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Material Topic: Safety Management and Crisis Response

Policy	- Taipower's Safety and Health Management Policy - Abide by laws and observe discipline: Comply with occupational safety and health regulations and meet all relevant standards. - Life is priceless, take the initiative to care: Ensure workplace safety and promote both physical and mental well-being. - Intrinsic safety, prevent problems before they occur: Enhance the safety of facilities and environments, and proactively identify potential hazards. - Full participation and continuous improvement: Everyone is responsible for safety and health; the pursuit of workplace safety is a continuous journey.	Targets for 2030	- Continue conducting statutory occupational health and safety training, promote interactive hazard identification education, and improve risk assessment capabilities through case reviews and on-site inspections. - Implement unannounced workplace safety audits, strengthen supervision and management, introduce third-party expert reviews, and conduct targeted safety inspections for accident-prone or underperforming units to identify hidden risks. - Introduce AI image recognition technology to automatically detect unsafe behaviors such as not wearing helmets or entering restricted areas, enhancing management efficiency and reducing workplace accidents. - Strengthen preparedness for nuclear units by ensuring the performance of drills, the reliability of emergency response teams, and the effectiveness of warning systems. Quarterly reports will be submitted to the Nuclear Safety Commission as the basis for regulatory oversight.
Management Approach	Taipower has established key guidelines for occupational safety and health, including training and promotion, inspection and supervision, operational safety, use of protective equipment, fire safety, traffic safety, health management, accident handling, reward and penalty systems, and contractor management. These efforts aim to comprehensively implement safety and health policies, prevent occupational accidents, and protect the safety and health of all employees.		
Action Plans	- Establish rapid reporting procedures for various disasters and emergency events. - Define key procedures for handling occupational safety incidents. - Implement mechanisms to verify the execution of industrial safety and health policies and objectives.		
Actual Performance in 2024	- Held approximately 160 disaster prevention and emergency response drills, with total participation of around 12,000 people. - Collaborated with internal and external training institutions to conduct 760 sessions of legally required and specialized occupational safety and health training, attended by approximately 28,098 participants. - Held 1,078 occupational safety and health training sessions for contractors, with around 35,625 attendees.		

Material Topic: Worker Health and Safety

Policy	Systematically manage the occupational safety of both employees and contractors to prevent occupational injuries.
Management Approach	Units that have implemented occupational health and safety management systems must regularly (annually) evaluate and review their hazard identification and risk assessment processes. In the event of non-routine circumstances, they should promptly discuss, adjust, or update assessments and determine necessary control measures.
Action Plans	- Establish key points and control measures in accordance with Taipower's Occupational Safety and Health Management Guidelines - Implement Taipower's Risk Assessment Guidelines for Contracted Construction Projects
Actual Performance in 2024	- Employee injury frequency rate: 0.13 - Contractor labor injury frequency rate: 0.38
Targets for 2030	- Employee injury frequency rate ≤ 0.1 - Contractor labor injury frequency rate ≤ 0.1

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Health and Safety Management Policy

● Aspects, Basis, and Practices of Occupational Safety Management

Taipower has formulated occupational safety and health (OSH) management measures to prevent and mitigate major safety risks and hazards associated with its operations, products, and services.

1.Key Points for Handling Occupational Safety Incidents

- Workers are required to report occupational hazards and dangerous conditions in accordance with regulations. In the event of an incident, they must notify the responsible management unit within one hour and, if necessary, report it to the local labor inspection authority.
- If a worker deems that their current work condition may result in injury or illness, they are entitled by law to suspend operations, withdraw to a safe location, and promptly report to their direct supervisor.

2.Rapid Reporting Procedures for Disasters and Emergencies

After an incident occurs, the competent authorities and Taipower supervisors at all levels immediately utilize various communication tools to obtain real-time updates. This enables swift coordination of emergency response actions to mitigate damage. The reporting procedures for various types of disasters and emergencies ensure that superior authorities and Taipower supervisors stay continuously informed in real time, allowing for prompt command and coordination among relevant units to reduce disaster-related losses.

