

2024



佳龍科技
SDTI

ESG Report
Environmental Social Governance

Super Dragon Technology Co.,Ltd

Sustainability Report



Contents

1	About This Report	3
1.01	Message from the Management	3
1.02	About SDTI.....	5
1.03	Report Information	7
2	Sustainability Management	9
2.01	Sustainability Development Strategy.....	9
2.02	Sustainability Governance Mechanism	10
2.03	Board of Directors and Functional Committees.....	12
3	Stakeholders and Material Topics	19
3.01	Stakeholder Engagement	19
3.02	Process for Determining Material Topics.....	20
3.03	List of Material Topics.....	22
3.04	Management of Material Topics	22
4	Governance.....	27
4.01	Economic Performance.....	27
4.02	Ethical Corporate Management.....	28
4.03	Communication and Grievance Mechanisms	30
4.04	Risk Management.....	32
4.05	Information Security and Customer Privacy Protection.....	34
4.06	Participation in Associations.....	37
4.07	Product and Service Management	37
4.08	Supplier Management.....	38
5	Social	39
5.01	Human Capital Development.....	39
5.02	Occupational Health and Safety	45
5.03	Community Participation.....	47
6	Environmental.....	49
6.01	Climate Change	49
6.02	Greenhouse Gas Management.....	52
6.03	Energy Management	54
6.04	Water Resource Management	55
6.05	Waste Management.....	56
7	Appendices	59
7.01	Appendix I : GRI Content Index	59
7.02	Appendix II : SASB Content Index.....	65
7.03	Appendix III : Climate-Related Information.....	68

1、About This Report

1.01 Message from the Management - Climate Risks and Geopolitical Challenges

Climate change is no longer a distant concern—it is a shared global reality that is reshaping economic, ecological, and social systems. In July 2025, Typhoon Danas made landfall in Chiayi, bringing an extreme weather event not seen for decades and causing significant damage across Southern Taiwan. This disaster was not only a manifestation of climate volatility, but also a test of resilience for enterprises, cities, and policy frameworks. As a corporation, we recognize that we must respond to climate-related risks with heightened responsibility and stronger governance.

Therefore, we are actively building a **climate risk management system that covers the entire business operation process**—ensuring that climate considerations are integrated into strategy development at the Board of Directors level, as well as daily operations of each business unit. We are enhancing the **accuracy and traceability of carbon data** and **strengthening our carbon disclosure standards**. Additionally, we are actively aligning with **international carbon governance platforms** to ensure compatibility with global frameworks and jointly contribute to the transition toward net-zero emissions.

Carbon disclosure is not only a demonstration of transparency—it is also a diagnostic tool for cost reduction and efficiency enhancement, and a driver for organizational transformation and supply chain collaboration. Thus, we have integrated climate risks into our corporate governance and business decision-making processes, making sustainability objectives the core operational logic of our company.

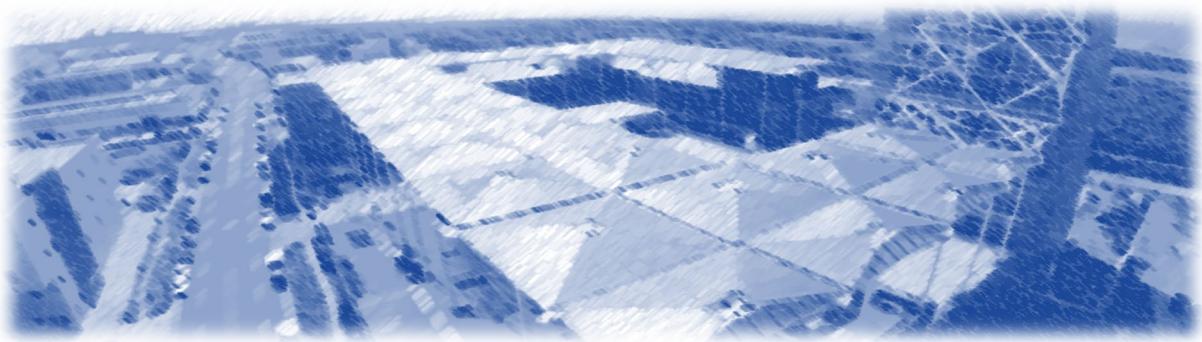


※ Founder : Yao-Hsun Wu



※ Chairman : Chieh-hsin Wu

Furthermore, since the onset of the U.S.–China trade war in 2018, global geopolitical dynamics have shifted dramatically. Following the escalation of the Russia–Ukraine conflict in 2022, supply chain restructuring and resource competition have intensified regional economic pressures. For SDTI, this represents both a challenge and an opportunity. Technologies for recycling minerals and recovering rare metals from electronic waste are no longer merely waste treatment solutions, but strategic capabilities that transform discarded materials into high-value resources—injecting new momentum into urban and national sustainable development. We recognize that urban recycling systems and resource regeneration models are becoming integral components of economic resilience.



Conclusion

The dual challenges of climate change and geopolitical dynamics have made sustainable development not an option, but the foundation for corporate survival and growth. Climate disclosure efforts, such as sustainability reporting and carbon inventories, are not only obligations of information transparency but also **management tools** for enterprises. They guide us to more accurately identify risks, optimize resource allocation, and drive comprehensive process reengineering. This is also a reflection of corporate **digital transformation and the effective use of AI**. Through data integration and analysis, intelligent carbon management platforms, and AI-assisted risk forecasting and decision support, we can implement sustainability goals more efficiently and intelligently. Looking ahead, we will continue to empower sustainable development through innovative technologies and work together with all stakeholders to build a more resilient and more prosperous sustainable future.

1.02 About SDTI

● Company Overview

SDTI was established on September 25, 1996. The Company was first listed on the TPEx in December 2003, and was subsequently listed on the Taiwan TWSE in January 2008. As the first environmental technology company to be listed in Taiwan, SDTI is headquartered in



Taoyuan, Taiwan. The Company is dedicated to the research and development of resource recycling and treatment solutions with the aim of reducing environmental burden and promoting the sustainable use of resources. Our services extend across the IC semiconductor, PCB, computer peripheral, and optoelectronics sectors within the information technology industry. SDTI provides comprehensive waste treatment and resource recovery solutions for the IT sector. At the same time, through environmental recycling and urban mining circular economy initiatives, we continue to develop new waste recycling technologies and diversify applications of regenerated materials. This enables SDTI to become one of the few environmental enterprises domestically and internationally that possesses technological capabilities and product offerings in both precious and non-precious metal recovery.

Company Name	Super Dragon Technology Co., Ltd
Market	Listed Company
Stock Code	9955
Chairman	Chieh-Hsin Wu
President	Ming-Yeh Yang
Date of Establishment	September 25, 1996
Headquarters Location	Guanyin District, Taoyuan City, Taiwan
Industry Category	Green Energy and Environmental Services
Main Services	Waste Recycling, Treatment, and Resource Regeneration
Paid-in Capital	NT\$1.045 Billion
Net Sales	NT\$1.184 Billion
Number of Employees	76
Country of Operation	Republic of China
Headquarters Address	No. 323, Huanke Rd., 1st Neighborhood, Datun Vil., Guanyin Dist., Taoyuan City 328451, Taiwan

● Value Chain Overview

As an important member of Taiwan's environmental protection industry, SDTI not only provides electronic waste recycling and treatment services, but also offers semiconductor industry customers a full range of services including component cleaning, process waste treatment, precious metal recovery and refining, as well as the application of recycled precious metal materials. The Company practices a cradle-to-cradle circular economy model. At the end of the lifecycle of 3C electronic devices, SDTI collaborates with retail chain partners to collect, transport, classify, dismantle, and recycle discarded electronic products. In particular, through industry-academia collaboration, the Company successfully developed in 2023 the world's first inorganic polymer material—CLGM green material—derived from waste printed circuit boards as the primary base material, achieving the final mile in electronic waste recycling and reuse. In terms of services for industrial clients, the Company continues to build a full-cycle recycling and reuse business model for precious metal waste. By providing coating component cleaning services to customers in the electronics industry, SDTI removes the film layers attached to fixtures and restores them for repeated use in customer equipment. Meanwhile, the precious metals contained in the removed coatings are recovered and refined into high-purity precious metal raw materials. These materials are then further manufactured through SDTI's advanced gold processing line into green precious metal products required by customers (such as sputtering targets, slugs, and gold salts), thereby truly achieving the goal of circulating "urban minerals" within society.



SDTI value chain encompasses both upstream suppliers and downstream customers, detailed as follows.

value chain	Type	Quantity
Suppliers	Equipment and Engineering	294
Suppliers	Raw Materials	1,697
Suppliers	Labor and Service Providers	129
Suppliers	General Administrative Supplies	215
Customers	Corporate Clients	1,015

As this is the Company's first Sustainability Report, there is no comparative value chain information available for prior reporting periods.

1.03 Report Information

1.03.1 Basis of Preparation

This Report is prepared with reference to the 2021 Global Reporting Initiative (GRI) Sustainability Reporting Standards (GRI Standards) issued by the Global Reporting Initiative (GRI), and adopts the disclosure requirements of the Sustainability Accounting Standards Board (SASB). In addition, this Report is compiled in accordance with the "Regulations Governing the Preparation and Filing of Sustainability Reports by TWSE Listed Companies" and the "Corporate Sustainability Best Practice Principles for TWSE/TPEx Listed Companies" issued by the Taiwan Stock Exchange. The Report aims to provide a comprehensive disclosure to stakeholders regarding the Company' s practices and performance in fulfilling corporate social responsibility. Relevant index and cross-reference tables are provided in the Appendix.



1.03.2 Reporting Period and Frequency

The Sustainability Report will be published annually. This is the first Sustainability Report issued by SDTI and it discloses the Company' s financial and non-financial information for the year 2024 (from January 1, 2024 to December 31, 2024) . The Report covers the Company' s management approaches, material topics, performance results, value chain management, and environmental and social initiatives, and is also published on the Company' s official website.

- **The publication date of this Report is August 2025.**

The reporting period covered in this Report is consistent with the Company' s consolidated financial statements. To maintain completeness and comparability, certain sections may include information prior to January 1, 2024 and after December 31, 2024, which will be noted accordingly in the respective sections.

1.03.3 Reporting Boundary and Scope

This Report covers SDTI (parent company) in Taiwan, including the Taoyuan Environmental Technology Park (hereinafter referred to as the Huanke Plant) and the Taoyuan Guanyin Industrial Park (hereinafter referred to as the Guanyin Plant) as the primary reporting entities. The scope of this Report does not include consolidated subsidiaries.

Basis of Data Calculation for This Report

Financial Data	The Statement of Economic Value Distribution is based on the individual financial statements audited and certified by a certified public accountant. Unless otherwise specified, all financial figures are reported in New Taiwan Dollars (NTD).
Environmental Data	Greenhouse gas emissions data are compiled in accordance with ISO 14064-1 : 2018. Water resource usage and waste statistics are based on the data reported by each operating site to the local competent authorities.
Other Data	Other figures are aggregated based on statistical data collected internally from each operating site.

1.03.4 Restatement of Information

There is no restatement of information in this Report.

1.03.5 External Assurance

This Report has not undergone independent third-party verification or assurance.

1.03.6 Responsibility for the Sustainability Report

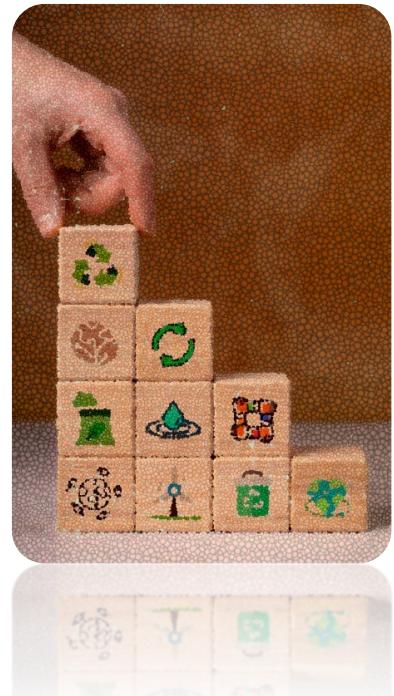
For any questions regarding the contents of this Report, please contact :

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2、Sustainability Management

2.01 Sustainability Development Strategy

As the first environmental technology company to be publicly listed in Taiwan, SDTI has upheld the core values of “Recognition, Regeneration, and Innovation” since its establishment. Under these guiding principles, the Company has formulated its sustainability development strategies as follows :

● Environmental Protection :

SDTI continues to provide customers with low-carbon and energy-efficient waste treatment services, as well as comprehensive circular economy solutions that enable the recovery and reuse of treated resources, thereby realizing a cradle-to-cradle green circular economy and becoming a “service-oriented enterprise that society needs.” At the same time, we actively promote the adoption and use of green energy and improve energy efficiency to achieve the sustainability goals of net-zero emissions and carbon neutrality.

● Social Engagement :

SDTI adopts a people-oriented approach, respects employee human rights, and safeguards labor rights with the goal of building a “happy workplace” that supports employees’ well-being, both physically and mentally. In addition, we actively participate in social and community activities, extending care from local communities outward to broader society and the environment, thereby promoting a positive cycle of shared good.

● Corporate Governance :

Upholding the principles of “integrity and compliance,” SDTI adheres to all relevant external regulations and strengthens regulatory awareness among employees and board members through continuous education and advocacy. We also reinforce internal corporate governance and internal control systems while proactively disclosing corporate financial and operational information to enhance both internal and external oversight and transparency.

● Technological Innovation :

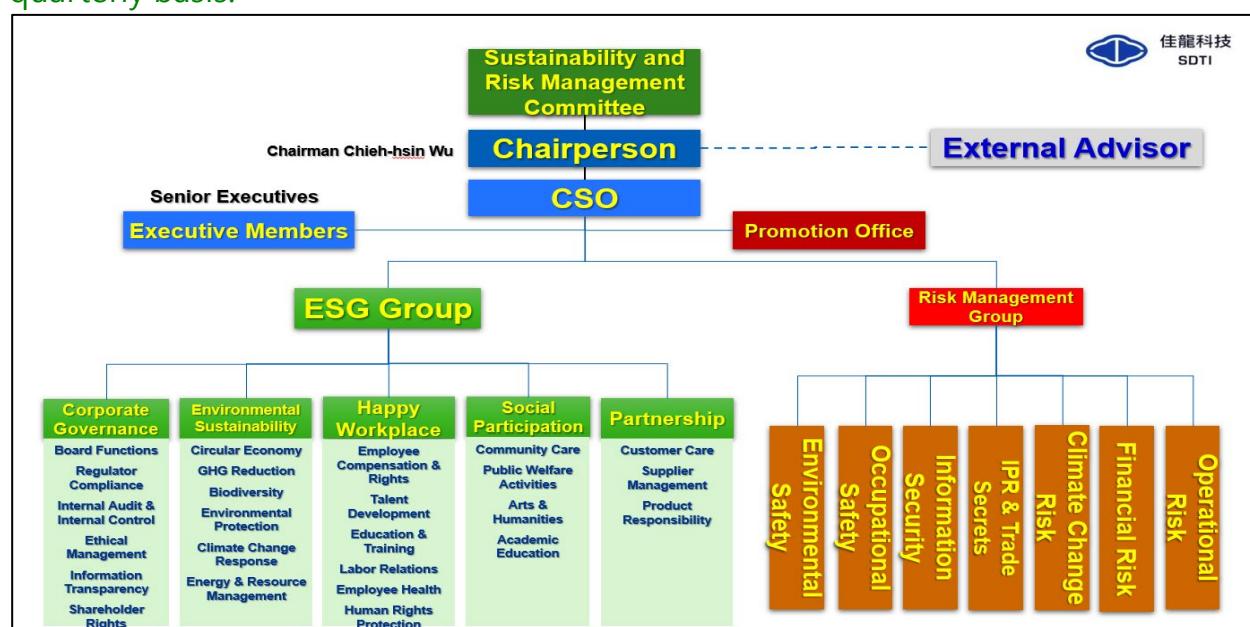
SDTI practices “ESG + Circular Economy” by embracing the concept of “turning waste into value” and continues to develop dual-axis recycling technology innovations for both precious and non-precious metals, giving waste materials new life and enabling the repeated reuse of the Earth’s limited natural resources. At the same time, we integrate AI applications to enhance process efficiency and assist customers in reducing energy and water consumption as well as waste generation.

