COLLINS

2024 永續報告書
Sustainability Report

About the Report

Thank you for reading the Corporate Sustainability Report (Sustainability Report) published by Collins Co., Ltd. (hereinafter referred to as "Collins".) This report provides a comprehensive overview of Collins' ESG (environment, society, and governance) sustainable management strategy, activities, and performance. It also highlights the outcomes of our communication with stakeholders, representing Collins' unwavering dedication to sustainable development and our commitment to social and environmental responsibilities.

Scope of the Report

Report framework	- GRI Standards (GRI 2021) - Sustainable Development Goals (SDGs) - Sustainability Accounting Standards Board (SASB) - Task Force on Climate-related Financial Disclosures (TCFD)
Disclosure scope	The scope of disclosure in this report primarily covers the head office in Taiwan and the subsidiary Jesco International. This scope differs slightly from the subsidiaries included in the Company's consolidated financial statements. For the complete list of subsidiaries, please refer to the Consolidated Business Report and the Affiliation Report of affiliated enterprises, available on the Market Observation Post System (MOPS) under: Individual Company > Electronic Document Downloads/Section for the Three Statements of Affiliated Enterprises.
Reporting period	January 1 to December 31, 2024
Reporting cycle	The report is generated annually. This report was released in August 2025, and the next report is scheduled for release in August 2026.
Restatements of information	2.2 Operating Performance – Economic Performance: The 2022 salary and benefits have been updated to NTD947,093; retained earnings have been updated to NTD1,017,915. 4.3 Greenhouse Gas Emissions: The calculation method for emission intensity in 2022 and 2023 has been adjusted, and the formula has been updated to "Total Emissions/NTD million revenue" (p.79). 4.3 Greenhouse Gas Emissions, 4.4 Energy Management, 4.5 Water Resource Management: The calculation method for coverage ratio in 2022 and 2023 has been adjusted, and the formula has been updated to "Number of stores with emission data/Collins self-operated stores (under actual operational control)" (For details, please see p.79, p.81, p.83). 4.5 Water Resource Management (For details, please see p.83): Due to difficulties in compiling complete annual data on rainwater harvesting, the data is not disclosed this year.

Report Quality Assurance

Internal Review

The information and data in this report were provided by designated personnel from each department, compiled by the Corporate Governance Division, and reviewed for accuracy by department heads. The final report was approved and authorized for disclosure by the Board of Directors.

External Assurance

- **Sustainability Data**: Limited assurance for specific items in this report was conducted by Grant Thornton in accordance with the Republic of China Assurance Standard No. 3000 (TWSAE3000). For the assurance report, please refer to the Limited Assurance Report by the CPA in the appendix of this report.
- **Financial and Operational Performance**: Sourced from the consolidated financial statements, prepared in accordance with IFRS and certified by KPMG.
- **Greenhouse Gas Inventory**: Xizhi Headquarters, Shulin Logistics Center, and 22 stores have been verified by DNV and certified under ISO 14064-1:2018.

Feedback

If you have any questions, comments, or suggestions regarding this report, please feel free to contact us through the following channels:

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Honors and Recognition

Governance	Obtained **Dun & Bradstreet Corporate ESG Certification**	Net operating revenue grew by **10.91%** compared to the previous year.	The Board of Directors' performance evaluation results all **exceeded 92** points, significantly surpassing the standard.	The corporate governance evaluation improved by **29.21** points compared to the previous year, advancing by **two** ranking levels, marking the highest in the past five years.
Social	Gender Ratio of Senior and Middle Management: **1:1**	Total ESG Internal and External Training Hours: **563.5** hours	**100%** of the foodservice agency brands use animal welfare-friendly eggs.	A total of **3,700** Taiwanese catties of white rice have been donated over 15 years.
Environmental	Invested NTD**688** million in the green energy industry, with a cumulative investment of **over NTD150** million.	Shulin Logistics Center Solar Power Generation Annual output of **155,202** kWh of green electricity.	The large logistics center is designed with **green building** concepts, focusing on energy saving and environmental protection.	**100%** of online shopping delivery packaging is made of recyclable cardboard boxes.

Message from the Chairman

GRI 2-22

Strengthening Governance, Moving Toward a New Milestone in Sustainability

In this era of increasingly severe climate change, sustainable development is no longer an option, but a necessary condition for a company's survival and growth. The Taiwanese government is actively promoting relevant regulations and policies, requiring companies to strengthen environmental management and carbon emission control. In response to this trend, Collins deeply recognizes that sustainable development is not only a corporate responsibility but also the key to enhancing competitiveness. To address the challenges and opportunities of sustainable development, Collins upgraded its existing "Sustainable Development Promotion Team" to the "Sustainable Development Committee" in 2024, directly led by the Board of Directors, thereby strengthening the company's sustainability governance framework.

Building a Green Energy Strategy, Enhancing Carbon Management Capabilities

Adhering to the spirit of "Prioritizing the Environment, Sustaining the Future," Collins has included the headquarters and Shulin Logistics Center in the greenhouse gas verification scope for 2024, passing third-party verification to ensure the accuracy and transparency of emissions data. In addition, to achieve energy transformation and net-zero carbon emission goals, Collins' subsidiary, "Collins Energy Solutions," is actively developing solar power, electric vehicle charging, and energy storage services. In the future, the company will establish a green electricity sales company, continuing to fulfill Taiwan's commitment to green energy development.

Caring for Society, Practicing Diversity and Inclusion

Collins has long been committed to social welfare and employee well-being. For 15 consecutive years, we have donated white rice to orphanages and invited employees to participate in beach cleaning and plastic reduction activities to promote environmental protection. In terms of diversity and inclusion, we have invited disabled artists to perform at the company to foster social integration. Furthermore, we continuously improve employee remuneration and benefits above the legal requirements, allowing colleagues to find a balance between work and life, creating a comfortable and safe work environment for happiness.

Looking Ahead, Promoting Sustainable Development

In the face of global climate change and the challenges of sustainable development, the Company will continue to strengthen sustainability governance, deepen carbon management capabilities, drive green transformation, and actively fulfill corporate social responsibility. We are committed to practicing ESG principles and sustainable corporate practices, planting the seeds of sustainability in Taiwan, and nurturing them into a strong forest.

Chairman Lee Chung Liang

1. Sustainable Governance

Sustainable Development
Communication with Stakeholders
Determination of Material Topics

1.1 Sustainable Development

GRI 2-12, 2-13, 2-14

Sustainable Development Policy

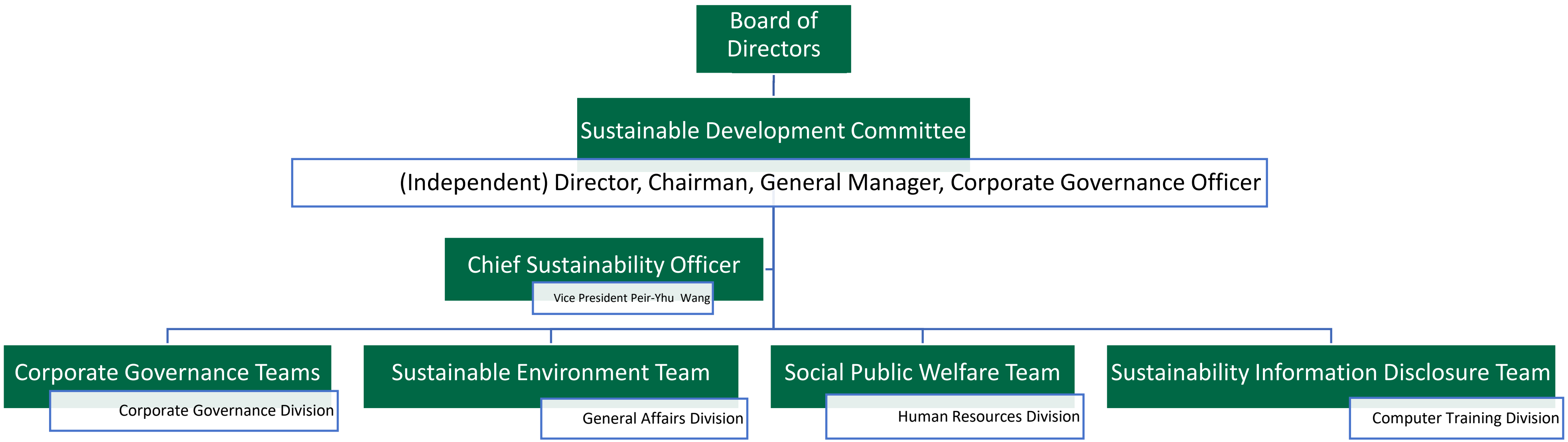
To practice sustainable development and promote the balance and sustainability of the economy, society, and environmental ecology, Collins has established the “Sustainable Development Code of Practice.” The principles of this code include “strengthening corporate governance,” “developing a sustainable environment,” “upholding social welfare,” and “enhancing transparency in sustainability reporting.” Additionally, Collins has established the “Regulations for the Preparation and Submission of Sustainability Reports” and the “Regulations on Sustainability Information” to ensure the accuracy, reliability, and completeness of the company’s sustainability information.

Sustainability Governance Framework

To strengthen the sustainability governance mechanism and the supervisory role of the Board of Directors, the Company officially upgraded the existing “Sustainable Development Promotion Team” to the “Sustainable Development Committee” on November 13, 2024, elevating it to a functional committee level under the Board of Directors. The committee is composed of the Chairperson, the Chief Sustainability Officer, four independent directors, and one director, with the General Manager serving as the convener, coordinating and leading the various departments in promoting sustainability-related work. The Corporate Governance Division is responsible for coordinating the execution and cooperation among departments.

The Sustainable Development Committee is responsible for formulating and promoting the company’s sustainability policies and annual plans, regularly reviewing implementation progress and results, supervising sustainability information disclosure, reviewing sustainability reports, and overseeing the implementation of the sustainability code and related matters assigned by the Board of Directors. The committee meets at least once a year and reports ESG strategy planning and execution results to the Board of Directors.

Sustainability Governance Framework Diagram



1.2 Communication with Stakeholders

Communication with Stakeholders

GRI 2-29

Collins adheres to the core principle of "Integrity as the Foundation" and values honest interactions and two-way communication with various stakeholders. Following the international AA1000 SES standard for stakeholder engagement, and referencing the five key principles of "inclusivity, accountability, influence, diversity, and tension," we have identified seven key stakeholder groups. Through various channels such as providing high-quality products and services to customers, employee feedback, earnings calls, supplier audits, and website disclosures, we listen to and understand the topics that stakeholders are concerned about. These topics are then addressed and responded to by the responsible departments, ensuring that stakeholder feedback is effectively integrated into sustainable decision-making.

Seven Key Stakeholders

Customers/Consumer	Employees
Shareholders/Investors	Suppliers
Government/Regulators	Society
Local Communities	

Stakeholder Communication Topics and Channels

1 Customers/Consumer
Significance to Collins Trading and retailing are crucial aspects of Collins Industries' business operations, and establishing long-term relationships with customers and consumers significantly impacts our revenue.
Topics of Interest **Ethical management** **Information security and customer privacy** **Product service and innovation** Customer Health and Safety **Customer Relationship Management**
Communication Channels Telephone and email communication (Irregular) In-person/video conference (Irregular)
2024 Communication Effectiveness No incidents of dishonesty. No customer privacy breaches. Average customer satisfaction at foodservice stores: greater than 3 points.
Contact Channels For international customers - Deputy General Manager Chang Tel.: 02-217125311 # 306 E-Mail: candy@collins.com.tw For domestic customers - Assistant Manager Liao Tel.: 02-27157722 E-Mail: g2000@collins.com.tw

2 Employees	3 Shareholders/Investors	4 Suppliers
Significance to Collins Employees are a crucial asset for Collins. To attract exceptional talent, we offer a comprehensive salary, benefits, and training package. This ensures that we can fully harness the potential of our employees and optimize operational performance.	**Significance to Collins** The support of shareholders and investors is crucial for Collins as it directly impacts the stability of the Company's funds. Consequently, our operating objectives include maximizing benefits for shareholders and ensuring transparent disclosure of financial information.	**Significance to Collins** Suppliers serve as the primary source of products for trade and retail. Establishing strong partnerships with suppliers is crucial to ensuring the quality of our products.
Topics of Interest **Talent attraction and retention** **Talent cultivation and development** **Market presence** **Information security and customer privacy**	**Topics of Interest** **Economic performance** **Product service and innovation**	**Topics of Interest** **Operating performance** **Sustainable procurement** **Ethical management** **Information security and customer privacy**
Communication channels Internal information promotion (irregular) Labor-management Meetings and Employee Welfare Committee (annually) Internal employee complaint channels	**Communication channels** Annual shareholders meeting and corporate briefings Company website and media information disclosure	**Communication channels** Telephone and email communication (Irregular) In-person/video conference (Irregular)
2024 Communication Effectiveness Total ESG Internal and External Training Hours for Employees: **563.5** hours	**2024 Communication Effectiveness** Consolidated revenue grew by **10.91%** compared to the previous year. Held **1** shareholders meeting and **2** corporate briefings.	**2024 Communication Effectiveness** A total of **3** suppliers have passed anti-terrorism and human rights-related certifications.
Contact Contact – Huang, Assistant Manager Tel.: 02-27125311 #247 E-Mail: eileenchu@collins.com.tw	**Contact** Spokesperson-Wang, VP Tel.: 02-27125311 #300 E-Mail: perry@collins.com.tw Deputy Spokesperson-Ko, AVP Tel.: 02-27125311 #572 E-Mail: wilber@collins.com.tw	**Contact** Exports-Chang, VP Tel.: 02-217125311 #306 E-Mail: candy@collins.com.tw Imports-Chen, VP Tel.: 02-27157722 E-Mail: g2000@collins.com.tw

5 Government/Regulators	6 Society	7 Local Communities
Significance to Collins Government agencies formulate various regulations, and Collins ensures compliance with the laws of relevant local governments. Additionally, we actively collaborate with the public sector to effectively implement sustainable development initiatives.	**Significance to Collins** We are consistently communicating the Company's brand image to the public, thereby promoting the concept of sustainability to a wider range of stakeholders.	**Significance to Collins** Maintaining strong relationships with community neighbors is a crucial aspect of cultivating local presence and contributing to society, given the widespread presence of retail outlets throughout Taiwan.
Topics of Interest **Economic performance** **Ethical management** **Information security and customer privacy** **Occupational health and safety** **Customer health and safety** **Customer relationship management**	**Topics of Interest** **Corporate governance** **Market Presence** **Talent attraction and retention** **Occupational Health and Safety** **Customer health and safety** **Marketing and labeling** **Customer relationship management**	**Topics of Interest** **Information security and customer privacy**
Communication channels Regular internal control audits Participation in symposiums, seminars or courses held by government agencies	**Communication channels** Company website Media information disclosure Company main line and mailbox	**Communication channels** Company website Media information disclosure Company main line and mailbox
2024 Communication Effectiveness In 2024, we joined the **"TWCERT Taiwan Computer Emergency Response Team/Coordination Center"** operated by the National Information and Communication Security Research Institute (NICS), sharing information security intelligence.	**2024 Communication Effectiveness** **No violations** of labor-related regulations occurred. **No violations** of health and safety-related regulations occurred.	**2024 Communication Effectiveness** **No** information security-related incidents occurred. Donated **250 catties** of white rice to social welfare organizations.
Contact Spokesperson – Wang, VP Tel: 02-27125311 #300 E-Mail: perry@collins.com.tw	**Contact** Spokesperson – Wang, VP Tel: 02-27125311 #300 E-Mail: perry@collins.com.tw	**Contact** Spokesperson - Wang, VP Tel: 02-27125311 #300 E-Mail: perry@collins.com.tw

1.3 Determination of Material Topics

Materiality Analysis Process

GRI 3-1

Collins uses the GRI as a foundation and references the IFRS S1 requirements for sustainability-related financial information disclosure and the European Sustainability Reporting Standards (ESRS) guidelines on sustainability impacts. We apply the "Double Materiality" principle, which categorizes sustainability impacts into environmental and social materiality, as well as financial materiality.

