



2023

ESG Insight Report

ENVIRONMENTAL

In 2023, T3EX Global Holdings continues to navigate global economic volatility, inflation, and geopolitical challenges. Despite macro headwinds and capacity imbalances, T3EX Global Holdings remains committed to delivering diverse, high-quality services by leveraging strong relationships among business units, and with suppliers and clients to maintain profitability.

Since establishing the Corporate Governance and Sustainability Committee in 2018, T3EX Global Holdings has integrated ESG principles across its policies and decisions, focusing on five key areas: corporate governance, partnerships, employee care, environmental sustainability, and social responsibility. To address climate change, the Company has set short-, medium-, and long-term targets. It plans to reduce 1% carbon emissions year-over-year on an annual basis from 2024 to 2026, and to transition to electric vehicles in the mid-term. For long-term goal, T3EX Global Holdings plans to enhance supplier management to achieve net-zero emissions.

As an asset-light logistics service provider, T3EX Global Holdings views its employees as the greatest asset, essential for delivering professional services that meet customer needs. It is committed to fostering a culture of sustainability that extends beyond the workplace, contributing to a healthier and happier planet.

Environmental Goals

2023 Performance Timeframe

GHG Management Note1

To reduce carbon emissions by 1% every year	Kick-start	By 2026
Achieve net-zero	Kick-start	TBD

Energy Management

To reduce electricity usage by 1% every year through measures such as replacing traditional lamps with LED lightbulbs, improving air-con efficiency through water tower renovations, and installing solar panels on its Hong-Kong warehouse roof.	Kick-start	By 2026
Transition to electric vehiclesTransition to electric vehicles	-	By 2030

Note 1: Starting in 2023, TEX implemented a system for carbon inventory focusing on Taiwan Operations. From 2024 onward, the scope will be expanded to include all subsidiaries consolidated in the financial statements. A baseline year of 2024 or 2025 will be established, anticipated to be 2024 or 2025.

T3EX is currently transitioning to electric vehicles for logistics operations based on annual budget plans.

Environmental Metrics

Company plans to introduce ISO 14064 greenhouse gas inventory system to facilitate monitoring, management, and reporting of carbon inventory information by 2026. T3EX Global Holdings' main emissions source is transportation through the value chain, accounting for over 95% of total emissions. GHG inventories will be conducted annually.

● GHG Emissions

	Unit	2021	2022	2023
Scope 1		-	-	1,107.64
Scope 2		-	-	57,448.58
Scope 3	ton CO ₂ e	-	-	-
Total		227,785	246,875	58,556.22
Intensity		-	-	1.022

Note1: Total amount of direct greenhouse gas emissions (scope 1) was 1,107.639 t CO₂e, of which the "mobile sources" accounted for approximately 72.42 %, mainly from company vehicles running on diesel.

Note2: Scope 2, "Externally purchased electricity" related emissions are based on the "Taiwan Power Company Bill Payment Receipt" and "Shared Building Electricity Consumption" records for the statistical annual electricity consumption, and "Taiwan Power Company Bill Payment Voucher or Allocated Electricity Consumption for The Building" and the "Relevant Purchase Receipt". Additionally, other indirect emissions include "business travel" and "sources of procurement." Among them, "Business Travel" accounted for 97.15% of the total emissions.

Note3: Starting in 2023, the company began the initial implementation and inventory of Scope 1 to Scope 3 information. Prior to 2023, data was primarily estimated internally and, therefore expressed as aggregate totals.

Note4: Carbon Intensity calculated based on the 2023 annual financial report for the Taiwan region (page 43 of the consolidated financial report) with revenue of 5,728,869 thousand NT\$.

● Other Indirect Greenhous Gases

The company, for the first time in 2023, calculated the emissions of various significant other indirect greenhouse gases as indicated in the table below (unit: metric tons).

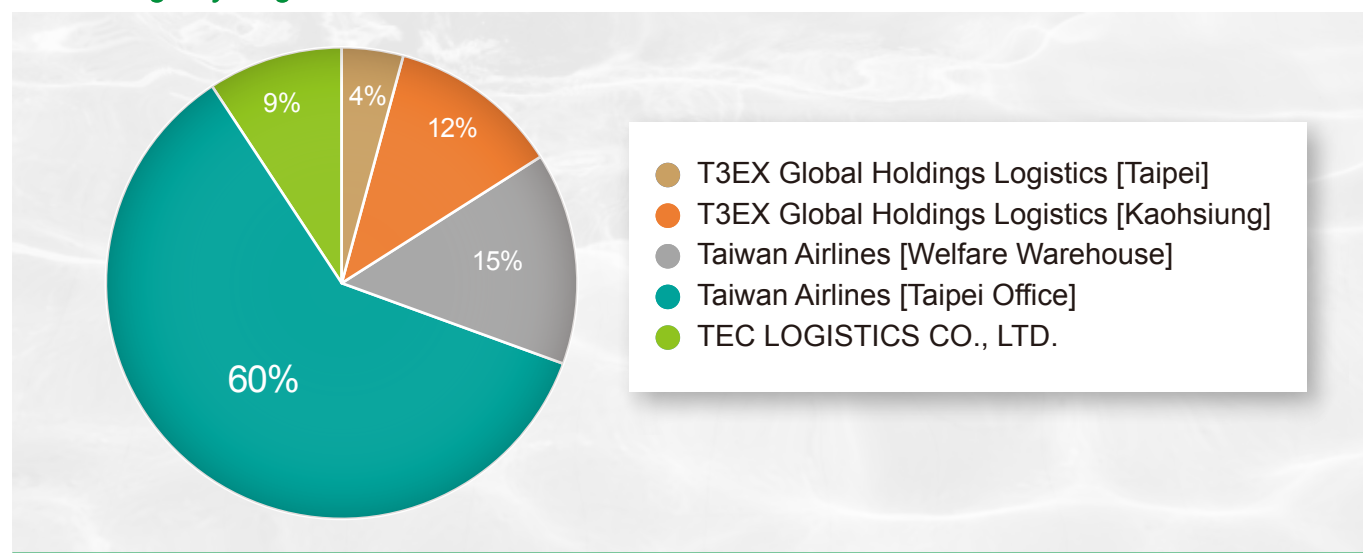
Emissions							
CO ₂	CH ₄	N ₂ O	HFC _s	PFC _s	SF ₆	NF ₃	Total
58,237.9079	301.7608	11.5752	4.9766	0.0000	0.0000	0.0000	58,556.22