2.02 Sustainability Governance Mechanism

2.02.1 Sustainability Governance Structure

To fulfill our ESG vision and mission, SDTI adopts the Board of Directors as the highest decision-making body for sustainability-related matters. In June 2024, the Company established the Sustainability and Risk Management Committee, chaired by the Chairman of the Board and composed of senior executives from various functional areas as standing committee members, to oversee and guide the Company's sustainability development initiatives. The dedicated sustainability execution unit is the Sustainability Development Division. On May 8, 2025, the Board approved the appointment of the Chief Sustainability Officer, who is responsible for the planning, promotion, and implementation of the Company's sustainability development strategies.

The Sustainability and Risk Management Committee is chaired by the Chairman and operates under six functional working groups according to respective roles and responsibilities, including the Corporate Governance Group, Environmental Sustainability Group, Workplace Well-being Group, Social Engagement Group, Partnership Group, and Risk Management Group. Each group appoints one to two managers as group leaders. The working groups are responsible for identifying ESG material topics related to business operations, formulating management strategies and targets, and preparing the annual Sustainability Report. The group leaders regularly review the performance and goal achievement of their respective working groups and report to the Sustainability and Risk Management Committee on a quarterly basis.



2.02.2 Committee Operations

The Sustainability and Risk Management Committee of the Company conducts regular discussions based on the implementation results of ESG strategies. In addition to routine reports on ESG strategy execution, when significant ESG-related incidents occur—such as major grievance cases or serious negative impact events—the Committee is required to submit the investigation results and corresponding response measures from the relevant departments to the Board of Directors for discussion. In 2024, the Sustainability and Risk Management Committee convened two meetings, with an average attendance rate of 100%. There were no major matters requiring communication with the Board of Directors during the reporting year.

Committee Communication with the Board of Directors in 2024

Meeting Date	Communication and Reporting Matters	Conclusion
August 7, 2024	<ol style="list-style-type: none"> Report on the preliminary greenhouse gas inventory results (Scope 1 & Scope 2) for the Huanke Plant and the Guanyin Plant for 2023. Report on the organizational structure of the “Sustainability and Risk Management Committee” project team. Report on participation in the Coastal Adoption Program organized by the Office of Coast and Resource Circulation Construction, Taoyuan. 	No significant matters requiring communication or resolution.
November 7, 2024	<ol style="list-style-type: none"> Report on the internal audit results of the greenhouse gas inventory for the Huanke Plant and the internal audit plan for the Guanyin Plant. Report on the internal auditor training program for the Company' s greenhouse gas inventory personnel. Report on the timeline for the preparation of the 2024 Sustainability Report. Report on SDTI' s execution results for participation in the Coastal Adoption Program organized by the Office of Coast and Resource Circulation Construction, Taoyuan, in the third quarter of 2024. 	No significant matters requiring communication or resolution.

2.03 Board of Directors and Functional Committees

2.03.1 Role and Performance of the Board of Directors in Sustainability Governance

2.03.1.1 Role and Oversight Responsibilities in Sustainability Governance

The Board of Directors serves as the highest decision-making body for sustainability-related matters within the Company. In June 2024, the Company established the Sustainability and Risk Management Committee to oversee and coordinate sustainability development initiatives. Under this Committee, an ESG Group (which includes sub-groups for Corporate Governance, Environmental Sustainability, Social Engagement, Workplace Well-being, and Partnership Relations) and a Risk Management Group have been established. Quarterly meetings are convened, during which each sub-group leader reports on execution progress and subsequent action plans.



The Sustainability Development Division also holds meetings with the Internal Audit Unit and relevant department managers on an ad-hoc basis to assess and review risks related to ESG and Company operations, and to formulate corresponding risk management policies. If any risk concerns are identified, response measures will be developed based on the severity and urgency of the issue, and reported to the President, the Audit Committee, or the Board of Directors accordingly.

2.03.1.2 Evaluation of the Board's Sustainability Oversight Performance

Since November 10, 2020, SDTI has adopted the Board Performance Evaluation Regulations as approved by the Board of Directors to regularly review board effectiveness and strengthen the Board's supervisory functions. At the end of each fiscal year, the Company conducts an annual performance evaluation of the Board of Directors, and at least once every three years, the evaluation is carried out by an external professional independent institution or external expert team. In November 2024, SDTI engaged the Taiwan Investor Relations Association as the external professional



institution to conduct the Board performance evaluation. The results of the 2024 Board performance evaluation are as follows :

● Internal self-evaluation :

Evaluation period	2024.01.01~2024.12.31
Board Report Date	2025.01.15
Evaluation results	<p>The Board of Directors received a score of 4.65 on a 5-point scale. Individual Board members received a score of 4.84 on a 5-point scale on average.</p> <p>The Audit Committee received a score of 4.82 on a 5-point scale.</p> <p>The Remuneration Committee received a score of 4.84 on a 5-point scale.</p> <p>The above evaluation results indicate that the directors and committee members acknowledged the efficiency and effectiveness of the operations for each indicator.</p>

● External evaluation :

The Company appointed the Taiwan Investor Relations Institute (TIRI), an independent external professional organization with no business dealings with the Company or the executing experts, to conduct the Board performance evaluation.

Appointed institution	Taiwan Investor Relations Institute
Evaluation period	2024.01.01~2024.12.31
Evaluation method	The evaluation procedure combined three methods : document review, self-assessment questionnaires, and on-site interviews, based on which a performance evaluation report was prepared.
Interviewees	Chairman of the Board, Convener of the Audit Committee, Convener of the Remuneration Committee, Corporate Governance Officer, Head of Internal Audit
Expert assessment conclusions and recommendations	<p>The evaluated company' s Board of Directors is diverse, comprising of members with various professional backgrounds, genders, and fields of expertise. The number of independent directors has been increased, and they now account for half of the Board, thereby strengthening its oversight function. The Board, Remuneration Committee, and Audit Committee all hold regular meetings, and all directors and independent directors actively participate, fulfilling their supervisory roles and responsibilities.</p> <p>Nevertheless, the following recommendations could further enhance the company's governance framework and sustainability performance :</p> <ol style="list-style-type: none"> 1. Plan ahead to ensure that one-third of Board seats are held by women 2. Establish a functional "Sustainable Development Committee" 3. Prepare sustainability reports in both Chinese and English, and submit them for Board approval 4. Assign responsibility for overseeing risk management to the Audit Committee or a Board-level functional committee 5. Develop an intellectual property management plan 6. Amend the Corporate Governance Best Practice Principles 7. Establish succession planning for Board members and key management personnel 8. Report on the operations and implementation status of the ethical management unit to the Board at least once per year 9. Link senior management remuneration to ESG performance 10. Develop and standardize annual training plans for Board members in advance 11. Set short-, medium-, and long-term goals to improve corporate governance evaluation results
Board Report Date	2025.01.15

2.03.1.3 Continuous Education on Sustainability Development

The Company provides annual training programs for members of the Board to enhance their knowledge of corporate governance, economic, environmental, and social issues, thereby strengthening the Board's ability to manage risks. In 2024, each Board member completed more than 6 hours of training, with a total cumulative training duration of 60 hours. Details regarding Board training are available in the Company's 2024 Annual Report (Page 71 to 72).

Board Training on Sustainability-Related Topics

Date	Course Participated	Number of Hours
2024/04/17	Economic conditions and market opportunities in New Southbound Policy countries	3
2024/05/07	Corporate legal risks and countermeasures starting from corporate investment and financing	3
2024/06/18	Key insights in financial statement analysis	6
2024/06/19	Uncovering the international competitiveness of Taiwanese enterprises under global competitive dynamics	3
2024/06/27	New forms of securities crimes and market manipulation	3
2024/07/03	Cathay Sustainable Finance and Climate Change Summit	3
2024/08/06	Corporate responses and countermeasures amid global economic and financial instability	3
2024/08/20	How enterprises and directors can avoid pitfalls of insider trading	3
2024/08/20	Digital technology and artificial intelligence trend and risk management	3
2024/09/19	Applications of Generative AI and ChatGPT	3
2024/09/20	2024 Insider trading prevention awareness session	3
2024/10/03	ESG investment and corporate social responsibility	3
2024/10/08	Digital banking and sustainable banking under the trend of AI	3
2024/10/17	The explosion of artificial intelligence : How ChatGPT is reshaping new industry trends	3
2024/10/25	2024 insider equity trading legal compliance information seminar	3
2024/12/05	Carbon trading mechanisms and carbon management applications	3
2024/12/10	Offensive and defensive strategies in hostile takeovers and related corporate governance issues	6
2024/12/18	Defining networks with silicon photonics : Development trends in Silicon Photonics (SiPh) and Co-Packaged Optics (CPO)	3

2.03.2 Board Structure and Operations

2.03.2.1 Board Composition and Diversity

The current term of the Board of Directors is from June 14, 2022 to June 13, 2025. The Board is composed of eight directors, including one female director, representing 12.5% of the Board.

Detailed information on each Board member (including gender, age, and concurrent positions held within the Company or other organizations) can be found in the Company' s 2024 Annual Shareholders' Meeting Report, pages 5 to 8.

Composition of the Board of Directors

Category	Classification	Percentage
Gender	Male	87.5%
	Female	12.5%
Age	29 and below	0%
	30-50	14%
	51 and above	86%

2.03.2.2 Board Operations

The Company, in principle, convenes meetings of the Board of Directors on a quarterly basis. In 2024, a total of four Board meetings were held, with an average attendance rate of 93.75%.

2.03.2.3 Board Nomination and Selection Process

In accordance with the Regulations Governing Appointment of Independent Directors and Compliance Matters for Public Companies and the Company' s Procedures for Election of Directors, the selection of directors shall consider the overall composition of the Board. The composition of the Board as a whole takes into account factors such as business judgment and management capability, accounting and financial analysis expertise, crisis management ability, industry knowledge, international market perspective, leadership, and decision-making ability. The Company adopts a candidate nomination system, under which the Shareholders' Meeting elects 5 to 9 directors from the list of nominated candidates. The term of office for directors is three years. Nomination and selection criteria include the independence and professional background of the candidates, their relevance to the Company' s business development, and consideration of board diversity.

For the reporting year, the Board consisted of 8 directors, including 4 independent directors (representing 50%) . The composition of the Board is diverse, with members possessing the knowledge, skills, and competencies necessary to fulfill their duties. The independent directors possess expertise in finance and financial management, while the directors have professional backgrounds in fields such as recycled materials, financial management, and law, enabling them to provide strategic guidance to the Company.

2.03.2.4 Conflict of Interest Avoidance

The directors of SDTI act in the long-term interests of the Company and all shareholders, exercising their duties objectively and independently while adhering to principles of corporate governance. The selection of directors is conducted in accordance with Article 4 of the Company's Procedures for Election of Directors. Candidates with legal capacity are elected by the Shareholders' Meeting based on the number of seats stipulated in the Articles of Incorporation, using a cumulative voting system. The election of directors (including independent directors) adopts a candidate nomination system, and those receiving the highest number of votes are elected in sequence. SDTI has established functional committees under the Board of Directors to enhance the Board's effectiveness, ensure sound corporate governance, and safeguard shareholder rights.

The Shareholders' Meeting, composed of all shareholders, is the highest decision-making body responsible for resolutions on significant matters and periodically receives reports from the Board of Directors. The Board is the highest governance authority, and its members are obligated to exercise the duty of care of a prudent manager, formulate business strategies, review financial performance, and ensure compliance with applicable laws and regulations. The Chairman is responsible for setting the Company's strategic direction, while the President is responsible for planning and managing daily operations, promoting corporate sustainability, and leading the management team in reporting to the Board. The roles and responsibilities of the Chairman and the President are clearly delineated.

To establish a sound Board operating system and strengthen supervisory functions while ensuring that independent directors maintain independence in performing their duties, SDTI has adopted the Rules of Procedure for Board of Directors Meetings, which clearly define the responsibilities of independent directors. Directors are expected to adhere to strict self-discipline to avoid conflicts of interest. When a matter proposed for Board discussion involves a conflict of interest with a director or the legal entity they represent, the director shall disclose the material aspects of the conflict at the meeting and shall refrain from participating in discussions or voting where the matter may be detrimental to the Company's interests. Furthermore, such director may not act as a proxy to exercise voting rights on behalf of another director.

In accordance with Article 209, Paragraph 1 of the Company Act, "A director who engages in business within the scope of the Company's operations for themselves or others shall disclose the material aspects of such conduct to the Shareholders' Meeting and obtain approval." In cases where concurrent positions may fall within Article 209, the Company may seek shareholder approval to lift the non-competition restrictions provided such arrangements do not harm the Company's interests. Relevant conflict-of-interest matters are disclosed in the Annual Report under "Corporate Governance Practices," including complete information on insiders' positions and shareholdings.

For further details regarding conflict-of-interest disclosures, please refer to pages 25 to 26 of the Company's 2024 Annual Report.

2.03.2.5 Compensation Policy

SDTI adheres to the principles of fairness, equity, and market competitiveness in its compensation practices, and is committed to providing salary and benefits that are aligned with employees' responsibilities, capabilities, and performance. The Company's compensation policy is established based on the following principles :

- **Market Benchmarking :**

Regularly referencing salary surveys published by job market platforms (e.g., 104 Job Bank) and industry compensation reports to ensure market competitiveness.

- **Internal Equity :**

Designing a structured compensation framework based on job responsibilities, position level, seniority, and scope of duties.

- **Performance Orientation :**

Implementing a performance evaluation system, with results serving as the basis for salary adjustments and bonus allocation.

- **Incentive System :**

In addition to fixed salaries, the Company provides improvement proposal bonuses, year-end bonuses, attendance bonuses, and professional certification allowances to encourage employee performance.

- **Comprehensive Benefits :**

Offering benefits superior to legal requirements, including enhanced leave entitlements, group insurance, employee participation programs, and employee stock ownership trust, to strengthen employee sense of belonging.

The compensation determination process at SDTI is as follows : :

- **Initial Salary :**

The Human Resources Department proposes the initial salary based on job position, market salary levels, academic/professional background, and competencies, and submits it for approval by the President.

- **Annual Salary Adjustment :**

Conducted annually, taking into consideration government adjustments for civil service compensation, inflation indicators (such as the Consumer Price Index, CPI), and individual employee performance evaluations, job performance, and supervisor recommendations. The Human Resources Department consolidates evaluation results and financial considerations, and submits the proposal for approval by the President.

- **Bonus Approval :**

Year-end bonuses (performance-based bonuses) are calculated based on overall business performance and individual performance evaluation results, reviewed by senior management, and approved by the President prior to disbursement.

- **Compensation for Managerial Personnel :**

The Human Resources Department evaluates market salary benchmarks, Company operating performance, and individual managerial contribution to propose compensation recommendations, which are reviewed by the Compensation Committee and submitted to the Board of Directors for final approval.

Annual Total Compensation Ratio (Ratio of Executive to Employee Compensation)

Using the year 2024 as the base year, the ratio of the annual total compensation of the highest-paid executive to the median annual total compensation of all full-time employees of the Company is disclosed as follows :

Item	Value	Description
Annual Total Compensation of the Highest-Paid Executive	NTD 16,088 thousand	Includes base salary, performance bonuses, allowances, etc.
Median Annual Total Compensation of All Full-Time Employees	NTD 519 thousand	
Compensation Ratio	Approximately 31 : 1	

SDTI discloses the compensation ratio between executives and employees in accordance with the principle of compensation transparency, in order to enhance governance transparency and strengthen communication with stakeholders.

2.03.3 Structure and Operations of Functional Committees

● Remuneration Committee

The Remuneration Committee of the Company is composed of three members, including two independent directors. The current term of the Remuneration Committee is from June 14, 2022 to June 13, 2025. The Committee convenes at least two meetings per year. In 2024, the Remuneration Committee held a total of three meetings, with an overall attendance rate of 88.89%. For detailed information on individual committee members and the operational status of the Committee, please refer to pages 45–46 of 2024 Annual Report.



● Audit Committee

The Audit Committee is composed of four members, all of whom are independent directors, with a gender ratio of 3 : 1. The current term of the Audit Committee is from June 14, 2022 to June 13, 2025. The Audit Committee convenes at least once every quarter. In 2024, the Audit Committee held a total of five meetings, with an overall attendance rate of 90%. For detailed information on individual committee members and the operational status of the Committee, please refer to pages 29 to 34 of 2024 Annual Report.



