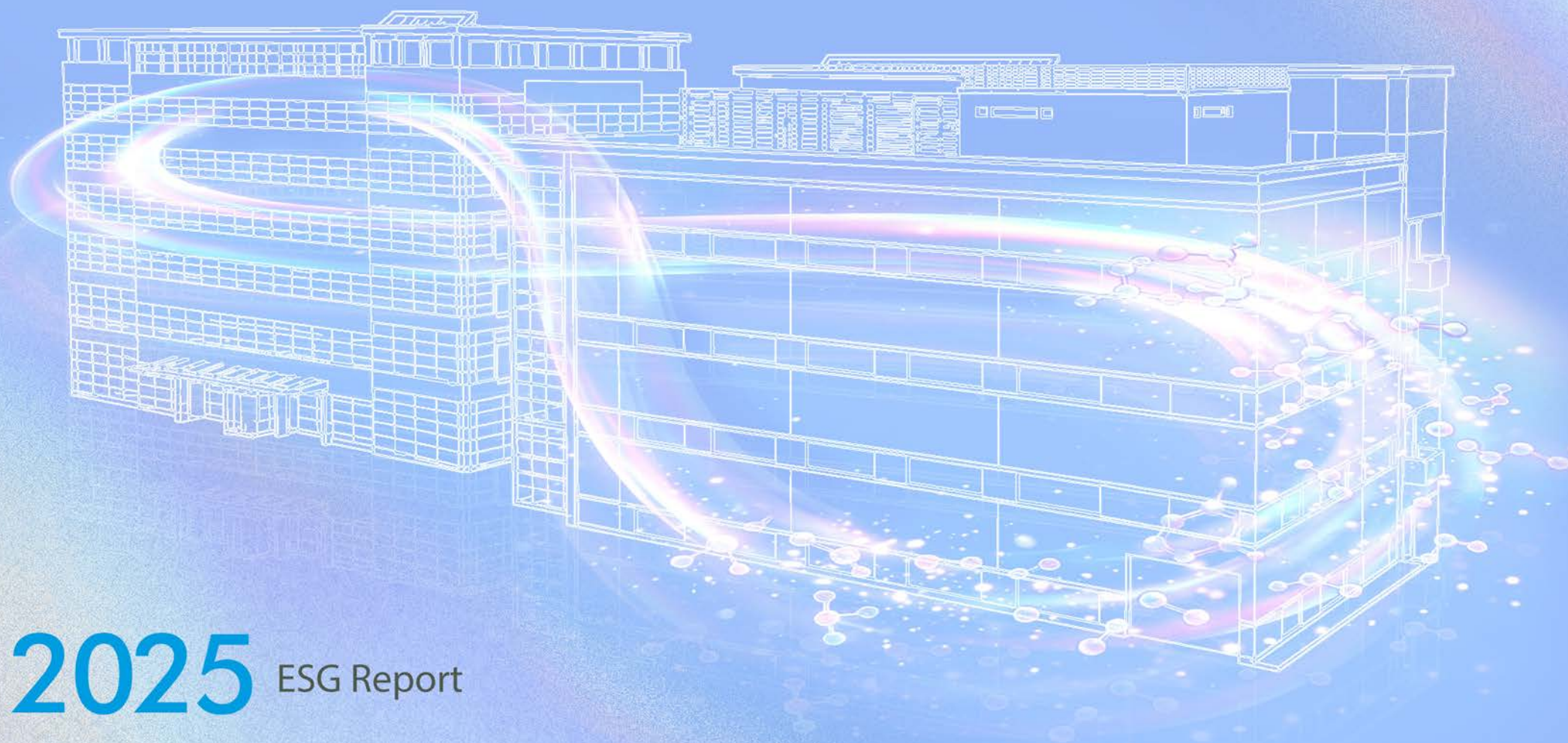


A Materials Design House, and More.



2025 ESG Report

05

Chapter

Social Inclusion

5.1 Talent Sustainability

5.2 Social Engagement

5.3 Health and Safety

5.1 Talent Sustainability

Corresponding GRI Material Topics: 401 Employment Relations, 402 Labor-Management Relations, 405 Employee Diversity and Equal Opportunity



Policies and Actions



Management Policy

Talent is the driving force behind Daxin's innovation and sustainable development. We are committed to building a diverse, inclusive, and respectful workplace, providing fair and competitive development opportunities that support employees in realizing their potential at every stage of their careers. To meet organizational growth needs, Daxin continuously develops key talent through forward-looking learning strategies that strengthen professional capabilities and digital literacy.

- Competitive and differentiated compensation policy
- Women's talent development
- Strengthening AI capabilities

2025 Performance Outcomes

- ✓ **Compensation:**
Compensation level: Top **25th** percentile in the industry
- ✓ **Women's Leadership:**
Female manager ratio: **21.3%**
- ✓ **Future-Ready Capabilities:**
 - Average annual employee training hours: **30.3** hours
 - AI and digital tools training hours: **613** hours (new target) ^{Note 1}
- ✓ **First-year new hire turnover rate:** **8.0%** ^{Note 2}
- ✓ **Talent Mobility:**
 - Internal promotion rate for managerial positions: **100%** ^{Note 3}
- ✓ **Youth Development** ^{Note 4:}
 - Graduate scholarships awarded: **8**
 - Internship opportunities provided: **6**

Short-term Objectives (2026)

- ⌘ **Compensation:**
Compensation level: Top **25th** percentile in the industry
- ⌘ **Women's Leadership:**
Female manager ratio: **>20%**
- ⌘ **Future-Ready Capabilities:**
 - Average annual employee training hours: **> 30** hours
 - AI and digital tools training hours: **700** hours

Medium to Long-term Objectives (2030)

- ⌘ **Compensation:**
Compensation level: Top **25th** percentile in the industry
- ⌘ **Women's Leadership:**
Female manager ratio: **>23%**
- ⌘ **Future-Ready Capabilities:**
 - Average annual employee training hours: **> 40** hours
 - AI and digital tools training hours: **1000** hours

Note 1: AI and digital tools training is provided on an ongoing basis to support employees' future-ready capabilities.

Note 2: Due to the small new hire population, individual departures cause significant indicator volatility. This metric is no longer tracked as a separate target.

Note 3: Internal promotion to managerial positions has met the target for three consecutive years and is no longer tracked as a separate target.

Note 4: These indicators have been consolidated under the science education beneficiary indicators within the Social Engagement material topic.

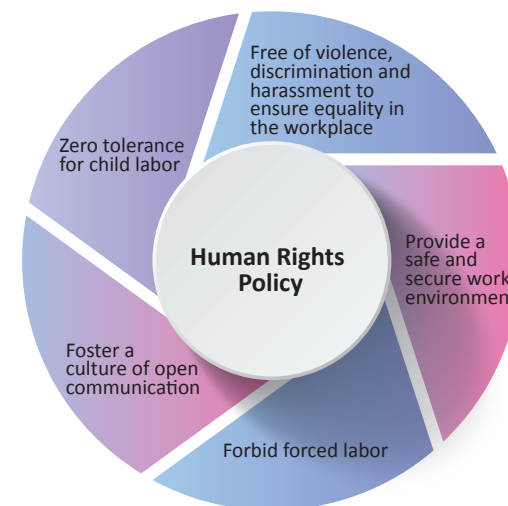


Objectives and Targets

5.1.1 Human Rights Policy

Daxin adheres to local regulations across all operating locations and upholds international standards including the UN Universal Declaration of Human Rights, International Labour Organization conventions, and the Ten Principles of the UN Global Compact. The Company's Human Rights Policy and Management Procedure is aligned with the Responsible Business Alliance (RBA) Code of Conduct and Taiwan's Labor Standards Act. HR serves as the responsible unit for implementation and oversight, covering all employees (including contract workers, temporary staff, and interns), with contractors and suppliers encouraged to comply with the same principles.

Daxin strictly prohibits any form of discrimination, harassment, or mistreatment, and safeguards the fundamental rights of employees and job applicants. Recruitment, compensation, promotion, rewards, and training are free from differential treatment based on race, color, age, gender, sexual orientation, gender identity and expression, nationality, disability, pregnancy, religion, political affiliation, group background, veteran status, protected genetic information, or marital status. The Company provides a safe and healthy working environment, prohibits forced labor and child labor, and maintains diverse communication and grievance channels. In 2025, Daxin underwent 9 human rights-related audits by customers and third-party organizations, with zero violations or deficiencies identified, demonstrating the Company's substantive commitment to human rights protection.

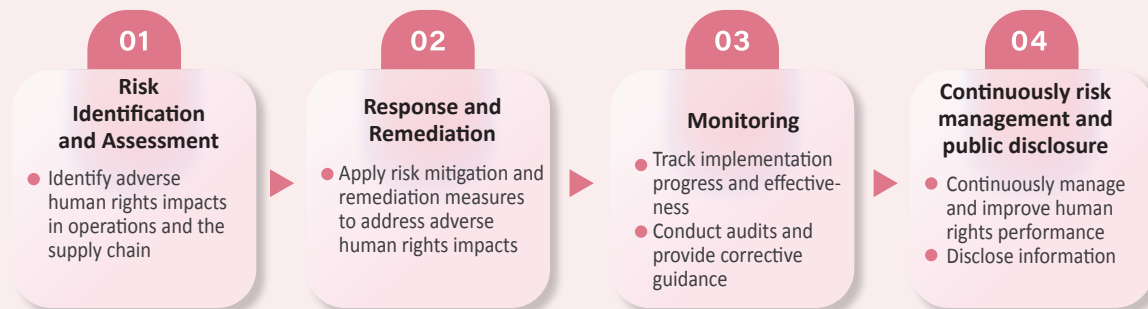


Human Rights Due Diligence

Daxin follows international human rights standards including the RBA Code of Conduct, implementing human rights risk management through a four-stage due diligence cycle. The assessment covers all employees and Key and Critical Raw Material Suppliers^{Note 1}, with the goal of embedding a culture of human rights protection, reducing operational risk, and upholding a zero-tolerance commitment to human rights violations.

Note 1: The top 20 suppliers by annual procurement value and critical raw material suppliers.

Human Rights Management Cycle



Human Rights Commitment

Daxin monitors 10 human rights topics, gathering input from employees, suppliers, contractors, and other stakeholders through interviews, surveys, and RBA audits:



Based on the employee human rights risk assessment results, no significant human rights risks were identified. Nonetheless, corresponding management plans, mitigation measures, and remediation actions have been established for topics warranting attention with implementation tracked on a regular basis.

Human Rights Issue	Affected Parties	Specific Plan	Mitigation and Remedial Measures
 Labor conditions and protections	All employees	- Conduct regular compensation benchmarking against market peers to ensure competitiveness. - Provide supplementary group insurance, newborn congratulatory gift, and a flexible leave system beyond statutory requirements.	- Regularly review applicable laws to ensure all compensation and insurance contributions meet legal standards. - Any underpayment is corrected in the following month with retroactive adjustment. - Employees may initiate a formal review process through HR for any compensation disputes.
 Freedom of communication and expression	All employees	- Regularly review applicable laws to ensure all compensation and insurance contributions meet legal standards.  - Any underpayment is corrected in the following month with retroactive adjustment.  - Employees may initiate a formal review process through HR for any compensation disputes. 	- If an employee suffers unfair treatment for raising concerns, the responsible unit intervenes immediately to investigate and restore the employee's position and labor rights. - If a new hire experiences poor adaptation or mentor mismatch, a mentor reassignment assessment is initiated as needed. - Significant issues identified through employee opinion surveys are escalated to relevant units for improvement planning and follow-up.
 Occupational safety and health	All employees	- Implement the ISO 45001 management system.  - Conduct tiered health management and maternity health protection.  - Introduce Employee Assistance Programs (EAPs) for mental health support. 	- Enforce preventive management and audit systems to ensure workplace and operational safety; implement chemical management, workplace environment monitoring, and chemical classification per legal requirements to prevent occupational hazards. - Employees identified with health abnormalities or under maternity protection are assigned adjusted duties or job rotation to ensure safe working conditions. - When employees raise concerns through EAP, the responsible unit refers them to confidential counseling resources and coordinates work arrangements as needed to support recovery.

