

GRI content index

Statement of use		Tatung System Technologies Inc. has reported in accordance with the GRI Standards for the period 2025/01/01 to 2025/12/31.	
GRI 1 used		GRI 1: Foundation 2021	
Applicable GRI Sector Standard(s)		Not applicable	
GRI STANDARD/ OTHER SOURCE	DISCLOSURE	Report Contents or Explanation	Page
General disclosures			
GRI 2: General Disclosures 2021	2-1 Organizational details	Ethical Governance and Risk Management > Sustainability Governance Structure Appendix > tsti Operational Sites	P.03 P.124
	2-2 Entities included in the organization's sustainability reporting	About tsti ESG Report > Reporting Period and Scope	P.03
	2-3 Reporting period, frequency and contact point	About tsti ESG Report > Reporting Period and Scope 、 Feedback and Contact Information	P.03
	2-4 Restatements of information	About tsti ESG Report > Reporting Period and Scope Ethical Governance and Risk Management> Economic Performance>▼ tsti's Government Subsidies Over the Past Three Years Digital Trust>Information and Communication Security Management>▼ Cybersecurity Project Expenditures Over the Past Three Years Environmental Sustainability>Driving Sustainable Governance>▼ Greenhouse Gas (GHG) Emissions Over the Past Three Years	P.03 P.38 P.53 P.94
	2-5 External assurance	About tsti ESG Report > Report Compiling and Quality Management Process	P.03
	2-6 Activities, value chain and other business relationships	Ethical Governance and Risk Management > Economic Performance Sustainable Partnerships > Sustainable Value Chain	P.37-38 P.42
	2-7 Employees	Healthy & Happy Workplace > Diverse Talent Cultivation > Diverse and Abundant Employment Opportunities	P.73-74
	2-8 Workers who are not employees	Healthy & Happy Workplace > Diverse Talent Cultivation > Diverse and Abundant Employment Opportunities	P.74
	2-9 Governance structure and composition	Ethical Governance and Risk Management > Sustainability Governance Structure > Board Diversity 、 Functional Committees	P.27-30
	2-10 Nomination and selection of the highest governance body	Ethical Governance and Risk Management > Sustainability Governance Structure > Board Diversity	P.27
	2-11 Chair of the highest governance body	Ethical Governance and Risk Management > Sustainability Governance Structure > 9th Board of Directors	P.27
	2-12 Role of the highest governance body in overseeing the management of impacts	Letter from tsti Chairman : Cultivating Digital Trust and Co-creating Sustainable Resilience Sustainability Strategy and Stakeholder Engagement > Sustainability Governance Ethical Governance and Risk Management > Sustainability Governance Structure > Functional Committees	P.04 P.10 P.29-30
	2-13 Delegation of responsibility for managing impacts	Ethical Governance and Risk Management > Sustainability Governance>Sustainability Governance Structure > Functional Committees	P.29
	2-14 Role of the highest governance body in sustainability reporting	About tsti ESG Report > Report Compiling and Quality Management Process	P.03
	2-15 Conflicts of interest	Ethical Governance and Risk Management > Sustainability Governance Structure > Board Diversity	P.27
	2-16 Communication of critical concerns	Ethical Governance and Risk Management > Sustainability Governance Structure > Board Diversity 、 Communication of Critical Concerns	P.27 P.32
	2-17 Collective knowledge of the highest governance body	Ethical Governance and Risk Management > Sustainability Governance Structure > Board Members' Continuing Education	P.28
	2-18 Evaluation of the performance of the highest governance body	Ethical Governance and Risk Management > Sustainability Governance Structure > Functional Committees > Board and Functional Committees Performance Evaluation	P.33
	2-19 Remuneration policies	Ethical Governance and Risk Management > Sustainability Governance Structure > TSTI Policy Linking Executive Compensation with ESG-Related Performance Evaluation	P.33-34
	2-20 Process to determine remuneration	Ethical Governance and Risk Management > Sustainability Governance Structure > TSTI Policy Linking Executive Compensation with ESG-Related Performance Evaluation	P.34