3、 Stakeholders and Material Topics

3.01 Stakeholder Engagement

SDTI references the AA1000 Stakeholder Engagement Standard (AA1000 SES, 2015) and evaluates stakeholders based on the five principles of Dependency, Responsibility, Tension, Influence, and Diverse Perspectives to identify groups and organizations that have an impact on, or are affected by, the Company. Through this assessment, SDTI has identified its primary stakeholders as employees, shareholders, customers, suppliers, government agencies, and financial institutions.

In order to understand and respond to the concerns of stakeholders, SDTI provides various communication channels to facilitate ongoing engagement. These mechanisms allow stakeholders to express their views at any time, enabling the Company to understand their sustainability-related concerns and provide timely and appropriate responses.

2024 Stakeholder Engagement Mechanisms and Material Topics

Stakeholder	Relationship to the Company	Communication Channels	Frequency	Key Concerns	Responsible Department	Communication Outcomes (2024)
Employees	Vital assets for company operations	<ul style="list-style-type: none"> Internal Mailbox UOF Electronic Bulletin Board Employee Satisfaction Survey Deep Cultivation Project Meetings Revitalization Project Meetings 	Irregular Irregular Annually Bi-weekly Monthly	<ul style="list-style-type: none"> Waste Management Water Resource Management Ecological Protection Social Responsibility &Community Contribution Legal Compliance Ethics and Integrity 	Human Resources Department	<ul style="list-style-type: none"> Completed employee satisfaction survey in Sep. 2024, with 63 valid responses retrieved (90%). Convened 26 Deep Cultivation Project Meetings and 12 Revitalization Project Meetings in 2024. 0 major occupational accidents.
Shareholders	Capital providers	<ul style="list-style-type: none"> Shareholders' Meeting Investor Conferences/ Forums Investor Relations Website 	Annually Quarterly Per Regulatory Requirements	<ul style="list-style-type: none"> Circular Economy Ecological Protection Occupational Health and Safety Ethics and Integrity Information Security 	Financial Management Center Investor Relations Department	<ul style="list-style-type: none"> Held the Annual Shareholders' Meeting in June 2024. Held 4 investor conferences.
Customers	Product/ Service users	<ul style="list-style-type: none"> Customer Satisfaction Survey Regular Visits 	Annually Monthly	<ul style="list-style-type: none"> Circular Economy Human Rights and Equality Customer Service 	Sales Department	<ul style="list-style-type: none"> Average customer satisfaction rate : 98%. No major quality concern incidents throughout the year.

Stakeholder	Relationship to the Company	Communication Channels	Frequency	Key Concerns	Responsible Department	Communication Outcomes (2024)
Suppliers	Supply chain partners	<ul style="list-style-type: none"> ● New Supplier Assessment ● Annual Supplier Evaluation 	Irregular Annually	<ul style="list-style-type: none"> ● Human Rights and Equality ● Legal Compliance ● Ethics and Integrity ● Customer Service 	Procurement Management Section	<ul style="list-style-type: none"> ● Added 115 new suppliers in 2024. ● Evaluated the top 10 suppliers by procurement amount in 2024.
Government Agencies	Regulatory compliance	<ul style="list-style-type: none"> ● Regulatory Filings/Reporting ● Regulatory Briefings 	As required	<ul style="list-style-type: none"> ● Waste Management ● GHG Reduction Management ● Labor-Management Relations ● Corporate Governance ● Legal Compliance 	Environmental Safety and Health Department Financial Management Center	<ul style="list-style-type: none"> ● Released material information in Chinese and English. ● Regularly reported ESH data.
Financial Institutions	Financing partners	<ul style="list-style-type: none"> ● Irregular Visits ● Company Visits 	Irregular	<ul style="list-style-type: none"> ● Waste Management ● Corporate Governance ● Operating Performance ● Legal Compliance ● Risk Management 	Financial Management Center	<ul style="list-style-type: none"> ● As of the end of 2024, financing was provided by a total of 5 financial institutions (excluding leasing companies), with a total borrowing amount of NT\$ 1.33 billion.

3.02 Process for Determining Material Topics

The Company conducts material topic identification based on the GRI Standards 2021 and the AA1000 Stakeholder Engagement Standard (SES) 2018. Through a systematic process, we identify and assess issues of concern to stakeholders, serving as the basis for the formulation of the Company's sustainability strategy and information disclosure.

● Issue Inventory and Collation

Referencing sustainability reports from domestic listed companies and industry peers, international sustainability trends, and practical experiences from various departments, the Company has preliminarily collated 26 potential sustainability issues relevant to our business activities, covering environmental, social, and governance (ESG) dimensions.

● Stakeholder Identification and Engagement

Based on the five identification criteria proposed by the AA1000 Stakeholder Engagement Framework (SEF) —Dependency, Responsibility, Tension, Influence, and Diverse Perspectives—we identified the Company's major stakeholder groups (including employees, customers, suppliers, communities, government agencies, etc.).

Subsequently, through questionnaire surveys, we invited stakeholders to participate and collected their levels of concern regarding the 26 issues. Based on the survey results, 16

high-concern issues were screened to reflect the substantive expectations and perspectives of stakeholders.

● Materiality Assessment

Senior executives and department heads of the Company conducted a materiality analysis on the aforementioned 16 high-concern issues. The assessment criteria were based on the requirements of the GRI Universal Standards, comprehensively considering :

- ◆ Severity of impact (including scope, scale, and irremediability/irreversibility)
- ◆ Likelihood of occurrence

At the same time, considering the potential impact of the issues on the Company's financial and operational aspects, a materiality scoring mechanism was constructed.

● Confirmation of Material Topics

Based on the comprehensive ranking and selection of "Stakeholder Level of Concern × Assessment of Actual or Potential Impact on the Enterprise," 7 material sustainability topics were finally confirmed. These serve as the Company's sustainability management focus for this year and are managed and responded to in accordance with the relevant disclosure standards of the GRI Standards.

Ranking of Sustainability Issues

Sustainability Topics	Risk Probability	Operational Impact	Selected as Material Topic
<i>Operating Performance</i>	3.33	3.93	V
<i>Information Security</i>	3.40	3.73	V
<i>Waste Management</i>	3.07	4.00	V
<i>Occupational Health and Safety</i>	3.13	3.80	V
<i>Legal Compliance</i>	2.93	3.87	V
<i>Corporate Governance</i>	2.87	3.87	V
<i>Risk Management</i>	2.93	3.73	V
Water Resource Management	2.87	3.60	
Customer Service	2.73	3.67	
Labor-Management Relations	2.53	3.40	
Ethics and Integrity	2.67	3.20	
GHG Reduction Management	2.93	2.93	
Circular Economy (Materials and Recycled Materials)	2.53	2.87	
Social Responsibility and Community Contribution	2.40	2.80	
Human Rights and Equality	2.07	3.07	
Ecological Protection	2.47	2.60	

3.03 List of Material Topics

The Corporate Governance Group is responsible for the assessment of material topics. By distributing material topic questionnaires to internal senior management and stakeholders, the Group investigated the impact of various ESG issues on the economy, environment, and human rights, analyzing the material issues for the current year and summarizing them into 7 material topics.

The list of material topics includes

2024 List of Material Topics	2023 List of Material Topics	Description of Changes
Operating Performance	None	New material topic
Information Security	None	New material topic
Waste Management	None	New material topic
Occupational Health and Safety	None	New material topic
Legal Compliance	None	New material topic
Corporate Governance	None	New material topic
Risk Management	None	New material topic

3.04 Management of Material Topics

The Company formulates corresponding policies and management actions based on the nature of the impact of each material topic. Dedicated units are responsible for tracking the effectiveness of policy and strategy execution, establishing metrics and targets, and regularly reviewing the target achievement rate. The management measures for each material topic are explained below :

● Operating Performance

Impact Description	<ul style="list-style-type: none">The quality of operating performance not only affects the Company's sustainable development but also directly influences stakeholders' evaluation of the Company. By transparently disclosing financial information such as financial performance and tax payments, we can enhance stakeholders' confidence in the Company. Meanwhile, steady and growing operating performance allows us to share the fruits of economic growth (e.g., dividends, bonuses) with stakeholders.
Policy or Commitment	<ul style="list-style-type: none">To become "a service company needed by society," focusing on ESG and the Circular Economy to enhance corporate value and give back to society. We strive to create maximum profits for shareholders and build an environment for employee growth and a happy workplace.
Management Actions	<ul style="list-style-type: none">Regularly disclose operational results to the public.Annual key projects and policy planning.

Evaluation of Effectiveness	<ul style="list-style-type: none"> ■ Monthly disclosure of revenue information, quarterly disclosure of financial reports, and holding at least one investor conference or exchange meeting per quarter. ■ Convene an annual BP (Business Plan) Presentation Meeting, inviting Board members, company executives, and colleagues to participate and understand the Company's operational goals and budget; convene monthly "Revitalization Project Meetings" to review monthly operational management performance, and report budget achievement progress to the Board of Directors quarterly. Additionally, conduct semi-annual reviews of budget versus actual performance; if the projected annual budget achievement rate is poor, budget revisions and improvement plans should be submitted to the Board.
Metrics and Targets	<ul style="list-style-type: none"> ■ Short-term Target : Turn a profit financially, EPS > 0. (2024 EPS was -1.58 NTD) . ■ Mid-to-Long-term Target : Reach an EPS of 3~5 NTD.

● Information Security

Impact Description	<ul style="list-style-type: none"> ■ Information security policies and systems, information risk control, and management measures for client confidentiality (such as confidentiality of client data and product specifications) are implemented to strengthen the organization's resilience against information security incidents and threats.
Policy or Commitment	<ul style="list-style-type: none"> ■ Establish information security management regulations that comply with laws and regulations and meet customer requirements. ■ Achieve a consensus that information security is everyone's responsibility through organization-wide awareness. ■ Protect the confidentiality, integrity, and availability of Company and customer information. ■ Provide a secure production environment to ensure the sustainable operation of the Company's business.
Management Actions	<ul style="list-style-type: none"> ■ Set up abnormality notifications for network communication equipment. ■ Raise information security awareness within the plant. ■ Control data access (USB/network/disk/system, etc.) through permission management; both vendors and internal colleagues must apply for access. ■ Perform system backups.
Evaluation of Effectiveness	<ul style="list-style-type: none"> ■ Information security personnel send general information security knowledge to all units monthly to educate colleagues and raise awareness. ■ Regularly check network communication equipment logs monthly. ■ System account passwords are forcibly changed every three months. ■ ERP, form systems, and HR systems are backed up daily at scheduled times, and a restoration drill is performed at least once a year.
Metrics and Targets	<ul style="list-style-type: none"> ■ Short-term Target : Maintain zero information security incidents. ■ Long-term Target : Align with ISO 27001 and continuously optimize the internal control system.

● Waste Management

Impact Description	<ul style="list-style-type: none"> ■ Group air pollution emissions, planning for waste reduction, disposal management, and regulatory compliance.
Policy or Commitment	<ul style="list-style-type: none"> ■ Establish an internal resource recycling assessment platform; only when internal reuse or recycling is confirmed to be impossible will waste be outsourced for disposal. ■ Promote process technology improvements and source management measures to reduce raw material usage and waste generation.
Management Actions	<ul style="list-style-type: none"> ■ Prioritize self-treatment and resource reuse for waste disposal. ■ Assess and manage waste reuse through the internal resource recycling assessment platform. ■ Ensure waste treatment processes comply with environmental regulations.
Evaluation of Effectiveness	<ul style="list-style-type: none"> ■ Pass the ISO 14001 Environmental Management System verification annually. ■ No major waste-related violations occurred.
Metrics and Targets	<ul style="list-style-type: none"> ■ Pass the effectiveness review of the ISO 14001 Environmental Management System. ■ Zero major waste-related violations.

● Occupational Health and Safety

Impact Description	<ul style="list-style-type: none"> ■ Ensure that the organization's products, activities, and services comply with occupational safety and health laws and other requirements. ■ Effectively control workplace hazard factors, create a safe working environment, and prevent work-related injuries, ill health, diseases, and accidents. ■ Promote health promotion activities to enhance the balanced development of personnel's physical and mental health, the Company, and life. 		
Policy or Commitment	Name of Policy	Approval Level	Applicable to
	Occupational Health and Safety Policy	President	Employees
Management Actions	Contractor Safety and Health Commitment	Head of Responsible Unit	Contractors
Evaluation of Effectiveness	<ul style="list-style-type: none"> ■ Promote operational controls in accordance with the ISO 45001 Occupational Health and Safety Management System. ■ Regularly monitor hazardous exposure results in the working environment and update hazard identification and risk control measures in a timely manner. ■ Formulate various health protection plans and execute labor health service measures. 		
Evaluation of Effectiveness	<ul style="list-style-type: none"> ■ Pass the ISO 45001 Occupational Health and Safety Management System verification annually. ■ Implement occupational safety and health management improvement plans. ■ Complete labor health service measures and track case closures in accordance with health protection plans. 		

Metrics and Targets	<ul style="list-style-type: none"> ■ Pass the effectiveness review of the ISO 45001 Occupational Health and Safety Management System. ■ Completed 43 improvement management plans with an achievement rate of 86%; zero major occupational disasters and fatalities. ■ On-site physician services provided for 30 person-times; 80 colleagues participated in general health checks. ■ Health promotion activities were held for 12 sessions with 200 person-times participating.
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● Legal Compliance

Impact Description	<ul style="list-style-type: none"> ■ Establish a legal compliance mechanism to maintain the core value of integrity management and effectively control compliance risks.
Policy or Commitment	<ul style="list-style-type: none"> ■ The Company has established policies such as the "Ethical Corporate Management Best Practice Principles," "Procedures for Ethical Management and Guidelines for Conduct," "Code of Ethical Conducts," and "Internal Audit Implementation Rules." We commit to fully complying with domestic and foreign laws and regulations, including the Company Act, Personal Data Protection Act, Labor Standards Act, environmental regulations, and anti-corruption regulations, regarding legal compliance as one of the core values of company operations.
Management Actions	<ul style="list-style-type: none"> ■ Established the Corporate Governance Ethical Management Team and the Internal Audit Office to promote compliance management across departments. ■ Conduct annual legal compliance and integrity management education and training for all employees. ■ Establish a regulation inventory system to regularly track new legal amendments. ■ Established anonymous reporting and grievance channels to protect the rights of whistleblowers.
Evaluation of Effectiveness	<ul style="list-style-type: none"> ■ Conduct internal audits annually. ■ Establish a violation incident recording and improvement tracking system.
Metrics and Targets	<ul style="list-style-type: none"> ■ Short-term Target : Maintain zero major violation incidents. ■ Mid-to-Long-term Target : Continuously optimize the internal control system and align with various international standards.

● Corporate Governance

Impact Description	<ul style="list-style-type: none"> ■ Board composition and responsibilities, internal audit, company shareholding structure, and shareholders' equity; living up to shareholders' trust.
Policy or Commitment	<ul style="list-style-type: none"> ■ The Company has established regulations such as the "Articles of Incorporation," "Corporate Governance Best Practice Principles," "Ethical Corporate Management Best Practice Principles," "Code of Ethical Conducts," and "Rules of Procedure for Board of Directors Meetings," dedicated to establishing a sound corporate governance system to shape a culture of integrity.

Management Actions	<ul style="list-style-type: none"> Regularly convene Shareholders' Meetings, Board Meetings, Audit Committee meetings, Remuneration Committee meetings, etc., and disclose their execution status. Board members conduct continuing education and performance evaluations as required by regulations. Participate in the Corporate Governance Evaluation and improve governance strategies based on the results. Integrate integrity management into company business strategies and corporate culture through education, training, or promotion.
Evaluation of Effectiveness	<ul style="list-style-type: none"> Disclose the status of corporate governance implementation in the Annual Report every year. Participate in the Corporate Governance Evaluation annually. Regularly disclose the latest corporate governance status in the Annual Report, website, Sustainability Report, etc.
Metrics and Targets	<ul style="list-style-type: none"> Continuously improve corporate governance and amend existing corporate governance regulations in accordance with laws and regulations.