Supplier Human Rights Assessment

Based on supplier self-assessments and on-site audit results, all evaluated partners in 2025 were found to be in compliance, with zero human rights deficiency cases identified. To uphold responsible supply chain management, Daxin maintains corresponding monitoring mechanisms and remedial measures for priority issues.

Human Rights Issue	Affected Parties	Specific Plan	Mitigation and Remedial Measures
 Occupational safety and health	Suppliers, Contractors	- Contractor qualification review: Conduct labor law compliance assessment prior to engagement, with ongoing monitoring of labor rights during the cooperation period. - On-site hazard briefing: Provide safety briefings before work begins and confirm that personnel have necessary protective equipment. - Audits and assessments: Specify safety standards and penalties in contracts, conduct audits, and incorporate results into annual performance evaluations. - Joint safety meetings: Share occupational safety improvement cases to enhance risk identification capabilities.	Corrective Action Plan (CAP): Upon identifying audit deficiencies, suppliers are required to submit an improvement report within 14 days, with follow-up until closure.
 Ethical standards	Suppliers, Contractors	- Sign an Integrity Pledge covering anti-corruption, anti-bribery, and anti-monopoly commitments. - Provide an external reporting channel on the Company's official website for transparent whistleblowing.	- Upon receiving a report, fact-finding is initiated immediately; new business dealings may be suspended during the investigation to effectively isolate risk. - In the event of confirmed material violations, the partnership is immediately terminated, the party is blacklisted, and damages are pursued in accordance with contractual terms.

Human Rights Risk Prevention and Protection

In 2025, Daxin conducted human rights awareness training for employees and contractors, reaching 888 participants with a total of 1,258 training hours. Beyond raising awareness, the Company has established comprehensive grievance mechanisms and diverse communication channels for employees, suppliers, and other stakeholders to report any illegal or human rights-violating conduct, ensuring all concerns are appropriately addressed. Daxin will continue to monitor human rights issues and promote related training to reduce the likelihood of violations.

Security services are provided by a professional security firm. All security personnel receive annual training in accordance with the Occupational Safety and Health Act, including a 30-minute individual orientation for new hires. Human rights-related training topics include workplace bullying and violence prevention, sexual harassment prevention, visitor reception protocols, first aid, and other operational practices. 100% of security personnel have signed both the "Workplace Violence Prevention Declaration" and the "Sexual Harassment Prevention Pledge," achieving a 100% human rights and procedures training completion rate.

Appeal Channels

Internal channels	Ask Us Ethics Mailbox
External channels	Company Website  Ethics Mailbox 

5.1.2 Overview of Human Resources

Daxin firmly believes that people are the driving force behind R&D innovation. We trust and respect every employee, and are committed to fostering a safe, well-supported, and human-centric work environment that stimulates creativity. As of December 31, 2025, Daxin's total workforce comprised 440 employees (309 male, 131 female), with 438 permanent staff and 2 temporary employees. The Company maintains no zero-hour contract positions, and headcount remained stable with no significant fluctuations during the reporting period. Given the nature of the industry, male employees form the majority; however, female employees represent approximately 30% of the total workforce, reflecting the Company's ongoing commitment to gender diversity in specialized technical fields.

Workforce Structure

Category		Male		Female		Total	
		People	Percentage	People	Percentage	People	Percentage
All Employees	Permanent Employees ^{Note1}	308	70.3%	130	29.7%	438	99.5%
	Temporary Employees ^{Note2}	1	50.0%	1	50.0%	2	0.5%
Permanent Employee-Position	Managers	48	78.7%	13	21.3%	61	13.9%
	Professionals	112	57.7%	82	42.3%	194	44.3%
	Technicians	148	80.9%	35	19.1%	183	41.8%
Full-time Employee-Age	18-30	76	65.5%	40	34.5%	116	26.5%
	31-50	215	72.1%	83	27.9%	298	68.0%
	51 and above	17	70.8%	7	29.2%	24	5.5%

Note 1: Permanent employees are those with indefinite-term contracts, equivalent to permanently employed workers as defined by GRI Standards.

Note 2: Temporary employees are those with fixed-term contracts.

Non-employee workforce

Daxin's non-employee workforce primarily consists of professional contractors, totaling 16 individuals in 2025, consistent with the previous year's level.

Category	Contractual Arrangement	Total Headcount
Cleaning Services	Service Contract	8
Security Services	Service Contract	8

Continued Employment of Employees with Disabilities

Daxin demonstrates its commitment to disability inclusion by actively creating employment opportunities for individuals with disabilities, ensuring equitable workplace access and protecting employment rights for underrepresented and vulnerable populations.

In accordance with Article 38, Paragraph 2 of the People with Disabilities Rights Protection Act, Daxin employed three individuals with disabilities in 2024, fully meeting regulatory compliance requirements.

Three-Year Employment Profile: Employees with Disabilities

Category		2023	2024	2025
Male	18-30	0	0	0
	31-50	1	1	1
	51 and above	0	0	0
Female	18-30	0	0	0
	31-50	1	1	1
	51 and above	1	1	1

Female Employee Representation

Daxin is committed to gender equality and equitable career development, fostering an open environment where every employee can create their own opportunities. In 2025, female employees represented 29.8% of the total workforce, and male employees represented 70.2%. Of all female employees, 68.7% are in STEM functions (covering R&D, manufacturing, quality, intellectual property, and product realization), with women accounting for approximately one quarter of the overall STEM workforce — reflecting the growing influence of female talent in technical fields. Daxin will continue recruiting women with science and technology backgrounds and supporting female professionals to excel in their fields.

By role category, female representation across the organization is as follows: 21.3% in management positions (compared to an industry average of 20–22%. The short-term target was dynamically adjusted to >20%.)^{Note 1}, 42.3% in professional roles, and 19.5% in technical positions. Within R&D — a strategic priority for the Company — female professionals hold a significant share of specialized functions, underscoring the pivotal role of women in innovation. Daxin remains committed to building a diverse and inclusive workplace, and will continue to benchmark against leading domestic and international enterprises to advance gender equity across the industry.

Note 1: Data sourced from the female manager ratio in related industries disclosed on the Taiwan Stock Exchange Market Observation Post System.

New Hire Onboarding and Retention

In 2025, Daxin recruited 32 new employees from diverse professional backgrounds, bringing fresh perspectives and expertise to the organization. To support smooth workplace integration, the Company has designed structured support measures to help new hires adapt both professionally and personally.

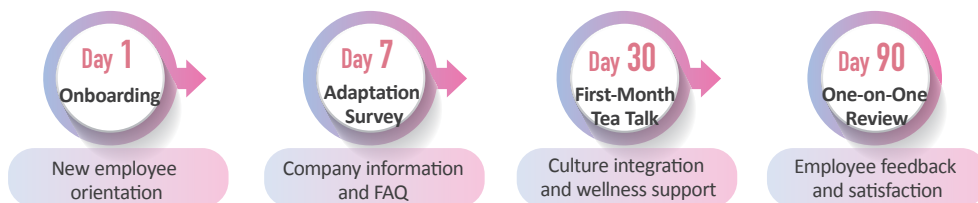
Number of New Employees and New Hire Rate-By Gender and Age

Category		New Hire Count (A)	Total Workforce (B)	New Hire Rate (A/B)
Gender	Male	21	309	6.8%
	Female	11	131	8.4%
Age	18-30	23	117	19.7%
	31-50	9	298	3.0%
	51 and above	0	25	0.0%

Note 1: New hire count excludes employees who left during the reporting.

Note 2: Includes fixed-term contract employees; excludes personnel returning from unpaid leave.

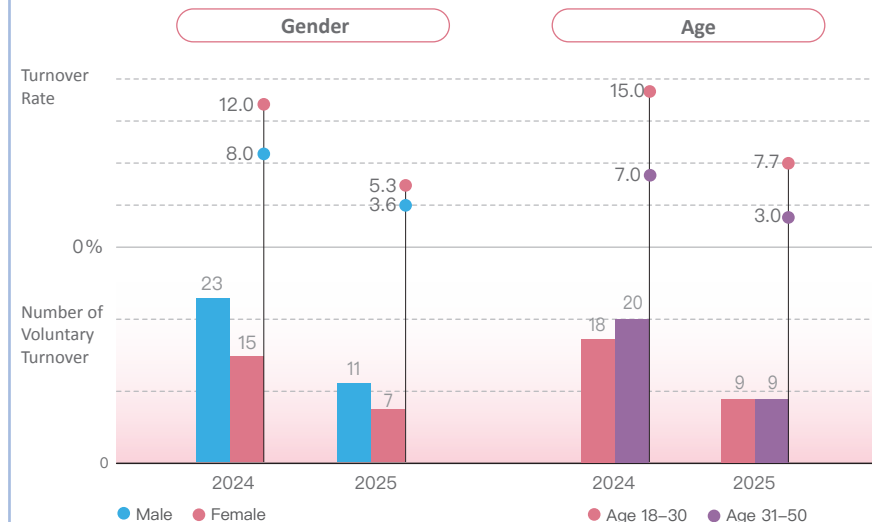
A mentorship program pairs new hires with experienced team members who provide real-time guidance and knowledge transfer. A Day 7 adaptation survey identifies early challenges for immediate resolution, while a Day 30 "first-month tea talk" brings new hires and mentors together to assess cultural integration, with a health consultation with an occupational medicine physician also arranged at this milestone. Department managers and HR maintain regular check-ins within the first 90 days to monitor adaptation progress. Both survey completion and interview rates reached 100%.



Maintain Healthy Turnover Rate

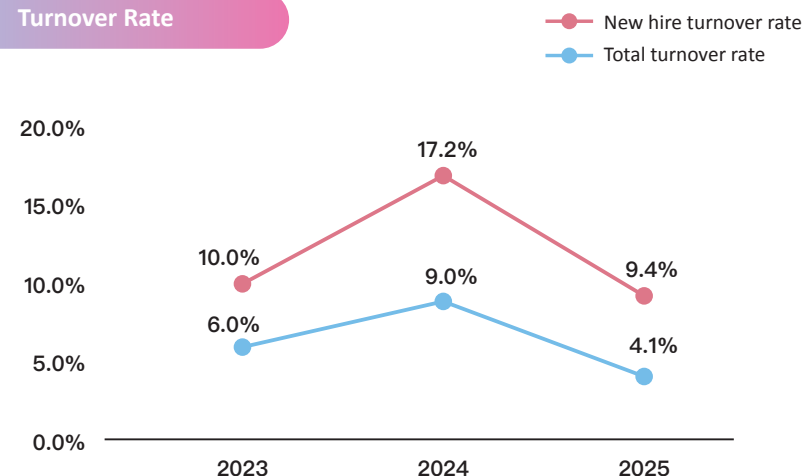
In 2025, the overall employment environment remained stable amid broader macroeconomic conditions, with talent mobility slowing. The overall employee turnover rate was 4.1%, a decrease of 4.9 percentage points from 2024. The first-year new hire turnover rate was 9.4%, a decrease of 7.8 percentage points from 2024. Daxin will continue to strengthen onboarding expectation management, enhance the mentorship program, and reinforce departmental support to improve new hire retention and achieve long-term stable employee development.

Number of Voluntary Turnover and Turnover Rate-By Gender and Age



Note : Includes fixed-term contract employees; excludes personnel on unpaid leave.

Turnover Rate



5.1.3 Employee Communication

Daxin fosters positive employee relations through a robust communication infrastructure, including labor-management conferences, Employee Welfare Committee sessions, and company-wide business briefings. We conduct regular labor-management meetings in full legal compliance, with labor representatives serving four-year terms and eligible for re-election. All representatives are directly elected by the workforce through fully digitized voting systems, promoting active employee participation in corporate governance while enhancing decision-making transparency.

