

Appendix: GRI Index

Statement of Use: Cheng Shin Rubber Industry Co., Ltd. has followed the GRI Standards for reporting for the period January 1, 2025 to December 31, 2025.

GRI 1 used

GRI 1: Foundation 2021

Applicable GRI industry standards: At the time of this report, there were no applicable GRI industry standards.

Indicator	Disclosure Items	Page	Corresponding Chapter	Supplementary Notes
GRI 2 General Disclosures 2021				
2-1	Organizational details	19	1.2 About Cheng Shin	
2-2	Entities included in the organization's sustainability reporting	3	About This Report	Please refer to the Company's consolidated financial statements for details.
2-3	Reporting period, frequency and contact point	3	About This Report	
2-4	Restatements of information	76		2024 Subsidiary's Percentage of Electricity Purchased Externally have been corrected.
2-5	External assurance	138	Third-party assurance report	
2-6	Activities, value chain and other business relationships	54	2.1 Safe and Reliable Cheng Shin Tire	
		63	2.2 Protecting Customer Privacy	
2-7	Employees	94	4.1.1 Employee Care Policy	
2-8	Workers who are not employees	94	4.1.1 Employee Care Policy	
2-9	Governance structure and composition	22	1.3.1 Corporate Governance Framework	
2-10	Nomination and selection of the highest governance body	22	1.3.1 Corporate Governance Framework	
2-11	Chair of the highest governance body	22	1.3.1 Corporate Governance Framework	
2-12	Role of the highest governance body in overseeing the management of impacts	22	1.3.1 Corporate Governance Framework	
2-13	Delegation of responsibility for managing impacts	22~25	1.3.1 Corporate Governance Framework	
2-14	Role of the highest governance body in sustainability reporting	11	1.1 Sustainable Cheng Shin	
2-15	Conflicts of interest	27~29	1.3.3 Integrity and Anti-Corruption	
2-16	Communication of critical concerns	6~7	Identification of Material Topics	
		8~9	Stakeholder Engagement	
		22	1.3 Corporate Governance	
2-17	Collective knowledge of the highest governance body	22~25	1.3.1 Corporate Governance Structure	
2-18	Evaluation of the performance of the highest governance body	26	1.3.2 Performance evaluation and compensation system for management	
2-19	Remuneration policies	26	1.3.2 Performance evaluation and compensation system for management	
2-20	Process for determining remuneration	26	1.3.2 Performance evaluation and compensation system for management	
2-21	Annual total compensation ratio	99	4.1.2 Employee Welfare and Care	
2-22	Statement on sustainable development strategy	4~5	Message from the Chairman	
		11	1.1 Sustainable Cheng Shin	
2-23	Policy Commitments	44~48	1.5.2 Sustainable supply chain management policy	
		107~108	4.2 Human Rights Policy and Labor-Management Relations	

Indicator	Disclosure Items	Page	Corresponding Chapter	Supplementary Notes
2-24	Embedding policy commitments	45~48	1.5.2 Supply Chain Management Policies of Cheng Shin	
		107~108	4.2 Human Rights Policy and Labor-Management Relations	
2-25	Processes to remediate negative impacts	8	Management of Material Topics	
2-26	Mechanisms for seeking advice and raising concerns	8	Management of Material Topics	
2-27	Compliance with laws and regulations	27	Integrity and Anti-Corruption	
		71	Environmental Compliance	
2-28	Membership associations	19	1.2 About Cheng Shin	
2-29	Approach to stakeholder engagement	8	Stakeholder Engagement	
		6~7	Identification of Material Topics	
2-30	Collective bargaining agreements	107~108	4.2 Human Rights Policy and Labor-Management Relations	Although Cheng Shin has not signed a collective bargaining agreement, it has formed a labor union in accordance with the law to manage the areas where no labor union has been formed to ensure smooth labor-management communication.
GRI 3 Material Topics 2021				
3-1	Process to determine material topics	6~7	Identification of Material Topic	
3-2	List of Material Topics	6~7	Identification of Material Topic	
3-3	Management of Material Topics	6~7	Identification of Material Topic	
Material Topics				
Economic Indicators				
GRI 205: Anti-corruption 2016				
205-1	Operations assessed for risks related to corruption	27	1.3.3 Integrity and Anti-corruption	
205-2	Communication and training about anti-corruption policies and procedures	27	1.3.3 Integrity and Anti-corruption	
205-3	Confirmed incidents of corruption and actions taken	27	1.3.3 Integrity and Anti-corruption	
Operational Performance		29		
GRI 201 Economic Performance 2016				
201-4	Financial assistance received from government	19	1.2 About Cheng Shin	
Environmental Indicators				
Energy Resources and Greenhouse Gas Management				
GRI 305 Emissions 2016				
305-1	Direct (Scope 1) GHG emissions	78	3.3.2 Greenhouse Gas Management	
305-2	Energy indirect (Scope 2) GHG emissions	78	3.3.2 Greenhouse Gas Management	
305-3	Other indirect (Scope 3) GHG emissions	78	3.3.2 Greenhouse Gas Management	
305-4	GHG emissions intensity	78	3.3.2 Greenhouse Gas Management	
305-5	Reduction of GHG emissions	74	3.3.1 Energy Conservation and Carbon Reduction Measures	