● Risk Management

Impact Description	<ul style="list-style-type: none"> Implement risk control through systematic identification, respond to potential crises, and control or reduce risks to ensure the long-term stable development of the enterprise. 		
Policy or Commitment	Name of Policy	Approval Level	Applicable to
	Risk Management Policy and Procedures	Board of Directors	All levels of the Company and subsidiaries
Management Actions	<ul style="list-style-type: none"> Based on the company's scale, industry sector, business characteristics, and operational activities, and considering the key regulatory points of various aspects of corporate sustainability, conduct a comprehensive risk analysis. Analyze and identify the sources and categories of risks applicable to the company, define the company's own risk categories, develop relevant detailed risk scenario identifications for each risk category, and regularly review their applicability. 		
Evaluation of Effectiveness	<ul style="list-style-type: none"> Link risk management with key processes in the organization. The execution status of various risk management tasks faced by department heads within their scope of responsibility and management processes serves as effective supervision and enhances the implementation of risk management. For material topics of concern to stakeholders, dedicated units are responsible for tracking the effectiveness of policy and strategy execution, establishing metrics and targets, and regularly reviewing the target achievement rate. 		
Metrics and Targets	<ul style="list-style-type: none"> Through a comprehensive risk management framework, consider and manage various risks that may affect the achievement of corporate goals. By integrating risk management into operational activities and daily management processes, achieve the following goals : <ul style="list-style-type: none"> Realize corporate objectives. Enhance management efficiency. Provide reliable information. Allocate resources effectively. 		



4、Governance

4.01 Economic Performance

● Direct Economic Value Generated and Distributed

In 2024, the standalone revenue of SDTI was NT\$ 1,184,046 thousand, an increase of 5.84% compared to 2023. The net loss after tax was NT\$ (163,225) thousand, and the after-tax loss per share was NT\$ (1.58) . For further description and analysis of financial performance, please refer to the Company's 2024 Annual Report.

2024 Financial Performance of SDTI	
Total Assets	NT\$ 2,642,427 thousand
Debt Ratio	55.71 %
Equity Ratio	44.29 %
Direct Economic Value Generated	
Operating Revenue	NT\$ 1,184,046 thousand
Economic Value Distributed	
Operating Costs	NT\$ 1,178,846 thousand
Employee Wages and Benefits	NT\$ 77,050 thousand
Payments to Providers of Capital	0
Economic Value Retained	
	0

● Defined Benefit Obligations and Other Retirement Plans

Regarding the retirement system, in accordance with the Labor Pension Act, for all employees applicable to the new system, the Company contributes an amount equivalent to 6% of the employee's monthly salary to their individual pension accounts established at the Bureau of Labor Insurance monthly to ensure their livelihood security after retirement. Employees may also voluntarily contribute pension funds within the range of 6% of their monthly wages according to their personal will, which the Company will declare and contribute to the Bureau of Labor Insurance on their behalf. The voluntary contribution portion enjoys tax incentives and can participate in the distribution of investment earnings, further enhancing retirement security. At the same time, for employees applicable to the old retirement pension system, the Company also allocates an appropriate amount of retirement reserve funds to a designated account monthly in accordance with the law to ensure that their retirement rights and interests are fully protected.

● Financial Assistance from Government

The total amount of financial assistance received by the Company from the government in 2024 was NT\$ 4,197 thousand. This includes :

NT\$ 3,971 thousand from the Resource Recycling Management Fund Management Committee, Resource Circulation Administration, Ministry of Environment for the subsidy for recycling, clearance, and disposal of waste information technology products. NT\$ 192 thousand from the Ministry of Economic Affairs for the interest subsidy for low-carbon smart management loans. NT\$ 34 thousand from the Occupational Safety and Health Administration, Ministry of Labor for the subsidy for on-site health services for small and medium-sized enterprises.

4.02 Ethical Corporate Management

4.02.1 Ethical Corporate Management Philosophy, Policy, and Code of Conduct

The Company formulates its ethical corporate management policies and regulations with reference to the "Guidelines for the Adoption of Codes of Ethical Conduct for TWSE/TPEX Listed Companies." We establish relevant preventive measures and post-incident remedial systems for specific risks, and set up an independent supervision unit to follow up on the handling of incidents, ensuring that the Company achieves the requirements and goals of ethical management standards. The "Ethical Corporate Management Best Practice Principles" formulated by the Company are implemented upon approval by the Board of Directors.

To ensure that stakeholders, such as employees and suppliers, understand the Company's ethical management policy, we implement a series of measures and management mechanisms. These include requiring relevant stakeholders to sign documents (e.g., Integrity and Ethical Conduct Commitments), promoting the principles through channels such as emails and internal meetings, and conducting due diligence on suppliers to review and select partners that comply with ethical management standards.

Stakeholder Ethical Management Standards

Identity	Timing	Required Documents to be Signed	Completion Status
Employees	Upon Employment	Employee Commitment to Integrity and Ethical Conduct	Completed
Governance Body and Management	Annually	1. Employee Commitment to Integrity and Ethical Conduct (Managers) 2. Statement of Compliance with Ethical Corporate Management Policy 3. Prevention of Insider Trading Statement	Completed
Suppliers	Before Contract Signing	Integrity and Ethical Conduct Commitment	Completed

Ethical Corporate Management Policy Commitment

Policy	Reference	Approval	Executive	Public Link
Ethical Corporate Management Best Practice Principles	Ethical Corporate Management Best Practice	Board of Directors	Corporate Governance Team / Audit Office	https://www.sdti.com.tw/images/docs/finance/company_important/ci_12.pdf
Procedures for Ethical Management and Guidelines for Conduct	Principles for TWSE/TPEX Listed Companies	Board of Directors	Corporate Governance Team / Audit Office	https://www.sdti.com.tw/images/docs/finance/company_important/ci_19.pdf

4.02.2 Anti-Corruption Mechanism

● Anti-Corruption Risk Assessment

On March 24, 2021, the Company's Board of Directors approved the establishment of the "Corporate Governance Ethical Management Team" and appointed a "Corporate Governance Officer" responsible for promoting matters related to corporate integrity. On January 15, 2025, the "2024 Ethical Corporate Management Implementation Report" was submitted to the Board of Directors. The results of the Company's 2024 anti-corruption risk assessment showed no internal or external reports (whistleblowing) and no employees involved in corruption or illegal activities.



● Handling of Corruption Incidents

No incidents of employee corruption occurred at the Company in 2024.

● Anti-Corruption Education and Training

In 2024, the Company promoted "Ethical Management and Integrity" through internal meetings and emails, and required all employees to sign the "Integrity and Ethical Conduct Commitment." In response to the full re-election of Directors in 2025, the Company will also require all eight newly elected Directors to sign the "Statement of Compliance with Ethical Corporate Management Policy" after their election at the Annual Shareholders' Meeting. This is to actively promote the core values of corporate integrity and honesty and to prevent corruption incidents. Additionally, Board members regularly attend external training courses related to corporate governance and ethical management. For details on the continuing education of Directors this year, please refer to page 71 of the Company's 2024 Annual Report.

4.02.3 Anti-Competitive Behavior

The Company upholds the corporate culture of "Altruism and Mutual Prosperity," aiming to jointly build the resilience of Taiwan's industry through win-win cooperation. We are committed to maintaining a market environment of fair competition and strictly observing relevant anti-competitive laws and policies. In engaging in business activities, pursuant to the Fair Trade Act and relevant competition laws, the Company shall not fix prices, rig bids, restrict output and quotas, or share or split the market by allocating customers, suppliers, operational territories, or lines of commerce. The Company has not engaged in any form of anti-competitive, anti-trust, or monopolistic behavior.

4.03 Communication and Grievance Mechanisms

● **Independent Communication Channels and Grievance Mechanisms**

To immediately mitigate the impact of negative events on stakeholders or company operations, the Company has established grievance mechanisms for various issues. When stakeholders discover potential or actual negative impact events, they can report to the responsible unit. Upon receiving the grievance case, the responsible unit shall handle it immediately and formulate response measures. The Company has established communication channels and grievance mechanisms for each stakeholder group as follows :

■ Employees

- ◆ Internal Website or Internal Email Announcements : Irregular announcements of employee welfare matters (health checks, group insurance, etc.), Employee Welfare Committee information, important company operational messages, education and training course information, and annual performance management operations.
- ◆ Employee Satisfaction Survey : Conducted every six months.
- ◆ Employee Opinion Mailbox : Collect employee opinions.

Contact : Ms. Lu (E-mail : hr@sdti.com.tw)

■ Shareholders

- ◆ News Exposure/Material Information : Media/Market Observation Post System (MOPS) ; immediate exposure/announcement of important messages, such as corporate governance, important business developments, operational performance, and other information of concern to shareholders and investors.
- ◆ Convene the Annual Shareholders' Meeting once a year and publish the Annual Report.
- ◆ Irregularly hold domestic institutional investor conferences and online investor conferences annually.
- ◆ Establish a contact window to conduct two-way communication.
- ◆ Irregularly host visits from domestic and foreign institutional analysts or accept invitations to participate in domestic and foreign forums.

Contact : I-Hao Lu, Spokesperson (E-mail : service@sdti.com.tw)

■ Customers

- ◆ Promotional Materials, Advertisements, and Social Media : Published irregularly.
- ◆ Diverse Communication Channels : Including business service and complaint hotlines, guest message boards on the official company website, etc.
- ◆ Contact customers irregularly and provide recommendations for comprehensive solutions.
- ◆ Customer Satisfaction Survey : Conducted annually.

Contact : Mr. Lai (E-mail : sales@sdti.com.tw)

■ Suppliers

- ◆ Conduct supplier screening and require suppliers to cooperate and comply in accordance with the Company's Ethical Corporate Management Best Practice Principles.
- ◆ Conduct supplier evaluations annually and use the results as the basis for future dealings in the following year.
- ◆ Annual recognition of excellent suppliers.

Contact : Mr. Lai (E-mail : vendor@sdti.com.tw)

■ Government Agencies

- ◆ Irregularly participate in policy discussion meetings and seminars held by competent authorities.
- ◆ Cooperate with the supervision and inspection of competent authorities.
- ◆ Visit competent authorities to establish direct exchange opportunities.
- ◆ Establish a contact window to maintain good interaction with competent authorities.

Contact : Mr. Chuang (E-mail : esh@sdti.com.tw)

■ Financial Institutions

- ◆ Irregularly visit dealing banks to update and exchange information on recent company operations.
- ◆ Cooperate with banks for annual credit line reviews and provide relevant company information.
- ◆ Participate in seminars organized by banks on global economic trends, financial products, new laws and regulations, and interest rate/exchange rate forecasts.

Contact : Ms. Chu (Email : account@sdti.com.tw)

● Reporting Channels and Procedures

To establish a corporate culture of integrity and transparency and promote sound operations, the Company has established the "Reporting System for Illegal and Immoral or Unethical Conducts." This reporting system applies to directors, supervisors, managers, employees, mandatories, or other stakeholders of the Company, subsidiaries, and companies over which the Company has substantial control. The Company encourages employees and related parties to report through the reporting mechanism provided by the Company. Whether regarding internal employees or external personnel, illegal or improper behavior can be reported. To ensure fairness and transparency in the investigation process, the Company has established an independent investigation unit and disclosed relevant information on the company website to enable external personnel to report relevant matters.

In 2024, the Company received no internal or external reporting letters.

4.04 Risk Management

4.04.1 Risk Management Mechanism

SDTI adopts preventive policies for risk management. We have not only established a rigorous internal control system in accordance with the law but also conduct regular and irregular audits through the Audit Office to ensure that the execution status complies with regulations.

In 2024, SDTI's "Sustainability and Risk Management Committee" passed the "Risk Management Policy and Procedures." Based on the Company's scale, industry sector, business characteristics, and operational activities, and considering the key regulatory points of various aspects of corporate sustainability, we conduct a comprehensive risk analysis. We analyze and identify the sources and categories of risks applicable to the Company, define the Company's own risk categories, develop relevant detailed risk scenario identifications for each risk category, and regularly review their applicability.

The risk management process of SDTI is as follows :

Risk Identification	Identify risks regarding the short, medium, and long-term goals and business responsibilities of the unit. Based on past experience and information, and considering internal/external risk factors and stakeholder concerns, use "bottom-up" and "top-down" analysis discussions to comprehensively identify potential risk events that may prevent the Company's goals from being achieved or cause losses or negative impacts to the Company.
Risk Analysis	Each operational unit shall address identified risk events by considering the completeness of existing control measures, past experience, and peer cases to analyze the probability of occurrence and the degree of impact of the risk events, and calculate the risk value accordingly : <ul style="list-style-type: none">● Qualitative measurement standards : Using textual descriptions to express the probability of occurrence and degree of impact of risk events.● Quantitative measurement standards : Using specific calculable numerical indicators (e.g., days, percentage, amount, number of people, etc.) to express the probability of occurrence and degree of impact of risk events.
Risk Evaluation	Determine risk events requiring priority handling based on risk analysis results, serving as a reference for the subsequent selection of response measures. Relevant risk analysis and evaluation results shall be accurately recorded and submitted to the "Sustainability and Risk Management Committee" for approval.
Risk Response	For risk response, relevant treatment plans should be formulated to ensure that relevant personnel fully understand and execute them. The execution status of relevant treatment plans should be continuously monitored. The Company shall consider strategic goals, internal and external stakeholder perspectives, risk appetite, and available resources to select risk response methods, achieving a balance between realizing goals and cost-effectiveness in risk response schemes.
Monitoring and Review	Link with key processes in the organization. Department heads exercise effective supervision over the execution of various risk management tasks within their scope of responsibility and management processes to enhance the implementation of risk management.

SDTI conducted risk evaluation based on the materiality principle in 2024 and formulated treatment plans. The response measures adopted are as follows :

Risk Category	Risk Factor	Risk Description and Response Measures
Operational Risk	Information System Risk	Avoid operational risks caused by aging information systems. Activate the assessment mechanism and introduce new systems (e.g., ERP system) in stages based on the situation. °
	Human Resources Risk	Master the issues of frequent personnel turnover and inability to retain talent. Continuously pay attention to talent development management, such as recruitment and retention issues. °
Financial Risk	Precious Metal Price Fluctuation Risk	Minimize the risk of losses caused by value changes due to market risk factors. Keep abreast of precious metal price fluctuation trends and the timing of product sales at all times.
	Exchange Rate Fluctuation Risk	Reduce the impact of exchange rate fluctuations on Company profits. Utilize the offsetting effect of foreign currency assets and master exchange rate trends.
IP & Trade Secret Risk	Trade Secret Leakage Risk	Avoid the loss of intellectual assets and leakage of trade secrets. Establish protection mechanisms to reduce operational risks, including strengthening employee confidentiality awareness, perfecting management systems, and implementing corporate governance compliance.
Information Security Risk	Aging Network Equipment Risk	Avoid information security risks. Keep abreast of issues such as information security, data protection, and confidential document management at all times. Assess the replacement of old equipment, such as replacing key equipment with high-security level equipment.
Work Safety Risk	Personnel Safety Awareness and Cognitive Risk	Avoid work safety risks and enhance personnel safety awareness and cognition. Implement work safety control plans and measures, including : regular safety education and training, risk assessment, establishment of safety regulations, installation of warning signs, and emergency response plans to enhance safety awareness.

4.04.2 Legal Compliance

In 2024, the Company did not incur any violations of laws and regulations related to corporate governance, the environment, or society.