Dimension	Management Method	Management Bases / Practices
Regulatory	Training	Procedures for Training and Utilizing Occupational Health and Safety Personnel from Affiliated Units
	Auditing and Supervision	Management Enforcement of Procedures through Inspections by Supervisors at All Levels
	Operational Safety	Enforcement Procedures for Operational Safety Standards Enforcement Procedures for Consultative Organizations in Joint Operations
	Personal Protective Equipment Management	Management Procedures for Personal Protective Health and Safety Equipment
	Incident Handling	Occupational Safety Accident Handling Procedures Guidelines for Assisting Employees in Handling Industrial Incidents
	Rewards and Punishments	Procedures for Punishment of Health and Safety Regulation Violations Procedures for Rewarding Excellent Health and Safety Performance
	Contractor Management	Procedures for Health and Safety Counseling Procedures for Penalizing Contractor Violations of Contractual Health and Safety Requirements Procedures for Additional Training on Contractual Health and Safety Requirements following Contractor Violations
Onsite Execution	Before Job Task Starts	Industrial Safety Communications and Hazard Notifications Pre-Work Training Workshops Review Lists for Operating Personnel
	During Job Progress	Health and Safety Check-ins for Operating Personnel Executing Toolbox Meeting – KY (Kiken Yochi) and Making Records Implementing Automatic Inspections Auditing Health and Safety Measures
	Operational Equipment and Machinery Inspection	Regular Inspections and Confirmations of Machinery Dedicated Notebooks or Files for Inspection Records Building Coordination and Control Mechanisms

The Percentage of Workers in the Formal Health and
Safety Committee Composed of Labor and Management

41.2%



Total Number of Health and Safety Committee Members	34
Number of Labor Representatives on the Committee	14
Percentage of Labor Representatives on the Committee	41.2%

● The Occupational Health and Safety Management System

Taipower's Occupational Health and Safety Committee consists of at least seven members, including the President (employer), labor representatives, and other members appointed by the President as needed. The committee convenes meetings at least once every three months.

According to Article 12-2 of the Occupational Safety and Health Management Regulations, enterprises classified as Category I with over 200 workers are required to establish an occupational health and safety management system based on the national standard CNS 45001 or an equivalent standard.

Taipower has established such a system and had completed CNS 45001 certification for 47 units (including headquarters) by 2023. The Company continuously applies the Plan-Do-Check-Act (PDCA) management cycle for ongoing reviews and improvements.

The system applies to all workplaces and all types of personnel, including employees, contractors, volunteers, and self-employed workers at hydro and thermal power plants, nuclear power plants, branch offices, power supply district operation offices, engineering departments, and other units.

● Occupational Safety Performance

In 2024, the primary causes of occupational injuries among Taipower workers were contact with high or low temperatures, falling objects, falls, and electric shocks.

Taipower's Occupational Health and Safety Management System includes a "Hazard Identification and Risk and Opportunity Assessment Procedure" to reduce risks through a hierarchy of controls, such as elimination, substitution, engineering controls, signage/warnings and/or administrative controls, and the use of personal protective equipment (PPE).

When necessary, these measures are reviewed, adjusted, or updated through discussion at meetings, and further improvements are implemented as needed.

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Analysis and Statistics of Occupational Injuries in 2024

Type of Worker	Total	Contact with High or Low Temperatures	Falls	Electric Shocks	Collapses	Stabbing, Cutting, Scratching	Struck	Trip	Falling Objects	Caught/Entangled
Employees	7 cases 8 disabilities	4 cases 5 disabilities	0 cases	1 cases 1disabilities	2 cases 2disabilities	0 cases	0 cases	0 cases	0 cases	0 cases
	Injury Rate by Accident Category	62%	0%	13%	25%	0%	0%	0%	0%	0%
Contractors	21 cases 4 deaths 18 disabilities	5 cases 6 disabilities	3 cases 1 deaths 2 disabilities	2 cases 1 deaths 1 disabilities	3 cases 2 deaths 1 disabilities	1 cases 1 disabilities	2 cases 2 disabilities	2 cases 2 disabilities	2 cases 2 disabilities	1 cases 1 disabilities
	Injury Rate by Accident Category	28%	13%	9%	13%	5%	9%	9%	9%	5%

Note:1.Disaster Type Injury Rate = (Number of casualties by type / Total casualties in the year) × 100%
2.Occupational injury data for Taipower employees does not include 16 cases of non-commuting traffic accidents.