Through the following analysis process, we assess Collins' operational activities' impact on society and the environment (external impacts), as well as how these external impacts affect the company's operations (internal impacts). Finally, based on a comprehensive evaluation of both internal and external impact results, we identify 12 key sustainability topics.

Materiality Analysis Process

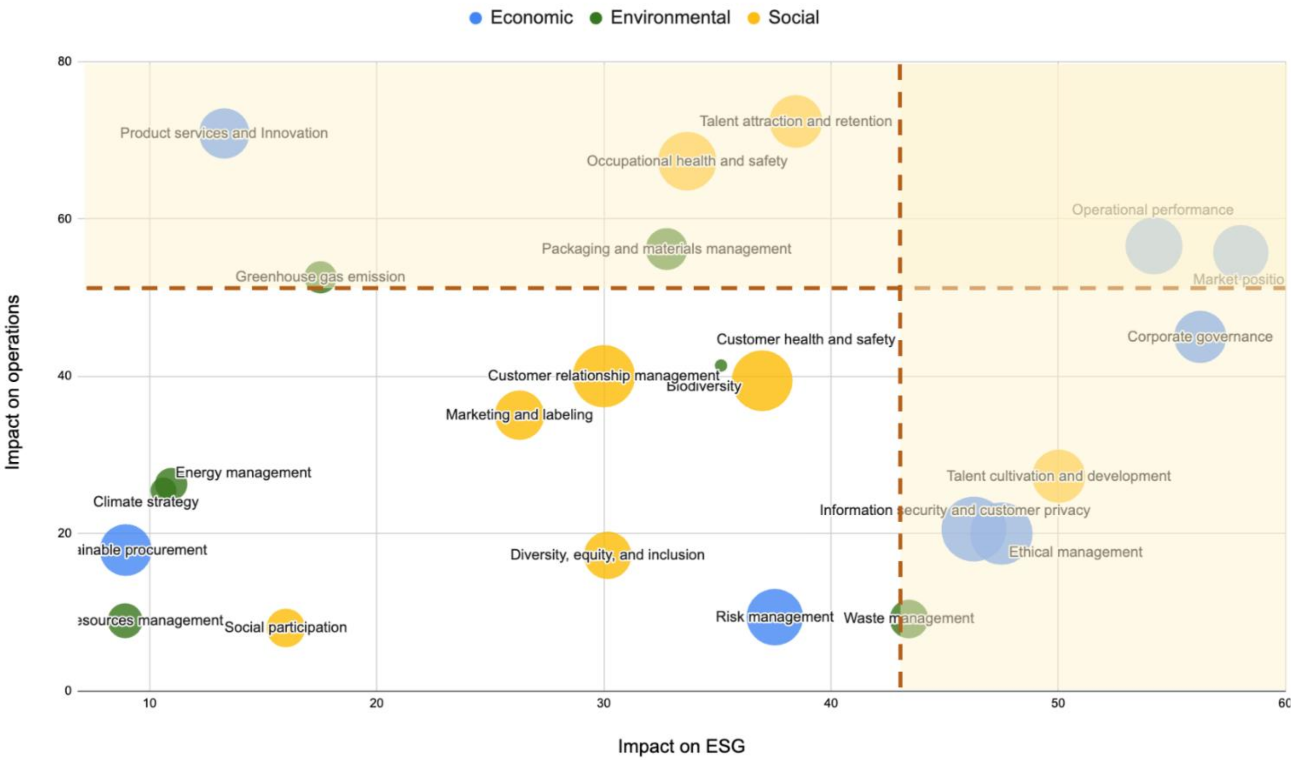
1	Stakeholder Identification	Using the AA1000 SES stakeholder engagement standard, we identify seven key stakeholders through five principles: Inclusivity, Accountability, Influence, Diversity, and Tension. [7 Key Stakeholders] Customers/Consumers, Employees, Shareholders/Investors, Suppliers, Government/Regulatory Authorities, General Public, and Local Communities.	**7 Key Stakeholders**
2	Sustainability Issue Collection	Based on international standards such as GRI and SASB, as well as industry-specific concerns, we have integrated a total of 23 sustainability topics.	**23 Sustainability Topics**
3	Stakeholder Survey	Internal colleagues were assigned to engage closely with stakeholders, and the questionnaires were filled out from the perspective of those stakeholders to assess the impact of the Company's sustainability topics on them. A total of 19 questionnaires were collected.	**19 Stakeholder Questionnaires**
4	Impact Survey	Through the distribution of questionnaires, we surveyed internal colleagues on Collins' positive/negative impacts on the economy, environment, and society, as well as the likelihood of these impacts occurring. We also assessed the impact of sustainability topics on the Company's financials. A total of 23 materiality questionnaires were collected.	**23 Materiality Questionnaires**
5	Establishment of Key Topics	Based on the results from the completed questionnaires, we calculated the "impact on the economy, environment, and society" and the "impact on company operations" for each issue, and ranked them by materiality. This allowed us to identify the 12 most material topics.	**12 Material Topics**
6	Disclosure and Reporting	In response to reporting requirements for material topics, the information is disclosed in the Sustainability Report to communicate Collins' sustainability achievements to stakeholders. Additionally, the materiality of sustainability topics is reviewed annually.	**Reviewed Annually**

Determination of Material Topics

GRI 3-2

Collins conducted a survey on the Company's impact on the economy, environment, and society, as well as the financial impact of sustainability issue trends on the Company. The results from the questionnaires were compiled for materiality identification, followed by discussions with external experts. As a result, 12 material topics were identified.

Double Materiality Matrix



Economic	Ethical management Information security and customer privacy Market presence Operating performance Corporate governance Product and service innovation	**Environmental**	Packaging and material management Greenhouse gas emissions Waste management	**Social**	Talent attraction and retention Occupational health and safety Talent cultivation and development

Explanation of Differences in Material Topics for 2024 Compared to the Previous Year

Material Topics	Explanation of Differences	Reasons for Adjustment
Information security and customer privacy	**Adjusted name**	The name of the issue "Information Security" has been adjusted to "Information Security and Customer Privacy," while the scope of the issue remains unchanged.
Product service and innovation	**New issue added**	Consumer demands are increasingly diverse and changing rapidly. After a comprehensive assessment, considering its high impact on operations, it has been included as a new issue.
Risk management	**Materiality reduced**	Below the materiality threshold, after assessing the level of impact
Sustainable procurement	**Materiality reduced**	Below the materiality threshold, after assessing the level of impact.
Energy management	**Materiality reduced**	Below the materiality threshold, after assessing the level of impact.
Occupational health and safety	**New issue added**	Due to the frequent occurrence of major occupational health and safety incidents recently, occupational safety risks have garnered increased attention. After evaluation and analysis, this issue has been added.

List of Major Topics

GRI 3-3

●: Direct Impact ○: Indirect Impact

Dimension	Material Topics	Impact on Company Operations	Description of the Impact on the Economy, Environment, and Society	Impact Scope on the Value Chain			Corresponding Indicators	Corresponding Chapter
				Upstream Suppliers Product Manufacturing	Company Operations	Downstream Customers/Consumers Use of Products and Services		
Economic	Ethical Management	Low	**[Potential Positive Impact]** Promoting fair trade, enhancing market transparency, and strengthening economic stability and healthy development. **[Potential Negative Impact]** In the event of dishonest incidents, the rights and interests of stakeholders will be harmed.	●	●	●	205 Anti-corruption	2.4 Ethical management
	Information Security and Customer Privacy	Medium	**[Potential Positive Impact]** Establishing a comprehensive information security management framework to prevent the leakage of operational secrets and customer privacy.	●	●	●	418 Client privacy	2.5 Risk management 3.2 Customer relations
	Market Presence	High	**[Potential Positive Impact]** Driving industry upgrading and expanding social	●	●	○	202 Market Presence	5.2 Talent attraction 5.3 Diversity and inclusion

Dimension	Material Topics	Impact on Company Operations	Description of the Impact on the Economy, Environment, and Society	Impact Scope on the Value Chain			Corresponding Indicators	Corresponding Chapter
				Upstream Suppliers Product Manufacturing	Company Operations	Downstream Customers/Consumers Use of Products and Services		
			influence to promote inclusive development. **[Potential Negative Impact]** If the local employment ratio is too low or wages do not meet fair principles, it may affect the overall economic growth of the local operational site.					
	Operating Performance	High	**[Substantial Positive Impact]** If a company increases its profitability, it may attract investor interest and promote economic development. **[Potential Negative Impact]** A decrease in revenue may affect investor confidence and impact the rights and interests of stakeholders.	●	●	○	201 Economic performance	2.2 Operating performance
	Corporate Governance	High	**[Substantial Positive Impact]** The corporate governance evaluation result improved by one level, enhancing the company's	●	●	●	2-9~2-22 Governance	2.3 Corporate governance

Dimension	Material Topics	Impact on Company Operations	Description of the Impact on the Economy, Environment, and Society	Impact Scope on the Value Chain			Corresponding Indicators	Corresponding Chapter
				Upstream Suppliers	Company Operations	Downstream Customers/Consumers		
				Product Manufacturing		Use of Products and Services		
			information disclosure, which helps stakeholders access company information. **[Substantial Negative Impact]** Violations of major corporate governance regulations may harm the rights and interests of stakeholders.					
	Product and Service Innovation	High	**[Potential Positive Impact]** Launching innovative products or services can promote industry upgrading, create value, and drive overall economic development.	○	●	●	Custom Topic	3.3 Product Quality
Environment	**Packaging and Material Management**	High	**[Substantial Positive Impact]** Reducing packaging material usage, reusing packaging materials, and promoting resource reuse to customers, enhancing resource efficiency. **[Substantial Negative Impact]** If packaging material usage is	●	●	●	301-3 Recycling of Products and Packaging Materials	4.6 Green Operations

Dimension	Material Topics	Impact on Company Operations	Description of the Impact on the Economy, Environment, and Society	Impact Scope on the Value Chain			Corresponding Indicators	Corresponding Chapter
				Upstream Suppliers Product Manufacturing	Company Operations	Downstream Customers/Consumers Use of Products and Services		
			not reduced or recycled materials are not chosen, it will lead to environmental resource waste.					
	Greenhouse Gas Emissions	High	**[Potential Negative Impact]** If greenhouse gas emissions are not managed, it may exacerbate extreme weather events, ecological imbalance, and the depletion of natural resources.	●	●	●	305 Emissions	4.2 Greenhouse gas management
	Waste Management	Low	**[Substantial Positive Impact]** Reducing waste usage and strengthening waste reuse help promote resource recycling. **[Potential Negative Impact]** If waste generation is not reduced, it will burden the environment.	●	●	○	306 Waste	4.5 Waste management
Society	**Talent Attraction and Retention**	High	**[Potential Positive Impact]** Enhancing the company's remuneration and benefits attracts top talent and has a positive impact on employee rights and interests.	○	●	○	401 Employer-labor relations 402 Employer-labor relations	5.2 Talent attraction

Dimension	Material Topics	Impact on Company Operations	Description of the Impact on the Economy, Environment, and Society	Impact Scope on the Value Chain			Corresponding Indicators	Corresponding Chapter
				Upstream Suppliers	Company Operations	Downstream Customers/Consumers		
				Product Manufacturing		Use of Products and Services		
			[Potential Negative Impact] High employee turnover may impact company operations and affect employee morale.					
	Occupational Health and Safety	High	**[Potential Positive Impact]** Implementing occupational health and safety management to reduce the risk of work injuries and occupational hazards, promoting employee physical and mental well-being, and protecting labor rights.	●	●	○	403 Occupational Health and Safety	5.5 Health and Safety
	Talent Cultivation and Development	Medium	**[Potential Positive Impact]** Through comprehensive employee training, enhance colleagues' professional development, bringing a positive impact on their careers. **[Potential Negative Impact]** If relevant training resources are not provided, it will lead to a decrease in employee competitiveness, affect the supply of talent in the industry, and limit innovation and competitive development.	○	●	○	404 Training and Education	5.4 Talent development