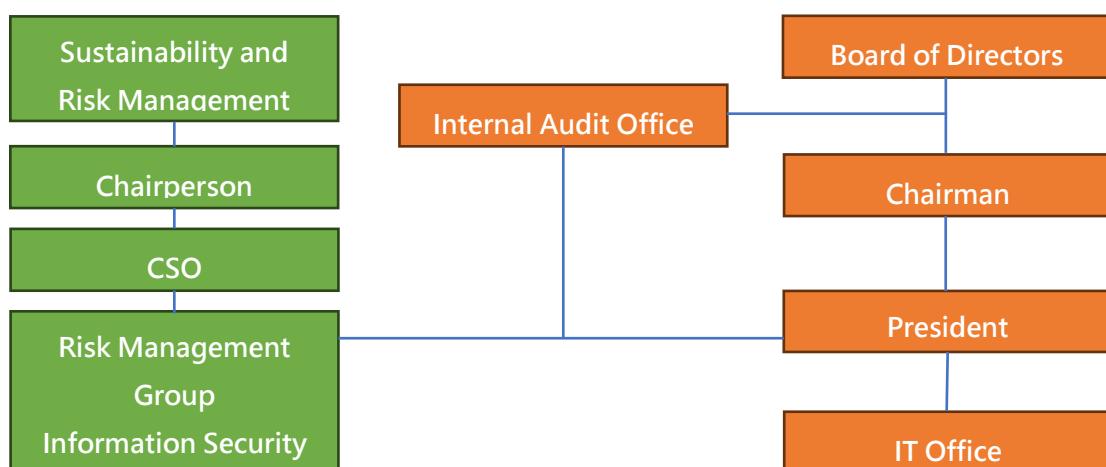
4.05 Information Security and Customer Privacy Protection

4.05.1 Information Security Management

● Information Security Risk Management Framework

In 2024, SDTI established the "Sustainability and Risk Management Committee - Risk Management Group - Information Security Team" responsible for executing information security management planning, establishing and maintaining the information security management system, and coordinating the formulation, execution, risk management, and compliance auditing of relevant policies for information security and protection. The Sustainability and Risk Management Committee is chaired by the Chairman. The Audit Office supervises information security risk management. Heads of various units within the Company (including Legal, HR, R&D, Engineering, Production, Consulting, etc.) are members of the Committee. Additionally, an "Information Office" was established, dedicated to the Company's information security and physical security planning and related audit matters, and also leads the operation of this Information Security Team. The Sustainability and Risk Management Committee convenes at least once a quarter to review the results of information security risk analysis and the corresponding protective measures and policies adopted by Super Dragon Technology, ensuring the continued suitability, adequacy, and effectiveness of the information security management system. The Committee regularly reports the effectiveness of information security management and the direction of information security strategies to the Board of Directors. Independent directors with relevant backgrounds in the field of information security supervise information security and network security strategies, reviewing and revising them regularly.

▼ Organization Chart



● Information Security Policy

The information security policy of SDTI covers the Company and its domestic and overseas subsidiaries, guided by the following four principles :

- Establish information security management regulations that comply with laws and regulations and meet customer requirements.
- Achieve a consensus that information security is everyone's responsibility through organization-wide awareness.
- Protect the confidentiality, integrity, and availability of Company and customer information.

- Provide a secure production environment to ensure the sustainable operation of the Company's business.

Targeting three main information security protection axes—anti-virus, anti-hacking, and anti-leakage—we establish firewalls, intrusion detection systems, anti-virus systems, and numerous internal control systems to enhance the Company's ability to defend against external attacks and ensure the protection of internal confidential information.

SDTI is committed to introducing and establishing a complete Information Security Management System (ISMS). From system, technical, and procedural aspects, we reduce corporate information security threats, build an information security protection environment that meets customer needs, and continuously conduct the "Plan-Do-Check-Act" (PDCA) cycle for continuous improvement.

Plan Phase : Focuses on information security risk management. To strengthen information security, Super Dragon Technology evaluates the introduction of ISO 27001 ISMS certification, enabling information systems to operate under standard management norms, reducing security loopholes and production abnormalities caused by human negligence. Continuous improvement is also achieved through annual review operations. In the future, we also look forward to investing in ISO 15408 (Common Criteria) certification, which is specifically for secure products. It focuses not only on security procedures for receiving, processing, and destroying secure products but also has high requirements for physical access control to achieve full-line production safety.

Do Phase : Construct a multi-layered information security protection mechanism, continuously introduce new information security risk control technologies, improve the efficiency of detection and response procedures for various information security incidents through intelligent/automated mechanisms, and strengthen information security and network security protection processes to safeguard the Company's important assets.

Check Phase : Regularly monitor the effectiveness of information security management indicators and conduct annual third-party review audits of the management systems. Additionally, well-known information security vendors are commissioned to conduct penetration tests to ensure the continuous enhancement of information security management and defense capabilities.

Act Phase : Review and continuous improvement. When employees and contractors violate information security-related regulations and procedures, penalties are imposed according to regulations, and information security education and training for all employees is continuously conducted to raise information security awareness.

● **Specific Management Plans**

To achieve information security policies and goals and establish comprehensive information security protection, the implemented management matters and specific management plans are as follows :

- **Enhance InfoSec Defense Capabilities** : Regularly conduct vulnerability analysis and penetration testing of information security systems, and reinforce and repair them to reduce information security risks. Establish a cybersecurity incident response plan, assess impact and loss based on incident severity levels, and take corresponding notification and recovery actions.
- **Refine InfoSec Management Procedures** : Besides continuously strengthening defense capabilities, equal emphasis must be placed on management procedures and awareness cognition. Establish an enterprise information security framework based on NIST (National Institute of Standards and Technology) standards and set corresponding metrics. Employees should abide by information security regulations (e.g., strict control of mobile storage devices), follow SOPs, and continuously perform the PDCA cycle for improvement.
- **Improve Network, Endpoint, and Application Security** : Enhance the anomaly detection and protection capabilities of endpoint devices, including Application Whitelisting mechanisms and Endpoint Detection and Response (EDR)

mechanisms. Optimize the overall information system network security zone and add multi-factor authentication protection for privileged account logins on important hosts.

- Legal Compliance and Introduction of International Standards : Super Dragon Technology is committed to complying with certification standards and regulations such as ISO 27001, ISO 15408, ISO 22301, and the US Sarbanes-Oxley Act (SOX 404) related to information security, serving as methods and inspection bases for achieving various risk management goals. An internal "Risk Management Group - Information Security Team" has also been established to promote various standardization operations and reduce production and operational risks.
- Risk Control : Cooperate with major international information security manufacturers to conduct a comprehensive information security health check through their professional services. Use objective results verified by impartial third parties as a basis for advanced information security enhancement. Protect the Company to minimize potential losses in the event of a cyberattack.
- Education and Training : Conduct information security education and training for all employees and irregular social engineering phishing email tests to raise information security awareness, ensuring that information security operations are implemented by every employee with the support of senior executives and all departments.
- Pandemic Control : In response to the global COVID-19 pandemic, strengthen anti-virus/anti-hacker and information security protection measures for Work From Home (WFH), and advocate against using public computers and networks for work to fulfill the responsibility of protecting Company information.

● **Resources Invested in Information Security Management**

Information security has become an important issue for Company operations. The corresponding information security management matters and invested resource plans are as follows :

- Dedicated Manpower : Established a dedicated "Information Office" responsible for the Company's information security planning, technology introduction, and related audit matters to maintain and continuously strengthen information security.
- Certification : Committed to passing ISO 27001 information security certification and ISO 15408 site certification, with no major deficiencies in relevant information security audits.
- Customer Satisfaction : No major information security incidents and no complaints regarding the loss of customer data.
- Education and Training : All new employees complete information security education and training courses before reporting for duty; all employees complete two online information security education and training sessions and assessments; a total of four social engineering phishing email tests are executed annually.
- InfoSec Announcements : Produced more than ten information security announcements to convey important regulations and precautions for information security protection.
- Supply Chain : All new contractors have completed education and training on Super Dragon Technology's information security regulations.

4.05.2 Customer Privacy Protection

- The Company attaches great importance to the protection of customer personal data and privacy and has established an information security management system in accordance with the Personal Data Protection Act.

- Specific Measures : Regular employee information security training/advocacy, information system permission management, data encryption transmission, etc.
- In 2024, the Company received no complaints regarding customer data leakage or privacy infringement. .

4.06 Participation in Associations

The Company continuously participates in business-related associations and organizations to exchange industry knowledge, information, and practical experience with peers and professionals, hoping to jointly respond to changes in the international situation and improve industry standards.

Participation in Business-Related Associations and Organizations :

Associations / Organizations	Membership Status
The American Chamber of Commerce in Taiwan	Member
Waste Disposal Industry Association of R.O.C.	Member
Taoyuan City Taoke Huanke Daten Industrial Park Joint Manufacturers Association	Member
Taiwan Institute of Directors	Member
Taoyuan City Waste Disposal Industry Association	Member
Taiwan Circular Economy Association	Member
Taoyuan City Guanyin Industrial Park Manufacturers Association	Member
Taiwan ESG City Net Zero Breakthrough Association	Member

4.07 Product and Service Management

4.07.1 Customer Health and Safety

In 2024, for Gold Salt (Potassium Gold Cyanide) products, the internal ESH unit and production unit jointly formulated COA (Certificate of Analysis) / MSDS (Material Safety Data Sheet) and outsourced testing for REACH and RoHS to safeguard cooperative customers and provide effective testing and substance certification. The Company strictly abides by regulations. .

In 2024, there were no incidents of violations of health and safety regulations concerning products and services.

4.07.2 Marketing and Labeling

When selling Gold Salt (Potassium Gold Cyanide) products, a COA is attached in accordance with regulations to responsibly inform customers of their physical properties. As the product itself contains chemical toxicity, Material Safety Data Sheets (MSDS) are provided annually for customer reference.

In 2024, there were no incidents of non-compliance with regulations concerning product and service information and labeling, nor were there any violations of marketing communication regulations.

4.08 Supplier Management

● Value Chain

Super Dragon Technology is mainly engaged in parts cleaning, electronic waste and industrial waste treatment, precious metal recovery and refining services, and the manufacture and sales of industrial gold salt. Procured raw materials mainly include precious metals (e.g., gold, silver, platinum) , scrapped 3C products, solid and liquid waste, process chemicals and consumables, and packaging materials. The Company has 1,697 qualified suppliers with transaction records, with precious metal raw material procurement accounting for the largest share.

Super Dragon Technology regards supplier management as one of the key actions for implementing sustainable operations and requires suppliers to strictly follow the Company's "2-PR2 Supplier Management Procedure." The development and assessment of new suppliers are coordinated by the procurement unit. If procurement personnel find that qualified suppliers in the ERP system cannot supply the required items, they will conduct a document review or on-site evaluation of candidate new suppliers based on the raw material quality requirements proposed by the Company's business units. Upon completing the assessment and listing them as qualified suppliers, they are also required to sign the "Integrity and Ethical Conduct Commitment" before the first transaction.

● Procurement Spending Ratio

In 2024, the Company's total procurement amount for raw materials was NT\$ 998,308 thousand, accounting for 96.42% of total procurement. Among this, precious metal raw material procurement accounted for 95.30%. The local procurement rate (referring to suppliers registered in the Republic of China) was 100%.

● Selection Criteria and Audit Status

- The selection criteria for the Company's suppliers are based on the "2-PR2 Supplier Management Procedure." In 2024, the procurement unit added 115 new qualified suppliers based on this procedure.
- The annual supplier audit conducted in 2024 mainly selected suppliers of raw materials, hardware consumables, general consumables, and engineering equipment for material testing. A total of ten suppliers were selected for audit. The selection principles are as follows :
 - ◆ Qualified suppliers with more than five transactions per year or a total transaction amount exceeding NT\$ 500,000. If the above criteria do not fit the actual situation, the restriction is waived to conduct supplier assessment.
 - ◆ Suppliers for outsourced waste recycling/treatment and aerospace parts subcontractors must be audited annually.
 - ◆ Audit items include Quality (Q) , Cost (C) , Delivery (D) , Overall Coordination, Emergency Handling Ability or Professional Capability, Illegality, and Risk (deduction items) . The audit results for this year were 7 Grade A suppliers and 3 Grade B suppliers.
- There were no suppliers with negative impacts found in the 2024 audit. °

5、Social

5.01 Human Capital Development

5.01.1 Human Rights Policy and Commitments

Super Dragon Technology adheres to international human rights standards such as the Universal Declaration of Human Rights, the UN Global Compact, the International Labour Organization (ILO) Core Conventions, and the UN Guiding Principles on Business and Human Rights. We disclose our human rights protection principles in the Company's "Sustainable Development Best Practice Principles," respecting and protecting the basic human rights of all employees and stakeholders. We explicitly prohibit any form of discrimination, harassment, forced labor, child labor, and involuntary labor, striving to create a diverse, equal, and safe working environment.

The human rights protection principles implemented by the Company include :

- Labor Rights (working hours, wages, freedom of association, right to collective bargaining, etc.)
- Gender and Ethnic Equality
- Workplace Safety and Health
- Information and Privacy Protection

All employees must receive education and training on human rights and workplace equality upon reporting for duty. Management levels are required to regularly participate in advanced courses on labor regulations and workplace ethics.



The principles of human rights protection have been incorporated into the Company's various operational and management systems and are implemented through the following means :

- Continuous Improvement : We will continuously strengthen human rights-related governance and management mechanisms based on domestic and international trends and stakeholder expectations to enhance the effectiveness of human rights protection and practice corporate social responsibility.
- Risk Identification and Audit : Regularly conduct internal audits and risk identification, and include workplace equality and improper treatment as items in employee opinion surveys.
- Grievance and Investigation Mechanism : Establish anonymous grievance channels to handle cases involving harassment, unequal treatment, and other human rights disputes. Investigation results are reported by the HR unit to the President for handling, and if necessary, submitted to the Personnel Review Committee. ◇

SDTI's operating sites are all located in Taiwan. We comply with the regulations of the Labor Standards Act and strictly prohibit the employment of child labor under the age of 16. In 2024, no major risk incidents involving the use of child labor were found. The Company promises not to tolerate any form of involuntary labor behaviors such as coercion, threats, retention of identity documents, or restriction of personal freedom.

SDTI respects the culture, beliefs, and land rights of indigenous peoples. In 2024, the Company's operations and plant expansions did not involve indigenous areas, nor were there any incidents infringing upon the rights and interests of indigenous peoples. In the future, if plans involve potential impacts on indigenous peoples, we will communicate and negotiate in advance and obtain informed consent in accordance with relevant regulations of the Indigenous Peoples Basic Law.

5.01.2 Workforce Composition

5.01.2.1 Employee Structure

● Workforce Profile

As of the end of 2024, Super Dragon Technology employed a total of 76 full-time employees, with Taiwan serving as the primary operational base. The breakdown of employees by gender, employment type, work region, and contract type is as follows :

Employee Structure at the End of 2024 (Unit : Persons)

Region	Gender	Number of Employees
Taiwan	Male	48
	Female	28
Total		76

Employment Type	Number of Employees	Percentage
Full-time (Regular)	76	100%
Part-time (including work-study)	0	0%
Total	76	100%

Contract Type	Number of Employees	Percentage
Indefinite-term Contract	76	100%
Fixed-term Contract	0	0%

Note : The Company did not employ any underage workers, and all employment complies with the provisions of the Labor Standards Act..

5.01.2.2 Non-Employee Structure

Due to business needs, some operational activities of SDTI are supported by external personnel or suppliers. The main types of non-employee workers are as follows :

Non-Employee Structure Table

Category	Nature of Work	Number (Annual Average)	Description
Contracted/ Dispatched Personnel	Assist in temporary tasks such as administrative affairs, warehousing, and manufacturing	0	Employed through dispatch agencies with a tripartite contract signed
Short-term Contractors	Project-based tasks such as project design, maintenance, and environmental inspections	0	Based on professional service contracts, no employment relationship
Outsourced Workers	Outsourced service work such as security, cleaning, and employee cafeteria	8	Workers assigned by outsourced service providers, not company employees

The Company ensures that the work performed by non-employee workers does not fall under the core responsibilities of regular business operations. We require third-party operators of dispatch and contracting agreements to comply with the Labor Standards Act, the Occupational Safety and Health Act, and relevant human rights protection regulations, and we regularly review their compliance status.

5.01.3 Employee Diversity, Inclusion, and Equality

SDTI continues to attract and retain outstanding talent, upholding a fair and open recruitment system that emphasizes diversity and intergenerational integration. In terms of employee management, we regularly review employee turnover trends as a basis for organizational optimization and HR strategy adjustment.

As of December 31, 2024, the employee turnover status is as follows :

New Hires and Ratio (by Gender and Age)

Age Group	Male	Female	Total	Ratio to Total Employees
Under 29	8	5	13	18%
30–50	10	10	20	27%
Over 51	2	0	2	3%
Total	20	15	35	47%

Note : The new hire ratio is the number of new hires throughout the year divided by the total number of employees.

Employee Turnover and Turnover Rate (by Gender and Age)

Age Group	Male	Female	Total	Annual Turnover Rate
Under 29	1	5	6	8%
30–50	8	7	15	20%
Over 51	5	1	6	8%
Total	14	13	27	36%

Calculation Method : Turnover Rate = Number of employees who left during the year ÷ Total number of employees on 12/31 of the current year × 100%

SDTI is committed to establishing a diverse, inclusive, and equal working environment, ensuring that no employee is discriminated against based on gender, age, race, religion, sexual orientation, marital status, physical or mental disability, or other identities. We uphold open and fair employment principles and ensure equal opportunities for talent through sound recruitment, promotion, and education and training systems, promoting workplace diversity and sustainable development.

