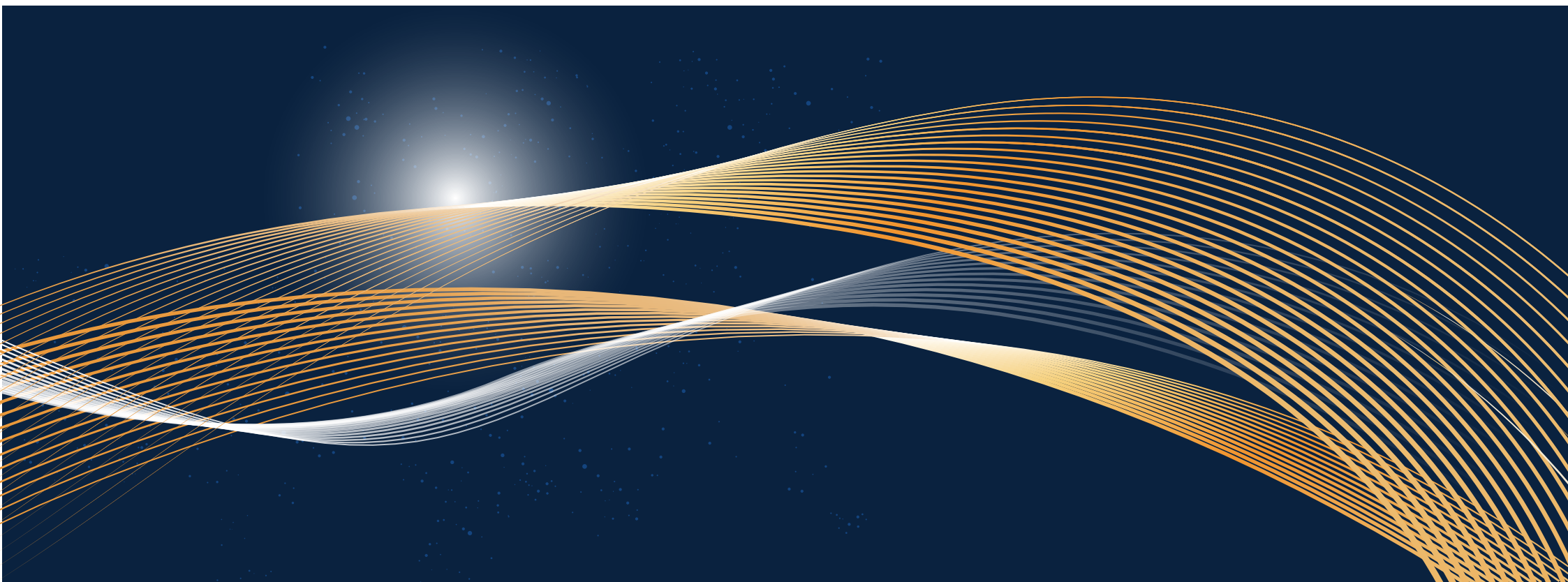


2024

Sustainability Report



大魯閣實業
TRK CORPORATION



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About this Report

(GRI 2-1、2-2、2-3、2-4、2-5)

Report Structure

- This report is prepared with reference to the following frameworks and standards:
- The GRI Universal Standards 2021 issued by the Global Reporting Initiative (GRI)
- Task Force on Climate-related Financial Disclosures (TCFD) issued by the Financial Stability Board (FSB)
- Standards for the Leisure Facilities industry issued by Sustainability Accounting Standards Board (SASB)
- “Rules Governing the Preparation and Filing of Sustainability Reports by TWSE-listed Companies” promulgated by the Taiwan Stock Exchange Corporation (TWSE)

Reporting Period

This is the first Sustainability Report of TRK Corporation. It discloses the Company’s performance in Corporate Governance, Social and Environmental dimensions from January 1 to December 31, 2024, as well as management approaches and responses to material topics. TRK Corporation Sustainability Report is published annually by the end of August and is made publicly available on the Company’s official website.

※The reporting period of this Sustainability Report is consistent with that of the Company’s consolidated financial statements for 2024.

Reporting Boundary and Scope

The scope of this report focuses solely on the operational activities and services of TRK Corporation and its affiliated brands, which include: Taroko Sports, Bowling Alley, Roller186, Go-Kart Tracks, Yukids Island, Taroko Mall Taichung, and Taroko Square Hsinchu. In contrast to the consolidated financial statements, the reporting boundary does not include subsidiaries. All financial figures are presented in New Taiwan Dollars (\$NT), and relevant statistical data are calculated based on internationally recognized standards and indicators.

Sustainability disclosures in this report are presented with TRK Corporation as the reporting entity. In the area of environmental sustainability, the Company has adopted the ISO 14064-1 greenhouse gas (GHG) inventory. The verification boundary is likewise defined based on TRK Corporation. The reporting boundary encompasses direct GHG emissions

and removals, indirect GHG emissions from imported energy, indirect emissions generated from the Company’s use of products, and indirect emissions arising from the use of products related to the Company. When quantitative indicators disclosed in this Report carry specific meanings, additional notes will be provided for explanations.

Information Restatement and Information Quality

TRK Corporation affirms that the disclosures presented in this Report involve no restatement of information.

Internal Review:

This Report, planned and compiled by the Sustainable Development Committee, has been prepared in accordance with the “Rules Governing the Preparation and Filing of Sustainability Reports by TWSE-listed Companies” promulgated by the Taiwan Stock Exchange Corporation (TWSE). Department heads reviewed the content to ensure the accuracy. The Sustainability Development Team collected stakeholder feedback and drafted the report, which was then submitted to the Sustainable Development Committee for review before being finalized upon approval by the Board of Directors.

External Assurance:

The information disclosed in this Report has been assured by Ares International Certification Co., Ltd. under AA1000ASv3, Type 1 Moderate level of limited assurance review.

※Ares International Certification Co., Ltd. has no financial relationship with TRK Corporation.

Contact us

- > For inquiries, comments, or suggestions regarding this Report, please contact:
- > Sustainability Development Team of TRK Corporation
- > Contact person: Mr. Chen Wei-Hung
- > Address: 186, Section 4, Fuxing Road, East District, Taichung City
- > Tel: +88643611-8888
- > Email: will.chen@trkmall.com.tw
- > Website: <https://www.taroko.com.tw/>

Message from the Chairperson

Under the vision of “Healthy Taiwan,” TRK Corporation actively supports national policy directions through concrete actions, dedicating itself to promoting nationwide health and strengthening Taiwan’s sports culture. Also, Taiwan’s championship triumph in World Baseball Softball Confederation (WBSC) Premier12 this year showcased to the world our athletic excellence and passion. This achievement is not only a national honor, but a proud moment for TRK Corporation as a promoter to the development of Taiwan’s sports industry.

TRK has long centered its business on sports and leisure, offering a diverse range of services that integrate sports venues, entertainment facilities, and family-oriented activities to create a lifestyle of health and joy. We firmly believe that sports are not only physical exercise but a medium for social connection, allowing people to experience the beauty of life through interactions. Building on the momentum of the baseball championship, TRK has enhanced various baseball-related facilities and activities, further optimizing our baseball and softball batting cages and simulated sports experience areas.

The vision of “Healthy Taiwan” aligns not only with public health but also with the realization of sustainable development. In this Report, you will find TRK’s efforts in sustainable operations, including the optimization of energy use, the green transformation of venue operations, and the way that social engagement is leveraged to attract more attention to health and the environment.

The definition of health, which is beyond physical well-being, also covers mental health and social welfare. For this reason, TRK has designed a variety of sports and leisure programs that encourage family participation and strengthen emotional connections. The TRK teams continue to innovate and develop services customized to different age groups and needs, aiming at providing every customer with a space where he/she can find his/her own way to happiness and wellness at TRK.

Reflecting on the past year, TRK Corporation is deeply grateful for the support and trust from all stakeholders. It is a vital driving force for the Company’s commitment to sustainable operations. Looking ahead, TRK will plan and execute our business activities with even higher standards, aspiring to become a sustainability role model in the sports industry and actively contributing more to the vision of “Healthy Taiwan.”



TRK CORPORATION CHAIRPERSON



2024 ESG Highlights



Environmental Sustainability

- Taroko Mall Taichung was awarded the 2024 Taichung City Low-Carbon Certification for shopping malls.
- Electricity consumption per unit in our shopping malls decreased by 13.66%.
- TRK Corporation obtained ISO 14064-1:2018 Greenhouse Gas (GHG) verification.



Social Inclusion

- TRK Corporation received the 2024 Sports Enterprise Certification issued by the Sports Administration, Ministry of Education.
- TRK Corporation was honored with “Best Attractiveness Award” among the Top 100 Employers at the 1st Employer Brand Awards by 104 Job Bank.



Corporate Governance

According to the Board Performance Evaluation Report released by Taiwan Corporate Governance Association (TCGA) on January 29, 2024, TRK’s Board of Directors demonstrated outstanding performance across multiple dimensions, indicating continuous improvement on Board operation, decision-making quality, and supervisory mechanism, thereby strengthening corporate governance effectiveness.

1. About TRK Corporation

1.1 Introduction of TRK Corporation

1.2 The Sustainable Development Committee

1.3 Sustainability Perspectives and Commitments

1.4 Stakeholders and Material Topics

1. About TRK Corporation

1.1 Introduction of TRK Corporation

Company Name: TRK Corporation

Chairperson: Ms. Lin Man-li

Head Office Address: 186, Section 4, Fuxing Road, East District, Taichung City

Industry Category: Leisure and Sports Industry

Capital: NTD 1.08 billion

Stock Code: 1432

1.1.1 Products and Services

TRK Corporation's core business focuses on sports and leisure, with its products and services primarily involve with sports venues, entertainment facilities, and recreational activities. The main products and services categories are as follows:

- **Baseball and softball batting cages:** Providing automated pitching machines and professional batting lanes for baseball and softball practice. Certain locations also have sports equipment retail and virtual reality technology to enhance the athletic experience.
- **Bowling alleys:** Providing both standard and entertainment-style bowling lanes suitable for families, social gatherings, and corporate team-building events.
- **Go-Kart tracks:** Outdoor high-performance go-kart fields designed for individual racing, group competitions, and corporate events.
- **Retro American-style roller rinks:** Indoor roller-skating venues featuring nostalgic American retro themes.
- **Indoor children's playgrounds:** Providing diverse children's recreational facilities, such as climbing structures, ball pits, and themed adventure zones.

- **Shopping mall operations:** Including Taroko Mall Taichung and Taroko Square Hsinchu, which combine dining, entertainment, and retail to deliver an all-in-one leisure and shopping experience.



1.1.2 Participation in External Associations

[GRI 2-28]

TRK Corporations is a member of industry associations such as the Taiwan Council of Shopping Centers and Commercial Real Estates (TCSCRE). Through such engagements, the Company collaborates with peers to promote industry development, stays informed of policy updates, and enhances resource sharing plus collective influence. These partnerships contribute positively to TRK's corporate image, brand visibility, and the integration of industry resources.

1.1.3 Awards

- “Best Attractiveness Award” among the Top 100 Employers at the 1st Employer Brand Awards by 104 Job Bank
- Taroko Mall Taichung awarded with the 2024 Taichung City Low-Carbon Certification for shopping malls (Validity: October 1, 2024 to September 30, 2027)
- 2024 Sports Enterprise Certification issued by the Sports Administration, Ministry of Education



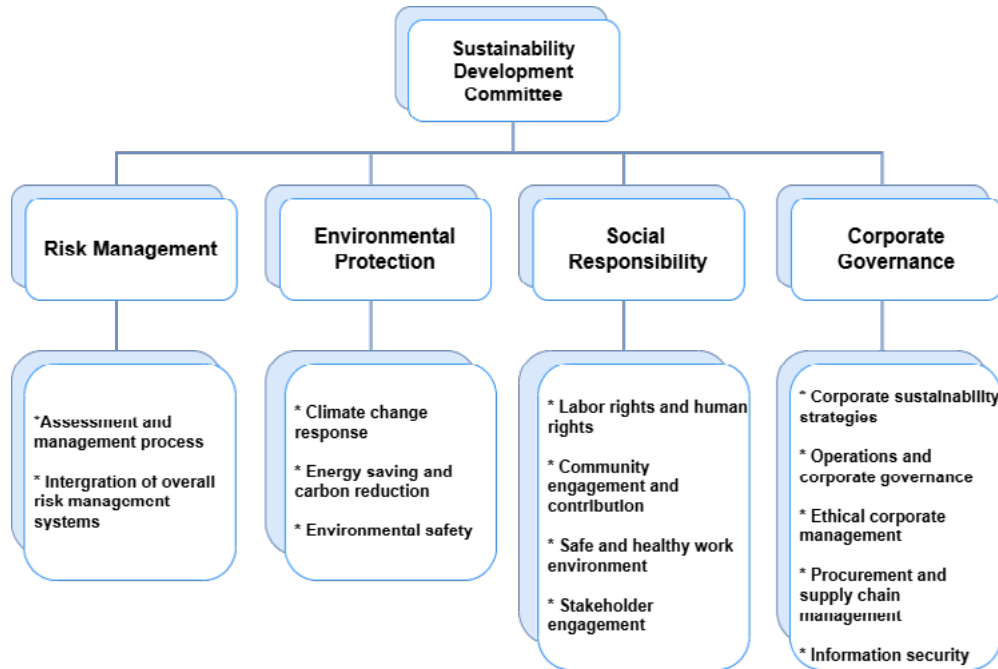
1.2 The Sustainable Development Committee

【GRI 2-22】

TRK Corporation established the Sustainable Development Committee as the Company's highest-level responsible unit for sustainable development. The Sustainable Development Committee is composed of **【Chief Sustainability Officer; Chief Executive Officer; two Independent Directors; one Strategic Advisor; and the Vice President】**.

The Committee formulates the Sustainable Development Best Practice Principles, which is approved by the Board of Directors, defining the Committee's authority and responsibilities. Its main duties include managing, deciding on, and supervising the governance strategies for material ESG topics, policy implementation effectiveness, and target achievement related to TRK operations. The Committee reports regularly to the Board on its performance each year.

The Sustainable Development Committee has established four sub-groups: corporate governance, environmental protection, social responsibility, and risk management, which are responsible for making proposals, implementation, and reporting on corporate sustainability.



- Chair of the Sustainability Development Committee: Independent Director Mr. Huang Min-You
- Risk Management Team: Office of Legal Affairs
- Environmental Protection: Shopping Mall Division, Sports and Parenting Division, Property Management Department
- Social Responsibility: HR Department, Occupational Safety and Health Office
- Corporate Governance: Corporate Governance Officer, Stock Affairs Department

1.3 Sustainability Perspectives and Commitments

Sustainable Development Vision

【GRI 2-23、2-24】

TRK Corporation is committed to creating a joyful leisure environment, offering diverse and memorable experiences. We aim to share our passion with the world and cultivate a new sense of happiness in life. The Company upholds the core corporate values of integrity and accountability, customer orientation, innovation, and teamwork, and embraces Innovation, Safety, and Quality as its sustainable development vision. Guided by five key sustainability goals—Environmental Sustainability, Customer Value, Happy Workplace, Social Prosperity, and Corporate Governance—we integrate sustainability principles into our business strategy and embed the three core dimensions of environment (E), social (S), and governance (G) across all operations. TRK's dedication is to foster mutually beneficial relationships with customers, shareholders, employees, society, and the environment, fulfilling corporate social responsibility and creating sustainable value for the Company.



Five Key Sustainable Development Goals

TRK Corporation has identified Environmental Sustainability, Customer Value, Happy Workplace, Social Prosperity, and Corporate Governance as the five key goals guiding its sustainability strategy. To ensure the continuous implementation and advancement of this strategy, we have formulated corresponding management approaches and concrete initiatives for each goal.

Environmental Sustainability

Minimize the environmental impact of operations by promoting energy conservation, carbon reduction, and resource recycling.

Energy Conservation and Carbon Reduction

Implementing LED lighting and smart air conditioning systems to reduce energy consumption.

Water Resource Management

Recycling rainwater for facility cleaning and landscape irrigation.

Plastic Reduction Initiatives

Minimizing single-use plastics and encouraging customers to bring their own reusable cups and shopping bags.

Customer Value

Enhance service quality by providing safe and innovative sports and shopping experiences.

Safety and Hygiene

Conducting regular inspections of sports facilities to ensure safety and enhance customer trust.

Smart Technology Applications

Implementing online booking and digital payment solutions to optimize the service experience.

Customer Feedback Mechanism

Establishing a system for collecting and acting on customer feedback to improve satisfaction and loyalty.

Happy Workplace

Create a healthy, safe, and inclusive work environment that enhances employee well-being and productivity.

Employee Health and Safety

Conducting regular occupational safety training, and providing first-aid equipment along with mental health counseling services.

Talent Development

Offering employee education and training programs, career development planning, and encouraging internal promotion

Fair Compensation and Benefits

Ensuring gender equality and providing competitive salaries along with employee benefits programs.

Five Key Sustainable Development Goals

TRK Corporation has identified Environmental Sustainability, Customer Value, Happy Workplace, Social Prosperity, and Corporate Governance as the five key goals guiding its sustainability strategy. To ensure the continuous implementation and advancement of this strategy, we have formulated corresponding management approaches and concrete initiatives for each goal.

Social Prosperity

Promote social well-being through public welfare participation and community engagement.

Community Care

Collaborating with schools on sports education programs to enhance social impact.

Employee Volunteering

Encouraging employees to participate in public welfare activities to strengthen corporate social responsibility.

Sports Promotion

Sponsoring grassroots baseball and softball teams to develop athletic talent and to promote public sports participation.

Corporate Governance

Strengthen the Company governance framework to ensure operational transparency and regulatory compliance.

Board Operation

Enhancing board diversity and ensuring the transparency and professionalism of decision-making.

Regulatory Compliance

Establishing an internal compliance audit mechanism to ensure adherence to applicable laws and regulations.

Risk Management

Conducting regular risk assessments and strengthening cybersecurity and information protection.



1.4 Stakeholders and Material Topics

1.4.1 Stakeholders

【GRI 2-29】

In 2024, TRK Corporation identified its stakeholders in accordance with the AA1000 Stakeholder Engagement Standard (SES), using the five criteria of dependency, responsibility, influence, diverse perspectives, and tension. Based on these factors, TRK assessed the degree of its relationships with various stakeholder groups and identified six key stakeholder categories, which are: customers/consumers, shareholders/investors, suppliers/contractors, media, employees, and government/regulatory authorities.

