its employees will share the same vision of social responsibility and continue to take action to care for the disadvantaged groups, in line with the concept of "what is taken from society is given to society".

## 5.4.1 People Care

### Charities

United Renewable Energy encourages its employees to participate in public welfare activities, and through the participation of volunteers, to stimulate the social care spirit of "the old and the young", so that love can be sent to every corner of society. Since the establishment of the Company, we have held annual booths to invite social welfare organizations to participate, so that social welfare organizations can promote their public welfare image and raise funds, and employees can learn about the organization's mission and service targets during the shopping and interactive process, which helps promote the concept of social welfare organizations. United Renewable Energy's volunteer club aims to provide a platform for employees to actively participate in volunteer services in the neighborhood, and to contribute to the two main axis of environmental care and social care by taking practical actions. We believe that people care is not a temporary passion, but a continuous and long-term silent effort.

The charity started in 2012, with different activities and recipients every year, but what remains unchanged is the spirit of "love" and the delivery of practical care and community care. 2024 United Renewable Energy continued to carry out activities to help disadvantaged children in the rural areas of Hsinchu, and also responded to the "35th 30 Hour Famine" event, rallying colleagues to donate generously to accompany underprivileged families during the holiday season. As the pandemic situation improved, they invited charitable organizations to regularly set up booths at the factory premises for fundraising, actively supporting disadvantaged groups. We look forward to continuing to give back to society through various initiatives promoting local and global community welfare in the future.

### ■ Past Charity Fund Raising / Fund Raising Results*

| Event Name | Charity Donation | Charity Supplies Collected |
|---|---|---|
| 2018 [ Because of you, there is warmth in winter ] | The income from the charity sale was about NT$60,000 | Collection of used clothes to be donated to Family Support Center<br>Collection of old shoes to save the life of the old shoes project<br>Some of the used items were donated to Huashan Social Welfare Foundation Zhunan Angel Station |
| 2018 [ One day of love and a lifetime of gratitude ] | NT$120,000 | - |
| 2019 [ Love through Books ] | - | A batch of new books |
| 2020 [ Gifts to your home ] | NT$62,000 | - |
| 2021 [ The 32nd 30 Hour Famine Event ] | NT$30,000 | - |
| 2021Epidemic protection masks [ The spectrum of love ] | NT$40,000 | - |
| 2022 [ The 33rd 30 Hour Famine Event ] | NT$50,100 | - |
| 2023 [ The 33rd 30 Hour Famine Event ] | NT$59,300 | - |
| 2024 [ The 35rd 30 Hour Famine Event ] | NT$72,400 | - |



## Invite public welfare organizations to set up booths at plants in 2024

United Renewable Energy has been committed to the concept of taking practical actions to support the disadvantaged groups and invites charity organizations to set up booths at the company on a regular basis. We invite mentally disabled bakery groups to set up booths at our plants once a month. We wish to give the children a stable working opportunity while satisfying our employees with hot and delicious breads and cookies. In addition, we have invited charity organizations such as the Charity Foundation Hsinchu Catholic Social Welfare Foundation, St. Raphael Opportunity Center, Huakuang Social Welfare Foundation, Lain Shin Yuan, Gofe Sanctuary, and LoveNature Sanctuary, and TriBake Bakery to set up booths for free during the New Year's celebration, The event was combined with plant activities to increase the sales and revenue of the public welfare organizations' products and to help them raise funds to become self-sustainable, so that they can go a longer way with their own strength.

## 2024 Community Care Activities

| Activity Name | Content of activities |
|---|---|
| United Renewable Energy's Inspirational Family | United Renewable Energy has adopted 9 disadvantaged children through the Hsinchu Family Support Center in 2024, helping them to maintain their basic needs and continue their education. |

### United Renewable Energy's Inspirational Family

As a member of the green energy industry, United Renewable Energy has always been proud of technological innovation. Knowing that knowledge can not only produce the power to change, but also turn life around, while children in remote rural areas, often due to family economic factors, cannot get enough educational resources and drop out of school. In response to this, 2014 volunteer club promoted the "inspiration family" project, to provide Hsinchu area disadvantaged children the opportunity to continue to pursue education. To date, the project has supported over 38 children in their educational journeys, with 9 children still receiving regular financial assistance from colleagues in 2024. The project aims to nurture these young individuals to grow healthily and happily under the ethos of "helping one another," preparing them to transform their lives with resilience. It looks forward to seeing these children carry forward this love and blessings, paving the way for limitless possibilities in their futures.

台灣兒童暨家庭扶助基金會新竹分事務所

親愛的 勵學人 ，收信平安：

您好，首先謝謝您長期以來對貧困兒童的付出與關懷。

您所認養的孩童[redacted]已於 2024/06 完成大學學業，故停止對於[redacted]的扶助，並後續追蹤關懷[redacted]及家人生活狀況。

感謝您對[redacted]一家的照顧，使他們在最困苦的時刻，感受到社會溫暖的一面，也相信因為您的幫助，他們未來的路能走得更加順遂。

因為有您的參與，家扶中心才能一直為兒童努力，請您如以往一般繼續給予我們支持，若有任何疑問，請隨時與我們聯繫，再次感謝您的愛心。

敬祝　　平安　快樂

新竹家扶中心 竹東服務處

社工員[redacted]敬上

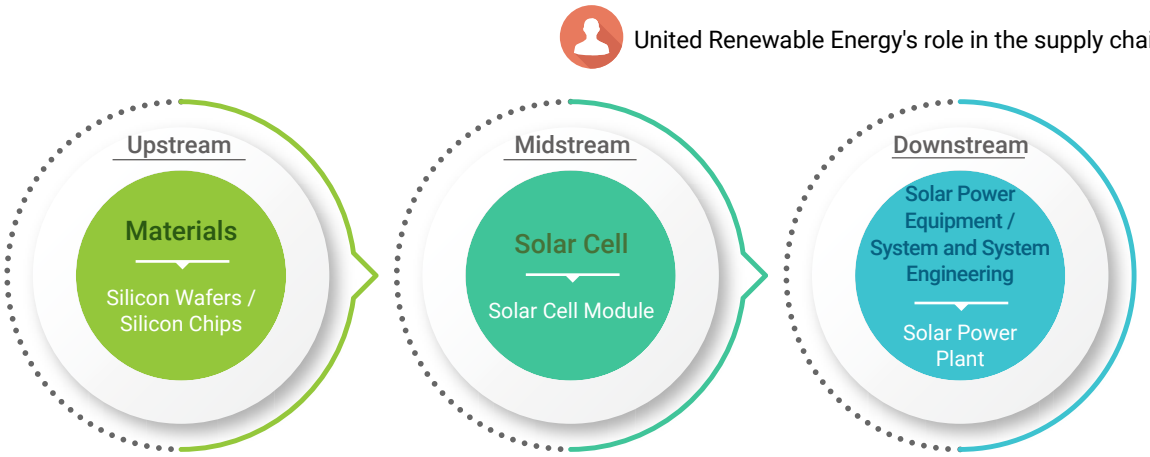
# 6

# Partner Relationship

# 6.1 Supply Chain Management

## 6.1.1 Supply Chain Integration GRI 2-6

The solar energy industry chain can be categorized from top to bottom as follows: upstream: raw materials and wafers; midstream: cells and modules; downstream: system vendors, channel vendors and peripheral suppliers:

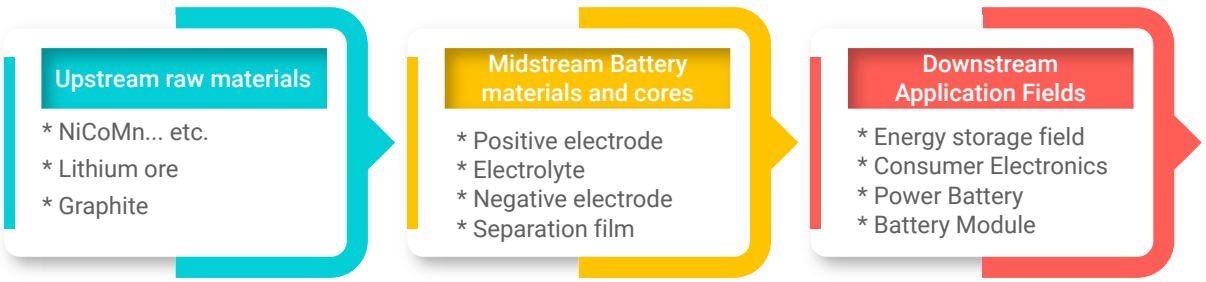



### New Business Group - Energy Storage Supply Chain (Lithium Cell Industry Chain)

T he upstream industry of the energy storage supply chain mainly includes lithium raw materials, positive electrode materials, negative electrode materials, electrolyte, film, and production equipment.

The energy storage supply chain can be categorized from top to bottom as: upstream: raw materials, midstream: cell materials and batteries, and downstream: energy storage technology vendors, channel vendors and peripheral parts suppliers, and there were no significant changes in the structure of the energy storage supply chain in 2024:

**Diagram of Lithium Battery Industry Chain**




▲URECO's role in the supply chain

Maintaining long-term, close partnerships has always been the main mindset of United Renewable Energy's supplier relationships and supply chain integration. Through an open and transparent communication mechanism, the concept of coexistence and prosperity, and the foundation of mutual trust, the resources and core competencies of both parties are fully integrated to gain a leading competitive advantage in the international market, and also improved the bullwhip effect of the supply chain caused by the trend of globalization.

Through effective supply chain management, we have not only successfully controlled procurement costs, but also further reduced expenses for product development, quality, trading and after-sales services. At the same time, we

have also improved the Company's resource utilization and greatly reduced uncertainties, not only increased customer satisfaction, but also created more value for our customers.

The Company continues to promote the concept of sustainable management both internally and externally, and has established a consensus on supplier management and development. United Renewable Energy believes that the traditional procurement model lacks the mindset of climbing and growing together with suppliers, focuses on lowering prices and changing suppliers at will, while ignoring the total holding costs and failing to consider the performance of long-term management. Therefore, United Renewable Energy has replaced the traditional procurement concept with a long-term cooperation mindset, and actively requested all departments to strengthen strategic partnerships with suppliers with the goal of improving overall supply chain performance while considering the impact on the environment and society.

When choosing suppliers, United Renewable Energy not only considers price, quality, service and delivery, but also takes into account the following four points regarding the locations of suppliers:

### 1. Possible operational risks of diversifying into a single supplier or a single regional supplier:

Due to the fact that raw material costs account for a higher percentage of United Renewable Energy's total costs than the general electronics industry, and because the solar industry has experienced several periods of raw material shortages in the past, supplier diversification and risk management have been important considerations for United Renewable Energy when choosing suppliers. First of all, to avoid the important raw materials only by a single supplier or a single regional supplier supply; through continuous development, testing, certification and introduction of new suppliers, to have more choices in procurement. In addition, diversify the ratio of suppliers, adjust the ratio of different suppliers or different regional suppliers; Even if suppliers differ in price, we maintain a certain percentage of purchases from secondary suppliers appropriately to avoid excessive concentration of a single material on a single supplier. In terms of the number of silicon chip suppliers, as the solar industry becomes more competitive, the quality of raw materials provided by Mainland China can also meet the current market needs, however, Taiwan suppliers are more expensive, therefore, based on the procurement strategy, suppliers from Mainland China have increased. In a highly competitive market with many mergers and acquisitions, we will still try our best to maintain diversified supplier relationships; As for module supply, at current stage, we are still mainly procuring from overseas as Taiwan suppliers cannot provide enough raw materials to meet United Renewable Energy's production demand.

### 2. Reduce the environmental impact of raw material transportation:

With the continuous advancement of technology and the increase of industrial output value, the environmental hazards caused are also increasing, which has also drawn the attention of the world to the issue of environmental protection. At the 2015 Climate Change Conference of Parties (COP21), 195 countries pledged to improve the current worsening climate change by keeping the average global temperature to no more than 2 degrees above the average temperature of the pre-industrial period. The conference is considered one of the most representative international agreements on global warming in history, and it has raised awareness of the importance of and demand for the solar industry. United Renewable Energy also upholds this principle in selecting suppliers by taking into account the geographical location of the supplier, in addition to considering the supply cycle and timeliness, transportation costs, and reducing the potential impact and damage to the environment caused by long-distance transportation of raw materials. For example, United Renewable Energy's procurement of silicon chips, a key raw material, has been reduced to zero from European suppliers and has shifted to an increased proportion of suppliers in Asia. Moreover, the mode of transportation has been gradually changed from air transportation to sea transportation, because of the increase in the volume of sea transportation can reduce the frequency of transportation, thus reducing the carbon emission caused by the fuel consumption of transportation.

### 3. Procurement Policy

United Renewable Energy is currently operating in Taiwan and China, and is committed to fulfilling its corporate social responsibility by increasing its share of procurement from local suppliers and increasing local employment and economic activity.

Regarding the procurement of key materials, 95% of the silicon chips, glass, and aluminum frames for the solar industry are made in China, and even if there is a third location, the main raw materials are still produced in China. The main reason is the concentration of the industry chain, which makes it more difficult to choose.

### 4. Key Material Management

In terms of key raw material management, based on the principle of quality consideration, United Renewable Energy implements standardization and precise management of key materials. We strive to reduce the energy and environmental impact of the material production process through quality control, and in addition to efforts to reduce the amount of raw materials used, we also maintain close contact with relevant suppliers, pay attention to future trends in related technology applications, and seek alternative materials.

We also improve the quality management ability of suppliers to ensure the quality of incoming materials or product design and application issues, to reject the bad quality materials before production, and to reduce the products with failed quality. Cooperate with the audit of suppliers to ensure the implementation of the overall quality policy and management.

## 6.1.2 Supplier Relationship Management

The company's cooperation with suppliers is not only limited to the integrated management of the supply chain, but also takes into account the needs of various departments within the company, combining the expertise of procurement staff with the characteristics of R&D, production management, logistics, quality and business departments, and strives to work with suppliers to develop products that better meet market needs, improve the quality and stability of production, and deliver better procurement performance for United Renewable Energy.

The company continues to work on a number of internal projects with suppliers to enhance the added value of such collaboration.

- We continue to maintain relationships with key suppliers and work together to develop new products to ensure that all materials used will enhance the performance of our products and meet standard inspection and safety regulations.
- The plants conduct regular quality discussions and improvement plans with suppliers in order to provide a more stable and high quality supply, reduce additional losses due to defective products, and reduce environmental and energy losses.
- The industry shares market information, production and sales forecasts to grasp the changes in market supply and demand, making the supply of raw materials and inventory transparent and reasonable, while suppliers can clearly estimate the demand for production, reducing the risk of inconsistency between inventory and demand caused by the uncertainty of the overall supply chain.

## 6.1.3 Supplier Selection Mechanism

United Renewable Energy's selection of suppliers is not based on price alone, but rather on the advantages of the supplier in comparison to risk. It is important to maintain a good relationship with suppliers to ensure that the quality, cost, delivery, service, management, environmental and social aspects of suppliers meet United Renewable Energy's procurement needs.

It is necessary to maintain a good relationship with these "irreplaceable and non-substitutable in the short term" suppliers. The development of new suppliers is a necessary and needed part of the procurement process. By the end of 2024, accumulated 60 suppliers have completed re-signing. Moving forward, there will be ongoing efforts to invite

more suppliers to sign this commitment letter while advocating for ESG evaluation recommendations. URE (United Recycling) incorporates ESG assessments as a bonus category in its annual supplier audits.

## Supplier selection mechanism added the following aspects:


As a corporate citizen, United Renewable Energy not only demands that we fulfill our corporate social responsibility, but also hopes to use our influence to urge our suppliers to do their part in corporate sustainability. We will soon propose a CSR Commitment for United Renewable Energy suppliers, and develop goals according to the stage, we will at first invite existing major suppliers to sign the Commitment when exchanging contracts; In the future, we also plan to sign the Commitment for new suppliers, so that the solar industry in which we are involved can move towards sustainable management together.

In addition to taking care of the quality, delivery and cost of our suppliers' products, we also urge them to improve safety and health, and to pay attention to human rights. We plan to strengthen our efforts to promote social care among our suppliers in the future, and we expect our suppliers to fulfill their corporate social responsibility together with United Renewable Energy, and to do a proper job of risk management and business continuity planning.

## 6.1.4 Green Supply Chain GRI 301-3

Combining the ideas of supply chain management and environmental management, URECO has implemented a green supply chain model to manage green procurement.

### Goals

By incorporating the idea of green manufacturing into the traditional SCORE model, we ensure that the production process is in full compliance with social responsibility and fair trade principles. From supplier selection, logistics, warehousing, production, and shipping, all operations must meet the green concept and be completely transformed into a green supply chain operation model. We will further establish a green supply chain and improve the environmental performance of our suppliers by retiring the old and replacing with the new.

In response to suppliers and environmental policies, we continue to promote the evaluation and testing of lead-free materials for conductive pastes to build and enhance the environment of green supply chain together.

In order to comply with the principles of energy saving, carbon reduction and waste reduction, we promote long-term collaboration with suppliers to adopt recycled materials for some parts of the supply materials or to change some of the transportation packaging materials, and both parties agreed to work together to implement recycling operations to achieve a reduction and recycling strategy.

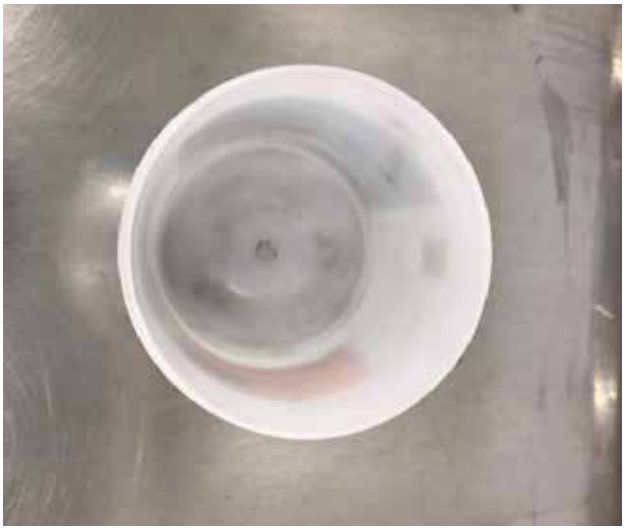
In order to meet the global trend of environmental protection and to save excessive paper packaging material consumption, URECO follows the principles of Reduce, Reuse and Recycle to recycle and reuse packaging materials between internal plants. We not only save a considerable amount of packaging materials and cartons every year, but also enhance the clean environment and create value through continuous waste reduction.

### Results of recycling and reuse projects

| Recycling and reuse items | Unit | Recycling rate | Note : Calculation method |
|---|---|---|---|
| Plastic pallet | EA | 98% | Total number of loaded pallets for incoming and outgoing shipments / Number of loaded pallets for incoming and outgoing standard packages. About 2% damage rate will not be recycled. The use of pallets is divided into two parts: module plant shipments and supplier deliveries for recycling. Calculation based on standard package load |
| Ribbon Reel | EA | 95% | Total amount of incoming goods / BOM standard usage amount<br>5% is the leftover inventory and safety inventory in use for recovery |
| Paste recycling | G | 98% | Total weight recovered(Kg)*Silver content(g/Kg)*Feedback ratio(%)<br>Recycling items are as follows.<br>1. Silver plastic wipe/back silver glue wipe and back aluminum glue wipe recycling<br>2. Recycling of empty cans of positive silver glue / empty cans of back silver glue and empty cans of back aluminum glue |



Note: Reused module cable tape reel



Note: Recycled empty cans and used wipes for recycled Paste operations

Note: Recycled and reused plastic pallets

## 6.1.5 Supply Quality Management

United Renewable Energy has always regarded its suppliers as important partners, and regards supply chain management as an important part of enterprise competitiveness and sustainable management. Through close communication and cooperation with suppliers, we pursue growth together and fulfill our corporate social responsibility at the same time.

Therefore, United Renewable Energy pays great attention to the performance and evaluation of suppliers. Other than the quality of raw materials, the delivery and service of suppliers are also included in the evaluation, and are rated once a year, with 60 points passing the standard, and if the score is less than 60, the supplier quality management will recommend the procurement unit to reduce the procurement quantity of the particular supplier;) We also conduct on-site audits of suppliers according to actual needs and will provide continuous counseling. Annual supplier audits are based on trading volume, quality status, environmental considerations (environmental protection, pollution prevention...), social considerations (occupational safety, labor rights...), and risk considerations (risk control...), arranges major suppliers for document audits and on-site audits based on trading volume, and publishes the scores to relevant units for reference. In 2024, the supplier evaluation scores ranged from 71 to 85 points. We will consider to increase the number of procurement from the excellent suppliers with higher evaluation scores, and if the suppliers with substandard scores below 60, we will have to request improvement and reevaluate again, and if there are special needs, we can "conditionally approve" the temporary use after internal resolution, and re-evaluate within the request period.

United Renewable Energy's quality management and evaluation of suppliers is conducted through the following:

### Supplier audits:

Due to the large number of suppliers and partners of United Renewable Energy, we set up an annual audit plan according to the categories of raw materials and the importance of suppliers, and conduct on-site audits, or by documentary audits if there are constraints due to the location of suppliers and company resources. The on-site audit team mainly uses quality control, supplier management and procurement department personnel to visit the supplier's production plant to confirm the quality certification system, production control system and 6S operation system, etc. The audit results are discussed directly with the supplier immediately after the meeting, and improvement items will be listed for regular follow-up or United Renewable Energy will provide suggestions to strengthen the collaborative relationship.

### Completion rate of supplier evaluation audits in 2024

In 2024, there were 28 suppliers of important raw materials for solar cells. All 28 suppliers passed the evaluations without any instances of disqualification.

A total of 22 suppliers of important raw materials for solar modules were audited. All 22 suppliers passed the evaluations without any instances of disqualification.

Note: There are five levels of supplier evaluation, namely, excellent, satisfactory, acceptable, requires improvement, and major deficiencies.

### Supplier Review Meeting:

In order to provide suppliers with the ability to meet United Renewable Energy's needs and expectations, we provide technical support by unscheduled meetings with suppliers and direct face-to-face communication. We help suppliers improve their deficiencies to meet United Renewable Energy's needs. In addition, we maintain a close relationship with our suppliers through regular evaluation and audits to develop a long-term stable collaboration with them.