● Workforce Trend Observations

- New hires are predominantly around 30 years old, indicating the Company's ability to attract young talent.
- The turnover rate for employees aged 34–50 is relatively stable, showing good stability among core cadres.
- Through the establishment of a sound promotion system, welfare measures, and talent development paths, we will continue to improve employee retention rates.

5.01.4 Employee Rights and Benefits

In addition to providing basic protections such as labor and health insurance, pensions, and special leave in accordance with the law, the Company provides the following additional welfare measures based on operational characteristics and employee needs (applicable to all full-time employees) :

Benefit Item	Description
Year-end Bonus	Distributed based on individual performance and company operating results
Employee Group Insurance	Provides coverage for life insurance, accident insurance, hospitalization medical insurance, etc.
Meal Allowance	Employee cafeteria food supply and overtime meal allowance
Employee Health Check	Regular health checks arranged annually
Subsidies for Marriage, Funeral, and Childbirth & Scholarships	Subsidies provided for employees and their children
Employee Care and Festival Gifts	Cash gifts for three major festivals, birthdays, year-end party raffle gifts/cash, etc.
Employee Education, Training, and Further Study	Internal/external training courses and study subsidies provided
Employee Stock Ownership Trust & Restricted Stock Awards	Encourage employees to participate in company operating results, enhancing organizational identity and cohesion

Note : Part-time and temporary personnel are provided with necessary protections based on the actual nature of employment and working hours, but the above full-time employee welfare policies do not apply.

SDTI supports work-life balance and provides mechanisms for employees to apply for parental leave without pay and return to work in accordance with the law. The following is the status of parental leave applications and reinstatements for the year 2024 :

Category	Male	Female	Total
Number of Employees Eligible to Apply	0	2	2
Number of Employees Actually Applying	0	2	2
Number of Employees (Estimated) to Return	0	1	1
Estimated Return Rate	0%	50%	-

Note : Return Rate = Number of employees actually returning in the current year / Number of employees applying for parental leave in the previous year

To ensure gender equality and pay equity, Super Dragon Technology regularly reviews the rank and salary structure, determining salaries based on job nature and work performance rather than gender. The ratios of basic salary and total remuneration for women to men in different ranks for 2024 are as follows :

Average Annual Remuneration Ratio of Female to Male Employees by Rank

Rank	Basic Salary Ratio (Female/Male)
Entry-level Staff (Non-management)	61%
Mid-level Management	18%
Senior Management	52%
Company Average	44%

Note : The Company's remuneration principle is "salary based on position, reward based on performance." Substantively, female remuneration is comparable to male remuneration, with no systemic differences.

For the average and median salaries of full-time non-managerial employees and their changes compared to the previous year, please refer to the Market Observation Post System (<https://mops.twse.com.tw>).

Path : Summary Reports > Corporate Governance > Employee Welfare and Remuneration Statistics > Non-Managerial Full-Time Employee Salary

5.01.5 Collective Bargaining Agreements

The Company has not established a labor union.

5.01.6 Talent Cultivation and Development

SDTI plans training courses based on rank and competency needs to assist employees in continuous improvement and provides necessary support for organizational changes or employee career transitions :

● Competency Training System

- New Employee Training : Includes corporate culture, workplace ethics, safety and health, and operational procedures to help quick adaptation.
- Basic Training : Such as project management, communication and expression, time management, and cross-departmental collaboration.
- Professional Training : Arranges courses on process technology, quality management, equipment maintenance, and legal compliance based on department attributes.
- Management Training : Leadership, performance management, HR management, and decision-making capability training designed for management levels.

● Transition Assistance Measures

- Internal Rotation/Promotion Mechanism : Encourages horizontal or vertical development to expand career possibilities.
- Resignation Assistance : Provides exit interviews, career counseling, and job transition information to help employees smoothly transition to the next stage.
- Retirement Planning : Provides explanations of the retirement system and application process in accordance with government regulations, and holds briefing sessions as needed.

SDTI implements a performance appraisal system in which all employees participate. The appraisal includes work goal achievement rate, competency performance, and development potential. Interviews and feedback are conducted between supervisors and employees to serve as a reference for salary adjustments, bonuses, and training plans.

Average Employee Training Hours

Category	Hours	Note
General Staff	105 hours	Training hours include internal training, external training, certification courses, etc.
Management	81 hours	
Total	186 hours	

5.02 Occupational Health and Safety

5.02.1 Occupational Health and Safety Policy

In accordance with the Occupational Safety and Health Act, the Company establishes and implements an occupational safety and health management system, provides safe and healthy working conditions, complies with OHS laws and relevant requirements, eliminates hazards and reduces OHS risks, and promotes worker consultation and participation in OHS. The occupational safety and health personnel at each of the Company's operating sites manage operations according to the ISO 45001 standard. The management system covers SDTI's Huanke Plant and Guanyin Plant, covering stakeholders including 76 employees, 5 non-employee workers, and 10 suppliers and contractors. °

Before the external audit in November each year, the Company conducts an internal audit to self-examine the execution effectiveness of ESH (Environment, Safety, and Health) . Through the management cycle, we implement various work plans to achieve the goal of continuous improvement and reduction of occupational accidents. We obtained ISO 45001 certification in February 2015. The certification scope includes the Huanke Plant, with an internal audit ratio of 50% and an external audit ratio of 50%.

● Hazard Identification, Risk Assessment, and Incident Investigation

The Company has established hazard identification and risk assessment management procedures. Each unit conducts routine risk assessments annually. Non-routine assessments are required in case of changes in operational processes, regulations, knowledge and information on hazards and OHS risks, or new knowledge and technologies. To respond to these risks, the Company adopts graded control and improvement measures, implements working environment monitoring every six months, and continuously tracks and evaluates.

■ Incident Investigation Process

In new employee education and training, the Company emphasizes employees' obligations regarding safety and health and the importance of self-protection. The Company complies with occupational safety and health regulations and informs all employees that if they discover a situation with an immediate danger during work, they can retreat to a safe place in addition to reporting it immediately. In 2024, no employees were punished for reporting safety concerns or retreating to a safe place due to safety concerns.

● OHS Education and Training

In accordance with regulatory requirements, to ensure that every worker is familiar with OHS regulations and the Company's safety and health management mechanism, the Company regularly provides OHS-related education and training. This introduces the Company's safety, health, and wellness culture and

concepts. In 2024, the total number of trainees was 40 person-times, with at least 6 hours of training per person. The total training hours for all workers were 240 hours. This year, emphasis was placed on areas such as regular fire drills, strengthening knowledge transmission to effectively reduce similar incidents.

● **Occupational Health Services and Health Promotion**

The Company systematically manages employee health check data and analyzes employee health risk items over the past three years. For high-risk cases, the ESH department arranges physician interviews and coordinates with unit supervisors for job matching and adaptability adjustments. To promote employee mental health, a mental health assessment questionnaire is used annually to identify employee psychological stress. Based on the results, mental health promotion activities are planned, and external experts are invited to provide professional advice on stress adaptation. Additionally, the Company continuously promotes workplace health promotion and encourages employees to participate in activities such as beach cleanups, encouraging employees to go outdoors while fulfilling corporate social responsibility for the global environment.

● **Prevention and Mitigation of OHS Impacts Directly Linked to Business Relationships**

The Company regards contractors as important work partners. To ensure the safety of contractor personnel, each production site not only implements hazard notification and supervision in accordance with OHS regulations but also promotes various management mechanisms (including incorporating safety norms into contracts, conducting hazard notification advocacy before contractor personnel enter the plant, and safety supervision) to strengthen contractor safety and health management. Safety inspections are conducted irregularly, and identified deficiencies are reported to the contracting unit or undertake for safety improvements.

5.02.2 Occupational Injuries

The total working hours of the Company in 2024 were 125,984 hours, with zero occupational injury incidents. However, we continue to prevent occupational accidents through policy advocacy and education and training. Regarding occupational diseases, the Company's HR, ESH, personnel from various departments, and outsourced on-site medical personnel jointly handle worker health protection and promotion matters. We also regulate that contractors should implement health checks for their employees and autonomously control their subordinate construction personnel to avoid engaging in unsuitable work, thereby reducing the probability of occupational diseases.

5.03 Community Participation

5.03.1 Investment in Infrastructure and Support Services

Since July 2024, Super Dragon Technology has adopted a 1 km coastline area west of the West Coast Expressway (Provincial Highway 61) in Taoyuan, covering the surrounding roads, side ditches, and under-forest areas from Fulin Creek to Shulin Houxi Sections 1-2. Employees volunteer to maintain this area, with 2 people taking turns weekly for cleaning and maintenance. From July to September, a group beach cleanup with more than 20 people was held once a month.



In 2024, a total of 92 person-times were invested.

Through corporate resource investment in public environment maintenance, we not only reduce the pressure of environmental management on the local government but also substantially improve the landscape of the coastal area and the safety of surrounding public areas, demonstrating the Company's active role in community infrastructure maintenance and promoting positive interaction and trust between the public and the enterprise.

5.03.2 Local Communities Interaction and Cooperation

● Community Interaction and Cooperation

The Company actively responded to the Taoyuan City Government's public welfare initiative. At the Company's Mid-Autumn Festival party on September 13, 2024, disabled street performers were invited to perform music, providing a performance stage and strengthening employees' understanding and acceptance of disadvantaged groups. On October 15 of the same year, the Company arranged for 3 visually impaired massage therapists to provide service in the plant, offering free shoulder and neck massage experiences to 20 colleagues. Such activities are planned based on community characteristics and local needs, working closely with local units to enhance the visibility and economic support of disadvantaged groups through substantial participation, establishing a network of mutual trust and support between the enterprise and the community.



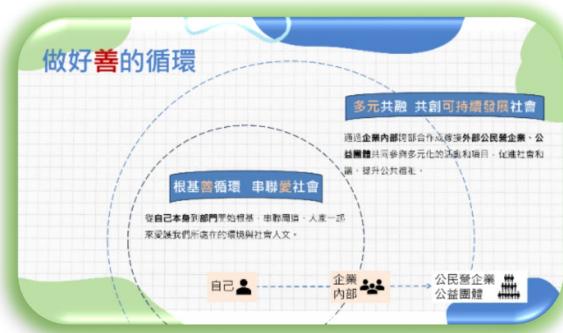
● Impact of Social Participation Measures and Future Outlook

The Company's investment in social welfare and community service in 2024 yielded significant results. Improving the environment of the 1 km coastline through beach cleanup activities not only directly improved environmental quality but also generated multiple indirect benefits. First, it helps maintain the native ecology of sand dunes, reducing the disturbance of human waste on habitats and strengthening biodiversity conservation in coastal areas. Second, the clean and tidy landscape enhances the attractiveness of the Caota Sand Dunes as a venue for tourism and environmental education, indirectly promoting local tourism development and community economic vitality. Furthermore, the enterprise's proactive investment in public infrastructure maintenance demonstrates a commitment to local sustainable development, reducing the burden on the public sector and strengthening the trust link between the corporate brand and the community. Employees' enthusiastic participation in cleaning operations, while supporting local disadvantaged groups with cultural and caring actions, enhances employees' understanding of a diverse society. This not only raises their awareness and practice of environmental and humanitarian issues but also promotes internal cohesion and cross-departmental cooperation, further deepening the ESG-oriented corporate culture. In the future, the Company will continue to plan participation schemes based on actual community needs, deepen cooperative relationships with local units, implement corporate social responsibility, and become an important promoter of local sustainable development. °



● Negative Impact Statement

In 2024, the Company's operational activities caused no substantial or potential negative impact on local communities. We will continue to base our actions on stakeholder dialogue to prevent and respond to possible risks.



6 Environmental

6.01 Climate Change

● Climate Oversight and Governance Structure

In response to the high uncertainty of climate and rapid changes in policies and markets, and to timely grasp and estimate the potential impacts caused by climate change, the Company regularly convenes senior executives from various departments to identify material climate risks and opportunities. We further assess the risks that droughts, typhoons, and high temperatures may bring to various operating sites, aiming to stay abreast of external environmental climate changes and market dynamics to consider the overall operational strategy planning more comprehensively.

The Board of Directors serves as the highest decision-making body for sustainable development issues. The Company established cross-departmental project organizations, the "GHG Inventory Promotion Committee" and the "Sustainability and Risk Management Committee," in 2023 and 2024, respectively. The Chairman serves as the Chairperson of these projects, evaluating climate change risks and opportunities for the Company together with senior executives from various fields. They define mid-to-long-term sustainable development plans and convene quarterly meetings responsible for formulating, promoting, and strengthening action plans and capital expenditures for important policies on sustainable development (including climate-related issues) within Group companies. They also review, track, and revise the implementation status and effectiveness of sustainable development, reporting to the Board of Directors.

The "Sustainability and Risk Management Committee" serves as a cross-departmental communication platform for vertical integration and horizontal connection. Under it, the Corporate Governance Group, Environmental Sustainability Group, Happy Workplace Group, Social Participation Group, Partnership Group, and Risk Management Group have been established. These groups identify sustainable issues relevant to company operations and of concern to stakeholders, formulate corresponding strategies and work guidelines, plan and execute annual schemes, and track execution results quarterly. This ensures that sustainable development strategies are fully implemented in the Company's daily operations, thereby achieving the Company's sustainability goals and bringing value to investors and stakeholders. .

● Climate Strategy

The climate risk and opportunity items identified by the Company, as well as the potential impact of these items or transition actions on the Company's business, strategy, and financial aspects, are described as follows :

Business Aspect	Risks	Opportunities
Short-term	Droughts caused by extreme weather or government water rationing will affect the Company's precious metal recovery chemical production lines; early response measures are required.	<ul style="list-style-type: none"> The volume of global e-waste processing continues to rise, and customers and governments are placing increasing importance on the environmental protection industry. Customer requirements for waste treatment are gradually shifting from basic legal compliance to low energy consumption, low carbon emissions, and recycling/reuse, which aligns with the core values the Company has long upheld.
Mid-to-Long-term	Government energy policies will lead to significant increases in energy prices, and environmental treatment costs will rise correspondingly, posing a disadvantage to industry competitiveness.	

Strategic Aspect	Risks	Opportunities
Short-term	Implement product carbon footprint (PCF) verification to effectively master product carbon emission data and identify opportunities for improvement.	<ul style="list-style-type: none"> Cultivate dedicated personnel to build carbon footprint inventory capabilities. Actively develop the recycling and reuse of non-metal materials from electronic waste to create a green fully circular economy model.
Mid-to-Long-term	Proactively understand development trends in international and domestic climate change issues to grasp the direction of future new regulations.	<ul style="list-style-type: none"> Formulate trend data collection for new regulations and draft response countermeasures as early as possible. Establish a circular economy value chain to enhance the value of waste resources.

Financial Aspect	Risks	Opportunities
Short-term	To improve energy usage efficiency, multiple energy-saving measures are introduced, leading to an increase in indirect costs.	Actively introduce the ISO 50001 Energy Management System to continuously identify opportunities for energy-saving improvements, thereby reducing operating costs.
Mid-to-Long-term	<ul style="list-style-type: none"> In response to national Net Zero goals, expand in-plant solar energy facilities, leading to increased capital expenditure (CAPEX). Phase out old high-energy-consuming equipment to enhance energy efficiency, leading to increased capital expenditure. 	Invest R&D manpower and funds to develop services that align with ESG trends.

Water shortages and power rationing in parts of Taiwan caused by climate change factors have fortunately not affected the Company's operations, nor have they caused indirect financial losses or increased operating costs. Demand for the Company's products and services remains unaffected.

To respond to the impact of extreme climate in the future, the Company is actively promoting renewable energy and energy storage businesses, laying the foundation for green energy transition. Simultaneously, we are assessing the introduction of the ISO 50001 Energy Management System and actively deploying energy-saving facilities. While this may cause operational costs to rise in the short-to-medium term, in the long term, due to industrial diversification and the emphasis on sustainability issues, the invested green industries are expected to drive continuous growth in Group revenue and enhance corporate reputation.

● Climate-Related Risk Identification, Assessment, and Management

After the unit responsible for supervising climate risks and opportunities reviews and approves the execution of risk strategies and the priority of risk control, the unit responsible for identifying climate risks and opportunities convenes a Climate Risk Identification Meeting. Through cross-functional organizational communication and based on indicators such as Physical Risks, Transition Risks, and Opportunities, the Company evaluates the impact of immediate/long-term patterns of climate change events on company operations and value chain activities. We also explore the risk disasters or opportunities faced by the Company in different regions to identify the financial impact and applicability of various risks and opportunities to the Company.