Daxin upholds employees' fundamental rights to freedom of assembly, association, and union formation. As of 2025, no employee-initiated union has been established, resulting in no collective bargaining agreements. Current employment terms and working conditions are governed by the Labor Standards Act, individual employment contracts, internal work regulations, and statutory labor-management consultation mechanisms, ensuring comprehensive legal compliance and the protection of employee rights.

Employee Opinion Survey

Daxin places strong emphasis on employee feedback. In Q1 2026, the Company conducted its first Employee Opinion Survey for 2025, based on the Gallup Q12 framework. The survey addressed compensation, work environment, career development, and corporate culture, serving as a key reference for management and workplace improvement. All employees are invited to participate, achieving a response rate of 31% (Note). Results were analyzed by age, gender, and job category. Overall, 74% of employees gave positive responses across four dimensions — basic needs, management support, teamwork, and learning and growth (ratings of 4 or above on a 5-point scale). Survey results are shared with relevant departments, and improvement measures — including training and departmental communication — are implemented for areas requiring attention, with action plans tracked to address key issues on an ongoing basis.

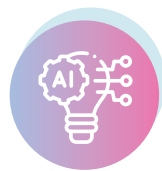
Note: The participation rate is calculated as the number of survey respondents divided by the total number of employees.

2025 Improvement Measures



Establish an open dialogue management culture to strengthen supervisor empathy and employee communication skills, enabling employees' opinions to be heard and

- ✓ **Supervisor Leadership Training** : Provide communication and leadership training to strengthen supervisors' empathy and employee communication.
- ✓ **Cross-Level Dialogue Mechanism** : Hold cross-level meetings and dialogues to better understand colleagues' challenges.



Optimize work processes and introduce AI tools to help employees invest more time in new learning and skills development.

- ✓ **Address Resource Gaps** : Identify resource, equipment, personnel, and cross-departmental support gaps with employees, and establish resource plans to strengthen support.
- ✓ **Digitalization and AI Enablement** : Promote data analytics, reporting, and other AI tools to automate processes, reduce repetitive tasks, and lower work burden.



Address job role differences and variations, and support employees in career development and retention.

- ✓ **Clarify Guidance**: Strengthen goal setting and management feedback to align work expectations and career paths.

Diverse Communication Channels

Daxin has established diverse communication channels, including an internal discussion forum, dedicated email mailboxes, and a reporting hotline. All cases are handled confidentially and addressed with timely response and follow-up, ensuring that employees can raise concerns without fear of retaliation. Daxin views open communication as a key driver of continuous improvement.

In 2025, Daxin convened 4 labor-management conferences, 4 Employee Welfare Committee meetings, and 1 company-wide business briefing.



In 2025, Daxin received 13 cases through various employee communication channels, covering administrative suggestions and workplace rights concerns. All cases were closed, achieving a **100%** closure rate. Each case was handled by the responsible department in accordance with established procedures, and timely feedback was provided to the employees involved. Following investigation and review, no cases involving discrimination or human rights violations were identified, reflecting Daxin's commitment to a respectful and right-based workplace.

Employee Communication Framework



5.1.4 Compensation and Benefits

Provide Competitive Compensation Packages

Daxin embraces a profit-sharing philosophy, sharing the rewards of operational success through performance-based compensation — including seasonal bonuses, incentive awards, and employee profit sharing programs — designed to attract, retain, and motivate exceptional talent. Daxin regularly benchmarks compensation with market standards to ensure its remuneration strategies remain competitive and aligned with evolving market dynamics. In 2025, the average salary for non-management employees was NT\$1,762 thousand, with a median of NT\$1,325 thousand, maintaining overall compensation within the top 25% of the industry. Historical salary information for non-managerial employees is available on the Market Observation Post System (MOPS). [↗](#)

New hire compensation is determined based on objective criteria including role-specific competency requirements, educational background, relevant work experience, and prevailing market rates, with reference to internal pay levels for comparable positions to ensure structural consistency. All starting salaries exceed the statutory minimum wage under the Labor Standards Act. Daxin ensures compensation decisions are free from differentiation based on gender, ethnicity, age, religion, sexual orientation, or marital status, fully safeguarding employee rights and workplace equity.

Executive Compensation and Performance Evaluation

The remuneration of the Company's President and Vice Presidents is determined in accordance with the "Procedures of Remuneration to Managers" and "Procedures of Salary Distributions" formulated by the Remuneration Committee and Board of Directors. Fixed components include monthly salary and holiday bonuses, benchmarked against industry standards to ensure market competitiveness. Variable components include bonuses and employee profit-sharing. In 2025, the ratio of the CEO's annual total compensation to the median annual total compensation of all employees (excluding the highest-paid individual) was 20.5:1. The ratio of the increase in the CEO's annual total compensation to the increase in the median annual total compensation of all employees (excluding the highest-paid individual) was 2.06:1.

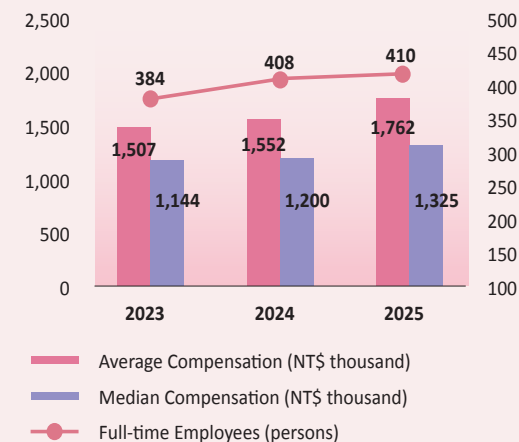
Executive compensation is reviewed by the Remuneration Committee based on the scope of responsibilities, accountability, and overall business performance, evaluated across three dimensions:

Financial indicators: Annual revenue and profit performance, operational growth, and overall business results, assessing management outcomes in operations and strategy execution.

Innovation indicators: Progress in new product development, new market expansion, and new technology R&D. As a research-oriented company, investment in new R&D areas and its contribution to future development are also considered.

Sustainability indicators: Progress and target achievement across material sustainability topics including green manufacturing, friendly workplace, inclusive development, social engagement, occupational health and safety, research and innovation, customer service, supply chain management, and product quality. Sustainability performance serves as a key reference in determining variable compensation, ensuring the Company balances operational growth with long-term environmental, social, and governance values.

Average and Median Compensation



Compensation Ratio by Gender

Position	Compensation Ratio (Female : Male)
Managers	1 : 1
Professionals	0.9 : 1
Technicians	0.98 : 1

Note: Senior executives at Vice President level and above are excluded due to substantial compensation differentials relative to general employee ranges.

5.1.5 Employee-Centered Experience

Daxin values every employee and strives to foster a safe, supportive environment that encourages learning and creativity. Our comprehensive benefits exceed legal standards, promoting healthy work-life balance. In 2025, Daxin received the “Taichung City Happy Workplace Three-Star Award” and the “Bureau of Industrial Parks, Ministry of Economic Affairs — Workplace-Family Inclusive Friendly Enterprise Award”, reflecting its commitment to building an innovative and healthy workplace.

Leave Benefits beyond the Labor Standards Act

In addition to statutory annual, paternity, menstrual, and parental leave, Daxin continues to expand its flexible leave programs. In 2025, the Company introduced 3 additional days of paid Flexible Recharge Leave, bringing the total to 7 flexible leave days per year. This benefit supports employees' diverse needs at different life stages including childcare, eldercare, physical and mental well-being, and personal growth— helping employees achieve a better work-life balance. Employees are also entitled to 1 day of birthday leave during their birth month and 1 day of engagement leave to mark this important life milestone.

Comprehensive Insurance

From the date of employment, all employees are enrolled in statutory Labor Insurance and National Health Insurance. The Company also provides company-paid group insurance covering life, accident, medical, and cancer insurance, as well as overseas business travel insurance. Employees may additionally purchase voluntary group insurance for their spouses, children, and parents at preferential rates.

01 Flexible Recharge Leave

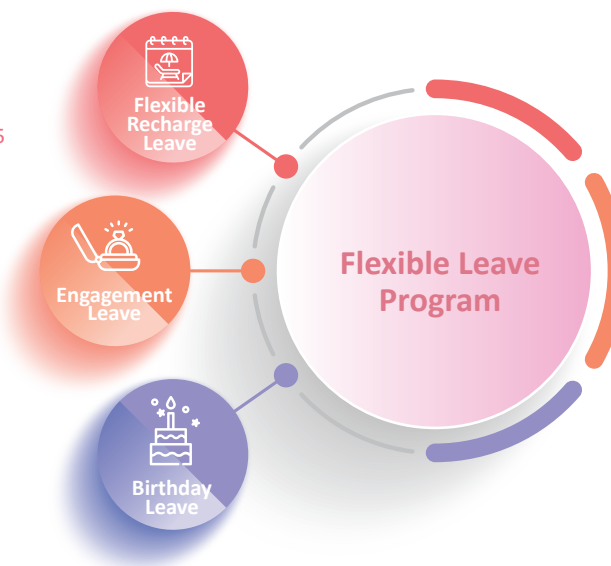
In addition to statutory public holidays, 7 days of flexible leave are provided in 2025 to support employee well-being.

02 Engagement Leave

Employees are entitled to 1 paid day off upon engagement.

03 Birthday Leave

Employees are entitled to 1 day of birthday leave during their birth month.



Pension Contribution

Since its establishment in 2006, Daxin has complied with the Labor Standards Act and Labor Pension Act, providing both defined benefit and defined contribution pension plans to safeguard employees' post-retirement financial security.

Pension Plan

Defined Benefit Plan



In accordance with the Labor Standards Act, Daxin allocates monthly retirement reserve funds to designated bank accounts and conducts regular actuarial evaluations to ensure adequate payment capacity.

Defined Contribution Plan



Under the Labor Pension Act, Daxin contributes 6% of each employee's monthly insured salary to individual pension accounts managed by the Bureau of Labor Insurance. Employees may voluntarily contribute an additional amount of up to 6% of their monthly wages to their personal pension accounts.

Maternity Benefits

Daxin is committed to building a family-friendly workplace that supports employees in balancing childcare and career development. The Company provides a NT\$60,000 congratulatory gift for each newborn, with NT\$780,000 in childbirth benefits distributed in 2025, supporting the birth of 13 Daxin babies. Since the program launched in 2020, with cumulative gifts totaling nearly NT\$5.8 million. Daxin has also partnered with contracted childcare institutions to ease employees' childcare-related concerns, and breastfeeding rooms are available at all facilities to provide a safe and comfortable space for female employees.

In accordance with the Labor Standards Act and the Act of Gender Equality in Employment, Daxin provides unpaid parental leave and supports employees in returning to their original positions and roles upon completion of leave. The parental leave return-to-work rate was 75% in 2025 ^(Note).



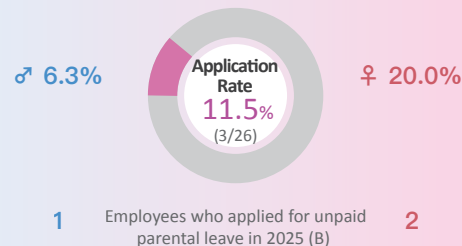
Since 2020, Daxin has provided a **NT\$60,000** congratulatory gift for each Daxin baby, totaling nearly **NT\$5.8 million**.