In the event of a false alarm involving Taipower employees or contractors (including contracted labor and self-employed workers), the department head or responsible unit head shall serve as convener to form a Unit Investigation Team with the Occupational Safety Department and the Taipower Union branch. If necessary, the unit's ethics office may join the investigation. The unit must submit an Occupational Safety Accident Report within three working days after the incident. In special cases, prior approval may be granted with later submission of relevant documents.

Statistics on Serious Work-Related Injuries in 2024

Type of Worker	Employees			Construction Contractors
	Male	Female	All Genders	All Genders
Total Number of Work Hours	49,181,456	10,357,615	59,539,071	57,649,347
Deaths Caused by Occupational Injuries(Number of People)	0	0	0	4
Deaths Caused by Occupational Injuries (Rate)	0	0	0	0.013
Severe Occupational Injuries (Number of People)	8	0	8	18
Severe Occupational Injuries (Rate)	0.032	0	0.026	0.062
Recordable Occupational Injuries (Number of People)	8	0	8	22
Recordable Occupational Injuries (Rate)	0.032	0	0.026	0.076
False Alarms (Number of People)	11	1	12	13
False Alarms (Rate)	0.044	0.019	0.040	0.045

Notes:1.Employees:Includes both dispatched and directly employed personnel.
2.Contractors:Includes both contracted labor and self-employed workers.
3.Total Working Hours:Calculated by allocating overall work hours based on the gender ratio among Taipower employees.
4.Rate of Deaths Caused by Occupational Injuries = (Number of Deaths ÷ Total Work Hours) × 200,000 (per 100 employees, based on 50 weeks × 40 hours/year).
5.Severe Occupational Injury: Refers to injuries resulting in death or those that prevent the worker from returning to pre-injury health within six months. Contractor work hours by gender were not compiled in 2024 and will be addressed in future reporting.
6.Rate of Severe Occupational Injuries (excluding deaths) = (Number of Severe Injuries ÷ Total Work Hours) × 200,000.
7.Rate of Recordable Occupational Injuries = (Number of Recordable Injuries ÷ Total Work Hours) × 200,000.
8.False Alarms:Work-related incidents that result in no loss or injury.

Emergency Response Policy

Taipower regularly conducts educational drills for emergency response to industrial safety accidents to enhance emergency response capabilities. In the event of any form of industrial safety accident involving employees or contractors, all units follow the "Guidelines for Handling Industrial Safety Accidents," immediately initiating necessary first aid and rescue efforts, promptly notifying and reporting to relevant units, and dispatching personnel to conduct investigations. Subsequently, an accident review meeting is held to identify and implement horizontal preventive measures across relevant units (departments), followed by a responsibility review meeting to evaluate the accountability of involved personnel.

Occupational Safety and Contractor Management

Taipower continues to strengthen its occupational health and safety management system, aiming to raise safety awareness among both internal and external personnel and ensure a safe and stable working environment. Each unit is required to regularly assess occupational hazards and risks, and promptly adjust control measures under the following circumstances:

- When there are changes or additions to operating methods.
- When changes occur in the work environment.
- When occupational accidents take place.
- When there are changes in infrastructure, equipment, or raw materials provided by the organization or other parties at the workplace.