The topics of concern, communication channels, and key communication outcomes for each stakeholder group in 2024 are reported as follows:

Stakeholders	Topics of Concern	Communication Channels	Communication Frequency	Key Communication Outcomes
Customers/ Consumers	<ul style="list-style-type: none"> Service quality Facility safety Pricing fairness Digital experience and convenience 	<ul style="list-style-type: none"> Customer service hotline Online survey Social media Announcements on APPs and the official website 	<ul style="list-style-type: none"> Realtime (Customer service) Ad hoc / As Needed (Social Media interactions) 	<ul style="list-style-type: none"> Online booking and payment systems launched to facilitate customer use Real-time responses on social media to increase engagement
Shareholders/ Investors	<ul style="list-style-type: none"> Operational performance Transparency of financial information Sustainability management strategy 	<ul style="list-style-type: none"> Annual General Meeting (AGM) Investor Conference Investor Relations Section Annual Report 	<ul style="list-style-type: none"> Annually (AGM, Annual Report) Annually (Investor Conference) 	<ul style="list-style-type: none"> One AGM being held Two investor conferences being held Annual Report preparation and publication
Suppliers/ Contractors	<ul style="list-style-type: none"> Fair procurement Supply chain management Sustainable procurement standards 	<ul style="list-style-type: none"> Public Tender Meetings Partnership agreements and contracts 	<ul style="list-style-type: none"> As needed 	<ul style="list-style-type: none"> 7 public tender meetings being held

Stakeholders	Topics of Concern	Communication Channels	Communication Frequency	Key Communication Outcomes
Media	<ul style="list-style-type: none"> Corporate Social Responsibility (CSR) Brand image Significant news events 	<ul style="list-style-type: none"> Press conference Press contact Social media announcements 	<ul style="list-style-type: none"> As needed (depending on news topics) 	<ul style="list-style-type: none"> Media communication available on the official website: Five news releases on “News”
Employees	<ul style="list-style-type: none"> Compensation and benefits Career development Occupational health and safety Corporate culture 	<ul style="list-style-type: none"> Employee training Employee Grievance Box Monthly employee meeting Labor-Management meeting Performance review interview Employee Welfare Committee 	<ul style="list-style-type: none"> Labor-Management meeting, Performance review interview) Monthly (Employee meeting) Instantly (Feedback) Quarterly (Employee Welfare Committee) 	<ul style="list-style-type: none"> 32 employee training sessions conducted One formal employee feedback received Four monthly employee meetings held Four Labor-Management meetings held Two performance review interviews held Four Employee Welfare Committee meetings held and club activities held periodically
Government/ Regulatory Authorities	<ul style="list-style-type: none"> Compliance Corporate governance Sustainability reporting and disclosure 	<ul style="list-style-type: none"> Official correspondence Briefing sessions 	<ul style="list-style-type: none"> As needed Annually (Submission and disclosure of Sustainability Report) 	<ul style="list-style-type: none"> 100 official letters from regulatory authorities received



1.4.2 Material Topic Management

【GRI 3-1】

TRK references the GRI Standards and the AA1000 Accountability Principles to identify material topics based on four key principles: Inclusivity, Materiality, Responsiveness, and Impact. Furthermore, by referencing the GRI Universal Standards 2021, the Company assesses the significance of Material Topics in economic, environmental, and social (including human rights) impacts. This assessment serves as the foundation for TRK's planning sustainability development strategies.

Our Company conducts an annual assessment of material topics. The results, together with potential internal and external risks faced by the sports and leisure industry, are reviewed by the Sustainable Development Committee and submitted to the Chairperson for approval prior to publication.

► Material Topic Identification Process

1 Identification and Recognition

With reference to the GRI Standards, the Sustainability Development Team consolidated 19 ESG topics by reviewing international sustainability guidelines and standards, and by incorporating feedback from stakeholders.

2 Assessment and Analysis

The Sustainability Development Team distributed 19 impact assessment questionnaires to internal managers to further evaluate the likelihood and scale of positive and negative impacts each sustainability topic may have on E (Environmental), S (Social/ Human Rights), and G (Governance) dimensions.

3 Topic Prioritization

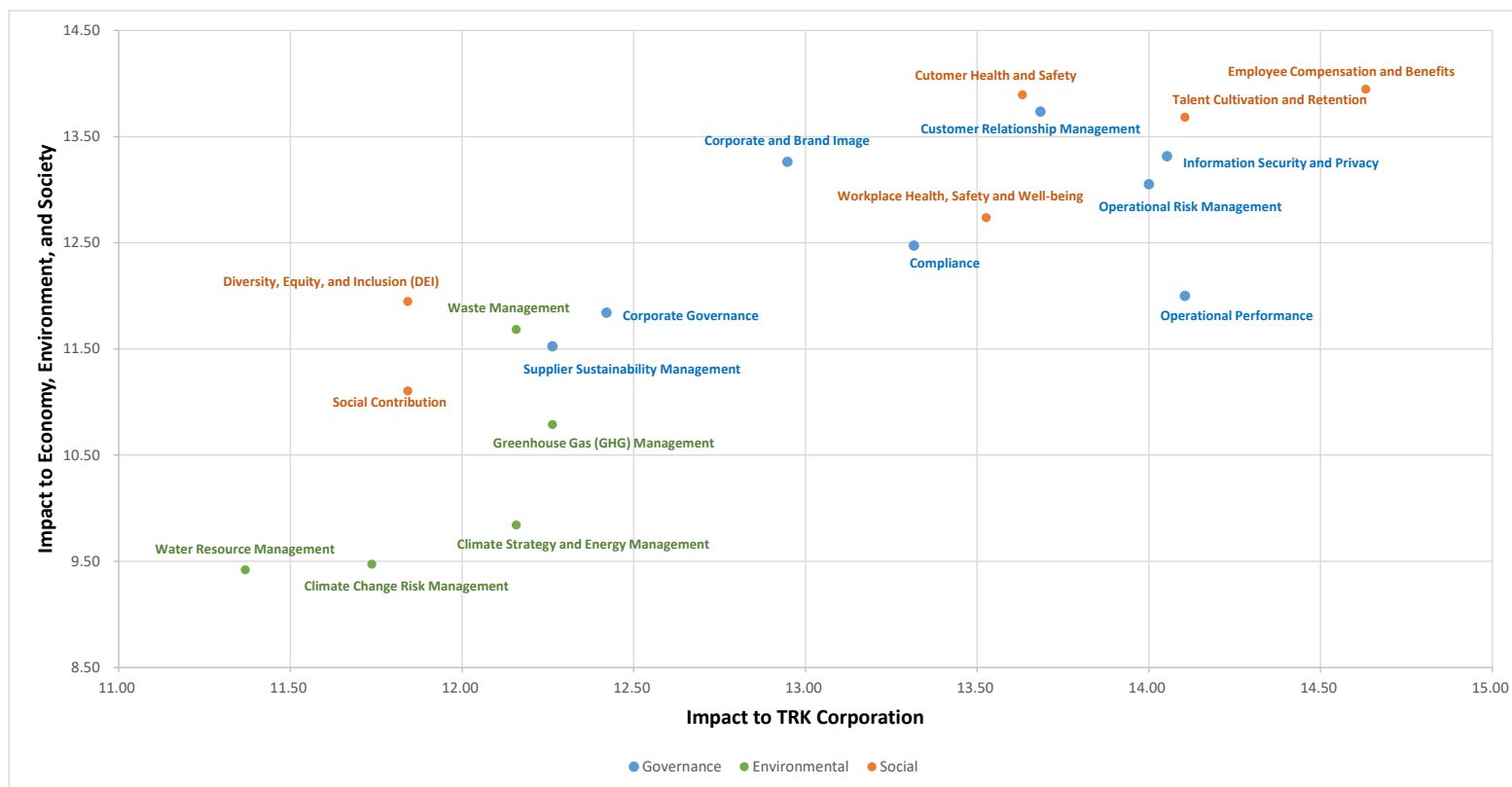
By assessing the likelihood and magnitude of positive and negative impacts for each sustainability topic, the impact level of each topic is determined and ranked accordingly. Topics with a combined positive and negative impact level exceeding 60% are considered material topics, which are then confirmed, prioritized, and disclosed in the Report by the Sustainability Development Team.

4 Review and Verification

In accordance with the reporting requirements for each topic, this Report discloses the response strategies, short-, medium-, and long-term goals, performance outcomes, and management policies for the identified material topics.

Following the material topic identification process, the Company identified four low-impact material topics—Water Resource Management, Climate Change Risk Management, Social Contribution, and Workplace Diversity, Equality, and Inclusion (DEI); six medium-impact material topics—Climate Strategy and Energy Management, Greenhouse Gas (GHG) Management, Supplier Sustainability Management, Waste management, Corporate Governance, and Corporate and Brand Image; and nine high-impact material topics —Compliance, Workplace Health, Safety and Well-being, Customer Relationship Management, Customer Health and Safety, Operational Performance, Operational Risk and Management, Talent Cultivation and Retention, Information Security and Privacy, and Employ Compensation and Benefits. These results serve as the basis for managing the material topics for 2024.

Materiality Matrix



► Material Topics 2024



1.4.3 Material Topics 2024

【GRI 3-2】



► List of material topics




Dimension	Material Topic	Corresponding GRI Topic	Corresponding Chapter	Impact Boundary
G	Compliance	GRI 2-27 Compliance with laws and regulations	2.3 Compliance	Government/Regulatory Authorities, Employees
S	Workplace Health, Safety and Well-being	GGRI 403 Occupational Health and Safety (OHS)	5.3 Workplace Health, Safety and Well-being	Customers/Consumers, Employees, Suppliers/Contractors
G	Customer Relationship Management	GRI 418 Customer Privacy	3.1 Customer Relationship Management	Customers/Consumers
S	Customer Health and Safety	GRI 416 Customer Health and Safety	3.4 Customer Health and Safety	Customers/Consumers, Government/Regulatory Authorities, Media
G	Operational Performance	GRI 201 Economic Performance	2.2 Operational Performance	Shareholders/Investors, Employees, Suppliers/Contractors
G	Operational Risk and Management	GRI 205 Anti-Corruption	2.4 Operational Risk and Management	Employees
S	Talent Cultivation and Retention	GRI 404 Training and Education	5.4 Talent Cultivation and Retention	Employees
G	Information Security and Privacy	GRI 418 Customer Privacy	3.2 Information Security and Privacy	Employees, Customers/Consumers
S	Employee Compensation and Benefits	GRI 202 Market Presence GRI 401 Employment	5.2 Employee Compensation and Benefits	Employees






1.4.4 Targets and Performance of Material Topic Management



【GRI 3-3】

► 2024 Management of Material Topics and 2025 Targets

Dimension	Material Topic	Policy and Commitments	Positive/Negative Impact Management	Corresponding Chapter	2025 Target
G	Compliance 	Management procedures and guidelines have been established and are strictly followed for the operations, processes, and services of our sports and leisure venues and shopping malls. These measures aim to reduce the risks and liabilities associated with non-compliance with applicable laws and regulations.	<ul style="list-style-type: none"> Positive Impact: Fostering an internal compliance culture through employee training and regulatory compliance mechanisms enhances the trust of investors and stakeholders. Negative Impact: Insufficient regulatory compliance may lead to penalties, damage to brand reputation, and potentially disrupt the company's normal operations. 	2.3 Compliance	To increase internal compliance training participation rate
S	Workplace Health, Safety and Well-being 	An Occupational Safety and Health Office has been established to promote workplace hygiene, safety, and health programs, and to implement a work process for regular evaluation, auditing, review, and improvement.	<ul style="list-style-type: none"> Positive Impact: Providing a safe working environment, reducing the risk of occupational injuries and workers' compensation claims, while enhancing employee satisfaction and work efficiency. Negative Impact: Inadequate safety measures may lead to accidents, damaging the company's reputation and affecting operational stability. 	5.3 Workplace Health, Safety and Well-being	To reduce occupational injury rate and to increase the employee safety training completion rate

Dimension	Material Topic	Policy and Commitments	Positive/Negative Impact Management	Corresponding Chapter	2025 Target
G	Customer Relationship Management 	A customer service management system has been set up to ensure timely responses to customer needs, enhance customer satisfaction, and continuously improve the customer experience.	<ul style="list-style-type: none"> Positive Impact: Strengthening customer loyalty and increasing member repeat purchases boost long-term revenue growth. Negative Impact: Poor customer service experience may result in customer churn and damage brand reputation. 	3.1 Customer Relationship Management	To enhance customer satisfaction and to shorten complaint handling time
S	Customer Health and Safety 	Facilities are regularly inspected and updated to ensure equipment operates normally and complies with safety standards. Emergency response procedures are additionally provided to ensure employees to respond swiftly to unexpected customer situations.	<ul style="list-style-type: none"> Positive Impact: Maintaining venue safety and security, reducing the risk of customer injuries, and enhancing consumer trust. Negative Impact: Failure to conduct regular maintenance on venue facilities may lead to safety incidents, damaging brand reputation 	3.4 Customer Health and Safety	To conduct regular facility inspections and to establish standard operating procedures to reduce the occurrence of customer safety incidents.
G	Operational Performance 	Digital transformation and market expansion strategies have been applied to enhance competitiveness and financial resilience.	<ul style="list-style-type: none"> Positive Impact: Strengthening financial health, enhancing market competitiveness, and attracting investment Negative Impact: Poor operational performance may undermine shareholder confidence, potentially leading to stock price decline or tightening of the cash flow. 	2.2 Operational Performance	To optimize operational strategies in order to balance profitability with long-term sustainable development goals.

Dimension	Material Topic	Policy and Commitments	Positive/Negative Impact Management	Corresponding Chapter	2025 Target
G	Operational Risk and Management 	Risk Management Team has been set up to identify and assess internal and external risks that may affect the company operation.	<ul style="list-style-type: none"> Positive Impact: Establishing a risk early-warning mechanism to enhance response capabilities and to reduce the impact of unexpected events on operation continuity. Negative Impact: Insufficient risk control may lead to operational disruptions or financial losses. 	2.4 Operational Risk and Management	To optimize a robust risk management system to reduce the impact of significant operational risks.
S	Talent Cultivation and Retention  	Industry-academia collaboration has been promoted to cultivate in-demand talent. Also, comprehensive training and internal promotion mechanisms are implemented to enhance talent retention.	<ul style="list-style-type: none"> Positive Impact: Improving employee skills and satisfaction, reducing turnover rates, and boosting corporate competitiveness. Negative Impact: Inadequate training mechanism may result in talent loss and undermine the corporate competitiveness. 	5.4 Talent Cultivation and Retention	To increase employee training hours to reduce turnover
S	Employee Compensation and Benefits  	Fair compensation and benefits policies are established to ensure salaries are aligned with market standards. Competitive incentive mechanisms are also provided.	<ul style="list-style-type: none"> Positive Impact: Providing competitive compensation and benefits to enhance employee loyalty and job satisfaction. Negative Impact: The Company's financial stability may be burdened with excessive compensation and benefits. 	5.2 Employee Compensation and Benefits	To offer market-competitive compensation and benefits to create a happy workplace and to enhance employee satisfaction.

Dimension	Material Topic	Policy and Commitments	Positive/Negative Impact Management	Corresponding Chapter	2025 Target
G	Information Security and Privacy  	<ul style="list-style-type: none"> Information and Communication Security Management Protocol has been set up to ensure that all internal and customer information is properly protected. In addition, an incident response mechanism has been implemented to enable timely action and loss mitigation in the event of a cyberattack. Employee security awareness has been regularly enhanced to ensure effective implementation of information security management practice. 	<ul style="list-style-type: none"> Positive Impact: Enhancing corporate data protection capabilities, reducing cybersecurity risks, and strengthening customer trust. Negative Impact: In case of insufficient information security mechanism, it may lead to data breaches, affecting TRK's reputation and regulatory compliance. 	3.2 Information Security and Privacy	To reduce the occurrence of cybersecurity incidents and to increase employees' cybersecurity training hours.

2. Sustainable Governance

2.1 Corporate Governance

2.2 Operational Performance

2.3 Compliance

2.4 Operational Risk Management

2. Sustainable Governance

2.1 Corporate Governance

2.1.1 Sustainability Development and ESG Performance Management

In defining its sustainability development and ESG performance management, TRK Corporation follows international standards and best practice in corporate governance to build governance structures, policy commitments, and performance indicators, while ensuring effective supervision and implementation.

Sustainability & ESG management framework

The Sustainable Development Committee, established under the Board of Directors, is responsible for coordinating ESG-related matters and reporting to the Board.

ESG performance management and evaluation mechanism

ESG goals and key performance indicators (KPIs) are set with performance measured through concrete data.

Formulation of sustainability policy and commitments

Sustainability strategies are formulated with reference frameworks such as GRI (Global Reporting Initiative Standards), SASB (Sustainability Accounting Standards Board), TCFD (Task Force on Climate-related Financial Disclosures), and AA1000 (Stakeholder Engagement Standard, SES).

Operation of ESG-dedicated team

The Sustainable Development Team has been established, covering the three dimensions of Environment, Social, and Governance (ESG), to ensure ESG strategies are implemented across all departments.

Monitoring and reviewing ESG performance

The Board of Directors regularly reviews ESG performance reports to ensure that all departments effectively implement their goals.

Incorporating ESG performance into senior management appraisals

ESG goals are linked to the company's operational performance, influencing the management incentive mechanism.

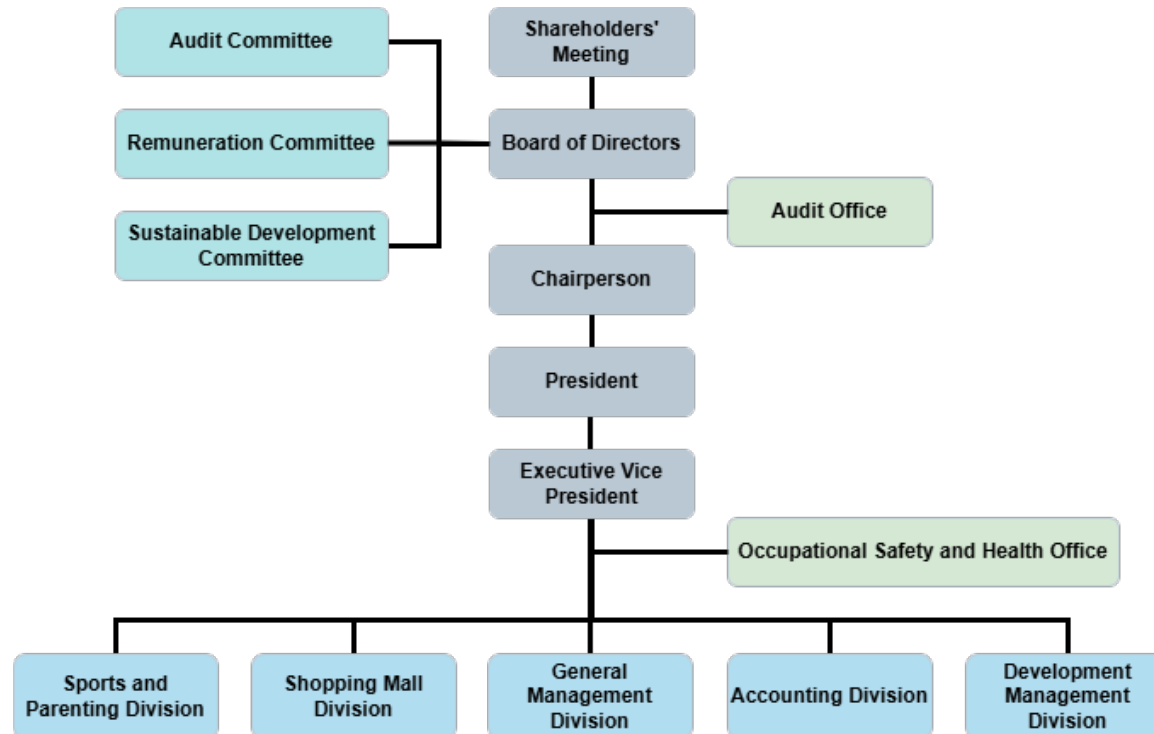
2.1.2 Board Organization and Structure

【GRI 2-9、2-10】

TRK's Board of Directors serves as the highest governance body of the Company, responsible for guiding corporate strategy, supervising management, and being accountable to both the Company and its shareholders. In the various operations and arrangements of the Company governance system, the Board follows the laws, the Company's Articles of Incorporation, or the resolutions of the shareholders' meeting to exercise powers.

To improve the supervision function and strengthen the management function, TRK has established three Board-level functional committees: the Remuneration Committee, the Audit Committee, and the Sustainable Development Committee, each of which regularly reports its activities and resolutions to the Board.

The TRK corporate governance organizational chart is as follows:



2.1.3 Board Governance Framework

[GRI 2-11、2-12、2-13、2-14、2-15、2-16、2-17、2-18]

Composition and operation of the Board of Directors

TRK Coporation's Board of Directors consists of nine directors, each serving a three-year term from June 1, 2022, to May 31, 2025. To implement and strengthen the Board's functions and supervisory role, TRK regularly conducts director re-elections. Board members are nominated through a candidate nomination system, ensuring shareholders to fully exercise their rights. The independence of nominated independent directors must comply with the "Regulations Governing Appointment of Independent Directors and Compliance Matters for Public Companies," considering not only professional competence but also ethical conduct and leadership reputation. To protect directors from personal liability and financial losses arising from third-party lawsuits incurred during the execution of their duties, TRK has purchased Directors' and Officers' (D&O) Liability Insurance to mitigate the risk associated with performing their responsibilities. To address sustainability development, the Sustainable Development Committee has been established under the Board of Directors and responsible for coordinating ESG-related matters and reporting to the Board starting in 2023.