United Renewable Energy not only needs to take into account the quality, delivery and price of suppliers' products, but also urges them to take environmental protection into account by complying with EU RoHS regulations, restricting

the use of hazardous substances (providing RoHS certification documents to critical raw material suppliers in 2024), and actively encouraging suppliers to procure from smelters and mines that are recognized as non-conflict by specific industry organizations (e.g., RBA), and continuously working to achieve the goal of "non-conflict" in the use of gold, tantalum, tin and tungsten, protecting the environment, improving safety and health, and valuing human rights in order to fulfill corporate social responsibility together.

## 6.2 Customers and Services

### 6.2.1 Marketing Communication

As a leading company in the global renewable energy industry, United Renewable Energy is committed to promoting the development of green and clean energy. United Renewable Energy has strengthened its communication with the industry and the general public through various marketing and communication channels, enhancing its brand influence and market recognition.

In 2024, United Renewable Energy has maintained a strong international market presence and continues to expand its global operations. In addition to its participation in Energy Taiwan, a prominent exhibition in Taiwan, United Renewable Energy has also exhibited at international benchmark exhibitions such as Intersolar Europe (Europe), RE+ (formerly Solar Power International, U.S.A.), and Renewable Energy India. India. United Renewable Energy has expanded its participation in Asian market events, such as the Thailand Renewable Energy Exhibition, to further enhance its brand influence in the Southeast Asian region.

In terms of digital marketing, United Renewable Energy has strengthened its online marketing strategy. United Renewable Energy maintains an active advertising presence in international professional media outlets such as BNEF (Bloomberg New Energy), PV Magazine, and PV Tech. Furthermore, the company will continue to utilize SEO optimization, social media marketing (Facebook, LinkedIn, etc.), and cooperation with online media. These measures will increase brand exposure and attract potential customers. Concurrently, we will prioritize specific markets to optimize the efficacy of our marketing investments.

In 2024, Renewable Energy took proactive steps to strengthen customer interaction and cooperation, and to attract new customers. The company organized and participated in various activities, including new product presentations for customers, participation in sustainability forums, and photovoltaic walking promotional booths. Renewable Energy also co-organized joint promotional activities with international partners. For instance, during Energy Taiwan, we collaborated with TAITRA and SEMI to showcase the robust capabilities of Taiwan's renewable energy industry and to enhance visibility and credibility in the global market.

United Renewable Energy is committed to integrating environmental, social, and governance (ESG) principles into our marketing communications strategy. We will leverage key events such as major exhibitions, professional forums, and media campaigns to showcase our dedication to sustainable supply chain management. Our marketing strategy encompasses the promotion of our products and technologies, while also conveying our corporate values of sustainable development.

Moving forward, United Renewable Energy will continue to refine its global marketing strategy, fortify its digital marketing and customer interaction capabilities, and delve deeper into ESG-related marketing content to achieve the dual goals of corporate growth and sustainable development.

## 6.2.2 Service Quality GRI 418-1

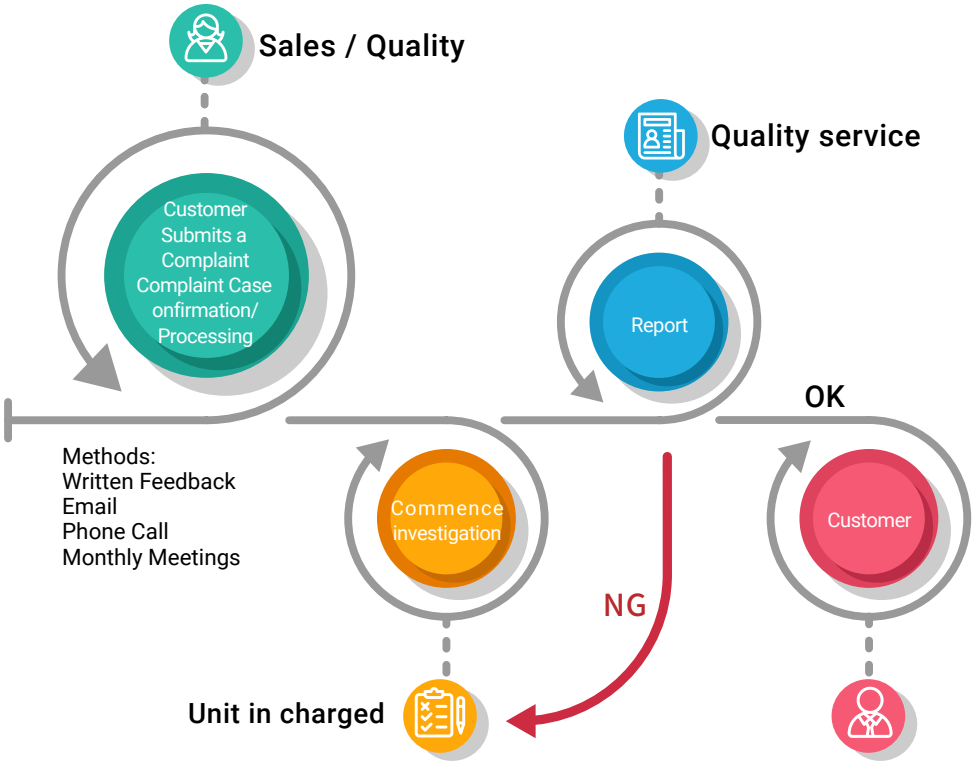
Customers are the main source of United Renewable Energy's income, and the quality of service we provide will affect our customers' faith in us and future opportunities for continued cooperation, so we are actively working to develop and maintain the quality of service with our customers to make it more refined and better than the spirit of service in the industry, and uphold a professional, fast, efficient and proactive attitude to provide assistance to customers, and has successfully earned the trust and satisfaction of United Renewable Energy's customers and partners. Through smooth communication and platform channels, such as detailed analysis and diagnosis of incident, daily consolidated progress reports by conference call or email, detailed business division, and technical support and consultation, United Renewable Energy has steadily provided its customers with immediate service and peace of mind to relieve any inconvenience caused to them.

United Renewable Energy believes that excellent customer service comes from continuous improvement and refinement within the company. By doing so, United Renewable Energy and its customers work together to create a win-win and mutually beneficial model, and therefore United Renewable Energy is committed to meeting customer requirements and achieving customer satisfaction by prioritizing the creation of superior quality and providing customers with the most competitive products.

United Renewable Energy's customer grievance channel receives feedback from customers on product quality issues through our business and quality service departments. Customer grievances are mainly in the categories of product appearance, product electrical properties, product EL performance, and product reliability performance. In addition, the internal grievance handling process is that after receiving feedback from customers on product quality issues, the quality system and service department will open a case on the electronic system to track and investigate the cause, improve the behavior and confirm the results with the quality, plant, technical departments and business units. Other than the regular monthly and quarterly meetings with major customers, we also maintain communication with customers and provide feedback at any time.

United Renewable Energy also proposes improvement plans in response to valuable customer feedback, with the participation of all employees, and implements continuous improvement. An effective "customer sales return" reporting system is in place to guide each unit in the follow-up process and feedback of results as an important evaluation indicator for future growth.

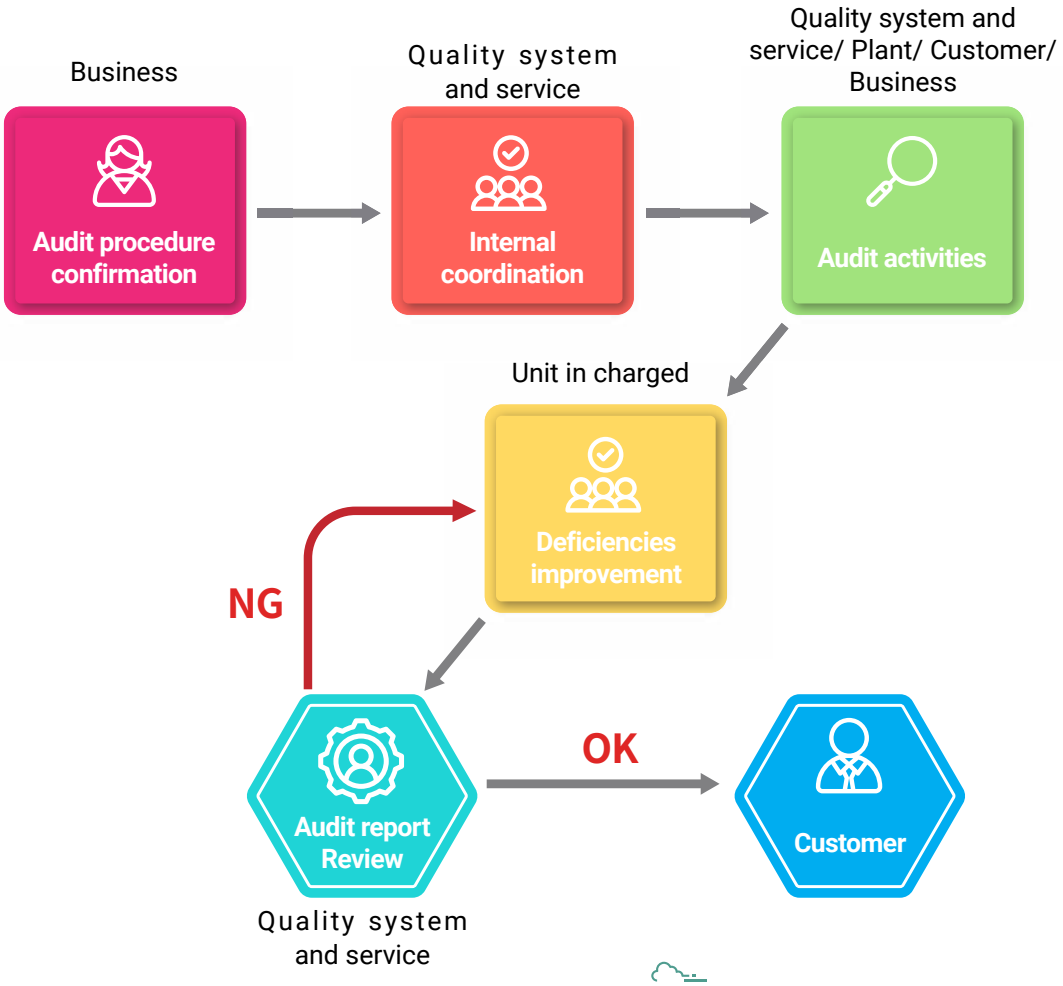
Flowchart for handling customer complaints:



Each unit will conduct in-depth statistics and analysis of customer feedback and take corrective actions and improvements to internal processes or product manufacturing procedures, and regularly analyze customer complaint items to verify the effectiveness of the improvements. 100% of customer complaints were closed in 2024, and United Renewable Energy upholds the ultimate goal of quality service by arranging for on-site inspection or product return analysis of customer complaint items in accordance with demand, to analyze the causes of abnormalities and clarify product issues, as well as continuously interacting with customers and maintaining smooth communication during the process, all of which have been highly rated by customers in terms of satisfaction with the handling of customer complaints.

In addition, United Renewable Energy has been able to obtain a lot of feedback from customers, and customers were satisfied with the positive responsiveness and attitude of United Renewable Energy when conducting plant audits. In particular, there is a high level of satisfaction with the planning and execution of equipment maintenance, the ability to analyze process statistics and process improvements, the ability to automate production and process management, and automated inspection equipment. United Renewable Energy is also recognized for its customer service and on-time delivery of products, and had no violations of customer privacy in 2024.

## Plant Audit Flow



# 7 Green Energy, Energy Saving and Environmental Protection

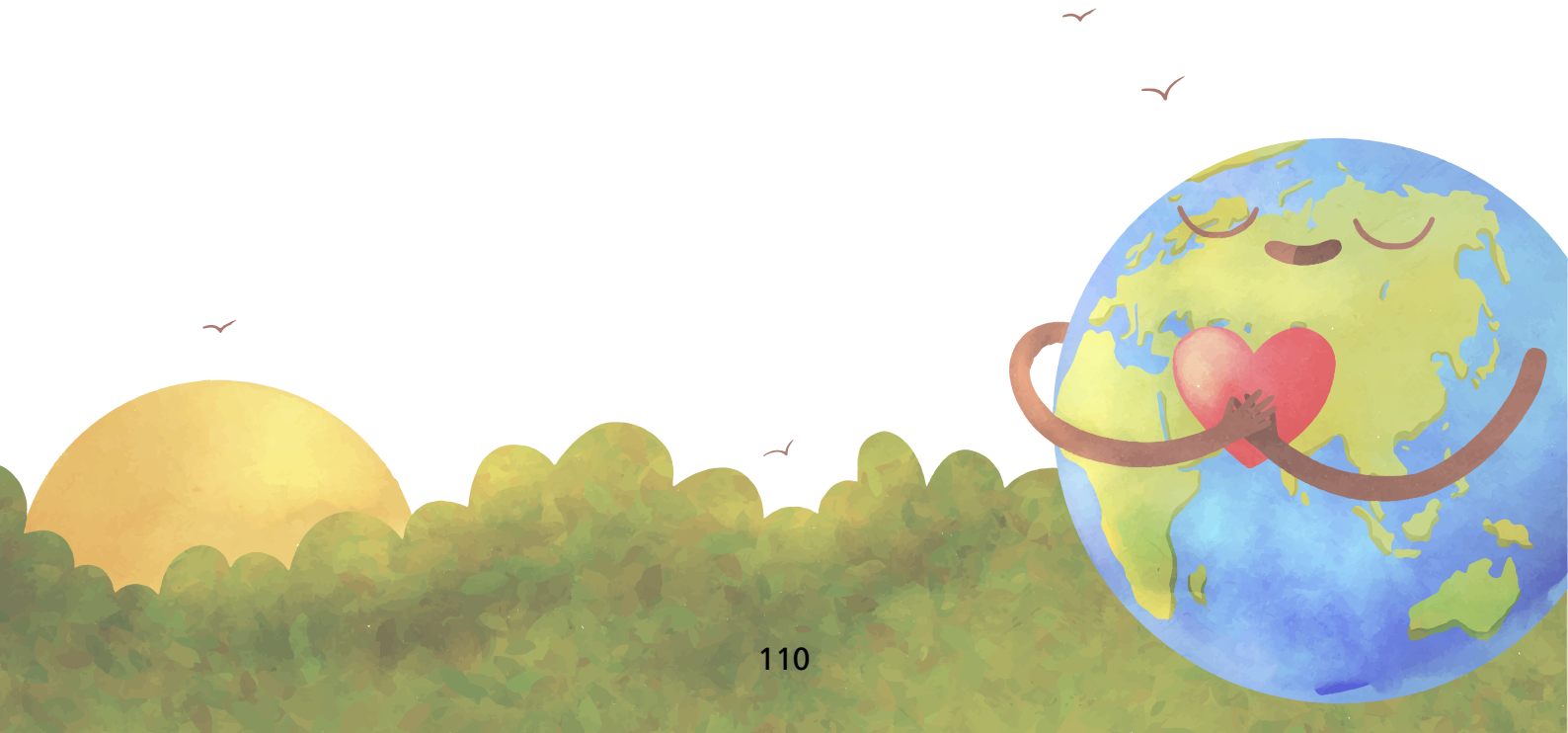


# GRI 3-3 Material Topic

## Green Product, Energy Management, Greenhouse Gas, Waste

| | |
|---|---|
| **Material Topic** | Energy saving and carbon reduction (including energy management and greenhouse gas management) |
| **Policy** | ■ Comply with the requirements of regulations and compliance obligations.<br>■ Strengthen stakeholder consultation, communication and participation.<br>■ Continuous improvement of OH&S system and policy targets.<br>■ Reduce the risk of health hazards to employees and environmental impacts.<br>■ We are committed to the implementation of OH&S and environmental protection. |
| **Commitment** | United Renewable Energy is the leader in the solar energy industry in Taiwan, and it is an important responsibility and mission of United Renewable Energy to provide customers with green electricity generated by high quality cells. Internally, the company also conducts strict management of energy saving and carbon reduction, mainly by promoting high energy consumption facility improvement construction, improving energy efficiency, reducing non-essential energy waste, and improving dust-free room process environment to reduce energy loss. This is supplemented by the promotion of the self-driven energy saving and carbon reduction methods to employees and the company's internal implementation policy to achieve a total carbon reduction. |
| **Objectives** | **Mid-term and long-term goals:**<br>By 2030, achieve a reduction of at least 24±1% in total carbon emissions compared to the base year of 2022, aiming for carbon neutrality by 2050. In the face of the global threat of extreme climate change, the common goal is to use high efficiency clean energy to slow down the global warming rate. United Renewable Energy continues to focus on the research and development and production of solar cells and modules, and put more resources into the development of energy storage systems to provide energy users with better quality clean energy through continuous energy generation and storage development. |
| **Management Mechanism** | United Renewable Energy implements greenhouse gas management in accordance with the completed ISO 14064-1 greenhouse gas inventory system, and maintains the effectiveness of the program and conducts annual verification and registration to ensure the effective operation of the management mechanism. |
| **Resources invested in the year/ Significant results produced** | **Resources invested in the year**<br>(Energy-saving measures)<br>1. Adjust the frequency of GEX operation according to the tenant and production line.<br>2. Install energy-saving switches for the escape ladder lighting system.<br>3. Adjust the number of cooling water tower units in operation, reducing the pump frequency according to the production line.<br>4. Replace office lighting with LED flat panel lights.<br>5. Adjust the RCU operating frequency in the clean room according to the production line, and eliminate and close nine RCUs in the M6 module factory.<br>6. Adjust energy-saving production power consumption according to current order status.<br>7. Adjust the dryer's regeneration parameter. Modify the original 24-hour regeneration cycle to a 48-hour cycle.<br>In 2024, total carbon emissions decreased by 4.7% compared to 2023 (metric tons of $CO_2e$). |
| **Responsible Department / Grievance Mechanism** | Responsible Department: Occupational Safety and Health Department/Plant Office; Grievance Mechanism: phone and email. |
| **Ensure the effectiveness of the management mechanism** | United Renewable Energy implements greenhouse gas management in accordance with ISO 14064-1 and conducts annual verification to maintain effectiveness and ensure that the management mechanism is operating effectively. |

| Material Topic | Waste |
|---|---|
| Policy | ■ Comply with the requirements of regulations and compliance obligations.<br>■ Strengthen stakeholder consultation, communication and participation.<br>■ Continuous improvement of OH&S system and policy targets.<br>■ Reduce the risk of health hazards to employees and environmental impacts.<br>■ We are committed to the implementation of OH&S and environmental protection. |
| Commitment | In order to achieve the sustainable use of resources and ensure the proper handling of waste, the company continues to promote source reduction and recycling of waste in the plant to reduce the burden on the environment, and strives to save various energy resources and reduce the amount of waste in order to implement the concept of circular economy of "minimizing waste production and maximizing resource recycling". |
| Objectives | **Short-term goal:**<br>To achieve a recycling rate of more than 90% for hazardous business waste.<br>**Mid-term and long-term goal:**<br>To find a partner cleanup service provider to carry out waste handling through legal channels and improve the recycling rate of waste in the plant. |
| Management Mechanism | United Renewable Energy implements environmental management in accordance with the established ISO 14001 environmental management system, and conducts annual verification according to the program to maintain the effectiveness and ensure the effective operation of the management mechanism. |
| Resources invested in the year/ Significant results produced | 1. In 2024, approximately NT$14.04 million was allocated for waste management expenditures.<br>2. The recycling and reuse rate for business waste in 2024 exceeded 95%. |
| Responsible Department / Grievance Mechanism | Responsible Department: Occupational Safety and Health Department/Plant Office; Grievance Mechanism: phone and email. |
| Ensure the effectiveness of the management mechanism | We set up relevant regulations in the form of contracts, establish goals, accurately track and audit the legal handling of waste, and implement relevant verification and acceptance mechanisms to meet the conditions of re-collaboration. |



| Material Topic | Green Product |
|---|---|
| Policy | ■ The retirement of solar panels is increasingly becoming an economic and political issue. Research from the International Energy Agency (IEA) forecasts a global accumulation of over 6 million metric tons of waste by 2030, with Taiwan expected to accumulate over 10,000 metric tons by 2025 (including regular retirements and disaster-damaged waste), as per the Ministry of Environment's survey.<br>■ Currently, the Ministry of Economic Affairs' Energy Bureau imposes fees and manages them in advance (under the Ministry of Environment). The "Renewable Energy Electricity Purchase Rates and Calculation Formulas for 2019" were announced on February 1, 2019, incorporating a NT$1,000 per kW recycling fee for solar photovoltaic modules to establish a domestic module recycling mechanism. On December 31, 2019, the "Renewable Energy Electricity Purchase Rates and Calculation Formulas for the Republic of China's Year 109" were announced, including a module recycling subsidy rate of NT$0.0656 per kWh. On March 5, 2024, the "Renewable Energy Electricity Purchase Rates and Calculation Formulas for the Republic of China's Year 113" were announced, including a module recycling subsidy rate of NT$0.0656 per kWh.<br>■ In response to this issue, the company partnered with the Industrial Technology Research Institute (ITRI) and its national team to accelerate the development of easy-to-disassemble solar modules. The new disassembly technology solves the problem of disposing of discarded solar panels and recycles materials such as complete silicon wafers and glass cover panels. This increases the value of recycling, reduces the environmental burden, creates a higher-value circular economy, and opens up new opportunities for the solar energy industry.<br>■ Due to market demand and trends, the company has been investing in TOPCon production since 2021, and TOPCon batteries have become mainstream technology. These high-efficiency battery technologies promote the development of the solar industry and provide more efficient solutions for the global energy transition. |
| Commitment | The recycling issue is a critical concern in the renewable energy industry, marking the final frontier. Leveraging cutting-edge encapsulation material technology, these newly developed dismantlable module designs address the challenging task of recycling discarded photovoltaic modules. They facilitate the recovery of intact silicon chips and high-value precious metals, significantly reducing the complexities and labor costs of recycling. This approach not only advances green energy initiatives but also promotes a more robust circular economy, rejuvenating resources and transitioning the industry from a linear "extract, manufacture, use, dispose" model to a circular "reuse, remanufacture, and renewable" economy.<br>Aligned with its founding principles, United Renewable Energy leads in providing comprehensive solutions in the renewable energy sector. As the sole company globally certified for these dismantlable module designs, it offers a pioneering solution to the challenges of achieving net-zero sustainability goals. |
| Objectives | ■ Currently, the modular units have met international standards and secured IEC certification, and they underwent stringent 3XIEC module reliability testing, surpassing international standards. By the end of 2023, they obtained VPC high-performance module certification. Additionally, these modules were sent to the CEA laboratory in France for rigorous outdoor field validation. The product is currently installed on the roof of the Industrial Technology Research Institute for practical outdoor testing. At present, the modules are functioning normally. Additionally, due to industry progress, we will continue working with the Industrial Technology Research Institute (ITRI) on the next stage of testing and validation.<br>■ We have launched a series of high-efficiency photovoltaic products and offer the industry's largest selection of product solutions in Taiwan. We organize our products according to different case environments. |
| Management Mechanism | In order to obtain certification for such products, the international IEC and Taiwan VPC certification processes are pursued. |
| Resources invested in the year/ Significant results produced | **Resource Allocation:**<br>About half of the company's R&D resources were invested in development.<br>Important achievements: The M10 N-type TOPCon GLORY double-sided module was developed and obtained IEC/VPC certification. It will be introduced to the factory for mass production in Q3 of 2024. |
| Responsible Department /Grievance Mechanism | Responsible Department: Research and Development; Grievance Mechanism: phone and email. |

| | |
|---|---|
| **Ensure the effectiveness of the management mechanism** | 1. Green Product Solar Photovoltaic Module Testing:<br>■ Follow Bureau of Standards, Metrology and Inspection (BSMI) VPC certification testing requirements.<br>2. Green Product Reliability Verification:<br>■ Follow IEC 61215 verification testing requirements.<br>■ Follow IEC 61730 verification testing requirements |

# 7.1 Environmental Sustainability Practices

Since its establishment in December 2005, United Renewable Energy has taken pride in producing green products, whether in the manufacturing process, procurement, terminal handling or responding to governmental counseling programs. These specific actions have proven that United Renewable Energy is not only a producer of green products, but also a leading green company.