Unpaid Parental Leave Applications, Return to Work and Retention

Employees who met unpaid parental leave criteria in 2025 (A)



Unpaid parental leave Application Rate (B/A)

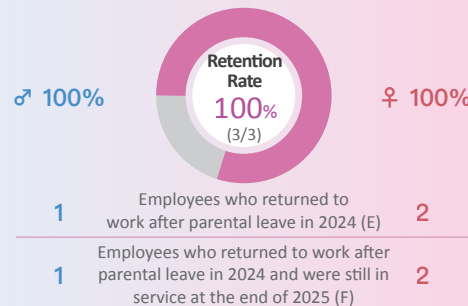


Return to Work Rate % (D/C)



2 Employees expected to return to work after parental leave in 2025 (C)
2 Employees who returned to work after parental leave in 2025 (D)

Parental Leave Retention Rate



1 Employees who returned to work after parental leave in 2024 (E)
1 Employees who returned to work after parental leave in 2024 and were still in service at the end of 2025 (F)

Note: Employees eligible for unpaid parental leave refers to those who applied for paternity or maternity leave within the past three years, with consecutive applicants counted only once.

Family-Friendly Workplace

Daxin is committed to building a family-friendly workplace that supports work-life balance. Periodic Family Day events are organized, with full sponsorship for family activities such as parent-child marathons, mountain conservation, and beach cleanups, integrating family participation into corporate culture.

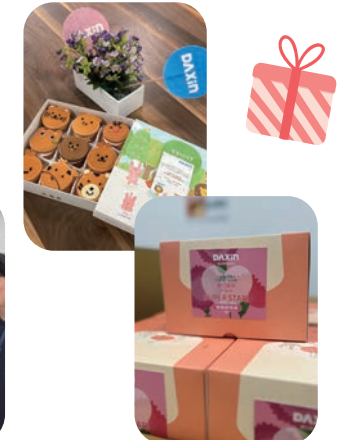
To nurture the next generation's scientific literacy, Daxin also supports the learning and development of employees' children. On Children's Day 2025, learning supplies were gifted to approximately 245 children of employees, with an investment of over NT\$60,000. Internship opportunities are also available for employees' children to help them explore career interests and develop practical experience.

For Mother's Day and Father's Day, Daxin specially prepared cakes from local brands to express appreciation for employees' dedication in balancing work and family responsibilities, with a total investment of nearly NT\$500,000, reflecting the Company's commitment to employee family well-being.

Children's Day Gifts



Holiday Gifts



Friendly Work Environment



Supportive Work Environment Comprehensive Lifestyle Support

Daxin is committed to cultivating a warm workplace culture through regular seasonal celebrations, monthly afternoon tea gatherings, quarterly birthday celebrations, KTV sessions, team sports competitions, and concerts. Beginning in the fourth quarter of 2025, Daxin doubled the subsidy for cross-departmental activities to strengthen cross-functional collaboration, encourage employee interaction, and enhance team cohesion.

In 2025, the Company also enhanced its Employee Care Program by increasing benefit subsidies and introducing digital reward points to better meet employees' diverse needs. In addition, Daxin continues to provide employee discounts through partnerships with local businesses, covering dining, healthcare, and hotel accommodations, further supporting employees' well-being and work-life balance.

Additionally, exclusive partner store discounts—including restaurants, medical clinics, and hotel accommodations—provide comprehensive support for employees' diverse daily and leisure needs, fostering a welcoming and friendly work atmosphere.



Employee Welfare Benefits

Beyond seasonal bonuses, birthday allowances, and travel subsidies, Daxin provides a wide range of benefits to support employees through significant life events, including childbirth, marriage, bereavement, and emergency assistance.



Employee Club Activities

To encourage work-life enrichment, we have established Club Management Guidelines supporting employee-organized clubs that expand social networks. Regular activities include badminton and basketball tournaments, hiking and environmental cleanup initiatives, and culinary experiences, promoting wellness and camaraderie.

Daxin Anniversary Celebration



Year-End Party



Monthly Birthday Celebration



Earth Day Low-Carbon Afternoon Tea



Mid-Autumn BBQ Event



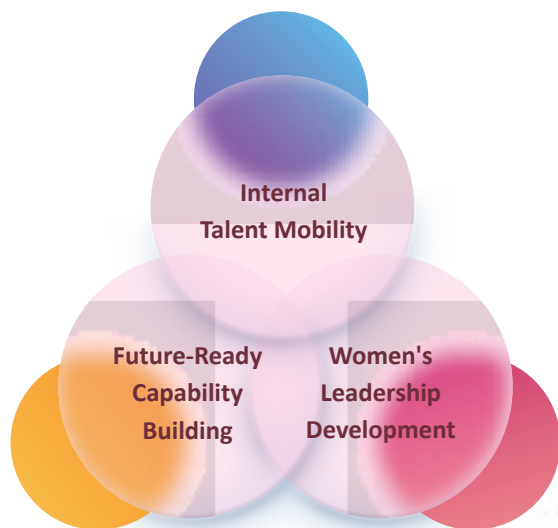
Christmas Singing Event



5.1.6 Talent Development

Daxin believes that talent drives innovation and organizational growth. The Company is committed to building a diverse, inclusive workplace and a robust talent development framework that nurtures high-potential professionals. Since joining the "TALENT, in Taiwan" alliance in 2023, Daxin has continued as an advocacy partner in 2025, demonstrating its commitment to talent development.

Develop key talent through leadership, decision-making training, mobility opportunities, and knowledge transfer.



Enhance employees' expertise through targeted training and resources.

Actively promote and advance high-potential women, continuously increasing female participation.

Performance Management

Daxin aligns individual tasks with long-term development goals through a semiannual performance management process, establishing two-way communication and timely feedback mechanisms to help employees plan their growth and align with the Company's vision. In 2025, the performance review completion rate reached 100% among all eligible employees. Managers provide timely feedback throughout the review cycle to strengthen employees' self-reflection, professional capabilities, and engagement.

In career development, the Company supports both vertical advancement and lateral mobility, encouraging employees to broaden their perspectives across functions and roles. Guided by a culture of fairness, growth opportunities are determined by capability and contribution rather than gender. Female managers currently account for 21.3% of all management positions, with significant representation across professional functions, reflecting the pivotal role women play in innovation and R&D.

Internal Talent Mobility

In 2025, 100% of management positions were filled through internal promotion, reflecting Daxin's commitment to prioritizing internal talent. The Company offers dual vertical and lateral development pathways, supporting high-performing employees in taking on challenging management or professional roles through performance reviews and key talent programs.

Daxin actively promotes cross-functional job rotations and internal transfers. In 2025, 2 positions were filled through internal transfers, supporting employees in exploring different functional areas. This mobility mechanism broadens employees' professional horizons while strengthening cross-functional collaboration, driving continuous growth and shared sustainable development for both the Company and its employees.

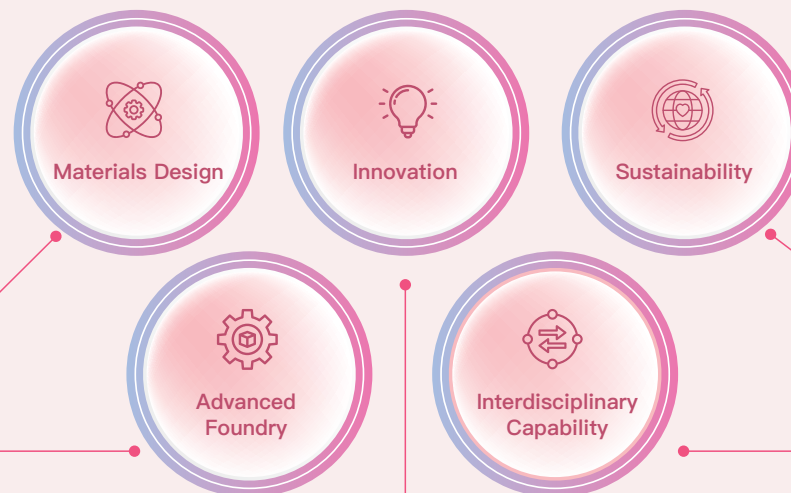


In 2025, **100%** of managerial vacancies were filled through internal promotions; **2** vacancies were filled through internal transfers.

Equip employees with future knowledge and skills to drive innovation

To equip employees with up-to-date knowledge, skills, and capabilities, Daxin provides five annual training strategies covering innovation, forward-looking technologies, advanced manufacturing, cross-functional integration, and sustainable development. Aligned with industry trends and operational needs, these programs systematically strengthen professional capabilities and organizational performance, driving sustainable growth.

Enhance technical knowledge through expert lectures, exchanges, courses, and conferences in fundamental science, AI, experimental design, and advanced technologies, fully supporting employee participation to cultivate forward-thinking professionals



Strengthen governance culture through regular training on environmental sustainability, integrity, human rights, workplace safety, harassment prevention, and health promotion to enhance employee ethics and practice corporate sustainability

Provide training in semiconductor processes, chemical technology, equipment design, quality management, green processes, AI, and safety to enhance workplace technical expertise.

Offer courses in innovation, AI, and personal development to inspire potential while encouraging employee-proposed learning needs that we evaluate and support for diverse career development.

Conduct courses in industry trends, leadership, finance, negotiation, and language to enhance key talent's business leadership and decision-making for our global operating model.

Employee Training Hours

Item/Category	Supervisory		Non-supervisory		Total
	Male	Female	Male	Female	
Unit/Gender	Male	Female	Male	Female	—
Total Personnel Number(persons)	48	13	261	118	440
Total Training Hours(hours)	2,062	474	7,850	2,950	13,336
Average Training Hours(hours/person)	43.0	36.4	30.1	25.0	30.3



In 2025, total training hours reached **13,336** hours, with an average of **30.3** hours per employee. Total training investment exceeded **NT\$1,200,000**, representing an average of **NT\$2,827** per employee.

Daxin continues to strengthen AI talent development through systematic training programs integrating internal resources with AI application projects. Internationally recognized scholars and industry experts are invited to share technology trends and practical insights, broadening employees' global perspectives and fostering innovative thinking. In 2025, AI and digital tools training totaled 613 hours.

Featured Case: Daxin International Academic Week

To strengthen R&D talent development and advance sustainable technologies, Daxin hosted the International Academic Week in November 2025, inviting distinguished scholars from the Massachusetts Institute of Technology (MIT) and the University of Illinois Urbana-Champaign (UIUC) to deliver keynote lectures on emerging technologies and sustainability.

Professor Timothy M. Swager of MIT shared the latest advances in organic and polymer materials, including functional organic electronics, smart sensing, and magneto-optical technologies. Professor Xiao Su of UIUC presented innovations in electrochemical separation technologies, highlighting applications in recycling, PFAS removal, and process efficiency. Through international academic exchange, Daxin continues to strengthen knowledge sharing, talent development, and R&D capabilities.



To align talent developments with company's goals, we plan annual courses following our "Education and Training Management Procedure" and the principle of equal opportunity, ensuring fair resource allocation. Our training combines internal and external instruction, online learning, and hands-on practice while fostering self-directed learning. We encourage employees to proactively enhance their competencies, strengthening knowledge, skills, and management capabilities to drive organizational growth.

New Employee

Daxin provides systematic training for new hires covering company introduction, human rights and integrity policies, personal data protection, trade secrets, EHS regulations, and information security, achieving a 100% core course pass rate. Each department provides job-specific and cross-functional training. A mentorship program and new hire support initiative ensure smooth adaptation to the work and workplace environment, strengthening organizational cohesion.

Professional

Daxin provides internal and external resources to support continuous employee growth, including keynote speeches, professional skills courses, industry seminars, and occupational safety and health training. In 2025, the advanced technology course achieved a satisfaction score of 90 points, reflecting strong recognition of learning quality among employees.



Management

Specialized training programs for managers are designed around the Company's strategic objectives and core leadership competencies. Through case studies and group sharing, programs strengthen strategic thinking, organizational design, and cross-cultural communication, enabling managers to lead teams effectively in responding to market changes and advancing sustainable development.

General

Daxin offers diverse learning resources and subsidizes training expenses to encourage employees to proactively expand their knowledge. Learning content spans professional expertise in research and innovation as well as key soft skills such as critical thinking, problem-solving, and analysis, supporting employees stay competitive while achieving shared growth with the organization.