Percentage							
CO ₂	CH ₄	N ₂ O	HFC _s	PFC _s	SF ₆	NF ₃	Total
99.46%	0.52%	0.02%	0.01%	0.00%	0.00%	0.00%	100.00%

● Water Resource Management

The overall water consumption of T3EX Global Holdings in 2023 was 2,775.61 tons. The T3EX Global Holdings Group is an asset-light logistics service provider, and water consumption mainly comes from general domestic water.

Water Usage By Region/Office :



● Waste and Hazardous Waste

The Company's waste consists of general waste, all office waste and recyclable waste, classified into paper, plastic, and special bottles and recycled by recyclers commissioned by the Office Building Management Committee and hence no information is available for disclosure. T3EX Global Holdings also authorizes responsible disposal operators of computer equipment waste to remove and dispose of waste in accordance with environmental protection regulations. The Company's operations primarily focus on freight forwarding, a light-asset industry without inventory or factories, and therefore no hazardous wastes are generated.

T3EX Global Holdings' paper waste mainly consists of bills of lading and sign-off documents at relevant control points. From 2014 to 2018, the Company introduced front-end system and back-end system EBS and JDE across its offices in different geographies to reduce paper waste. In 2021, 0.14% reduction in A4 printing paper usage achieved compared to the previous year.

	2020	2021	YoY
Papers (Piece)	1,658,000	1,420,000	-0.14%

● Energy Management

Energy Use	Unit	2023
Electricity		3,252.01
Natural Gas		187.31
Diesel	GJ	10,469.87
Total		13,909.20
Operating Revenue	GJ/NT\$	3,234,474
Intensity	Thousand	0.0043

Green Investments

T3EX Group Holdings has responded to the government's "Green Finance Action Plan 2.0" in 2021 by actively participating in SinoPac Bank's NTD Green Term Deposit Program for corporate clients. The first initiative was undertaken in collaboration with Global Unichip Corp., a member of the TSMC Group, to support the bank's green loan projects. These facilities were utilized in funding green buildings of the bank, issuing renewable energy loans to but not exclusive topollution prevention industries.

T3EX Global Holdings aims to transform into a holding company in the logistics industry. In view of the restructure of global supply chain and huge business opportunities ahead, the Group intends to invest more in cross-border and cross-continental strategic alliances, joint ventures, and mergers and acquisitions to become an international comprehensive logistics group. Therefore, in addition to current four major operating business units, sea, air, land, and railroad, the Group expanded into integrated services such as warehousing and transportation, and supply chain finance. The latest expansion was investment in coworking space in February 2024.

SOCIAL

T3EX Global Holdings is committed to creating shared value by aligning its corporate development with the principles of sustainable growth and social responsibility. The Company invests in key areas of care such as human capital, and community and supply chain engagement to foster positive impact. The Group actively supports social welfare initiatives, partners with non-profit organizations, and invests in projects that promote environmental conservation, arts and culture. These actions are in line with the United Nations Sustainable Development Goals, specifically SDG 14 (Life Below Water), SDG 17 (Partnerships for the Goals), and SDG 2 (Zero Hunger). Furthermore, the Group encourages employees to actively participate in volunteering programs for work-life balance and social commitment.

Social Goals

	2023 Performance	Timeframe
Operational Health and Safety		
Short, medium, long-term goal of 0 major occupational disasters.	0	Maintain
Employee fire safety and labor safety promotion seminar once a year.	Annual training completed in September 2023.	Maintain
Whistleblower Programmes		
Available to suppliers, customers and other third parties.	Yes	Maintain

Human Rights

T3EX Global Holdings supports the United Nations Universal Declaration of Human Rights, the United Nations Guiding Principles on Business and Human Rights, the United Nations Global Compact, the United Nations International Labor Organization, and principles of the International Conventions of Human Rights. The Company hired 1 physically disabled during the reporting period, and it did not involve in forced labor or child labor in any of its operations.

Right to Health

Objectives and Actions

Provide a safe and healthy work environment for employees to maintain good health and work-life balance.

Management and Mitigation Measures

Health checks for employees, provision of disaster prevention workshops to ensure environmental safety, implementation of flexible working from home during the pandemic.

Working Hours Management

Objectives and Actions

Reasonably arrange working hours, breaks, and vacations for employees. Prohibit forced labor and comply with local labor laws and regulations.

Management and Mitigation Measures

Implement various leave systems and pay attention to the physical and mental conditions of employees.