Management Approach of Material Topics

Material Topics	Information Security and Customer Privacy	Market Presence	Ethical Management
Policies and Commitments	Continuously maintain information security and monitor the effectiveness of information security management, while reducing the occurrence of information security incidents to protect the Company’s operations and customers’ interests.	Provide a starting salary above the legal minimum wage, hire local talent, and strengthen local connections.	With a business philosophy of integrity, honesty, fairness, transparency, and self-discipline, we establish and implement various ethical policies.
Management Actions	- Gradually upgrade internal hardware and software to strengthen defense against information security attacks. -Require cloud service providers to sign non-disclosure and personal data protection agreements, ensuring the protection structure and levels of data. - Each employee in the export department signs a “non-compete agreement” and treats customer data as a critical company asset. - Participate in information security-related seminars annually to stay updated on the latest trends.	- Conduct irregular surveys on salary levels and adjust employee starting salaries based on market salary standards. - Provide starting salaries and benefits that exceed the minimum wage requirements of the *Labor Standards Act.*	- Promote education and training related to integrity-based management. - All employees are required to sign a statement on integrity principles and code of conduct. - Set up a dedicated email for complaints, to handle and investigate related reports.
2025 Goals	Continue to implement corporate information security awareness. In addition to strengthening endpoint protection, promoting information security incident awareness and conducting social engineering drills remain key focuses of execution.	Continue to provide starting salaries above the legal minimum wage.	Implement a corporate culture of integrity-based management. Zero incidents of dishonesty.
2024 Annual Execution Results	- Completed the E-Course for information security management assessment for listed companies, with a total of 3 participants and 6 hours. - Conducted one social engineering drill and one educational training session. - Conducted two information security awareness sessions. - Implemented XDR endpoint protection detection and response mechanisms. - No information security incidents occurred. - Joined the Taiwan Computer Emergency Response Team/Coordination Center (CERT_CSIRT) as an alliance member.	- 100% of managers are Taiwanese. - 100% of salaries comply with legal standards. - The average salary of non-manager full-time employees has grown for three consecutive years.	- 100% of employees have signed the integrity principles and code of conduct statement. - Two sessions of Ethical Management training were held, with a total of 255 participants.
Responsible Unit	Export Department, Corporate Service Group - Computer Training Personal Data Protection Implementation Team	Corporate Service Group - Human Resources Division	Ethical Management Action Team
Audit Mechanism	The Export Department and Corporate Service Group – Computer Training complete the key points of the information security inspection procedure annually. The Personal Data Protection Implementation Team holds irregular meetings to follow up on progress.	The Human Resources Division regularly tracks industry salary levels every year.	The Ethical Management Action Team regularly analyzes and evaluates the risk of dishonest behavior within the business scope every year, and reports the execution results to the Board of Directors annually.
Complaint Mechanism	Domestic Customer Contact: g2000@collins.com.tw International Customer Contact: candy@collins.com.tw	Contact Email for Human Resources: hr@collins.com.tw	Dishonesty Incident Reporting Email: cust@collins.com.tw hr@collins.com.tw

Material Topics	Economic Performance	Corporate Governance	Product and Service Innovation
Policies and Commitments	Expand into new international markets, deepen cooperation with international luxury groups, and invest in cutting-edge industries to increase the Company's financial revenue.	In accordance with the Company's corporate governance principles: protect shareholders' rights, strengthen the functions of the Board of Directors, enhance the role of independent directors, respect the rights of stakeholders, and improve information transparency.	We are committed to introducing products that align with sustainable development principles and pledge to prioritize selecting suppliers and brands that meet environmental standards. Through strict product selection criteria, we aim to offer the market more environmentally conscious clothing choices, promoting the sustainable development of the fashion industry.
Management Actions	- Continue to expand into markets outside the United States, such as Mexico and Latin America, to find new customers. - Continue to deepen the layout of online platforms and expand the product line. - Expand the portfolio of high-end brand agencies and optimize brand products to differentiate from market competitors with similar offerings. Continue to expand locations and deepen presence in regional mixed-use shopping malls. - Continue to seek investment targets that create synergies with our core business.	- Enhance the Board's sustainability-related competencies. - Plan relevant measures according to corporate governance evaluations, continuing to improve governance and information transparency. - Strengthen regulatory awareness, and establish corrective actions for past legal violations to prevent recurrence of non-compliance.	- Prioritize the import of products made with environmentally friendly materials (such as organic cotton, and recycled fibers.) and products with international environmental certifications. - Establish long-term partnerships with suppliers to ensure their production processes meet environmental and labor ethics standards.
2025 Goals	Steady Revenue Growth	Increase the Number of Female Independent Directors	Collaborate with international brands to promote product lines that align with sustainable trends.
2024 Annual Execution Results	- Markets such as Mexico and Canada have seen significant growth, contributing to the overall upward growth of trade revenue. - Collaborating with BCG (Beckers Group) Japan to expand into the apparel and foodservice markets, continuing growth momentum; the international luxury brand business continues to expand, with profits showing significant growth. - Established the Collins Jubilee Energy Subsidiary to expand clean energy-related services and accelerate Taiwan's energy transition.	- One female independent director has been added. - Directors have completed a total of 36 hours of sustainability-related courses, accounting for 40% of the total hours.	- Gradually reduce single-use plastic packaging and offer branded eco-friendly shopping bags for promotional events. - The Japanese apparel brand has distributed a total of 250 branded eco-friendly shopping bags. - G2000 has distributed a total of 1,928 eco-friendly transparent travel bags and 1,931 sets of glass cup sets.
Responsible Unit	Corporate Service Group	Corporate Governance Division Corporate Governance Team	Fashion & Lifestyle Business Group - Japanese Fashion Department
Audit Mechanism	The Corporate Service Group supports the back-office management operations of the Company's directly affiliated business units and some of its invested businesses. Monthly business meetings are held to track and organize operational status.	The Corporate Governance Division is responsible for planning director training and implementing measures to improve corporate governance evaluation. The corporate governance evaluation is conducted annually to assess governance conditions. The Board of Directors' performance evaluation is conducted annually to assess directors' competencies.	Monitor market trends and adjust product selection direction according to the latest sustainability standards.
Complaint Mechanism	Corporate Service Group: perry@collins.com.tw	Corporate Governance Division: jerrychung@collins.com.tw	Suppliers and Partners: Provide Communication Channels Consumers: Official Customer Service

Material Topics	Waste Management	Greenhouse Gas Emissions	Packaging and Material Management
Policies and Commitments	Reduce waste usage and promote recycling and reuse to foster environmental sustainability.	Gradually plan a carbon reduction program, including the purchase of carbon credits or green energy certificates.	Reduce packaging material usage, reuse packaging materials, and choose more environmentally friendly materials to reduce plastic use together with customers.
Management Actions	G2000 stores reuse clothing plastic packaging. Both stores and Shulin Logistics Center reuse cardboard boxes. Use electronic invoices to reduce paper consumption and encourage employees to reuse paper, promoting a reduction in photocopying paper usage. Encourage employees to bring eco-friendly cups and utensils.	Phase the implementation of greenhouse gas inventory at each operational site. Analyze greenhouse gas emissions and assess carbon reduction strategies. Strengthen employee training on greenhouse gas emissions to enhance carbon reduction awareness.	G2000 stores promote the free tote bag campaign and do not proactively provide paper bags, encouraging consumers to reduce the use of single-use packaging. The Trade Service Group holds discussions with customers regarding the reduction of packaging materials or the use of alternative materials.
2025 Goals	Continue to reduce waste generation.	By 2025, 100% of operational sites will have completed the inventory.	Continue to reduce packaging materials.
2024 Annual Execution Results	- G2000 stores continue to reuse clothing plastic packaging. - Stores and Shulin Logistics Center continue to reuse cardboard boxes. - The headquarters regularly conducts awareness campaigns on plastic reduction, waste classification, and waste reduction.	- Completed greenhouse gas inventories for 22 stores, the Headquarters Office, and Shulin Logistics Center, totaling 24 locations, and obtained ISO 14064-1 certification. - Shulin Logistics Center selected low-carbon green building materials, added 5 cypress trees, installed a solar power generation system, and used R410a environmentally friendly refrigerant for air conditioning.	- Successfully helped customers reduce packaging for 2 products. - 100% of online shopping delivery packaging is made of recyclable cardboard boxes.
Responsible Unit	Corporate Service Group - General Affairs Division Fashion & Lifestyle Business Group - General Affairs Division		Fashion & Lifestyle Business Group – Sales Division Export Department
Audit Mechanism	The Corporate Service Group and Fashion & Lifestyle Business Group's General Affairs Division regularly compile waste generation data each year and assess waste reduction targets.	The Corporate Service Group and Fashion & Lifestyle Business Group's General Affairs Division regularly conduct greenhouse gas inventories every year to confirm the status of greenhouse gas inventory.	The Fashion & Lifestyle Business Group - Sales Division plans packaging material reduction projects every year. The Trade Service Group plans product packaging reduction based on customer needs.
Complaint Mechanism	Contact Email for Corporate Service Group: ben@collins.com.tw Contact Email for Fashion & Lifestyle Business Group: hpt1211@collins.com.tw		Contact Email for Import Business: g2000@collins.com.tw Contact Email for Export Business: candy@collins.com.tw

Material Topics	Occupational Health and Safety	Talent Attraction and Retention	Talent Cultivation and Development
Policies and Commitments	Comply with legal regulations, strengthen hazard prevention, and create a safe and healthy work environment. At the same time, enhance employee safety awareness, establish a safety culture, and build a secure workplace.	Attract outstanding talent and improve the retention of key personnel, creating a fair, friendly, and learning-oriented work environment.	Promote key talents and commit to realizing the company philosophy of "integrity, pragmatism, pursuit of excellence, and service to society," enabling both talents and the Company to grow together.
Management Actions	- Employee health check-ups - Workplace environmental assessments - Safety education and training	- Track industry salary and benefits, and continue to provide benefits that exceed legal requirements. - Prioritize employee physical and mental health by regularly organizing employee trips, health check-ups, and providing travel subsidies. - Organize campus recruitment presentations to recruit internship talent from universities.	- Organize relevant seminars every month to enhance employees' skills and knowledge in the ESG field. - Plan succession plans for key management personnel, cultivating management knowledge, skills, leadership, and other abilities to improve management capacity and mindset. - Based on employees' career development needs, provide appropriate on-the-job and professional training, and encourage external learning opportunities and internal job rotations.
2025 Goals and Targets	Comply with regulatory requirements, reduce the number of incidents and accidents, and ensure the safety of employees at work. Properly care for employees' physical and mental health and safety, prevent accidents, injuries, and diseases, and establish a culture of safety and health.	Reduce Employee Turnover Rate	Organize training sessions every month.
2024 Annual Execution Results	- The Headquarters Office regularly conducts carbon dioxide concentration air tests, with a 100% pass rate. - The Headquarters Office held one fire safety seminar and one fire evacuation drill. - The water dispensers have their filters replaced every season, with the water tanks and pipes cleaned once a year.	- The Welfare Committee organized three welfare activities and three team-building travel activities. - Recruited four university interns.	- A total of 926.5 hours of training, with 470 participants. - Total ESG internal and external training hours: 563.5 hours.
Responsible Unit	Corporate Service Department - Human Resources Division/General Affairs Division	Corporate Service Department - Human Resources Division	Corporate Service Department - Human Resources Division
Audit Mechanism	Corporate Service Group - Reduce disaster and accident injury rates	Corporate Service Group - Human Resources Division is responsible for talent recruitment. Through annual labor-management communication meetings, employee feedback is gathered, and relevant retention measures are planned.	Corporate Service Group - Human Resources Division coordinates and plans general on-the-job training courses. Each department schedules its own professional training, which is proposed in the annual budget in advance.
Complaint Mechanism	Contact Email for Human Resources: hr@collins.com.tw	Contact Email for Human Resources: hr@collins.com.tw	Contact Email for Human Resources: hr@collins.com.tw

2.Company Overview

About Collins
Operating Performance
Corporate Governance
Ethical Management
Risk Management

2.1 About Collins

Company Profile

Collins was established on May 5, 1969, with the aim of developing international markets and specializing in the export of construction materials and related processed products. The company's primary objectives at the outset were to increase foreign revenues for Taiwan, cultivate expertise in foreign trade and exports, and create employment opportunities. Over time, Collins has diversified its operations to include global trade, apparel retail, luxury goods agency, light food and beverage service, and biomedical industries. Furthermore, the company has made strategic investments in forward-thinking sectors like AI and green energy. As Collins continues to prioritize sustainability, its commercial footprint continues to expand.

Collins Co., Ltd. (2906)	
Date of incorporation	**May 5, 1969**
Industry sector	**Trade and Department Store** Industry
Number of employees	**327**
Capital	NTD **2.091 billion**
Number of shares issued	**209,116,648** shares
Location of operations	**6**
Headquarters location	21F.-8, Building C, No. 95, Sec. 1, Xintai 5th Rd., Xizhi Dist., New Taipei City

Business Philosophy

Collins adheres to the business philosophy of "integrity, pragmatism, pursuit of excellence, and service to society." Our aim is to maintain integrity-based management and foster long-term partnerships with our customers. Internally, we expect our employees to demonstrate discipline and fairness. In light of the dynamic internal and external environment, we strive to innovate, conduct research and development, and serve society while pursuing profitability. By harnessing the power of our enterprise, we aim to contribute to a more prosperous and beautiful society.

Integrity	We operate the Company with integrity-based philosophies. - Externally, we establish long-term partnerships with customers, select cooperative suppliers fairly, and achieve mutual benefits with integrity to create prosperity for all. - Internally, employees are required to be disciplined and fair.
Substantiality	We attach great importance to customer satisfaction and require everyone to do everything well with a pragmatic attitude.
Perfection	In response to the rapid changes in the internal and external environments, only by adhering to the spirit of excellence, continuous innovation and research and development, can we surpass ourselves and pursue excellence.
Sociality responsibility	Take from society and use it for society. While pursuing profits, the Company does not forget to serve the society and fulfill its social responsibilities, so as to make society more prosperous and beautiful with the power of the enterprise.

Headquarters and Information of Overseas Operating Bases

The headquarters of Collins is located in Taiwan. In response to the global market layout and trade expansion needs, the Company has established overseas branches in regions such as the United States, Canada, and Hong Kong, primarily supporting local operations, channel integration, and customer service for international trade. Other business operations, including fashion & lifestyle, biotechnology and medical, and green energy investments, are mainly based in Taiwan.