5.1.7 Employee Health Care

Daxin is committed to the physical and mental well-being of all employees through its Employee Health Program. Diverse health promotion activities are organized to encourage healthy lifestyles, regular health checkups are arranged to help employees gain a comprehensive understanding of their health status, and personalized care consultations with occupational health professionals are provided for at-risk groups to deliver individualized health management and reduce workplace health risks.

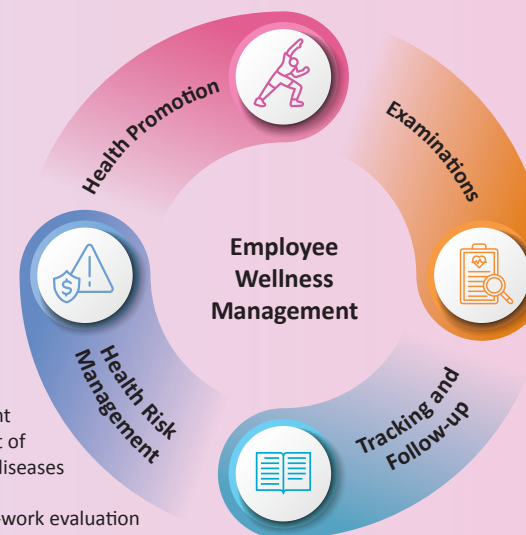
Daxin received the Ministry of Sports Administration's "iSports certification" in 2018, 2020, and 2023. In 2025, the Company also received the "Workplace Health Promotion Self-Assessment" recognition from the Health Promotion Administration, Ministry of Health and Welfare, demonstrating its commitment to employee well-being and a healthy workplace.

Health Promotion

- Health expert lectures
- Aerobic exercise classes
- Running and cycling events
- Vaccination programs
- Health education articles
- Massage services
- Sports clubs
- Employee Assistance Program (EAPs)

Health Risk Management

- Maternal health management
- Prevention and management of ergonomic musculoskeletal diseases
- Weight control programs
- Post-injury/ illness return-to-work evaluation
- Respiratory assessment



Examinations

- Physical examinations for new employees
- Annual regular health checkups
- Special hazardous operation health checkups
- Executive health checkups

Tracking and Follow-up

- New employee care
- Health checkup abnormal findings follow-up
- On-site occupational health physician services
- Work-related and occupational injury care

Health Support

Health Programs and Sports Activities

Based on employee health examination results, obesity rates and metabolic disorder risks (hypertension, diabetes, and dyslipidemia) among employees have shown an upward trend. The Company has launched comprehensive health promotion programs featuring diverse exercise courses and health seminars to help employees prevent chronic diseases.

In 2025, Daxin organized basketball and badminton tournaments with 65 employee participants, and fully sponsored employees and family participation in the Taichung National Half Marathon, encouraging employees to integrate sports into daily life. Nearly 100 participants took part, together completing approximately 1,200 kilometers. Mountain and beach clean-up activities also engaged nearly 50 employees, fulfilling a dual commitment to employee well-being and environmental stewardship.

Aerobic Exercise Class

To prevent metabolic disorders and promote employee health, the Company organized 7 cardio boxing classes and 30 yoga classes. Regular aerobic training helps employees relieve stress, boost metabolism, and enhance cardiorespiratory endurance, contributing to the management of blood pressure, blood sugar, and lipid levels. Group classes also promote cross-departmental interaction and strengthen team cohesion.

Employee Assistance Program (EAP)

Starting in 2025, Daxin partnered with a professional counseling provider to launch an Employee Assistance Program (EAP), including a free counseling hotline. Employees have access to confidential and anonymous services covering emotional well-being, stress management, mental health, and family-related concerns. Mental health seminars are also organized to help employees recognize and manage stress, fostering a mentally healthy workplace.



- Health talks: **4** sessions, **96** participants
- Flu vaccination: **301** employees
- Cardio boxing classes: **7** sessions, **105** person-hours
- Yoga classes: **30** sessions, **2,100** person-hours
- Stress relief massage: **1,152** participants
- Technology-assisted fitness activities: **81** participants
- Road running events: nearly **100** participants, total distance approximately **1,200** km
- Sports clubs: Basketball and badminton tournaments, **65** participants

Health Promotion



Road running events



Daxin Basketball tournaments



Massage services



Flu vaccination



Daxin Badminton tournaments



Daxin Badminton tournaments



Technology-assisted fitness assessment



Featured-case: Yoga Class

In 2025, Daxin introduced yoga classes led by professional instructors. Through guided breathing and stretching exercises, the program progressively strengthens core stability and promotes mind-body balance, encouraging active employee participation.

- Classes offered: **30** sessions
- Total exercise hours: **2,100** hours
- Participants: **70** person-times
- Total calories burned: **525,000** kcal



Health Management for At-Risk Employees

To reduce potential health risks, Daxin provides targeted health management for employees identified with abnormal indicators or high-risk factors through health examinations, including follow-up care, professional consultations, health promotion resources, and aerobic exercise classes, encouraging regular exercise and healthy lifestyles.

Personalized Consultation Services and Health Management

Monthly on-site consultations are provided by occupational medicine specialists and nurses from medical centers, with care interviews and regular follow-ups for at-risk employees. Employees returning to work after illness or occupational injury receive care interviews and job adjustments as needed to protect their physical and mental well-being. No occupational diseases were recorded over the three-year period through 2025.

Maternal Health Protection

Daxin has established a "Female Worker Maternal Health Protection Procedure" to safeguard female and pregnant employees through health risk assessments and appropriate work arrangements. In 2025, 6 pregnant employees received maternal health protection services. Designated parking spaces are also provided to ensure convenience and safety for pregnant employees.

Health Management

- Occupational health physician and nurse on-site service: **62** hours, **90** person-consultations
- New employee physical examinations: **32** people
- Annual special hazardous operation health checkups: **76** people
- Maternal health protection: **6** people



5.2 Social Engagement

Corresponding GRI Material Topics: 404 Training and Education, 405 Diversity and Equal Opportunity, 413 Local Communities



Policies and Actions

Daxin upholds its core philosophy of "Prospering Society through Innovation," actively engaging in social participation through its core expertise and innovative initiatives to support local development and care for disadvantaged groups. By involving employees and their families in volunteer activities, the Company gives back to the communities where it operates, creates positive impact for stakeholders, strengthens organizational cohesion, and advances a positive cycle of shared social value and long-term impact

- Supporting science education through core expertise

- Supporting local arts and culture through innovation

- Protecting local community well-being through action

2025 Performance Outcomes

Short-term Objectives (2026)

Mid- to Long-term Objectives (2030)

Supporting science education through core expertise:

- Annual beneficiaries: **142** participants ^(Note 1)
- Annual investment: **NT\$2.85** million

Supporting local arts and culture through innovation:

4 arts and cultural events sponsored

Protecting local community well-being through action:

518 volunteer service hours

Supporting local education: 6 "Next Generation

Scientist" sessions ^(Note 1)

Supporting science education through core expertise:

- Annual beneficiaries: **≥ 150** participants
- Annual investment: **≥ NT\$3** million

Supporting local arts and culture through innovation:

≥ 4 arts and cultural events sponsored

Protecting local community well-being through action:

≥ 550 volunteer service hours

Supporting science education through core expertise:

- Annual beneficiaries: **≥ 200** participants
- Annual investment: **> NT\$3.2** million

Supporting local arts and culture through innovation:

5 arts and cultural events sponsored

Protecting local community well-being through

action: **≥ 700** volunteer service hours

Note 1: Daxin has long leveraged its core expertise to support science education. The original target (number of Next Generation Scientist Program sessions held) has been consolidated and replaced with two new indicators: annual beneficiaries and annual investment amount.



Management Policy



Objectives and Targets

5.2.1 Supporting Science Education through Core Expertise

Cultivate Scientific Talents

In building its talent pipeline, Daxin integrates local connections with professional diversity actively strengthening the foundation for sustainable growth. Through graduate scholarships, professional conferences, and thesis competition sponsorships, Daxin encourages students to pursue R&D innovation and promotes industry-academia exchange and technology transfer.

In 2025, Daxin held 7 campus recruitment events and 4 alumni sharing sessions across chemistry, chemical engineering, and materials fields, deepening campus connections and attracting outstanding talent. The Company also hosted 5 R&D technical seminars and participated in 4 professional conferences and poster competitions to promote industry-academia collaboration. 7 interns were recruited (1 Ph.D. and 6 master's students), with internship opportunities also extended to employees' children to help the next generation explore career paths and advance inclusive talent development.

YOUNG TALENT DEVELOPMENT STRATEGY



Daxin Graduate Scholarship Program

Daxin is committed to advancing technology talent development, guided by the core principles of "innovative education" and "talent development," and dedicated to nurturing the next generation of forward-looking scientists. Established in 2010, the Daxin Graduate Scholarship entered its 15th year in 2025, staying true to its longstanding commitment of awarding scholarships with no employment obligation. In 2025, the program underwent a full upgrade, increasing award amounts to NT\$300,000 per doctoral student and NT\$150,000 per master's student, and expanding the recipient pool to 8 outstanding students. To date, cumulative scholarship awards have exceeded NT\$21 million, benefiting 95 outstanding master's and doctoral students.

The Company also invites scholarship recipients and their academic advisors to visit Daxin for technical exchanges and site tours, helping students gain deeper insight into industry trends and career opportunities, and attracting several scholarship recipients to join Daxin after graduation. The scholarship program will continue, contributing to the cultivation of advanced materials research talent in Taiwan and supporting long-term industry-academia collaboration and innovative R&D.



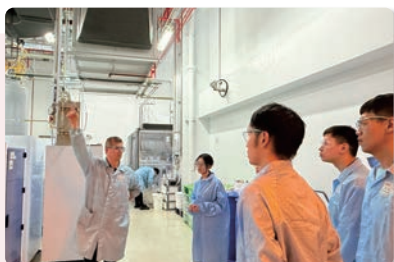
Daxin Scholarship
Award Ceremony
and Site Visit



Summer Internship Program

Since 2015, Daxin has offered an annual summer internship program, encouraging students to gain hands-on experience in chemical materials R&D and innovation applications. Under the guidance of dedicated workplace mentors, interns apply their learning to practical projects, supported by lectures, courses, and site visits, gaining opportunities for self-exploration and a deeper understanding of the specialty chemical materials industry's role in Taiwan's high-tech development. To date, 47 interns have completed the program, including 6 doctoral, 31 master's, and 10 bachelor's students, with outstanding interns eligible for pre-employment offers. In 2025, the internship scope was expanded beyond R&D to include additional functions such as Human Resources, providing students with broader career exploration opportunities.

Summer
Internship
Program



Cooperative Internship Program

In 2025, Daxin partnered with National Chin-Yi University of Technology to provide semester-long technical internships, helping students gain early exposure to the workplace while still enrolled. Through participation in departmental work and routine tasks, interns become familiar with technical workflows and workplace practices. Mentors provide guidance throughout to help students apply academic knowledge, accumulate practical experience, and strengthen career readiness.

Deepen Campus Engagement and Establish Diverse Recruitment Channels

Campus Recruitment

To deepen campus partnerships and expand diverse recruitment channels, Daxin engages students through campus recruitment, internship programs, and university activities. In 2025, the Company supported the renovation of National Taiwan University's Department of Chemical Engineering building and the establishment of its history gallery, helping preserve the department's academic heritage and strengthening long-term industry-academia connections. Beyond a personal donation from the Chairman, Daxin mobilized alumni employees to contribute a cumulative total of nearly NT\$2 million, along with an 86-inch display and related equipment valued at approximately NT\$200,000, supporting educational development and alumni network building.

Campus
Recruitment



Department Support and Campus Engagement

To deepen industry-academia exchanges and inspire students' interest in materials R&D, Daxin regularly arranges R&D supervisors to deliver keynote speeches at relevant departments, sharing practical applications of materials science and career development insights. In 2025, 5 R&D technology talks were held, reaching approximately 400 university and graduate students. The Company also participated in 4 professional conferences and poster competitions, reaching nearly 2,000 students in related fields. Total campus sponsorship exceeded NT\$630,000, continuing to support technology talent cultivation and industry knowledge exchange.