In response to climate change, United Renewable Energy's takes pride in the response planning goal of producing green products. Throughout the entire production process, we continue to refine our research and development processes, replacing high pollution with low pollution and reducing the use of chemicals; in the procurement of equipment, we continue to use high safety standards and pollution-free procurement as the benchmark; in the terminal handling of the process, we adopt the spirit of continuous improvement to reduce the emission of pollutants; at the same time, solar power is installed on the rooftop of the solar power plant to replace utility power, to implement energy saving and carbon reduction, and to slow down climate change.

## Green Energy Products: High Quality and Environment Friendly Solar Energy Products

United Renewable Energy plays a part in Taiwan's high-quality green energy industry. Our business groups include solar cells, solar modules, solar systems, and new business groups (energy storage systems and hydrogen energy) and so on. United Renewable Energy's modular products have been awarded "Taiwan Excellent PV" by the Energy Administration, Ministry of Economic Affairs again in 2024, for the twelfth consecutive year. In terms of overseas evaluation, United Renewable Energy modules have not only been certified by TUV Rheinland and TUV SUD of Germany for the latest and strictest international IEC tests, but also passed the listed certification for solar energy and clean energy products by UL of the United States and many other countries, showing once again that the quality of United Renewable Energy modules has been recognized by relevant organizations worldwide. United Renewable Energy has been consistently ranked by Bloomberg New Energy Finance as in Tier 1 Module Manufacturer List for 2024, and has been listed as a Tier 1 supplier since 2017, recognizing the outstanding performance of United Renewable Energy's module products in the solar power field. At the same time, no energy is consumed during the power generation process.

In addition to excellent product performance, United Renewable Energy is committed to environmental health. The entire series of module products has passed radiation-free low-frequency electromagnetic wave, water non-toxicity (including eight heavy metals, general metals, and organic compounds; a total of 25 items), low-reflection, and low-glare tests, as well as other tests. These tests ensure that the products are non-toxic, safe, and secure. To comply with the European Union's POPs regulations and the regulations of the U.S., Canada, Japan, China, and Vietnam on perfluorinated/polyfluoroalkyl substances (PFAS), we aim to ensure that our products comply with these standards.

## Terminal handling: Effluent and waste

United Renewable Energy believes that pollution prevention is one of the primary responsibilities of an enterprise, so it has built its pollution prevention system based on the ISO 14001 management system and promotes continuous improvement of environmental management programs with the PDCA management model, hoping to reduce the use of raw materials and energy resources at the root, and to reduce the amount of effluent and waste, expecting to achieve a win-win situation by taking into account both production costs and environmental protection.

## 7.2 Green Energy Products

United Renewable Energy is part of Taiwan's excellent green energy industry, with a business group that includes solar cells, solar modules, and a new business group (energy storage systems.) United Renewable Energy has consistently received national recognition, with its solar modules winning the Taiwan Excellent PV for eleven consecutive years (2013-2024). Additionally, it achieved VPC (BSMI PV Taiwan Plus) certifications from 2016 to 2024, maintaining its commitment to providing high-quality, high-standard solar energy products.

Note: Please refer to the official website of United Renewable Energy for the details of green energy products.

Solar Energy Systems

To achieve the United Nations Sustainable Development Goal of ensuring affordable, reliable, and modern energy services for all by 2030, we have set short, medium, and long-term goals as follows:

### Short-term goals (2025~2026):

Suitable solar power systems (rooftop, agricultural sheds and ground type) are built according to the market demand and utility power supply conditions. Solar power systems are mainly composed of solar cells, power regulators (including inverters, system controllers, and on-grid protection devices), wiring boxes, and storage batteries. According to the type of system, it can be categorized into utility on-grid type, off-grid type and on-grid with batteries type.

**1. Stable power supply is available at the site:**

Utility On-Grid System is used because it has a stable power supply and can use the solar power system as supplementary power supply, and the excess power supply can be sold back to the local power plant.

**2. No utility power support at the site:**

Off-Grid System With Batteries is used to store electricity with storage batteries and provide stable power under reasonable power load.

**3. The site has stable power supply or intermittent power supply:**

On-Grid System With Batteries is a hybrid system that uses a solar photo-voltaic system to generate and store electricity during the day and the utility power to supply electricity at night. The utility and storage batteries are used in combination to obtain stable power.

Our company continues to deploy comprehensive layout according to different site environment (ground type, roof type, all weather court, water surface type, agriculture, fishery and electricity coexistence...) All of them can provide the solar photo-voltaic module products to meet their environment. The products include large size "PEACH VLM" series, M10 and M10 TOPCon modules with better power generation performance and better cost of electricity consumption in large power stations. The double-glass module "Glory PEACH" has better weathering structure, suitable for salt beach area and has high wind pressure and fire resistance. The "PEACH BiFi" series, with lightweight design and high performance on both sides, is suitable for decentralized power stations such as rooftop type.

As the voltage of the system power station increases, there is a higher voltage difference between the module and the ground, which affects the output efficiency of the double-sided module in the long term. In response to this, our company has launched a double-sided battery quality excellence program and won the support and subsidies from the Bureau of Energy, Ministry of Economic Affairs' Industry Energy Program, which aims to improve the battery quality and back power degradation phenomenon. Reliability testing will be conducted by the Industrial Technology Research Institute (ITRI), a third-party institute in Taiwan, to help verify that the product will create greater dual-sided power generation benefits for customers, and is expected to increase power generation contribution by more than 10%. The technology has been filed for patent protection in Taiwan and the U.S., and is planned to be officially launched with the new production line of large-size solar cells to seize the global solar photo-voltaic market.

United Renewable Energy's energy products are the most powerful and reliable products in their class in the industry

of Taiwan. In response to Taiwan's dual-use land type, United Renewable Energy has developed full-transparent modules to achieve the goal of agriculture-based and green power adding value; and developed the world's exclusive detachable modules, which have also obtained international IEC product certification.

### ■ Medium-term goals (2026~2029):

To create a customized and optimized solar system power station. Generally speaking, large-scale ground-mounted grid-connected power systems can be categorized into fixed and sun-chasing systems. Fixed systems are calculated and designed according to the location of the power plant to produce the maximum cumulative amount of electricity throughout the year; sun-chasing systems are rotatable and follow the trajectory of the sun to rotate the angle of the system, increasing the power generation capacity by 20-30% compared to fixed systems. In addition, the sun-chasing system has a dynamically balanced wind protection capability, with a wind speed capacity of up to level 17 gusts, not simply resisting the wind force, but allowing the wind to pass smoothly in response to changes and reducing the possibility of structural damage. Because it can rotate at a full sunlight angle, it is less likely to accumulate dust or water, and the efficiency of power generation can be more stable. United Renewable Energy is currently focusing on fixed solar power systems. In the near future, United Renewable Energy expects to introduce more efficient sun-chasing solar power systems to meet the needs of countries around the world with different weather challenges and more efficient power generation.

The government is fully committed to promoting the solar photo-voltaic policy to prioritize the diversified use of land, with the Ministry of Economic Affairs, the Council of Agriculture and the Ministry of the Interior working together to promote the core values of "agriculture and fishery-based, value-added green power", using green energy resources to drive the upgrade and sustainable development of the fishing industry, creating a local employment economy, optimizing the environment for farming technology and sustainable land development and utilization, and promoting the coexistence and prosperity of the fishing industry with green energy. United Renewable Energy's solar products are designed to support the "farming, power generation, and dual use of land" concept, integrating solar photovoltaic with agriculture and aquaculture. By choosing appropriate crops, this approach creates a symbiotic relationship between agriculture (aquaculture) and green energy, promoting mutual prosperity and coexistence with diverse benefits.

Retirement of solar modules has become a growing economic and political issue, and according to a study by the IEA (International Energy Agency), the world will accumulate more than 6 million tons of waste by 2030. The Ministry of Environment surveyed that Taiwan will accumulate more than 10,000 tons of waste ( regular retirement or disastrous disposal) by 2025. In response to the international trend of net-zero carbon emissions, United Renewable Energy and ITRI are accelerating the development of easily detachable solar modules to achieve product standardization, introducing new technologies and upgrading Taiwan-made high-quality products, leading the energy industry toward net-zero sustainable development, grasping new business opportunities in the global carbon reduction cycle, accelerating the research and development of related issues in technology for international marketing and market promotion, and providing The best solution to the solar module recycling issue.

The Company is capable to fully integrate cells and modules, we match different environment with appropriate cells and products according to characteristics, be it water surface, desert, snowland or rooftop. Our R&D team has been maintaining good cooperation with domestic and foreign academic and research institutions to obtain information on the development of various new technologies and equipment, and has established a close network with upstream key material suppliers to provide complete technical service and support to our downstream customers.

### ■ Long-term goals (2030~2040):

Promote local economy to improve life, global, environmental protection and carbon reduction, nuclear power plant retirement. With the widespread application of solar energy systems in local agricultural and livestock sheds, apart from the income from the agricultural and livestock industry itself, the income from the value-added land, the income from the sales of electricity from solar power generation, and even the income from the resale of solar power plants can improve the existing quality of life and promote the local economy. In addition, the international trend of energy saving and carbon reduction and the issue of carbon trading have attracted much attention from all parties. By

replacing the use of traditional fossil energy through the integration of solar power generation into the power grid, it has become an important source of carbon reduction performance recognized by the Kyoto Protocol and the European Union.

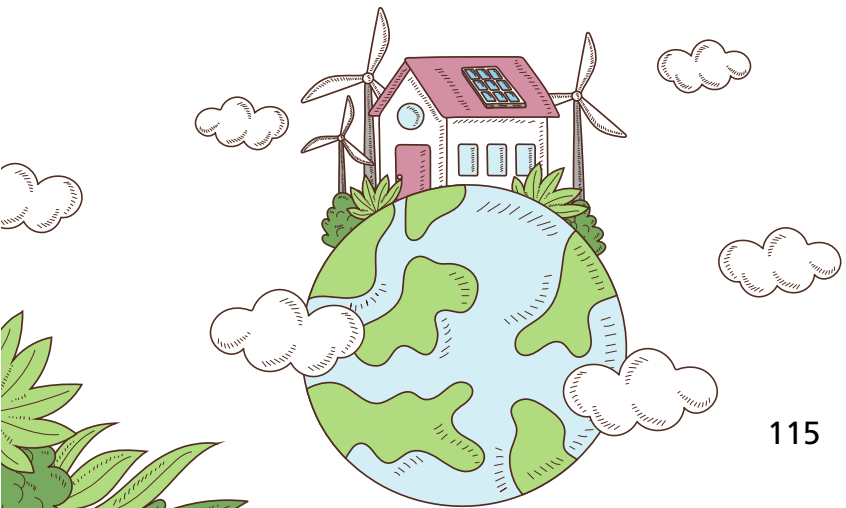
Unlike other types of large-scale power plants, solar power plants do not cause any environmental or noise pollution and can be safely located in any place. In recent years, URECO has been dedicated to the planning and installation of solar power plants, and has achieved high performance and rating in countries around the world.

### ■ Solar Energy System Performance:

The Company is the largest developer and constructor of solar power systems in Taiwan, with a business model that focuses on system business and module branding to actively develop and construct solar power systems and provide asset management services for power plants. As for overseas, the Company has formed strategic alliances with several internationally renowned renewable energy asset management companies to sell projects to asset management companies after they have reached the construction stage (or even the completion stage), taking into account the Company's strengths in site development. This strategy has yielded immediate results, with over 600MW of accumulated solar sites completed worldwide. In Taiwan, as we have manufacturing plants, offices, or stationed offices in Hsinchu, Miaoli, Tainan, and Kaohsiung, we are actively participating in local school bidding projects in nearby counties and cities, and conducting local presentations and green energy education visits to further expand our system business in Taiwan by combining our strengths in system engineering and module manufacturing. In 2024, the Company invested NT$0.807 billion in solar power plants, achieving a total installed capacity of approximately 20.43 MW and reducing carbon emissions by about 10,985 tons.

Solar photovoltaics represent a clean and sustainable renewable energy source. The photovoltaic modules used in our nation's solar power facilities adhere to international standards (IEC), ensuring reliability and durability with a lifespan of over 20 years while maintaining 80% efficiency. Consequently, after the 20-year preferential purchase agreement with Taiwan Power Company expires, the original systems can still generate electricity for self-use or be sold to private enterprises or Taiwan Power Company. Alternatively, higher-efficiency photovoltaic modules can be installed for continuous operation, preventing the original sites from becoming idle. Regarding the recycling of photovoltaic panels, a recycling and utilization mechanism has been established in collaboration with the Ministry of Environment, which includes setting up a module recycling fund. Installers are required to prepay module recycling fees (NT$1,000/kW). To date, United Renewable Energy has prepaid NT$7,157,455 for module recycling fees. Each module is assigned a number and tracked. When photovoltaic operators or site owners need to dispose of waste modules, they can call the Ministry of Environment's module recycling consultation hotline (03-582-0009) for removal assistance. Furthermore, continuous development of reuse technologies enables high-value processing of the separated glass, metal, and plastic from crushed modules, thereby enhancing recycling rates and benefits.

Note: Information on the photovoltaic module recycling fund is sourced from the Ministry of Economic Affairs press release (https://www.moea.gov.tw/mns/populace/news/News.aspx?kind=1&menu_id=40&news_id=99014).



## Installed Capacity by Year from 2021 to 2024

### 2021 Installed Capacity / 14.19MW

| Item | Solar Power Generation System | Installed Capacity (MW) |
|---|---|---|
| 1 | Tainan | 0.90 |
| 2 | Taoyuan | 1.98 |
| 3 | Kaohsiung | 7.99 |
| 4 | New Taipei | 1.07 |
| 5 | Hsinchu | 0.38 |
| 6 | Chiayi | 0.38 |
| 7 | Pingtung | 1.49 |

### 2022 Installed Capacity / 55.8MW

| Item | Solar Power Generation System | Installed Capacity (MW) |
|---|---|---|
| 1 | Taipei | 1.10 |
| 2 | Tainan | 3.34 |
| 3 | Yilan | 1.53 |
| 4 | Taoyuan | 19.86 |
| 5 | Kaohsiung | 9.61 |
| 6 | New Taipei | 9.73 |
| 7 | Hsinchu | 8.45 |
| 8 | Chiayi | 2.18 |

### 2023 Installed Capacity / 31.56MW

| Item | Solar Power Generation System | Installed Capacity (MW) |
|---|---|---|
| 1 | Tainan | 0.89 |
| 2 | Yilan | 13.51 |
| 3 | Taoyuan | 7.62 |
| 4 | Kaohsiung | 3.27 |
| 5 | New Taipei | 1.54 |
| 6 | Hsinchu | 2.14 |
| 7 | Yunlin | 0.59 |
| 8 | Changhua | 2.00 |

### 2024 Installed Capacity / 20.43MW

| Item | Solar Power Generation System | Installed Capacity (MW) |
|---|---|---|
| 1 | Taipei | 1.35 |
| 2 | New Taipei | 5.19 |
| 3 | Keelung | 3.74 |
| 4 | Taoyuan | 1.60 |
| 5 | Hsinchu | 0.36 |
| 6 | Chiay | 1.30 |
| 7 | Kaohsiung | 3.69 |
| 8 | Yilan | 0.87 |
| 9 | Penghu | 2.33 |

## Example of continuous operation of solar power system performance by the end of 2024 ( built in 2021)

1

Kaohsiung Cijin Life Memorial Kaohsiung

756.86 kWp

2

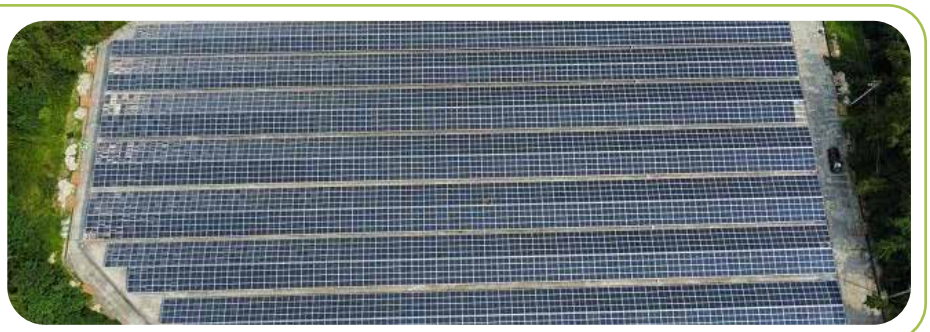
Taiwater7_Pingding Water Purifying Plant Kaohsiung

2,129.4 kWp

3

Taiwater7_Shenshui reservoir Kaohsiung

1,491.84 kWp



4

Taiwater7_Gangxi Water Purifying Plant Kaohsiung

491.4 kWp

5

Taoyuan Municipal Taoyuan Senior High school Taoyuan

1,772.43 kWp

6

Baoshih Elementary School Hsinchu

379.44 kWp

7

Kaohsiung Fifth bid_
Hsin Chya Elementary
School Kaohsiung

423.06 kWp

8

Kaohsiung Fifth bid_
Kopei Elementary
School Kaohsiung

494.01 kWp

## Example of continuous operation of solar power system performance by the end of 2024 ( built in 2022)

1

Taiwater2_Guanyin above
reservoir Taoyuan

847.56 kWp

2

Taiwater2_Danan Water
Purifying Plant Taoyuan

1,123.08 kWp

3

Taiwater7_Fengshan West Water Purification Pool Kaohsiung

2,939.16 kWp

4

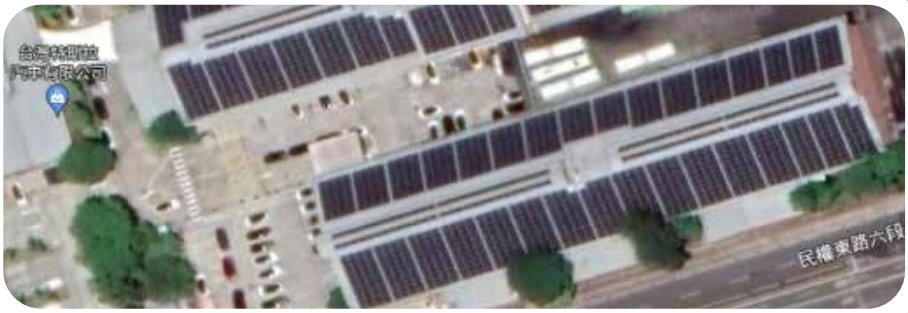
Taiwater7_Fengshan East Water Purification Pool Kaohsiung

2,846.76 kWp

5

Neihu Repair Factory_ Roof type Taipei

1,103.52 kWp



6

SinGuang Elementary School Roof type Kaohsiung

460.70 kWp

7

Hsinchu county_Zhubei_ Chupei Junior High School Hsinchu

792.2 kWp

8

XiuLang Elementary School Roof type
Newtaipei
1,609.25 kWp

## Example of continuous operation of solar power system performance by the end of 2024 ( built in 2023)

1

Wujie Landfill, Yilan
8,541.115 kWp

2

Liuzigou Section, Erlin Township Office, Changhua
1,999.98 kWp

3

Xinhua Fruit and Vegetable Market, Tainan
894.54 kWp

4

Shenkeng Elementary School, New Taipei

441.78 kWp

5

CPC Siaogang Plant, Kaohsiung

1,974.15 kWp

6

Guangwu Junior High School, Hsinchu City

752.21 kWp


7

Yuan Ze University, Taoyuan

1,250.5 kWp

8

Walton Advanced Engineering - B15, Kaohsiung

324.7 kWp


## Example of continuous operation of solar power system performance by the end of 2024 (built in 2024)

1

Yilan Science Park

295.295 kWp

2

Hsinchu Biomedical Science Park

361.13 kWp

3

Taoyuan District Court

1,381.32 kWp

4

Shulin Classification yard,
Taiwan Railways
1,999.8 kWp

5

Southern Branch of
National Palace Museum
1,300.11 kWp

6

Tri-Service General Hospital
Songshan Branch
1,345.95 kWp

## Solar Module

### Short, medium and long term goals for solar modules

Note: Due to the different characteristics of each product, the short/medium/long term target schedule of the module cannot be aligned with the system.

#### Short-term goal: (2024~2025)

Our Company has made comprehensive layout according to different site environment (ground type, roof type, all weather court, water surface type, agriculture, fishery and electricity coexistence...) All of them can provide the solar photo-voltaic module products to meet their environment. The products include large size "PEACH VLM" series adopting M10 PERC cells, M10 modules with better power generation performance and better cost of electricity consumption in large power stations. The double-glass dual-sided "Glory TOPCon" series adopting M10 TOPCon cells has better weathering structure, suitable for salt beach area and has high wind pressure and fire resistance. The single-glass single-sided/dual-sided "PEACH TOPCon" series adopting M10 TOPCon cells, with lightweight design and high performance, is suitable for decentralized power stations such as rooftop type.