Principle of Director Recusal

To prevent conflicts of interest within the highest governance body, Article 15 of the Company's "Rules and Procedures for Board of Directors Meetings" mandates that directors shall uphold strict self-discipline. When proposals presented to the Board involve interests related to a director or the legal entity he/she represents, and such interest may potentially compromise the TRK's interests, the director shall voluntarily recuse him/herself.

If a director participates in the vote in violation of this recusal requirement, his/her vote on the resolution shall be deemed invalid.

Continuing Education of Directors

To proactively strengthen corporate governance practice, to enhance the professional capabilities as well as legal literacy, and to optimize the decision-making competence of TRK directors, the Company periodically arranges continuing education courses for its Board members. These courses cover Environmental, Social, and Governance (ESG) topics. The directors' continuing education hours in 2024 are as follows:

Title	Name	Date	Organizer	Course Title	Course Duration (hours)
Chairperson Representative of the Company director	Lin Man-Li	113/07/15	Taiwan Corporate Governance Association	Examining the Latest Trends in Corporate Governance through Corporate Governance Evaluation Indicators	3
		113/11/08	Taiwan Corporate Governance Association	Roles and Responsibilities of the Board of Directors/Senior Managers in ESG Governance	3

Title	Name	Date	Organizer	Course Title	Course Duration (hours)
Representative of the Company director	Wang Ying-Chih	2024/09/06	Securities& Futures Institute	2024 Insider Trading Prevention Briefing	3
		2024/10/07	Chinese National Association of Industry and Commerce, Taiwan	Training Programs for Directors and Supervisors- 2024 Taishin Net-Zero Summit Forum (Taiwan-Japanese Capital Sustainably Lays out a Low-Carbon Future)	3
		2024/11/15	Securities & Futures Institute	2024 Legal Compliance Briefing for Insider Equity Transactions	3
Representative of the Company director	Ma, Chen Wei	2024/07/15	Taiwan Corporate Governance Association	Examining the Latest Trends in Corporate Governance through Corporate Governance Evaluation Indicators	3
		2024/11/08	Taiwan Corporate Governance Association	Roles and Responsibilities of the Board of Directors/Senior Managers in ESG Governance	3
		2024/11/21	Taiwan Institute of Directors	A New Perspective on Corporate Governance in 2025: A Must-Have Guide for Directors	3
		2024/12/24	Taiwan Corporate Governance Association	The Net-Zero Path with Unlimited Business Opportunities- Analyzing Strategic Directions from an Industrial Perspective	3
Representative of the Company director	Cheng, Yuan-Cheng	2024/07/15	Taiwan Corporate Governance Association	Examining the Latest Trends in Corporate Governance through Corporate Governance Evaluation Indicators	3
		2024/08/21	Securities & Futures Institute	Challenges and Opportunities of Sustainable Development Path and Introduction of Greenhouse Gas Inventory	3
		2024/10/16	Securities & Futures Institute	2030/2050 Green Industrial Revolution	3
		2024/11/08	Taiwan Corporate Governance Association	Roles and Responsibilities of the Board of Directors/Senior Managers in ESG Governance	3
Representative of the Company director	Hsu Yung-Chang	2024/11/08	Taiwan Corporate Governance Association	Roles and Responsibilities of the Board of Directors/Senior Managers in ESG Governance	3
		2024/12/16	Taipei Foundation of Finance	Key Indicators and Trend Analysis of the International Situation in 2025	3

Title	Name	Date	Organizer	Course Title	Course Duration (hours)
Independent Director	Wen Yuan Lin	2024/07/15	Taiwan Corporate Governance Association	Examining the Latest Trends in Corporate Governance through Corporate Governance Evaluation Indicators	3
		2024/11/08	Taiwan Corporate Governance Association	Roles and Responsibilities of the Board of Directors/Senior Managers in ESG Governance	3
Independent Director	Huang Min-You	2024/05/29	Independent Director Association Taiwan	Anti-Money Laundering Regulations and Case Study	3
		2024/07/03	Taiwan Stock Exchange	2024Cathay Pacific Sustainable Banking and Climate Change Summit	6
		2024/07/15	Taiwan Corporate Governance Association	Examining the Latest Trends in Corporate Governance through Corporate Governance Evaluation Indicators	3
Independent Director	Chou Tsang-Hsien	2024/11/08	Taiwan Corporate Governance Association	Roles and Responsibilities of the Board of Directors/Senior Managers in ESG Governance	3
		2024/12/20	Securities & Futures Institute	Corporate Financial Cognition-Behavioral Finance and Corporate Decision-Making	3
Independent Director	Chen Chun-Chi	2024/07/15	Taiwan Corporate Governance Association	Examining the Latest Trends in Corporate Governance through Corporate Governance Evaluation Indicators	3
		2024/11/08	Taiwan Corporate Governance Association	Roles and Responsibilities of the Board of Directors/Senior Managers in ESG Governance	3
		2024/11/15	Securities & Futures Institute	2024Legal Compliance Briefing for Insider Equity Transactions	3

2.1.4 Board Diversity

【GRI 2-17】

All nine current Directors of the TRK Corporation are native nationals. All of them have the knowledge, skills and education required to perform their duties, and collectively they bring extensive experience in business, finance, accounting, specialized industry knowledge, and related professional competencies.

Title	Chairperson	Director	Director	Director	Director	Independent Director			
Name	Lin Man-Li	Wang Ying-Chih	Ma, Chen Wei	Cheng, Yuan-Cheng	Hsu Yung-Chang	Wen Yuan Lin	Huang Min-You	Chou Tsang-Hsien	Chen Chun-Chi
Gender	Female	Female	Male	Male	Male	Male	Male	Male	Male
Nationality	Republic of China (Taiwan)	Republic of China (Taiwan)	Republic of China (Taiwan)	Republic of China (Taiwan)	Republic of China (Taiwan)	Republic of China (Taiwan)	Republic of China (Taiwan)	Republic of China (Taiwan)	Republic of China (Taiwan)
Age	76~80	51~55	46~50	56~60	41~45	71~75	66~70	46~50	51~55
Concurrent TRK employee	V	V							
Major education and experience	Shih Chien School of Home Economics KYCC Chairperson	Gakushuin University of Japan La Trinite Naturelle Corp. Chairperson	Graduate Institute of Finance, National Chung Cheng University Special Assistant to the Chairman, Sanlih E-Television	Graduate Institute of Industrial Education, National Taiwan Normal University Vice Principal, Keelung Er Xin High School	National Chung Cheng University Vice President of CHANG SHIN CONSTRUCTION & DEVELOPMENT CO., LTD. Vice President of CHANG SHIN CONSTRUCTION & DEVELOPMENT CO., LTD.	Department of Water Resources and Environmental Engineering Tamkang University Master, Institute of Civil Engineering, Hawaii State University	Department of Accounting, College of Business Administration, Soochow University	PhD of Jilin University Master of Laws (LL. M.) of National Taipei University Deputy Chairman of the Commercial Laws Committee of General Chamber of Commerce of the Republic of China	Master, College of Management, National Taiwan Sport University Secretary General of CPBL Director of Fubon Guardians
Expertise and competence									
Business	V	V	V	V	V	V	V	V	V
Finance/ accounting		V					V		
Law								V	

Title	Chairperson	Director	Director	Director	Director	Independent Director			
Competence and experience required by the Company	V	V	V	V	V	V	V	V	V
Ability and experience									
Ability to make operational judgments	V	V	V	V	V	V	V	V	V
Ability to perform accounting and financial analysis	V	V	V	V	V	V	V	V	V
Ability to conduct management administration	V	V	V	V	V	V	V	V	V
Ability to conduct crisis management	V	V	V	V	V	V	V	V	V
Knowledge of the industry	V	V	V	V	V	V	V	V	V
An international market perspective	V	V	V	V	V	V	V	V	V
Ability to lead	V	V	V	V	V	V	V	V	V
Ability to make decisions	V	V	V	V	V	V	V	V	V



2.1.5 Remuneration Policy for Directors and Senior Management

【GRI 2-19、2-20、2-21】

TRK's remuneration policy for directors and senior management is established with full consideration of the Company's overall operational performance, industry compensation benchmarks, and individual professional capabilities. The remuneration policy and performance evaluations are reviewed by the Remuneration Committee before being submitted to the Board of Directors for approval. The information is also regularly reported to shareholders.

Independent Director

Independent directors receive a fixed monthly remuneration, which is approved by the Board of Directors regardless of the Company's operating results. No additional transportation or special expense reimbursements are provided; and independent directors do not participate in the distribution of directors' compensation. In 2024, total remuneration paid to independent directors amounted to NT\$3,120,000, representing 6.66% of the Company's net income after tax.

Director

In accordance with the Company's Articles of Incorporation, up to 2% of annual profits shall be allocated as directors' remuneration, subject to approval by the Board of Directors and subsequent reporting to the Shareholders' Meeting. However, if the Company has accumulated losses, such amounts must first be reserved to offset the deficits. Except for directors who also serve as employees, no pension benefits or bonuses are provided; nor are transportation allowances or special expense stipends offered. In 2024, total remuneration paid to directors amounted to NT\$4,163,000, representing 8.91% of the Company's net income after tax.

Senior Management

The Remuneration Committee sets performance targets for senior management based on the Company's long-term development strategy. In addition to financial indicators—such as operating profit and shareholder returns—the performance evaluation framework also incorporates ESG sustainability performance and corporate governance goals. This approach strengthens alignment with shareholder interests as well as fulfills TRK's commitment to sustainable operations. In 2024, total remuneration paid to managers amounted to NT\$3,205,000, representing 6.86% of the Company's net income after tax.

► Remuneration Ratios of Directors and Senior Management

Title	Total Remuneration (NT\$ thousand)	Remuneration Ratio (%)	Annual Total Remuneration Ratio (%)
Independent Director	3,120	6.66	22.43
Director	4,163	8.91	
Senior Management	3,205	6.86	

2.1.6 Board Performance Evaluation

To implement robust corporate governance and enhance the Board functionality, TRK Corporation has established the “Evaluation of the Performance of the Board of Directors” to set performance targets and reinforce the Board’s operational efficiency. The Board conducts an internal self-evaluation annually and an assessment must be performed by a professional independent institution or a team of external experts and scholars at least once every three years. The relevant self-assessment results are disclosed in TRK’s annual report and official website after being submitted to the Board of Directors.

Internal Self-evaluation of Board Performance

TRK Corporation conducts an internal performance assessment of the Board in accordance with the “Evaluation of the Performance of the Board of Directors” at the end of each fiscal year. The evaluation indicators are divided into two categories, which are Board Performance Evaluation and Individual Director (Self) Performance Evaluation.

External Evaluation of Board Performance

The external assessment covers several key dimensions, including: Board Composition, Board Guidance, Board Authorization, Board Supervision, Board Communication, Internal Control and Risk Management, Board Self-Discipline, and other aspects, such as Board Meetings and Support Systems. The Board performance is evaluated through questionnaires and on-site inspections/interviews.

► Internal Self-evaluation of Board Performance

Evaluation Category	Board Performance Evaluation	Individual Director (Self) Performance Evaluation
Evaluation Indicator	1.Participation in the operation of the company 2.The quality elevation of the Board of Directors' decision making 3.Composition and structure of the Board of Directors 4.Election and continuing education of the directors 5.Internal control	1.Alignment of the goals and mission of the company 2.Awareness of the duties of a director 3.Participation in the operation of the company 4.Management of internal relationship and communication 5.The director's professionalism and continuing education 6.Internal control

2023 Evaluation Results are as follows:

- The 2024 Board Performance Evaluation results were reported to the Board of Directors on January 15, 2025.
- The Board demonstrated well-executed operation and effectively enhanced the Board function.
- The average score for the Board Performance Evaluation was 4.93 out of 5.
- The average score for the Individual Director (Self) Performance Evaluation was 4.94 out of 5.

► External Evaluation of Board Performance

TRK's most recent external Board performance evaluation was conducted by the Taiwan Corporate Governance Association (TCGA), an independent professional institution. The assessment period covered December 1, 2022 to November 30, 2023, and the evaluation report was issued on January 29, 2024. The TCGA issued the TRK Board Performance Evaluation Report on January 29, 2024. The Company has taken the Association's recommendations as references for continuously strengthening the Board's functionality while presenting the suggestions at the Board Meeting on February 5, 2024.

2.1.7 Responsibilities and Operations of Functional Committees

TRK Board of Directors in order to enhance its supervisory role and strengthen its management function as well as in line with its commitment to corporate social responsibility and sustainable operations has established several functional committees, including the Audit Committee, the Remuneration Committee, and the Sustainable Development Committee.



Audit Committee

To ensure that the Company's financial statements are fairly presented and its internal controls are effectively implemented, TRK Corporation has established the Audit Committee in accordance with relevant laws and regulations. The Committee is composed of independent individuals with professional backgrounds, who, through a clear division of responsibilities and an objective, independent perspective, assist the Board of Directors in its decision-making and effectively oversee management activities. The Audit Committee consists entirely of four Independent Directors aiming at assisting the Board in overseeing the quality and integrity of the Company's accounting, auditing, financial reporting processes, and financial controls. The Committee convenes a regular meeting at least once per quarter. In 2024, a total of 11 meetings were held.

(For details on the Audit Committee's meeting schedule and attendance, please refer to the Company's 2024 Annual Report.)



Remuneration Committee

TRK Corporation has established the Remuneration Committee in accordance with the Securities and Exchange Act and has stipulated the Remuneration Committee Charter. The Committee is responsible for evaluating the remuneration policies and structures for the Directors, Supervisors, and Senior Management, and for providing the Board with recommendations for its decision-making reference. In 2024, a total of two meetings for the Remuneration Committee were held.

(For details on the Remuneration Committee's meeting schedule and attendance, please refer to the Company's 2024 Annual Report.)



Sustainable Development Committee

To advance economic, environmental, and social progress and achieve the goal of sustainable development, TRK Corporation has established the Sustainable Development Committee in accordance with the Sustainable Development Best Practice Principles for TWSE/TPEX Listed Companies. The Committee is responsible for promoting tasks related to corporate governance, social responsibility, environmental protection, and ethical business conduct, as well as reviewing and assessing operational risk management policies. Under the Sustainable Development Committee, four sub-groups — Corporate Governance, Environmental Protection, Social Responsibility, and Risk Management — are established and are responsible for making proposals, implementation, and reporting on corporate sustainability. The Committee is composed of two independent directors and four senior executives. It convenes a meeting at least once a year. In 2024, a total of one meeting was held.

(For details on the Sustainable Development Committee's meeting schedule and attendance, please refer to the Company's 2024 Annual Report.)



2.2 Operational Performance

Material topic

【GRI 201-1、201-4】 【SASB: SV-LF-000.A、SV-LF-000.B】

TRK Corporation reported a total revenue of NT\$1,142,088,000 in 2024, excluding other subsidiaries within the consolidated financial statements. Further explanation and analysis of financial performance and subsidiary financial data are available in the Company's consolidated financial reports.

(Expressed in Thousands of New Taiwan Dollars)

Item	2024	2023	2022
Operating Revenue	1,142,088	1,194,837	997,816
Non-operating Income and Expenses	(43,213)	(6,830)	(24,784)
Direct Economic Value Generated (A)	1,098,875	1,188,007	973,032
Operating Costs (Costs + Expenses) – (Employee Salaries and Benefits)	720,801	702,980	640,459
Employee Salaries and Benefits (Personnel Expenses)	339,755	342,930	297,486
Payments to Capital Providers (Dividends + Interest Expense)	0	0	0
Payments to Government (Including Taxes and Fines)	3,973	4,203	3,850
Community Investments	0	0	0
Direct Economic Value Distributed (B)	1,064,529	1,050,113	941,795
Economic Value Retained (A–B)	34,346	137,894	31,237

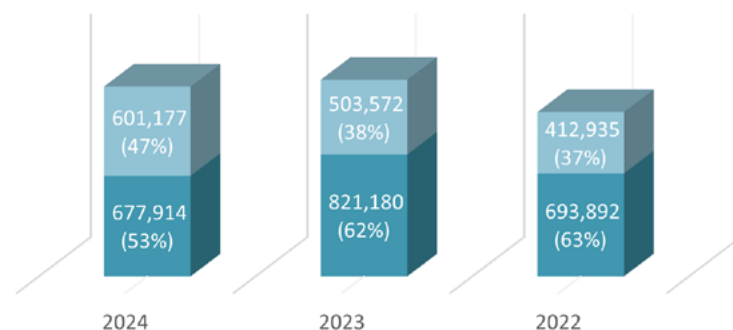
► Revenue composition

(Expressed in Thousands of New Taiwan Dollars)

Item	2024		2023		2022	
	Net revenue	Operating Ratio (%)	Net revenue	Operating Ratio (%)	Net revenue	Operating Ratio (%)
Sports & Leisure	677,914	53%	821,180	62%	693,892	63%
Department Store & Retail	601,177	47%	503,572	38%	412,935	37%

Revenue Composition
(Expressed in Thousands of New Taiwan Dollars)

■ Sports & Leisure ■ Department Store & Retail



► Government Subsidies

In 2024, TRK Corporation received a government commodity tax subsidy totaling NT\$10,500 for replacing the air-conditioning units at its venues.

► Employee Benefits

TRK Corporation is committed to strengthening sustainable operations and enhancing employee welfare. In addition to statutory insurance, employee stock options, holiday bonuses, health examinations, and continuing education subsidies, the Company also specifically issues “Employee Welfare Vouchers” to encourage leisure and wellness activities for employees and their families. For 2024, total employee salaries and benefits amounted to NT\$339,755.



2.3 Compliance

Material topic

2.3.1 Regulatory Compliance in Business Operations

TRK Corporation upholds the principles of integrity and compliance, striving to ensure that all business activities comply with applicable laws, regulations, and international standards. Through robust internal control and the compliance mechanism, the Company ensures alignment with regulatory requirements and continuously enhances governance transparency to maintain its reputation and strengthen the trust of stakeholders.

2.3.2 Incidents of Non-Compliance

【GRI 2-27】

During the reporting period (January 1 to December 31, 2024), the Company recorded

a total of five incidents of non-compliance with laws and regulations. The number of incidents, corresponding penalties, nature of violations, and corrective actions taken are outlined below.

No.	Location	Violation Description	Regulation	Penalty	Corrective Actions
1	Taroko Mall Taichung	Indoor fire hydrant equipment and pump assembly failure and out of service.	Article 37 of "Standard for Installation of Fire Safety Devices based on Use and Occupancy"	NT\$80,000 fine	Equipment was repaired and replaced; passed re-inspection by the Fire Department.
2	Taroko Mall Taichung	Unauthorized interior modifications (installation of ceilings and walls) without required permit	Article 77-2, Paragraph 1 of "Building Act"	NT\$60,000 fine	Permit application is in progress.
3	Taroko Mall Taichung	Automatic sprinkler system: insufficient discharge pressure Foam fire extinguishing system: insufficient discharge pressure.	Article 50 and Article 72 of "Standard for Installation of Fire Safety Devices based on Use and Occupancy"	NT\$80,000 fine	Equipment was repaired and replaced; passed re-inspection by the Fire Department.
4	Taroko Square Hsinchu	Weekly rest requirements were not met; employees did not receive two rest days within a two-week period.	Article 36, Paragraph 2, Subparagraph 3 of "Labor Standards Act"	NT\$50,000 fine	Training was enhanced while a robust mechanism for verifying and managing work schedules was implemented.
5	Go-Kart Track in Taoyuan	Daytime noise exceeded 57.0 dB limit under Class 2 for business premises as stipulated in Article 6 of "Noise Control Standards."	Article 9, Paragraph 1, Subparagraph 3 of "Noise Control Act"	NT\$30,000 fine	Use of electric go-karts was promoted to reduce noise generated by traditional engines.