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- Contractor Safety Management Mechanism
To ensure the construction safety of contractors and subcontractors, Taipower holds pre-construction safety coordination meetings and convenes regular or ad-hoc joint operation coordination meetings to enhance inter-unit cooperation. The safety management process is outlined as follows:
 - ✓ Pre-construction meetings - Clarify work interfaces and safety matters
 - ✓ Joint operation coordination meetings - Held regularly or as needed to promote collaboration
 - ✓ Training programs - 1,078 training sessions conducted for contractors
 - ✓ On-site supervision - Enhanced inspections, supervisor walkthroughs, and CCTV monitoring
 - ✓ Violation handling and corrective actions — Issuance of notice or contractual fines as appropriate

Occupational Safety Performance in 2024

Item	Number of Sessions	Number of Participants
Disaster Prevention and Emergency Response Drills	160 sessions	Approximately 12,000 participants
Various Occupational Safety Training Courses (e.g., Safety Managers, Supervisors)	760 classes	Total of 28,098 participants
Contractor Occupational Health and Safety Training	1,078 sessions	Approximately 35,625 participants

- Public Opinion Response and Corporate Image Protection
To effectively respond to incident risks and external media coverage, Taipower has established a Standard Operating Procedure for Public Opinion Reporting. This enables the Company to swiftly clarify misinformation during media-sensitive events, safeguard its corporate image, and prevent the escalation of controversy.

● Analysis of Industrial Safety Accidents and Continuous Improvement Measures

In the past decade, the most common types of occupational injuries at Taipower have been contact with high or low temperatures, electric shocks, and falls. A closer analysis reveals the following common causes:

- ✓ Failure to conduct or properly implement risk assessments
- ✓ Workers rushing to meet deadlines, taking shortcuts, or lacking risk awareness
- ✓ Insufficient implementation of the "Three Protections" approach (protecting personnel, equipment, and environment)
- ✓ Non-compliance with standard safety procedures or failure to wear protective gear
- ✓ Inadequate cross-unit communication or ineffective control of personnel entry into the worksite

To reduce the risk of occupational injuries, Taipower continues to promote industrial safety strategies by optimizing systems, strengthening education and training, enhancing supervision and audits, and applying technology. Beginning in 2024, Taipower has actively implemented the following five key areas of improvement:

- 1.Strengthening Systems and Management
 - Revising safety construction procedures to enhance safety standards.
 - Increasing the weight of safety evaluations and requiring bidders to submit risk assessment reports.
 - Implementing change management and enhancing control of key personnel and protective equipment.
- 2.Enhancing Education and Training
 - Conducting pre-work safety briefings and simulation drills to ensure workers possess safety awareness.
 - Promoting VR-based fall prevention training; 14 sessions were held in 2024.
 - Including hazard identification training as a performance indicator to strengthen risk awareness.
- 3.Enforcing Penalties and Violation Management
 - Enforcing disqualification mechanisms for violating individuals and contractors to ensure compliance.
 - Implementing a progressive penalty system to reinforce accountability.
 - Mandating re-education training sessions for personnel who violate safety rules.
- 4.Strengthening Supervision and Audits
 - Establishing a safety early warning system for real-time risk tracking.
 - Enhancing control of holiday construction activities to reduce accident risk.
 - Introducing third-party audit mechanisms; 39 audits of high-risk units were conducted by external experts in 2024.
- 5.Applying Technology and Encouraging Employee Participation
 - Installing CCTV systems to improve real-time on-site supervision.
 - Creating a safety concern reporting platform that allows employees to report safety issues and promotes internalization of a safety culture.

Occupational Health Services

According to the Regulations Governing Labor Health Protection, business units with over 50 employees or involving operations with special health hazards must employ or contract medical personnel to provide on-site health services and occupational disease prevention. As of December 2024, Taipower had contracted physicians stationed at 67 units and nurses assigned to another 67 units (51 full-time and 16 contract nurses). These personnel are responsible for analyzing health checkup results, assigning suitable tasks, assessing high-risk workers, managing individual cases, promoting maternal health protection, and preventing occupational diseases to foster a friendly workplace environment.