Child Protection

Objectives and Actions

Prohibition of child labor and forced Labor.

Management and Mitigation Measures

Strictly prohibit the employment of child labor and do not coerce involuntary personnel into labor.

Elimination of Unlawful Discrimination and Equal Pay

Objectives and Actions

Human rights protection training courses and statistics sharing.

Management and Mitigation Measures

In 2023, the total training hours for fire first aid and drills were 120 hours and 60 people participated.

Elimination of Unlawful Discrimination and Equal Pay; Prevention of Sexual and Workplace Harassment

Objectives and Actions

Prohibit any employment and occupational discrimination, ensure the healthy growth of employees, and meet their basic needs.

Management and Mitigation Measures

When recruiting, promoting, rewarding, punishing, training, providing benefits or dismissal, consider work ability as the key criterion. Eliminate considerations unrelated to work; and ensure equal opportunities for job seekers and employees to compete at work. At the same time, "Sexual Harassment Prevention, Complaint and Disciplinary Measures" has been established to create a friendly work environment.

Freedom of Association

Objectives and Actions

Respect all employees' freedom to establish and participate in labor unions.

Management and Mitigation Measures

Hold regular labor-management meetings to conduct labor-management negotiations and discuss labor issues. Establish Employee Welfare Committee to listen to employees' opinions and provide immediate feedback and improvement. In 2023, two labor-management meetings were held, and the percentage of employees protected by both the labor-management meetings and the job welfare association reached 100%.

Human Resources Management



Company values equality and inclusion. In 2023, 61.26% of its full-time employees are female. The Company also prioritizes internal talent and ensuring a proper fit for each role when hiring.

T3EX Global Holdings has a total of 1,758 full-time employees, of which 38.74% are male and 61.26% female. This demonstrates the Company's emphasis of equality and inclusion. To fulfill corporate social responsibility and protect the basic rights of all employees, when T3EX Global Holdings recruits, it is based on actual business needs, prioritizing internal talent and ensuring a proper fit for each role. A variety of recruitment channels are utilized to hire new talent, with a focus on promoting equal employment opportunities and fostering workplace diversity.

Composition of T3EX Global Holdings' full-time employees in 2023

Item	Gender (persons)		Position (Person)		Total Number (Persons)
	M	F	Supervisor	Non-Managerial Officer	
Region					
Taiwan	196	297	175	318	493
Overseas	485	780	373	892	1,265
Age					
Under 30 years old	113	238	23	328	351
30 - 50 years old	441	774	430	785	1,215
Over 50 years old	127	65	95	97	192
Educational Background					
Below senior high school	211	130	84	257	341
College/University	446	919	437	928	1,465
Master's degree	22	28	25	25	50
Ph.D.	2	0	2	0	2
Total	681	1,077	548	1,210	1,758

In 2023, T3EX Global Holdings' employees received a total of 2,800 training hours from general education courses, professional courses, and management courses according to the position and function of each employee.

2023 T3EX Global Holdings Education and Training Statistics

Type of Education and Training	Number of Trainees (Persons)	Training Hours (Hours)	Training Expenses (NTD)
Internal Training	1,500	2,000	200,000
External Training	200	800	300,000

Classification		Training Hours (Hours)	Number of Trainees (Persons)
Gender	Male	950	577
	Female	1,850	1,123
	Total	2,800	1,700
Position	Management Role	570	350
	Non-Management Role	2,230	1,350
	Total	2,800	1,700

Employee Turnover Rate

	Unit	2021	2022	2023 ^{Note}
Nantou	%	20.0	14.9	18.8

Note: The high turnover rate was mainly due to retirements. In 2023, key promotions, including the Deputy Finance Manager to CFO and the CFO to General Manager, showcased the success of the company's employee development programs.

Talent Acquisition and Development

A total of 224 new employees were hired in 2023, accounting for 12.7% of the overall workforce. T3EX Global Holdings adopts “localization” management approach, or localization of talents. For entry-level recruits, locals are given priority be it in Taiwan, Hong Kong, China, Japan, Korea, Vietnam, Cambodia, Thailand, Singapore, the Philippines, Malaysia or Indonesia. Local talents are trained through education and training to cultivate outstanding talents for senior executive positions. In 2023, the percentage of local hires was 100% in Taiwan and 94.3% in Asia.

Training Topics Include :



Performance Incentives and Remuneration System

T3EX Global Holdings has a cross-group remuneration team to evaluate salary structure of each job level in each group to ensure that salary and incentive structure are in line with government policies and various macro indicators to effectively link employee performance with remuneration. Annual performance evaluation system is also in place to support business goals of the Group.

Employees with lower job ranks are given a higher percentage of guaranteed income, while those with higher job ranks, or executives, are given greater percentage of variable bonus. However, there is no difference in remuneration for different genders as remunerations are based on the remuneration policy. “Variable bonus” is calculated based on the Company’s operational performance in achieving the annual targets. In 2023, the ratio of the basic salary of the entry-level employees of T3EX Global Holdings to the basic salary ratio of the Labor Standards Act is 121.67% and salary, benefits, and pension as a percentage of operating revenue arrived at 11.31% in order to attract talents.