Note: The above bases only include subsidiaries in which Collins holds more than 50% of the shares. For information on other subsidiaries and those where the shareholding is less than 50%, please refer to the Consolidated Business Report and Affiliation Report of affiliated enterprises. These can be accessed on the Market Observation Post System (MOPS) under: Individual Company > Electronic Document Downloads / Section for the Three Statements of Affiliated Enterprises.

Products and Services

GRI 2-6

The Group's core businesses primarily include international trade services for groceries/ready-made garments, apparel, food and beverage retail, and luxury goods agency, as well as the sales and services of biotechnology and medical products. Additionally, the Group invests in high-growth industries such as biotechnology, medical services, and green energy.

Collins Business Landscape

<table>
<tr><th colspan="2">Core Business</th><th colspan="6">Investment Business Division</th></tr>
<tr><td rowspan="2">Global Trade Business</td><td rowspan="2">Fashion & Lifestyle Business</td><td colspan="2">Biotechnology and Medical Business</td><td colspan="2">Long-Term Care Business</td><td colspan="2">Green Energy Business</td></tr>
<tr><td colspan="3">AI/Semiconductor Business</td><td colspan="3">Logistics and Distribution</td></tr>
</table>

Value Chain of Collins

Upstream Suppliers	Collins Co., Ltd.	Downstream Customers
Self-Operated Brand International luxury brands, fashion and dining brands, etc.	**Import Agency and Retail** Place orders with brand owners, import, and sell products to consumers	**Consumers** Sales to consumers through e-commerce or physical stores
Product Manufacturers Production and shipment upon receiving orders	**Self-Operated Brand Sales** Develop designs, place orders with manufacturers, and sell products to consumers	**Consumers** Sales to consumers through e-commerce or physical stores
Product Manufacturers Production and shipment upon receiving orders	**International Trade** Develop samples, provide quotations, and arrange shipments	**Distributors** Place orders with traders and sell products to consumers

Global Trade Business

Our international trade services primarily focus on exporting consumer household products, with the main sales targets being medium and large importers and distributors in Europe, America, and China. We have set up offices in the United States, Canada, China, and Hong Kong, responsible for sourcing goods and product inspection.

Long-term trading partners include globally renowned chain wholesale stores, retailers, department stores, supermarkets, and importers, offering a variety of mainstream and innovative market products. Product categories include small home appliances, Christmas decorations, sporting goods, outdoor tools, and indoor and outdoor furniture. We also develop our own brand and expand B2C sales on e-commerce platforms.

Competitive Advantages
- A professional team with nearly 50 years of international trade experience. - Accurate understanding of global products and market trends. - Robust financial backing. - A diverse range of products, including both mainstream and innovative options, designed to meet high-quality standards and comply with international safety regulations. - Strong purchasing capabilities in Asia which allow us to leverage abundant supply and bargaining power to ensure the uniqueness of our goods, enabling us to meet customer needs in terms of price and delivery.

Electric Toothbrush Brands	Outdoor Gear Brands
ORAL MASTER	MAGIC flame

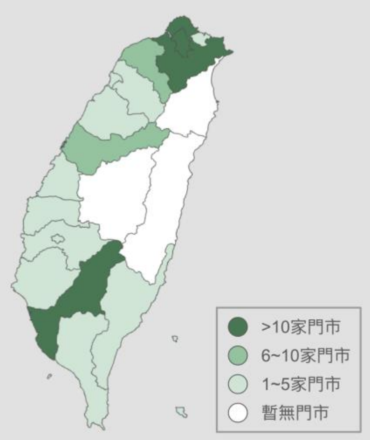
Storage and Organization Brands	Space Transformation Brands	Outdoor Leisure Brands
Montezuma	Admira COLLECTION	BLUE SKY OUTDOOR LIVING

Fashion & Lifestyle Business

Our Fashion & Lifestyle Business Group represents the Hong Kong office worker apparel brand G2000. By the end of 2024, we have established 66 stores across Taiwan. Additionally, in collaboration with the Japanese company BAYCREW'S GROUP, we are developing its apparel and food service brands in the Taiwanese market. By the end of 2024, we have established four Japanese fashion stores and three Japanese food service stores. Our company continues to strengthen the market recognition of both existing and new brands, offering consumers a variety of choices.

Competitive Advantages
- Large customer base and complete transaction data - Years of achievements in brand development lay the foundation for introducing new brands - Strong channel relations and bargaining power in distribution negotiations - Appropriate pricing strategies and inventory control models - Powerful real-time sales system and back-end management system - Complete in-house logistics and warehousing systems

Store Locations in Taiwan



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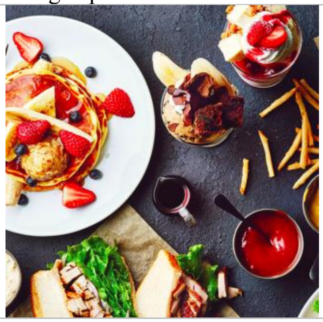
List of Represented Brands

G2000	JOURNAL STANDARD	relume JOURNAL STANDARD	B.C STOCK	J.S. FOODIES	FLIPPER'S
Urban fashion apparel brand. It offers business suit collections and a wide range of products. This is brand is the top clothing choice for working professionals that look for a trendy style.	It is the representative brand of BAYCREW'S GROUP. It combines American vintage and trendy selections to showcase a fashionable attitude that is artistic and energetic.	**The brand core of relume** is "just feeling". It advocates a balanced sense of fashion and presents a stylish yet comfortable daily wear experience through simple design and quality textures.	It is a collection of the brands under **BAYCREW'S GROUP**, offering apparel with both quality and value for money to meet consumers' diverse needs from business to leisure.	It is a stylish food and beverage concept store created by the **JOURNAL STANDARD** team. It is a fusion of classic American cuisine and Japanese taste, bringing together popular brands such as **J.S. BURGERS** and **FLIPPER'S**, to provide customers with an exceptional dining experience.	**FLIPPER'S is rooted** with the concept of "THE BEST DISH". The signature miracle soufflé, which uses specially selected high-quality ingredients, brings customer a unique culinary experience that combines buttery and smooth texture with natural flavor.
					

Agent of Luxury Brands

Our invested business, "Minoshin International," specializes in international luxury goods agency with years of experience in luxury brand management, we are dedicated to introducing high-quality clothing, leather goods, and accessories to the market, offering a wide range of choices to consumers, and working to build a strong brand image.

Currently, the number of represented brands has accumulated to eight. Through our expertise in retail business, corporate reputation, and channel advantages, we continue to bring exquisite and high-end apparel and accessories to consumers.

Bio-Medical Business

In the face of the increasingly severe challenges of aging and low birth rates, the demand for healthcare services is becoming more diverse and urgent. Since 2016, Collins has ventured into the biotechnology and medical field, actively participating in the research, development, production, and sales of medical products through investment in related businesses.

In the process of expanding our healthcare business, the Company continues to develop in accordance with market regulations, trends, the potential of peripheral auxiliary products, the maturity of new technologies, and overall resource allocation plans. We make appropriate adjustments and optimizations based on the existing foundation. The Company believes that only through steady investment and flexible strategic adjustments can we continue moving forward on this critical path, helping more people access more stable and higher-quality healthcare in a rapidly changing environment, realizing the vision of a healthy life.

Subsidiaries	Hi-Clearance Inc.	Grow Trend Biomedical Co., Ltd.	Easting Biotech Co., Ltd.
Relationship with Collins	Collins acquired control of the company in 2016, with a direct and indirect shareholding ratio of 20%.	Collins is one of the founding shareholders of the company, currently holding 54% of the shares.	Collins invested in the company in 2018, currently holding 26% of the shares.
Introduction	Mainly engaged in the distribution of medical consumables, with a focus on blood dialysis-related products. Currently, they cooperate with 40 dialysis centers.	Dedicated to the R&D, design, regulatory certification, and production/sales of medical devices. Grow Trend Biomedical's core technologies include critical medical modules, medical material translation technology, medical power supply technology, and medical satellite factories.	Focuses on the research and manufacturing of various products based on hydrogel, including teeth whitening strips, dressings, band-aids, and drug delivery carriers.
2024 Product Expansion	- Agent for digital AI-based medical and precision healthcare assistance systems. - Human tissue repair materials.	- Dual-stage positive pressure ventilators. - Automatic dual-stage positive pressure ventilators. - PD medical-grade mobile power supply.	- Development of hydrogel OK sticks. -Launch of teeth whitening products with added remineralization components.

Investment Business Division

Collins evaluates industries with future development potential and sustainable business principles for investment. The Company's investment projects continue to focus on luxury brand representation, green energy, and biotechnology. In 2024, Collins made direct investments in an inland container transportation company in Indonesia and a B2C e-commerce brand company in Hong Kong, strengthening its overseas presence and expanding the value of its core business. The Company continues to enhance its post-investment management mechanisms to increase the flexibility of financial assets and optimize overall utilization, thereby promoting sustainable corporate growth and optimal resource allocation.

[Green Energy Investment] Energy Subsidiary Achievements Progressing Steadily Toward Net-Zero Goals

In response to the government's energy transition and net-zero policy objectives, Collins continues to expand its investment in the green energy industry, actively participating in the development and operation of renewable energy and energy storage infrastructure. In 2024, the Company increased its investment in the green energy holding company, Collins Energy, by NTD68.8 million, as part of its core strategy to deepen its new energy layout. Additionally, Collins has invested in promising renewable energy companies such as J&V Energy Technology, Yuguang Energy, and Tuosen Energy. Through cross-company resource integration, the Company strengthens the flexibility of the power grid and increases the proportion of green electricity, concretely advancing the vision of corporate low-carbon transformation.

2024 Green Energy Investment Results

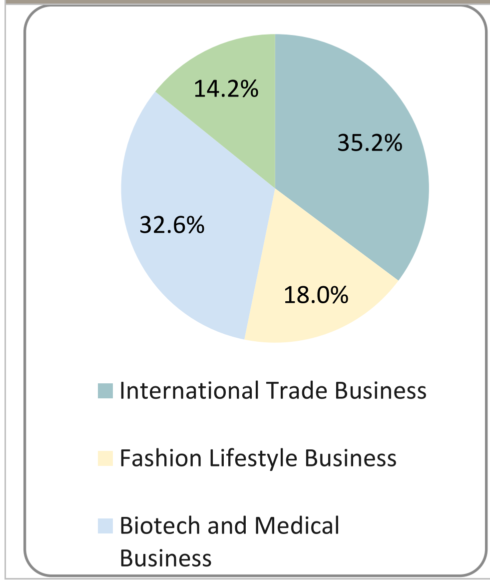
Invested Company	Collins Energy		Yuguang Energy
Main Business	Solar Power Generation	Smart Energy Storage Systems	Energy Storage Facility Construction and Backup Services
	Electric Vehicle Charging Stations	Energy Management & Backup Services	
2024 Achievement	- Promoted large-scale energy storage facility construction and operation - Conducted electric vehicle charging station integration and site management - Developed smart energy management solutions - Planned and developed solar power generation projects		In January 2024, completed the construction of the 4.5MW dReg 0.25 energy storage facility, successfully connected to the grid, and officially participated in Taiwan Power Company's backup service market
Invested Company	Tuosen Energy		Wincharge Technology
Main Business	Energy Management & Backup Services		Electric Vehicle Charging Equipment Installation & Operation
2024 Achievement	Built a 2.4MW E-dReg 0.5 energy storage facility at Changbin Industrial Park, which was successfully connected to the grid in June 2024, supporting Taiwan Power's system regulation and peak load management, strengthening grid flexibility and backup capacity		Installed 500 commercial charging stations nationwide and completed planning for 50 residential charging facilities in community buildings, becoming an official fast charging station installer for TESLA. The total electricity supplied has reached 7.7 million kWh, promoting the widespread infrastructure for green transportation.

2.2 Operating Performance

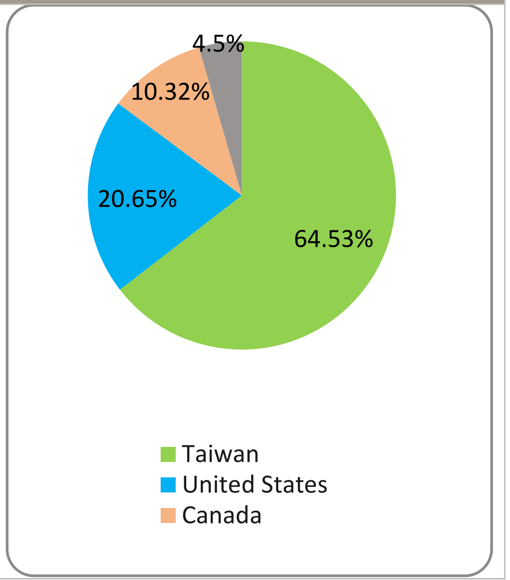
Economic Performance

In 2024, Collins achieved consolidated revenue of NTD8.873 billion, reflecting a 10.91% growth compared to the previous year, with each business segment showing steady and impressive results. The Export Department benefited from the expanded demand in the Mexican and Canadian markets, driving significant overall revenue growth. The Fashion and Luxury Goods Business Group, including the G2000 apparel brand and Japanese brands, continued to show growth momentum. The high-end luxury sales managed by Minoshin International also performed strongly. In the Biotechnology and Medical Business Group, Hi-Clearance Inc.'s operations in blood dialysis and medical supplies were stable, and investments in green energy and other sectors steadily contributed to revenue, continuously strengthening the Company's operating capabilities and laying a solid foundation for long-term growth.

Business Segment Consolidated Revenue Share



Regional Consolidated Revenue Share



GRI 201-1

Operating Performance in the Last 3 Years (Unit: NTD thousand)

Item	Detailed Descriptions	2022	2023	2024
Economic value generated	Operating revenue	8,951,871	8,001,065	8,873,685
Economic value of distribution	Operating costs	6,675,059	5,615,164	6,274,980
	Operating profit and loss	450,819	455,167	452,866
	Salary and benefits	947,093	1,010,779	1,073,173
	Cash dividend	83,644	125,467	125,467
	Income tax paid	114,173	130,608	133,747
	Community investment	5,833	153	35,000
Economic value retained	Net profit after tax	375,155	348,075	345,931
	Retained earnings	1,017,915	1,026,249	1,047,399

Tax Management

As a global citizen, Collins is dedicated to continuously creating sustainable business value and corporate innovation. We are committed to promoting information transparency and sustainable development, as well as fulfilling our social responsibilities to local countries. Additionally, we strive to bear reasonable tax burdens in our major operating countries.