We are committed to developing new high-efficiency solar photovoltaic modules. Not only did we introduce the

large-format "High-Efficiency PEACH VLM" series, achieving power outputs of 390W (M6/120), 460W (M6/144), 420W (M10/108), 470W (M10/120), and 560W (M10/144) over the past two years, leading in efficiency within Taiwan's market. We were also actively involved in the development of next-generation N-type TOPCon (tunneling heterojunction) batteries, and successfully started mass production in the third quarter of 2024. The M10 N-type TOPCon single and dual-sided modules successfully completed reliability and performance testing by 2024, and earning both IEC and VPC certifications. Additionally, they were verified by the 12th Excellent Photovoltaic Product Selection (Golden Energy Award), passing rigorous mechanical strength composite tests and PID192-hour tests, making them high-performance and reliable photovoltaic products. Addressing concerns about potential water pollution from solar panels, United Renewable Energy conducted "crushed modules" immersion tests at the Industrial Technology Research Institute (ITRI) and SGS Testing Center. These tests, which examined 25 items including 8 heavy metals, general metals, and organic compounds, confirmed that "the water quality is safe and non-toxic, with all results significantly below the standards set by the Ministry of Environment." The modules also passed the REACH SVHC 211 items test and the RoHS hazardous substance restriction assessment, proving them to be environmentally friendly and dispelling the myth that submerged solar panels cause pollution. Electromagnetic compatibility (EMC) is the study of the harmful effects caused by accidental electromagnetic energy. We have conducted the EMC standard EN IEC61000-6-1:2019 and EN IEC61000-6-3:2021 tests by TUV Rheinland and passed the relevant tests successfully. In addition, in response to the special environment in Taiwan, our super salt-resistant modules are the first to pass the " toughest" acidic salt spray accelerated aging test IEC 60068-2-52 Severity 8 (salt spray test level 8) by the Industrial Technology Research Institute (ITRI), and pass the PID 300 hours test in a strict sequence. The super salt resistant material also passed the CASS 288 hours (ASTM B368 copper salt accelerated acetic acid salt spray test), making us the only supplier in Taiwan to meet both comprehensive high-strength salt resistance and PID testing standards. This establishes a high-quality benchmark in the industry.

United Renewable Energy's modules are designed in response to the typhoons and rains in Taiwan, using superior frame materials and reinforced cross-sections design than overseas, and insisting on material standards in module material specification. In addition to excellent performance in salt damage resistance, the products are tested in the highest level wind tunnel at ITRI and passed (>17 wind speed) wind site verification, providing customers with better service and product quality assurance, creating a win-win situation. United Renewable Energy's energy products are the highest power and the best reliability in the industry in Taiwan. In response to the dual-use land type in Taiwan. To address customer needs and market competition, we are planning and developing next-generation N-type TOPCon high-efficiency solar cell modules. By incorporating M10 N-type TOPCon cells and related materials, we anticipate increasing module power output by about 20 watts or more.

### Mid-term goal: (2025~2026)

Among the 12 key strategies announced by the National Development Council (NDC) to achieve China's net-zero carbon emission target, photovoltaic (PV) is listed as one of the top development priorities. The new generation of high-efficiency photovoltaic technology and module recycling high-value reuse targets are particularly suitable for Taiwan's small and densely populated environment. Higher conversion efficiency per unit area means that less land resources are needed to generate the required power.

United Renewable Energy is the first company in Taiwan to fully implement and mass-produce bifacial cells and modules. Bifacial modules provide more effective power generation areas and can efficiently utilize ambient reflected light to increase system power output. Our previously launched bifacial dual-glass modules were highly acclaimed for their bifacial power generation benefits, which exceeded expectations. Combining these bifacial power generation products with newly developed M10 TOPCon technology will further enhance photovoltaic conversion efficiency, achieving optimal power generation within Taiwan's limited land area.

In the field of high-efficiency photovoltaic products, the company has unveiled the double-glass dual-sided "GLORY TOPCon" series, boasting power generation performance of up to 590 watts. The double-glass, high-strength, and high-reliability design is particularly well-suited for use in coastal and other areas where environmental and climatic conditions are more exacting. For Taiwan's rooftop power plant applications, we have also launched the single-glass dual-sided "PEACH TOPCon" series, which can generate up to 595W of power. This series utilizes a single-glass,

lightweight design with dual-sided power generation capabilities, and leads the industry in Taiwan in terms of module performance in its class. In the next-generation overseas product layout, the M10 N-Type "GLORY HELLO, GLORY TOPCon" products have been launched, with a power generation performance of up to 730W. The product's power generation performance and high reliability performance, as well as its high conversion efficiency, make it particularly well-suited for Taiwan's small and densely populated environment. The higher conversion efficiency per unit area means that the required power generation can be achieved by using fewer land resources.

In May 2023, the Legislative Yuan passed the third reading of the Taiwan Renewable Energy Development Act, which included amendments to certain provisions of the Act to meet the requirements for new buildings, additions, or alterations. This law aligns with the global trend of development. United Renewable Energy's newly developed solar modules boast an all-black design, high efficiency, and a sleek, uniform black frame. The glass surface's aesthetic appeal is enhanced by an anti-glare coating, while the double-layer treatment ensures uniformity, thereby maximizing the strength of solar reflection and minimizing light reflection for optimal visual comfort. The effect of strong sunlight reflection is to achieve the effect of scattering, thereby reducing light reflection and causing eye discomfort. The functionality and general modules are also unremarkable. Furthermore, there is an emphasis on a more friendly humanities environment and aesthetics. The appearance and characteristics can be perfectly integrated and applied to more architectural design, schools, airports, military barracks, buildings close to the building, etc. The narrow and crowded environment is uninterrupted, and thus the installation rate of the building is increased. In response to global net-zero carbon emissions and Taiwan's energy transformation needs, United Renewable Energy, in collaboration with its partners, is developing next-generation, high-efficiency solar photovoltaic technology. The large-size calcium-titanite stacked-silicon TOPCon module, which is currently under research and development, will be able to capture sunlight more efficiently. Its conversion efficiency has been raised to 26%, and it is expected to reach 30% in the future. This module is expected to be a high-efficiency solution for Taiwan's limited land resources. It will be the first high-efficiency solar photovoltaic module to be officially released in the market by the year 2024, with the M10 TOPC being the most efficient. This will also mark a significant milestone following the official shipment of the M10 TOPCon module in 2024.

The government is fully committed to promoting the solar photo-voltaic policy to prioritize the diversified use of land. The Ministry of Economic Affairs, the Council of Agriculture, and the Ministry of the Interior are working together to promote the core value of "agriculture and fishery-based, green power with added value", to promote the upgrade and sustainable development of the fisheries industry with green energy resources, to create a local employment economy, to optimize the breeding technology environment, to sustain the development and use of land, and to promote the co-prosperity of the fisheries industry and green energy. United Renewable Energy's module products meet the requirements of "farming, power generation, and dual-use of land" by combining solar photo-voltaic with agriculture (fishery) and selecting suitable crops to create a diversified value of coexistence between agriculture (fishery) and green energy.

It has become an economic and political issue for the retirement of solar modules, and a study by the IEA (International Energy Agency) indicates that the world will accumulate more than 6 million tons of waste by 2030. The Ministry of Environment surveyed that Taiwan will accumulate more than 10,000 tons of waste (conventional retirement + disastrous disposal) by 2025. In response to the international trend of net-zero carbon emissions, United Renewable Energy and ITRI are accelerating the development of easily detachable solar modules to achieve product standardization, introducing new technologies and upgrading Taiwan-made high-quality products, leading the energy industry toward net-zero sustainable development, grasping new business opportunities in the global carbon reduction cycle, accelerating research and development in related issues for international marketing and market promotion, and providing the best solution to the solar panel recycling issues.

### Long-term goal: (2026~2027)

The Company has a complete cell and module technology integration capability to match different battery and product characteristics for different environments, including water, desert, snowlands and rooftops, and the R&D team has always maintained good collaboration with academic and research institutions in Taiwan and abroad to obtain information on the development of various new technologies and equipment at any time, and has established

a close network with upstream key material suppliers to provide complete technical service and support to our customers. Currently, mass-producing high-efficiency and highly reliable bifacial N-type TOPCon modules, developing commercialized next-generation detachable modules, MIT (Made in Taiwan) local modules, and lightweight composite rooftop modules.

### Solar Module Goals and Achievements for the Recent Years

| Item | 2021 | 2022 | 2023 | 2024 |
|---|---|---|---|---|
| Short-term goal (One year) | - arge-size M6 high-efficiency monocrystalline PEACH VLM series (144) modules: 460W,<br>- Large-size M6 high-efficiency monocrystalline PEACH VLM series (120) modules: 385W<br>→ Both obtained VPC certification in March 2022 | - Development of large-size high-efficiency M10 PEACH VLM single-sided modules<br>- Detachable module PEACH RE obtained IEC certification<br>→ IEC certification obtained in January 2023<br>- Fully transparent modules obtained VPC certification, planned for mass production in Q3 2023<br>→ VPC certification obtained, ready for mass production | - Large-size high-performance M10 PEACH VLM single-sided modules have obtained IEC/VPC certification<br>→ Obtained in 2023<br>- Large-size high-performance M10 PEACH<br>→ Obtained in Q4 2023 | - Mass production of Large-size high-performance M10 PEACH VLM single-sided modules<br>→ Reached 100%<br>- Development of M10 N-type TOPCon dual-sided modules and have obtained IEC/VPC certification<br>→ Obtained in August 2024<br>- Certification achieved for the M10 N-type TOPCon PEACH dual-sided module.<br>→ Obtained in Q4 2024 |
| Mid-term goal (2 years) | - Large-sized and high-performance M10 PEACH VLM series module with 144 cells, achieving 550W<br>→ Achievement rate: 100% | - Certification achieved for the large-sized, high-performance M10 PEACH VLM dual-sided module.<br>- PEACH RE, a detachable module, certified with VPC certification. | - Mass production of large-sized, high-performance M10 PEACH VLM single-sided modules.<br>- Development of M10 N-type TOPCon modules. | - Mass production of M10 N-type TOPCon dual-sided modules<br>- Development of All-Black Beauty TOPCon modules |
| Long-term goal (more than three years) | - High-efficiency N-type modules<br>- Successful mass production of detachable modules<br>- MIT-developed local modules<br>- Lightweight modules utilizing composite materials | - High-efficiency N-type modules<br>- Development of large-sized M6 detachable modules<br>- Development of large-sized M10 detachable modules<br>- Lightweight modules incorporating composite materials | - M10 N-type TOPCon GLORY dual-sided modules certified and in mass production.<br>- M10 N-type TOPCon PEACH dual-sided modules certified and in mass production.<br>- Development of commercially viable next-generation detachable modules.<br>- Development of lightweight composite rooftop modules<br>- Development of new stacked battery module technologies. | - Development of commercially viable next-generation detachable modules.<br>- Development of lightweight composite rooftop modules.<br>- Development of new stacked battery module technologies. |

## Solar Module Certification.

United Renewable Energy's solar modules are all certified by international standards such as TUV SUD (IEC 61215/IEC 61730), TUV RH (IEC 61215/IEC 61730), VDE (IEC 61215/IEC 61730), UL (UL 1703/UL 61215/UL 61730), CE, IEC 62716 ammonia resistance standard, IEC61701 severity 8 salt resistance standard; awarded Taiwan Excellent PV (2013-2024) for twelve consecutive years, Energy Administration, Ministry of Economic Affairs solar module products registration; and obtained VPC (SMI PV Taiwan) from 2016 to 2024, we will continue to provide the highest quality products to the

society and remain a high quality solar module supplier.

### Solar module product introduction: Please refer to the official website

https://www.urecorp.com/Product_solarpower_module.php#fixed

## Solar Cell

Solar cells can be divided into two major systems: polycrystalline and monocrystalline, depending on the crystal structure of the material. Monocrystalline solar cells and modules have become the mainstream products in the solar market due to their good conversion efficiency, high stability, and mature and efficient value chain, The first generation of polycrystalline solar products have been phased out of the market due to their relatively low efficiency, and United Renewable Energy has continued to focus on the development of monocrystalline high-efficiency solar cells in recent years, and has been introducing cell products that are ahead of the industry in Taiwan over the years.

Short, medium and long term goals for solar cells

Note: Due to the different characteristics of each product, the short/medium/long term target schedule of the module cannot be aligned with the system.

### ■ Short-term goal (2024~2025):

We continue to invest in various researches on existing cell products to improve the Photo-voltaic conversion efficiency of cells through process integration, introduction of new materials and optimization of production parameters to maintain our technological leadership. In response to the global market's strong demand for high efficiency and high wattage, the Company has launched the construction in M10 TOPCon cell production line in the second half of 2023. By upgrading the existing M10 PERC equipment and adding multiple critical TOPCon process equipment, we started tuning and trial production in Q1 2024. Following extensive testing and optimization, we successfully completed the MIT certification of the TOPCon battery production line in the second half of 2024. We also obtained the VPC certificate for the TOPCon module, highlighting our technological prowess and commitment to quality. A steady increase in battery efficiency, with over 24.8% achieved in mass production and the highest efficiency exceeding 25.2%, with steady improvements observed on a quarterly basis.

Ensuring the long-term reliability, stable power generation lifespan, and high conversion efficiency of our products is another key focus of our R&D. In 2023, our company received further recognition from the Industrial Development Bureau of the Ministry of Economic Affairs. Our proposed project for the development and field verification of large-sized M10 N-type high-efficiency solar cells and dual-glass modules received a two-and-a-half-year subsidy and guidance, supporting the national energy transition policy towards net-zero emissions by 2050.

### ■ Mid-term goal (2025~2026):

Monocrystalline silicon solar cells can be further subdivided into P-type and N-type solar cells depending on the composition of the wafers, and PERC have become the mainstream product in the current market due to its sophisticated production process and large and stable machine capacity, and its cost advantage. However, the photo-voltaic conversion efficiency (power generation capacity) of PERC cells is already close to the theoretical efficiency of 24.5%, and P-type wafers have their inherent material defects, so the development and application of N-type cells have been gradually favored in the market. N-type cells can be divided into two main axis according to the product technology: TOPCon and HJT, both of which can reach a theoretical efficiency of 27.5% or more, and both of which have advantages over P-type PERC cells in terms of low temperature factor, low power degradation, and higher dual-side power generation. Combined with the dual-sided module technology, both can contribute to higher wattage and return on investment for solar power plants, while taking into account the reliability of the product. The development of these two high-efficiency N-type next-generation solar cell technologies will be the focus of United Renewable Energy's medium- to long-term research and development efforts. However, both TOPCon and HJT technologies present significant challenges. The TOPCon process involves multiple steps and high temperatures, leading to lower production yields and higher production costs. Additionally, HJT process equipment is not compatible with the current mainstream PERC, posing higher technical barriers and requiring substantial initial equipment investments. Both

technologies necessitate significant R&D manpower and resources. Our company has initiated mass production in Q3 2024. The cell mass production efficiency exceeded 24.8%. We also obtained VPC certification for the modules in Q4 2024 and officially introduced high-power (570 watts), high-reliability dual-glass modules to the Taiwanese market.

### Long-term goal (2026~2027):

The R&D team has maintained good collaboration with academic and research institutions in Taiwan and abroad to obtain information on the development of new technologies and equipment, and has established a close network with key upstream raw material suppliers to provide complete technical services and support to downstream customers. Calcium titanite stacked-silicon modules still face many significant challenges in terms of large-area mass production and long-term reliability. The R&D team will need to continue working hard to overcome these challenges. We will continue to work with legal entities (such as ITRI, Metal Industries Research & Development Centre, etc.) and academic research institutions (such as National Taiwan University, National Tsing Hua University, National Cheng Kung University, etc.) to develop these products.

### Solar Cell Products: Please refer to the official website

https://www.urecorp.com/Product_solarpower_battery.php#fixed

### Product Responsibility

**Year 2022**

**R&D Achievements:**

1. Enhance the efficiency of the "Black series" cells, achieving an average mass production conversion efficiency of over 22.95%.
2. Enhance the efficiency of the "BiFi" cells, achieving an average mass production conversion efficiency of 22.95%.

**Year 2023**

1. Enhance the efficiency of the "Black series" cells, achieving an average mass production conversion efficiency of over 23.3%.
2. Recognized by the Industrial Development Bureau of the Ministry of Economic Affairs, having passed a two-and-a-half-year industrial innovation project.
3. The M10 TOPCon cell production line will be introduced, with mass production set to begin in Q3 2024.

**Year 2024**

1. Mass production of M10 TOPCon cells, and achieving an average conversion efficiency of 24.8%.

United Renewable Energy understands that solar cell and module products have certain risks, such as the impact of chemicals on the environment during the manufacturing process and the recycling process after the product reaches the end of its life cycle. Therefore, with many considerations, United Renewable Energy has become a member of PV CYCLE, an international photo-voltaic organization, by explaining the potential risks of its products in marketing through its corporate website, printed product specifications, and trade shows, as well as meeting the regulatory, environmental, and customer requirements of each sales region, in order to ensure that United Renewable Energy's energy modules are properly recycled, etc., and to ensure and provide the best product service and quality assurance to our customers. United Renewable Energy energy products have obtained the following relevant certifications:

- PV CYCLE member of the international photo-voltaic organization: Ensuring that United Renewable Energy energy modules can all be properly recycled
- Received many international product certifications from TÜV Rheinland, TÜV SÜD, VDE, UL, etc.
- Solar module awarded Taiwan Excellent PV(2013-2024) for twelve consecutive years
- Solar module acquired VPC (BSMI PV Taiwan Plus)
- Bloomberg Tier 1 Solar Panel Ratings

### R&D Planning

United Renewable Energy's talented technical team has 20 to 30 years of experience in solar cell research and development, covering upstream and downstream silicon materials and wafer manufacturing, cell components, module packaging and system applications. United Renewable Energy mass-produced M10 TOPCon cells in Q3 2024, with an initial average production efficiency exceeding 24.8%. In the second half of 2024, we obtained the module VPC certification, officially launching high-power, high-reliability dual-glass modules in the Taiwanese market.

United Renewable Energy is also actively collaborating with domestic and foreign research institutions and is cautiously forming strategic alliances with domestic and foreign industry players on technology. United Renewable Energy is actively laying out its patented technologies, with a total of 105 patents as of the end of 2024 (cumulative number of patents held for R&D).

| | 2022 | 2023 | 2024 |
|---|---|---|---|
| Number of Patents Granted (Cumulative) | 144 | 134 | 105 |

Note: In 2024, 29 patents expired due to term expiration or other reasons

### New Business Group (Energy Storage System)

United Renewable Energy has completed construction of the automatic frequency control (AFC) energy storage system at the Tainan plant and is prepared to participate in Taipower's AFC service.

Short-term goal: To build energy storage sites and new energy storage equipment for solar photo-voltaic power stations due to excess capacity.

Medium-term goal: To actively develop a combination of containerized energy storage products to support the top-of-the-line dReg0.25 frequency regulation service for the Taipower electricity trading platform.

Long-term goal: To participate in the construction of distribution and transmission level storage sites, providing products and services at different levels from 5 MW to over 100 MW.

## 7.3 Energy, Resource Management and Recycling

In addition to producing high-efficiency solar cells, modules, and power station systems that reduce greenhouse gas emissions for the planet, United Renewable Energy is also actively engaged in water and electricity conservation efforts. Our plants in the Hsinchu Science Park, Zhunan, and Tainan have all obtained ISO 14001 Environmental Management System certification. An energy-saving project team is dedicated to promoting energy-saving management programs in offices, public areas and production lines. The energy-saving project team is subdivided into electrical machinery, air conditioning and exhaust, gas chemistry, water supply and drainage, etc. Each plant appoints an engineer to participate, with one of them serving as the convener of the team and the appointed supervisor in charge of counseling. United Renewable Energy has been implementing energy and water saving programs since 2011, and has been awarded the water and energy saving excellence awards by National Science and

Technology Council. Over the past three years, we have achieved cumulative energy savings of 25,994.7 gigajoules. This achievement translates into a reduction of 3,607 metric tons of $CO_2$ emissions and savings of NT$16.61 million in electricity costs, underscoring Union Regeneration's steadfast commitment to sustainable energy practices.

## 7.3.1 Energy Management GRI 302-1, 302-3, 305-5

As the leading solar power plant in Taiwan, United Renewable Energy not only generates profits, but also has a high ethical standard for energy management. Energy saving is definitely an important issue for United Renewable Energy.

United Renewable Energy uses energy from both renewable and non-renewable sources. Non-renewable energy is primarily purchased electricity, followed by a small amount of diesel fuel (used in power generators). In 2024, our total energy consumption was approximately 291,616.7 gigajoules. Renewable energy, generated primarily through solar panels installed since 2014, accounted for a self-generated total of 1,075.6 gigajoules by the end of 2024.

### The total energy consumption statistics are as follows

Unit: Gigajoule

| Energy Type | 2022 | 2023 | 2024 |
|---|---|---|---|
| Purchased electricity | 452,361.6 | 318,470.4 | 291,616.7 |
| Self-generated and self-used solar power | 61.7 | 0.0 | 0.0 |
| Total consumption | 452,423.3 | 318,470.4 | 291,616.7 |
| Intensity (GJ/NT$1 million) | 27.7 | 31.4 | 67.8 |

Note 1: Joule conversion unit is 1 degree of electricity = 0.0036 gigajoules.

Note 2: The unit has been converted from terajoules (TJ) to billion joules (GJ), rounded to one decimal place.

Note 3: Density = Total consumption / Revenue (in million NT dollars).

Note 4: The Hsinchu Science Park Plant's self-consumed solar power has been without maintenance since September 2022, and there is no data available for the year 2023. The Tainan plant sells its self-generated solar power to Taiwan Power Company.

### Energy saving measures and performance over the years

By comparing energy efficiency in cross-plant meetings and identifying the best mode of operation, the energy saving team launched operations in all plants in parallel to improve energy efficiency in all plants. In 2024, the main electricity consumption was for plant systems and production equipment. Energy-saving measures included load management, energy efficiency initiatives, and production capacity transformation, resulting in savings of approximately 5,449.4 gigajoules, equivalent to reducing 747.8 tons of carbon emissions.

Note: When the United Renewable Energy conducted the confirmation of the 2024 warming plate in March 2025, the Bureau of Energy, Ministry of Economic Affairs had not yet announced the 2024 Coefficient of Carbon Emission for Electricity, so the data on the certificate of the warming plate, Scope 2, still followed the Coefficient of Carbon Emission for Electricity in 2023 (0.494 kilograms of $CO_2e$ per kilowatt-hour of electricity generated), and in order to ensure the consistency of the disclosure of information, the United Regeneration resolved to adopt the data on the certificate as the basis (i.e., the 2023 Coefficient of Carbon Emission for Electricity is still used for 2024) .