Industry-Academia Collaboration and Internships

With the purpose to cultivate more elite talents, T3EX Global Holdings has cooperated with National Taiwan Ocean University, Yunlin University of Science and Technology, and Chung Hwa University to recruit interns. Senior students can enhance professional skills through exposure to international sea and air transportation management practices. If the interns perform during the internship, they can be transferred to full-time position upon graduation. This reduces the anxiety of new employees and provides a stage for new hires to demonstrate strengths. It also creates a younger team for T3EX Global Holdings, bringing more possibilities for innovation. T3EX Global Holdings had two interns in 2023, and one of the interns became a full-time employee.

Employee Feedback Channels and Grievance Procedure

T3EX Global Holdings has established the Employee Welfare Committee to gather employee feedback and implement follow up improvements, fostering a foundation of mutual trust and promoting a harmonious work environment. In 2023, two labor-management meetings were held, covering 100% of employees. The Group complies with local laws, revising and announcing policy updates via email. Multiple communication channels allow employees to share feedback, which is used for management review and improvement. Before terminating a labor contract, T3EX follows notice periods based on employment duration. The company ensures a friendly, equal work environment with grievance channels and strict procedures for addressing complaints, including sexual harassment. In 2023, no violations of labor or human rights laws were reported.

Employees' feedback and complaints can be made through the below channels

✉ **Special Mailbox for Complaints or E-mail:** holdingmanagement@t3ex-group.com

🌐 **Website:** <https://www.t3ex-group.com/ESG/3> ☎ **Complaint hotline:** (02) 7726-9706

Gender Pay Equality

T3EX Global Holdings is committed to substantial gender equality, upholding the principle of equal pay for equal work, and ensuring that salaries are not differentiated based on gender.

Position	Ratio of the basic salary of women to men
Management Position	1 : 1.03
Full-time Employees	1 : 1.24

Employee Benefits

T3EX Global Holdings has invested NT\$ 1.65 billion in employee benefits, including salary expenses, labor and health insurance expenses, retirement pension expenses, and other personnel-related expenses. The Company provides a diverse range of welfare systems that surpass legal requirements, as outlined in the following table:

Bonus and benefits

Overtime pay, attendance bonus, employee birthday gifts, Dragon Boat Festival, Mid-Autumn Festival, and year-end bonuses, performance bonus.

Leave and benefits

Weekends off, paternity leave for male employees, maternity leave for pregnancy checkups, parental leave.



Insurance benefits

Labor and National Health Insurance, group insurance (Taiwan), five social insurances and one housing fund (China), liability insurance for directors, supervisors, and managers, and other countries where insurance is purchased according to regulations.

Recreational benefits

Domestic travel, foreign travel.

Company facilities

Dedicated breastfeeding room.



Subsidies and benefits

Marriage assistance for employees; assistance for childbirth; assistance for on-the-job education and training of employees; assistance for domestic and overseas continuing education of employees; and funeral assistance for employees.

Employee shareholding / dividend

Adhering to the regulations of the Articles of Incorporation, the company appropriates employee salaries and compensations regularly each year and distributes cash bonuses to specific employees meeting the criteria. It also follows the “Employee Reward Measures” to distribute Employee Stock Warrants/treasury stocks to specific employees meeting the criteria from time to time.

Unit: NTD thousand

Year	2021	2022	2023
Salary	3,120,752	2,310,919	1,271,120
Labor and health insurance	99,012	115,484	38,630
Pension	84,687	95,402	21,752
Other welfare expenses	138,938	93,384	322,220
Total	3,443,389	2,615,189	1,653,722

Freedom of Association

T3EX Global Holdings Group respects the rights of all employees to freely associate and form trade unions. The Company holds regular labor-management meetings to conduct labor-management negotiations and discuss labor issues.

Occupational Health and Safety

T3EX Global Holdings Taiwan has established quality management procedures for work environment and equipment maintenance. With annual audit by external experts, its Taiwan facility is ISO 9001 (international quality management system) certified.

In 2023, there were no occupational injuries or occupational diseases in the Group.

Occupational Health and Safety Training

T3EX Global Holdings strengthens company awareness and ability of safety management through new employee education and training and safety awareness courses. Two employees were trained to obtain Class A occupational safety and health certificates in the course in 2023. A total of 16 occupational safety and health-related courses were held in 2023, with 220 participants and a total of 980 hours.

Occupational Health and Safety Management Practices

Environmental inspection and maintenance management

- Conduct periodic office inspections to ensure environmental safety even when unprepared.
- Daily environmental cleaning, disinfection, periodic maintenance and replacement (for example, carpet, air conditioner, and water dispenser maintenance).
- Regular Fire Safety Inspections.
- Centralized management of equipment, such as electrical and IT equipment.
- Computer room and office lobby under surveillance system with employee identification system in place.

Regular public security awareness campaigns

- New employees must first participate in employee education and training to understand work environment and work safety.
- Employee fire safety and labor safety training once every year.
- Annual firefighting equipment security inspection.
- Two-year regular building facilities and equipment security inspection.