Tax Information for the Last 3 Years (Unit: NTD thousand)

Item	2022	2023	2024
Net income before tax	505,698	484,673	497,531
Income tax expense	130,543	136,598	151,600
Income tax rate (%)	25.80%	28.18%	30.47%
Income tax paid	114,173	130,608	133,747

Government Subsidies

GRI 201-4

In 2024, Collins received two government subsidy programs, including subsidies for performances by disabled artists and healthcare services on-site, totaling NTD108,500.

Project Name	Government Agency	Subsidy Amount	Project Achievement
Subsidy for Private Enterprises and Organizations to Invite Disabled (Street) Artists for Trial Performances in Taipei	Taipei City Department of Labor Reconstruction and Utilization	NTD8,500	Invited disabled artists to perform at the Company’s year-end party
Subsidy for On-site Health Services for Small and Medium Enterprises	Ministry of Labor’s Occupational Safety and Health Administration	NTD100,000	Healthcare professionals provided regular on-site services to the Company

Participation in Industry Associations

GRI 2-28

Collins actively participates in industry associations and their organized activities. Through our involvement in these associations, we communicate and collaborate with industry peers to promote industrial development. This includes organizing irregular meetings and activities. To support the Company's sustainability development policy, in 2024, Collins joined the "Taiwan Investor Relations Institute" continuously enhancing our corporate governance capabilities.

List of Participated Associations

Association Name	Membership Status	Purpose of Participation
Taipei Import and Export Business Association	Member	To obtain government and industry information, assist in trade business development.
Taiwan Stock Affairs Association	Founding Member	To stay updated on the latest regulatory information.
BCSD Taiwan	Permanent Member	To understand the latest sustainability trends and promote internal sustainability development.
Taiwan Investor Relations Institute	Group Member	To strengthen corporate governance and investor relations expertise.
Taiwan Chief Information Security Officer Alliance	Listed Member	To exchange information security intelligence and prevent potential threats, strengthening information security defenses.

External Initiatives

Collins aims to champion significant industry topics and foster industrial development in collaboration with the international community. We aspire to leverage our sustainable development principles to effectively engage with our peers and value chain partners, thereby enhancing our social impact.

E. Sun ESG Sustainability Initiative

We participated in the "E. Sun ESG Sustainability Initiative" and publicly declared its commitment to sustainable development in the "Sustainable Development Advocacy". Collins acknowledges the significance of ESG practices and strives to contribute to the United Nations SDGs by assuming development goals as its own responsibility. Additionally, Collins vows to address climate change, decrease greenhouse gas emissions, and mitigate environmental impact.

Sustainable Development Advocacy

Collins Co., Ltd. and E.SUN Commercial Bank are devoted to sustainable development. Our mutual purpose is to fulfill ESG principles, promote SDGs and exert influence.

Collins Co., Ltd. is committed to taking action against climate change. We promise to control the emission of greenhouse gases to alleviate environmental impact. We would inventory electricity usage or carbon emission in 2022, and devote resources to taking concrete actions on energy saving and carbon reduction. We aim to：

- Achieve net zero carbon emissions by 2050.

E.SUN commits to net zero emissions by 2050, establishes a climate change governance structure in accordance with international standards and continually improves the management mechanism for climate change risks and opportunities. We also develop sustainable finance business and support renewable energy and green buildings, phasing out coal-related industries. Towards to a more beautiful homeland through impact financing.

E.SUN endeavors to become a first-rate global corporate citizen, integrate sustainability as a key business strategy. We will work together with likeminded partners in exerting positive influence to our economy, environment and society. Build a more diversity and resilience sustainable future.

Collins Co., Ltd. Chairman John Lee

E.SUN Bank Chairman Joseph Huang

永續發展倡議書

高林實業股份有限公司與玉山銀行共同致力於追求永續發展，我們以實踐ESG，推動聯合國SDGs永續發展目標為己任，持續發揮影響力。

高林實業股份有限公司承諾，針對氣候變遷採取行動，控制溫室氣體排放，減緩對氣候的影響。於2022年盤查用電或排碳狀況，規劃投入資源，採取具體節電或減碳行動。

- 2050年前達到淨零排放

玉山銀行承諾2050年前成為淨零排放銀行，依循國際標準建立氣候風險治理架構，完善各項氣候風險管理機制，並且積極發展永續金融，透過支持再生能源及綠建築，輔以逐步撤煤等方式，同時持續提升自身能源使用效率，發揮金融影響力，共同迎向美麗家園。

我們以成為世界一等的企業公民為願景，以永續作為重要發展策略，攜手志同道合的夥伴，透過價值鏈擴及更多企業共同為經濟、環境、社會均衡發展努力，邁向更多元更有韌性的永續未來！

2.3 Corporate Governance

GRI 2-11,2-16

Collins’ highest governing body is the Board of Directors, which has under its jurisdiction the Remuneration Committee, Audit Committee, and in 2024, the newly established “Sustainable Development Committee” and “Nomination Committee” to continuously strengthen the company’s management functions. The Company is organized into three major business groups: Trade, Fashion, and Investment, with a Corporate Service Group responsible for supporting the Company’s directly affiliated business units and some of its invested businesses’ back-office management operations.

Corporate Governance Structure	The Company has a total of twelve directors, four of whom are independent directors with expertise in industry knowledge, business management, and finance. The Audit Committee has been established, and the Remuneration Committee is comprised of independent directors.
Shareholder Equity	The shareholders’ meeting is conducted in accordance with the “Standards of Shareholders' Meeting Procedures,” with the Chairperson serving as the meeting’s chair. The Company regularly discloses corporate governance, financial, and business information on its website. It also strictly enforces insider trading prevention regulations among its insiders. The Company has designated a dedicated person and email address to address shareholders’ suggestions, doubts, and other related matters. These measures are implemented by Collins to protect shareholders’ rights and interests.
Roles and Powers of the Board of Directors	The Company’s Board of Directors operates in accordance with the “Articles of Association”. To evaluate the performance of the Board of Directors and directors, the “Rules for Performance Evaluation of Board of Directors” have been formulated.
Stakeholders	In order to safeguard the rights and interests of stakeholders, the Company has implemented a dedicated communication and complaint channel. This platform enables us to gain insight into the needs of stakeholders, effectively address their concerns, and foster transparent and productive dialogues and communication.
Disclosure of Material Information	The Company has established a dedicated website for the purpose of disclosing financial, business, and corporate governance information. This website ensures that all required information is announced and reported within the legally mandated deadlines. 32 pieces of material information were issued in 2024. Market Observation Post System Stock Code 2906

Corporate Governance Structure

Board Diversity

GRI 2-9 GRI 2-10 GRI 2-11

To enhance the governance of the Board of Directors, Collins has established the [Corporate Governance Best Practice Principles], which outline the board's diversity policy. The composition of the Board should consider both its "basic conditions and values" as well as "professional knowledge and skills."

Board Diversity Policy

Basic Conditions and Values	Consider gender, age, nationality, and culture, with at least one female director.
Professional Knowledge and Skills	Consider professional background (e.g., law, accounting, industry, finance, marketing, or technology), professional skills, and industry experience.

Additionally, to achieve the ideal governance objectives, Board members should possess the following knowledge, skills, and qualities:

Operational Judgment	Accounting and Financial Analysis Skills
Management Capabilities	Crisis Management Abilities
Industry Knowledge	Global Market Perspective
Leadership Abilities	Decision-Making Capabilities

Board Composition

To enhance the diversity of the Board, Collins added one female independent director in 2024. The current Board consists of 12 members, including four independent directors. The members have diverse professional backgrounds in areas such as finance, business, management, engineering, law, accounting, and information technology. The terms of the independent directors do not exceed nine consecutive years. The Board meets quarterly according to the "Board Meeting Rules" of Collins, and in 2024, the Board held five meetings.

Board Member List

The specific implementation of management objectives by the Board of Directors is as follows:

Name of director	Basic composition						Professional experience				Professional knowledge and skills				
	Nationality	Gender	Age	Independent Director Length of Service			Marketing	Law	Financing	Technology	Industry knowledge	Business administration and management	Leadership and decision-making	Finance and accounting	Biotechnology investment
				Less than 3 years	3 to 6 years	7 to 9 years									
Lee, Chung-Liang	R.O.C.	Male	60~69				✓		✓		✓	✓	✓	✓	✓
Lee, Hsi-Lu	R.O.C.	Male	Over 75				✓		✓		✓	✓	✓	✓	
Chen, Chun-Hung	R.O.C.	Male	60~69				✓		✓		✓	✓	✓	✓	✓
Lee, Chung-Ting	R.O.C.	Male	50~59				✓		✓		✓	✓	✓		
Chen, Ching-Kuhn	R.O.C.	Male	60~69				✓		✓		✓	✓		✓	
Lee, Po-Yi	R.O.C.	Male	40~49				✓		✓		✓	✓	✓		
Lee, Chieh-Hsi	R.O.C.	Male	40~49						✓	✓	✓	✓	✓		
Hou, Chun-Yu	R.O.C.	Male	30~39				✓		✓	✓	✓	✓	✓	✓	
Ho, Shih-Chinn	R.O.C.	Male	50~59			✓			✓		✓	✓		✓	✓
Chu, Li-San	R.O.C.	Male	50~59		✓		✓		✓		✓	✓		✓	
Lin, Shui-Yung	R.O.C.	Male	60~69	✓			✓		✓	✓	✓	✓	✓	✓	✓
Du Meng-Chen	R.O.C.	Female	40~49	✓				✓	✓	✓	✓	✓		✓	✓

>>For detailed information on the Board members, please refer to the Board members section on Collins website.

Board Diversity and Independence

Collins values the diversity and independence of its Board members. In 2024, the Company achieved its diversity and independence goals and will continue to review and optimize the composition of the Board in accordance with corporate governance principles, strengthening decision-making quality and supervisory functions.

2024 Diversity Goals and Achievements

Diversity Management Goals	Execution Results	Achievement Status
One female director	One female independent director	✓
Independent directors comprise more than 1/3 of the board seats	Independent directors account for 33.3% of the Board	✓
Board members who are also company managers should not exceed 1/3 of the Board	8.3% of the Board are company managers	✓

2024 Independence Goals and Achievements

Independence Management Goals	Execution Results	Achievement Status
Independent or external directors should account for more than half of the Board	Eight external directors, accounting for 66.6% of all Board seats, more than half	✓
Independent directors' consecutive terms should not exceed three terms	100% of independent directors' consecutive terms have not exceeded nine years	✓

>>For detailed information, please refer to the Board Member Diversity section on the official website of Collins.

Board Performance Evaluation

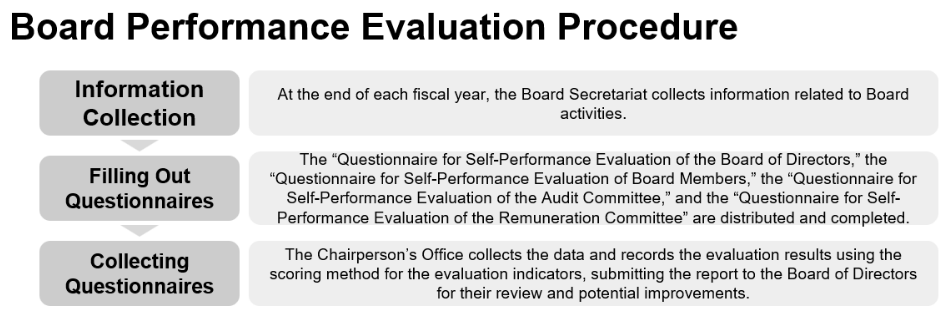
GRI 2-18

To ensure the ongoing implementation of corporate governance and enhance the effectiveness of the Board of Directors, Collins has developed the "Rules for Performance Evaluation of Board of Directors," which mandates at least one internal Board performance evaluation each year. Every three years, an external professional independent organization or expert team evaluates the Board through questionnaires or on-site visits. The establishment of performance goals is aimed at improving the Board's operational efficiency.

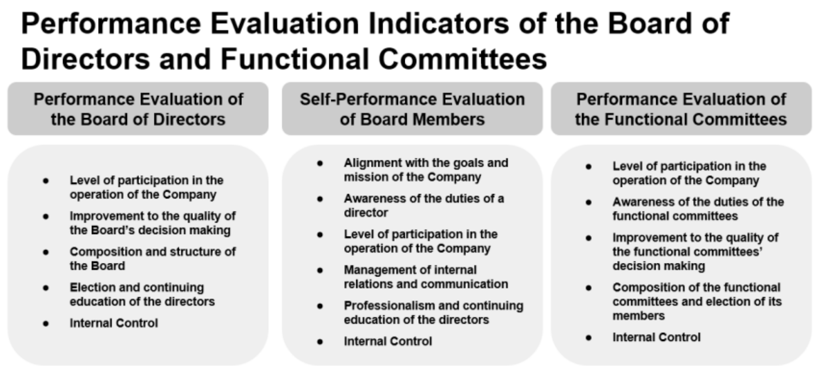
In 2024, the Company conducted both internal and external evaluations of the Board's performance. The evaluation subjects included the Board of Directors, individual Board members, the Audit Committee, and the Remuneration Committee.

Internal Performance Evaluation

Evaluation Process



Evaluation Process Reference Indicators



2024 Internal Performance Evaluation Results

Evaluation Target	Score	Evaluation Result	Description
Overall Board of Directors	97.62 points	Significantly exceeds standards	Directors have high attendance at board meetings, maintain good communication with the management team, have sufficient understanding of the Company and industry, and are able to thoroughly discuss proposals, receiving positive feedback. However, it is suggested to continue optimizing the diversity of board members.
Individual Board Members	95.35 points	Significantly exceeds standards	Each director understands the company's operational goals, industry characteristics, and risks, and is able to monitor and understand the Company's accounting system, financial status, and audit reports, fulfilling their responsibilities as directors, receiving positive feedback.
Audit Committee	93.41 points	Significantly exceeds standards	The Audit Committee attendance is good, with a clear understanding of the Company's industry and risks, providing timely objective opinions to the board, receiving positive feedback.
Remuneration Committee	92.89 points	Significantly exceeds standards	The committee has good attendance, regularly reviews the performance and remuneration standards for the Company's directors and managers, receiving positive feedback on the overall remuneration committee.