2.4 Operational Risk Management

Material topic

TRK Corporation recognizes that effective operational risk management is crucial for sustainable corporate development. Amid an evolving global economic environment, stricter regulations, and emerging challenges like climate change and digital transformation, TRK is committed to building a comprehensive risk management framework to ensure stable business operation, protect shareholder interests, and uphold the trust of stakeholders.

2.4.1 Promotion of Ethical Management

【GRI 205-1、205-2、205-3】



Dedicated Unit for Ethical Management

To ensure the effective implementation of ethical management, TRK has designated the Stock Affairs Department as the dedicated unit responsible for promoting ethical business conduct. The Department is provided with adequate resources and qualified personnel to carry out the execution, interpretation, and consultation services, as well as the registration and documentation of reported cases and related supervisory tasks. Also, the Department reports its implementation plans and supervisory results to the Board of Directors on a regular basis during the first quarter of each year.



Ethical Management Policy

To ensure that all TRK employees conduct business activities with the highest ethical standards and to establish a corporate culture of integrity, the Company has formulated and published relevant internal regulations, including the "Procedures for Ethical

Management and Guidelines for Conduct” and the “Code of Conduct,” which define the ethical principles and responsibilities that all employees must uphold when engaging in business activities. The Company actively promotes and continuously reinforces its core corporate values —Integrity & Accountability, Customer Orientation, Innovation, and Teamwork— while incorporating these values into onboarding training for new employees, as well as regular annual training sessions for all staff.



Ethical Management Implimentation

All new employees of TRK Corporation are required to sign the “Employee Code of Conduct” and the “Intellectual Property Rights and Business Confidentiality Agreement” to reinforce the Company’s commitment to ethical values and to enhance a positive corporate culture of integrity. TRK Corporation clearly stipulates integrity clauses in contracts with all business partners. Any breach of these clauses results in contract termination, a claim for damages, and blacklisting as a non-cooperative business partner. Taroko has clearly established a conflict-of-interest prevention policy within its “Procedures for Ethical Management and Guidelines for Conduct.” For external stakeholders, a dedicated reporting channel is available in the “Stakeholders” section of the “Investor Relations” on the Company website. Internally, a dedicated whistleblowing mailbox is managed by a specialized unit responsible for handling all submissions. No whistleblowing cases were reported in 2024.



Ethical Management Implimentation

- Each year, training and awareness programs regarding the “Procedures for Handling Material Internal Information” and the “Regulations for the Prevention of Insider Trading” are provided to the directors, senior managment, and employees. The details are as follows:

Date	Course Title	Participants	Duration	Attendance
November 8, 2024	Procedures for Ethical Management and Guidelines for Conduct	Director/ Independent Director and Senior Management	40 mins	12
November 8, 2024	Regulations for the Prevention of Insider Trading	Director/ Independent Director and Senior Management	50 mins	12

- To ensure company-wide awareness of the “Procedures for Ethical Management and Guidelines for Conduct” and the “Regulations for the Prevention of Insider Trading”, the relevant training materials and handouts were made available on the HR website for all employees to download and review. A total of approximately 650 employee engagements were recorded for these awareness activities.
- The “Employee Code of Conduct” clearly stipulates employees’ obligations of loyalty and integrity toward the Company. All employees of every business location are required to comply with this agreement, with a cumulative signing rate >99%.
- The Company has incorporated the “Ethical Corporate Management, Human Rights, and Environmental Sustainability Clauses for Business Partners” into its standard procurement contracts. Furthermore, existing suppliers have been required to sign the “Statement on Ethical Corporate Management, Human Rights, and Environmental Sustainability Clauses for Business Partners.” The goal is to achieve a 100% rate of supplier adherence to ethical management and anti-corruption principles through this awareness campaign. Statement on Ethical Corporate Management, Human Rights, and Environmental Sustainability Clauses for Business Partners.

Whistleblowing Mechanism for Unlawful Conduct

TRK Corporation has established and publicly disclosed an independent internal whistleblowing mailbox (auditcommittee@trkmall.com.tw), managed by the Stock Affairs Department, for use by both internal and external parties. No related complaints were received in 2024.

Dedicated Unit

In accordance with the Company's "Procedures for Ethical Management and Guidelines for Conduct," the Stock Affairs Department is designated as the responsible unit. The Department is provided with adequate resources and qualified personnel to carry out the execution and is required to report to the Board of Directors at least once a year. The Stock Affairs Department reported on the execution status for 2024 to the Board of Directors on January 15, 2025.

2.4.2 Risk Management Policy

【GRI 2-25】

To strengthen corporate governance and enhance the Company's risk management framework—thereby reasonably ensuring the achievement of strategic objectives and supporting sustainable corporate development— TRK Corporation established its "Risk Management Policies and Procedures." The Policy was approved by both the Audit Committee and the Board of Directors on November 9, 2023, and clearly defines the Company's risk management organizational structure and responsibilities, management processes, and information disclosure requirements.

2.4.3 Risk Management Organization

TRK Corporation's risk management organizational structure comprises the Board of Directors, the Sustainable Development Committee, the Risk Management Team, and all operating units, each responsible for ensuring effective implementation of risk management.

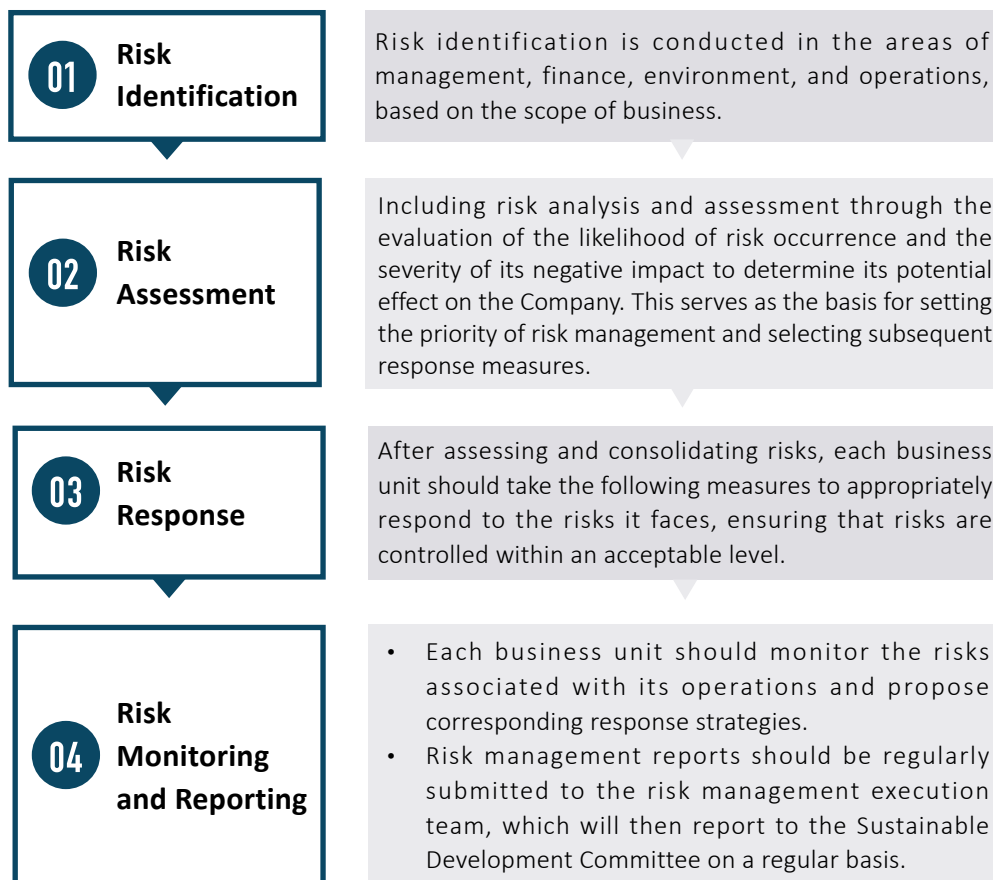
The Board of Directors serves as the Company's highest governing body for risk management. is responsible for approving the risk management policy and key related systems, and supervising their implementation to ensure the effective operation of the risk management mechanism.

The Risk Management Team is established under the Sustainable Development Committee to assist the Committee in executing its risk management responsibilities. The Team is responsible for overall risk management matters, including preparing risk management reports, integrating and coordinating cross-departmental risk management issues, communicating and promoting key risk-related management matters, and implementing and tracking various risk management resolutions assigned by the Board of Directors or the Sustainable Development Committee.



2.4.4 Risk Management Process

TRK Corporation's risk management process consists of: risk identification, assessment, response, and monitoring and reporting.

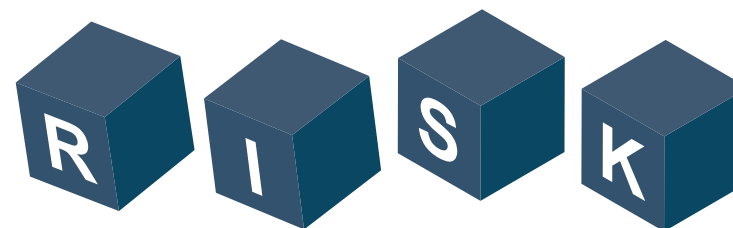


Risk Management Implementation

Risk Category	Risk Description	Impact on Operations/ Finance/Reputation	Countermeasure
Environmental	With the increasing regulatory scrutiny on environmental protection and energy resource management, the Authorities are incorporating energy consumption and greenhouse gas (GHG) emissions into regulatory frameworks and may impose carbon fees or carbon taxes as control measures.	Failure to properly manage GHG emissions and energy/resource consumption may lead to additional carbon fees or taxes, increasing operating costs, or fines, protests, and boycotts.	<ul style="list-style-type: none"> To conduct GHG inventory and verification To implement carbon-reduction initiatives and energy-saving programs
Information Security	Risks arising from human, non-human, or technical factors that threaten the confidentiality, integrity, and availability of the Company's information assets	Leakage of transaction data or personal information due to operational errors or hacking incidents may result in financial losses, confidential information breaches, and damage to corporate reputation.	<ul style="list-style-type: none"> To establish information security management system and to strengthen information asset protection To enhance employee and supplier awareness through education, training, and communication
Compliance	Failure to comply with laws and regulations may lead to penalties imposed by competent authorities or regulatory agencies.	<ul style="list-style-type: none"> Increased operating costs due to fines Damage to corporate reputation 	<ul style="list-style-type: none"> To implement annual audit plans and internal audit procedures. To stay updated on regulatory developments and to timely conduct compliance reviews in line with the latest requirements.

Risk Category	Risk Description	Impact on Operations/ Finance/Reputation	Countermeasure
Operational	Product/service safety and food safety incidents that may endanger customer life and health	<ul style="list-style-type: none"> Damage to the Company's reputation Economic losses arising from liability claims 	<ul style="list-style-type: none"> To establish an information security management system and to strengthen information asset protection To enhance employee and supplier awareness through education, training, and communication
Human Resources	With the increasing regulatory scrutiny on environmental protection and energy resource management, the Authorities are incorporating energy consumption and greenhouse gas (GHG) emissions into regulatory frameworks and may impose carbon fees or carbon taxes as control measures.	<ul style="list-style-type: none"> On-site shortage of manpower may increase employees' workload. Need to attract talent with higher-than-market salaries, leading to increased operating costs. 	<ul style="list-style-type: none"> To strengthen talent development and retention to enhance employee loyalty and to implement employee training mechanisms To optimize employee benefits and welfare and to strengthen employee communication channels as well as participation mechanisms To create a happy work environment by providing guidance on employee well-being, health, and leisure

Risk Category	Risk Description	Impact on Operations/ Finance/Reputation	Countermeasure
Financial	Insufficient cash reserves may lead to liquidity constraints.	<ul style="list-style-type: none"> Failure to fulfill debt obligations when due, resulting in credit risk Forced sale of other liquid assets at a reduced price, resulting in financial losses 	<ul style="list-style-type: none"> To conduct audits of financial and accounting operations, including loans of funds, endorsements and guarantees, acquisition and disposal of assets, related-party transactions, financial statement preparation processes, and derivative financial instruments To maintain a sound financial structure through strategic cash flow planning and management



3. Brand Value

3.1 Customer Relations Management

3.2 Information Security and Privacy Management

3.3 Supplier Sustainability Management

3.4 Customer Health and Safety

3. Brand Value

3.1 Customer Relationship Management

Material Topic

【GRI 2-6】

3.1.1 Brand Strategy Management

Brand Positioning and Vision

- As Taiwan's leading sports and leisure brand chain group, TRK Corporation is committed to its mission of "realizing Taiwan's national baseball dream and driving the wave of the experience economy." The Company strives to provide integrated experiences in sports, entertainment, social interaction, and shopping, creating a comprehensive sports and leisure ecosystem.
- Focused on baseball and softball, TRK extends its offerings to diversified sports venues and incorporates smart technologies and AR/VR experiences to enhance innovative value.
- TRK strengthens the experience economy by creating a versatile sports environment suitable for individual exercise, family entertainment, and corporate team-building activities.

Digital Marketing and Brand Influence

- Delivering personalized notifications and promotional offers through APPs like "Taroko PLUS" and "Taroko Mall."
- Utilizing official accounts on Facebook, Instagram, YouTube, and LINE to expand brand influence.
- Collaborating with Key Opinion Leaders (KOLs), inviting sports celebrities, influencers, and players to promote the brand and increase consumer attention
- Engaging in cross-industry collaborations with sports brands and corporate team-building partners to broaden market reach and to attract diverse customer group



3.1.2 Customer Relationship Maintenance Policy and Management

Membership Management

- TRK manages its membership program through APPs like "Taroko Mall" and "Taroko PLUS," providing customized services and exclusive promotions to enhance customer loyalty.
- Exclusive offers are provided to members, with limited-edition member-only vouchers issued periodically to further boost customer loyalty.

Customer Interaction and Social Media Management

- TRK Corporation has established brand communities through official social media platforms and discussion forums to enhance customer engagement.
- The Company organizes exclusive member events, such as baseball/softball training camps, fan meet-and-greets, and sports challenge games to foster members' sense of brand belonging.
- Corporate client services, such as corporate sports programs for employees, exclusive venue rental plans, and customized event planning services are offered to reinforce its presence in the B2B market.



3.1.3 Customer Service Management and Satisfaction



Multi-channel Customer Service and Real-Time Response Mechanism

- Online Customer Service: Offering multiple fast-response channels, including the APP customer service, official LINE account, and social media direct messaging.
- AI Smart Customer Service: Introduction of an AI smart customer service system to provide instant answers to inquiries regarding reservations, facility usage, and membership rights.



Service Standardization and Employee Training

- SOP Standardization: Establishing standardized procedures for venue reception, customer service interactions, and customer care to ensure service consistency.
- Regular Training Programs: Enhancing employees' professional competencies through training in sports instruction, customer interaction skills, and crisis management.
- Mystery Shopper Program: Conducting service quality assessments to ensure that customer experience consistently meets brand standards.



Customer Satisfaction Survey and Improvement

- APP-based Satisfaction Surveys: Customers able to submit feedback and rate their service experience through APPs like Taroko PLUS and Taroko Mall.
- Customer Service Response Mechanism: Ensuring that inquiries are responded to within 24 hours and resolved within 7 days, enhancing customer trust and confidence.



3.2 Information Security and Privacy Management

Material Topic

3.2.1 Information Security Policy and Management

In accordance with Article 9 of the “Regulations Governing Establishment of Internal Control Systems by Public Companies” concerning control operations handled by computerized information systems, TRK Corporation has established the “Information and Communication Security Management Protocol.” This protocol strengthens the Company’s information security protection and management mechanisms, ensuring the confidentiality, integrity, and availability of information assets during transmission and use. Additionally, to regulate the collection, processing, and use of personal data, and to protect the privacy of data subjects while promoting the proper use of personal information, the Company has established the Personal Data Protection Management Procedures, ensuring secure and trustworthy services.

TRK Corporation has always placed a high priority on information security management. In addition to establishing rigorous procedures and standards to ensure information security, the Company has also appointed a Chief Information Security Officer (CISO) and one dedicated information security personnel. This team is responsible for designing, maintaining, and monitoring the information security framework; responding to and investigating information security incidents; and reviewing and updating information security policies. The CISO reports to the Board of Directors at least once a year.

3.2.2 Information Security and Customer Privacy Incidents

【GRI 418-1】

TRK Corporation actively participates in cybersecurity alliances, including the Taiwan Computer Emergency Response Team/Coordination Center (TWCERT/CC), the Taiwan Chief Information Security Officer Alliance, and the Information Service Industry Association of Taiwan (CISA). Through intelligence sharing, the Company obtains timely dark web information.

In 2024, the Company detected that the email account of one employee had been exposed on the dark web. The IT department immediately initiated response measures, which included notifying the employee to change and reset the password to a completely new one with sufficient complexity and length, in order to prevent potential leakage of company information or personal data and mitigate risks to both the individual and the Company. Additionally, all employees were provided timely cybersecurity and personal data protection awareness notification, emphasizing the importance of not entering email addresses or passwords on non-official websites, thereby reducing the risk of information and data breaches.

Apart from this incident, no other information security or personal data breaches occurred in 2024.



3.3 Supplier Sustainability Management

3.3.1 Supply Chain Policy and Management

【GRI 2-6、204-1】

TRK Corporation has established supplier management policies aimed at ensuring that all suppliers consistently meet requirements regarding product/service quality, cost, and

delivery. In addition, the Company collaborates with suppliers to promote sustainability initiatives, including environmental protection, occupational health and safety, and labor rights, thereby demonstrating a commitment to corporate social responsibility.

Supply Chain Management Principles

- **Local Sourcing Priority:** Prioritize selecting suppliers in Taiwan to support local economic development and reduce transportation carbon emissions.
- **Sustainable Procurement Requirements:** Suppliers are required to comply with environmental protection, labor rights, and corporate integrity principles.
- **Diversified Supply Sources:** Maintain supply chain flexibility and reduce reliance on a single supplier.
- **Long-Term Partnership:** Establish long-term relationships with suppliers who meet ESG standards to enhance supply chain stability.

Supply Chain Management Mechanisms

- **Supplier Admission Mechanism:** New suppliers must pass a qualification review, including assessment of financial status, regulatory compliance, and ESG performance.
- **ESG Clauses in Contracts:** Suppliers are required to commit to complying with environmental protection regulations, labor rights, and ethical management principles.
- **Risk Early-Warning Mechanism:** Supplier performance is monitored through supply chain data analysis to mitigate the risk of operational disruption.

3.3.2 Supplier Assessment and Audit

Supplier Assessment System

To ensure the quality and sustainable operational capability of our suppliers, Taroko has established a Supplier Assessment System, which conducts both annual and routine assessments of suppliers. For effective management, suppliers are categorized and graded, allowing the Company to gradually monitor and understand their overall performance. The main assessment aspects include:

Product/Service Quality

1. Product/Service safety and durability
2. Product/Service consistency and stability, ensuring the quality of supplied products or services is stable, with no major defects.
3. Timeliness and supply capability, ensuring suppliers can deliver products or complete services on schedule to prevent operational impact.
4. After-sales service and warranty, including equipment maintenance, parts replacement, and related post-sale support.

Cooperation

1. **Compliance with terms and conditions in contracts:** Assessing whether suppliers comply with contractual terms, including commitments related to price, delivery schedule, and quantity.
2. **Emergency response capability:** The ability to quickly adjust supply plans in the event of demand changes or sudden situations (such as supply chain disruption).
3. **Communication and Issue Resolution:** Assessing the supplier's responsiveness and coordination efficiency in addressing problems.