	2-21 Annual total compensation ratio	Healthy & Happy Workplace > Diverse Talent Cultivation > Compensation and Benefits	P.66-72
	2-22 Statement on Sustainability Strategy and Stakeholder Engagement strategy	Letter from tsti Chairman : Cultivating Digital Trust and Co-creating Sustainable Resilience: tsti's Global Vision and Local Practices	P.04
	2-23 Policy commitments	Sustainability Strategy and Stakeholder Engagement > Identification and Management of Material Topics > Management of Material Topics "Risk Management Policies and Procedures" : Ethical Governance and Risk Management > Business Continuity and Risk Management "Human Rights Policy" ; "Diversity and Inclusion Workplace Policy" : Healthy & Happy Workplace > Creating a Friendly Workplace Environment "Occupational Health and Safety Policy" : Healthy & Happy Workplace > Occupational Health and Safety "New Supplier Onboarding and Management" : Sustainable Partnerships>Implementing Sustainable Responsibility in the Supply Chain "Service and Quality Policy" : Sustainable Partnerships>Customer Relationship – Service Quality and Responsibility "Environmental Policy" : Environmental Sustainability>Climate Change Governance>Environmental Sustainability Policy	P.20-23 P.59 P.59-60 P.63 P.43 P.45 P.83
	2-24 Embedding policy commitments	Sustainability Strategy and Stakeholder Engagement > Identification and Management of Material Topics > Management of Material Topics	P.20-23
	2-25 Processes to remediate negative impacts	Sustainability Strategy and Stakeholder Engagement > Stakeholder Engagement > Communication and Grievance Channels Ethical Governance and Risk Management > Ethical and Compliant Business Operations Sustainable Partnerships>Implementing Sustainable Responsibility in the Supply Chain>Supplier Management Procedures Sustainable Partnerships>Customer Relationship – Service Quality and Responsibility>Service and Quality Policy Healthy & Happy Workplace>Occupational Health and Safety Healthy & Happy Workplace>Creating a Friendly Workplace Environment	P.11-12 P.35 P.43-44 P.45 P.60 P.63
	2-26 Mechanisms for seeking advice and raising concerns	Sustainability Strategy and Stakeholder Engagement > Stakeholder Engagement > Communication and Grievance Channels	P.11-12
	2-27 Compliance with laws and regulations	No environmental-related penalties : Environmental Sustainability Labor-related penalties : Ethical Governance and Risk Management > Regulatory Compliance and Training	P.82 P.36
	2-28 Membership associations	Appendix > Participation in Industry Associations	P.123
	2-29 Approach to stakeholder engagement	Sustainability Strategy and Stakeholder Engagement > Stakeholder Engagement	P.11-15
	2-30 Collective bargaining agreements	Healthy & Happy Workplace > Creating a Friendly Workplace Environment	P.63

Material topics				
GRI 3: Material Topics 2021	3-1 Process to determine material topics	Sustainability Strategy and Stakeholder Engagement > Identification and Management of Material Topics		P.16-23
	3-2 List of material topics			
	3-3 Management of material topics			
Economic Performance				
GRI 3: Material Topics 2021	3-3 Management of material topics	Sustainability Strategy and Stakeholder Engagement > Identification and Management of Material Topics		P.16-23
GRI 201: Economic Performance 2016	201-1 Direct economic value generated and distributed	Ethical Governance and Risk Management > Corporate Organization and Governance Ethical Governance and Risk Management> Economic Performance		P.26 P.37-38
	201-2 Financial implications and other risks and opportunities due to climate change	Environmental Sustainability > Climate Change Governance > Climate Risks and Opportunities Identification		P.37-38 P.83 、 P.85
	201-3 Defined benefit plan obligations and other retirement plans	Healthy & Happy Workplace > Creating a Friendly Workplace Environment > Compensation and Benefits Healthy & Happy Workplace> Creating a Friendly Workplace Environment > Benefit System > Pension Plan		P.66 P.71
	201-4 Financial assistance received from government	Ethical Governance and Risk Management > Economic Performance > Government Subsidies and Tax Credits		P.38