>>For details regarding the performance evaluation of the Board of Directors, please visit the official website of Collins

(1) Rules for Performance Evaluation of Board of Directors (2) 2024 Performance Evaluation Results of the Board of Directors

External Performance Evaluation

In 2024, the Company entrusted the Taiwan Investor Relations Institute to conduct an external directors performance evaluation. The evaluation process involved reviewing documents provided by the Company, self-assessment questionnaires, and on-site interviews. Based on the evaluation results, the Institute issued a formal report, affirming that the overall operation of the board is good and offering suggestions for areas of improvement. The Company has developed relevant improvement measures based on these suggestions and incorporated them into the future governance enhancement plan to continuously optimize the board's functions and corporate governance mechanisms.

2024 External Performance Evaluation Suggestions and Optimization Measures

External Agency Evaluation Results and Suggestions	Collins' Optimization Measures
Set up a "Sustainable Development Committee" as a functional committee	The "Sustainable Development Committee" has been established.
Plan for at least one-third of the next board's directors to be of one gender	One female independent director has been added to achieve one-third female directors.
Plan for no more than two directors with direct familial relationships within two degrees of kinship in the next term	The board is advised to ensure compliance with the two-degree kinship rule in the next nomination.
Obtain third-party verification for the sustainability report	Third-party assurance has been obtained from a CPA.
Revise corporate governance best practice principles	The corporate governance code has been revised and improvement actions are being implemented.
Revise the board performance evaluation methodology	The methodology has been revised, and board performance evaluations should be conducted by an external independent organization or expert team at least every three years.
Establish an internal control system for sustainability information management	The methodology has been revised, and is being monitored by the Audit Department Office.
Develop an intellectual property management plan	An intellectual property management guideline has been set, and execution will be disclosed on the official website and in the annual report.
Attend at least two investor briefings per year	Two investor briefings are held annually, with plans for quarterly calls.
Based on annual corporate governance evaluations, set short, medium, and long-term goals to improve corporate governance evaluation	Monthly progress reports on improvement actions are conducted by the General Manager, with goals completed based on achievement rates.

Continuing Training for Board Members

GRI 2-17

Collins places great importance on continuously enhancing the professional capabilities of its Board members and regularly arranges training courses to improve decision-making quality and risk identification capabilities. In 2024, the topics covered in the Board's continuing education include preventing insider trading, AI governance trends, information security risks, anti-money laundering and tax case analysis, and corporate control disputes. Additionally, to strengthen the Board's understanding of ESG topics and decision-making sensitivity, Board members also participated in several ESG courses. Through ongoing participation in ESG continuing education activities, the Board stays up-to-date with the latest trends in sustainable governance, enhancing the quality of sustainability decisions and corporate governance effectiveness. In 2024, the Board had 12 members, including independent directors, and the total continuing education hours amounted to 90 hours, with 36 hours focused on corporate sustainability courses.

ESG Competency Enhancement Courses for Board Members

Course Name	Educational Institution	Number of Participated Directors	Training Hours
Corporate Governance and Sustainable Business Management Seminar	Taiwan Academy of Banking and Finance	**3**	**9**
Practical Analysis of Sustainability Information Assurance, Key Points of Assurance Standard No. 3000	National Federation of CPA Associations of the R.O.C	**1**	**3**
Corporate Governance Lecture Series: Corporate Sustainability	Taiwan Academy of Banking and Finance	**1**	**3**
"Generative AI Applications and Future Trends" for corporate governance and ESG "Pursuing Long-term Value Growth, Understanding the Low-carbon Transition"	Taiwan Securities Association	**1**	**6**
2024 Cathay Sustainable Finance and Climate Change Summit	Taiwan Stock Exchange	**1**	**6**
Board Governance under ESG	Taiwan Corporate Governance Association	**1**	**3**
Talent Development in Sustainable Business	Taiwan Corporate Governance Association	**1**	**3**
Brand Communication and Stakeholder Management	Taiwan Investor Relations Institute	**1**	**3**

Remuneration Policy of the Board

GRI 2-19,2-20

Remuneration of Directors

In accordance with Article 23 of the Company's Articles of Association, if the Company makes a profit for the year, no more than 3% shall be set aside as the directors' remuneration. Directors' remuneration is determined based on their level of involvement and contribution to the Company's operations, as well as industry standards for remuneration. The Board of Directors determines the specific percentage and amount to be distributed, considering factors such as their performance evaluation, the Company's operating results, and future operational risks. The shareholders will be informed of the directors' remuneration during the shareholders' meeting. The Company's primary operating expenses consist of transportation expenses, which are determined based on industry standards.

Remuneration of Managerial Officers

The remuneration of managerial officers is divided into four categories: salary, retirement pension, bonuses and special expenses, and employee remuneration, as outlined in the Company's Articles of Association. The Board of Directors determines the ratio, amount, and method of distribution, and this information will be reported to the shareholders during the shareholders' meeting. Reasonable remuneration is determined by considering factors such as job duties, industry remuneration levels, individual and departmental performance, the Company's operating results, and future risks.

Furthermore, the Company's current remuneration for directors and managerial officers is not yet linked to sustainability performance. Moving forward, the Company will continue to optimize the remuneration system, gradually strengthening its integration with sustainability goals to promote the Company's long-term sustainable operations.

Functional Committees

Remuneration Committee	Nomination Committee
In 2024, the Remuneration Committee consisted of three independent directors, meeting at least twice a year. It is responsible for setting and regularly reviewing policies, systems, standards, and structures for performance evaluations and remuneration for directors and managerial officers, and for determining their remuneration. **2024 Meeting Frequency: 2 times** **2024 Actual Attendance Rate: 83%** >>For details, please visit the official website of Collins (1) Remuneration Committee - Company website (2) Operating Procedures of Remuneration Committee (3) 2024 Operating Situation of Remuneration Committee (4) 2024 Decision Situation of Remuneration Committee	To enhance corporate governance effectiveness, the Nomination Committee was established in 2024. It is composed of the Chairperson, one director, and four independent directors, with at least one meeting per year. The committee is responsible for identifying candidates for directors, reviewing their qualifications and any potential conflicts under Article 30 of the Company Law, and establishing and reviewing director training programs. **2024 Meeting Frequency: 1 time** **2024 Actual Attendance Rate: 100%** >>For details, please visit the official website of Collins (1) Nomination Committee - Company website (2) Operating Procedures of Nomination Committee (3) 2024 Operating Situation of Nomination Committee (4) 2024 Decision Situation of Nomination Committee
Audit Committee	**Sustainable Development Committee**
In 2024, the Audit Committee consisted of four independent directors, meeting at least four times a year. It is responsible for overseeing the accurate representation of the Company's financial statements, selecting and reviewing the performance and independence of the auditor, ensuring the effective implementation of internal controls, ensuring compliance with relevant laws and regulations, and managing potential risks. **2024 Meeting Frequency: 4 times** **2024 Actual Attendance Rate: 93.75%** >>For details, please visit the official website of Collins (1) Audit Committee - Company website (2) Operating Procedures of Audit Committee (3) 2024 Operating Situation of Audit Committee (4) 2024 Decision Situation of Audit Committee	To strengthen sustainability governance, the Company established the Sustainable Development Committee in 2024, consisting of the Chairperson, one director, four independent directors, and the Chief Sustainability Officer. The committee meets at least once a year and is responsible for developing sustainability policies and strategies, tracking implementation results, overseeing information disclosure and sustainability report preparation, and promoting the implementation of relevant sustainability policies. **2024 Meeting Frequency: 1 time** **2024 Actual Attendance Rate: 100%** >>For details, please visit the official website of Collins (1) Sustainable Development Committee - Company website (2) Operating Procedures of Sustainable Development Committee (3) 2024 Operating Situation of Sustainable Development Committee (4) 2024 Decision Situation of Sustainable Development Committee

Corporate Governance Promotion

To enhance corporate governance and the transparency in operations and financial information, Collins established the "Corporate Governance Division" and the "Corporate Governance Promotion Team." The team is led by the Corporate Governance Officer, who is responsible for planning and promoting the implementation of the "Corporate Governance Best Practice Principles for TWSE/TPEx Listed Companies" as the foundation for enhancing the corporate governance structure. The company's corporate governance and internal management mechanisms are in compliance with applicable laws and regulations. The promotion team has also consulted the Company's Integrity Management Action Team, which oversees compliance with the Ethical Corporate Management Operating Procedures, as well as the implementation of the Code of Conduct, registration of notifications, execution of tasks, and supervision of relevant operations.

Corporate Governance Officer

The establishment of the Corporate Governance Officer was approved by the Board of Directors in 2021. Deputy General Manager Peir-Yuh Wang, of the Corporate Service Group, serves as the Corporate Governance Officer, with the primary responsibility of being responsible for the promotion of corporate governance-related job duties.

Results of Implementation in 2024

In 2024, a total of 10 meetings were held, focusing on ESG sustainability development planning, improving the corporate governance evaluation score, and preparing for investor briefings and stakeholder communication.

Information on the Education of the Corporate Governance Officer in 2024

The corporate governance officer also leads the Sustainable Development Promotion Team in executing ESG-related plans. In addition to corporate governance and ethical management courses, the officer also completed sustainability development courses. A total of 27 hours of training were completed in 2024.

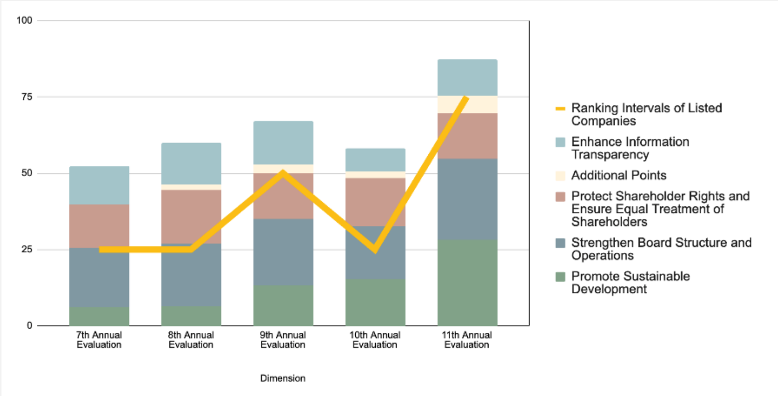
Training Institution	Course Name	Training Hours
Independent Director Association Taiwan	2024 Independent Director Elite Training - How the Board Manages Corporate Financial Risks and Case Analysis	3.0
Taiwan Stock Exchange	Sustainable Knowledge Empowerment Course - Building a New Carbon Era for Non-Electronics Industries	6.0
Taiwan Corporate Governance Association	Board Performance Evaluation Practical Sharing Seminar (2024)	3.0
Taiwan Stock Exchange	2024 Cathay Sustainable Finance and Climate Change Summit	6.0
Taiwan Stock Exchange	Sustainable Knowledge Empowerment Course - Building a New Carbon Era for the Financial and Service Industries	6.0
Accounting Research and Development Foundation	Practical Forum on Internal Control of Sustainability Information Management	3.0

Corporate Governance Upgraded! Collins Achieves Significant Leap in 11th Annual Evaluation

To strengthen governance performance and improve corporate governance evaluation results, the Company actively promoted the optimization of multiple systems and enhanced governance measures. Specific measures include:
- **Intellectual Property Management:** Established management guidelines and disclosed them on the Company's website and in the annual report. The implementation status is reported to the Board at least once a year.
- **Audit Quality Indicators (AQIs) Application:** Evaluate the independence and suitability of the auditor based on AQIs, with results disclosed in the annual report.
- **Disclosure of Insider Shareholding Changes:** All changes are uploaded to the Market Observation Post System (MOPS) by the 10th of each month to ensure transparency and timeliness.
- **Whistleblower System:** Defined the reporting process and disclosed it on the Company's website for both internal and external personnel to report unlawful or unethical behavior.
- **Supplier Management Policy:** Requires suppliers to comply with regulations on environmental protection, occupational safety, and human rights, and discloses the implementation status.

With the enhancement of governance mechanisms and the promotion of sustainable operations, in 2024, Collins' corporate governance evaluation improved from level 6 to level 4, with a total score of 87.33 points. This is a significant improvement of 29.21 points compared to the previous year, a growth rate of 50.2%, making it the highest score in the last five years. This notable improvement is primarily attributed to better performance in the areas of "promoting sustainable development" and "enhancing board structure and operations," reflecting the Company's active efforts and tangible results in professional board operations, strengthened diversity, and the promotion and disclosure of sustainability strategies.

Corporate Governance Evaluation Scores for the Past Five Years



2.4 Ethical Management

Collins has developed the "Code of Ethical Management" and the "Code of Ethical Conduct" specifically for directors and managers, in line with our business philosophy of integrity, transparency, and responsibility. These codes provide guidance on how to handle illegal and unethical behavior, as well as outline the procedures and behavior guidelines that our personnel should adhere to when conducting business.

Ethical Management Action Team

The Human Resources Department has established the "Ethical Management Action Team" as a dedicated unit to help integrate integrity and ethical values into the Company's business strategies, while working in conjunction with legal systems to establish anti-corruption measures that ensure ethical operations. The team regularly analyzes and assesses the risk of unethical behavior within the business scope, implements training to promote integrity policies, coordinates whistleblowing systems, and reports to the Board of Directors at least once a year. In 2024, the team reported once to the Board.