Campus Talks and Thesis Competition Sponsorship

To deepen industry-academia exchanges and inspire students' interest in materials R&D, Daxin regularly arranges R&D supervisors to deliver keynote speeches at relevant departments, sharing practical applications of materials science and career development insights. In 2025, 5 R&D technology talks were held, reaching approximately 400 university and graduate students. The Company also participated in 4 professional conferences and poster competitions, reaching nearly 2,000 students in related fields. Total campus sponsorship exceeded NT\$630,000, continuing to support technology talent cultivation and industry knowledge exchange.



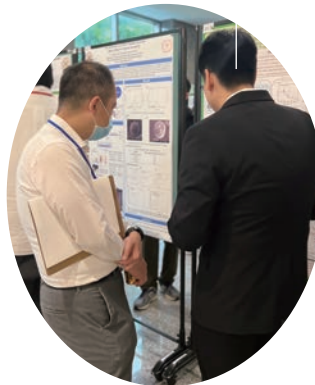
5 R&D Technical Seminars
Reaching **400** university and graduate students



4 Professional Conferences and Thesis Poster Competitions
Reaching **2,000** students in science and technology fields



Campus Sponsorships
Over **NT\$630,000** in total campus sponsorships



Supporting Local Education

Daxin actively responds to the UN Sustainable Development Goals (SDGs), leveraging its core expertise in materials science to help society thrive through innovation. The Company has long promoted the "Next Generation Scientist Program," mobilizing employee volunteers to transform their R&D expertise into inspiring, chemistry-rooted science education experiences.

In 2025, the program expanded beyond the Greater Taichung area to Chiayi, partnering with Bu-Shin Elementary School in Chiayi and Wu-Nan Elementary School in Taichung. Through chemistry experiment lesson plans designed by Daxin's R&D employees, 8 science demonstration workshops were conducted, guiding 128 students to explore the wonders of the microscopic world.

To deepen foundational science education, the R&D team refined its experiment designs this year, developing lesson plans that combine sensory engagement with scientific depth. Through hands-on experiments, students directly observed material properties, density differences, and surface tension, transforming complex chemical concepts into vivid exploratory experiences. Through cross-regional resource investment, Daxin aims to plant the seeds of scientific literacy and innovative thinking in children's minds, fulfilling its long-term commitment to rural education and sustainable talent development.



Next
Generation
Scientist
Program



5.2.2 Supporting local arts and culture through innovation

Since 2015, Daxin has maintained long-term support for the Taichung City Symphony Orchestra (TCSO), actively promoting music education to enrich the artistic and cultural literacy of employees and their families, while creating performance and development opportunities for local musicians.

In 2025, the Company invested over NT\$350,000 in sponsoring 4 music events, including the New Year Concert, Jazz Concert, Christmas Concert, and Annual Celebration Concert. Nearly 100 employees and their families participated, with a total audience of over 2,000, reflecting the Company's long-term support for local music and the community arts environment.



Support
Local Arts
and Culture

5.2.3 Social Engagement and Charitable Initiatives

In 2025, Daxin continued to advance diverse community initiatives, engaging employee volunteers to address social needs and contributing a total of 518 volunteer hours. Going forward, the Company will continue to expand volunteer services, charitable donations, and partnerships with nonprofit organizations to deepen its positive impact in education and community care, fulfilling its long-term commitment to sustainable development.

Christmas Wish Project with Taiwan Fund for Children and Families (TFCF)

Since 2011, Daxin has partnered with the Taiwan Fund for Children and Families (TFCF) on the Christmas Wish Project, through which employees sponsor children's wishes to bring warmth and joy to children from underprivileged families. In 2025, in collaboration with TFCF's South Taichung Center, 100 gifts were delivered to children across eight administrative districts in Taichung: East, West, South, North, Central, Xitun, Beitun, and Nantun.

To date, 1,520 children have had their wishes fulfilled through partnerships with TFCF centers in Taichung, Yunlin, and Penghu. Through employee participation and action, Daxin brings warmth and hope into children's lives while strengthening its collective commitment to public welfare, with plans to reach even more children in the future.

Responding to Sustainable Partners and Caring for Diverse Social Issues

In support of AUO Sustainability Foundation's Sustainability Literacy Scholarship and Dream Fulfillment Fund, Daxin engages in initiatives addressing education and environmental needs. The Sustainability Literacy Scholarship helps underprivileged students continue their education, supports teachers and students in remote areas to participate in sustainability courses, and promotes science education to inspire children's interest in science. The Dream Fulfillment Fund focuses on social poverty, rural education, and ecological protection. In 2025, Daxin participated a total of 50 times, contributing over NT\$210,000, joining sustainability partners in addressing diverse social issues.

Christmas Wish Project with TFCF

1,520 Children

Support to date in fulfilling their wishes



Corporate Volunteers

Since 2014, Daxin has participated in Corporate Volunteer Day activities, earning the Special Award in Taichung City's Corporate Volunteer Team Selection.

In April 2025, 20 employee volunteers took part in the "Greater Taichung Corporate Volunteer Day" beach cleanup, contributing 80 volunteer hours. In December, the Daxin Hiking Club organized a mountain cleanup in Zhukeng Nanliao, Longjing District, Taichung, with nearly 30 volunteers contributing 108 volunteer hours and collecting nearly 60 kg of waste, including plastic, metal cans, and paper.

The Company also employs a visually impaired massage therapist to provide on-site massage services for employees, with a portion of service fees donated to support 6 visually impaired students' education, totaling NT\$36,000 in 2025.

Supporting Local Agriculture

Starting in 2025, Daxin established a local farmers' corner at D Cafe, offering beverages and tea products sourced from farmers' associations across Taiwan, supporting local agriculture and rural economic development through everyday purchasing.

Through this initiative, Daxin integrates support for local agriculture into employees' daily lives, raising awareness of local agricultural value.

In 2025, cumulative purchases exceeded NT\$55,000, supporting farmers' association products from 8 cities and counties across Taiwan. By leveraging its purchasing power, Daxin helps bring local agricultural products to market and contributes to regional economic and sustainable development.



Over **NT\$ 55,000** in Local Purchase
8 Cities & Counties covered through farmers' association sourcing

Beach Cleanup



Wengliiao Fishing Harbor, Da'an District, Taichung — **20** employee volunteers contributed **80** volunteer hours.

Mountain Cleanup



The Daxin Hiking Club organized **30** volunteers, who contributed **108** volunteer hours in Zhukeng Nanliao, Longjing District, Taichung.

Local Product Sourcing Across Taiwan

Miaoli
Gongguan, Tongluo
Changhua
Shetou



Taichung
Wufeng
Nantou
Puli, Zhongliiao



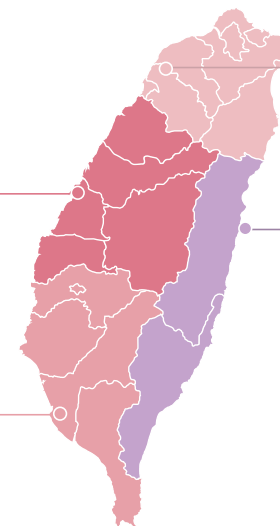
Tainan
Xiaying, Madou



Hsinchu
Guansi



Taitung
Hualien



5.3 Health and Safety

Employees and contractors form the foundation of Daxin's sustainable development and operational resilience. As R&D and process technologies continue to advance, occupational safety and health risks have become increasingly complex. The Company upholds the principles of "Safety First" and "Prevention-Oriented Management," ensuring all employees and partners can perform their duties in a safe working environment.

As chemical materials R&D and manufacturing are central to the Company's innovation and competitiveness, related processes involve occupational safety and health risks from chemicals and equipment operation. Daxin has implemented proactive hazard identification and prevention mechanisms — including hazard identification activities and risk assessments — to strengthen on-site safety management. For new product introduction and process changes, a structured safety review mechanism covers each stage from pilot testing to mass production, ensuring technological innovation and safety risks are identified and managed concurrently.

The Company promotes safety training for employees and contractors, risk communication, and emergency response capability development, embedding safety culture across all R&D, production, and operational activities. Aligned with the ISO 45001 framework, Daxin's long-term goals are zero serious occupational injuries and minimized health risks, continuously strengthening risk prevention and building a safe, healthy, and resilient working environment.

Corresponding GRI Material Topic : Occupational Health and Safety (GRI 403)



Policy and Actions

Daxin is committed to becoming an environmentally responsible and safety-oriented enterprise, establishing an EHS-centered corporate culture with structured hazard identification, risk assessment, and risk control procedures to eliminate hazard sources and reduce safety risks.

- Continuously advancing the ISO 45001 occupational health and safety management system to enhance safety and health performance.
- Implementing preventive management and audit mechanisms to ensure safe working environments and operational safety.
- Conducting regular safety committee meetings to facilitate multi-stakeholder communication, consultation, and decision-making to prevent incidents.
- Provide ongoing safety training and awareness programs for all employees annually.
- Strengthening chemical management, implementing legally required occupational exposure monitoring, and chemical classification and labeling management to prevent occupational hazards.



Management Policy

2025 Performance Outcomes

- ✓ Emergency Response Drill Completion Rate : **100%**
- ✓ Lost Time Injury Frequency Rate (LTIFR / FR) : **1.14** (per million working hours)
- ✓ Lost Time Injury Severity Rate (SR) : **3** (per million working hours)
- ✓ Chemical Exposure Monitoring Compliance (≤ 1/10 of permissible exposure limits) : **99%**
- ✓ Chemical exposure monitoring results ≤ 1/2 of permissible exposure limits : **100%** ^{Note 1}
- ✓ In-service employee departmental safety training completion rate ^{Note 1} : **100%**
- ✓ Serious occupational accidents ^{Note 2} : **0**

Short-term Objectives (2026)

- ⊗ Emergency Response Drill Completion Rate : **100%**
- ⊗ Lost Time Injury Frequency Rate (LTIFR / FR) : **< 1.2** (per million working hours)
- ⊗ Lost Time Injury Severity Rate (SR) : **< 12** (per million working hours)
- ⊗ Chemical Exposure Monitoring Compliance (≤ 1/10 of permissible exposure limits) : **98%**

Mid- to Long-term Objectives (2030)

- ⊗ Emergency Response Drill Completion Rate : **100%**
- ⊗ Lost Time Injury Frequency Rate (LTIFR / FR) : **< 1.0** (per million working hours)
- ⊗ Lost Time Injury Severity Rate (SR) : **< 5** (per million working hours)
- ⊗ Chemical Exposure Monitoring Compliance (≤ 1/10 of permissible exposure limits) : **98%**



Objectives and Targets

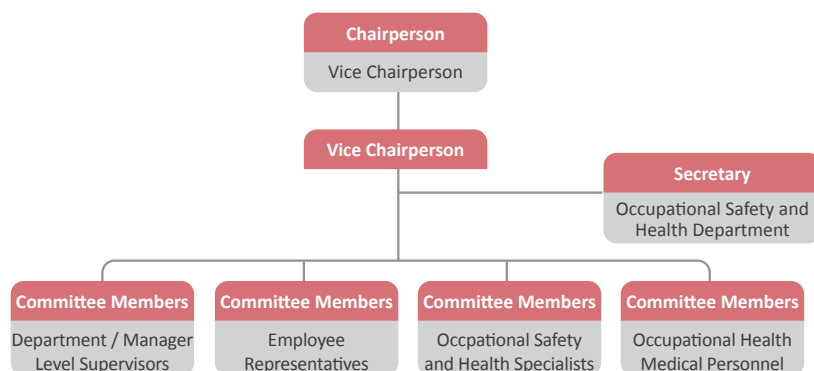
Note 1: Phased target completed; transitioned to ongoing operations and no longer tracked as an annual target. Implementation outcomes will continue to be disclosed in relevant sections.