Taipower has established various plans including: the Ergonomic Hazard Prevention Plan, Maternal Health Protection Plan, Disease Prevention Plan for Irregular Work Conditions, and Workplace Harassment Prevention Plan. These guide health risk assessments, medical examinations, and management of high-risk job roles to prevent occupational injuries and protect employee health. In 2024, Taipower conducted 1,125 health promotion activities, covering health seminars, flu vaccinations, four-cancer screenings, and fitness assessments. Additionally, through the Heart-to-Heart Program, each employee is entitled to eight hours of free psychological counseling per year to help relieve stress and improve quality of life.

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Health and Physical
and Mental Care

Taipower strengthens employee mental resilience through its Employee Assistance Program (EAP), helping stabilize organizational operations and improve overall performance. Key features include:



- 1.An Emphasis on Employee Health
 - Taipower believes that employee well-being and technical excellence are essential to ensuring a stable power supply. Since 1988, it has promoted mental and physical wellness through the Heart-to-Heart program.
- 2.An Employee Assistance Program (EAPs)
 - Part-time Employee Assistance Officers are assigned and connected with external professional resources to provide psychological counseling and support.
 - Each employee is offered eight hours of company-funded counseling per year to help address work, life, and emotional challenges, thereby supporting personal well-being.

Sexual Harassment Grievance Channels

Handled by the General Office as the single point of contact:
Grievance Hotline:(02)2366-7730
Grievance Email:a960601@taipower.com.tw



6.3.2 Labor-Management Communication and Collective
Bargaining

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Taipower places great importance on the voices and needs of all employees, offering diverse channels for expressing opinions and actively responding to suggestions. The Company is committed to fostering a labor-management environment built on employee satisfaction and mutual trust.

Communication Performance

 Labor-Management Conferences	 Training Courses	 Intranet Website
Regularly held to ensure effective communication. A total of 12 labor-management conferences were held at the company level, with active interaction and dialogue among the parties.	A variety of training programs were continuously provided to support employee career development and serve as a communication platform.	The W3 internal network provides various company information and content, and features dedicated sections on employee-related topics (such as the disclosure of business information, the latest news, new hires, transfer information, and employee rights) to enhance the efficiency of internal information flow.

Negotiations on Collective Agreements

Taipower signed a collective agreement with the Taiwan Power Labor Union in 2013 and renewed the agreement in 2021. In response to amendments to the Labor Standards Act and changes in the external environment, the parties engaged in three years of deliberation and expanded the agreement from 8 chapters and 47 articles to 8 chapters and 55 articles. The revised agreement was officially signed on April 9, 2024. The signing ceremony was attended by the Chairman of Taipower and the President of the Labor Union, with officials from the Ministry of Labor and the Ministry of Economic Affairs witnessing the event, symbolizing labor-management harmony and a win-win outcome.

Number and Ratio of Employees Covered
by the Collective Agreement

Item	2022	2023	2024
Total Employees	28,079	28,213	29,139
Number of Union Members (persons)	27,878	27,988	29,074
Union Membership Ratio (%)	99.3%	99.2%	99.8%

Note:The provisions of Taipower's collective agreement regarding working conditions are handled in accordance with government laws, supervising agency regulations, and company policies. As such, all employees are afforded protection.

Performance and Implementation of the Grievance System

- 1.Employee Grievances and Difficulties
 - Taipower has established the Guidelines for Handling Employee Difficulties and Grievances to assist employees in addressing issues such as work assignments, family-related problems, or inquiries regarding Company regulations. If such issues cannot be resolved through internal channels, employees may file a formal grievance with the Grievance Committee.
- 2.Sexual Harassment Prevention and Reporting Mechanism
 - Taipower has implemented a sexual harassment prevention policy and provides reporting channels. Employees may file complaints with the Sexual Harassment Complaint Review Committee. The Company will carry out investigations and handle disciplinary actions as appropriate.
- 3.Annual Performance Review Appeals
 - If employees disagree with their annual performance review results, they may submit an appeal within one month of receiving the notice, along with supporting documents, in accordance with relevant regulations.