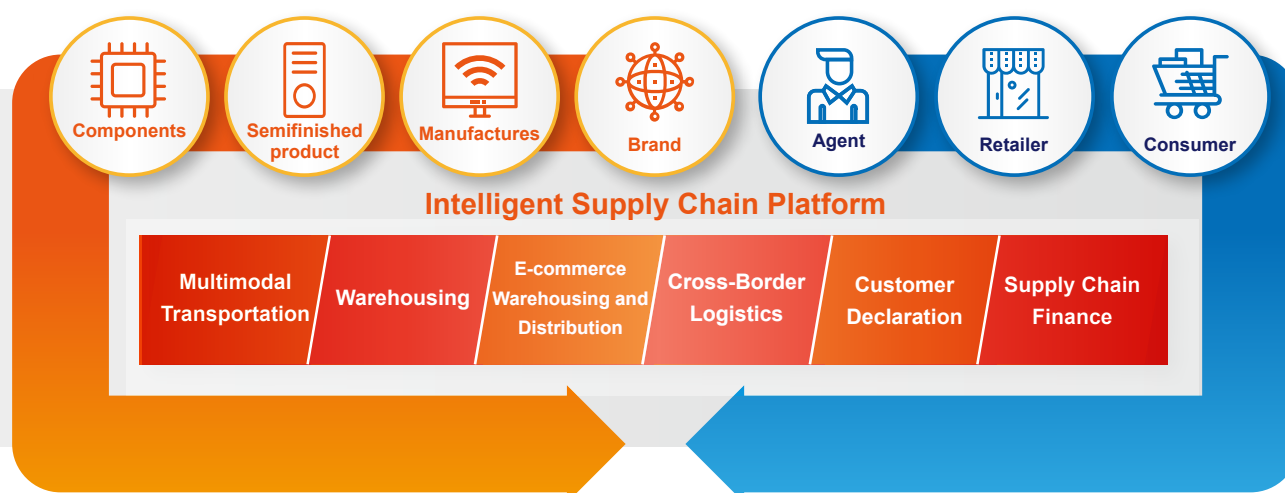
Warehouse environment safety maintenance

- Warehouses under the Group equipped with fire safety measures and monitoring system (CCTV).
- Obtained ISO 9001, ISO 14001, and green credit certifications.
- Regular inspections of warehouse environmental safety.

Value Chain Management

T3EX Global Holdings Group operates as a freight forwarder, facilitating the seamless movement of goods from shippers to consignees. This process is supported through a network of land transportation operators, warehousing companies, customs brokers, shipping companies, railways, airlines, and overseas agents, known as value chain of T3EX Global Holdings Group. With a core focus on sea, air, and rail import-export contract services, the Company integrates various logistics solutions including customs brokerage, inland transportation, and warehousing. Driven by the vision of building an "intelligent supply chain platform," T3EX is committed to offering a comprehensive and streamlined logistics service.

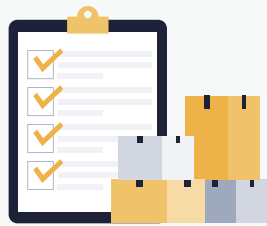
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Supplier Management

In 2023, 100% coverage of anti-corruption trainings were achieved and no whistleblowing cases or contract terminations arise from violation of ethical conducts.

T3EX Global Holdings is an asset-light logistics service provider with 100% local procurement. The Company divides suppliers by tiers: “A-type” and “ordinary” suppliers. And in each tier, there are special, temporary and formal suppliers according to frequency of cooperation and contract terms based on “Internal Supplier Management Regulations”. The contract and T3EX Global Holdings’ “Code of Ethical Conduct” explicitly forbid the acceptance of bribes, kickbacks, or any other improper benefits. The Company ensures flexible and operationally beneficial shipping spaces and prices under supplier review system.

Tier A	Ordinary
<ul style="list-style-type: none"> Shipping companies Airlines Customs administration Commodity inspection companies State agencies Group subsidiaries Group branch offices 	<ul style="list-style-type: none"> Vehicle fleets Customs brokers Warehouses Peers 

Certain suppliers, known as distributors, mainly US and European agents, are under cooperation agreements responsible for subsequent logistics of the Company’s exports to Europe and the United States and handling the Company’s import business from Europe and the United States to Asia.

Currently, overseas agents contribute to over 50% of the Company’s revenues. Annual overseas distributors’ meeting takes place in Shanghai for the Company to discuss rolling business plans with the agents. International Exhibition Department of T3EX Global Holdings regularly visits these distributors.

In 2023, T3EX Global Holdings Corporation conducted an anti-corruption risk assessment for its 4 operating entities (T3EX Global Holdings Corporation, T3EX International Logistics, Taiwan Air Cargo, and Hiview Logistics). The assessment coverage is 100%. According to the assessment results and the “Report and Grievance Mailbox,” no case of whistleblowing has been received, and there is no major corruption risk at any entity.

The Group organizes anti-corruption education and training courses for new and existing management and employees in each operating entity. In 2023, 1,758 employees received anti-corruption education and training, achieving a global training completion rate of 100%. No contracts were terminated or discontinued with business partners due to violation of ethical conducts.

“Regulations for Reporting Unlawful, Unethical, or Dishonest Conduct” is in place and a dedicated, independent investigation unit, Office of the Secretary to the Chairperson, is responsible for handling any misconduct should it arises. Confidentiality is ensured for the whistleblower and anonymous reporting allowed. It is strictly prohibited to impose unfavorable personnel measures against whistleblowers, and the Company actively prevents unethical, fraudulent, and criminal acts from taking place. When stakeholders submit their opinions through the below email, message will be transmitted to corresponding dedicated window, and the dedicated window must report the processing progress within designated time. The Company collects the statistics of the number of cases received and accepted and track the processing progress on a regular basis each month.