Note 2: Statutory compliance requirement; removed as a target. Serious occupational accidents are defined as incidents resulting in three or more injured persons, or one or more requiring hospitalization.

5.3.1 Occupational Health and Safety

Occupational Health and Safety Organizational Structure

Daxin has established an occupational health and safety organization in accordance with applicable regulations, with the Occupational Safety and Health Committee responsible for reviewing, coordinating, and promoting related matters. In 2025, the Committee comprised 33 members, including 14 employee representatives (42%). The Committee convenes quarterly to review EHS performance and corrective actions, and works jointly with management to discuss occupational safety and health initiatives, strengthening employee participation, consultation, and communication mechanisms.



Occupational Health and Safety Management System

Daxin's OHS management system covers all workers within the Company's workplaces, including all employees and non-employees such as contractors, subcontractors, and visitors. As of December 31, 2025, the total workforce comprised 440 employees and 16 resident contractors, with no customer resident personnel on site.

The Company complies with ISO 45001:2018 and holds third-party certification, with annual surveillance audits conducted to evaluate system effectiveness. The system scope covers OHS risks arising from the Company's activities, products, and services, with ongoing strengthening of management requirements and controls to safeguard the health, safety, and well-being of employees and related stakeholders.



ISO 45001:2018

Certified by an Accredited Third-Party Certification Body with Annual Audits

Occupational Health and Safety Training

Daxin strengthens employees' risk identification capabilities and safety awareness through systematic OHS training, reducing occupational hazard risks and preventing workplace incidents. In 2025, the Company conducted 153 training sessions with cumulative participation of 1,539 attendees.

Training covers new employees, existing employees, and high-risk operation personnel, with differentiated programs designed according to job-related risk levels. Topics include hazard communication, departmental risk meetings, emergency response drills, respirator fit testing, and sustainability and environmental management, extending safety education toward hazard identification, risk assessment, and cross-functional collaboration capabilities.

Course Title	Training Hours	Total Participants	Total Training Hours
New Employee Safety Training(Training for newly hired employees and employees with job reassignment, hazard communication, and fire safety)	7	95	253
General In-Service Safety Training(Departmental risk meetings, hazard communication, gas cylinder operations, heat stress operations, and elective topics)	7	1,147	1,147
Specialized Safety Training (Emergency response, high-risk laboratory operations, respirator fit testing, and sustainability and environmental management)	6	232	276
EHS Management System Training (Internal auditor training for ISO 45001, ISO 14001, and ISO 14064)	6	65	195
Total	26	1,539	1,871

Occupational Safety and Health Certification Management

Daxin maintains a personnel certification and training database to systematically track certification status across departments, ensuring all on-site personnel meet required professional qualifications. Monthly progress tracking and 90-day advance expiration notifications ensure training plans are continuously and effectively implemented.

The certification framework requires management personnel to hold Occupational Safety and Health Supervisor qualifications, strengthening risk assessment and on-site decision-making capabilities. Toxic chemical substance emergency response personnel enhance coordination efficiency during chemical incidents, while special operations personnel maintain relevant professional qualifications to ensure safe high-risk equipment operations and reduce risk fluctuations from personnel turnover.

2025 Occupational Health and Safety Training | Overall Performance



1,539

Total training participants

153

Total training sessions



Enhancing Occupational Health and Safety Competence

- Departmental risk awareness training
- High-risk laboratory operations
- Emergency response exercises



Regular communication and onboarding training

- New Employee Occupational Safety Training - Basic orientation training, hazard communication, and fire safety
- Manufacturing Headquarters Safety Meeting
- R&D Department Risk Meeting



Advancement of sustainability and management practices

- Sustainability and Environmental Awareness Lecture
- EHS Management System Training - Internal Auditor Training Program
- GHG Inventory Capacity Building

Employee Consultation and Communication

Daxin has established the "EHS Consultation and Communication Management Procedure," providing comprehensive mechanisms for communication, consultation, and participation. Employees may raise suggestions through verbal reporting, email, and various safety-related meetings including Industrial Safety Committee meetings, departmental risk meetings, Manufacturing Headquarters Safety Meetings, and Occupational Safety and Health Committee meetings, ensuring safety issues at all levels are communicated and translated into concrete management actions. In 2025, a real-time communication channel — the "EHS Assistant" — was introduced, providing a digital platform for immediate consultation and reporting, lowering communication barriers and improving on-site responsiveness. The Company has also established a Whistleblowing Channel and Protection Mechanism, ensuring strict confidentiality of whistleblower identity to encourage proactive reporting of violations or potential risks, strengthening a transparent and trustworthy communication culture.

Contractor Management and Auditing

Daxin has established the "Contractor EHS Management Procedure," providing a structured contractor governance framework. Prior to site entry, all contractors must complete EHS training and obtain qualification certification. Work applications are submitted based on job scope and subject to review before entry is permitted. For high-risk operations such as hot work and confined space entry, a safety briefing must be conducted and approved by the site responsible personnel before work commences.

During execution, the supervision unit oversees work activities while the OHS Department conducts unannounced inspections, with non-compliance formally recorded and corrective actions required within a specified timeframe. Upon completion, contractors must confirm site restoration and safety measures before project closure. An annual contractor safety and coordination meeting is held in Q4 to communicate OHS requirements and consolidate feedback for continuous improvement.

In 2025, total contractor site entries reached 19,632 person-visits, with a violation rate of 0% and safe working hours of 111,828 hours. Cumulative safe working hours from 2024 to 2025 reached 148,409 hours, with no lost-time injuries recorded during this period.

Occupational Injury Statistics and Analysis

Daxin conducts monthly analysis of Lost Time Injury Frequency Rate (FR) and Severity Rate (SR), with results reported and reviewed at quarterly OHS Committee meetings and communicated to employees through internal announcements.

In 2025, one employee lost-time injury was recorded — a hand laceration caused by a fall — resulting in 3 lost workdays, with FR = 1.14 and SR = 3, meeting the annual OHS performance targets. Root cause investigation led to strengthened workplace layout and environmental safety inspections, along with enhanced housekeeping practices and safety communications to prevent recurrence.

In accordance with GRI 403, the fatality rate and high- consequence work-related injury rate were both zero. The recordable injury rate was 1.14.

Safety Culture Promotion

Daxin promotes safety culture through an EHS Performance Evaluation mechanism that integrates risk identification, training, incident feedback, and performance incentives, driving the organization from compliance-driven management toward proactive prevention and continuous improvement. In 2025, all departments met the EHS Performance Baseline Score requirements and achieved the OHS performance targets set by the Sustainable Development Committee.

Through quantified scoring and recognition programs for high-performing teams and individuals, safety performance is made transparent, positively reinforcing employee engagement and gradually cultivating a "safety-first" corporate culture. The 2025 EHS performance evaluation effectively strengthened compliance foundations and system effectiveness, and through employee participation, management commitment, and engineering improvements, the Company continues to enhance risk prevention capabilities and develop as a prevention-oriented risk management organization.

873,633 Total Work Hours in 2025 **0** Work-related Fatalities **0** High-Consequence Work-Related Injuries **1.14** Recordable Injury Rate

Occupational Injury Statistics

Reporting Year		2023	2024	2025
Total Work Hours		810,079	865,252	873,633
Number of Work-related Fatalities		0	0	0
Number of High-consequence Work-related Injuries (excluding fatalities)		0	0	0
Number of Recordable Work-related Injury Cases	Female	0	1	0
	Male	1	0	1
	Total	1	1	1
Work-related Fatality Rate		0	0	0
High-consequence Work-related Injury Rate		0	0	0
Recordable Injury Rate		1.23	1.16	1.14

Note 1 : Work-related fatality rate = (Number of work-related fatalities / Total work hours) × 1,000,000.

Note 2 : High-consequence work-related injury rate = (Number of high-consequence work-related injuries, excluding fatalities / Total work hours) × 1,000,000.

Note 3 : Recordable injury rate = (Number of recordable work-related injuries, including fatalities and high-consequence injuries / Total work hours) × 1,000,000.

Note 4 : High-consequence work-related injuries refer to occupational injuries that result in an inability to recover to a healthy condition within six months.

Note 5 : Recordable work-related injuries exclude commuting-related injuries occurring during travel to and from work.

Note 6 : Total work hours represent the sum of working hours of employees at both the Chungke plant and the Chungkang plant.

5.3.2 Workplace Environmental Risk Assessment and Monitoring

Hazard Identification and Risk Assessment

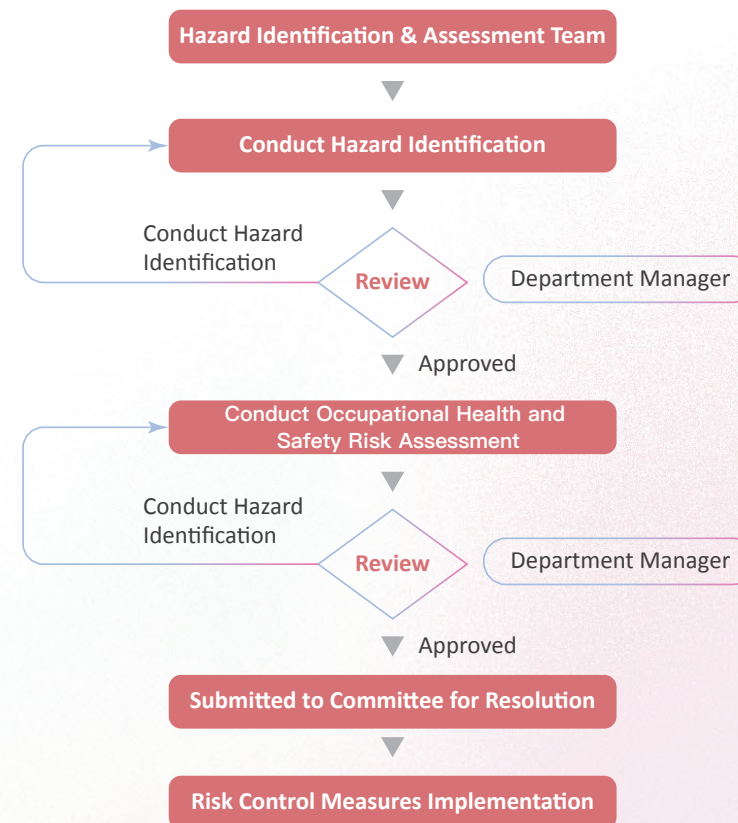
Based on the 2025 risk assessment, major risks were concentrated in laboratories, warehouses, and production areas, primarily involving chemical management and equipment operation hazards. The Company has shifted management focus from reactive corrective actions to preventive control and source-based risk management, prioritizing engineering controls and inherent safety design — including leak detection interlock shutdown systems, equipment material and valve upgrades, and monitoring system enhancements. Operational experience is translated into standardized procedures with clearly defined operational boundaries and critical control parameters, supported by a multi-layered risk protection framework.

Daxin has established the "Occupational Safety and Health Hazard Identification and Risk Assessment Management Procedure," building a systematic and traceable risk assessment mechanism based on operational characteristics, historical incident records, and process changes, covering both routine and non-routine activities. The assessment scope includes daily operations and equipment activities, pilot production and scale-up transitions, process and equipment modifications, contractor activities, and maintenance shutdown operations, with findings documented in the Hazard Identification and Risk Assessment Form as the basis for risk management decisions.

For high-risk operations including hot work, work at height, confined space entry, lifting operations, energy isolation, and safety system bypass, Daxin has established a special hazardous work management mechanism under the "Management Procedure for Special Occupational Health Hazards and High-Risk Operations," incorporating a Permit-to-Work system applicable to both employees and contractors. Pre-job hazard identification and risk assessment are required, subject to cross-functional review. A four-eyes principle is applied on-site prior to work commencement, with re-assessment required upon any significant change in work scope or conditions. In 2025, 48 special hazardous work permits were reviewed and approved, with all high-risk operations completing pre-job review and dual on-site verification — no cases of unauthorized work execution occurred.