United Renewable Energy's efforts to invest in energy savings include:

1. Input resources (energy-saving measures) for the current year.
2. Adjust the frequency of GEX operation in accordance with tenants and production lines.
3. Installation of energy-saving switches for the escape elevator lighting system.
4. Adjust the number of cooling water tower units in operation and reduce the frequency of the pump according to the production line.
5. Change the office lighting to LED flat panel lights.
6. Adjust the frequency of clean room RCU operation according to the production line and abolish and close 9 RCUs in the M6 module factory.

7.Adjust the energy-saving production power consumption according to the current situation of orders.
8.Adjust the regeneration parameter of the dryer. Modify the original 24-hour regeneration to 48-hour regeneration.

### The energy-saving results of each plant in the past three years are summarized as follows:

Unit: Gigajoule

| Year | 2022 | 2023 | 2024 | Subtotal |
|---|---|---|---|---|
| Electricity (Terajoule) | 8,817.2 | 11,728.1 | 5,449.4 | 25,994.7 |
| Greenhouse Gas (Tonnes $CO_2e$) | 1,246.6 | 1,612.6 | 747.8 | 3,607 |

Note 1: Energy saving calculation: Estimated energy saving before and after improvement of each project

Note 2: Each year, United Renewable Energy conducts its annual greenhouse gas (GHG) inventory and confirmation for the previous year. However, the Bureau of Energy, Ministry of Economic Affairs (MOEA) has not yet announced the coefficient of carbon dioxide ($CO_2$) of electricity for the previous year. Therefore, the carbon dioxide coefficient of the previous year is used for the inventory and confirmation data.

Note 3: The unit has been converted from terajoules (TJ) to gigajoules (GJ), rounded to one decimal place.

## 7.3.2 Water Resources Management GRI 303-1, 303-3

United Renewable Energy uses water from various reservoirs in each area, including the Baoshan Reservoir for the Hsinchu Science Park plants, the Yung-Ho-Shan Reservoir for the Zhunan plant, and the Tsengwen and Nan-Hua Reservoir for the Tainan plant. In terms of natural resource saving, the energy saving team not only invests in water recycling efforts, but also uses a small amount of water from rainwater recycling. Cherishing water resources is also an important part of the green industry, and United Renewable Energy's water saving efforts have resulted in the following:

### Water Sources

Unit: thousand cubic meters

| Water Sources | 2022 | 2023 | 2024 |
|---|---|---|---|
| Storage water (rainwater, recycled water) | 269.7 | 104.1 | 108.6 |
| Tap water | 693.9 | 328.2 | 325.2 |

Note 1: The unit has been rounded to one decimal place.

### Annual water recycled over the past years

United Renewable Energy has optimized the machine's water consumption by adapting its production capacity and designed the lowest water consumption model.

The following two main management guidelines have been established for water saving measures based on environmental considerations and evaluations:

- Process water reduction: Optimized process water evaluation and reuse of process recycled water
- Water recycling and reuse: Rainwater, cooling water and local scrubber drainage recycling and reuse

## The following table summarizes the water saving benefits of each major plant in the past three years:

Unit: million liters

| | | 2022 | 2023 | 2024 |
|---|---|---|---|---|
| Hsinchu Science and Industrial Park Plant | Total water consumption | 43.48 | - | - |
| | Recycle and reuse | 0.07 | - | - |
| | Water saving improvement percentage | 0.1% | - | - |
| Zhunan Plant | Total water consumption | 293.03 | 106.66 | 105.36 |
| | Recycle and reuse | 132.81 | 36.49 | 54.49 |
| | Water saving improvement percentage | 45.3% | 34.2% | 36.2% |
| Tainan Plant | Total water consumption | 357.41 | 221.53 | 174.83 |
| | Recycle and reuse | 136.85 | 67.61 | 54.16 |
| | Water saving improvement percentage | 38.3% | 30.5% | 31.0% |

Note 1: The formula for calculating recycle and reuse is: the amount of water recycled / the number of days in the month.

Note 2: The data source is based on the meter reading data of each plant equipment flow.

Note 3: The Hsinchu Science Park Plant ceased production in April 2023; hence, relevant data for total water consumption, recycle and reuse, and water saving improvement percentage weren't disclosed in 2023 and 2024.

Note 4: Recycled water includes the amount of process wastewater recycled plus rainwater harvested.

### Water saving measures over the years

United Renewable Energy has implemented a number of wastewater recycling system improvements, including: the use of pure water and recycled water system resin regeneration fast and slow wash water recycling, pure water system sand filter tower and activated carbon tower forward and reverse wash water recycling, rooftop rainwater recycling system and Fan coil unit cooling water recycling; process water saving improvements focused on adjusting the machine Taiwater parameters, process machine water reduction, plant annual maintenance water saving control, plant watering, water saving by cutting water supply by half, pure water system RO drainage recycling to the filter tank, wet process wastewater recycling, cleaning of machine filter board after mud dewatering, additional process wet cleaning tower recycling system, improved water recycling of wet process. In 2024, water conservation measures at our facilities included discontinuing automated irrigation in the plant area, switching to manual and irregular watering, converting process wet-type local scrubber machines to dry-type machines, recycling process wastewater, and adopting water-saving equipment. These initiatives resulted in an estimated annual water savings of approximately 70.16 thousand cubic meters.

Cumulatively, from 2013 to 2024, our plants have saved approximately 825.4 thousand cubic meters through water conservation efforts.

# 7.4 Pollution prevention and control

Under the ISO 14001 management system and PDCA continuous improvement concept, United Renewable Energy's pollution prevention begins at the source and actively invests in reducing the consumption of raw materials and natural resources in order to reduce the use of pollutants. We continue to manage air pollution emissions, reduce effluent discharges, and reduce waste disposal, with the aim of balancing production and environmental protection.

## 7.4.1 Air pollution prevention and controlGRI 305-6, 305-7

The air pollutants that were discharged into the system after reduction and improvement from the process source are treated by high performance prevention equipment, and the emissions from each of our plants are in compliance with the regulations. No ozone-depleting substances (ODS) were generated (spread) during the manufacturing process.

### Gas Treatment System

Acid and alkali exhaust gas were processed by the exhaust gas treatment equipment (local scrubber) first according to the characteristics of the process exhaust gas, after which trace amounts of inorganic acid and alkali exhaust gas were discharged to the central exhaust gas scrubber for proper treatment before being released. The organic waste gas was pretreated by the system of condenser and oxidizer from the exhaust port at the machine end, and then emitted to the atmosphere after adsorption by activated carbon. The acid, alkaline, organic and hot exhaust systems of each plant are all designed with N+1 logic for backup operation, and the exhaust systems are all connected to emergency power supply and operate without fail in case of emergency, to ensure stable operation of the exhaust system, emission standards and smooth production operation.

### Continuous monitoring

All systems are connected to the monitoring system, and the 24-hour shift staff is in control of the real-time operation status. When the operating parameters drift, an alarm is sent out for immediate action to ensure the quality of the emitted air.

### Air pollution inspection

United Renewable Energy rigorously monitors exhaust emissions, ensuring that all process-generated emissions undergo treatment before release into the atmosphere. Since SOx and NOx are not included in the operating permit for fixed sources, regular monitoring is not required. At the same time, in response to the requirements of local competent authorities, there are certain regulations on the frequency of air pollutant inspection items, which are indeed implemented by each plant. Random checks of emission outlets consistently meet air quality standards. The results of air pollutant emission inspection at each plant are summarized as follows:

#### Hsinchu Science Park plant

| Chimney | Inspection Item | Inspection Method | Inspection Frequency | 2022 | 2023 | 2024 | Emission Standard (ppm) |
|---|---|---|---|---|---|---|---|
| P002 | VOCs | NIEA A723.75B | Before the permit extension (1 out of 3 operation) | 19 | - | - | - |
| P003 | | | | 5 | - | - | - |
| P006 | | | | 5 | - | - | - |

Note 1: Due to the lifting of the air pollution inspection at Hsinchu Science Park, there were no testing data available for the year 2023.

## Zhunan Plant

| Chimney | Inspection Item | Inspection Method | Inspection Frequency | 2022 | Emission Standard (Kg/hr) | 2023 | 2024 | Emission Standard (ppm) |
|---|---|---|---|---|---|---|---|---|
| P101 | Particulate pollutants | NIEA A101.77C | Year 2021 Before per-mit exten-sion<br>Year 2022 3 out of 5 op-eration<br>Year 2023 4 out of 5 op-eration | - | 100 (mg/Nm$^3$) | $5*10^{-2}$ | - | 100 (mg/Nm$^3$) |
| | Ammonia gas | NIEA A408.72B | | - | 1.215 (g/s) | $8.88*10^{-2}$ | - | 1.215 (g/s) |
| | Hydrofluoric acid | NIEA A452.74B | | - | 0.6 | 0.0645 | - | 0.5 |
| | Hydrochloric acid | NIEA A723.75B | | - | 0.6 | 0.0397 | - | 0.5 |
| | Nitric acid | | | - | 0.6 | 0.00595 | - | 0.5 |
| | Sulfuric acid | | | - | 0.1 | 0.00521 | - | 0.5 |
| | Phosphoric acid | | | - | 0.6 | 0.00445 | - | 0.5 |
| | VOCs | | | - | - | 2 | - | 14 |
| P102 | Particulate pollutants | NIEA A101.77C | | - | 100 (mg/Nm$^3$) | $3*10^{-2}$ | - | 100 (mg/Nm$^3$) |
| | Ammonia gas | NIEA A408.72B | | - | 1.215 (g/s) | $6.20*10^{-3}$ | - | 1.215 (g/s) |
| | Hydrofluoric acid | NIEA A452.74B | | - | 0.6 | 0.0239 | - | 0.5 |
| | Hydrochloric acid | NIEA A723.75B | | - | 0.6 | 0.0662 | - | 0.5 |
| | Nitric acid | | | - | 0.6 | 0.0557 | - | 0.5 |
| | Sulfuric acid | | | - | 0.1 | 0.0082 | - | 0.5 |
| | Phosphoric acid | | | - | 0.6 | 0.00625 | - | 0.5 |
| | VOCs | | | - | - | 2 | - | 14 |
| P103 | Particulate pollutants | NIEA A101.77C | | $2.81*10^{-2}$ | 100 (mg/Nm$^3$) | $3*10^{-2}$ | - | 100 (mg/Nm$^3$) |
| | Ammonia gas | NIEA A408.72B | | $3.68*10^{-2}$ | 1.215 (g/s) | $3.80*10^{-3}$ | - | 1.215 (g/s) |
| | Hydrofluoric acid | NIEA A452.74B | | $5.15*10^{-3}$ | 0.6 | 0.0082 | - | 0.5 |
| | Hydrochloric acid | | | $1.77*10^{-3}$ | 0.6 | 0.035 | - | 0.5 |
| | Nitric acid | | | $6.03*10^{-3}$ | 0.6 | 0.00742 | - | 0.5 |
| | Sulfuric acid | | | *Note1 | | 0.00845 | - | 0.5 |
| | Phosphoric acid | | | $3.46*10^{-4}$ | 0.6 | 0.00722 | - | 0.5 |
| | VOCs | NIEA A723.75B | | - | - | 2 | 1 | 14 |
| P104 | Particulate pollutants | NIEA A101.77C | | $2.59*10^{-2}$ | 100 (mg/Nm$^3$) | $4*10^{-2}$ | - | 100 (mg/Nm$^3$) |
| | Ammonia gas | NIEA A408.72B | | $9.70*10^{-3}$ | 1.215 (g/s) | $9.50*10^{-3}$ | - | 1.215 (g/s) |
| | Hydrofluoric acid | A452.73B | | $1.06*10^{-3}$ | 0.6 | 0.0281 | - | 0.5 |
| | Hydrochloric acid | | | $1.47*10^{-3}$ | 0.6 | 0.0285 | - | 0.5 |

| Chimney | Inspection Item | Inspection Method | Inspection Frequency | 2022 | Emission Standard (Kg/hr) | 2023 | 2024 | Emission Standard (ppm) |
|---|---|---|---|---|---|---|---|---|
| P104 | Nitric acid | A452.73B | Year 2021 Before per-mit exten-sion<br>Year 2022 3 out of 5 op-eration<br>Year 2023 4 out of 5 op-eration | $1.13*10^{-2}$ | 0.6 | 0.00777 | - | 0.5 |
| | Sulfuric acid | | | *Note1 | | 0.00373 | - | 0.5 |
| | Phosphoric acid | | | $2.09*10^{-4}$ | 0.6 | 0.00319 | - | 0.5 |
| | VOCs | NIEA A723.75B | | - | - | 2 | - | 14 |
| P105 | Particulate pollutants | NIEA A101.77C | | $2.83*10^{-2}$ | 100 ($mg/Nm^3$) | $4*10^{-2}$ | - | 100 ($mg/Nm^3$) |
| | Ammonia gas | NIEA A408.72B | | $1.88*10^{-2}$ | 1.215 (g/s) | $7.12*10^{-2}$ | - | 1.215 (g/s) |
| | Hydrofluoric acid | NIEA A452.74B | | $2.44*10^{-3}$ | 0.6 | 0.00973 | - | 0.5 |
| | Hydrochloric acid | | | $5.35*10^{-3}$ | 0.6 | 0.0523 | - | 0.5 |
| | Nitric acid | | | $2.00*10^{-2}$ | 0.6 | 0.019 | - | 0.5 |
| | Sulfuric acid | | | *Note1 | | 0.00686 | - | 0.5 |
| | Phosphoric acid | | | $4.16*10^{-4}$ | 0.6 | 0.0058 | - | 0.5 |
| | VOCs | NIEA A723.75B | | - | - | 2 | 1 | 14 |
| P201 | VOCs | NIEA A723.75B | Annually (2 out of 4 operation) | - | - | 9 | - | 14 |
| P202 | | | | - | - | 3 | - | 14 |
| P203 | | | | 0.15 | 0.6 | 3 | - | 14 |
| P204 | | | | 0.15 | 0.6 | 4 | 5 | 14 |

Note 1: Raw materials were not utilized in 2022.
Note 2: Amended on May 4, 2023, "Air Pollution Control and Emission Standards for the Semiconductor Industry."

## Tainan Plant

| Chimney | Inspection Item | Inspection Method | Inspection Frequency | 2022 | Emission Standard (Kg/hr) | 2023 | 2024 | Emission Standard (ppm) |
|---|---|---|---|---|---|---|---|---|
| P101 | Ammonia gas | NIEA A408.72B | Before the permit extension (4 out of 6 operation) | - | 2.6(g/s) | $7.66*10^{-3}$ | 0.01 | 2.6(g/s) |
| | Hydrofluoric acid | NIEA A452.74B | | - | 0.6 | $<4.37*10^{-3}$ | $<3.81*10^{-3}$ | 0.5 |
| | Hydrochloric acid | | | - | 0.6 | $1.23*10^{-2}$ | $4.30*10^{-3}$ | 0.5 |
| | Nitric acid | | | - | 0.6 | $4.98*10^{-3}$ | $1.14*10^{-2}$ | 0.5 |
| | Sulfuric acid | | | - | 0.1 | $1.60*10^{-3}$ | $<8.22*10^{-4}$ | 0.5 |
| | Phosphoric acid | | | - | 0.6 | $<8.23*10^{-4}$ | $<8.00*10^{-4}$ | 0.5 |
| P102 | Ammonia gas | NIEA A408.72B | | - | 2.6(g/s) | 0.01 | 0.01 | 2.6(g/s) |
| | Hydrofluoric acid | NIEA A452.74B | | - | 0.6 | 0.02 | $<3.81*10^{-3}$ | 0.5 |
| | Hydrochloric acid | | | - | 0.6 | 0.02 | $8.60*10^{-3}$ | 0.5 |
| | Nitric acid | | | - | 0.6 | 0.01 | $1.10*10^{-2}$ | 0.5 |
| | Sulfuric acid | | | - | 0.1 | 0.05 | $9.14*10^{-4}$ | 0.5 |
| | Phosphoric acid | | | - | 0.6 | 0.01 | $<8.00*10^{-4}$ | 0.5 |

| Chimney | Inspection Item | Inspection Method | Inspection Frequency | 2022 | Emission Standard (Kg/hr) | 2023 | 2024 | Emission Standard (ppm) |
|---|---|---|---|---|---|---|---|---|
| P103 | Ammonia gas | NIEA A408.72B | Before the permit extension (4 out of 5 operation) | - | 2.6(g/s) | 0.01 | <0.01 | 2.6(g/s) |
| | Hydrofluoric acid | NIEA A452.74B | | - | 0.6 | $<4.37*10^{-3}$ | $<3.81*10^{-3}$ | 0.5 |
| | Hydrochloric acid | | | - | 0.6 | $9.83*10^{-3}$ | $5.53*10^{-3}$ | 0.5 |
| | Nitric acid | | | - | 0.6 | $4.62*10^{-3}$ | $7.47*10^{-3}$ | 0.5 |
| | Sulfuric acid | | | - | 0.1 | $1.60*10^{-3}$ | $1.37*10^{-3}$ | 0.5 |
| | Phosphoric acid | | | - | 0.6 | $<8.23*10^{-4}$ | $<8.00*10^{-4}$ | 0.5 |
| P104 | Ammonia gas | NIEA A408.72B | | - | 2.6(g/s) | 0.01 | 0.02 | 2.6(g/s) |
| | Hydrofluoric acid | NIEA A452.74B | | - | 0.6 | 0.02 | $<3.81*10^{-3}$ | 0.5 |
| | Hydrochloric acid | | | - | 0.6 | 0.03 | $6.14*10^{-3}$ | 0.5 |
| | Nitric acid | | | - | 0.6 | 0.01 | $5.33*10^{-3}$ | 0.5 |
| | Sulfuric acid | | | - | 0.1 | 0.005 | $<8.22*10^{-4}$ | 0.5 |
| | Phosphoric acid | | | - | 0.6 | 0.004 | $<8.00*10^{-4}$ | 0.5 |
| P105 | Ammonia gas | NIEA A408.72B | | - | 2.6(g/s) | 0.01 | <0.01 | 2.6(g/s) |
| | Hydrofluoric acid | NIEA A452.74B | | - | 0.6 | 0.02 | $<3.81*10^{-3}$ | 0.5 |
| | Hydrochloric acid | | | - | 0.6 | 0.01 | $7.99*10^{-3}$ | 0.5 |
| | Nitric acid | | | - | 0.6 | 0.005 | $4.98*10^{-3}$ | 0.5 |
| | Sulfuric acid | | | - | 0.1 | <0.001 | $1.37*10^{-3}$ | 0.5 |
| | Phosphoric acid | | | - | 0.6 | <0.001 | $<8.00*10^{-4}$ | 0.5 |
| P106 | Ammonia gas | NIEA A408.72B | | - | 2.6(g/s) | - | 0.01 | 2.6(g/s) |
| | Hydrofluoric acid | NIEA A452.74B | | - | 0.6 | - | $<3.81*10^{-3}$ | 0.5 |
| | Hydrochloric acid | | | - | 0.6 | - | $4.91*10^{-3}$ | 0.5 |
| | Nitric acid | | | - | 0.6 | - | $6.75*10^{-3}$ | 0.5 |
| | Sulfuric acid | | | - | 0.1 | - | $<8.22*10^{-4}$ | 0.5 |
| | Phosphoric acid | | | - | 0.6 | - | $<8.00*10^{-4}$ | 0.5 |
| P201 | VOCs | NIEA A723.75B | Annually | - | 0.6 | - | - | 14 |
| P202 | | | | 0.04 | 0.6 | 2 | 6 | 14 |
| P203 | | | | 0.02 | 0.6 | 2 | 2 | 14 |
| P204 | | | | 0.02 | 0.6 | 2 | 6 | 14 |
| P205 | | | | - | 0.6 | - | - | 14 |
| P206 | | | | 0.02 | 0.6 | 2 | 3 | 14 |
| P301 | VOCs | NIEA A723.75B | Before the permit extension (1 out of 2 operation) | 0.11 | - | 10 | - | - |
| P302 | | | | 0.09 | - | 8 | - | - |

Note 1: In 2022, P201 and P205 were removed, and P301 and P302 were added.
Note 2: Amended "Air Pollution Control and Emission Standards for Semiconductor Industry" on May 4, 2023
Note 3: In 2024, P106 was added

## 7.4.2 Water Pollution Prevention and Control GRI 303-2, 303-4

United Renewable Energy's water pollution prevention and control system at each plant is operated in accordance with SOPs and maintenance procedures. The discharging terminal is equipped with an on-line monitoring system, so that in case of abnormal conditions, in addition to controlling the reflux control by the system, the operators can also immediately activate the emergency response process to halt the discharge to prevent environmental pollution before it happens.

### Water quality inspection of wastewater discharge

The wastewater from United Renewable Energy's production process is pre-treated to meet the required standards before it is discharged to the Science Park or industrial area wastewater plants. In order to monitor the water quality of the effluent in real time, a continuous water quality and volume monitoring system has been installed before discharge to ensure that the regulated wastewater meets the standards. In 2024, the competent authorities conducted random water quality inspections at the discharge ports from time to time, all of which were in compliance with the regulations, and also regularly outsourced the collection of samples for monitoring and analysis, in order to strictly control the discharge of wastewater.

The waste water volume and water quality monitoring results of each plant are summarized as follows:

Unit: 1,000 Cubic Meters

| Plant | 2022 | 2023 | 2024 | Waste Water Processing Unit |
|---|---|---|---|---|
| Hsinchu Science and Industrial Park plant | 11.39 | - | - | - |
| Zhunan plant | 225.22 | 58.15 | 118.06 | Zhunan Science Park Bureau Wastewater Treatment Plant |
| Tainan plant | 285.93 | 177.22 | 139.87 | Tainan Technology Industrial Park Service Center Wastewater Treatment Plant |

Note 1: Wastewater discharge volume for Hsinchu Science Park and Zhunan Plant is based on wastewater flow statistics; for Tainan Plant, it is based on 80% of industrial park service center tap water consumption.

Note 2: The Hsinchu Science Park Plant has been inactive since 2023, so information related to waste water discharge associated with manufacturing would not be disclosed in 2023 and 2024.