Whistleblowing mail address:

12F, No. 563, Sec. 4, Zhongxiao E. Rd., Xinyi District, Taipei City, Taiwan

Email: spokesman@t3ex-group.com

Customer Management

T3EX Global Holdings Group provides comprehensive logistics services such as sea, air, rail, customs declaration, warehousing, and distribution. Customers include textile factories, machine tool manufacturers, traditional manufacturers, electronic components manufacturers, high-tech manufacturers, biotechnology and medical manufacturers, sports equipment manufacturers, aerospace technology manufacturers, and other B2B players, as well as cosmetics manufacturers, retailers, e-commerce platforms, and other B2C players, serving more than 1,000 customers.

Each year, the Company conducts a Customer Satisfaction Assessment following ISO 9001:2015 procedures. The assessment includes the top 20 customers by revenue from air and sea operations. Customers evaluate ten key areas: "Service Attitude," "Professional Level," "Response/Inquiry Speed," "Problem Handling Ability," "Bill of Lading/Declaration Accuracy," "Transit Time," "Ship/Flight Frequency," "Ship/Flight Accuracy," and "Freight Charges Reasonableness." If a customer's total score on the "Questionnaire Survey Evaluation Table" is below 75, or if specific dissatisfaction issues are raised, the Management Department investigates the reasons and reports them to the Sea/Air Transportation Business Department. An improvement team is then formed, involving the relevant line executives to conduct an internal review, develop improvement plans, and complete a "Customer Dissatisfied Improvement Report" for further analysis and corrective action. In 2023, T3EX Global Holdings achieved average customer satisfaction scores of 96.9 for air freight and 95.1 for marine customers.

Adhering to the ISO 27001 Information Security Management System, T3EX Global Holdings ensures the security of its customers' information through the implementation of "Information Asset Management Procedures" and "Data, File, and Document Security Management Procedures," safeguarding customer data and privacy. New employees must sign and agree to abide by the terms and conditions of the employment contract to maintain customer confidentiality.

Information Management

Network security and customer privacy protection are centric to the operation of T3EX Global Holdings. The Company follows ISO 27001 Information Security Management System for its EBS (Elastic Block Store) and TCMS (Train Control and Monitoring System). In 2023, two persons from the IT Department became certified ISO 27001 lead auditor.

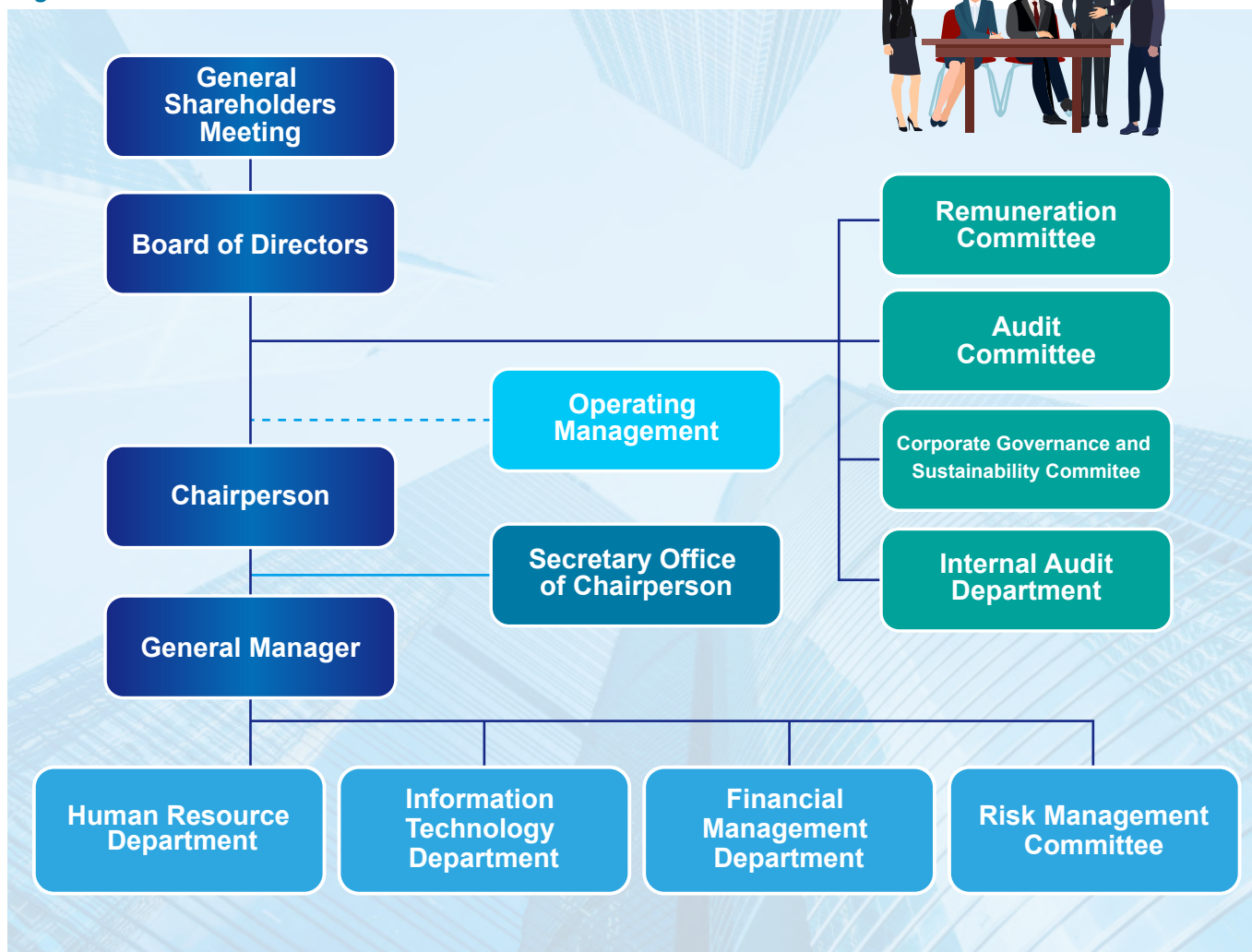
Information Security Management Framework :