Indicator	Disclosure Items	Page	Corresponding Chapter	Supplementary Notes
305-7	Nitrogen oxides (NOX), sulfur oxides (SOX), and other significant air emissions	92	3.6 Air Pollution Prevention	
Social Indicators				
Talent Development and Cultivation				
GRI 404: Training and Education 2016				
404-1	Average hours of training per year per employee	103	4.1.3 Career Development and Evaluation	
404-2	Programs for upgrading employee skills and transition assistance programs	104~106	4.1.3 Career Development and Evaluation	
404-3	Percentage of employees receiving regular performance and career development reviews	106	4.1.3 Career Development and Evaluation	
Occupational Safety and Health				
GRI 403: Occupational Health and Safety 2018				
403-1	Occupational health and safety management system (OSHMS)	109	4.3 Safe and Healthy Workplace	
403-2	Hazard identification, risk assessment, and incident investigation	110~112	4.3 Safe and Healthy Workplace	
403-3	Occupational health services	115~116	4.3 Safe and Healthy Workplace	
403-4	Worker participation, consultation, and communication on occupational health and safety	109	4.3 Safe and Healthy Workplace	
403-5	Worker training on occupational health and safety	113~115	4.3 Safe and Healthy Workplace	
403-6	Promotion of worker health	115~116	4.3 Safe and Healthy Workplace	
403-7	Prevention and mitigation of occupational health and safety impacts directly linked by business relationships	115~116	4.3 Safe and Healthy Workplace	
403-8	Workers covered by an occupational health and safety management system	109	4.3 Safe and Healthy Workplace	
403-9	Work-related injuries	111	4.3 Safe and Healthy Workplace	
403-10	Work-related ill health	116	4.3 Safe and Healthy Workplace	No such event occurred during the period covered by this report.
Customer Relationship Management				
GRI 416: Customer Health and Safety 2016				
416-1	Assessment of the health and safety impacts of product and service categories	59~60	2.1.2 Product Quality Management	
416-2	Incidents of non-compliance concerning the health and safety impacts of products and services	59~60	2.1.2 Product Quality Management	No such event occurred during the period covered by this
GRI 417: Marketing and Labeling 2016				
417-1	Requirements for product and service information and labeling	61~62	2.1.3 Clear product labeling	