Ethical Management Rules and Regulations

Code of Ethical Management
Code of Ethical Conduct
Procedures for Handling Reports of Illegal, Unethical, or Dishonest Conduct
Ethical Management Operational Procedures and Behavior Guidelines
Internal Major Information Handling and Insider Trading Prevention Procedures

>>For details regarding ethical management, please visit the official website of Collins

GRI 205-1

Principles of Ethical Management

Based on the "Ethical Management Operational Procedures and Behavior Guidelines," the company sets forth specific guidelines for its personnel to follow while conducting business:

Prohibition of offering or accepting improper benefits
Prohibition of facilitation fees and handling procedures
No illegal political donations
Compliance with the handling procedures for charitable donations or sponsorships
Those with vested interests should be avoided
Prohibition of disclosing trade secrets, trademarks, patents, copyrights, and other intellectual property
Prohibition of engaging in unfair competition
Integrity assessments should be conducted before establishing business relationships, and the Company's ethical management policies should be explained
Avoid transactions with unethical operators
Contracts should specify ethical management requirements

GRI 205-2,205-3

Target	Implementation Measures	Compliance Standards	2024 Execution Results	Dishonest Behavior Reporting and Incidents
Board Members, Senior Executives	Establish relevant regulations, requiring Board members and senior management to actively declare conflicts of interest and avoid them, to uphold integrity principles.	- Code of Ethical Management for Listed and OTC Companies - Ethical Management Operational Procedures and Behavior Guidelines - Corporate Governance Practice Code - Code of Ethical Conduct - Board Meeting Rules	No violations occurred.	None occurred.
Employees	1. Conduct ethical management education and training. 2. Employees must sign the "Code of Ethical Conduct" upon employment and be briefed during onboarding, ensuring compliance with laws and regulations.	- Code of Ethical Management for Listed and OTC Companies - Ethical Management Operational Procedures and Behavior Guidelines - Code of Ethical Conduct - Employee Work Rules	1. Conducted training through promotional videos for 255 participants, totaling 55.05 hours. The training content included insider trading prevention and intellectual property awareness. 2. 100% of employees completed the declaration form signing.	
Customers	The Company defines relevant regulations, requiring an ethical management assessment before establishing business relationships.	- Business Contracts - Ethical Management Operational Procedures and Behavior Guidelines - Corporate Governance Practice Code - Code of Ethical Conduct	No violations occurred.	
Suppliers	Assess whether suppliers are located in high corruption risk countries, whether they are in high bribery risk industries, and whether they have experienced dishonest incidents, ensuring no dishonest transactions in the sales contracts.	- Business Contracts - Supplier Management Policy - Supplier Management and Quotation Comparison and Negotiation Procedures	No violations occurred.	

Avoidance of Interests

GRI 2-15,205-3

To ensure the independence and fairness of the Board's operations, the Company has established the "**Board Meeting Rules**", which prevent potential conflicts of interest and safeguard the best interests of the Company and all shareholders.

It is explicitly stipulated that when a director or a representative of their legal entity has a vested interest in a meeting agenda, they must proactively disclose it. If the issue may affect the Company's interests, the director must recuse themselves from the discussion and voting and cannot vote on behalf of other directors. If the issue involves the director's spouse, blood relatives within two degrees of kinship, or a company controlled by the director, it is also regarded as a conflict of interest, and the relevant avoidance procedures must be followed in accordance with the law.

Prevention of Insider Trading

To enhance the Company's information transparency, Collins has established the "Internal Material Information Handling and Insider Trading Prevention Management Procedures" to create a comprehensive mechanism for handling and disclosing internal major information, ensuring timely, consistent, and accurate information disclosure, and preventing the risk of unauthorized information leakage.

To strengthen all employees' understanding of major information handling and prevention of insider trading, in addition to arranging relevant courses for the Board each year, internal employee awareness campaigns are also conducted. Periodic insider trading video courses are offered, and related materials on insider trading prevention are provided to ensure compliance. In 2024, an insider trading prevention awareness event was held with 125 employees from the headquarters attending, achieving a participation rate of 97.7%.

>>For details regarding insider trading, please visit the official website of Collins

Handling of Unethical or Dishonest Behavior

GRI 2-25,2-26

The Company encourages reporting any illegal or unethical behavior that violates the Code of Ethical Conduct or Code of Ethical Management. The "Procedures for Handling Reports of Illegal, Unethical, or Dishonest Conduct" have been established, providing both internal and external channels for reporting and handling cases, while ensuring the legal rights of whistleblowers and the accused.

The Company handles whistleblowing cases confidentially, with independent channels verifying the reports and keeping whistleblowers' identities anonymous. If the whistleblower is an employee, the Company guarantees that the employee will not face retaliation for reporting. In 2024, Collins did not receive any reports of unethical or dishonest behavior.

Whistleblowing and Handling Process

Filing a Complaint	Complaints can be submitted through "in-person reporting," "telephone reporting," "mail reporting," or other appropriate channels.
Evidence Collection	The designated unit will gather the details of the complaint and specific evidence.
Evidence Submission	The designated unit will compile and submit the evidence to the Chairman of the Board.
Data Retention	All documents related to the complaint, investigation process, and investigation results must be preserved in complete written or electronic format for at least five years. If, before the retention period expires, litigation related to the complaint content occurs, the documents must be retained until the conclusion of the litigation.

Reporting mailbox	cust@collins.com.tw
	hr@collins.com.tw

Intellectual Property Management

To promote business technology and model innovation, effectively manage, utilize, and protect intellectual property, and strengthen the Company's governance structure, Collins has established the "Intellectual Property Management Guidelines" to protect assets and rights such as trademarks, patents, copyrights, and trade secrets, and reports the implementation results to the Board of Directors annually.

Intellectual Property

Type	Description	Number of Items
Trademarks	Domestic Validly Registered Trademarks	**8**
	Foreign Validly Registered Trademarks	**10**
Copyrights	YouTube channel videos, earnings call, shareholder meeting materials	

Note: The domestic scope mainly covers Taiwan.

Intellectual Property Maintenance.

The Company closely monitors intellectual property regulations concerning application procedures, rights periods, extension applications, and related fees, and ensures compliance with these regulations. For internal operations and external third-party licensing, the Company implements intellectual property protection using the PDCA cycle ("Plan, Do, Check, Act").

Intellectual Property Management System

System Goals	Establish intellectual property management policies and goals related to business strategies and operations.
Management System	Establish, implement, maintain, and manage intellectual property acquisition, protection, maintenance, and utilization systems based on scale and type.
Resource Provision	Determine and provide resources necessary to effectively implement and maintain the intellectual property management system.
Risk Management	Observe internal and external risks or opportunities related to intellectual property management and take corresponding actions.
Optimization and Improvement	Plan and implement continuous improvement mechanisms to ensure that the intellectual property management system operates and achieves results as expected.

External Intellectual Property Management

Management Measures	Description
Authorization Agreement	When authorizing third parties to use or utilize the Company’s intellectual property, the scope of the authorization, usage restrictions, and related penalties are stipulated in the contract based on the specific case.
Confidentiality Clauses	Contracts with third parties are signed, with confidentiality agreements established based on the nature of the contract.
Acquiring Authorization	■ When the Company needs to use or utilize third-party intellectual property, authorization must be obtained from the rights holder. ■ When collaborating with third parties, if the third party uses or utilizes others’ intellectual property, the contract will include warranty clauses regarding rights defects, ensuring the third party does not infringe upon others’ intellectual property.

Internal Intellectual Property Management

Item	Maintenance Measures
Trademarks	The trademark rights management unit regularly reviews and monitors the validity of the Company’s trademarks and manages them. Extensions are processed as needed to ensure that trademarks are used within their valid periods.
Patents	The patent research and development management unit regularly reviews and monitors the validity of the Company’s patents and manages them. Additionally, external professional agencies may be commissioned for patent strategy and planning as needed.
Copyrights	Employees must adhere to the Company’s internal regulations and the declaration form signed with the Company: ■ All creations related to the employee’s job belong to the Company as intellectual property. ■ Employees must use legal software and obtain licenses when using computers, the internet, or multimedia products related to intellectual property.
Trade Secrets and Confidential Information	■ Confidentiality provisions are included in the declaration forms, work rules, “Code of Ethical Conduct,” and “Code of Ethical Management” signed with employees. ■ The Company manages paper documents by departmental responsibility and has regulations on access control for information systems.

2.5 Risk Management

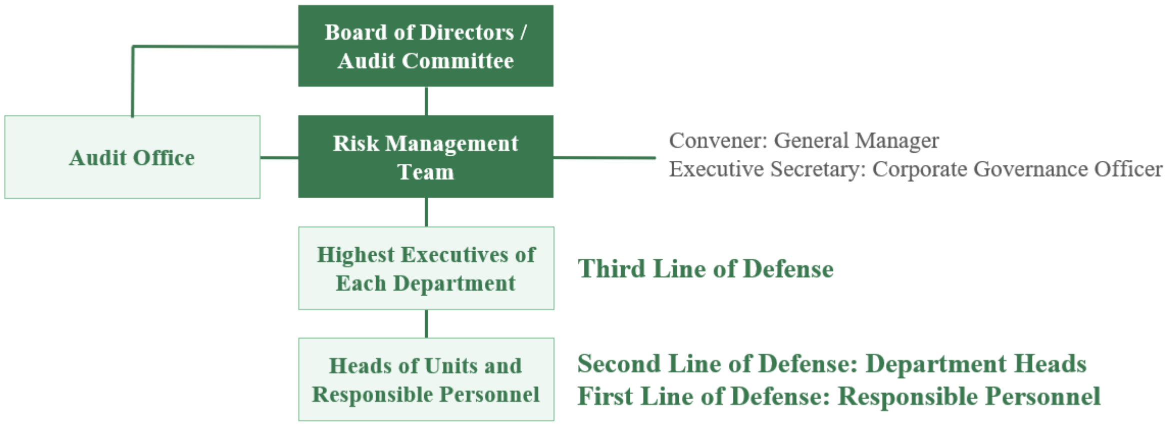
Risk Management Policy

Collins has established the "Risk Management Policy and Procedures" and formed a Risk Management Team to integrate and manage operational risks, including management and strategic risks, climate change and hazard risks, information risks, financial risks, legal compliance and contract risks, etc., in order to achieve preventative benefits and ensure the achievement of the Company's strategic objectives.

Risk Management Framework

The Risk Management Team, with the General Manager as the convener and the Corporate Governance Officer as the executive secretary, is responsible for revising the risk management policy and executing risk monitoring and oversight. The team operates independently from functional business departments and reports to the Board annually. The Audit Office, maintaining independence and objectivity, supervises and reminds all levels of management to adhere to the risk management policy. The Company operates under a three-level risk management structure, with responsible personnel, department heads, and the top executives of each business group and subsidiary collaborating to identify and control risk factors.

Risk Management Framework Diagram



Risk Management Operation

First Line of Defense	Second Line of Defense	Third Line of Defense
Business Representatives from Each Unit	Department Heads	Highest Executives of Each Business Group and Subsidiary
■ Responsible for identifying and controlling risks ■ Execute business operations based on the internal control system and related procedures of the respective business	■ Responsible for managing risks of related business areas ■ Review internal control systems based on actual business operations and stay updated on regulatory changes, revising internal guidelines as necessary	■ Responsible for reviewing and identifying all risk factors and the integrity of risk management mechanisms ■ Monitor risks of functional departments according to the Company's risk management policy

Risk Management Process

The Risk Team understands the organization's situation through the risk management process, considering the needs of the Company's stakeholders, expectations, and communication. The integration process is as follows:

1 Risk Identification	2 Risk Oversight	3 Risk Reporting
Summarize past experiences and predict potential risks.	The highest executives of each department should monitor the risks of their respective business areas and propose response measures, submitting Risk Management Team.	Fully document management procedures and execution results. The Risk Management Team reports the risk status to the Board at least once a year for management reference.

Risk Management Policy

Risk Assessment Items	Risk Description and Mitigation Measures
Environmental and Climate Change Risks	· The Company follows the recommendations of the Task Force on Climate-related Financial Disclosures (TCFD) to establish a management framework for corporate climate risks and opportunities, reviewing the management strategies, objectives, and results annually. >> For details, please see Environmental Sustainability—Climate Change Management. · Implement ISO 14064-1 greenhouse gas inventory system to understand the organization's greenhouse gas emissions situation, thereby planning future corporate carbon management mechanisms. Provide training and awareness programs to enhance employees' awareness of environmental protection and climate change, strengthening the Company's ability to identify and respond to environmental risks and opportunities. · Use new technologies and management systems to reduce operational impacts on the environment, achieve pollution prevention, reduction, and improve energy efficiency, which can reduce environmental and climate change risks and create new opportunities. >> For details, please see Environmental Sustainability. · Promote energy-saving, carbon reduction, and resource recycling management measures to achieve air pollution, greenhouse gas, and waste/water management goals, reducing operational impact on the environment. >> For details, please see Environmental Sustainability.
Occupational Safety	· Includes risks related to creating a safe working environment for employees or suppliers. · Implement self-management of safety and health, promoting health management to reduce workplace risks. · Promote various occupational safety training, case studies, and enhance employees' awareness of safety risks and concepts.
Communication with Stakeholders	· To avoid misunderstandings that may cause operational or litigation risks due to conflicting positions with stakeholders, the Company annually analyzes significant stakeholders and their major concerns, identifying, assessing, and managing related topics. >> For details, please see 1.2 Communication with Stakeholders. · Establish multiple communication channels, such as complaint hotlines, shareholder zones, investor mailboxes, to address and respond to stakeholders' concerns.
Socio-Economic and Legal Compliance	· Establish governance organizations and implement internal control mechanisms to ensure that all personnel and operations comply with relevant legal regulations.

Risk Assessment Items	Risk Description and Mitigation Measures
	· Formulate internal control systems, procedures, and operational standards for international business operations, staying updated on the latest regulations, orders from authorities, and timely amend internal regulations. · Protect stakeholders, customers, intellectual property rights, and safeguard company interests. · Regularly identify risks and conduct annual reviews.
Strengthening Director Functions	· Plan relevant continuing education courses for directors, implement annual director evaluations, and develop policies. · Provide directors with directors' liability insurance to protect them in case of lawsuits or compensation claims.
Operational and Financial Risks	· Control factors such as industry fluctuations, credit risks, exchange rate volatility, and policies that affect the company. · Manage operational or financial risks arising from changes in business models, organizational transformations, new business groups, product or service pricing, quality management, and significant business contract risks.
Information Security	· Monitor and manage information systems and equipment to prevent information security risks and privacy protection risks, and conduct regular external audits to improve data processing efficiency. Implement information security management systems, provide company-wide information security awareness programs, education, and training, and build a complete network and computer security protection mechanism. · Hold small departmental information security meetings, share information security intelligence, and strengthen awareness among employees. Relevant personnel participate in annual information security seminars to improve knowledge of information security protection.