### Water quality monitoring results for each plant area

Wastewater generated from United Renewable Energy's manufacturing process undergoes regular outsourced sampling, monitoring, and analysis. For 2024, the semi-annual testing results are primarily considered, and the wastewater testing results from each plant area are compiled as follows:

| Hsinchu Science Park plant | | | | | |
|---|---|---|---|---|---|
| Inspection Item | Inspection Standards | 2022 | 2023 | 2024 | Regulated Standards |
| pH | NIEA-W424.52A | 8.1 | - | - | 5-9 |
| Temperature(°C) | NIEA-W217.51A | 25.7 | - | - | 35 |
| Suspended solids(mg/L) | NIEA-W210.58A | 16.5 | - | - | 300 |
| Chemical oxygen demand (mg/L) | NIEA-W517.52B | 21.9 | - | - | 500 |
| Fluoride(mg/L) | NIEA-W413.52A | 0.4 | - | - | 15 |

| Zhunan plant | | | | | |
|---|---|---|---|---|---|
| Inspection Item | Inspection Standards | 2022 | 2023 | 2024 | Regulated Standards |
| pH | NIEA-W424.52A | 8 | 7.6 | 6.8 | 5~9 |
| Temperature(°C) | NIEA-W217.51A | 24.5 | 24.1 | 24.7 | <35 |
| Suspended solids(mg/L) | NIEA-W210.58A | 5 | 11 | 1.8 | <300 |
| Chemical oxygen demand (mg/L) | NIEA-W517.52B | 9.8 | 37.7 | 13.4 | <500 |
| Fluoride(mg/L) | NIEA-W413.52A | 2.26 | 2.9 | 4.45 | <15 |

| Tainan plant | | | | | |
|---|---|---|---|---|---|
| Inspection Item | Inspection Standards | 2022 | 2023 | 2024 | Regulated Standards |
| pH | NIEA-W424.52A | 7.8 | 7.3 | 7.7 | 5-9 |
| Temperature(°C) | NIEA-W217.51A | 28.3 | 27.7 | 25.8 | <42 |
| Suspended solids(mg/L) | NIEA-W210.58A | 11.1 | 2.5 | 1.9 | 320 |
| Chemical oxygen demand (mg/L) | NIEA-W517.52B | 50.8 | 11.1 | 5.9 | 520 |
| Fluoride(mg/L) | NIEA-W413.52A | 1.85 | 4.16 | 3.41 | 15 |

## 7.4.3 Waste Management GRI 306-1 ~ 306-5

United Renewable Energy's waste management is based on compliance with laws and regulations. In addition to source reduction, United Renewable Energy also promotes recycling to increase the proportion of recycled waste.

### Waste Source Management

Waste is generally divided into two major categories: employee household waste and process waste:

- Employee waste management: Through employee education and training and poster promotion, we promote waste reduction and sorting management so that recyclable resources can be recycled and reused.
- Process waste management: Continue to reduce the amount of hazardous waste generated and improve reuse efforts.

### Effectiveness of waste management

Sources of waste from United Renewable Energy process include fluorine-containing waste liquids, inorganic sludge, acid-alkali wiping cloths, silver-aluminum wiping cloths, empty barrels (tanks), waste optoelectronic components, waste silicone gel, waste activated carbon, waste wooden pallets, etc. United Renewable Energy has established a waste management policy that requires separate storage, labeling, and no mixing with other miscellaneous items according to the nature of the waste, a written contract to be completed prior to disposal, a legal organization to clean up the waste, and regular audits by the cleanup service provider. In accordance with regulatory compliance and reduced cleanup costs, United Renewable Energy's waste management principles prioritize reuse of resources to achieve maximum environmental benefits through effective reuse of resources. In 2024, the reuse rates for general and hazardous waste in United Renewable Energy both exceeded 90%. Among general waste, 77.40% is reused as raw materials and 5.80% as materials or additives. Among hazardous waste, 86.09% is reused as raw materials and 13.91% as materials or additives.

## Take Waste Management in 2024 as an Example

United Renewable Energy has established a selection mechanism for waste cleaning contractors to achieve sustainable resource utilization and ensure proper waste handling. In 2024, 21 audit firms audited the contractors, identifying 21 non-compliance issues related to environmental and occupational safety. These included lack of records for pollution control equipment, on-site dust dispersion, inadequate use of personal protective equipment by onsite personnel, excessive stacking of stored materials, incomplete site labeling, improper handling of waste not covered by permits, and incomplete records related to operating equipment. United Renewable Energy requires immediate improvements from contractors regarding these issues and will only continue cooperation with those who demonstrate compliance.

In response to these findings, United Renewable Energy not only requires waste cleaning contractors to provide plans for improvement but also offers management systems and shares implementation experiences for their reference.

**In 2024, a total of 21 companies underwent audits.** → **There were 21 non-compliance issues related to environmental and occupational safety.** → **All improvements were completed within the specified timeframe.**

The waste generation and disposal for the last three years are summarized as follows:

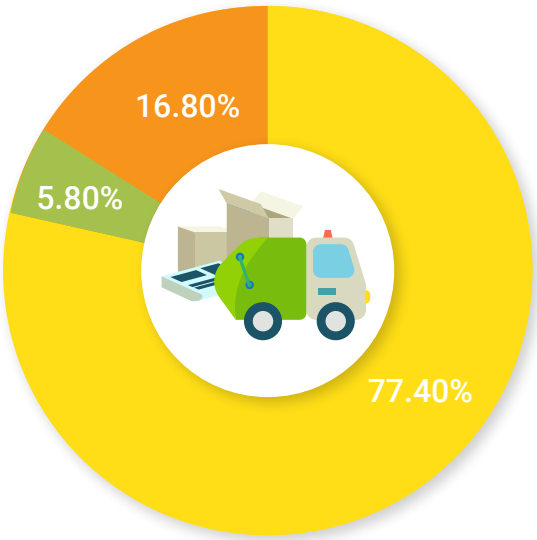
### Total amount of waste at each plant

Unit: ton

| Year | | 2022 | 2023 | 2024 |
|---|---|---|---|---|
| Total waste | | 3,766.4 | 2,071.3 | 2,363.6 |
| Hazardous business waste | Reuse | 1,256.3 | 541.4 | 550.1 |
| | Buried | 0 | 16.3 | 1.4 |
| | Incinerated | 0.8 | 1.3 | 0 |
| | Other(Note 1) | 95.4 | 0 | 0 |
| Total | | 1,352.4 | 559.0 | 551.5 |
| General business waste | Reuse | 2,202.1 | 1,432.2 | 1,729.2 |
| | Buried | 3.0 | 10.8 | 21.9 |
| | Incinerated | 155.4 | 61.5 | 61.0 |
| | Other(Note 1) | 53.5 | 7.8 | 0 |
| Total | | 2,414.0 | 1,512.3 | 1,812.1 |

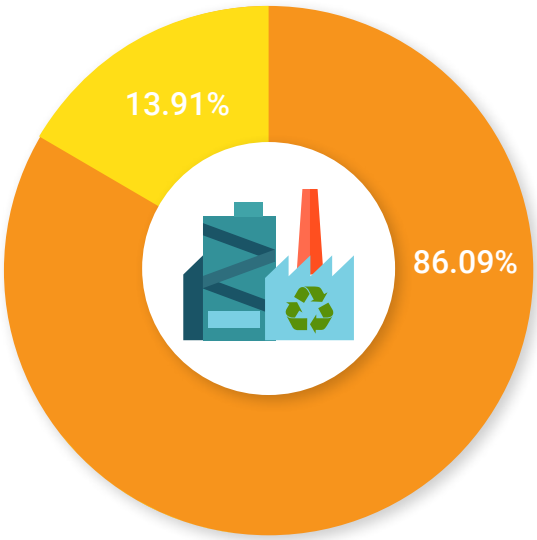
Note 1: Other disposal methods include non-reuse, burial, and incineration.
Note 2: The Hsinchu Science Park Plant has ceased production in April 2023. Therefore, no relevant data will be disclosed in 2024.

## Classification of waste reuse purposes




Classification of General Business Waste Reuse

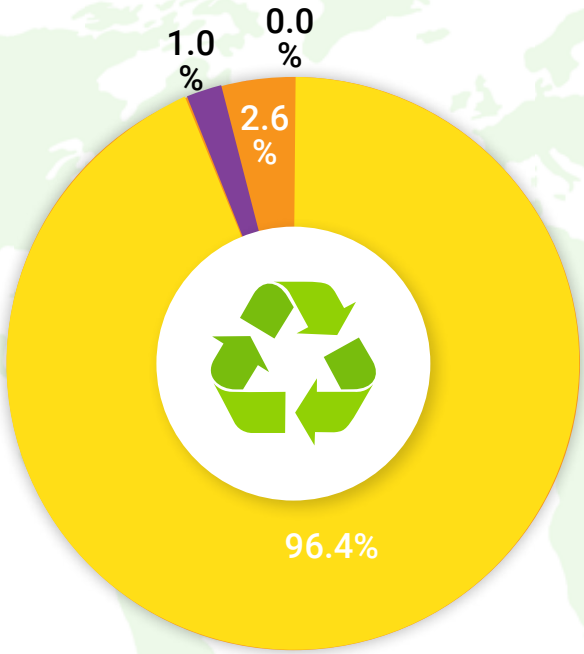
- Use of waste as recycled raw materials
- Use of waste as recycled materials and additives
- Use of waste as recycled fuel
- For other reuse purposes




Classification of Hazardous Business Waste Reuse

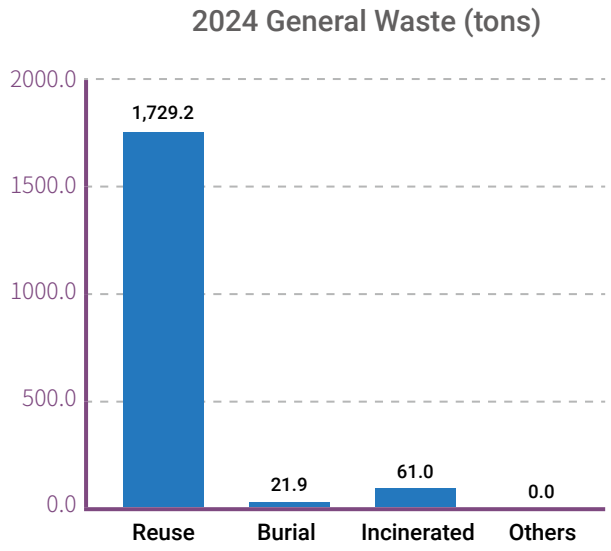
- Use of waste as recycled raw materials
- Use of waste as recycled materials and additives

## The ratio of waste type and handling method in Taiwan plants




2024 Waste Handling Methods

- Reuse
- Burial
- Incinerated
- Others





## 7.5 Greenhouse Gas Management

The solar energy industry has arisen in response to greenhouse gas emissions and global warming. In 2024, United Renewable Energy's Taiwan operations produced solar photovoltaic products capable of generating 0.891 billion kilowatt-hours annually, based on an average of four hours of effective sunlight (1,000W/M2) per day. This production helps to mitigate the environmental impact of climate change by offsetting 440,389 tons of carbon dioxide emissions, which is roughly equivalent to the carbon sequestration capacity of 1,140 Daan Forest Parks in one year.

### 7.5.1 Greenhouse Gas Inventory GRI 305-1~4

United Renewable Energy conducts an annual inventory of greenhouse gas emissions from each plant on its own, in order to grasp the current situation and set targets for reduction effectiveness. The continuous implementation of the inventory reveals the determination of green energy companies. According to the ISO 14064-1 standard, through the greenhouse gas inventory process and results, we are able to grasp the greenhouse gas emissions, and we hope that we can devote ourselves to greenhouse gas reduction in the future, so that we can fulfill our responsibility as a member of the earth village to reduce the trend of global warming. This report compiles the greenhouse gas emission equivalents for the past three years as follows:

| Year | | | 2022 | 2023 | 2024 |
|---|---|---|---|---|---|
| Scope 1 | Type 1 | Emission | 2,077.3673 | 1,182.4803 | 795.7676 |
| Scope 2 | Type 2 | Emission | 62,240.3972 | 41,774.5072 | 40,048.1203 |
| Scope 3 | Type 3 | Emission | 949.6286 | 966.7468 | 928.3471 |
| | Type 4 | Emission | 10,859.5473 | 8,252.0064 | 7,929.9973 |
| | Type 5 | Emission | - | - | - |
| | Type 5 | Emission | - | - | - |
| Bio Energy | | | 0 | 0 | 0 |
| Total emissions (metric tons $CO_2e$/year) | | | 76,126.940 | 52,175.7407 | 49,702.2323 |
| Intensity (metric tons $CO_2e$/MW) | | | 4.7 | 5.1 | 11.6 |

Note 1: Emission unit: metric tons of $CO_2e$/year; Intensity calculation: Greenhouse gas emissions of the entire company divided by revenue (in NT$1 million).

Note 2: The United Renewable Energy Greenhouse Gas (GHG) source categories include: carbon dioxide ($CO_2$), methane (CH4), nitrous oxide ($N_2O$), hydrofluorocarbons (HFCs), perfluorocarbons (PFCs), sulfur hexafluoride (SF6), and nitrogen trifluoride ($NF_3$).

Scope 1: Direct emissions from the process or facility, and the gas type calculated is carbon dioxide.

Scope 2: Purchased electricity. The energy source of heat or steam, the gas type calculated is carbon dioxide.

Scope 3: Other indirect emissions, such as employee commuting, business travel, goods _ input power ..., the gas type calculated is carbon dioxide.

Note 3: From 2022 to 2024, due to the identification of "significant indirect GHG emissions", the staff commuting ( Type 3), business travel ( Type 3), goods_ input electricity ( Type 4), services_waste disposal ( Type 4) in Scope 3 were included in the calculation.

Note 4: The organizational boundary of the inventory covered the Taipei office, Hsinchu plant, Hsinchu Science Park plant, Zhunan plant and Tainan plant. (Inventory data for the Kaohsiung office was recorded from 2023 onwards, and the Hsinchu Science Park plant halted production in April 2023)

Note 5: For 2022 to 2024 data, according to the Ministry of Environment 14064 declaration changed to the operation control method, the calculation of the greenhouse gas inventory table of the Ministry of Environment 3.0.0 version adopted method using emission coefficients. Emission coefficients refer to our country Ministry of Environment announcement of greenhouse gas emission coefficient management table 6.0.4 version; GWP value is mainly calculated by the IPCC 2021 sixth evaluation report.

Note 6: The data for 2022 to 2024 were verified by a third party organization..

## 7.5.2 Climate Change Governance

The increasing frequency of extreme weather in recent years indicates that the crisis brought about by global warming is imminent. Governments around the world are paying more and more attention to the issue of climate change and are urging companies to incorporate the issue of climate change into the management of their operations through the amendment of regional regulations in each country. In addition to identifying the operational risks brought about by climate change, the Company has incorporated the climate related Task Force on Climate-Related Financial Disclosures (TCFD) issued by the Financial Stability Board (FSB) into its operational management. We have included the core items of "Governance," "Strategy," "Risk Management," and "Indicators and Targets" in our operational management and have disclosed our governance performance in our sustainability report. We also plan to reassess climate risks every two years. This approach aims to provide stakeholders with insights into the company's management of climate-related risks and opportunities, along with the corresponding mitigation measures.

### TCFD Risk Management Process


This flowchart illustrates the Company's methodical approach to tracking and monitoring climate change risks. The process involves the collection of data and the subsequent determination of risk levels according to a risk matrix. The ESG Committee is responsible for conducting a comprehensive analysis, evaluation, and review, and subsequently establishing strategies and targets. These targets are reviewed on an annual basis to ensure the achievement of results.

## -Governance

The ESG Committee discusses and evaluates the Company's climate change-related discussions and management. The Committee has established working groups under the coordination of the Office of Sustainable Development to provide the Chairman of the Board of Directors with information on TCFD's climate management response on an annual basis.

## -Strategies and Risk Management

The results of the evaluation of significant risks and opportunities over the short, medium, and long term, as identified by a questionnaire distributed to seven senior executives, are as follows. The Company will prioritize its response strategies for significant risks and opportunities identified as short-term.

**Short-term (1-3 years):**

1. Transformation risk: (1) Increase in the pricing of greenhouse gas emissions (2) Increasing concern and negative feedback after the pollution of the industry.
2. Physical risk: Increased severity of extreme weather events such as typhoons and floods.
3. Opportunities: (1) Develop, increase and innovate low-carbon products and services (2) Participate in renewable energy projects and adopt energy-saving measures

**Medium term (4-6 years):**

1. Transformation Risks: (1) Requirements and regulation of existing products and services (2) Increased pricing of greenhouse gas emissions.
2. Physical Risks: Increased severity of extreme weather events such as typhoons and floods.
3. Opportunities: (1) Participate in renewable energy projects and adopt energy saving measures (2) Develop and/or increase low-carbon goods and services (3) Participate in the carbon trading market

**Long-term (7+ years):**

1. Transition risk: (1) Enhanced emissions reporting obligations (2) Requirements and regulation of existing products and services.
2. Physical Risks: Increased severity of extreme weather events such as typhoons and floods.
3. Opportunities: (1) Participation in renewable energy projects and adoption of energy-saving measures (2) Entry into new markets (3) R&D and innovation in developing new products and services.

United Renewable Energy has prioritized the following responses to significant short-term risks and opportunities:

| Short-term Risks | Financial Impact and Measures |
|---|---|
| Raising the Pricing of Greenhouse Gas Emissions | In response to the implementation of the Climate Change Response Act and the inclusion of net-zero emissions in 2050, a carbon fee will be levied in 2025 on Scope 1 (Direct Emissions) and Scope 2 (Indirect Emissions from Energy Sources) of the high-emission industries. As renewable energy is likely to be one of the items to be reduced independently, the increased demand for renewable energy from large carbon emitters may lead to increased demand for solar energy products and increased development costs due to intense competition for solar energy system project development.<br>The potential financial implications of this risky asset for the company include an increase in operating costs. The Carbon Fee Review Committee has preliminarily agreed on a carbon fee of NT$300 per metric ton. If the Company's Tainan Plant emits a total of 25,204 metric tons of $CO_2e$ from Scope 1 and Scope 2 in 2023, for example, and after deducting the exemption of 2,5000 metric tons of $CO_2e$, there will be an estimated $CO_2e$ levy of 61 thousand dollars per metric ton in 2026. This will leave a balance of 204 metric tons of $CO_2e$, which is expected to be levied in the following year. After the deduction of the exemption of 2,5000 tons of $CO_2e$, the remaining 204 tons of $CO_2e$ will be subject to a levy of NT$61,000 in 2026, which will not have any negative impact on the Company's finance.<br>In addition to the comprehensive greenhouse gas inventory to be conducted in 2025, the Company will also initiate the assessment of the purchase of green power, biomass energy, and carbon rights. |

| | |
|---|---|
| Concerns and Feedback Following Industry Stigmatization | In recent years, solar products in Taiwan have been accused of polluting the environment and causing light pollution. This has led to protests from environmental groups and nearby residents during the development process, which has resulted in delays or cancellations of plant construction. Over the past three years, United Renewable Energy has experienced significant challenges with public bidding projects, with approximately 3,000 to 4,000 KW of projects being withdrawn due to public protests.<br>The development of renewable energy in Taiwan is supported by government policy due to the advantages of solar power, including low energy consumption and low carbon emissions. Following the promotion of the barter rate system of power purchase in 2010, the installation of solar energy systems experienced significant growth, rising from 1.4GW in 2019 to 2.7GW in 2023, marking almost double the amount of the system installation. However, in recent years, there have been protests by farmers and local residents due to concerns about light pollution, the heat island effect, ecological damage, and environmental pollution, among other issues. These concerns have been further compounded by frequent rumors of malpractice. As a result, county and municipal governments have suspended solar energy construction at certain sites and slowed down approvals and the issuance of consent letters. In 2024, Taiwan's solar energy system installation has decreased. According to the Energy Department's report, the annual installation volume of 1.86GW in the year ending 2024 will be about 15% lower than the average annual installation volume of 2.2GW in the past three years, and about 30% lower than the installation volume of 2.69GW in 2023. Due to the impact of the aforementioned macro-environment and the inconsistent policies of local governments, the Company's customers throughout Taiwan are encountering delays in project construction and are awaiting permits from local governments.<br>In response to the growing concern and negative feedback from stakeholders, the Company has conducted extensive long-term experiments that demonstrate the environmental safety of its solar products. The Company's full range of module products has passed a series of rigorous tests, including a radiation-free low-frequency electromagnetic wave test, a non-toxicity of water quality test (covering 8 heavy metals, general metals, and organic compounds, among other parameters), a low reflection and low glare test, and numerous other evaluations. The results of these tests consistently demonstrate that the Company's solar products do not pollute the environment, meeting or exceeding the standards set by the Environmental Protection Agency for water quality in rivers and reservoirs. To ensure that our products are non-toxic and safe, we conduct low reflection and low glare tests. In order to comply with the European Union's POPs regulations, the U.S., Canada, Japan, and Vietnam have regulations related to perfluorinated/polyfluoroalkyl substances (PFAS). We aim to ensure that our products comply with the standards. In addition, the Company has developed a series of anti-reflective and easy-to-disassemble products to minimize the impact on the environment. The Company will actively promote anti-reflective and easy-to-disassemble module products to further expand the business opportunities for this product. |
| Increased Severity of Extreme Weather Events Such As Typhoons and Floods | The company is facing a number of risks due to the increase in average climate temperatures. Among the most pressing are the increased severity of extreme weather events caused by climate change and the instability of energy and resources. The Company continues to implement measures such as inventory of greenhouse gas emissions, reduction of energy consumption, and improvement of energy-consuming equipment. The heightened frequency of typhoons and rainstorms, attributable to rising extreme weather events, may lead to flooding in office buildings, potentially disrupting the Company's operations. A thorough assessment could reveal minimal financial losses. The Company's response strategy includes maintaining the drainage system and implementing emergency response plans for typhoons and rainstorms to minimize immediate risk. The Company has successfully completed waterproofing projects, natural disaster insurance, and waterproof gates at each factory site. The Company regularly implements quarterly maintenance of drainage facilities for pumping motors to ensure minimal impact from this risk on the overall operation. |
| **Short-term Opportunities** | **Financial Impact and Measures** |
| Development, increase, and innovation of low-carbon products and services | TOPCon batteries boast superior photoelectricity conversion and power generation efficiency, leading to significant enhancement in module power generation. Their annual and linear recession rates consistently outperform current mainstream commodities, ensuring optimal performance and reliability. The solar system's return on investment is boosted by more than 0.5%, making it a competitive solution. The dual power generation capability positions TOPCon batteries particularly well for high-temperature applications, including large-scale ground-based systems, fishery-electricity, and agriculture-electricity co-generation. This solution is particularly beneficial in Taiwan, where limited land resources necessitate the optimization of conversion efficiency per unit area.<br>Conversely, the company has invested in the development of advanced anti-glare and eco-friendly TOPCon all-black aesthetic modules. These modules maintain high efficiency and reliability while being suitable for applications such as airport, factory, and residential rooftop installations. This makes them an optimal choice for humanistic fashion aesthetics and sustainable investment products.<br>In addition, 2024 Q4 is developing a composite frame that consumes only 1/100th of the energy of traditional aluminum alloys. This will eliminate the problems of fluoride and SO2 pollutants and dust from the aluminum electrolysis process. The material can be recycled and reused. United Renewable Energy is committed to reducing carbon emissions in order to achieve carbon neutrality. We are dedicated to ongoing innovation in technology, research, and development. We are committed to environmentally friendly practices and ensuring that we do not cause harm to people or the natural world. |

| | |
|---|---|
| Participation in renewable energy projects and the adoption of energy-saving measures | United Renewable Energy is an active participant in the development of solar energy projects, including government tenders, large, medium and small-sized factories, residential rooftops, photovoltaic carports, and agricultural, fishery and electric power diversified applications. In 2024, the total amount of new solar farms will be 20.43 MW, and the investment in solar power plants will be NT$897 million. These initiatives are expected to reduce carbon emissions by approximately 10,985 metric tons.<br>It is estimated that system and energy storage revenue will account for approximately 18.3% of total revenue by the year 2024.<br>The following measures are planned for future energy savings:<br>1. Renewable energy:<br>The installation of solar power generation is estimated to be 650 kilowatts per year, according to the conditions of large users. This is equivalent to 10% of the voluntary capacity. The annual cost reduction is estimated to be approximately NT$4-5 million, with an initial cost of approximately NT$30-40 million.<br>2. Energy savings and cost reduction: The old chiller and air compressor should be continuously optimized. The replacement of the chiller and water compressor with more energy-saving efficiency should be evaluated. The annual cost reduction is estimated at 1.5~2 million. The cost is estimated at about NT$3-4 million.. |

The Company conducted a scenario analysis of its climate risk using the modeling tools of the Sixth Risk Assessment Report (AR6) of the Taiwan Climate Change Projection Information and Adaptation Knowledge Platform (TCCIP) and the 3D disaster potential map of Taiwan. The results of the analysis are as follows.

| Scenario Analysis | | |
|---|---|---|
| **Risk Aspects** | **Scenario** | **Major Financial Impact** |
| Physical Risks | SSP5-8.5 | For instance, due to the short-term heavy rainfall, the roads outside the Tainan plant were closed for one day, and 10% of the employees could not go to work as usual. This resulted in a one-day capacity loss of about 1MW and an impact on revenue of about NT$3-4 million. |
| | Disaster Potential Map | For instance, if 250mm of rain falls within 6 hours, the company will close the roads outside the Tainan plant for 1 day. This will make it impossible for personnel to get to and from work. It will also prevent the company's purchased raw materials from coming in and products from going out. This will result in a one-day capacity loss of about 1MW and a NT$3-4 million impact on revenues. |

## -Metrics & Targets (Metrics & Targets)

Based on the indicator items set by TCFD Climate Risk and Opportunity, we further set the following targets:

1. The average annual energy saving rate should reach 1% or more.

Note: According to the Energy Administration/Conservation Audit Technology Information Service format, the electricity savings rate is calculated as follows: (kWh saved in the current year) / (total kWh consumed in the current year) * 100%

2. To implement greenhouse gas management in accordance with ISO 14064-1, and conduct annual verification to maintain the effectiveness and ensure the effective operation of the management mechanism.