Indicator	Disclosure Items	Page	Corresponding Chapter	Supplementary Notes
417-2	Incidents of non-compliance concerning product and service information and labeling	61~62	2.1.3 Clear product labeling	No such event occurred during the period covered by this report.
GRI 418: Customer Privacy 2016				
418-1	Substantiated complaints concerning breaches of customer privacy and losses of customer data	63	2.2 Protecting Customer Privacy	No such event occurred during the period covered by this report.
Other Topics				
Environmental Indicators				
GRI 301: Materials 2016				
301-1	Materials used by weight or volume	74	3.3.1 Resource Management	
GRI 302: Energy 2016				
302-1	Energy consumption within the organization	74	3.3 Energy and Greenhouse Gas Management	
302-3	Energy intensity	75	3.3 Energy and Greenhouse Gas Management	Due to the unavailability of external information, the energy intensity outside the organization was not disclosed in this year's report.
302-4	Reduction of energy consumption	77	3.3 Energy and Greenhouse Gas Management	
GRI 303: Water and Effluents 2018				
303-1	Interactions with water as a shared resource	86	3.4 Water Resources Management	
303-2	Management of water discharge-related impacts	86	3.4 Water Resources Management	
303-3	Water withdrawal	86	3.4 Water Resources Management	
303-4	Water discharge	87	3.4 Water Resources Management	
303-5	Water Consumption	87	3.4 Water Resources Management	
GRI 306: Waste 2020				
306-2	Management of significant waste-related impacts	89	3.5 Waste Management, Recycling and Reuse	
306-3	Waste generated	89	3.5 Waste Management, Recycling and Reuse	
306-4	Waste diverted from disposal	91	3.5 Waste Management, Recycling and Reuse	
306-5	Waste directed to disposal	91	3.5 Waste Management, Recycling and Reuse	
GRI 308: Supplier Environmental Assessment 2016				
308-1	New suppliers that were screened using environmental criteria	45~47	1.5.2 Supply Chain Management Policies of Cheng Shin	
308-2	Negative environmental impacts in the supply chain and actions taken	49	1.5.3 Supplier on-site audit and review results of Cheng Shin	

Indicator	Disclosure Items	Page	Corresponding Chapter	Supplementary Notes
Social Indicators				
GRI 401: Employment 2016				
401-1	New employee hires and employee turnover	94	4.1.1 Employee Care Policy	
401-2	Benefits provided to full-time employees that are not provided to temporary or part-time employees	99~102	4.1.2 Employee Welfare and Care	
401-3	Parental leave	100-101	4.1.2 Employee Welfare and Care	
GRI 402: Labor/Management Relations 2016				
402-1	Minimum notice periods regarding operational changes	107-108	4.2 Human Rights Policy and Labor-Management Relations	
GRI 405: Diversity and Equal Opportunity 2016				
405-1	Diversity of governance bodies and employees	94~97	4.1.1 Employee Care Policy	
GRI 406: Non-discrimination 2016				
406-1	Incidents of discrimination and corrective actions taken	107-108	4.2 Human Rights Policy and Labor-Management Relations	
GRI 408: Child Labor 2016				
408-1	Operations and suppliers at significant risk for incidents of child labor	107-108	4.2 Human Rights Policy and Labor-Management Relations	No operations and suppliers with significant risks were found during the reporting period
GRI 409: Forced or Compulsory Labor 2016				
409-1	Operations and suppliers at significant risk for incidents of forced or compulsory labor	107-108	4.2 Human Rights Policy and Labor-Management Relations	No operations and suppliers with significant risks were found during the reporting period
GRI 413: Local Communities 2016				
413-1	Operations with local community engagement, impact assessments, and development programs	72~74	3.2 Environmental Management	
GRI 414: Supplier Social Assessment				
414-1	New suppliers that were screened using social criteria	45~47	1.5.2 Supply Chain Management Policies of Cheng Shin	
414-2	Negative social impacts in the supply chain, and actions taken	48~50	1.5.3 Supplier on-site audit and review results of Cheng Shin	

SASB Index (ALL)