Ethical Management & Regulatory Compliance				
GRI 3: Material Topics 2021	3-3 Management of material topics	Sustainability Strategy and Stakeholder Engagement > Identification and Management of Material Topics		P.16-23
GRI 205: Anti-corruption 2016	205-1 Operations assessed for risks related to corruption	Sustainability Strategy and Stakeholder Engagement > Identification and Management of Material Topics Ethical Governance and Risk Management > Ethical and Compliant Business Operations		P.20 P.35-36
	205-2 Communication and training about anti-corruption policies and procedures			
	205-3 Confirmed incidents of corruption and actions taken			
Emission of Greenhouse Gases				
GRI 3: Material Topics 2021	3-3 Management of material topics	Sustainability Strategy and Stakeholder Engagement > Identification and Management of Material Topics		P.16-23
GRI 305: Emissions 2016	305-1 Direct (Scope 1) GHG emissions	Environmental Sustainability > Driving Sustainable Governance > Green Disclosure		P. 94
	305-2 Energy indirect (Scope 2) GHG emissions			
	305-3 Other indirect (Scope 3) GHG emissions			
	305-4 GHG emissions intensity			
Energy Management				
GRI 3: Material Topics 2021	3-3 Management of material topics	Sustainability Strategy and Stakeholder Engagement > Identification and Management of Material Topics		P.16-23
GRI 302: Energy 2016	302-1 Energy consumption within the organization	Environmental Sustainability > Driving Sustainable Governance > Green Emission Reduction > Energy Use		P.92
	302-3 Energy intensity			
Labor Relations				
GRI 3: Material Topics 2021	3-3 Management of material topics	Sustainability Strategy and Stakeholder Engagement > Identification and Management of Material Topics		P.16-23
GRI 401: Employment 2016	401-1 New employee hires and employee turnover	Healthy & Happy Workplace > Diverse Talent Cultivation > New Hires 、 Employees Turnover and Retention		P.75-76
	401-2 Benefits provided to full-time employees that are not provided to temporary or part-time employees	Healthy & Happy Workplace > Diverse Talent Cultivation > Benefits System		P.70-72
	401-3 Parental leave	Healthy & Happy Workplace > Diverse Talent Cultivation > Benefits System > Parental Leave		P.72
GRI 402: Labor/Management Relations 2016	402-1 Minimum notice periods regarding operational changes	Healthy & Happy Workplace > Creating a Friendly Workplace Environment		P.63
Occupational Health and Safety				
GRI 3: Material Topics 2021	3-3 Management of material topics	Sustainability Strategy and Stakeholder Engagement > Identification and Management of Material Topics		P.16-23
GRI 403: Occupational Health and Safety 2018	403-1 Occupational health and safety management system	Healthy & Happy Workplace > Occupational Health and Safety		P.59-60
	403-2 Hazard identification, risk assessment, and incident investigation	Healthy & Happy Workplace > Occupational Health and Safety > Hazards Identification and Risk Control		P.59
	403-3 Occupational health services	Healthy & Happy Workplace > Occupational Health and Safety > Occupational Injury and Illness Prevention Management		P.62
	403-4 Worker participation, consultation, and communication on occupational health and safety	Healthy & Happy Workplace > Occupational Health and Safety		P.60
	403-5 Worker training on occupational health and safety	Healthy & Happy Workplace > Occupational Health and Safety > Occupational Safety Training and Emergency Drills		P.61
	403-6 Promotion of worker health	Healthy & Happy Workplace > Creating a Friendly Workplace Environment > Health Promotion		P.64-65
	403-7 Prevention and mitigation of occupational health and safety impacts directly linked by business relationships	Healthy & Happy Workplace > Occupational Health and Safety > Hazards Identification and Risk Control Healthy & Happy Workplace > Creating a Friendly Workplace Environment > Health Promotion		P.59-60 P.64-65
	403-8 Workers covered by an occupational health and safety management system	Healthy & Happy Workplace > Occupational Health and Safety		P.59-60