The Company's risk management is authorized by the President to the heads of various functional units to execute daily risk management measures according to risk types. We emphasize comprehensive risk control by all employees and the strict execution of relevant regulations of the internal control system to effectively implement risk management. Regarding climate risks, the Company has formed a Project Team to discuss relevant risks under climate change in depth, assessing the potential influence, impact degree, and probability of occurrence of various risks on the Company's operations.

● Scenario Analysis

The Company has not yet utilized the IPCC AR6 five climate scenarios (SSP1, SSP2, SSP3, SSP4, and SSP5) to examine potential physical risks and transition risks, nor to analyze the potential financial impacts of climate risks.

● Metrics and Targets

The Company has not yet formulated climate-related metrics including greenhouse gases, energy and resource usage, and water resources based on key strategies for short, medium, and long-term climate-related risks and opportunities. The Company also has not yet utilized Internal Carbon Pricing as a planning tool.

6.02 Greenhouse Gas Management

6.02.1 Strategies, Methods, and Targets for Greenhouse Gas Management

SDTI is committed to promoting the effective management and reduction of greenhouse gases (GHG) and has formulated specific strategies and targets. We conducted our first carbon inventory in 2023 and continued the GHG inventory in 2024, setting the results of this year's inventory as the Company's carbon reduction base year. At the same time, we have invested funds to improve energy efficiency, introduce renewable energy, and optimize production processes, aiming to gradually reduce GHG emissions.



Regarding Scope 1 reduction, SDTI references the government's energy-saving and carbon reduction guidelines on "using high-efficiency power equipment and accelerating the replacement of old equipment." Considering the future implementation of domestic carbon fee regulations and the maturing trend of the carbon credit market, we prioritize the adoption of low-carbon emission equipment when expanding new plants and spaces. We are also replacing fuel oil boilers with natural gas boilers to reduce GHG emissions.

In 2024, the energy types used by SDTI and its various plants mainly included purchased electricity, fugitive emissions, fuel for company vehicles, and fuel for forklifts; these energy sources are all non-renewable.

Huanke Plant : In 2024, Scope 1 emissions reached 196.4423 tCO2e (accounting for 18.28% of total Scope 1 and Scope 2 emissions), and Scope 2 emissions were 878.0514 tCO2e (accounting for 81.72%). Compared to the previous year, the total Scope 1 and Scope 2 emissions increased by 17.54 tCO2e.

Guanyin Plant : In 2024, Scope 1 emissions reached 3.5386 tCO2e (accounting for 9.32% of total Scope 1 and Scope 2 emissions), and Scope 2 emissions were 34.4234 tCO2e (accounting for 90.68%). Compared to the previous year, the total Scope 1 and Scope 2 emissions increased by 0.625 tCO2e.

6.02.2 Greenhouse Gas Emissions

SDTI references ISO 14064-1 : 2018 and the GHG Protocol standards, determining organizational boundaries using the Operational Control Approach. The base year is set as 2024 for calculating GHG emissions and conducting verification. In 2024, SDTI

set goals superior to the "Sustainable Development Roadmap for Listed Companies" launched by the Financial Supervisory Commission (FSC) in 2022, actively accelerating the GHG inventory process.

It is expected that the GHG inventory data will be verified by a third-party institution in 2025 to obtain a Verification Statement.



Greenhouse Gas Emissions Analysis Table

Greenhouse Gas Emissions	2024 年	2023 年	2022 年
Scope 1 (tCO ₂ e)	199.8766	179.5477	Not Inventoried
Scope 2 (tCO ₂ e)	912.4748	914.743	Not Inventoried
Scope 3 (tCO ₂ e)	Not Inventoried	Not Inventoried	Not Inventoried
Total Emissions (tCO ₂ e)	1,112.3514	1094.2907	Not Inventoried
Emission Intensity (tCO ₂ e / NT\$ Million Revenue)	0.9395	0.9782	Not Inventoried

Note 1 : Scope 1 Data Coverage : Parent company completed. Scope 2 Data Coverage : Parent company completed.

Note 2 : GHG emissions do not include subsidiaries.

Note 3 : The types of greenhouse gases calculated include Carbon Dioxide (CO₂) , Methane (CH₄) , Nitrous Oxide (N₂O) , Hydrofluorocarbons (HFCs) , Perfluorocarbons (PFCs) , Sulfur Hexafluoride (SF₆) , and Nitrogen Trifluoride (NF₃) .

Note 4 : The source of emission factors is the latest "Greenhouse Gas Emission Factors" announced by the Ministry of Environment, Executive Yuan. Global Warming Potential (GWP) values adopt the values from the IPCC Sixth Assessment Report (AR6) .

Note 5 : The calculation scope of GHG emission intensity includes GHGs generated in Scope 1 and Scope 2, excluding GHGs generated in Scope 3.

6.03 Energy Management

6.03.1 Energy Use Policy

SDTI itself engages in circular economy businesses such as environmental recycling and urban mining, effectively utilizing various recycled resources. We actively promote energy measures and install renewable energy power generation facilities to enhance the efficiency of renewable energy usage.

Energy Saving Achievements

Item	Amount Saved	Energy Consumption Reduction (GJ)	Unit Energy Heating Value	Heating Value Coefficient
Electricity	373,642 kWh	1,345.11	kWh/860 Kcal	3,600,000

Note 1 : Since 2023, SDTI has established self-generation for self-consumption BRPV solar power facilities, connecting the generated electricity to the Company's internal grid. Therefore, the calculation of electricity savings is based on the total BRPV power generation for the current year.

Note 2 : The heating value coefficient is based on the latest "Greenhouse Gas Emission Factors" announced by the Ministry of Environment, Executive Yuan, on February 5, 2025.

Note 3 : 1 Gigajoule (GJ) = \$10^9 Joules (J) ; 1 Kilocalorie (Kcal) = 4,186.8 Joules (J) ; 1 Kilowatt-hour (kWh) = \$3.6 \times 10^6 Joules (J).

6.03.2 Energy Use Situation

The Company's main energy consumption consists primarily of electricity and natural gas used in product manufacturing. Gasoline and diesel are used for the waste collection and transport fleet (totaling 4 vehicles), company vehicles, emergency generators, and forklifts. We utilize solar renewable energy connected to the plant for self-consumption. Simultaneously, we promote various energy-saving project actions, selecting the latest energy-saving technologies and equipment from the design stage to improve equipment energy efficiency and save fuel.

SDTI holds a total of five solar power generation sites. This includes solar power equipment installed at the Guanyin Plant, Huanke Plant, and Changpu District with installed capacities of 245.89 kW, 368.5 kW, and 737 kW, respectively. The total wholesale power generation (sold to the grid) in 2024 was 1,543,548 kWh, equivalent to a reduction of approximately 764 metric tons of CO2e.

Additionally, self-generation for self-consumption solar power equipment was installed at Guanyin Plant II and Huanke Plant Phase II, with installed capacities of 291.46 kW and 85.5 kW, respectively. The total power generation in 2024 was 373,642 kWh, equivalent to a reduction of approximately 184 metric tons of CO2e. Renewable energy usage accounts for 4.2879%.

Energy Consumption Analysis Table :

Item	Total Energy Consumption (GJ)	Energy Intensity (GJ / NT\$ Million)
Natural Gas	20.35	
Liquefied Petroleum Gas	5.54	
Diesel	379.11	
Gasoline	360.64	

Electricity (Purchased)	6,325.90	
Electricity (Self-generated)	1.3458	
Total	8,436.66	7.1253

Note 1 : Heating values adopt the latest "Energy Product Unit Heating Value Table" announced on the Bureau of Energy, Ministry of Economic Affairs website. Energy consumption is calculated by multiplying energy usage by the unit heating value and converting it to Gigajoules (GJ).

Note 2 : The calculation method for 2024 Energy Intensity is "Total Energy Consumption (1,953.906 GJ) / Net Operating Revenue for the Current Year (NT\$ 1,184.046 Million)." (Translator's Note : The total energy consumption figure in this note text [1,953.906] differs from the total in the table [8,436.66], please verify the source data.)

Note 3 : In 2024, the Company's wholesale solar power generation sold externally totaled 555.67 Gigajoules (GJ).

6.04 Water Resource Management

6.04.1 Water Resource Management or Reduction Targets

Wastewater from all SDTI plants is properly treated by internal wastewater treatment facilities. It is discharged into the sewage system only after meeting the industrial park's effluent standards. In addition to internal water quality testing, the waste/sewage treatment agency managed by the industrial park simultaneously conducts wastewater sampling and analysis. This is to prevent wastewater discharge from causing environmental impact and to ensure that wastewater quality complies with the industrial park's effluent standards.



6.04.2 Water Usage Situation

Wastewater from all SDTI plants is properly treated by internal wastewater treatment facilities. It is discharged into the sewage system only after meeting the industrial park's effluent standards. In addition to internal water quality testing, the waste/sewage treatment agency managed by the industrial park simultaneously conducts wastewater sampling and analysis. This is to prevent wastewater discharge from causing environmental impact and to ensure that wastewater quality complies with the industrial park's effluent standards.

In 2024, the Company's Total Water Withdrawal was 13,613 thousand cubic meters, consisting of :

Tap Water (Municipal Water) : 4,698 cubic meters

Industrial Water : 8,915 cubic meters

The Total Water Discharge was 7,148 thousand cubic meters. The volume of wastewater discharge required by law or voluntarily disclosed was 3,148 thousand cubic meters.

The Total Water Consumption was 13,613 thousand cubic meters, and the Water Intensity was 0.252 metric tons / NT\$ Million revenue.

6.05 Waste Management

6.05.1 Waste Management or Reduction Targets

SDTI is a Class A waste treatment plant. To address potential environmental impacts, we have formulated a series of measures.

● Management Framework :

1. Impact Identification : Systematically identify significant environmental and social impacts during the waste treatment process.
2. Value Chain Management : Manage upstream and downstream activities, including waste screening from business units and tracking proper handling by disposal/treatment agencies.

● Key Management Measures :

1. Circular Economy Practice : Prioritize the adoption of **Waste Hierarchy** management (Reduction, Resource Recycling, Resource Reuse, Final Disposal).
2. Technological Innovation Application : Introduce and develop CLGM environmental green building material technology and production lines to turn waste PCB final disposal into recycled resources.

● Information Disclosure :

1. Quantitative Data Reporting : Disclose the total amount of hazardous and non-hazardous waste.
2. Impact Mitigation Effectiveness : Specifically explain the effectiveness of management measures, such as the impact on carbon reduction in GHG inventory.

● Risk Control Mechanism :

1. Emergency Response Plan : Response measures for major leakage accidents. Through these measures, SDTI effectively manages significant waste-related impacts and enhances its sustainable development performance.

6.05.2 Waste Generation Situation

In 2024, the total amount of waste generated by SDTI was 55.5845 metric tons. The scope covers the parent company (completed). The Waste Intensity was 0.0469 metric tons / NT\$ Million revenue.

Hazardous Industrial Waste : 17.6085 metric tons (accounting for 31.6788%).

Non-hazardous Industrial Waste : 37.976 metric tons (accounting for 68.3212%).

The Company primarily adopts recycling and reuse for waste treatment.

The waste treated via recycling mainly consists of C-0110 Copper and its compounds (Total Copper) (limited to waste catalysts, dust collection ash, waste liquid, sludge, filter media, incineration fly ash, or bottom ash). The recycling method is primarily processing and treatment by reuse agencies. In 2024, the total amount of waste diverted from disposal (transferred) was 8.17 metric tons. Among hazardous waste, 50.85% was recovered/recycled.

Apart from the aforementioned waste, the remaining waste was treated via D-1801 Incineration and D-2407 Thermal Treatment. Waste codes C-0173, D-0407, D-2403, D-2507, D-2601, and E-0217 were handled via physical treatment/direct disposal. In 2024, SDTI's total waste directed to disposal was 40.11453 metric tons.

Summary Table of Industrial Waste Generation, Diversion, and Disposal (Last 3 Years)
Huanke Plant Derived Waste

Item (Unit : Metric Tons)	Type	2022	2023	2024
Generation	Hazardous Waste	A-9001 : 9.309 A-9201 : 10.0015 C-0110 : 37.201	C-0110 : 22.577	A-9001 : 7.7 A-9201 : 0.8 C-0110 : 7.565
	Non-hazardous Waste	D-1801 : 9.96 D-2507 : 1.079 D-2601 : 0.363 E-0217 : 3.659	D-0999 : 2.92 D-1801 : 8.64 D-2507 : 0.68 D-2601 : 0.906 E-0217 : 3.867	D-1801 : 8.95 D-2407 : 19.765
	Total	71.5725	39.59	44.78
Diverted from Disposal (Recycled)	Hazardous Waste	C-0110 : 31.177	C-0110 : 19.793	C-0110 : 8.17
	Non-hazardous Waste			
	Total	31.177	19.793	8.17
Directed to Disposal (Disposal)	Hazardous Waste	A-9001 : 9.309 A-9201 : 10.0015 C-0110 : 0.99	C-0110 : 9.86	
	Non-hazardous Waste	D-0201 : 0.054 D-1801 : 9.96 D-2507 : 0.1991 D-2601 : 0.1695 E-0217 : 0.965	D-0999 : 2.92 D-1801 : 8.64 D-2507 : 1.565 D-2601 : 1.138 E-0217 : 6.6225	D-1801 : 8.95 D-2407 : 19.765
	Total	31.6481	30.7455	28.715

Guanyin Plant Derived Waste

Item (Unit : Metric Tons)	Type	2022	2023	2024
Generation	Hazardous Waste	C-0173 : 0.03334	C-0173 : 0.03078	C-0173 : 0.02516
	Non-hazardous Waste	D-0407 : 2.293 D-1801 : 3.7 D-2403 : 0.116 D-2507 : 1.0615 D-2601 : 0.348 E-0217 : 3.1535	D-0407 : 2.746 D-1801 : 2.72 D-2403 : 0.1135 D-2507 : 1.132 D-2601 : 1.291 E-0217 : 6.7865	D-0407 : 4.0115 D-1801 : 2.7 D-2403 : 0.106 D-2507 : 0.424 D-2601 : 0.3705 E-0217 : 4.4135
	Total	10.70534	14.81978	12.05066
Diverted from Disposal (Recycled)	Hazardous Waste			
	Non-hazardous Waste			
	Total			
Directed to Disposal (Disposal)	Hazardous Waste	C-0173 : 0.0314	C-0173 : 0.03226	C-0173 : 0.02503
	Non-hazardous Waste	D-0407 : 2.417 D-1801 : 3.7 D-2403 : 0.12 D-2507 : 1.079 D-2601 : 0.363 E-0217 : 3.2625	D-0407 : 2.644 D-1801 : 2.72 D-2403 : 0.1045 D-2507 : 1.132 D-2601 : 1.291 E-0217 : 6.7865	D-0407 : 3.3525 D-1801 : 2.7 D-2403 : 0.114 D-2507 : 0.424 D-2601 : 0.3705 E-0217 : 4.4135
	Total	10.9729	14.71026	11.39953

Note 1 : The classification of hazardous and non-hazardous waste is based on local regulations at each site.

Note 2 : The data source for the inventory is the Industrial Waste Reporting and Management Information System.