TOPIC	Indicator	VALUE	Corresponding Chapter	CATEGORY	CODE
Energy Management	(1) Total energy consumed (GJ) (2) Percentage grid electricity (%) (3) Percentage renewable (%)	(1) 8,141,778.80 (2) 42.93% (3) 4.16%	3.3.1 Energy Management	Quantitative	TR-AP-130a.1
Waste Management	(1) Total amount of waste from manufacturing, (2) percentage hazardous, (3) percentage recycled (%)	(1) 18,284.71 tons (2) 14.89% (3) 80.57%	3.5 Waste Management, Recycling and Reuse	Quantitative	TR-AP-150a.1
Product Safety	Number of recalled vehicles (Note 1)	0	No such event occurred during the period covered by this report.	Quantitative	TR-AP-250a.1
Design for Fuel Efficiency	Revenue from products designed to increase fuel efficiency or reduce emissions	To increase revenue from fuel efficiency products (NT\$1,000): NT\$15,451,604 Revenue from products that reduce emissions (NT\$1,000): NT\$13,057,006		Quantitative	TR-AP-410a.1
Materials Sourcing	Description of the management of risks associated with the use of critical materials		1.5 Supply Chain Partners, Growing with Cheng Shin	Discussion and Analysis	R-AP-440a.1
Materials Efficiency	Percentage of products sold that are recyclable	100% The products manufactured by Cheng Shin are tire products, primarily using raw materials such as natural rubber, synthetic rubber, carbon black, and steel wires. After tire usage, they can be directly converted into energy through fuel conversion or transformed into other reusable resources using various technologies.		Quantitative	TR-AP-440b.1
	Percentage of input materials from recycled or re-processed content (Note 2)	Percentage of products sold that are recyclable: 92.80% Percentage of recycled/re-manufactured materials (%): 19.13 %		Quantitative	TR-AP-440b.2
Competitive Behaviour	Total amount of monetary losses as a result of legal proceedings associated with anti-competitive behavior regulations (note 3)	NT\$ 0	No such event occurred during the period covered by this report.	Quantitative	TR-AP-520a.1
Number of parts produced	Production volume	280,558,999		Quantitative	TR-AP-000.A
Weight of parts produced (t)	Production weight Unit: metric tons	440,262,609 metric tons		Quantitative	TR-AP-000.B
Area of manufacturing plants (sqm)	Based on the area of the factory as stated in the Factory Registration Certificate.	4,640,059.55 sqm		Quantitative	TR-AP-000.C

Note 1: Disclosure should include discussions of major recalls, such as recalls that affect a large number of vehicles, multiple models, or recalls related to serious injury or death.

Note 2: Entities should describe their initiatives for obtaining scrap products and components for remanufacturing, including product recycling programs.

Note 3: The entity should provide a brief description of the nature, background, and any corrective actions taken as a result of the monetary losses.

United Nations Global Compact comparison table

Classification	10 Principles	Report content or description	Page
Human Rights	Businesses should support and respect internationally proclaimed human rights.	Cheng Shin should support and respect internationally proclaimed human rights. For details, please refer to "Human Rights Policy and Labor-Management Relations" in this report.	107
	Guarantee not to be complicit in human rights abuses.	Cheng Shin focuses on supplier hiring and training, health, safety, and environment, anti-corruption, and complies with various international conventions and local Labor Standards Act.	45~47
Labor Standards	Businesses should support freedom of association and the effective recognition of the right to collective bargaining.	Cheng Shin respects the employees' right to free association and regularly holds labor-management meetings to ensure smooth communication between the two parties.	107
	Prohibition of All Forms of Forced and Compulsory Labor	Cheng Shin's Prohibition of All Forms of Forced and Compulsory Labor	107
	Effectively prohibit child labor	Cheng Shin strictly prohibits child labor. For details, refer to Cheng Shin's "Work Rules"	107
Environment	Elimination of discrimination in employment and occupation	Cheng Shin's Elimination of discrimination in employment and occupation	107
	Businesses should support a precautionary approach to environmental challenges	Cheng Shin follows the TCFD framework to disclose climate change-related risks, and formulates corresponding goals and strategies for risk management.	68
	Initiatives to promote more environmentally responsible practices	Cheng Shin includes environment-related indicators in supplier screening and increases the proportion of local procurement to mitigate the environmental impact of procurement.	42~44
	Encourage the development and diffusion of environmentally friendly technologies	Cheng Shin continues to develop high-performance, lightweight, low rolling resistance, safety, and smart tires, and actively invests in the use and R&D of innovative sustainable materials.	56~58
Anti-Corruption	Businesses should work against corruption in all its forms, including extortion and bribery	In accordance with the Ethical Corporate Management Best Practice Principles for TWSE/GTSM Listed Companies, Cheng Shin has formulated Integrity Management Procedures and Code of Conduct, Rules of Procedure for Board of Directors Meetings, Procedures for Preventing Insider Trading, Regulations Governing the Handling of Material Non-Public Information, Employee Work Regulations, Related Party Transactions, Establishment of Commercial Contracts, Internal Control Systems, etc. These measures are in place to ensure the implementation of ethical business practices.	27~29