	403-9 Work-related injuries	Healthy & Happy Workplace > Occupational Health and Safety > Occupational Injury Statistics and Analysis		P.62
	403-10 Work-related ill health	Healthy & Happy Workplace > Occupational Health and Safety > Occupational Injury and Illness Prevention Management		P.62
Employee Care and Welfare				
GRI 3: Material Topics 2021	3-3 Management of material topics	Sustainability Strategy and Stakeholder Engagement > Identification and Management of Material Topics		P.16-23
GRI 404: Training and Education 2016	404-1 Average hours of training per year per employee	Healthy & Happy Workplace > Diverse Talent Cultivation > Comprehensive Talent Development System		P.77
	404-2 Programs for upgrading employee skills and transition assistance programs	Healthy & Happy Workplace > Creating a Friendly Workplace Environment>Benefit System>Pension Plan Healthy & Happy Workplace > Diverse Talent Cultivation > Employee Turnover and Retention 、 Comprehensive Talent Development System		P.76 、 77
	404-3 Percentage of employees receiving regular performance and career development reviews	Healthy & Happy Workplace > Diverse Talent Cultivation > Career Development and Performance Evaluation		P.80
GRI 405: Diversity and Equal Opportunity 2016	405-1 Diversity of governance bodies and employees	Ethical Governance and Risk Management > Sustainability Governance Structure > Board Diversity Healthy & Happy Workplace > Creating a Friendly Workplace Environment>Diverse and Abundant Employment Opportunities		P.27-28 P.73-75
	405-2 Ratio of basic salary and remuneration of women to men	Healthy & Happy Workplace > Creating a Friendly Workplace Environment>Compensation and Benefits		P.66 P.71
Data Security and Privacy Protection				
GRI 3: Material Topics 2021	3-3 Management of material topics	Sustainability Strategy and Stakeholder Engagement > Identification and Management of Material Topics		P.16-23
GRI 418: Customer Privacy 2016	418-1 Substantiated complaints concerning breaches of customer privacy and losses of customer data	Digital Trust > Information Security and Privacy Protection Digital Trust > Performance and Effectiveness of InfoSec and Privacy Protection No confirmed incidents of data breaches have occurred, nor have there been any complaints regarding violations of customer privacy or loss of customer data.		P.51 P.53

Topics in the applicable GRI Sector Standards determined as not material			
GRI STANDARD/ OTHER SOURCE	DISCLOSURE	Report Contents or Explanation	Page
Market Presence			
GRI 202: Market Presence 2016	202-1 Ratios of standard entry level wage by gender compared to local minimum wage	Healthy & Happy Workplace> Creating a Friendly Workplace Environment>Compensation and Benefits	P.66-67
	202-2 Proportion of senior management hired from the local community	TSTI Technologies (Shanghai) has one General Manager, holding 100% of the management position.	P.66-67
Indirect Economic Impacts			
GRI 203: Indirect Economic Impacts 2016	203-1 Infrastructure investments and services supported	Social Co-Prosperity	P.97-104
	203-2 Significant indirect economic impacts	Social Co-Prosperity > Integrating Core Innovative Technology with Sustainability Collaboration	P102-104
Procurement Practices			
GRI 204: Procurement Practices 2016	204-1 Proportion of spending on local suppliers	Environmental Sustainability > Green Procurement and Procurement Practices Local procurement amount as a percentage of total procurement amount : 94.06%	P.88-89
Non-discrimination			
GRI 406: Non-discrimination 2016	406-1 Incidents of discrimination and corrective actions taken	Healthy & Happy Workplace> Creating a Friendly Workplace Environment	P.63
Child Labor			
GRI 408: Child Labor 2016	408-1 Operations and suppliers at significant risk for incidents of child labor	Healthy & Happy Workplace> Creating a Friendly Workplace Environment	P.63
Forced or Compulsory Labor			
GRI 409: Forced or Compulsory Labor 2016	409-1 Operations and suppliers at significant risk for incidents of forced or compulsory labor	Healthy & Happy Workplace> Creating a Friendly Workplace Environment	P.63