GOVERNANCE

Organizational Structure

Organizational Chart :



Board of Directors

The board of directors convenes at least once every quarter and is responsible for making decisions about the Company's overall operations. The functional committees established under the Board of Directors, such as the Audit Committee, Remuneration Committee, and Sustainability Committee, along with the Audit Department being responsible for overseeing the Company's internal control system, managerial personnel remuneration, financial statements, and ESG key performance goals.

2023 Average Board Attendance Rate was 98%
(All Above 80% Attendance)

For 2023, a total of 5 board meetings were held (including 1 extraordinary board meeting), with a combined total of 7 agenda items related to key events and 4 reports on major operational management projects related to ESG. For the same period, 4 Corporate Governance and Sustainability Committee meetings were held.

Female Board Representation Increased to 33.3% in 2024

Following through on the Company's board diversity commitments, after the 2024 Extraordinary Shareholders election (held on 25th of December 2024), three female directors were added to the board, increasing female board representation from 0% to 33%.

Title	Gender	Name	Note
Chairman	Male	Chang Lee Chiou	
Director	Male	Simon Huang	
Director	Female	Joyce Liu	Newly Elected
Director	Male	Wen-Hao, Lai	
Director	Male	Carl Wei	
Director	Female	Stephanie Hsieh	Newly Elected
Independent Director	Female	Chin-Hsuan, Chen	Newly Elected
Independent Director	Male	Shen-Li, Liao	
Independent Director	Male	Chih-Hsiung, Lin	

Board of Directors' ESG Training Program

T3EX Global Holdings Corporation arranges educational courses for directors every year focusing on professional skills and knowledge of directors, and sustainable development-related topics, to strengthen the team to cope with operational environment changes and business impacts. In addition, multiple ESG and corporate sustainability courses have also been included. In 2023, the total number of hours of ESG education for directors was 27 hours.