Occupational Safety Incidents

1. **Compliance with OHS Regulations:** Adherence to standards such as the "Labor Standards Act" and the "Occupational Safety and Health Act," ensuring regulatory compliance is maintained.
2. **Occupational Hazard Records:** Records of significant occupational safety incidents in the past three years, such as industrial injuries, fires, etc.
3. **Safety Management Mechanism:** Possessing safety training, emergency response plans, and occupational health management systems.
4. **Labor Rights:** Implementation and safeguarding of working conditions, such as eliminating child labor, managing working hours, ensuring proper wage payment, and prohibiting forced labor violations.

Sustainability Practice

1. **Environmental Management:** Assess whether suppliers implement green procurement, waste management, energy-saving, and carbon reduction measures.
2. **Social Responsibility:** Evaluate participation in charitable activities, support for disadvantaged groups, and initiatives to enhance employee welfare and training.
3. **Corporate Governance:** Possessing ethical management policies and having no record of corruption or violations of fair-trade regulations.

Supplier Audit Mechanism

For suppliers who sign annual service contracts with Taroko shopping malls —such as those providing electromechanical services, escalator maintenance, cleaning, security, and other long-term outsourced services— TRK Corporation has established a dedicated supplier audit mechanism.

The Property Management Team conducts regular monthly audits focusing on the following key areas:

- Service Quality (evaluation of response time, customer complaint rate)
- Professional Competence and Training (possession of required professional certifications, implementation of pre-job training programs)
- Work Completion (whether deliverables meet defined objectives and requirements)
- Equipment Failure Rate: (failure rates of electromechanical equipment must not exceed established thresholds)

For suppliers that fail to meet audit requirements, corrective actions are required within a specified timeframe, with ongoing monitoring of implementation. Continued non-compliance will result in termination of cooperation. In 2024, the Property Management Team of Taroko Mall Taichung conducted monthly evaluations of electromechanical service providers, elevator maintenance, and escalator maintenance contractors while the Property Management Team of Taroko Square Hsinchu carried out monthly evaluations of security and cleaning service providers. A score of 80 is set as the passing threshold. At Taroko Mall Taichung, the electromechanical service provider recorded two months below the required standard, resulting in an 83% passing rate. Following an immediate review and the establishment of targeted improvement measures, the supplier has since met performance requirements, and the Company will continue to monitor ensure the service quality improvement. All other suppliers achieved a 100% passing rate in their assessments.



3.4 Customer Health and Safety

Material Topic

【GRI 416-1、416-2】【SASB: SV-LF-250a.1、SV-LF-250a.2】

3.4.1 Safety Management at Business Locations

TRK Corporation is Taiwan's leading sports and leisure brand chain group, operating 11 baseball & softball batting cages (Taroko Sports), two bowling alleys, one Go-kart Track, four Roller186 skating rinks, nine Yu Kids-Island amusement parks, and two department stores. The safety and health of consumers are TRK's top priorities. Through a comprehensive set of safety protection measures, the Company aims to ensure that all customers can fully enjoy sports and leisure activities in a completely secure environment.

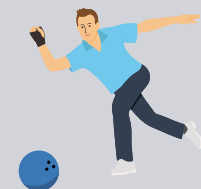
Baseball & Softball Batting Cage

Batting areas are separated by protective wire fencing and equipped with safety locks and warning signs to prevent multiple users from entering at the same time. Soft padding is installed to absorb ball rebound, and protective helmets are provided to minimize the risk of injury for customers. Daily inspections are performed at least once to ensure that the pitching machines and related mechanical equipment are functioning properly.



Bowling Alley

Instructional diagrams and safety guidelines are displayed on-site, and rental of specialized bowling shoes is offered to ensure customer safety and maintain facility tidiness.



Go-Kart Track

- TRK's go-kart track is one of the few in Taiwan certified by CIK-FIA, featuring excellent track surface quality, a highly challenging layout, and safety specifications that meet international standards. TRK Company has also installed TECPRO barriers—the same protective barriers used in Formula 1 races and the only system worldwide certified by both FIA and CIK—to further enhance safety levels for all drivers.
- For first-time go-kart customers, TRK requires a mandatory safety briefing that covers instructions on essential safety precautions, an introduction to the track, and basic driving techniques. A simple driving competency test will be conducted by the Staff to ensure that customers can operate the kart safely and avoid accidents caused by lack of control. Protective gear is provided on-site, and customers are only permitted to enter the track once the Staff confirm that all safety equipment has been properly worn.



Roller186 Skating Rink

Given the inherent risks associated with roller skating, Taroko requires consumers to carefully read and consent to the safety instructions before entering the rink. Protective gear such as safety helmets, knee pads, and wrist guards are provided for consumers to wear. On-site safety announcements, precautionary guidelines, and instructional videos on basic skating techniques are continuously broadcast to help customers understand and manage potential risks. All roller skates are inspected prior to each rental to ensure proper function and no loosened components. After each use, the skates are checked again and disinfected. Every pair of roller skates undergoes detailed maintenance on a weekly basis, while protective gear is cleaned daily to ensure proper hygiene.



Yu-Kids Island

- All Yu-Kids Island facilities operated by TRK Corporation comply with the "Children's Playground Equipment Safety Management Regulations" and have passed inspections and approvals from local authorities. Soft, enclosed play equipment is certified by TÜV Rheinland (Germany) and meets the CNS 15913:2016 and CNS 12643-2:2021 national standards. In addition, each facility provides safety briefings and conducts cleaning and disinfection of play equipment every two hours to ensure the health and safety of all visitors.
- Facility managers at each location regularly participate in "Children's Playground Safety Management Training Program" to strengthen their safety knowledge and emergency response capabilities as well as to equip them with essential skills in basic maintenance and inspection.
- To safeguard playground facilities and prevent accidents involving children, all Yu-Kids Island venues operated by TRK Corporation comply with the "Children's Playground Equipment Safety Management Regulations." Required documentation is submitted to local government authorities for review and approval, and 100% of playground equipment undergoes safety inspections.



Department Store and Shopping Mall

TRK Corporation implements comprehensive safety management plans for its department stores and shopping malls, including regular floor inspections, timely public announcements, and enhanced safety awareness campaigns to prevent accidents. Routine inspections of the environment, facilities, and building structures are conducted to assess potential risks, with proactive measures taken to address any issues. This commitment ensures a safe and secure environment for both customers and employees.



3.4.2 Customer Food Safety

In recent years, food and beverage (F&B) has become the most significantly growing sector in department stores and malls. TRK Corporation's department stores and malls continue to introduce a wide variety of F&B brands. To safeguard consumer food safety, TRK upholds two major principles: "clear regulations and self-management." In addition to legally required public liability insurance, all F&B brands are contractually obligated to purchase product liability insurance with food poisoning coverage throughout their tenancy, and must provide proof of insurance for verification to protect consumer rights. From the environmental management, TRK implements pest control and disinfection measures in food courts twice per month to ensure a clean and safe dining environment for customers.



Customer Injury Rate

Venue	2023					2024					Remarks
	Admissions	Injuries	Rate	Death	Rate	Admissions	Injuries	Rate	Death	Rate	
Taroko Sports	3,510,568	71	0.0020%	0	0%	2,952,921	62	0.0021%	0	0%	Admissions calculated by the number of coin-operated rounds. Most incidents were minor contusions or abrasion from accidental ball contact.
Yu-Kids Island	200,318	8	0.004%	0	0%	164,778	5	0.003%	0	0%	Admissions calculated by ticket sales. Most incidents involved minor falls, abrasions, or sprains. *Note: 11 locations in 2023 and 9 locations in 2024.
Roller186 Rink	413,895	600	0.145%	0	0%	310,770	449	0.145%	0	0%	Admissions calculated by ticket sales. Most incidents were self-falls or collisions resulting in fractures.

4. Social and Environmental Sustainability

4.1 Social Engagement

4.2 Climate Change Management

4.3 Energy Management

4.4 Greenhouse Gas Management

4.5 Water Resource Management

4.6 Waste Management

4. Social and Environmental Sustainability

4.1 Social Engagement

【GRI 413-1、413-2】

TRK Corporation actively engages in social participation and leverages its corporate influence to promote shared prosperity and long-term sustainability through three core pillars: “Sports Promotion,” “Social Contribution,” and “Local Community Connection.”

Sports Promotion

Fulfilling the dream of “making baseball Taiwan’s national sport” has always been the founding mission of TRK’s baseball and softball batting cages. In line with this vision, TRK Corporation enthusiastically promotes baseball and softball activities and sponsors grassroots baseball teams. In 2024, all TRK Sports venues collected and refurbished balls that had been retired from regular use and donated them free of charge to local youth baseball teams across Taiwan, helping to strengthen the foundation of the sport and encourage its long-term development.



Used Baseball Donation

Taroko Sports Venue	Donation Date	Recipient	Quantity
Xinchuang	2024/6/3	Nantou Puli Elementary School Baseball Team	750
	2024/10/12	Yichang Training Batting & Fielding Center	850
	2024/10/14	Taipei Shilin Vocational High School Baseball & Softball Team	300
Chunghua	2024/4/10	Shanhua Elementary School	200
	2024/4/10	Yizai Elementary School	250
	2024/9/5	Chongming Junior High School	450
Chungli	2024/11/28	National Penghu University of Science & Technology	550
Chung Cheng	2024/4/30	Kang Chiao International School Baseball Club (Linkou)	350
	2024/7/9	Taoyuan Qingpu Elementary School Baseball	350
	2024/7/19	Rakuten Monkeys “Dream Unlimited” Team	350
		Fubon Guardians “Dream Unlimited” Team	350
		Wei Chuan Dragons “Dream Unlimited” Team	350
	2024/10/12	New Taipei Wugu Junior High Girls’ Softball	260
	2024/11/28	National Penghu University of Science & Technology	650
Chiayi	2024/9/5	Fule Elementary School at Minxiong, Chiayi	800
Big City (Hsinchu)	2024/11/28	Coach Chen Ying-Ming	700
Xizhi	2024/12/13	Xiufeng High School Softball Team	450
Total:			7,960

Sports Promotion

Dream-Come-True Baseball Event

On December 30, 2024, Taroko Sports (Chung Cheng) partnered for the first time with the Chensenmei Social Welfare Foundation to host a year-end Dream-Come-True Baseball Event, offering children with intellectual disabilities an unforgettable baseball experience. Through baseball, the event helped participants build self-confidence, experience the joy of sports, and promoted sports equality, ensuring that “playing baseball” becomes an activity accessible to everyone. Experienced coaches and volunteers patiently guided each child, teaching batting techniques and encouraging teamwork through fun interactions. The children discovered both the sense of achievement and happiness that sports can bring. Looking ahead, TRK Corporation plans to integrate more corporate and social resources to develop comprehensive public welfare programs, enabling more disadvantaged groups to enjoy equal opportunities in sports and to gain the confidence to bravely pursue their dreams.



Purchasing Meal Boxes from Disadvantaged Groups

TRK Corporation redirected the 2023 Happy Workplace Award bonus granted by the Taichung City Government to purchase meal boxes prepared by disadvantaged community groups. These meal boxes were then donated to two social welfare organizations on February 6, 2024, extending support to vulnerable communities while promoting social inclusion.



Local Community Connection

Zero Noise, Zero Emissions

To prevent noise pollution from go-karts impacting the local residential environment during late operating hours, Taroko has introduced the Birel ART N35 E-Kart electric go-karts. After 10 p.m., the facility operates exclusively with these fully electric go-karts, achieving zero noise and zero emissions, and significantly reducing noise impact on nearby residents.



Reducing Traffic Impact

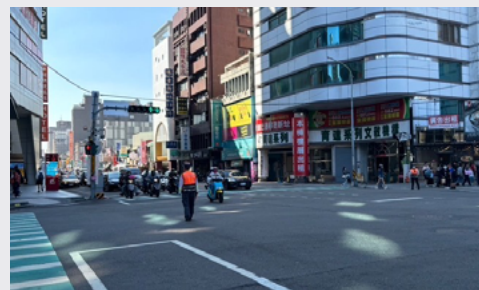
Due to the proximity of Taroko Mall Taichung to the Railway Station, heavy shopper and vehicle flows during weekends/holidays can lead to traffic congestion in the surrounding area. TRK Corporation therefore holds annual meetings with the Taichung City Government's Transportation Bureau and local police authorities to assess traffic conditions and develop approved traffic management plans in order to mitigate this impact. Countermeasures include: deploying volunteer police to guide traffic, converting parking lot exit lanes into one-way routes to improve flow, and temporarily relocating bus stops during weekends/holidays to ease intersection congestion. Through these actions, TRK helps maintain smooth traffic flow around the mall and minimize the impact on nearby communities and continues to cooperate with regulatory agencies for ongoing review and adjustment to effectively reduce congestion.



Weekend Announcement of Bus Stop Relocation



Weekend Parking Lot Exit Converted to One-Way with Volunteer Traffic Police



Weekend Traffic Control at Fuxing Road and Dazhi Road Intersection by Volunteer Police



Temporary Bus Stops on Weekends

► Taroko Square Hsinchu

2023/12/31-2024/01/01
**2024 Hsinchu Year-End
Charity Concert**

In collaboration with Hsinchu City Police, a crime prevention and anti-drug interactive campaign was held. The activities combined education with entertainment to strengthen public awareness of crime prevention and promote a safe and secure Lunar New Year.

2024/08/07
**2024 Hsinchu City “Excellent
Friendly Breastfeeding
Room” Certification**

Co-hosted with the Hsinchu North District Social Center, the event included social welfare interactive booths, second-hand goods stalls, and parenting workshops to raise public awareness and support for disadvantaged families.

2024/11/26-2024/12/12
**2024 Wish Card Project
– Spinning Happiness
Christmas**

The New Year's Eve Charity Concert in Hsinchu, marking its return after an eight-year hiatus, was a significant event, notably being the first collaborative effort between Hsinchu City and County. The celebration culminated in a spectacular 300-sec fireworks display launched from the rooftop of Taroko Square.

2024/02/03
**Anti-Theft, Anti-Drug
Awareness Campaign:
Belong (“Dragon” in
Chinese) to You**

Taroko Square actively fosters a child-friendly environment, providing fully equipped breastfeeding rooms and family restrooms. The facilities received recognition from Hsinchu City Government with the 2024 Excellent Certification for supporting the health and comfort of children and families.

2024/09/28
**Nanya Life
Connection Fair**

For the 7th consecutive year since 2018, TRK Corporation participated in the Hsinchu City Government's Wish Card Program for children from disadvantaged backgrounds. Resources were devoted to promotion, and small gifts were added this year to bring a joyful Christmas experience to the children.

4.2 Climate Change Management

【TCFD: S-a、S-b、S-c、M-a、M-b、M-c】

As climate change intensifies, its impact on Taroko's operations has become increasingly significant—affecting business continuity, financial performance, market dynamics, and brand reputation. Failure to respond timely may increase operational risks and costs. By proactively managing carbon emissions, implementing energy-saving measures, and driving sustainable innovation, TRK Corporation not only mitigates these risks but also enhances competitiveness and brand value.

To systematically manage climate-related issues, TRK Corporation has, since 2024, adopted the Task Force on Climate-related Financial Disclosures (TCFD) framework developed by the Financial Stability Board (FSB). Using the TCFD's four disclosure pillars—Governance, Strategy, Risk Management, and Metrics & Targets—the Company identifies climate-related risks and opportunities, continuously develops and enhances risk assessment processes and response strategies, and ensures both operational resilience and environmental sustainability.

4.2.1 Climate Governance Framework

In 2023, TRK Corporation established the Sustainable Development Committee, which includes four cross-departmental sub-teams focused on corporate governance, environmental protection, social responsibility, and risk management. The Board of Directors serves as the highest supervisory body, while the management is responsible for formulating strategic plans and executing objectives. Beyond preparing for ESG topics, the Risk Management Team convenes relevant departments to identify and assess climate-related risks and negative impacts in accordance with the Company's risk management policies. The Team proposes improvement measures to mitigate and adapt to climate-related financial risks, while also identifying potential financial opportunities arising from climate change. Meanwhile, the Team has incorporated climate-related risks into regular agendas for data collection and scenario analysis. Significant matters are reported to the Board of Directors for decision-making and oversight. TRK has integrated climate change risks into its overall Enterprise Risk Management (ERM) framework and is progressively conducting climate risk assessments.

4.2.2 Climate Response Strategy

Climate-Related Risks, Opportunities, and Response Strategies

Climate change may bring associated risks and opportunities that could significantly impact TRK Corporation operations, revenues, or expenditures. TRK follows the recommendations of the Task Force on Climate-related Financial Disclosures (TCFD) and identifies climate-related risks and opportunities across short, medium, and long-term time frames as outlined below:

► Transition Risk

Category	Risk Type	Potential Financial Impact	Impact Timeframe	Response Measures / Action Plans
Transition Risks	Policy and Regulatory	<ul style="list-style-type: none"> Rising carbon fees and energy costs. Failure to improve energy efficiency may lead to additional expenses. 	Medium-term	<ul style="list-style-type: none"> Implement energy management measures to reduce energy consumption and greenhouse gas emissions.
	Technological	<ul style="list-style-type: none"> Increasing demand for low-carbon facilities may outpace equipment replacement. 	Medium-term	<ul style="list-style-type: none"> Develop an equipment upgrade plan and continuously update facilities with energy-efficient equipment.
	Market	<ul style="list-style-type: none"> Increased ESG investor standards affecting corporate ratings and capital access. Rising trends in green consumption and low-carbon lifestyles. 	Long-term	<ul style="list-style-type: none"> Establish corporate sustainability goals (e.g., SBT, RE100) and disclosure mechanisms to meet investor expectations. Promote electronic tickets and e- tokens to reduce energy consumption and environmental impact, while enhancing corporate image and opening new opportunities for cross-industry collaborations.
	Reputation	<ul style="list-style-type: none"> Poor service or facility damage leading to a damaged corporate reputation. 	Short-term	<ul style="list-style-type: none"> Establish contingency plans and conduct regular employee training to improve service quality and sustainability awareness.

► Physical Risk

Category	Risk Type	Potential Financial Impact	Impact Timeframe	Response Measures / Action Plans
Physical Risk	Immediate	<ul style="list-style-type: none"> Equipment damage may lead to business interruption, affecting operational performance. Repair or replacement costs for damaged assets may increase. 	Short-term	<ul style="list-style-type: none"> Strengthen infrastructure resilience by adopting flood prevention and heat-resistant designs. Implement weather risk monitoring and early warning systems. Optimize cost management while applying for government subsidies or incentive programs for the purchase of machinery and equipment.
		<ul style="list-style-type: none"> Increased electricity demand driven by rising temperatures 	Medium-term	<ul style="list-style-type: none"> Adjust electricity usage habits and improve energy efficiency.
	Long-term	<ul style="list-style-type: none"> Venues in low-lying areas may be vulnerable to flooding. Increased long-term energy and maintenance costs. Changes in customer behavior, favoring low-carbon activities. 	Long-term	<ul style="list-style-type: none"> Conduct climate risk assessments and develop long-term adaptation strategies. Regularly conduct disaster preparedness training to enhance operational resilience. Advance new entertainment modes (e.g. smart venues and VR sports). Promote electronic tickets and e-tokens to improve operational efficiency and collect consumer data for analysis.