48 High-Risk Work Reviews 100% Pre-Work Review & On-Site Verification
Zero Unauthorized Work.

Occupational Health and Safety Hazard Identification and Risk Assessment



S.H.A.R.P. Safety Review Mechanism

Prior to transitioning from laboratory-scale trials to mass production, Daxin conducts a cross-functional safety review meeting involving product development, production, EHS, and engineering personnel. The review covers new process hazard identification, chemical compatibility and energy release risks, critical operating parameter safety boundaries, equipment material and protective design, and waste generation and environmental impact. Confirmation that control measures have been incorporated into process design and change management procedures is required before proceeding to mass production.

During pilot-to-production transitions, new raw materials, reaction conditions, or equipment changes may introduce risk profiles that differ from existing processes. To ensure safety, health, and environmental considerations are fully evaluated prior to mass production, the Company has established the S.H.A.R.P. Safety Review Mechanism as a mandatory review step. During process development and solvent

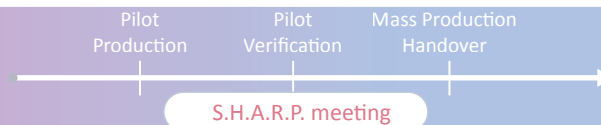
selection, green process design principles are applied, simultaneously assessing chemical impacts on worker health and the environment, prioritizing low-hazard alternatives and recyclable reuse mechanisms. Equipment material compatibility, pressure and temperature resistance, and safety device configurations are evaluated at the early development stage to avoid major retrofitting after scale-up.

The S.H.A.R.P. framework comprises five core principles: Safety by Design (inherently safe design), Hazard Identification (comprehensive risk assessment), Alignment & Communication (cross-functional integration), Reuse & Waste Reduction (resource efficiency and waste minimization), and Prevention & Control (effective implementation of control measures). Through this framework, safety and sustainability considerations are systematically embedded into early-stage process design and decision-making.

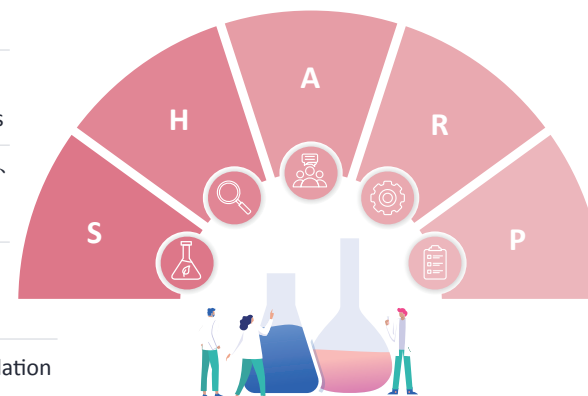
Project Initiative : Safety Review Mechanism for Pilot-to-Production Transition

Precise risk control at the early R&D stage
prevention of risks prior to mass production

In 2025, the S.H.A.R.P. review mechanism achieved a 100% completion rate for pilot production case reviews, effectively preventing any cases from entering mass production without prior safety review. Through this institutionalized review mechanism, risk control is strengthened at the product and process introduction stage, thereby enhancing process stability and supporting long-term operational safety.



S Safety	: Elimination or reduction of hazards at the source	▶ Inherent Safety ▶ Green Chemistry
H Hazard	: Hazard Identification	▶ Identification of Potential Risk Sources ▶ Equipment Abnormalities 、 Operational Errors 、 Fugitive Emissions
A Alignment	: Cross-functional Coordination	▶ Information Sharing 、 Joint Development of Countermeasures 、 Coordinated Response ▶ Implementation of Change Management
R Recycle/Reuse	: Resource Circularity	▶ Promote Source Reduction and Implement Proper Segregation Management ▶ Evaluate Alternative Solutions and Advance Full Circular Resource Utilization
P Prevention	: Prevention and Control	▶ Engineering Controls: Enclosed systems and local exhaust ventilation ▶ Management Controls: SOP development and employee training



Workplace Exposure Monitoring

Daxin conducts periodic workplace exposure monitoring through external accredited organizations, covering both chemical and physical factors, with chemical factor sampling primarily based on personal sampling supplemented by area-based sampling. For operations where exposure concentrations exceed permissible limits, an improvement task force is immediately convened with enclosed systems prioritized as the primary mitigation measure. For operations exceeding 1/10 of the permissible limit, periodic reviews are conducted to identify and improve inappropriate work practices to minimize employee exposure.

Over the past three years, physical factors achieved 100% compliance with regulatory standards, while more than 99% of chemical factor monitoring data remained at Exposure Level 1, well below occupational hygiene safety thresholds. In 2025, a comprehensive chemical exposure assessment was conducted at both the Chungke and Chungkang plants, confirming that workplace risk controls remain stable and effective.

Recent Chemical Exposure Monitoring Results

Exposure Level	Exposure Classification Criteria	Chungke plant			Chungkang plant		
		2023	2024	2025	2023	2024	2025
1	$X^{\text{Note1}} < 0.1 \text{ PEL}^{\text{Note2}}$	100%	98%	100%	99%	100%	99%
2	$0.1 \text{ PEL} \leq X < 0.5 \text{ PEL}$	0%	2%	0%	1%	0%	0%
3	$0.5 \text{ PEL} \leq X < 1 \text{ PEL}$	0%	0%	0%	0%	0%	1%
4	$X \geq 1 \text{ PEL}$	0%	0%	0%	0%	0%	0%

Note 1 : X refers to the measured sampling concentration (unit : ppm or mg/m³).

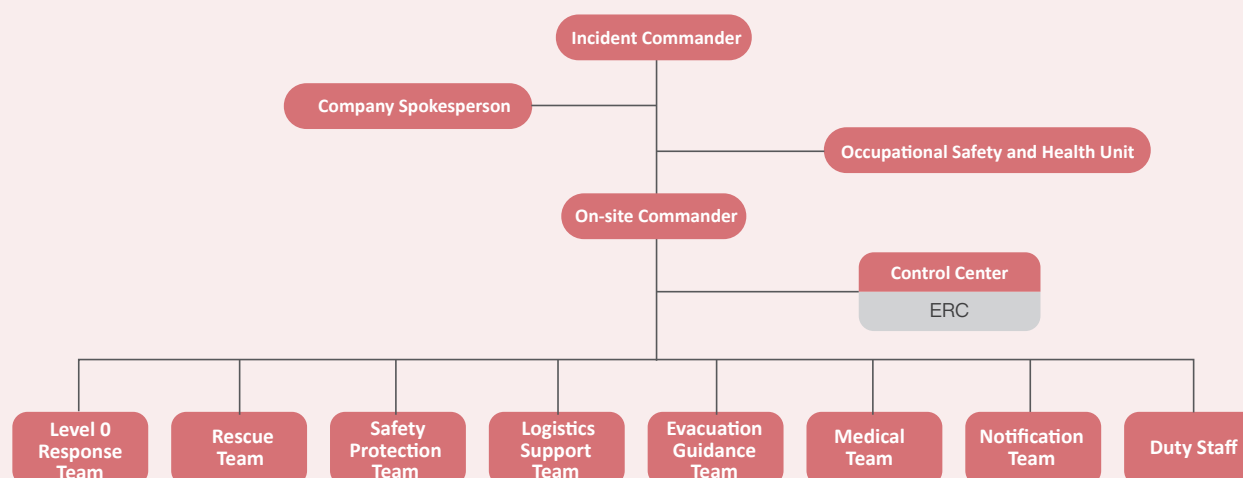
Note 2 : PEL refers to the Permissible Exposure Limit.

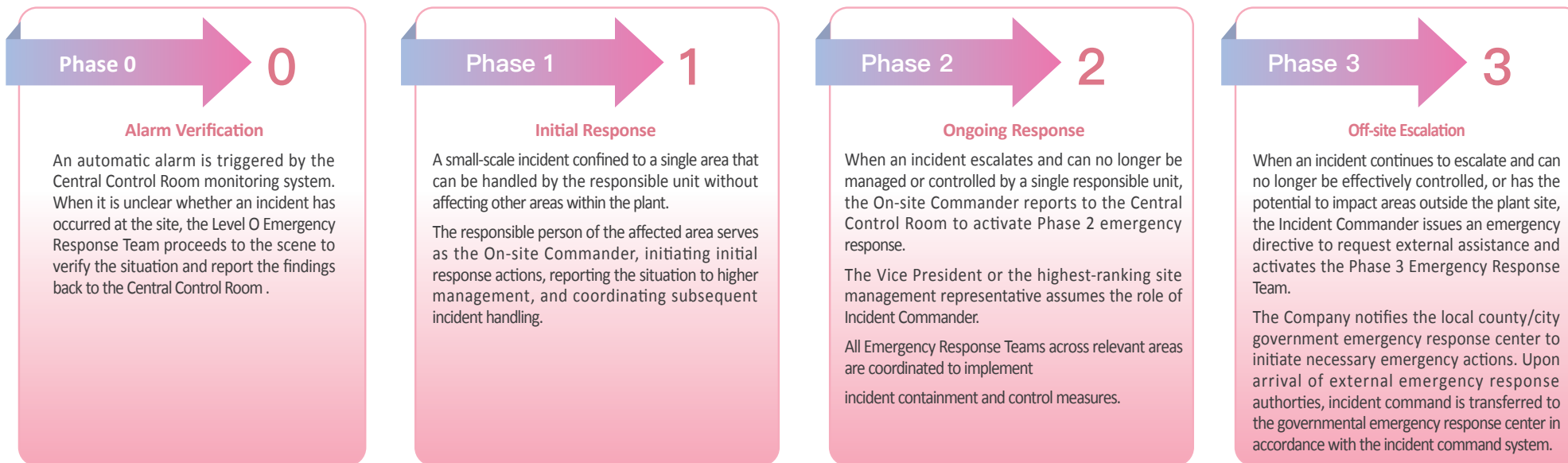


5.3.3 Emergency Response Management

Organizational Structure and Operations

Daxin has established the "Emergency Response Management Procedure" as a standardized guideline covering emergency events including fires, power outages, earthquakes, typhoons, floods, gas or chemical leaks, and abnormal air emissions and wastewater discharges. A comprehensive response organizational structure with clearly defined roles, responsibilities, and command hierarchies ensures prompt and effective action to control incidents, minimize losses, and safeguard employees, surrounding communities, and the environment. Emergency incidents are classified into four response phases based on severity, with corresponding response organizations activated for each phase.





Emergency Response Drills Planning and Execution

Daxin conducts at least four emergency response drills annually, covering chemical leak response, evacuation procedures, and fire extinguisher operation. Through regular drills and scenario-based simulations, employee emergency response capabilities are continuously strengthened.

In 2025, the drill scope was expanded from liquid to gaseous chemicals, with comprehensive incident scenarios developed for high-risk gases such as hydrogen, covering leak detection, emergency gas shutoff, Emergency Machine Off (EMO), and ventilation and smoke extraction procedures. Extreme compound scenarios were incorporated, including emergency ventilation system failure and total plant power outage caused by earthquakes, with practical exercises on explosion-proof ventilation equipment deployment and physical power isolation to validate response feasibility under complex conditions.

Drills mobilized cross-functional teams from facility management, equipment, manufacturing, and EHS departments, validating the overall response procedures through alarm activation, PPE donning, and coordinated response between the control center and on-site personnel, serving as a basis for continuous improvement of emergency preparedness.

Project Initiative : Gaseous Chemical Compound Scenario Drill

Simulation of hydrogen gas leakage combined with emergency ventilation failure and earthquake-induced total plant power outage.



EMO activation for gas cylinder cabinet



Personnel evacuation



Real-time monitoring of gas concentration



On-site Command and Coordination Actions



Emergency power shutdown



Activation of emergency exhaust ventilation system



Installation of portable fans for fresh air circulation



Confirmation of hydrogen leak elimination

DAXin

達 興 材 料