Independent Limited Assurance Report

To **CHENG SHIN RUBBER IND. CO., LTD.**

We have been engaged by **CHENG SHIN RUBBER IND. CO., LTD.** (“Company”) to perform assurance procedures in respect of the key performance indicators identified by the Company and reported in the 2025 Sustainability Report (hereinafter referred to as the “Identified Key Performance Indicators”) and have issued a limited assurance report based on the result of our work performed.

Subject Matter Information and Applicable Criteria

The subject matter information is the Identified Key Performance Indicators of the Company. The Identified Key Performance Indicators and the respective applicable criteria are stated in the “Summary of Subject Matter Assured” of the Sustainability Report. The scope of the aforementioned Identified Key Performance Indicators is set out in the “Boundaries and Scope” of the Sustainability Report.

Management’s Responsibility

The Management of the Company is responsible for the preparation of the Identified Key Performance Indicators disclosed in the Sustainability Report in accordance with the respective applicable criteria. This responsibility includes the design, implementation and maintenance of internal control relevant to the preparation of the Identified Key Performance Indicators that are free from material misstatement, whether due to fraud or error.

Inherent Limitations

Certain subject matter information assured involves non-financial data which is subject to more inherent limitations than financial data. Qualitative interpretations of the relevance, materiality and the accuracy of data are more dependent on individual assumptions and judgments.

Compliance of Independence and Quality Management Requirement

We are independent of the Company in accordance with the Norm of Professional Ethics for Certified Public Accountant of the Republic of China, which is founded on fundamental principles of integrity, objectivity, professional competence and due care, confidentiality and professional behavior.

Our firm applies the Standard on Quality Management 1, “Quality Management for Public Accounting Firms” of the Republic of China, which requires the firm to design, implement and operate a system of quality management including policies or procedures regarding compliance with ethical requirements, professional standards and applicable legal and regulatory requirements.

Our Responsibility

Our responsibility is to express a limited assurance conclusion on the Identified Key Performance Indicators based on the procedures we have performed and the evidence we have obtained. We conducted our limited assurance engagement in accordance with the Standard on Assurance Engagements 3000, “Assurance Engagements other than Audits or Reviews of Historical Financial Information” of the Republic of China. This standard requires that we plan and perform this engagement to obtain limited assurance about whether the Identified Key Performance Indicators are free from material misstatement.

Under the requirements of the aforementioned standards, our limited assurance engagement involves assessing the suitability in the circumstances of the Company’s use of the criteria as the basis for the preparation of the Identified Key Performance Indicators, assessing the risks of material misstatement of the Identified Key Performance Indicators whether due to fraud or error, responding to the assessed risks as necessary in the circumstances and evaluating the overall presentation of the Identified Key Performance Indicators. A limited assurance engagement is substantially less in scope than a reasonable assurance engagement in relation to both the risk assessment procedures, including an understanding of internal control, and the procedures performed in response to the assessed risks.

The procedures we performed were based on our professional judgment and included inquiries, observation of processes performed, inspection of documents, and agreeing or reconciling with underlying records.

Given the circumstances of the engagement, in performing the procedures listed above, we:

- Made inquiries of the persons responsible for the Identified Key Performance Indicators to obtain an understanding of the processes, and the relevant internal controls relating to the preparation of the aforementioned information to identify the areas where there may be risks of material misstatement; and
- Based on the above understanding and the areas identified, performed analytical procedures on the Identified Key Performance Indicators and performed substantive testing on a selective basis, including inquiries and inspection to obtain evidence for limited assurance.

The procedures performed in a limited assurance engagement vary in nature and timing from, and are less in extent than for, a reasonable assurance engagement. Consequently, the level of assurance obtained in a limited assurance engagement is substantially lower than the assurance that would have been obtained had we performed a reasonable assurance engagement. Accordingly, we do not express a reasonable assurance opinion about whether the Company’s Identified Key Performance Indicators have been prepared, in all material respects, in accordance with the respective applicable criteria.