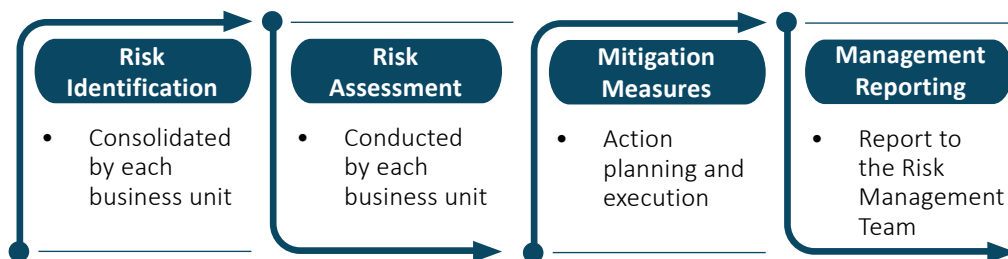
► Physical Risk

Category	Risk Type	Potential Financial Impact	Impact Timeframe	Response Measures / Action Plans
Opportunity	Resource efficiency	<ul style="list-style-type: none"> Improving energy efficiency helps reduce carbon emissions and strengthens TRK's green brand image. 	Medium-term	<ul style="list-style-type: none"> Implement green building designs and install high-efficiency lighting and air conditioning equipment.
	Energy sources	<ul style="list-style-type: none"> Increased energy costs due to the purchase of green power (renewable energy). 	Long-term	<ul style="list-style-type: none"> Evaluate the feasibility of self-generating and self-consuming green power and gradually increase the use of renewable energy.
	Products and services	<ul style="list-style-type: none"> Increased consumer focus on sustainable products and services necessitates transformation in service offerings. 	Long-term	<ul style="list-style-type: none"> Assess development of low-carbon sports models and related products.
	Market	<ul style="list-style-type: none"> Transitioning toward green consumption requires new software systems and equipment, leading to higher operational costs. 	Long-term	<ul style="list-style-type: none"> Develop low-carbon, energy-efficient venues to enhance long-term profitability.
	Resilience	<ul style="list-style-type: none"> Operational risks arise due to climate change impacts. 	Long-term	<ul style="list-style-type: none"> Strengthen corporate resilience to climate change through stable operational strategies.

4.2.3 Climate Risk Management

► Climate Risk Management Process

To strengthen the assessment and procedural framework for climate risk management and ensure effective implementation, each business unit evaluates the likelihood and potential impact of climate-related risks within its scope of responsibility. Based on these evaluations, management measures are developed and executed. Risk Management Reports are regularly submitted to the Risk Management Team, which in turn regularly provides updates to the Sustainable Development Committee.



► Scenario Analysis Assessment

Analysis Item	Parameter/ Assumption	High-risk Scenario (2°C)	Low-risk Scenario (1.5°C)	Primary Financial Impact
Temperature Increase	Global temperature rise	Above 2°C	1.5°C	To maintain comfortable indoor temperatures, air conditioning must be lowered, indirectly increasing operating costs.

Analysis Item	Parameter/ Assumption	High-risk Scenario (2°C)	Low-risk Scenario (1.5°C)	Primary Financial Impact
Frequency of Extreme Weather Events	Heavy rainfall, typhoons, heatwaves, etc.	Annual increase of 10–15%	Annual increase of 5–7%	Maintenance costs and revenue loss
Facility Damage Risk	Facilities affected by weather events	Major repairs every 3–5 years	Minor repairs every 5–7 years	Maintenance and renovation costs
Operational Disruption Risk	Facility closures due to weather events	Approx. 3–5 days of closure per year	Approx. 1–2 days of closure per year	Revenue loss
Insurance Cost Increase	Higher insurance premiums due to rising risks	Increase of 15%	Increase of 5–8%	Higher insurance costs
Market Demand Fluctuation	Consumer behavior shifts due to climate change	Customer volume decreases by 10%	Customer volume remains relatively stable	Revenue loss
Government Policy (Carbon Tax)	Government strengthening environmental policies	Carbon tax and energy costs rise by 10%	Carbon tax and energy costs rise by 5%	Increased energy and operating costs
Increased Air Conditioning Electricity Costs	Lowering A/C temperature to maintain venue comfort during high temperatures	Electricity costs rise by 10–15%	Electricity costs rise by 5–7%	Indirect increase in operating costs

4.2.4 Climate Indicators and Targets

Since 2024, TRK Corporation has completed Scope 1, Scope 2, and partial Scope 3 GHG emissions inventories and verification across all business locations. In 2025, the Company plans to further expand disclosure of Scope 3 emissions data, while simultaneously strengthening climate risk management through integrated water resource management, energy management, and waste management. Relevant disclosure data can be found in Section 4.3 regarding GHG management. In the future, TRK also intends to adopt Science-Based Targets (SBTi) for emissions reduction and continues to evaluate the feasibility of renewable energy procurement, such as solar power, on-site energy storage systems, and renewable energy certificates. The Company will further enhance climate management through data-driven and institutionalized approaches, and incorporate climate action performance into annual ESG key performance indicators (KPIs) and management evaluation systems to ensure that climate strategies are embedded into daily operational decision-making.



4.3 Energy Management

4.3.1 Energy Consumption

【GRI 302-1、302-2、302-3】 【SASB: SV-LF-130a.1】

TRK Corporation primarily relies on purchased electricity as the main source of energy for operating equipment, lighting, and air conditioning systems. In addition, natural gas is used in the food court for dishwashing and related purposes. Through the utilization of these energy sources, the Company ensures the stable operation of its facilities. TRK is committed to enhancing energy efficiency and reducing overall consumption. By striving for effective energy use, the Company aims to achieve environmental protection goals and advance corporate sustainability.









Indicator	Unit	2024
Electricity Consumption	kWh/year	18,735,914.7992
	GJ	67,449.2933
Diesel Consumption	L/year	1458.4318
	GJ	52.7695
Natural Gas (LNG) Consumption	M3/year	8,311.1333
	GJ	304.6482
Total Energy Consumption	GJ	67,806.7110
Organization-specific Metric	Revenue (million NT\$)	1,142.0880
Energy Intensity	GJ/Revenue (million NT\$)	59.3708

- Electricity Conversion: 1 kWh = 0.0036 GJ
- Diesel Conversion Factor: Based on the Ministry of Environment's latest 2024 announcement, the calorific value of diesel is 8,642 kcal/L; with 1 kcal = 4.1868 kJ.
- Natural Gas (LNG) Conversion Factor: Based on the Bureau of Energy's 2023 published calorific value table, the calorific value of LNG is 8,755 kcal/m³; with 1 kcal = 4.1868 kJ.
- 100% of electricity consumption is purchased from external sources, with 0% derived from renewable energy.

4.3.2 Energy Conservation and Achievements

【GRI 302-4、302-5】

► Energy Conservation Measures

-  Procurement of electrical appliances with energy-saving certifications energy-efficiency labels
-  Maintaining air-conditioning temperature settings between 26~28°C; install air curtains at entrances and transparent door strips to prevent cooling loss
-  Regularly cleaning air-conditioning filters and equipment to maintain operational efficiency and reduce electricity consumption
-  Adjusting the operation of air conditioning systems based on off-peak and peak hours at each business location
-  Replacing all lighting equipment with LED lamps.
-  Promoting energy-saving awareness and posting notices
-  Implementing corporate energy-saving policies, such as shutting down certain employee and freight elevators during off-peak hours, encouraging stair use for lower floors, and ensuring lights are turned off in public areas when not in use
-  Establishing an energy management system to monitor electricity consumption in real time and immediately address anomalies. TRK plans to invest annually to enhance system monitoring efficiency.

► Energy Conservation Achievements



Taroko Mall Taichung was awarded the 2024 Taichung City Low-Carbon Certification for shopping malls



Taroko Mall Taichung and Taroko Square Hsinchu achieved a 13.66% reduction in electricity intensity, decreasing from 28,009.13 kWh per NT\$ million revenue in 2023 to 24,183.28 kWh per NT\$ million revenue in 2024.

Year	Location	Electricity Consumption (kWh)	Energy (GJ)	Electricity-Based GHG Emissions (KgCO ₂ e)	Revenue (million\$NT)	Electricity Intensity (kWh/million NT\$)
2023	Taroko Mall Taichung	9,948,096.00	35,813.15	4,914,359.42	503.60	28,009.13
	Taroko Square Hsinchu	4,157,303.00	14,966.29	2,053,707.68		
2024	Taroko Mall Taichung	10,052,806.45	36,190.10	4,765,030.30	601.20	24,183.28
	Taroko Square Hsinchu	4,486,181.67	16,150.25	2,126,450.11		

•Electricity Conversion: 1 kWh = 0.0036 GJ

•Electricity Factor was 0.494 kgCO₂e/kwh in 2023 and 0.474 kgCO₂e/kwh in 2024

*Revenue calculation only includes Taroko Mall Taichung and Taroko Square Hsinchu.



4.4 Greenhouse Gas Management

4.4.1 Greenhouse Gas Emissions

【GRI 305-1、305-2、305-3、305-4、305-5】【TCFD: M-b.】

In response to global decarbonization trends and the risks posed by climate change, TRK Corporation actively adheres to both domestic and international expectations and regulations regarding corporate greenhouse gas (GHG) management. Recognizing that carbon management has become a critical issue for sustainable business operations, the Company in 2024 officially launched a comprehensive GHG inventory, which was verified according to the international standard ISO 14064-1:2018 to enhance the accuracy and credibility of its results.

The initial inventory covered all major operational sites across Taiwan and included data collection and calculation for Scope 1 (direct emissions), Scope 2 (energy indirect emissions), and selected Scope 3 (other indirect emissions). At the same time, TRK Corporation established internal GHG management processes and data governance mechanisms. Through this inventory execution, the Company gained a full understanding of the emissions generated by its operations, providing a solid foundation for developing carbon reduction strategies and advancing its low-carbon transition.

TRK's total GHG emissions for 2024 are presented in the table below:

Category	Emissions (tCO ₂ e)	Percentage %
Category 1: Direct GHG Emissions and Removals	556.0795	4.75%
1.1 From stationary combustion sources	18.8051	0.16%
1.2 From mobile combustion sources	0.7594	0.01%
1.3 From process emissions	0.0000	0.00%
1.4 Fugitive emissions from equipment and facilities	536.5150	4.58%
Category 2: Indirect GHG Emissions from Imported Energy	8880.8236	75.90%
2.1 From purchased electricity	8880.8236	75.90%
Category 3: Indirect GHG Emissions from Transportation	147.2300	1.26%
3.3 Employee commuting	147.2300	1.26%
Category 4: Indirect GHG Emissions from Products Used by the Organization	2116.0543	18.09%
4.1 From purchased goods – energy	1828.2995	15.63%
4.1 From purchased goods – water	21.1927	0.18%
4.3 Disposal of solid and liquid waste	254.7306	2.18%
4.3 Disposal of solid and liquid waste– transportation	11.8315	0.10%
Total (tCO ₂ e)	11,700.187	100.00%

► Carbon Emission Intensity

Carbon Emission Intensity	Unit	Value
Organization-specific Metric	Revenue (million NT\$)	1,142.0880
Carbon Emission Intensity (Scope 1 + Scope 2)	Metric tons/Revenue (million NT\$)	8.2629
Carbon Emission Intensity	Metric tons/Revenue (million NT\$)	10.2445

Note:

1.The organizational boundary was established using the operational control approach. All emission sources within the boundary are fully owned by TRK Corporation, and facility-level GHG emissions and removals are consolidated accordingly.

2.Global Warming Potentials (GWP) are based on the IPCC Sixth Assessment Report (AR6).

3.The electricity emission factor is calculated in accordance with the 2024 coefficient announced by the Energy Administration, Ministry of Economic Affairs, at 0.474 kgCO₂e per kWh.



4.5 Water Resource Management

4.5.1 Water Consumption

【GRI 303-5】

Water consumed across all TRK Corporation operational sites is sourced exclusively from water treatment plants managed by the Taiwan Water Corporation. Due to the industry nature, TRK's water use is primarily for domestic and catering purposes, and the operations do not produce any hazardous wastewater. Regarding water conservation initiatives, in addition to internal water resource management, efforts mainly focus on raising customer awareness to encourage responsible water use.

TRK Corporation's total water consumption for 2024 is summarized in the table below.

The Company's total annual water consumption across all operating sites amounted to 91658.6087 m3 (or KL), with detailed statistics provided as follows:



Water withdrawal (metric tons): 91658.6087



Organization-specific Metric (Revenue: million NT\$): 1,142.0880



Water intensity (metric tons/million NT\$): 80.2553

4.5.2 Wastewater Management

TRK Corporation's Taroko Mall Taichung is equipped with a wastewater treatment system operated by a certified professional contractor. The facility holds a valid discharge permit, and wastewater is treated to meet permitted concentration levels before being released into the public sewer system. In compliance with regulations, TRK submits reports on wastewater discharge annually. At Taroko Square Hsinchu and Taroko Sports (baseball and softball batting cages), wastewater is managed through the respective local government sewage systems. Gray water use is discharged directly into public pipelines, with no risk of pollution.

4.5.3 Water Conservation Measures and Performance

【GRI 303-1】



Water Conservation Measures

1. Procuring water-saving restroom fixtures and devices with energy efficiency and water conservation labels (e.g., sensor-activated faucets, water-saving urinals, and toilets with water-saving certification)

2. Conducting regular inspections of water supply equipment and performing immediate repairs upon identifying abnormalities, leaks, or damages to prevent unnecessary water waste.
3. Continuously promoting water conservation awareness by displaying reminders and educational posters throughout facilities.
4. At Taroko Square Hsinchu, the rainwater harvesting system has a storage capacity of 96 metric tons. Collected rainwater is prioritized for external cleaning and irrigation of landscaping, thereby reducing reliance on municipal water.

► Water Consumption per Revenue Comparison

Year		2023		2024		
Location	Water consumption (m3)	Revenue (million NT\$)	Water Intensity (m³ / million NT\$)	Water consumption (m3)	Revenue (million NT\$)	Water Intensity (m³ / million NT\$)
Taroko Mall Taichung	49,863.0000	503.6	146.9758	45,652.7700	601.2	128.2728
Taroko Square Hsinchu	24,154.0000			31,464.8600		

*Revenue figures include only Taroko Mall Taichung and Taroko Square Hsinchu.



4.6 Waste Management

4.6.1 Waste Disposal

Green operation is an environmental management objective upheld by TRK Corporation. As the Company primarily engages in the operation of recreational sports venues and shopping malls, no hazardous waste is generated.

TRK actively implements waste reduction and resource recycling initiatives. The Company manages waste collection, resource recovery, exhaust emissions, and waste water treatment to minimize environmental pollution and reduce the impact of operations on the environment.

Furthermore, Taroko Mall Taichung and Taroko Square Hsinchu cooperate with government policies to promote plastic reduction, which includes measures such as limiting the use of plastic bags, plastic straws, and single-use tableware. TRK is dedicated to reducing the generation of plastic waste throughout the service process, with the aim of achieving resource sustainability and contributing to social and environmental responsibility. All waste from TRK Corporation's operating sites is regularly collected by qualified waste management contractors or municipal garbage collection services.

For 2024, the general waste volumes based on the GHG inventory were 210.7000 metric tons for Taroko Mall Taichung, 304.2900 metric tons for Taroko Square Hsinchu, and a combined total of 93.9344 metric tons for all other TRK Corporation operational sites. Additionally, the total recycled resources across all TRK sites in 2024 amounted to 185.7600 metric tons, food waste totaled 63.9800 metric tons, and waste cooking oil totaled 2.8800 metric tons.

Category	Location	Volume (metric ton)
General waste	Taroko Mall Taichung	210.7000
	Taroko Square Hsinchu	304.2900
	Other TRK business locations	93.9344
Recycled resources	All sites	185.7600
Food waste	All sites	63.9800
Waste cooking oil	All sites	2.8800
Waste intensity	Metric ton per million NT\$ revenue	0.5332



5. Happy Workplace

5.1 Diversity, Equity and Inclusion (DEI)

5.2 Employee Compensation and Benefits

5.3 Workplace Health, Safety, and Well-being

5.4 Talent Cultivation and Retention

5. Happy Workplace

5.1 Diversity, Equity and Inclusion (DEI)

【GRI 2-23、2-24】

TRK Corporation upholds the core values of “Respect for Diversity, Equal Treatment, and Inclusive Development”, striving to create a diverse, equitable, and inclusive workplace where all employees can reach their full potential in a safe, respectful, and discrimination-free environment.

TRK complies with all applicable laws and regulations at its operating sites and is committed to safeguarding fundamental human rights. The Company supports and adheres to internationally recognized conventions and principles, including the Universal Declaration of Human Rights, the United Nations Global Compact, and the International Labour Organization (ILO) standards. A Human Rights Policy has been established and applies across all TRK entities, ensuring that employees are treated fairly, reasonably, and with respect. Equal opportunities for development are provided based on professional competence, experience, and skills, without discrimination on the basis of race, age, gender, sexual orientation, marital status, or disability.

Furthermore, to eliminate and prevent any form of illegal infringement, such as harassment, bullying, and discrimination, TRK Corporation has established the “Measures for Preventing Sexual Harassment, a Dedicated Reporting Hotline, and Employee Disciplinary Procedures”. These measures are promoted during new employee orientation, posted on internal websites, and displayed on workplace bulletin boards, demonstrating the Company’s commitment to sexual harassment prevention. In terms of gender equality education, TRK Corporation not only incorporates awareness into new employee orientation but regularly distributes educational materials such as “Prevention of Workplace Misconduct” and “Sexual Harassment Prevention.” In 2024, a total of 121 employees participated in gender equality training courses, amounting to 121 training hours.



Specific Management Measures

Policy	Description	Risk Target	Responsible Department
Prohibition of Child Labor	This has never occurred, and the possibility of employing child labor is strictly excluded.	Job applicants	HR Department
Respect for Labor Rights	Strict compliance with the Labor Standards Act, prohibiting any forced or compulsory labor from employees.	All employees	All departments
Anti-discrimination and Anti-Harassment	Prohibiting any form of harassment, bullying, or discrimination, and provide dedicated complaint channels to protect employee rights.	All employees	All departments
Personal Data Security	Protecting personal information of shareholders, directors, employees, customers, job applicants, and partners. Collection and use of personal data is limited to legitimate business purposes.	Stakeholders	All departments
Diversity, Inclusion, and Equal Employment	Encouraging diverse hiring and team composition, prohibiting discrimination in any form, and providing employees with equal development opportunities.	All employees	All departments
Safe and Healthy Work Environment	Promoting an active and healthy workplace, prioritizing employees’ physical and mental well-being, providing a safe work environment, and conducting regular occupational safety and health training.	All employees	All departments
Diverse Labor-Management Communication Channels	Employees can submit complaints or suggestions via the General Manager mailbox, employee suggestion boxes, the Employee Welfare Committee, Labor-Management Meetings, the Workplace Misconduct Handling Committee, and the Occupational Safety and Health Office.	All employees	All departments

5.1.1 員工分布

【GRI 401-1、2-7、2-8、405-1】

► Workforce Overview

Through a comprehensive compensation structure, diverse employee benefits, and robust talent development programs, TRK Corporation maintain a stable workforce. As of the end of 2024, the Company had a total of 625 employees across Taiwan (excluding counter staff and outsourced contractors), consisting of 268 males and 357 females. All are full-time employees, with an average age of 29.4 years and an average tenure of 3 years. Employees with a college degree or higher account for 83% of the workforce. Among management, 100% are local nationals, with 44% of female management positions.

TRK Corporation actively fosters a diverse and inclusive workplace, providing equal opportunities for career development and self-fulfillment. In 2024, the majority of new hires were female, representing approximately 60% of total employees, exceeding the proportion of male employees.