3. In 2024, there was a reduction in total carbon emissions of over 8% compared to 2023.

4. By 2030, total carbon emissions decreased by 24+1% compared to the baseline year of 2022.

In 2024:

Scope 1 (Category 1) emissions: 795.7676 metric tons $CO_2e$

Scope 2 (Category 2) emissions: 40,048.1203 metric tons $CO_2e$

Scope 3 (Category 3+4) emissions: 8,858.3444 metric tons $CO_2e$

# 8

# Appendix

GRI Content Index

Statement of Independent Third Party Audit Opinion

Sustainability Accounting Standards (SASB)

Sustainable Disclosure Indicators for the Photovoltaic Industry

Climate-Related Information of TWSE/ TPEx Listed Company

# Appendix 1. GRI Content Index

Declaration: United Renewable Energy has reported the contents for the period January 1 to December 31, 2024 in accordance with GRI guidelines
GRI 1 used: GRI 1: Foundation 2021
Declaration: GRI has not yet published the applicable industry standards for United Renewable Energy

| Topic | Disclosure Item | Description | Chapter | Page No. | Reason for omission/ necessary explanation | Reference number for disclosure items in the GRI Industry Standard |
|---|---|---|---|---|---|---|
| GRI 2: General Disclosures 2021 | | | | | | |
| The organization and its reporting practices | 2-1 | Organizational details | 4.1.1 Milestone | 33 | | |
| | 2-2 | Entities included in the organization's sustainability reporting | 1.1 About this report | 3 | | |
| | 2-3 | Reporting period, frequency and contact point | 1.1 About this report | 3 | | |
| | 2-4 | Restatements of information | 1.1 About this report | 3 | | |
| | 2-5 | External assurance | 1.1 About this report | 3 | | |
| Activities and workers | 2-6 | Activities, value chain and other business relationships | 4.1.1 Milestone<br>4.2.2 Operational Performance<br>6.1.1 Supply Chain Integration | 33<br>51<br>98 | | |
| | 2-7 | Employees | 5.1.3 Human Resources | 71 | | |
| | 2-8 | Workers who are not employees | 5.1.3 Human Resource | 71 | | |
| Governance | 2-9 | Governance structure and composition | 4.2.1 Governance Organization and responsibilities/ Operation of BOD | 40 | | |
| | 2-10 | Nomination and selection of the highest governance body | 4.2.1 Governance Organization and responsibilities/ Operation of BOD | 40 | | |
| | 2-11 | Chair of the highest governance body | 4.2.1 Governance Organization and responsibilities/ Operation of BOD | 40 | | |
| | 2-12 | Role of the highest governance body in overseeing the management of impacts | 4.2.1 Governance Organization and responsibilities/ Operation of BOD<br>4.2.3.3 Risk Management | 40<br>54 | | |
| | 2-13 | Delegation of responsibility for managing impacts | 4.2.1 Governance Organization and responsibilities/ ESG committee | 40 | | |
| | 2-14 | Role of the highest governance body in sustainability reporting | 4.2.1 Governance Organization and responsibilities/ ESG committee | 40 | | |
| | 2-15 | Conflicts of interest | 4.2.1 Governance Organization and responsibilities/ Operation of BOD<br>4.2.3.2 Avoid conflict of interst | 40<br>54 | | |
| | 2-16 | Communication of critical concerns | 4.2.1 Governance Organization and responsibilities/ Operation of BOD | 40 | | |
| | 2-17 | Collective knowledge of the highest governance body | 4.2.1 Governance Organization and responsibilities/ Operation of BOD | 40 | | |
| | 2-18 | Evaluation of the performance of the highest governance body | 4.2.1 Governance Organization and responsibilities/ Operation of BOD | 40 | | |
| | 2-19 | Remuneration policies | 4.2.1 Governance Organization and responsibilities/ Operation of Remuneration Committee<br>5.1.1 Compensation and Benefit | 40<br>66 | | |
| | 2-20 | Process to determine remuneration | 4.2.1 Governance Organization and responsibilities/ Operation of Remuneration Committee | 40 | | |
| | 2-21 | Annual total compensation ratio | - | | Confidentiality / Remuneration is kept confidential by the company | |

| Topic | Disclosure Item | Description | Chapter | Page No. | Reason for omission/ necessary explanation | Reference number for disclosure items in the GRI Industry Standard |
|---|---|---|---|---|---|---|
| Strategy, policies and practices | 2-22 | Statement on sustainable development strategy | 2. Letter from Management | 12 | | |
| | 2-23 | Policy commitments | 6.1.3 Supplier evaluation mechanism<br>6.1.4 Green Supply chain<br>6.1.5 Optimal Supply chain procurement | 100<br>102<br>104 | | |
| | 2-24 | Embedding policy commitments | 6.1.3 Supplier evaluation mechanism<br>6.1.4 Green Supply chain<br>6.1.5 Employee's right of Supplier | 100<br>102<br>104 | | |
| | 2-25 | Processes to remediate negative impacts | 4.2.3.1 Ethics and Integrity<br>4.2.3.4 Compliance with the law<br>5.1.4 I have something to say and a sound channel of communication between employers and employees | 53<br>55<br>75 | | |
| | 2-26 | Mechanisms for seeking advice and raising concerns | 3.1 Stakeholder identification and engagement | 17 | | |
| | 2-27 | Compliance with laws and regulations | 4.2.3.4 Compliance with the Law | 55 | | |
| | 2-28 | Membership associations | 4.1.2 Organizational Structure/ Domestic and foreign associations or organizations participated | 34 | | |
| Stakeholder engagement | 2-29 | Approach to stakeholder engagement | 3.1 Stakeholder identification and engagement | 17 | | |
| | 2-30 | Collective bargaining agreements. | - | | Not applicable / The Company utilizes labor-management meetings; therefore, the Company has not entered into any collective bargaining agreement with its employees. | |
| GRI 3: Material Topics 2021 | | | | | | |
| Material Topics | 3-1 | Process to determine material topics | 3.2 Analysis and response to material topics | 20 | | |
| | 3-2 | List of material topics | 3.2 Analysis and response to material topics | 20 | | |
| Economical | | | | | | |
| ★ Economic Performance | | | | | | |
| GRI 3: Material Topics 2021 | 3-3 | Management of material topics | 4. Corporate Governance<br>4.1.3 Corporate Vision | 29<br>35 | | |
| GRI 201: Economic Performance 2016 | 201-1 | "Direct economic value generated and distributed" | 4.2.2 Operational Performance | 51 | | |
| | 201-2 | Financial implications and other risks and opportunities due to climate change | 7.5.2 Climate-related Financial Disclosure | 142 | | |
| | 201-3 | Defined benefit plan obligations and other retirement plans | 5.1.1 Overall remuneration planning and comprehensive benefit design | 66 | | |
| Market Presence | | | | | | |
| GRI 202: Market Presence 2016 | 202-2 | Proportion of senior management hired from the local community | 5.1.3 Human Resources | 71 | | |
| ★ Ethics and Integrity | | | | | | |
| GRI 3: Material Topics 2021 | 3-3 | Management of material topics | 4. Corporate Governance | 29 | | |
| Self determine topics | Ethics-1 | Number of ethical misconduct complaints received during the year. | 4.2.3.1 Ethics and Integrity | 53 | | |

| Topic | Disclosure Item | Description | Chapter | Page No. | Reason for omission/ necessary explanation | Reference number for disclosure items in the GRI Industry Standard |
|---|---|---|---|---|---|---|
| ★ Information Security | | | | | | |
| GRI 3: Material Topics 2021 | 3-3 | Management of material topics | 4. Corporate Governance | 29 | | |
| Self Determined Topics | Information Security-1 | No incident regarding information security in reporting year | 4.2.3.6 Information Security Management | 58 | | |
| Environmental | | | | | | |
| Materials | | | | | | |
| GRI 301: Materials 2016 | 301-3 | Reclaimed products and their packaging materials | 6.1.4 Green Supply Chain | 102 | | |
| ★ Energy (including energy management and green products) | | | | | | |
| GRI 302: Energy 2016 | 302-1 | Energy consumption within the organization | 7.3.1 Energy Management | 130 | | |
| | 302-3 | Energy intensity | 7.3.1 Energy Management | 130 | | |
| | 302-5 | Reductions in energy requirements of products and services | 7.1 Environmental Sustainability Practices | 112 | | |
| Self Determined Disclosure Items | Green-1 | Green Product PV Module Testing, Green Product Reliability Verification | 7.2 Green Products | 113 | | |
| Water and Effluents | | | | | | |
| GRI 303: Water and Effluents 2018 Management approach | 303-1 | Interactions with water as a shared resource | 7.3.2 Water Resources Management | 131 | | |
| | 303-2 | Management of water dischargerelated impacts | 7.4.2 Water pollution prevention and control | 137 | | |
| GRI 303: Water and Effluents 2018 | 303-3 | Water withdrawal | 7.3.2 Water Resources Management | 131 | | |
| | 303-4 | Water discharge | 7.4.2 Water pollution prevention and control | 137 | | |
| ★ Emissions | | | | | | |
| GRI 3: Material Topics 2021 | 3-3 | Management of material topics | 7 Green energy, energy saving and environmental protection | 108 | | |
| GRI 305 : Emissions 2016 | 305-1 | Direct (Scope 1) GHG emissions | 7.5.1GHG Inventory | 141 | | |
| | 305-2 | Energy indirect (Scope 2) GHG emissions | 7.5.1 GHG Inventory | 141 | | |
| | 305-3 | "Other indirect (Scope 3) GHG emissions" | 7.5.1 GHG Inventory | 141 | | |
| | 305-4 | GHG emissions intensity | 7.5.1 GHG Inventory | 141 | | |
| | 305-5 | Reduction of GHG emissions | 7.3.1 Energy Management | 130 | | |
| | 305-6 | Emissions of ozone-depleting substances (ODS) | 7.4.1 Air pollution prevention and control | 133 | | |
| | 305-7 | Nitrogen oxides (NOx), sulfur oxides (SOx), and other significant air emissions | 7.4.1 Air pollution prevention and control | 133 | | |
| ★ Effluents and Waste | | | | | | |
| GRI 3: Material Topics 2021 | 3-3 | Management of material topics | 7 Green energy, energy saving and environmental protection | 108 | | |

| Topic | Disclosure Item | Description | Chapter | Page No. | Reason for omission/ necessary explanation | Reference number for disclosure items in the GRI Industry Standard |
|---|---|---|---|---|---|---|
| GRI 306: Effluents and Waste 2020 Management approach | 306-1 | Waste generation and waste-related significant impacts | 7.4.3 Waste management | 138 | | |
| | 306-2 | Management of significant impact related to waste | 7.4.3 Waste management | 138 | | |
| GRI 306: Effluents and Waste | 306-3 | Waste generation | 7.4.3 Waste management | 138 | | |
| | 306-4 | Disposal and transfer of waste | 7.4.3 Waste management | 138 | | |
| | 306-5 | Direct disposal of waste | 7.4.3 Waste management | 138 | | |
| Social | | | | | | |
| ★ Employment | | | | | | |
| GRI 401: Employment 2016 | 401-1 | New employee hires and employee turnover | 5.1.3 Human Resources | 71 | | |
| | 401-2 | Benefits provided to full-time employees that are not provided to temporary or part-time employees | 5.1.1 Overall remuneration planning and comprehensive benefit design | 66 | | |
| | 401-3 | Parental leave | 5.1.2 Building a friendly workplace and encouraging employees to find work-life balance | 70 | | |
| | Salary | The number of its full-time employees who are not in a managerial position, the average and medium of the salaries of the full-time employees who are not in a managerial position, and the difference of the three figures from the previous year | 5.1.1 Overall remuneration planning and comprehensive benefit design | 66 | | |
| ★ Labor/Management Relations | | | | | | |
| GRI 402: Labor/ Management Relations 2016 | 402-1 | Minimum notice periods regarding operational changes | 5.1.4 I have something to say and a sound channel of communication between employers and employees | 75 | | |
| ★ Occupational Health and Safety | | | | | | |
| GRI 3: Material Topics 2021 | 3-3 | Management of material topics | 5 Employee and social involvement | 63 | | |
| GRI 403: Occupational Health and Safety 2018 Management guideline | 403-1 | Occupational health and safety management system | 5.2 Safe workplace<br>5.2.2 Occupational safety and health committee of each plant | 79<br>80 | | |
| | 403-2 | Hazard identification, risk assessment, and incident investigation | 5.2.5 Accident Prevention and Management<br>5.2.6 Disabling injury statistics analysis | 83<br>84 | | |
| | 403-3 | Occupational health services | 5.3.1 Occupational care | 87 | | |
| | 403-4 | Worker participation, consultation, and communication on occupational health and safety | 5.2.2 Occupational safety and health committee of each plant | 80 | | |
| | 403-5 | Worker training on occupational health and safety | 5.2.3 Emergency Response and Safety and Health Education Training | 81 | | |
| | 403-6 | Promotion of worker health | 5.3.3 Occupational Health Care | 92 | | |
| | 403-7 | "Prevention and mitigation of occupational health and safety impacts directly linked by business relationships | 5.2.5 Accident Prevention and Management<br>5.3.2 Employee health hazard risk identification and management | 83<br>89 | | |

| Topic | Disclosure Item | Description | Chapter | Page No. | Reason for omission/ necessary explanation | Reference number for disclosure items in the GRI Industry Standard |
|---|---|---|---|---|---|---|
| GRI 403: Occupational Health and Safety 2018 | 403-8 | Workers covered by an occupational health and safety management system | 5 Employee and Social Involvement | 63 | | |
| | 403-9 | Work-related injuries | 5.2.6 Disabling injury statistics analysis | 84 | | |
| | 403-10 | Work-related ill health | 5.2.6 Disabling injury statistics analysis | 84 | | |
| ★ Training and Education | | | | | | |
| GRI 404: Training and Education 2016 | 404-1 | Average hours of training per year per employee | 5.1.5 Encourage employee self-development to enhance professional depth and range through diverse learning platforms | 77 | | |
| | 404-3 | Percentage of employees receiving regular performance and career development reviews | 5.1.1 Overall remuneration planning and comprehensive benefit design | 66 | | |
| ★ Diversity and Equal Opportunity | | | | | | |
| GRI 3: Material Topics | 3-3 | Management of material topics | 5 Employee and social involvement | 63 | | |
| GRI 405: Diversity and Equal Opportunity 2016 | 405-1 | Diversity of governance bodies and employees | 4.2.1 Governance Organization and responsibilities/ Operation of BOD<br>5.1.3 Human resources | 40 | | |
| | 405-2 | Ratio of basic salary and remuneration of women to men | 5.1.1 Overall remuneration planning and comprehensive benefit design | 66 | | |
| ★ Non Discrimination | | | | | | |
| GRI 3: Material Topics | 3-3 | Management of material topics | 5 Employee and social involvement | 63 | | |
| GRI 406 Non-discrimination 2016 | 406-1 | - | 5 Employee and social involvement | 63 | Not applicable / No discrimination occurred during the year | |
| Customer Privacy | | | | | | |
| GRI 418: Customer Privacy 2016 | 418-1 | Substantiated complaints concerning breaches of customer privacy and losses of customer data | 6.2.2 Service quality | 106 | | |
| ★ Human Rights | | | | | | |
| GRI 3: Material Topics 2021 | 3-3 | Management of material topics | 5 Employee and Social involvement | 63 | | |
| Self Determined Topics | Human Rights-1 | Human Rights Training Attendance, Training Pass Rate | 5 Employee and Social involvement | 63 | | |

# Appendix 2. Statement of Independent Third Party Audit Opinion

格瑞國際驗證有限公司
GREAT International Certification Co., Ltd.

## Independent Assurance Statement Based on 2024 Sustainability Report of United Renewable Energy Co., Ltd.

Statement No.: 2505015

United Renewable Energy Co., Ltd. (hereinafter referred to as United Renewable) and GREAT International Certification Co., Ltd. (hereinafter referred to as GREAT) are independent companies and organizations. Except for the evaluation and verification of the company's 2024 sustainability report, GREAT has no financial relationship with United Renewable.

The purpose of this independent assurance statement (hereinafter referred to as the Statement) is only to serve as the conclusion of guaranteeing the relevant matters within the scope defined in the following relevant United Renewable's Sustainability Report, and not for other purposes. Except for the Statement for fact verification, GREAT does not bear any relevant legal or other responsibilities for the use of other purposes, or anyone who reads this Statement.

This Statement is based on the conclusions made by the relevant information verification provided by United Renewable to GREAT. Therefore, the scope of the review is based on and limited to the content of the information provided. GREAT believes that the information content is complete, accurate and precise. Any questions about the content of this Statement or related matters will be answered by United Renewable.

### The Scope of Assurance

The verification scope of United Renewable and GREAT agreement includes:

- The contents of the entire sustainability report and all operating performance of United Renewable from January 1, 2024 to December 31, 2024;
- According to the type 1 of AA1000 Assurance Standard v3, evaluate the nature and degree of United Renewable's compliance with the AA1000 Accountability Principles (2018), excluding the verification of the reliability of the information/data disclosed in the report.
- This Statement is made in Chinese and translated into English for reference.

### Verification Opinion

We summarize the content of United Renewable's sustainability report, and provide a fair standpoint of United Renewable 's related operations and performance. We believe that the specific performance indicators of United Renewable in 2024, such as environment, society and corporate governance, are presented correctly. The performance indicators disclosed in the report demonstrate United Renewable's expectations and efforts to identify and satisfy stakeholders.

Our verification work is carried out by a group of teams with verification capabilities according to the AA1000 Assurance Standard v3, as well as the planning and execution of this part of the work to obtain the necessary information data and instructions. We believe that the evidence provided by United Renewable is sufficient to show that its reporting method and self-declaration in accordance with the AA1000 Assurance Standard v3 and its 2018 appendix are in line with the GRI Sustainability Reporting Guidelines.

### Verification method

To gather the evidence relevant to the conclusions, we performed the following:

- To conduct a senior management review of issues from external parties related to United Renewable 's corporate policies to confirm the appropriateness of the statement in this report;
- To discuss with the managers of United Renewable about the way of stakeholder participations, and have no direct contact with external stakeholders;
- To interview with employees related to the preparation of the sustainability report and information provision;
- To audit the performance data of United Renewable on a sampling basis;
- To evidence supporting the claims made in the review report;
- To Review the management process of the principles of inclusivity, materiality, responsiveness, and impact described in the company report and its related AA1000 Accountability Principles (2018).

### Conclusion

The results of a detailed review of the AA1000 Accountability Principles (2018) including inclusivity, materiality, responsiveness, impact and GRI sustainability reporting standards are as follows:

- **Inclusivity**
  United Renewable has established a process of cooperation with major stakeholders, including government authorities, customers, supply partners, employees and shareholders/investors, etc., and will launch a series of stakeholder activities in

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2024, involving economy, environment, people and a series of major themes. In terms of our professional opinion, this report covers the inclusivity issues of United Renewable.

- **Materiality**

  The report has stated that United Renewable focuses on economy, environment and people topics, and identified 10 major topics including equal opportunity and non-discrimination for employees, economic performance, human rights protection, ethical integrity, information security, occupational safety and health, greenhouse gas management, waste management, energy management and green products/services, etc. In terms of our professional opinion, this report appropriately covers the materiality issues of United Renewable.