7、Appendices

7.01 Appendix I : GRI Content Index

No.	Disclosure	Location	Page	Omission /Note
General Disclosures				
GRI 2: General Disclosures 2021				
2-1	Organizational details	1.03 About the Report	7	
2-2	Entities included in the organization' s sustainability reporting	1.03.3 Report Boundary and Scope	7	
2-3	Reporting period, frequency and contact point	1.03.2 Reporting Period and Frequency	7	
2-4	Restatements of information	1.03.4 Restatements of Information	8	
2-5	External assurance	1.03.5 External Assurance	8	
2-6	Activities, value chain and other business relationships	4.08 Supplier Management	38	
2-7	Employees	5.01.2 Workforce Structure	40	
2-8	Workers who are not employees	5.01.2.2 Non-Employee Structure	41	
2-9	Governance structure and composition	2.03.2.1 Members and Diversity	15	
2-10	Nomination and selection of the highest governance body	2.03.2.3 Nomination and Selection	15	
2-11	Chair of the highest governance body	2.03.2.4 Avoidance of Conflicts of Interest	16	
2-12	Role of the highest governance body in overseeing the management of impacts	2.03.1.1 Role and Supervision of Sustainability Management	12	
2-13	Delegation of responsibility for managing impacts	2.02.1 Governance Structure for Promoting Sustainable Development	10	
2-14	Role of the highest governance body in sustainability reporting	2.03.1.1 Role in Sustainability Reporting	12	
2-15	Conflicts of interest	2.03.2.4 Avoidance of Conflicts of Interest	16	
2-16	Communication of critical concerns	2.02.2 Operational Status	11	
2-17	Collective knowledge of the highest governance body	2.03.1.3 Continuous Education on Sustainable Development	14	
2-18	Evaluation of the performance of the highest governance body	2.03.1.2 Performance Evaluation of Sustainability Supervision	12	
2-19	Remuneration policies	2.03.2.5 Remuneration Policy	17	
2-20	Process to determine remuneration	2.03.2.5 Remuneration Policy	17	
2-21	Annual total compensation ratio	2.03.2.5 Remuneration Policy	17	

No.	Disclosure	Location	Page	Omission / Note
2-22	Statement on sustainable development strategy	2.01 Sustainable Development Strategy 1.01 Message from the Management	9 3	
2-23	Policy commitments	3.04 Management of Material Topics/Policies and Commitments, Actions Taken, Performance Goals, and Indicator Implementation	22	
2-24	Embedding policy commitments	3.04 Management of Material Topics/Policies and Commitments, Actions Taken, Performance Goals, and Indicator Implementation	22	
2-25	Processes to remediate negative impacts	4.03 Communication Channels and Grievance Mechanisms	30	
2-26	Mechanisms for seeking advice and raising concerns	4.02.1 Integrity Management Philosophy, Policies, and Code of Conduct	28	
2-27	Compliance with laws and regulations	4.04.2 Regulatory Compliance	33	
2-28	Membership associations	4.06 Participation in Associations and Organizations	37	
2-29	Approach to stakeholder engagement	3.01 Stakeholder Engagement	19	
2-30	Collective bargaining agreements	5.01.5 Collective Bargaining Agreements	43	
Material Topics				
GRI 3: Material Topics 2021				
3-1	Process to determine material topics	3.02 Process to Determine Material Topics	20	
3-2	List of material topics	3.03 List of Material Topics	22	
3-3	Management of material topics	3.04 Management of Material Topics/Policies and Commitments, Actions Taken, Performance Goals, and Indicator Implementation	22	
Economic Topics				
GRI 201: Economic Performance 2016				
201-1	Direct economic value generated and distributed	4.01 Economic Performance	27	
201-2	Financial implications and other risks and opportunities due to climate change	6.01 Climate Change	49	

No.	Disclosure	Location	Page	Omission / Note
201-3	Defined benefit plan obligations and other retirement plans	4.01 Economic Performance	27	
201-4	Financial assistance received from government	4.01 Economic Performance	27	
GRI 203: Indirect Economic Impacts 2016				
203-1	Infrastructure investments and services supported	5.03.1 Investment in Infrastructure and Support Services	47	
GRI 204: Procurement Practices 2016				
204-1	Proportion of spending on local suppliers	4.08 Supplier Management	38	
GRI 205: Anti-corruption 2016				
205-1	Operations assessed for risks related to corruption	4.02.2 Anti-corruption Mechanism	29	
205-2	Communication and training about anti-corruption policies and procedures	4.02.2 Anti-corruption Mechanism	29	
205-3	Confirmed incidents of corruption and actions taken	4.02.2 Anti-corruption Mechanism	29	
GRI 206: Anti-competitive Behavior 2016				
206-1	Legal actions for anti-competitive behavior, anti-trust, and monopoly practices	4.02.3 Anti-competitive Behavior	29	
Environmental Topics				
GRI 302: Energy 2016				
302-1	Energy consumption within the organization	6.03.2 Energy Use Situation	54	
302-2	Energy intensity	6.03.2 Energy Use Situation	54	
302-3	Reduction of energy consumption	6.03.2 Energy Use Situation	54	
GRI 303: Water and Effluents 2018				
303-1	Interactions with water as a shared resource	6.04.1 Water Resource Management or Reduction Targets	55	
303-2	Management of water discharge-related impacts	6.04.1 Water Resource Management or Reduction Targets	55	
303-3	Water withdrawal	6.04.2 Water Usage Situation	55	
303-4	Water discharge	6.04.2 Water Usage Situation	55	
303-5	Water consumption	6.04.2 Water Usage Situation	55	

No.	Disclosure	Location	Page	Omission /Note
GRI 305: Emissions 2016				
305-1	Direct (Scope 1) GHG emissions	6.02.2 Greenhouse Gas Emissions	52	
305-2	Energy indirect (Scope 2) GHG emissions	6.02.2 Greenhouse Gas Emissions	52	
305-3	Other indirect (Scope 3) GHG emissions	6.02.2 Greenhouse Gas Emissions	52	
305-5	Reduction of GHG emissions	6.02.1 Strategies, Methods, and Targets for GHG Management	52	
GRI 306: Waste 2020				
306-1	Waste generation and significant waste-related impacts	6.05 Waste Management	56	
306-2	Management of significant waste-related impacts	6.05.1 Waste Management or Reduction Targets	56	
306-3	Waste generated	6.05.2 Waste Generation Situation	56	
306-4	Waste diverted from disposal	6.05.2 Waste Generation Situation	56	
306-5	Waste directed to disposal	6.05.2 Waste Generation Situation	56	
Social Topics				
GRI 401: Employment 2016				
401-1	New employee hires and employee turnover	5.01.2 Workforce Structure	40	
401-2	Benefits provided to full-time employees that are not provided to temporary or part-time employees	5.01.4 Employee Rights and Benefits	42	
401-3	Parental leave	5.01.4 Employee Rights and Benefits	42	
GRI 403: Occupational Health and Safety 2018				
403-1	Occupational health and safety management system	5.02.1 Occupational Health and Safety Policy	45	
403-2	Hazard identification, risk assessment, and incident investigation	5.02.1 Occupational Health and Safety Policy	45	
403-3	Occupational health services	5.02.1 Occupational Health and Safety Policy	45	
403-4	Worker participation, consultation, and communication on occupational health and safety	5.02.1 Occupational Health and Safety Policy	45	
403-5	Worker training on occupational health and safety	5.02.1 Occupational Health and Safety Policy	45	
403-6	Promotion of worker health	5.02.1 Occupational Health and Safety Policy	45	

No.	Disclosure	Location	Page	Omission / Note
403-7	Prevention and mitigation of occupational health and safety impacts directly linked by business relationships	5.02.1 Occupational Health and Safety Policy	45	
403-8	Workers covered by an occupational health and safety management system	5.02.1 Occupational Health and Safety Policy	45	
403-9	Work-related injuries	5.02.2 Occupational Injuries	46	
403-10	Work-related ill health	5.02.2 Occupational Injuries	46	
GRI 404: Training and Education 2016				
404-1	Average hours of training per year per employee	5.01.6 Talent Cultivation and Development	43	
404-2	Programs for upgrading employee skills and transition assistance programs	5.01.6 Talent Cultivation and Development	43	
404-3	Percentage of employees receiving regular performance and career development reviews	5.01.6 Talent Cultivation and Development	43	
GRI 405: Diversity and Equal Opportunity 2016				
405-1	Diversity of governance bodies and employees	2.03.2.1 Members and Diversity 5.01.3 Employee Diversity, Inclusion, and Equality	15 41	
405-2	Ratio of basic salary and remuneration of women to men	5.01.4 Employee Rights and Benefits	42	
GRI 406 Non-discrimination 2016				
406-1	Incidents of discrimination and corrective actions taken	5.01.1 Human Rights Policy and Commitment 5.01.3 Employee Diversity, Inclusion, and Equality	39 41	
GRI 408 Child Labor 2016				
408-1	Operations and suppliers at significant risk for incidents of child labor	5.01.1 Human Rights Policy and Commitment	39	
GRI 409 Forced or Compulsory Labor 2016				
409-1	Operations and suppliers at significant risk for incidents of forced or compulsory labor	5.01.1 Human Rights Policy and Commitment	39	
GRI 413: Local Communities 2016				

No.	Disclosure	Location	Page	Omission / Note
413-1	Operations with local community engagement, impact assessments, and development programs	5.03.2 Local Communities	47	
413-2	Operations with significant actual and potential negative impacts on local communities	5.03.2 Local Communities	47	
GRI 416: Customer Health and Safety 2016				
416-1	Assessment of the health and safety impacts of product and service categories	4.07.1 Customer Health and Safety	37	
416-2	Incidents of non-compliance concerning the health and safety impacts of products and services	4.07.1 Customer Health and Safety	37	
GRI 417: Marketing and Labeling 2016				
417-1	Requirements for product and service information and labeling	4.07.2 Marketing and Labeling	37	
417-2	Incidents of non-compliance concerning product and service information and labeling	4.07.2 Marketing and Labeling	37	
417-3	Incidents of non-compliance concerning marketing communications	4.07.2 Marketing and Labeling	37	
GRI 418: Customer Privacy 2016				
418-1	Substantiated complaints concerning breaches of customer privacy and losses of customer data	4.05.2 Customer Privacy Protection	36	

GRI Content Index Explanatory Notes

Statement of use	SDTI has reported the information cited in this GRI content index for the period from January 1, 2024 to December 31, 2024 with reference to the GRI Standards.
GRI 1 used	GRI 1: Foundation 2021
Applicable GRI Sector Standards	None

7.02 Appendix II : SASB Content Index

Disclosure Topic	Code	Metric	Category	Unit of Measure	Response / Location	Page
Greenhouse Gas Emissions	IF-WM-110a.1	(1) Gross global Scope 1 emissions (2) Percentage covered under emissions-limiting regulations (3) Percentage covered under emissions-reporting regulations	Quantitative	Metric tons CO ₂ -e; %	6.02 Greenhouse Gas Management	52
	IF-WM-110a.2	(1) Total landfill gas generated (2) Percentage flared (3) Percentage used for energy	Quantitative	Million British Thermal Units (MMBtu); %	The Company's waste treatment process does not generate landfill gas.	N/A
	IF-WM-110a.3	Discussion of long-term and short-term strategy or plan to manage Scope 1 emissions, emissions reduction targets, and an analysis of performance against those targets	Discussion and Analysis	N/A	6.01 Climate Change Strategy and Metrics/Targets	49
Fleet Fuel Management	IF-WM-110b.1	(1) Fleet fuel consumed (2) Percentage natural gas (3) Percentage renewable	Quantitative	Gigajoules (GJ); %	The Company's existing fleet vehicles primarily use gasoline. No natural gas or renewable energy is used. The total fuel consumption of fleet vehicles in 2024 was 739.75 GJ.	54
	IF-WM-110b.2	Percentage of alternative fuel vehicles in fleet	Quantitative	%	There are no vehicles using alternative fuels.	N/A
Air Quality	IF-WM-120a.1	Air emissions of the following pollutants: (1) NOx (excluding N ₂ O) (2) Sox (3) Volatile organic compounds (VOCs)	Quantitative	Metric tons (t)	The Company's waste treatment primarily utilizes chemical processes; there are no incinerators emitting the aforementioned pollutants.	N/A

Disclosure Topic	Code	Metric	Category	Unit of Measure	Response / Location	Page
		(4) Hazardous air pollutants (HAPs)				
	IF-WM-120a.2	Number of facilities located in dense population centers	Quantitative	Number	The Company does not have incinerators located in the aforementioned areas.	N/A
	IF-WM-120a.3	Number of incidents of non-compliance associated with air quality permits, standards, and regulations	Quantitative	Number	There were no incidents of non-compliance regarding air pollution in 2024.	N/A
Management of Leachate and Hazardous Waste	IF-WM-150a.1	(1) Total Toxics Release Inventory (TRI) releases (2) Percentage released to water	Quantitative	Metric tons (t); %	6.05 Waste Management	56
	IF-WM-150a.2	Number of corrective actions implemented for landfill releases	Quantitative	Number		
	IF-WM-150a.3	Number of incidents of non-compliance associated with environmental impacts	Quantitative	Number		
Labor Practices	IF-WM-310a.1	Percentage of active workforce covered under collective bargaining agreements	Quantitative	%	5.01.5 Collective Bargaining Agreements	43
	IF-WM-310a.2	(1) Number of work stoppages (2) Total days idle	Quantitative	Number; Days	There were no work stoppages in 2024.	N/A
Workforce Health & Safety	IF-WM-320a.1	(1) Total Recordable Incident Rate (TRIR) (2) Fatality Rate (3) Near Miss Frequency Rate (NMFR)	Quantitative	Rate	5.02.2 Occupational Injuries	46
	IF-WM-320a.3	Number of road accidents and incidents	Quantitative	Number		
Recycling & Resource Recovery	IF-WM-420a.1	(1) Amount of waste incinerated (2) Percentage hazardous (3) Percentage used for energy recovery	Quantitative	Metric tons (t); %	6.05 Waste Management	56
	IF-WM-420a.2	Percentage of customers receiving: (1) Recycling services	Quantitative	%	The Company does not provide composting services; all	N/A

Disclosure Topic	Code	Metric	Category	Unit of Measure	Response / Location	Page
		(2) Composting services (by customer type)			customers utilize recycling treatment services.	
	IF-WM-420a.3	Amount of material: (1) Recycled (2) Landfilled (3) Composted	Quantitative	Metric tons (t)	6.05 Waste Management	56
	IF-WM-420a.4	(1) Amount of electronic waste collected (2) Percentage recovered through recycling	Quantitative	Metric tons (t); %	6.05 Waste Management	56

Disclosure Topic	Code	Metric	Category	Unit of Measure	Response / Location	Page
Activity Metrics	IF-WM-000.A	Number of customers by category: (1) Municipal; (2) Commercial; (3) Industrial; (4) Residential; (5) Other	Quantitative	Number	Due to the Company's business model, customer categories are not distinguished.	N/A
	IF-WM-000.B	Vehicle fleet size	Quantitative	Number	6.03.2 Energy Use Situation	54
	IF-WM-000.C	Number of facilities by type: (1) Landfills; (2) Transfer stations; (3) Recycling centers; (4) Composting centers; (5) Incinerators; (6) Other	Quantitative	Number	The Company has established 5 solar power generation facilities and operates two waste recycling treatment centers (Huanke and Guanyin Plants).	N/A
	IF-WM-000.D	Total waste managed by customer category: (1) Municipal; (2) Commercial; (3) Industrial; (4) Residential; (5) Other	Quantitative	Metric tons (t)	Due to the Company's business model, customer categories are not distinguished.	N/A

7.03 Appendix III : Climate-Related Information

Item	Content	Corresponding Section	Page
1	Describe the oversight and governance of climate-related risks and opportunities by the Board of Directors and management.	6.01 Climate Change	49
2	Describe how identified climate risks and opportunities affect the organization's business, strategy, and financial planning (short, medium, and long term).	6.01 Climate Change	49
3	Describe the financial impacts of extreme weather events and transition actions.	6.01 Climate Change	49
4	Describe how the processes for identifying, assessing, and managing climate risks are integrated into the overall risk management system.	6.01 Climate Change	49
5	If scenario analysis is used to assess resilience to climate change risks, describe the scenarios, parameters, assumptions, analytical factors, and major financial impacts used.	6.01 Climate Change	49
6	If there is a transition plan for managing climate-related risks, describe the content of the plan, as well as the metrics and targets used to identify and manage physical risks and transition risks.	6.01 Climate Change	49
7	If internal carbon pricing is used as a planning tool, describe the basis for setting the price.	6.01 Climate Change	49
8	If climate-related targets are set, describe the covered activities, GHG emission scopes, planning timeline, and annual progress. If carbon offsets or Renewable Energy Certificates (RECs) are used to achieve relevant targets, describe the source and quantity of carbon reduction credits or the quantity of RECs.	6.01 Climate Change	49
9-1-1	GHG inventory information for the most recent two years.	6.02.2 Greenhouse Gas Emissions	52
9-1-2	GHG assurance/verification information for the most recent two years.	6.02.2 Greenhouse Gas Emissions	52
9-2	GHG reduction targets, strategies, and specific action plans.	6.02.1 Strategies, Methods, and Targets for GHG Management	52