Workforce Structure		North		Central		South		Entire Taiwan			
		M	F	M	F	M	F	M	F	Total	%
Formal Employee	Full-Time Employee	87	106	54	89	18	28	159	223	382	61%
	Part-Time Employee	56	63	22	43	31	28	109	134	243	39%
Formal Employee (by position)	Management	14	18	20	11	5	2	39	31	70	11%
	Non-Management	129	151	56	121	44	54	229	326	555	89%
Formal Employee (by education)	Master's Degree or above	5	4	7	6	-	1	12	11	23	4%
	Bachelor's Degree / College	101	142	55	102	44	51	200	295	495	96%
	High School / Vocational	37	23	14	24	5	4	56	51	107	21%
Formal Employee (by age)	Under 30 y/o	90	112	36	79	37	46	163	237	400	79%
	30 to 50 y/o	43	49	34	42	12	10	89	101	190	84%
	Over50 y/o	10	8	6	11	-	-	16	19	35	16%

Note: Regional definitions — North (Hsinchu and northward, including Yilan and Hualien); Central (Miaoli to Chiayi); South (Tainan and southward, including Taitung)

M = Male, F = Female

► Indigenous and Individuals with Disabilities Employment

TRK Corporation actively promotes a diverse and inclusive workplace culture by continuously recruiting individuals from indigenous communities and individuals with disabilities. Through partnerships with academic institutions and government employment service centers, the Company expands its talent pool while providing job redesign support and other workplace accommodations, enabling employees to adapt more quickly to the work environment and fully realize their potential.

► New Workforce Overview

In 2024, TRK Corporation hired 512 new employees, representing a 21.1% decrease compared with 649 new hires in the previous year. A total of 515 employees left the Company during the year, a 19.1% decrease from 637 departures in the prior year.

Age	Gender	Full-Time Employees		New Hires		Employee Turnover	
		Headcount	Percentage	Headcount	Percentage	Headcount	Percentage
Under 30 y/o	Male	163	41%	171	40%	176	42%
	Female	237	59%	255	60%	239	58%
	Total	400	100%	426	100%	415	100%
30to 50 y/o	Male	89	47%	37	47%	39	42%
	Female	101	53%	41	53%	53	58%
	Total	190	100%	78	100%	92	100%
Over 50 y/o	Male	16	46%	4	50%	2	25%
	Female	19	54%	4	50%	6	75%
	Total	35	100%	8	100%	8	100%

Note:

•New hire and departure rates are calculated as:

(Number of new hires or departures) ÷ (total number of employees in the corresponding age group)

•Total employees comprise both full-time and part-time employees.

2024 Diverse Workforce Recruitment:

Category	Number of Employees		Percentage	
	Male	Female	Male	Female
Indigenous and Individuals with Disabilities	3	7	30%	70%
Non-local National	3	14	18%	82%

	North	Central	South	Total
New Hires	271	136	105	512
Departures	286	122	107	515

Note: Regional definitions — North (Hsinchu and northward, including Yilan and Hualien); Central (Miaoli to Chiayi); South (Tainan and southward, including Taitung)



5.2 Employee Compensation and Benefits

5.2.1 Employee Benefits

【GRI 201-3、401-2】

TRK Corporation continues to build a sustainable and happy workplace by establishing a diverse set of welfare measures that go beyond legal requirements. The Company has developed four major categories with 24 employee benefits, overseen by the Employee Welfare Committee, which regularly discusses welfare programs. In addition, TRK promotes vibrant and open club activities, continuously enhancing employee benefits and physical and mental care measures to strengthen employee well-being and sense of belonging.

Specifically, the Company issues exclusive “Employee Welfare Vouchers” every month through the Taroko Mall APP. These vouchers allow employees and their invited friends or family to enjoy free access to facilities at TRK’s recreational sports experience stores across Taiwan. In 2024, a total of NT\$4,721,900 in Employee Welfare Vouchers was distributed to all employees. This initiative integrates employee benefits with health and wellness, encouraging staff to exercise immediately after work and promoting a culture of “wellness without delay.”



Employee Benefits

- Statutory insurance
- Employee Welfare Committee
- Employee stock options
- Employee Welfare Vouchers
- Lunar New Year bonus
- Dragon Boat Festival bonus
- Mid-Autumn Festival bonus
- Team gatherings
- Spring Festival party and raffle
- Health examinations
- On-site medical consultation
- Club activities



Personal Development and Family Care

- In-service training subsidies
- Life insurance
- Birthday gift allowance
- Marriage gift allowance
- Maternity gift allowance
- Hospitalization condolence payment
- Funeral condolence payment



Consumption Discount

- Discounts on TRK-owned brands
- Department store counter discounts
- Partner store discounts



Retirement Protection

- Pension contributions
- Appreciation banquets

► Retirement System

TRK Corporation's retirement system is implemented in accordance with the Labor Standards Act and the Labor Pension Act. The Company follows a defined contribution pension plan, contributing 6% of employees' monthly wages to their individual retirement accounts, based on the "Monthly Contribution Classification of Labor Pension" issued by the Bureau of Labor Insurance.

5.2.2 Compensation System

【GRI 202-1】

TRK Corporation actively offers a highly competitive compensation system that exceeds industry standards. The overall employee compensation package includes base salary, allowances, and bonuses. We strictly implement gender-equitable pay and provide transparent and fair promotion channels.

The principles of TRK Corporation's compensation system are based on government regulations, market salary benchmarks, and the Company's operational performance. The minimum starting salary for new hires is NT\$30,000, with an average starting salary of NT\$36,000, which is 1.3 times higher than the 2024 statutory minimum wage (NT\$27,470). The Company has established a job grade and salary scale, where differences in pay among positions are determined by employees' professional skills, functional expertise, and performance. In addition to statutory wages, TRK provides a variety of allowances. The bonus system is performance-driven, with incentive programs designed based on company, team, and individual performance, and year-end bonuses are distributed depending on profitability, allowing employees to share in the Company's success.

TRK Corporation conducts salary adjustments every two years, taking into account market salary surveys and the Company's operational performance. In 2024, an average 11% salary increase was implemented for frontline employees, exceeding the industry

average. For non-managerial positions, male employees numbered 146 with an average salary of NT\$636,000, while female employees numbered 223 with an average salary of NT\$540,000 and a median salary of NT\$475,000. Across all full-time employees, the average salary was NT\$579,000 with a median of NT\$495,000, reflecting a 5% growth compared to the previous year, when the average salary was NT\$550,000 and the median salary was NT\$472,000.

► Compensation Data for Full-Time, Non-Managerial Employees over the Past Three Years

	2022	2023	2024	Y-o-Y Growth
Employee Headcount	318	336	369	9.82%
Total Salary	163,983	184,853	196,141	6.11%
Average Salary	516	550	579	5.27%
Median Salary	426	472	495	4.87%

Expressed in Thousands of New Taiwan Dollars

► 近三年組織最高個人薪酬與中位數的比率及增加比率

	2022	2023	2024
Ratio of highest-paid individual's annual total compensation to the median annual total compensation of all other employee	3.34	3.20	3.13
Ratio of the highest-paid individual's annual total compensation increase to the median increase of all other employees	1.20	0.66	0.06

5.2.3 Employee Care and Communication

TRK Corporation treats employees with an open and respectful attitude, valuing their opinions and establishing a multi-channel communication environment to actively listen to their voices. Issues raised by employees are addressed proactively and confidentially, with timely responses and follow-up on resolution progress. This approach promotes effective two-way communication, increases employee engagement with company policies and procedures, and enables the early identification of potential issues for corrective action.

In addition, TRK Corporation has established a comprehensive grievance mechanism. In the event of any misconduct, a dedicated unit initiates an objective, fair, and confidential investigation. Violations are handled in accordance with relevant laws and the company's employee reward and disciplinary policies. At the same time, support services such as counseling are provided to the complainant as needed.

► Diverse Communication Channels

Unit	Description
Corporate Administrative System	Internal announcements
	Employee Assembly, Policy Briefing sessions, and department meetings
	Feedback or grievance submission to direct supervisors
	"General Manager Mailbox" available in the directory and HR APP
	"Employee Grievance Box" available on TRK's corporate website
	A dedicated "HR Mailbox" available in the directory
	"Sexual Harassment Complaint Hotline" is promoted during New Hire Orientation and publicly promoted every quarter.
Employee Welfare Committee	Responsible for planning employee benefits, managing club activities, and facilitating employee-related communications and operations.
Labor-Management Meeting	Quarterly meetings convened to coordinate labor relations and to promote cooperation between labor and management.
Personnel Review Committee	Conducting fair reviews of employee rewards, disciplinary actions, and grievance cases.
Workplace Misconduct Handling Committee	Responsible for receiving and processing complaints regarding unlawful conduct, gender equality issues, and sexual harassment.
Occupational Safety and Health Committee	Promoting employee health management, workplace safety, hygiene, and environmental policies.

5.3 Workplace Health, Safety, and Well-being Material Topic

5.3.1 Occupational Safety and Health Policy and Actions

► Safety and Health Policy

TRK Corporation is committed to creating a safe, healthy, and comfortable work environment with the goals of achieving zero accident rates, enhancing employees' sense of safety, and strengthening employee engagement. The Company has established comprehensive occupational safety and health policies and continuously strives for improvement to safeguard employee rights and well-being.

In compliance with the "Occupational Safety and Health Act" and relevant statutory regulations in Taiwan, TRK Corporation has established the "Occupational Safety and Health Code" and the "Occupational Safety and Health Management Plan." The implementation, oversight, and monitoring of all related occupational safety and health matters are jointly led by the Company Occupational Safety and Health Officer, the Class A Occupational Safety and Health Operations Managers at each business location, and other relevant occupational safety management personnel. TRK will continue to evaluate and plan the implementation of the ISO 45001 Occupational Health and Safety Management System to further elevate safety standards and reduce related risks.



► Safety and Health Management System

【GRI 403-1】

To ensure effective policy implementation, TRK Corporation has adopted an internationally recognized occupational safety and health management system, which establishes robust monitoring and improvement mechanisms. This system is currently implemented across 100% of operating sites and covers 100% of employees.

- **Risk Assessment and Control:** Comprehensive risk assessments are conducted on a regular basis to identify potential hazards, with effective control measures implemented to mitigate the risk of occupational injuries and accidents.
- **Safety Education and Training:** Comprehensive safety training programs are provided to employees to enhance safety awareness to ensure every employee is familiar with applicable safety regulations and operational procedures.
- **Regular Facility Inspections and Maintenance:** Workplace facilities and equipment are subject to routine inspections and maintenance to ensure safe operating conditions and compliance with relevant regulatory requirements.
- **Emergency Response Drills:** Various emergency response drills are conducted regularly to familiarize employees with emergency procedures and enable prompt reactions in case of emergency.
- **Occupational Incident Reporting and Investigation:** A comprehensive occupational incident reporting mechanism is in place. Each occupational incident is thoroughly investigated, after which improvement plans are developed to prevent recurrence.
- **Employee Participation Mechanism:** Employees are encouraged to actively participate in occupational safety and health-related activities and to provide feedback, working together to foster a safe and healthy working environment.

► Specific Actions

【GRI 403-2、403-3、403-6、403-8】

Regular Inspections

To ensure the effective implementation of safety policies, occupational health and safety (OHS) personnel conduct regular audits and inspections across each mall and venue. These inspections cover electrical safety, fire safety, environmental safety, and construction safety, with hazard identification and risk assessments performed to proactively prevent occupational hazards and safeguard workplace safety.

Maintenance and Upkeep

To safeguard the workplace and personnel, all mechanical equipment and tools at each facility are routinely inspected and maintained. Any deficiencies identified are immediately corrected to ensure the safety and proper functioning of all systems and equipment. Any deficiencies identified are promptly corrected to ensure the continued safety and reliability of all installations and equipment.

Supplier Management

Outsourced contractors and suppliers performing work involving hazardous machinery operations (e.g. aerial work platforms, mobile cranes) or specialized tasks (e.g. in a confined space or under an oxygen-deficient environment) are required to submit relevant supervisor licenses, certifications of compliance for hazardous equipment, or environmental inspection records. In addition, they are required to complete inspections

before, during, and after operations in order to enhance occupational health and safety management, strengthen disaster prevention and mitigation, and to reduce potential negative impacts on workplace safety and health.

Education and Training

Training programs are implemented to enhance employees' emergency response capabilities. TRK Corporation conducted "Occupational Safety and Health Training for New Employees," attended by 121 participants over 6 sessions, totaling 726 training hours, along with "General Occupational Safety and Health Training," "Fire Safety Training," and "Special Operations Hazard Training." These programs promote awareness of occupational safety and health, safe work practices, first-aid knowledge, fire safety, and labor safety plans. In addition, external certification courses were provided, including one employee certified as "Occupational Safety and Health Management Personnel" (6 total training hours); seven employees certified in "Class A Occupational Safety and Health Affairs Supervisor," "First-Aid Personnel," and "Fire Safety Manager" (78 total training hours); and two employees certified in "Oxygen-Deficient Work Supervisor" and "Indoor Air Quality Maintenance" (12 total training hours). These in-service training programs further strengthen the effectiveness of TRK's occupational safety and health management.

► Emergency Response Mechanism

【GRI 403-7】

Emergency Plans and Drills

- Fire Response: Fire safety equipment (including extinguishers and emergency exit signs) has been installed in compliance with regulations while fire drills are conducted every six months.
- Equipment Failure Response: Standard maintenance and emergency shutdown protocols are established for all mechanical equipment.
- Customer Emergency: First-aid stations are set up, and employees receive training to obtain CPR and AED certification to ensure timely emergency assistance.

Incident Reporting and Response Protocol

In the event of an occupational accident, the responsible unit supervisor shall report the case to the Occupational Safety and Health Office in accordance with established procedures. The Occupational Safety and Health Office then notifies the relevant TRK department heads. For major occupational accidents, reports shall be filed to the labor inspection authorities as required by law. Following any incident, the Occupational Safety and Health Office and relevant personnel shall immediately conduct a thorough incident investigation to analyze root causes, and work with relevant departments to develop corrective measures. Preventive awareness campaigns are implemented to avoid recurrence of similar incidents. At the same time, injured employees are provided with return-to-work assessments and counseling support.

5.3.2 Employee Health and Well-being

► Employee Health Care

【GRI 403-4、403-5】

TRK Corporation firmly believes that providing a workplace environment that supports work-life balance is essential to safeguarding employees' physical and mental health. The Company actively encourages employees to participate in sports and health management initiatives by establishing diverse clubs that organize group exercise activities, offering wellness seminars, arranging regular consultations with occupational physicians, providing on-site health services by occupational nurses, and scheduling routine health examinations. These efforts foster healthy habits and promote a culture of well-being among employees.

► Concrete Actions

Employee Clubs

Currently there are employee clubs, including the Softball Club, Badminton Club, Hiking Club, and Video/Board Game Exchange Club. Activities are jointly organized by club leaders and the Employee Welfare Committee to foster cross-departmental interaction and team-building.



Video/Board Game
Exchange Club



Badminton Club



Hiking Club

Employee Health Examinations

Annual employee health examinations are conducted in cooperation with hospitals accredited by the Ministry of Labor. Examination programs are tailored based on employees' age, job content, and work patterns, providing flexible options for staff. In 2024, a total of 68 employees participated in health examinations, with an investment of NT\$69,000.

On-site Health Service and Well-being Seminars

For employees identified as high-risk, TRK Corporation arranges contracted occupational health physicians and nurses to provide individual health consultations. These services help employees enhance health awareness, modify unhealthy lifestyle habits, and reduce risk factors that may adversely affect well-being. Occupational health nurses conduct ongoing follow-up to monitor employees' health conditions. The Company provides six hours of on-site occupational nursing services each month and three hours of on-site occupational physician services every six months. In 2024, a total of 78 hours of on-site occupational health services were delivered, along with two wellness seminars totaling six hours. TRK invested NT\$120,000 in these initiatives.



Internal Health Promotion

Each month, the Occupational Safety and Health Office distributes educational health information, covering topics such as medical care, life wellness, and disease prevention, enriching employees' health knowledge. In line with the "Labor Health Protection Program," the Company also regularly issues employee health surveys, covering topics such as musculoskeletal disease prevention and workplace mental health self-assessments. High-risk employees are referred for individual consultations with on-site occupational physicians and nurses with continuous follow-up on their health status.

Occupational Injury Statistics and Management Performance

【GRI 403-9、403-10】【SASB: SV-LF-320a.1】

TRK Corporation operates in the sports, leisure, and retail industry and is therefore not directly exposed to high-risk occupational hazards. In 2024, no legally defined major occupational injuries or occupational disease cases occurred. A total of 14 occupational incidents were recorded, including five commuting accidents, six falls, and three cutting injuries. All recorded cases involved full-time employees as the Company did not employ contract or temporary staff.

For frequently occurring types of occupational injuries, TRK conducts root cause reviews, implements corrective actions, and promotes incident awareness. Significant injury cases are further discussed in meetings with personnel from relevant business locations to develop improvement and preventive management measures. These efforts strengthen employee safety awareness and help prevent the recurrence of similar incidents.



5.4 Talent Cultivation and Retention

Material Topic

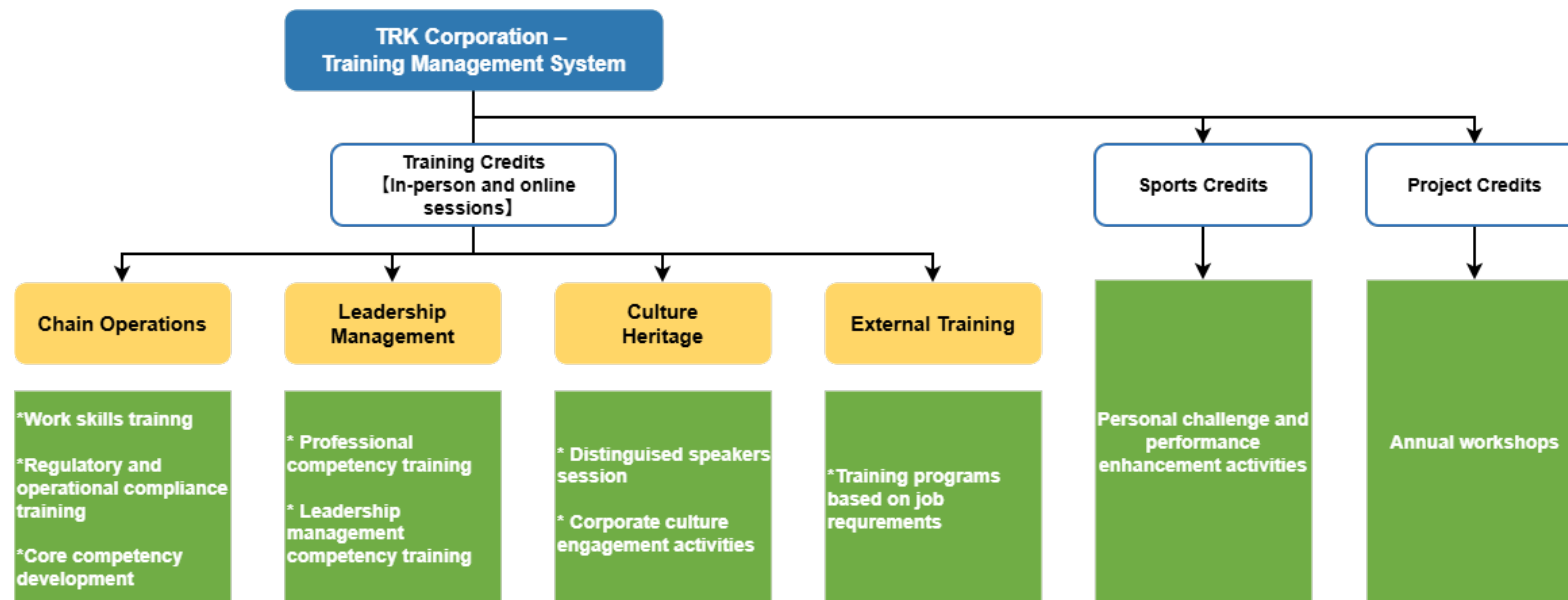
5.4.1 Talent Cultivation

【GRI 404-1】

The growth of a corporate is inseparable from the learning and development of its employees. TRK Corporation regards talent as a vital asset and has long invested in talent cultivation. Through a diverse range of training programs and career development initiatives, the Company encourages employees to continuously learn and grow, enhance their professional competencies, build unique capabilities, and maintain competitiveness, thereby ultimately realizing personal value.