- **Responsiveness**

  United Renewable responds to requests and opinions from stakeholders. Implementation methods include public information observatory, company website, supervision/audit/policy promotion meetings or seminars/official written letters from competent authorities, government website declaration, shareholders' meeting, corporate seminars/briefings, customer review meetings/business visits, labor-management meetings, welfare committee meetings, factory manager's mailbox, employee complaint care phone, physical bulletin boards, announcement platforms, supply partner meetings/on-site audit/written letter, telephone and email, etc., those numerous internal and external stakeholder communication mechanisms, as an opportunity to provide further responses to stakeholders, and to promptly respond to stakeholder concerns. In terms of our professional opinion, this report covers the responsiveness issues of United Renewable.

**-Impact**

United Renewable has identified and fairly demonstrated its impact with balanced and effective measurement and disclosure. United Renewable has established a process for monitoring, measuring, evaluating and managing impacts, which helps to achieve more effective decision-making and results management within the organization. In terms of our professional opinion, this report covers the impact issues of United Renewable.

**-GRI Guidelines**

United Renewable provides the self-declaration of compliance with the GRI Sustainability Reporting Standards and relevant information. Based on the results of the review, we confirm that the report refers to the social responsibility and sustainability of the GRI Sustainability Reporting Standards. Relevant disclosure items for developments have been disclosed, partially disclosed, or omitted. In terms of our professional opinion, this self-declaration covers United Renewable 's social responsibility and sustainability themes.

## Assurance level

According to the AA1000 Assurance Standard v3 and its 2018 Appendix, we have verified that this Statement is a moderate level of assurance, as described in the scope and methods of this Statement.

## Responsibility

The responsibility of the sustainability report, as stated in this Statement, is owned by the person in charge of United Renewable. The responsibility of GREAT is solely to provide professional opinions based on the scope and methods described, and to provide a Statement for the stakeholders.

## Ability and Independence

GREAT is composed of experts in various management system fields. The verification team is composed of members with professional background, who have received training in a series of sustainable development, environmental and social management standards such as AA1000 AS v3, ISO 9001, ISO 14001 and ISO 45001, and are qualified as lead auditors.

***On behalf of the assurance team MAY 28, 2025***

***GREAT International Certification Co., Ltd.***

***Taiwan, Republic of China***

Signed by General Manager W. J. Chen

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# Appendix 3. Sustainability Accounting Standards (SASB)

(United Renewable Energy is in accordance with the standards set forth in the SASB Industry Attributes for Renewable and Alternative Energy/Solar Technology and Project Developers, December 2023 Edition.)

| Topic | Indicator Code | Disclosure Item | Content | orresponding Chapter |
|---|---|---|---|---|
| Energy Management in Manufacturing | RR-ST-130a.1 | (1) Total Energy Consumption (GJ, Gigajoules)<br>(2) Percentage of Electricity Used<br>(3) Percentage of Renewable Energy Sources | (1) Total energy consumption: 291,616.7 GJ<br>(2) Percentage of Electricity : 100%<br>(3) Percentage of Renewable Energy : 0.00% | Energy Management |
| Water Management in Manufacturing | RR-ST-140a.1 | (1) Total Water Withdrawal (thousand cubic meters)<br>(2) Total Water Consumption (thousand cubic meters) and Percentage of Water Withdrawal from Water Pressure Zones | (1) Total water withdrawal: 325.190 thousand cubic meters<br>(2) Total water consumption: 433.836 thousand cubic meters.<br>(3) Percentage of water withdrawn from water resource pressure zones: The Company's plant is within the medium-low-risk to high-risk zone, and is not located in a high-risk zone or above | Water Resources Management |
| | RR-ST-140a.2 | Describe water-related risks and strategies to mitigate them | Strategies and practices include reducing public and process water consumption, achieving an annual water-saving performance totaling approximately 70.160 thousand cubic meters. | Water Resources Management |
| Hazardous waste management | RR-ST-150a.1 | (1) Total amount of hazardous waste generated (tons)<br>(2) Recycling percentage (%) | (1) Total amount of hazardous waste: 551.5 (tons)<br>(2) Percentage of Recycling: 99.74 % | Waste Management |
| | RR-ST-150a.2 | (1) Reportable number of leaks and total amount (KG)<br>(2) Amount recycled (KG) | (1) Reportable leakage number: 0; Total amount (KG): 0<br>(2) Recovered amount (KG): 0 | Waste Management |
| Environmental Impacts of Project Development | RR-ST-160a.1 | Projects delayed due to ecological impacts:(1) Number and(2) days | 0 project; 0 day | Risk Management |
| | RR-ST-160a.2 | Describe solar project development efforts aimed at addressing local community and ecological concerns. | By contributing the roof for solar energy, we are able to respond to the government's green energy policy to save energy and reduce carbon emissions, avoid taking away farmland and wetlands, and save millions in repairing water leakage and electricity bills by preventing water leakage and lowering the temperature of the building, which is really a win-win situation! | Community Care |
| Integration of energy facilities and management of relevant regulations | RR-ST-410a.1 | Describe the integration of solar energy into existing energy infrastructure, including associated risks, and discussing efforts to manage these risks | The solar energy industry is a highly policy-oriented sector, and the Taiwan government has set ambitious targets under its "2050 Net Zero Carbon Emission" plan, aiming to increase the share of renewable energy to 60% to 70%. At the third meeting of the National Climate Change Promotion Committee of the Presidential Office, the Ministry of Energy announced its plans for the future of solar power in Taiwan. After 2025, the ministry has set a cumulative target installation of 31.2GW, 32.73GW, and 35.02GW for the years 2030, 2032, and 2035, respectively. This is a significant incentive for the industry.<br>Risk Management: United Renewable Energy is an active participant in the development of solar energy projects in Taiwan. These projects include government tenders, large, medium, and small-scale factory projects, residential rooftops, photovoltaic carports, and diversified applications in agriculture, fisheries, and electric power. In addition, United Renewable Energy has initiated a retrofit service for existing solar farms. This service evaluates and optimizes the performance of operational solar farms. This service enhances the efficiency of the site and extends the service life of the equipment, contributing to the enhancement of asset value. In addition, we have established strategic partnerships with several internationally renowned renewable energy asset management companies to leverage our strengths in site development. We then sell the projects to these asset management companies after they have reached the construction stage (or even the completion stage).<br>Participating associations regularly compile industry opinions and communicate effectively with the government to establish a mechanism for cooperation between industry, government, academia, and research. We also fight for and protect the common interests of manufacturers and function as a platform for communication with the government. | Risk Management |

| Topic | Indicator Code | Disclosure Item | Content | orresponding Chapter |
|---|---|---|---|---|
| Integration of energy facilities and management of relevant regulations | RR-ST-410a.2 | Describe the risks and opportunities associated with energy policies and their impact on the integration of solar energy into existing energy infrastructure. | The solar energy industry is a highly policy-oriented sector, and the Taiwan government has set ambitious targets under its "2050 Net Zero Carbon Emission" plan, aiming to increase the share of renewable energy to 60% to 70%. At the third meeting of the National Climate Change Promotion Committee of the Presidential Office, the Ministry of Energy announced its plans for the future of solar power in Taiwan. After 2025, the ministry has set a cumulative target installation of 31.2GW, 32.73GW, and 35.02GW for the years 2030, 2032, and 2035, respectively. This is a significant incentive for the industry.<br>Risk Management: United Renewable Energy is an active participant in the development of solar energy projects in Taiwan. These projects include government tenders, large, medium, and small-scale factory projects, residential rooftops, photovoltaic carports, and diversified applications in agriculture, fisheries, and electric power. In addition, United Renewable Energy has initiated a retrofit service for existing solar farms. This service evaluates and optimizes the performance of operational solar farms. This service enhances the efficiency of the site and extends the service life of the equipment, contributing to the enhancement of asset value. In addition, we have established strategic partnerships with several internationally renowned renewable energy asset management companies to leverage our strengths in site development. We then sell the projects to these asset management companies after they have reached the construction stage (or even the completion stage).<br>Participating associations regularly compile industry opinions and communicate effectively with the government to establish a mechanism for cooperation between industry, government, academia, and research. We also fight for and protect the common interests of manufacturers and function as a platform for communication with the government. At the 29th United Nations Climate Change Conference (COP29), the global community was unable to reach a consensus on any substantial and effective strategies to reduce carbon emissions and decelerate the rate of global warming. The likelihood of stagnant economic growth in developed countries and the absence of economic resources in developing countries to invest in renewable energy infrastructure will impede the achievement of net-zero emissions. Solar energy is a cost-effective renewable energy source, and the cost of building solar farms continues to fall. Solar energy will therefore be the source of most renewable energy for the foreseeable future. | Risk Management |

| Topic | Indicator Code | Disclosure Item | Content | orresponding Chapter |
|---|---|---|---|---|
| Product Lifecycle Management | RR-ST-410b.1 | Percentage of products sold that are recyclable and reusable | Silicon chips, glass, aluminum frames and other raw materials used in the production of products, as well as the use of green packaging materials (including corrugated cardboard, cardboard, cardboard boxes, pallets, wood, etc., and waste packaging materials that can be recycled or reused without the use of ozone depleting substances) are recyclable, but the recycling process is carried out at the customer's end. | |
| | RR-ST-410b.2 | (1) Scrap material recycling weight<br>(2) Recycling percentage | Due to the long service life of the Company's products and the fact that no major natural disasters have occurred at the Company's operating sites in recent years, there is currently no issue of electronic waste disposal. | |
| | RR-ST-410b.3 | (Calculated by revenue)<br>Percentage of products containing substances declared under IEC 62474, arsenic compounds, antimony compounds, or beryllium compounds | United Renewable Energy products do not use substances from the IEC 62474 Declarable Substance list. | |
| | RR-ST-410b.4 | Describe methods and strategies for designing high-value recycled products | Setting recycling & reuse and renewal targets for modular products in accordance with the WEEE Directive (2012/19/EU). | |
| Procurement of materials | RR-ST-440a.1 | Describe the risk management of key materials | The solar energy industry is highly dependent on Chinese manufacturing. Ninety-five percent of the silicon chips, glass, and aluminum frames used in this sector are produced in China. In some cases, a third location is used for production, but the majority of the raw materials are still sourced from China. Following the restructuring of the supply chain, suppliers have been reorganized on a global scale. This has eliminated the risk of supply interruption from major suppliers, allowing the company to purchase key raw materials in other countries or regions. | Supplier Management |
| | RR-ST-440a.2 | Describe the management of environmental risks associated with the polycrystalline silicon supply chain | In the management of polycrystalline silicon, based on the principle of quality consideration, we implement the standardization and precise management of key materials. Through quality control, URECO strives to reduce the impact of energy and the environment during the production process of materials, other than trying to reduce the amount of raw materials used, we also maintain close contact with relevant suppliers and pay attention to the future trend of the application of related technologies. | Supplier Management |

| Activity Indicator | | Content |
|---|---|---|
| Total Solar PV Module Production | RR-ST-000.A | 830MW |
| Total Completed Solar Systems | RR-ST-000.B | 235.31MW |
| Total assets for project development | RR-ST-000.C | 7,769,682,000 |

# Appendix 4: Sustainable Disclosure Indicators for the Photovoltaic Industry

As required by Table 1-10 of the Taiwan Stock Exchange Corporation Rules Governing the Preparation and Filing of Sustainability Reports by TWSE Listed Companies

| Number | Indicator | Indicator Type | Disclosure Status for the year | Unit |
|---|---|---|---|---|
| 1 | Total energy consumption, percentage of purchased electricity and utilization rate of renewable energy | Quantitative | (1) Total energy consumption: 291,616.7 GJ<br>(2) Percentage of Electricity : 100%<br>(3) Percentage of Renewable Energy : 0.00% | Gigajoules (GJ), percentage (%) |
| 2 | Total water withdrawal and consumption | Quantitative | (1) Total water withdrawal: 325.190 thousand cubic meters<br>(2) Total water consumption: 433.836 thousand cubic meters.<br>Percentage of water withdrawn from water resource pressure zones: The Company's plant is within the medium-low-risk to high-risk zone, and is not located in a high-risk zone or above. | Thousands of cubic meters ($m^3$) |
| 3 | Eight of Hazardous Waste Generated and Recycling Percentage | Quantitative | (1) Total amount of hazardous waste: 551.5 (tons)<br>(2) Percentage of Recycling: 99.74 % | Metric tons (t), Percentage (%) |
| 4 | Describe the category, number and rate of occupational hazards | Quantitative | In 2024, there were a total of 3 cases of occupational injuries. Statistical data shows a notable annual decline in occupational injuries from 2021 to 2024. Specifically, the Lost Time Injury Rate (LTIR) was 1.454, and the Severity Rate (SR) was 54.3.<br>Analyzing injury types, falls constituted 33.3% of cases, cuts, slashes and abrasions accounted for 33.3%, and strikes accounted for 33.3%. | Percentage (%), Quantity |
| 5 | Disclosure of product lifecycle management: Including the weight of scrapped products & e-waste and the percentage of recycling (Note 1). | Quantitative | Due to the long service life of the company's products and no major natural disasters have occurred at the company's operating sites in recent years, there is no electronic waste disposal issue at present. However, the company continues to collaborate with ITRI in the research and development of detachable modules to resolve the issue of electronic waste, so that it can significantly reduce the existing electronic waste issue when it is mass-produced in the future. | Metric tons (t), Percentage (%) |
| 6 | Description of Risk Management Related to the Use of Key Materials | Qualitative Description | In the solar energy industry, 95% of components such as silicon wafers, glass, and aluminum frames are manufactured by Chinese vendors. Even with alternative sourcing from third-party suppliers, the primary materials originate from China. Following a restructuring of the supply chain, suppliers have been globally realigned. Presently, there is no imminent threat of disruptions from major suppliers, and the company also has the capability to procure essential raw materials from other countries or regions. | |
| 7 | Total financial losses incurred as a result of legal actions related to the Anti-Competitive Practices Ordinance | Quantitative | Did not occur during the year | Reporting Currency |
| 8 | Production volume of major products by product category | Quantitative | Production output of solar cells and modules: 150,400 thousand units. | Depends on product category |

# Appendix 5. Climate-Related Information of TWSE/TPEx Listed Company

As required by Table 2 of Taiwan Stock Exchange Corporation Rules Governing the Preparation and Filing of Sustainability Reports by TWSE Listed Companies

| Item | Implementation status |
|---|---|
| 1. Describe the board of directors' and management's oversight and governance of climate-related risks and opportunities. | 7.5.2 Climate Change Governance |
| 2. Describe how the identified climate risks and opportunities affect the business, strategy, and finances of the business (short, medium, and long term). | 7.5.2 Climate Change Governance |
| 3. Describe the financial impact of extreme weather events and transition actions. | 7.5.2 Climate Change Governance |
| 4. Describe how climate risk identification, assessment, and management processes are integrated into the overall risk management system. | 7.5.2 Climate Change Governance |
| 5. If scenario analysis is used to assess resilience to climate change risks, the scenarios, parameters, assumptions, analysis factors and major financial impacts used should be described. | 7.5.2 Climate Change Governance |
| 6. If there is a transition plan for managing climate-related risks, describe the content of the plan, and the indicators and targets used to identify and manage physical risks and transition risks. | 7.5.2 Climate Change Governance |
| 7. If internal carbon pricing is used as a planning tool, the basis for setting the price should be stated. | Internal carbon pricing not yet implemented |
| 8. If climate-related targets have been set, the activities covered, the scope of greenhouse gas emissions, the planning horizon, and the progress achieved each year should be specified. If carbon credits or renewable energy certificates (RECs) are used to achieve relevant targets, the source and quantity of carbon credits or RECs to be offset should be specified. | The renewable energy certificates have not been obtained yet |
| 9. Greenhouse gas inventory and assurance status (filled out separately below in 1-1). | 7.5.1GHG Inventory |

## 1-1 Greenhouse Gas Inventory and Verification Status in the Last Two Years

### 1-1-1Greenhouse Gas Inventory Details

Unit: Emission (tond $CO_2e$/year) | Density: (tons $CO_2e$/NT$1 millian)

| | 2022 | | 2023 | | 2024 | |
|---|---|---|---|---|---|---|
| | Emission | Density | Emission | Density | Emission | Density |
| Scope 1 | | | | | | |
| United Renewable Energy | 2,077.3673 | 0.1270 | 1,182.4803 | 0.1200 | 795.7676 | 0.1900 |
| Wujiang plant | – | – | – | – | 9.1819 | – |
| Utech Solar Corporation | – | – | – | – | 0.5644 | – |
| Thai plant | – | – | – | – | 0.0000 | – |
| U.S. plant | – | – | – | – | 0.0000 | – |
| DS Energy | – | – | – | – | 19.6603 | – |
| Total | | | | | 29.4066 | |
| Scope 2 | | | | | | |
| United Renewable Energy | 62,240.3972 | 3.8060 | 41,774.5072 | 4.1200 | 40,048.1203 | 9.3200 |
| Wujiang plant | – | – | – | – | 3.9086 | – |
| Utech Solar Corporation | – | – | – | – | 158.0840 | – |

| | 2022 | | 2023 | | 2024 | |
|---|---|---|---|---|---|---|
| | Emission | Density | Emission | Density | Emission | Density |
| Thai plant | — | — | — | — | 0.0000 | — |
| U.S. plant | — | — | — | — | 0.0000 | — |
| DS Energy | — | — | — | — | 15.1312 | — |
| Total | | | | | 177.1238 | |
| Scope 3 | | | | | | |
| United Renewable Energy | 11,809.1759 | 0.7200 | 9,218.7532 | 0.9100 | 8,858.3444 | 2.0600 |
| Wujiang plant | — | — | — | — | 6.4742 | — |
| Utech Solar Corporation | — | — | — | — | 35.6869 | — |
| Thai plant | — | — | — | — | 0.0000 | — |
| U.S. plant | — | — | — | — | 0.0000 | — |
| DS Energy | — | — | — | — | 47.3977 | — |
| Total | | | | | 89.5588 | |

## 1-1-2 Greenhouse Gas Verification Information

In accordance with the Sustainability Roadmap for Listed Companies, the
1. The parent company is scheduled to initiate the implementation of the assurance process in 2023.
2. As of 2027, consolidated financial reporting subsidiaries will be required to implement the assurance.

United Renewable Energy Co., Ltd. has disclosed its total greenhouse gas emissions. The scope of the implementation of the determination for 2023 and 2024 will be the Company's own entity, accounting for 100% and 100% of the total emissions of the Company's own entity in each of those years, respectively. The implementation of the 2027 determination will encompass the consolidated financial reporting subsidiary

### The figures for 2024 are as follows:

Scope 1: 795.7676 metric tons of CO2e (1.60% of total emissions);
Scope 2: 40,048.1203 metric tons of CO2e (80.58% of total emissions);
Scope 3: 8,858.3444 metric tons of CO2e (17.82% of total emissions);
The verification agency, TUV Rheinland Taiwan Ltd., has implemented the following procedures in accordance with the verification standard 3410, "Verification Cases for Greenhouse Gas Claims"/ISO 14064-3: "Verification of Greenhouse Gas Claims", published by the International Organization for Standardization (ISO). The 2019 Narrative Version was developed by the International Organization for Standardization (ISO). The opinion is an unqualified conclusion, opinion of reasonable certainty, limited certainty, reasonable assurance, or limited assurance (depending on the type of actual conclusion).
The 2024 GHG inventory data is expected to be validated by an external third-party validation organization in Q2 2025, with a reasonable confidence, limited confidence, reasonable assurance, or limited assurance opinion.

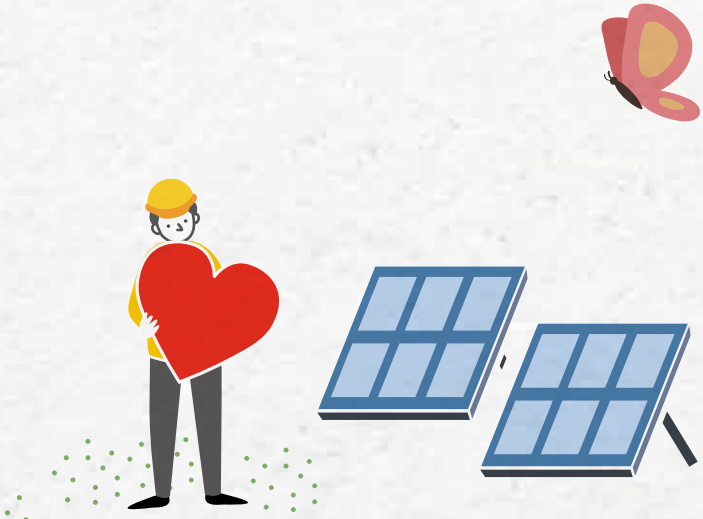
Note. 1. GHG emissions intensity is calculated in terms of $CO_2e$ per metric tons of total emissions/consolidated turnover (unit: NT$ million).
2. 2021 inventory will be conducted only for the parent company, and the 2023 inventory data is expected to be confirmed by an external third-party verification organization in the third quarter of 2024.

## 1-2 Greenhouse Gas Reduction Targets, Strategies, and Specific Action Plans

1. Base Year for Reductions: The base year for the parent company is 2022, and the base year for the subsidiaries is 2024.
2. Base Year Data: Please refer to the above table for the data of the total emissions in 2022 in terms of metric tons of $CO_2e$/year. 3.
3. Reduction Targets:

| Parent Company | Subsidiaries (Wujiang Plant, Utech Corporation, Thai Plant, U.S. Plant, DS Energy) |
|---|---|
| **Short-term:** 15% reduction in total carbon emissions (Category 1 + Category 2) in 2023 compared to the base year. **Medium-term:** 24±1% reduction in total carbon emissions (Category 1+2) in 2030 compared to the base year. **Long-term:** Carbon neutral by 2050. | Since the materiality standard is 5% of total emissions (greenhouse gas emissions excluded from the company's inventory shall not be higher than 5% of total greenhouse gas emissions), the subsidiaries' combined greenhouse gas emissions only accounted for 0.5922% of total emissions, which is less than 5% of the total emissions, therefore, the establishment of the subsidiaries' reduction targets has a limited impact on the reduction of the parent and subsidiary companies' emissions in the combined financial statements, and the subsidiaries' reduction targets are not established for the time being. |

4. Strategies and Specific Action Plans: Please refer to Chapter 7 of the ESG Report for details.
5. Target Achievement Status: Please refer to Chapter 7 of the ESG Report on Green Energy and Environmental Protection.



A company from Taiwan where the sun shines

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