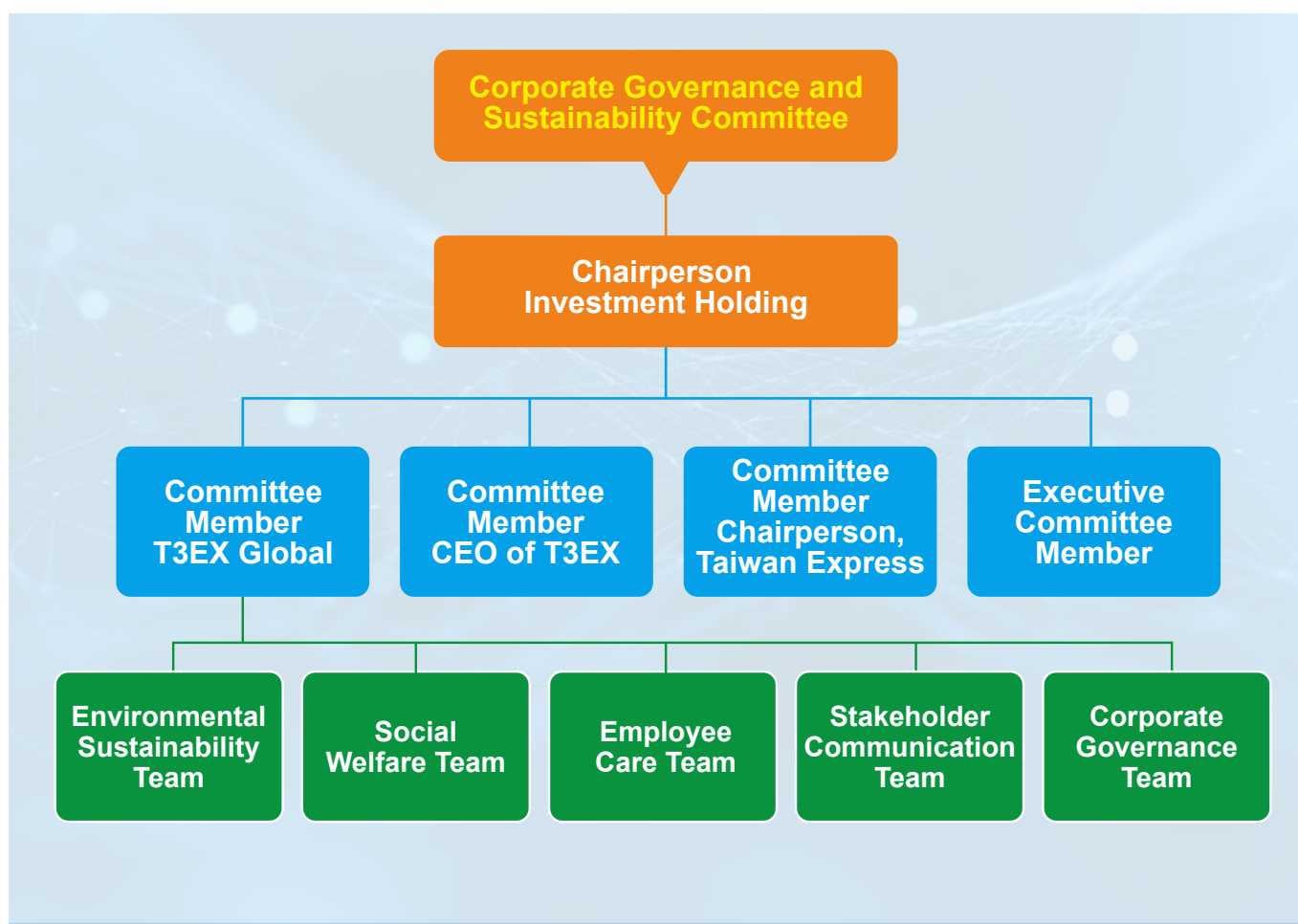
Functional Committees



Audit Committee	Remuneration Committee	Corporate Governance and Sustainability Committee
To supervise fair presentation of the Company's financial statements, election and dismissal, the independence and performance of CPAs, effective implementation of internal control, compliance with relevant laws and regulations, and to control existing or potential risks.	To formulate and review policies, systems, standards and structures for performance evaluation and remunerations of the Company's directors and management teams, as well as the remunerations they receive. Recommendations shall be submitted to the Board of Directors for discussion.	To assist the Board of Directors in supervising awareness and implementation of corporate governance, ethical corporate management and corporate social responsibility. To report material ESG issues and stakeholder communication results to the Board of Directors on a regular basis.
Meets at least once every quarter, with 5 meetings in 2023. 100% Attendance	Meets at least twice a year, with 3 meetings in 2023. 100% Attendance	Meets at least once every quarter, with 4 meeting in 2023. 100% Attendance

Corporate Governance and Sustainability Committee

T3EX Global Holdings established the “Corporate Governance and Sustainability Committee” in 2018, which included the senior management team of each group in the organization as its members. The “Environmental Sustainability Team,” “Social Welfare Team,” “Employee Care Team,” “Stakeholder Communication Team,” and “Corporate Governance Team” are responsible for coordination and implementation of relevant plans. The committee members set sustainability goals and provide feasible solutions to implement sustainable actions in the daily operations of each business entity of the Group.



Ethical Corporate Management

To implement ethical corporate behavior and ethical corporate management, the Company has formulated “Ethical Code of Conduct” and “Ethical Corporate Management Operating Procedures and Behavioral Guidelines” in accordance with the “Corporate Governance Best-Practice Principles for TWSE/TPEx Listed Companies.” The Company’s “Corporate Governance Best Practice Principles” is available on company website. By enhancing information transparency and requiring managers to lead by example to uphold the principle of good faith, the Company has established a sound corporate governance and risk control mechanism to help maintain the Company’s positive corporate image and create a business environment for sustainable development.

In 2023, relevant education and training has been provided for the incumbent directors and managers, including the matters needing attention for insiders and the regulations for directors. For employees, HR is responsible for education and awareness of new employees during the pre-employment training. For current employees, relevant education is also provided via online courses ranging from the importance of ethical corporate management and annual risk control key points, and the Company's whistleblower system. In 2023, the number of employees who received ethical corporate management education and training reached 1,758 persons, and the global training completion rate was 100%.

In 2023, 1,758 employees received ethical corporate management training which is 100% coverage.

• In 2023



• Code of Ethical Business Conduct

Aside from identification and prevention of conflict of interests, the policy prohibits the following :

- Bribery and receiving bribes.
- Engaging in unfair competition.
- Providing illegal political donations.
- Improper charitable donations or sponsorship.
- Offering or accepting unreasonable gifts, hospitality, or other illicit benefits.
- Infringing on trade secrets, trademark rights, patent rights, copyrights, and other intellectual property rights.
- Directly or indirectly harming the rights, health, and safety of consumers or other stakeholders during the development, procurement, manufacturing, provision, or sale of products and services.



Information Security

The scope of T3EX Global Holdings Group's information security protection includes employees, customers, suppliers, and shareholders, as well as operation-related information software and hardware. All information security rules and regulations are formulated based on technical assurance, application and data security standards, and incorporated into the management operation system to protect the privacy protection of stakeholders and the maintenance of information security. Information software and hardware equipment control includes the establishment of information security protection and network security systems for the Internet and personal information equipment, such as desktop computers, notebook computers, tablet computers, and smart phones, to ensure the implementation of personal data, internal confidential data, customer and supplier data protection.

In 2023, T3EX Global Holdings organized "Introduction to the International Standard for Information Security Management ISO 27001:2022," "Information Security Awareness Education and Training," and "ISMS PreAudit Education and Training," with a total of 75 people engaged in the training for 75 hours in total.

Information security tests/drills in 2023 :



- Annual operation continuity drills.
- Review firewall rules once a year.
- Inventory of information assets on a regular basis every year.
- Screening and assessment conducted with handling process recorded.
- Account privilege checks (including server room access control, Git, EBS, TCMS, AD, and VPN) are conducted at least once a year.
- Various information security intelligence sources are regularly obtained from different information security sources such as TWCER.

Information security-related engineering testing and protection scanning

Item	Date	High risk	Medium risk	Low risk
Vulnerability scanning	Progress: 09/15	2	4	1
	Re-scanning: 12/27	0	1	1
Penetration testing	Progress: 09/15	2	5	2
	Re-scanning: 12/25	0	5	2
Source code inspection	Progress: 09/14	5,065	988	6,611
	Re-scanning: 12/26	219	385	5,083