We also do not provide any assurance on the Sustainability Report as a whole or on the design or operating effectiveness of the relevant internal controls.

Limited Assurance Conclusion

Based on the procedures we have performed and the evidence we have obtained, nothing has come to our attention that causes us to believe that the Identified Key Performance Indicators in the Sustainability Report are not prepared, in all material respects, in accordance with the applicable criteria.

Other Matter

The Management of the Company is responsible for maintaining the Company's website. We have no responsibility to re-perform any procedures regarding the Identified Key Performance Indicators after the date of our assurance report, even if the Identified Key Performance Indicators or the applicable criteria have been subsequently modified.

Wang, Yu-Chuan

For and on behalf of PricewaterhouseCoopers, Taiwan

August 19, 2026

For the convenience of readers and for information purpose only, the independent practitioner's report has been translated into English from the original Chinese version prepared and used in the Republic of China. In the event of any discrepancy between the English version and the original Chinese version or any differences in the interpretation of the two versions, the Chinese-language independent practitioner's report shall prevail.

Assurance Target Summary Table

No.	Information on Assurance Targets	Page No.	Corresponding Chapters	Applicable Standards															
1	<table><tr><td>Target Indicators</td><td>Unit</td><td>The Taiwan region for the year 2025</td></tr><tr><td>Total Energy Consumption</td><td>GJ</td><td>1,096,120.92</td></tr><tr><td>Percentage of Purchased Electricity</td><td>%</td><td>45.00</td></tr><tr><td>Renewable Energy Utilization Rate</td><td>%</td><td>1.38</td></tr><tr><td>Total Renewable Energy Consumption</td><td>GJ</td><td>15,104.26</td></tr></table>	Target Indicators	Unit	The Taiwan region for the year 2025	Total Energy Consumption	GJ	1,096,120.92	Percentage of Purchased Electricity	%	45.00	Renewable Energy Utilization Rate	%	1.38	Total Renewable Energy Consumption	GJ	15,104.26	P.76	3.3.1 Energy Management	"Total Energy Consumption" refers to the total amount of renewable and non-renewable energy consumed by the organization in Taiwan from January 1, 2025, to December 31, 2025. "Percentage of Purchased Electricity" is calculated as the total amount of purchased non-renewable energy in Taiwan divided by the total energy consumption. "Renewable Energy Utilization Rate" is calculated as the total renewable energy consumption divided by the total energy consumption. "Total Renewable Energy Consumption" refers to the total amount of renewable energy consumed by the organization in Taiwan from January 1, 2025, to December 31, 2025. Note: "Taiwan region" refers to the scope covered by the parent company Cheng Shin Rubber Ind. Co., Ltd.
Target Indicators	Unit	The Taiwan region for the year 2025																	
Total Energy Consumption	GJ	1,096,120.92																	
Percentage of Purchased Electricity	%	45.00																	
Renewable Energy Utilization Rate	%	1.38																	
Total Renewable Energy Consumption	GJ	15,104.26																	
2	Unit: million liters <table><tr><td>Target Indicators</td><td>The Taiwan region for the year 2025</td></tr><tr><td>Water Withdrawal</td><td>684.941</td></tr><tr><td>Water Consumption</td><td>413.492</td></tr><tr><td>Wastewater Discharge</td><td>271.449</td></tr></table>	Target Indicators	The Taiwan region for the year 2025	Water Withdrawal	684.941	Water Consumption	413.492	Wastewater Discharge	271.449	P.86- P.87	3.4.1. Water Use Management 3.4.2. Wastewater Management	"Total Water Withdrawal" refers to the total amount of water withdrawn by the organization in the Taiwan region from January 1, 2025, to December 31, 2025. "Total Water Consumption" is the amount calculated by subtracting the total amount of discharged water from the total water withdrawal over the same period. "Total Wastewater Discharge" refers to the total amount of wastewater discharged by the organization in the Taiwan region from January 1, 2025, to December 31, 2025. Note: "Taiwan region" refers to the scope covered by the parent company Cheng Shin Rubber Ind. Co., Ltd.							
Target Indicators	The Taiwan region for the year 2025																		
Water Withdrawal	684.941																		
Water Consumption	413.492																		
Wastewater Discharge	271.449																		
3	The weight and percentage of Hazardous Business Waste generated in the Taiwan region for the year 2025 are 0.21 metric tons and 0.01%, respectively.	P.90	3.5. Waste Management, Recycling and Reuse	"The weight of hazardous business waste" refers to the total amount of hazardous waste reported in the Environmental Protection Administration's Resource Recycling Business Waste Reporting and Management Information System by the organization in the Taiwan region from January 1, 2025, to December 31, 2025. "Percentage of Hazardous business Waste" is calculated as the weight of hazardous industrial waste in Taiwan divided by the total amount of waste generated. Note: "Taiwan region" refers to the scope covered by the parent company Cheng Shin Rubber Ind. Co., Ltd.															
4	The Number and Rate of Occupational Accidents in the Taiwan region for the year 2025: (1) Severe Occupational Accidents : 9, 1.12 (2) Recordable work-related injury cases : 74, 9.17 (3) Death and Mortality rate : 0, 0.00	P.111	4.3.2 Occupational Health and Safety Management	"Number and Rate of Occupational Accidents" are calculated using the occupational accident data that the organization in the Taiwan region reports to the government every month in accordance with Article 38 of the Occupational Safety and Health Act.															