► Talent Cultivation Programs

TRK Corporation establishes its training system from the perspective of long-term talent development and diverse cultivation. The system incorporates required training credits, sports credits, and project credits. Courses are designed according to the knowledge and skills needed at different career stages and job levels. By offering a wide variety of learning opportunities, the Company supports employees in their continuous growth. The training management system components include:



Chain Operations Training

1. Work Skills Training: Including workstation-specific skills training, occupational safety education, and customer service etiquette training
2. Core Competency Training: To deliver exceptional customer experiences and enhance service quality, the company reinforces service concepts, store coaching, and operational standards. Continuous training deepens employees' understanding and enables them to provide outstanding experiences to both internal and external



Culture Heritage Training

Corporate Culture Alignment Program

Corporate culture is a cornerstone of Taroko Group's sustainable operations. To foster a strong and forward-moving team, the program is designed for mid- to senior-level managers and centers on four core values: integrity and accountability, customer orientation, innovation, and teamwork. Through in-class exercises and post-training application, these values are embedded into daily work practices. Participants have also observed positive changes in leadership behaviors, which in turn have strengthened connections among colleagues.



Culture Heritage Training

Onboarding Program – “Meet the Leaders”

This program includes training and orientation for new employees, helping them quickly understand and adapt to TRK Corporation's culture and core values. The curriculum covers an overview of the organization, HR policies, and occupational safety and health guidelines. The program enables new team members to familiarize themselves with the work environment and integrate smoothly into the organization.



Leadership Management Training

To promote team success and ensure the achievement of organizational goals, this training guides employees toward continuous professional growth continuous professional growth. By embedding TRK Group’s cultural values, strengthening internal and external communication as well as interpersonal skills, the Company aims to enrich employees’ career journeys and drive continuous progress.

- Professional Competency Training

Through interpersonal communication courses, employees gain a deeper understanding of the importance of effective communication in both workplace and daily life. The training equips employees with essential communication concepts and skills, enhances supervisors’ vertical and horizontal communication across departments, and increases awareness of scenarios and causes that lead to conflict. Employees also learn strategies for handling and resolving disputes, ultimately improving workplace communication efficiency and supporting goal attainment.

Additionally, the “Customer Expert” training program enables employees to effectively use operational tools and customer management techniques. By strengthening their ability to manage store operations and develop goal-oriented plans, employees reinforce the cultural values of integrity and accountability, create customer value, and contribute to achieving operational targets.

- Leadership Management Competency Training

Through leadership programs focused on “Leadership Skills” and “Leadership Mindset” new managers are guided in shifting their mindset from an individual focus to a team-oriented perspective. This program enables managers to identify growth opportunities, adjust their thinking, adopt effective leadership approaches suited for the digital era, and explore solutions for addressing the challenges of a diverse and evolving workforce to build high-performing teams. By strengthening communication and talent-coaching capabilities, managers are equipped to enhance employee engagement, align individual and team goals, and motivate team members to contribute proactively. This training lays a solid foundation for developing high-performance and resilient teams.



► Industry-Government-Academia Collaboration

To cultivate talent for the sports industry and ensure students are equipped with both practical skills and a professional attitude, Taroko Group has long been committed to collaborating with academic institutions to support talent development. The Company provides practical teaching resources to schools and increases employment opportunities for students, fostering the growth of highly skilled professionals with both hands-on capabilities and career readiness. Additionally, the Group contributes to employment service centers, helping job seekers understand the development trends of the sports industry, as well as providing guidance on resume writing and interview techniques through training and simulations. On campus, this collaboration enables students to gain internship experience, transition smoothly from graduation to employment, and secure local talent employment. At employment service centers, the programs assist job seekers in reentering the workforce, enhancing job-search skills, and building a proactive work ethics. This collaborative effort ultimately creates a win-win-win situation for the industry, government, and academia.



Industry-Government-Academia Collaboration Sessions

Type	Sessions
Corporate Information Briefings	6
Recruitment Events	4
Workplace Experience Programs	4
Employment Service Center Activities	4
Academic Institution Visits	3
Lectures	13
Total	30

Internship Programs

Academic Institution	Intern Headcount
Yuanpei University of Medical Technology	1
Asia University	3
Minghsin University of Science and Technology	11
Chien Hsin University of Science and Technology	1
Kun Shan University	5
National Taiwan University of Sport	2
Ling Tung University	1
Total	24



► Training Hours

In 2024, TRK Corporation invested NT\$1,351,126 in training-related expenses, resulting in a total of 20,633 training hours, with an average of 30 training hours per participant (total hours/participants) and a per-person training cost of NT\$1,926. Through continuous investment in training and development resources, TRK Corporation enhances employee competencies and achieves the goal of cultivating outstanding talent reserves.

Course	Sessions	Hours per Session	Participants		Total Hours
			Male	Female	
Meet the Leads	6	7.5	52	69	5,445
Training Master	4	8	40	60	3,200
Service Ambassador	4	8	36	46	2,624
Event Specialist	3	8	36	48	2,016
Customer Expert	2	8	7	17	384
Interpersonal Communication Skills	4	8	21	49	2,240
Leadership Skills	2	8	14	15	464
Leadership Mindset	2	8	17	17	544
Interview Techniques	2	8	24	27	816
Corporate Culture	1	8	22	18	320
ESG Course	2	3	20	15	210
External Training	-	158	7	8	2,370
Total	32	240.5	296	389	20,633

5.4.2 Talent Retention

【GRI 404-2、404-3】

► Diverse Career Development

To foster a culture of self-directed learning, TRK Group implements diverse career development programs designed to enhance employee competencies and support career growth. These initiatives include training programs, job rotations, and project participation. In addition to offering internal courses, the Company encourages employees to pursue external training opportunities such as professional certifications, graduate studies, and EMBA programs, enabling them to acquire new knowledge and strengthen their capabilities. To further support voluntary learning, TRK Corporation provides subsidies for external training and certification fees.

► Employee Performance and Career Development

100% of TRK Corporation full-time employees undergo regular performance evaluations.

► Employee Stock Options

To enhance employee engagement, encourage long-term service, and foster shared growth with the Company, TRK Corporation periodically implements an Employee Stock Option (ESO) program. This initiative aims to strengthen employee retention, enable employees to share in corporate achievements, and boost loyalty and motivation.

► Employee Turnover Rate

Gender	Age	Total Employees (Headcount)	Employee Departures (Headcount)	% of Total Resignations	% of Total Employees	Turnover Rate within Category
Male	Over 50 y/o	16	2	0.4%	0.3%	12.5%
	30 to 50 y/o	89	39	7.6%	6.2%	43.8%
	Under 30 y/o	163	176	34.2%	28.2%	108.0%
Female	Over 50 y/o	19	6	1.2%	1.0%	31.6%
	30 to 50 y/o	101	53	10.3%	8.5%	52.5%
	Under 30 y/o	237	239	46.4%	38.2%	100.8%
Total		625	515	100.0%	82.4%	82.4%



Note: Total Employee Headcounts include both Full-Time and Part-Time personnel.

► Parental Leave Application, Return-to-Work, and Retention Status

At TRK Corporation, 57% of employees are female. The Company actively encourages female employees to return to the workplace after childbirth, supporting them in pursuing their career goals without limitations. In compliance with labor regulations, TRK also promotes parental leave policies to safeguard the rights of both parents, ensuring a balance between family responsibilities and career development. In 2024, a total of 15 employees were eligible to apply for parental leave, of whom 11 were female. The parental leave application rate among female employees was 55%, with a return-to-work rate of approximately 75%. However, as employees who returned in the previous year did not remain employed for more than one year, the retention rate was recorded at 0%.

Gender	Eligible Employees		Application Rate		Return-to-Work Rate		Retention Rate	
	Headcounts	% of Eligible	Applications (Number)	Application Rate	Return-to-Work (Number)	Return-to-Work Rate	Retained (Number)	Retention Rate
Male	4	27%	5	125%	3	100%	0	0%
Female	11	73%	6	55%	3	75%	0	0%
Total	15	100%	11	73%	6	86%	-	0%

Note:

*Eligible Employees: Employees who proactively applied for parental leave.

*Application Rate = Number of parental leave applications in the reporting year ÷ Number of employees eligible for parental leave in the reporting year

*Return-to-Work Rate = Number of employees who returned to work in the reporting year ÷ Number of employees who were expected to return in the reporting year

*Retention Rate = Number of employees who remained with the Company for at least one year after returning from parental leave in the previous year ÷ Number of employees who returned from parental leave in the previous year

6. Appendices

Appendix 1: GRI Index

Appendix 2: Sustainability Accounting Standards Board (SASB) Index

Appendix 3: Task Force on Climate-related Financial Disclosures (TCFD) Index

Appendix 4: ISO 14064-1: 2018 Greenhouse Gas Verification Certificate

Appendix 5: Independent Limited Assurance Statement



6. Appendices

Appendix 1: GRI Index

Statement of Use	Taroko Corporation has reported on the period from January 1 to December 31, 2024 with reference to the GRI Standards.
Use of GRI 1	GRI 1: Foundation 2021
Applicable GRI sector standards	N/A

GRI 2: General Disclosures 2021

GRI disclosure	Chapter	Page
2-1 Organizational details	0.2 About this Report	2
2-2 Entities included in the organization's sustainability reporting	0.2 About this Report	2
2-3 Reporting period, frequency, and contact point	0.2 About this Report	2
2-4 Restatements of information	0.2 About this Report	2
2-5 External assurance	0.2 About this Report	2
2-6 Activities, value chain and other business	3.1 Customer Relationship Management 3.3 Supplier Sustainability Management	31 、 32
2-7 Employees	5.1.1 Employee Distribution	63
2-8 Workers who are not employees	5.1.1 Employee Distribution	63
2-9 Governance structure and composition	2.1.2 Board Organization and Structure	23
2-10 Nomination and selection of the highest governance body	2.1.2 Board Organization and Structure	23
2-11 Chair of the highest governance body	2.1.3 Board Governance Framework	24

GRI disclosure	Chapter	Page
2-12 Role of the highest governance body in overseeing the management of impacts	2.1.1 Sustainability Development and ESG Performance Management 2.1.3 Board Governance Framework	22 、 24
2-13 Delegation of responsibility for managing impacts	2.1.3 Board Governance Framework	24
2-14 Role of the highest governance body in sustainability reporting	2.1.3 Board Governance Framework	24
2-15 Conflicts of interest	2.1.3 Board Governance Framework	24
2-16 Communication of critical concerns	2.1.3 Board Governance Framework	24
2-17 Collective knowledge of the highest governance body	2.1.3 Board Governance Framework	24
2-18 Evaluation of the performance of the highest governance body	2.1.6 Board Performance Evaluation	30
2-19 Remuneration policies	2.1.5 Remuneration Policy for Directors and Senior Management	29
2-20 Process to determine remuneration	2.1.5 Remuneration Policy for Directors and Senior Management	29
2-21 Annual total compensation ratio	2.1.5 Remuneration Policy for Directors and Senior Management	29
2-22 Statement on sustainable development strategy	1.2 The Sustainable Development Committee	7
2-23 Policy commitments	1.3 Sustainability Perspectives and Commitments 5.1 Diversity, Equity and Inclusion (DEI)	8 、 62
2-24 Embedding policy commitments	1.3 Sustainability Perspectives and Commitments 5.1 Diversity, Equity and Inclusion (DEI)	8 、 62

6. Appendices

GRI disclosure	Chapter	Page
2-25 Processes to remediate negative impacts	2.4.2 Risk Management Policy	36
2-26 Mechanisms for seeking advice and raising concerns	2.3 Compliance	33
2-27 Compliance with laws and regulations	2.3.2 Incidents of Non-Compliance	33
2-28 Membership associations	1.1.2 Participation in External Associations	6
2-29 Approach to stakeholder engagement	1.4.1 Stakeholders	11
2-30 Collective bargaining agreements	TRK Corporation has not established a labor union. However, employee rights and interests are safeguarded through a comprehensive grievance and complaint mechanism. For more details, please refer to 5.2.3 Employee Care and Communication	-

GRI 3: Material Topic

GRI disclosure	Chapter	Page
3-1 Process to determine material topics	1.4.2 Material Topic Management	13
3-2 List of material topics	1.4.3 Material Topics 2024	16
3-3 Management of material topics	1.4.4 Targets and Performance of Material Topic Management	17

GRI 200: Economic

GRI Standard	Disclosure	Chapter	Page
GRI 201: Economic performance	201-1 Direct economic value generated and distributed	2.2 Operational Performance	32
	201-2 Financial implications and other risks and opportunities due to climate change	4.2 Climate Change Management	51
	201-3 Defined benefit plan obligations and other retirement plans	5.2.1 Employee Benefits	65
	201-4 Financial assistance received from government	2.2 Operational Performance	32
GRI 202: Market Presence	202-1 Ratios of standard entry level wage by gender compared to local minimum wage	5.2.2 Compensation System	66
GRI 205 : Anti-corruption	205-1 Operations assessed for risks related to corruption	2.4.1 Promotion of Ethical Management	34
	205-2 Communication and training about anti-corruption policies and procedures	2.4.1 Promotion of Ethical Management	34
	205-3 Confirmed incidents of corruption and actions taken	2.4.1 Promotion of Ethical Management	26

GRI 300: Environmental

GRI Standard	Disclosure	Chapter	Page
GRI 302: Energy	302-1 Energy consumption within the organization	4.3.1 Energy Consumption	55
	302-2 Energy consumption outside of the organization	4.3.1 Energy Consumption	55
	302-3 Energy intensity	4.3.1 Energy Consumption	43
	302-4 Reduction of energy consumption	4.3.2 Energy Conservation and Achievements	56
GRI 303: Water and Effluents	303-1 Interactions with water as a shared resource	4.5.3 Water Conservation Measures and Performance	58
	303-5 Water consumption	4.5.1 Water Consumption	58
GRI 305: Emissions	305-1 Direct (Scope 1) GHG emissions	4.4.1 Greenhouse Gas Emissions	57
	305-2 Energy indirect (Scope 2) GHG emissions	4.4.1 Greenhouse Gas Emissions	57
	305-3 Other indirect (Scope 3) GHG emissions	4.4.1 Greenhouse Gas Emissions	45

GRI 400：社會面

GRI Standard	Disclosure	Chapter	Page
GRI 401: Employment	401-1 New employee hires and employee turnover	5.1.1 Employee Distribution	63
	401-2 Benefits provided to full-time employees that are not provided to temporary or part-time employees	5.2.1 Employee Benefits	65
	401-3 Parental Leave	5.4.2 Talent Retention	76
	403-1 Occupational health and safety management system	5.3.1 Occupational Safety and Health Policy and Actions	68
GRI 403: Occupational Health and Safety	403-2 Hazard identification, risk assessment, and incident investigation	5.3.1 Occupational Safety and Health Policy and Actions	68
	403-3 Occupational health services	5.3.1 Occupational Safety and Health Policy and Actions	68
	403-4 Worker participation, consultation, and communication on occupational health and safety	5.3.2 Employee Health and Well-being	70

GRI Standard	Disclosure	Chapter	Page
GRI 403: Occupational Health and Safety	403-5 Worker training on occupational health and safety	5.3.2 Employee Health and Well-being	70
	403-6 Promotion of worker health	5.3.1 Occupational Safety and Health Policy and Actions	68
	403-7 Prevention and mitigation of occupational health and safety impacts directly linked by business relationships	5.3.1 Occupational Safety and Health Policy and Actions	68
	403-8 Workers covered by an occupational health and safety management system	5.3.1 Occupational Safety and Health Policy and Actions	68
	403-9 Work-related injuries	5.3.2 Employee Health and Well-being	70
	403-10 Work-related ill health	5.3.2 Employee Health and Well-being	70
	404-1 Average hours of training per year per employee	5.4.1 Talent Cultivation	72
GRI 404: Training and Education	404-2 Programs for upgrading employee skills and transition assistance programs	5.4.2 Talent Retention	76

GRI Standard	Disclosure	Chapter	Page
GRI 404: Training and Education	404-3 Percentage of employees receiving regular performance and career development reviews	5.4.2 Talent Retention	76
GRI 413: Local Communities	413-1 Operations with local community engagement, impact assessments, and development programs	4.1 Social Engagement	48
	413-2 Operations with significant actual and potential negative impacts on local communities	4.1 Social Engagement	48
GRI 416: Customer Health and Safety	416-1 Assessment of the health and safety impacts of product and service categories	3.4 Customer Health and Safety	44
	416-2 Incidents of non-compliance concerning the health and safety impacts of products and services	3.4 Customer Health and Safety	44
GRI 418: Customer Privacy	418-1 Substantiated complaints concerning breaches of customer privacy and losses of customer data	3.2.2 Information Security and Customer Privacy Incidents	42

Appendix 2: Sustainability Accounting Standards Board (SASB) Index

Topic	Accounting Metrics	SASB Code	Chapter	Page
Energy Management	(1) Total energy consumed (GJ)	SV-LF-130a.1	4.3.1 Energy Consumption	55
	(2) Percentage grid electricity			
	(3) Percentage renewable			
Customer Safety	(1) Fatality rate and injury rate for customers	SV-LF-250a.1	3.4 Customer Health and Safety	44
	(1) Percentage of facilities inspected for safety	SV-LF-250a.2	3.4 Customer Health and Safety	44
	(2) Percentage of facilities not inspected for safety			
Employee Health and Well-being	(1) Total recordable incident rate (TRIR) and	SV-LF-320a.1	5.3.2 Employee Health and Well-being	70
	(2) Near miss frequency rate (NMFR) of (a) direct employees and (b) contract employees			
Activity Metric	Attendance	SV-LF-000.A	3.4.1 Safety Management at Business Locations	44
	Number of customer-days	SV-LF-000.B	3.4.1 Safety Management at Business Locations	44

SASB Index : Leisure Facilities

Appendix 3: Task Force on Climate-related Financial Disclosures (TCFD) Index

Four Pillars	TCFD Disclosure	Chapter	Page
Governance	a) Describe the board's oversight of climate-related risks and opportunities.	4.2.1 Climate Governance Framework	52
	b) Describe management's role in assessing and managing climate-related risks and opportunities.	4.2.1 Climate Governance Framework	52
Strategy	a) Describe the climate-related risks and opportunities the organization has identified over the short-, medium- and long-term.	4.2.2 Climate Response Strategy	52
	b) Describe the impact of climate-related risks and opportunities on the organization's businesses, strategy and financial planning.	4.2.2 Climate Response Strategy	52
	c) Describe the potential impact of different scenarios, including a 2°C scenario, on the organization's businesses, strategy and financial planning.	4.2.2 Climate Response Strategy	52
Risk Management	a) Describe the organization's processes for identifying and assessing climate-related risks.	4.2.3 Climate Risk Management	54
	b) Describe the organization's processes for managing climate-related risks.	4.2.3 Climate Risk Management	54
	c) Describe how processes for identifying, assessing and managing climate-related risks are integrated into the organization's overall risk management.	4.2.3 Climate Risk Management	54

Four Pillars	TCFD Disclosure	Chapter	Page
Metrics and Targets	a) Disclose the metrics used by the organization to assess climate-related risks and opportunities in line with its strategy and risk management process.	4.2.4 Climate Indicators and Targets	55
	b) Disclose Scope 1, Scope 2 and, if appropriate, Scope 3 GHG emissions and the related risks.	4.4.1 Greenhouse Gas Emissions	57
	c) Describe the targets used by the organization to manage climate-related risks and opportunities and performance against targets.	4.2.4 Climate Indicators and Targets	55

Appendix 4: ISO 14064-1: 2018 Greenhouse Gas Verification Certificate



Appendix 5: Independent Limited Assurance Statement