No.	Information on Assurance Targets	Page No.	Corresponding Chapters	Applicable Standards																																								
				Note: "Taiwan region" refers to the scope covered by the parent company Cheng Shin Rubber Ind. Co., Ltd.																																								
5	The number and percentage of New Employee Hires in the Taiwan region for the year 2025, categorized by age group and gender, are as follows: <table><tr><td></td><td>Under 29 years old</td><td>30-50 years old</td><td>51 and above (inclusive)</td><td>%</td></tr><tr><td>Female</td><td>19</td><td>19</td><td>0</td><td>14.56%</td></tr><tr><td>Male</td><td>141</td><td>81</td><td>1</td><td>85.44%</td></tr><tr><td>%</td><td>61.30%</td><td>38.32%</td><td>0.38%</td><td>100.00%</td></tr></table> The number and percentage of Employee Turnover in the Taiwan region for the year 2025, categorized by age group and gender, are as follows: <table><tr><td></td><td>Under 29 years old</td><td>30-50 years old</td><td>51 and above (inclusive)</td><td>%</td></tr><tr><td>Female</td><td>11</td><td>27</td><td>10</td><td>12.90%</td></tr><tr><td>Male</td><td>77</td><td>212</td><td>35</td><td>87.10%</td></tr><tr><td>%</td><td>23.65%</td><td>64.25%</td><td>12.10%</td><td>100.00%</td></tr></table>		Under 29 years old	30-50 years old	51 and above (inclusive)	%	Female	19	19	0	14.56%	Male	141	81	1	85.44%	%	61.30%	38.32%	0.38%	100.00%		Under 29 years old	30-50 years old	51 and above (inclusive)	%	Female	11	27	10	12.90%	Male	77	212	35	87.10%	%	23.65%	64.25%	12.10%	100.00%	P.98	4.1.1 Employee Care Policy	"The number and percentage of New Employee Hires and Employee Turnover categorized by age and gender" are calculated based on data from the payroll system of the organization in the Taiwan region. The percentage by gender is calculated as the total number of new hires or departures of each gender within each age group in Taiwan divided by the total number of new hires or departures in that year. The percentage by age is calculated as the total number of new hires or departures within each age group in Taiwan divided by the total number of new hires or departures in that year. Note: "Taiwan region" refers to the scope covered by the parent company Cheng Shin Rubber Ind. Co., Ltd.
	Under 29 years old	30-50 years old	51 and above (inclusive)	%																																								
Female	19	19	0	14.56%																																								
Male	141	81	1	85.44%																																								
%	61.30%	38.32%	0.38%	100.00%																																								
	Under 29 years old	30-50 years old	51 and above (inclusive)	%																																								
Female	11	27	10	12.90%																																								
Male	77	212	35	87.10%																																								
%	23.65%	64.25%	12.10%	100.00%																																								