Information Security Management

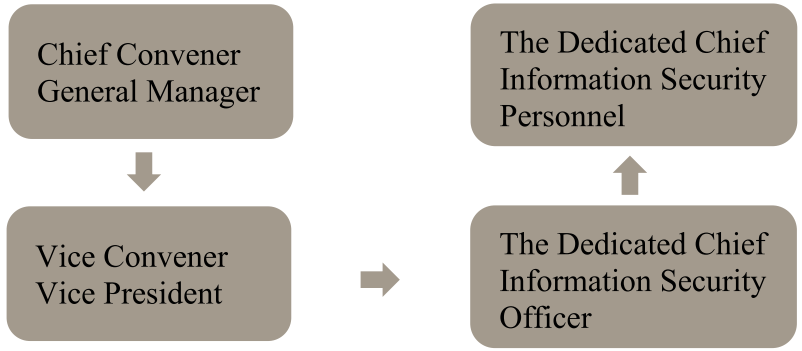
GRI 418-1,SASB CG-MR-230a.1

In response to information security risks, Collins has established an information security management framework and developed information security policies and specific management plans. Following the PDCA (Plan-Do-Check-Act) continuous improvement approach, we are gradually strengthening email filtering and intrusion protection mechanisms, promoting information security training to enhance employees' awareness, and implementing multiple data backup and protection measures. We also require all outsourced information systems and service providers to comply with relevant information security standards, continuously improving information security strength. In 2024, our Company had zero major information security incidents affecting operations. Our Company passed the audit by Taiwan Computer Emergency Response Team and joined the CERT_CSIRT Alliance as a member in 2024. We will join the Taiwan CISO Alliance in January 2025 to facilitate information security intelligence exchange and prevent potential threats, further strengthening our information security capabilities.

Information Security Risk Management Framework

The Company has established an Information Security Team, with the General Manager serving as the Chief Convener and the Vice General Manager as the Vice Convener, to strengthen the oversight mechanism of information security governance. The responsible unit for information security is the Computer Training of the Corporate Service Group, with a dedicated Information Security Officer and information security Personnel, who are responsible for coordinating the development of the Company's overall information security policy, planning and promoting information security measures, and executing and managing related operations.

Information Security Risk Management Framework



Information Security Policy

The Company's information security policy includes four major objectives: Confidentiality, Integrity, Availability, and Legal Compliance, to safeguard the information security of all business operations.

Information Security Policy Objectives

1. Complete key points of the information security inspection guidelines annually and reduce related risk threats.

2. Enhance information security protection awareness, strengthen detection capabilities, and defend against internal and external attacks.

3. Ensure that outsourced information systems construction, maintenance, and service measures and configurations comply with the required objectives.

Information Management Plan

Network Equipment Control	(1) Review network communication devices at each level, close unused or open communication ports by default to reduce vulnerabilities. (2) Set up the source address connection rules for remote management devices or change default connection ports. (3) Clearly define the source, destination, and service categories of firewall rules for each node.
Endpoint Protection	(1) Deploy endpoint protection and control center, ensure real-time updates and review event logs. (2) Build an external email filtering system combined with endpoint protection scans to reduce email infection risks.
Data Protection	(1) Implement database encryption, backup, and redundancy systems. (2) Centralize management and permission settings for critical data, and use snapshot and replication backup mechanisms to protect data.

Resources Invested in Information Management

Build Multi-layer Defense Mechanisms	Install multi-level firewalls at gateways, including intrusion prevention, web and email filtering, as well as deploy XDR threat protection and detection systems to protect endpoint devices, reducing hacker attack risks.
Information Security Monitoring	Real-time monitoring of information security devices and endpoint protection system alerts. Information security personnel review device logs and system logs daily. In case of any anomalies or attacks, immediate action is taken to prevent the escalation of security issues.
Backup and Redundancy Exercises	For critical core systems and data files, set up snapshot and replication mechanisms for protection. Regularly perform off-machine restoration and backup restoration tests. In 2024, we conducted two backup restoration drills for core systems and data files.

Information Security Training

In 2024, the Company conducted information security awareness sessions for all employees, including a session on "How to Identify Fake News in the Digital Age," based on practical tips from Taiwan Computer Emergency Response Team (TWCERT/CC). This session helped employees recognize common online rumors and fake news characteristics and build correct information interpretation concepts. A total of 106 people participated.

Additionally, the Company arranged for information security officers and dedicated personnel to attend the "Information Security Awareness, Essential Knowledge, and Responsibilities E-Course" provided by the Taiwan Academy of Banking and Finance. In 2024, three people completed the course with a total of 6 hours of training, obtaining official certificates for the first to third phases, enhancing the professional capabilities of information security personnel in policy understanding, risk management, and compliance operations.

In the future, the Company will continue to enhance the frequency and depth of information security training based on industry trends and regulatory requirements, expand digital learning resources, and ensure that all employees possess sufficient information security awareness and response capabilities to protect the Company's information assets.

Social Engineering Drills

To increase employee awareness and information security personnel knowledge, the Company sends social engineering attack explanation documents via email each year and reinforces awareness of suspicious emails and attachments through promotional videos.

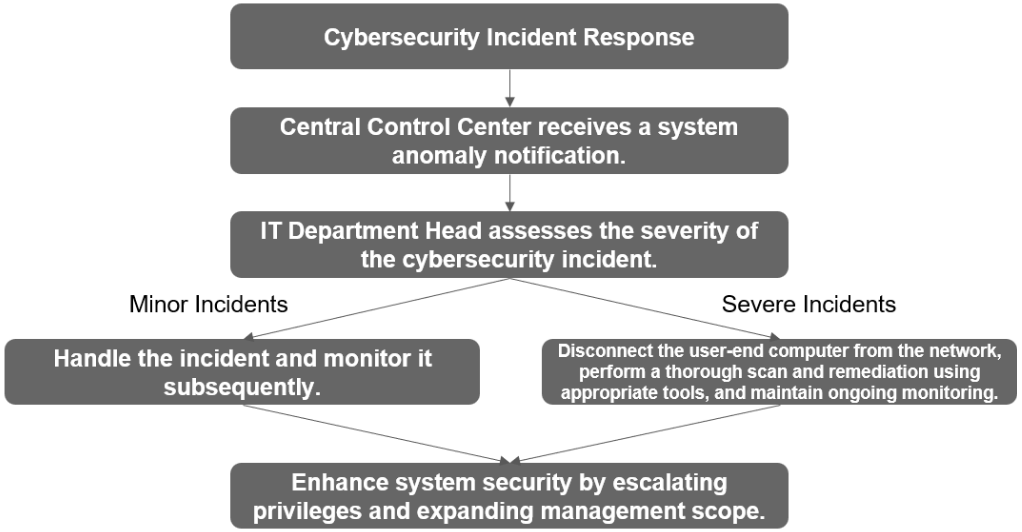
In 2024, the Company conducted one social engineering drill, followed by focused education for employees who did not pass the drill. A total of 16 employees participated, with a total of 10.72 hours of training.

2024 Social Engineering Drill Results

Social Engineering Drill Date	Phishing Email Click Rate	Number of Test Participants
2024/09/03	15.09%	106 participants

Information Security Incident Handling Process

When an information security incident occurs and the Central Control Center or monitoring platform receives an abnormal notification, the head of the IT department immediately evaluates whether the incident is an information security event or a false alarm, as well as the severity level of the incident. If it is a severe event, control measures, such as disconnecting the user's endpoint devices from the network and blocking suspicious connections, will be taken. Tools will be used for scanning and checking, and relevant records will be retained. After gathering all the information, discussions and subsequent measures to strengthen system security will take place, followed by continuous monitoring. Collins did not experience any related information security incidents this year.



Personal Data Protection

SASB CG-MR-230a.2

Collins has established the "*Personal Data Protection Operating Procedures*" and formed a "Personal Data Protection Implementation Team," led by the Chairperson's designated management representative and other heads of unit who appoint personnel to manage the planning and evaluation of the Personal Data Protection Act.

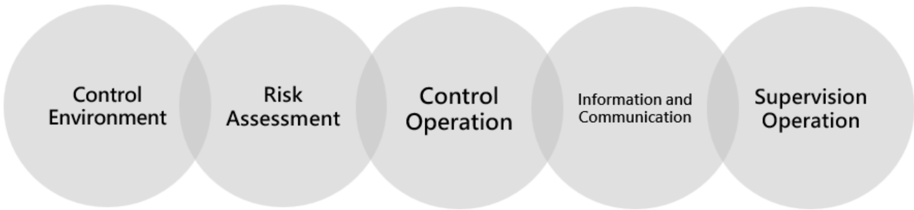
For "retail business consumers," to prevent personal data from being stolen, altered, destroyed, lost, or leaked, Collins has also developed the "*Comprehensive Retail Industry Personal Data File Security Maintenance Plan.*" Dedicated personnel and auditors are assigned, and all employees manage and maintain personal data files according to this plan. In 2024, no complaints regarding violations of customer privacy or loss of customer personal data were received.

Personnel	Responsibilities
Dedicated Personnel	(1) Plan, establish, amend, and implement security maintenance plans and other related matters. (2) Regularly submit written reports on the execution of the above tasks to the responsible person or authorized personnel.
Auditors	Regularly audit the implementation and effectiveness of the security maintenance plan, and report the audit results to the representative or authorized personnel.

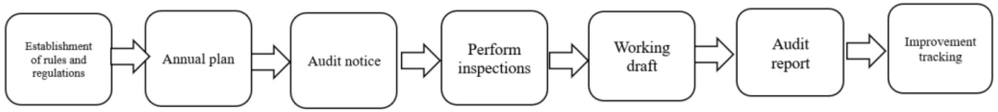
Internal Audit

The purpose of internal audits is to help the Board of Directors and managerial officers identify and assess deficiencies in the internal control system, evaluate the impact and efficiency of operations, and offer timely recommendations for improvement. These audits serve as a foundation for ensuring the sustainable and effective implementation of the internal control system, as well as for reviewing and revising it. The Company's internal audit office directly reports to the Board of Directors and is staffed with two personnel responsible for audit-related matters, one of whom has obtained the CIA (Certified Internal Auditor) certification. The Audit Committee must approve the appointment and removal of the head of internal audit, and it must be submitted to the Board of Directors for resolution. Internal audits are categorized as regular and irregular. Regular audits are conducted by auditors in accordance with the Company's annual audit plan, while irregular audits are performed by auditors based on instructions or business requirements. Auditors should establish an audit cycle to perform regular audits. At the conclusion of each audit, they should compile an audit report, including pertinent information, and report any deficiencies and recommendations for enhancement. Additionally, auditors should consistently monitor the progress of these improvements.

Five Criteria of the Internal Control System



Internal Audit Implementation Procedures



Audit Personnel Training

To strengthen the Company's internal audit system, the Company arranged for audit personnel to participate in relevant courses offered by the "Institute of Internal Auditors." In 2024, a total of 4 participants attended, with a total training duration of 12 hours.

2024 Audit Personnel Training

Course Name	Course Hours
How to Adjust Internal Control Systems to Comply with New ESG Regulations	3
Financial Planning and Supervision Management Audit Practices for Group Companies (including overseas invested businesses)	3
New Challenges for Internal Auditors—Analysis of Sustainability Information Disclosure, Management Policies, and Related Audit Points	3
Enhancing Corporate Sustainability Value and Complete Risk Management System	3

Sustainability Information Internal Control

Collins has established the "Regulations on Sustainability Information," detailing internal control measures. It also has the "Regulations for the Preparation and Submission of Sustainability Reports," which stipulate that the Company's sustainability reports must be approved by the Board of Directors to ensure the accuracy, completeness, and reliability of sustainability information.

>>For details, please visit the Company website of Collins
(1) Regulations on Sustainability Information (2) Regulations for the Preparation and Submission of Sustainability Reports

Legal Compliance

GRI 2-27

The Company adheres to legal regulations and ethical standards, embodying the corporate culture of "Integrity, Pragmatism, Pursuit of Excellence, and Service to Society." We have established and implemented various ethical policies to seek sustainable development. In terms of legal compliance, we define significant events according to the regulations for the verification and public handling of major information by listed companies. Any single event where the cumulative penalty exceeds NTD1 million is considered a significant event. In 2024, the Company did not violate any major regulations.

2024 Violation Events Description

Time	Penalty Amount	Violation Reason	Improvement Measures
March 2024	NTD 10,000	Delay in reporting convertible bond conversion information, violating the information reporting procedure	Implement standardized operational procedures, ensure compliance with reporting systems, and control timelines for internal and external personnel.

Building a Compliance Culture

To enhance legal compliance awareness and prevent the risk of violations, the Company continuously monitors amendments to relevant laws and trends. We arrange for relevant staff to participate in regulatory workshops, seminars, and professional courses to improve compliance management capabilities. In 2024, a total of 12 people participated in educational training, accumulating 44 training hours.

Training Title	Participants	Total Training Hours
2025 Annual Internal Control System for Managing Sustainability Information	2	6
"ESG and Modern Legal Practice - What Lawyers Wish They Told You Sooner" Seminar and Book Discussion (I)	1	3
"ESG and Modern Legal Practice - What Lawyers Wish They Told You Sooner" Seminar and Book Discussion (II)	1	3
2025 Workplace Equality and Sexual Harassment Prevention Law Training	2	8
Internal Auditors' New Challenges - Analysis of Sustainability Information Disclosure, Management Policies, and Audit Points	1	6
How to Adjust Internal Control Systems to Comply with New ESG Regulations	1	6
2025 Annual Internal Shareholder Trading Legal Compliance Briefing	1	3
New Era of Personal Data - How to Respond to Retail Industry Data Security and Maintenance Regulations	1	3
Tax Withholding, Stamp Duty, and Recent Tax Regulation Updates	2	6
Total	12	44

3. Business Partnerships

Supply Chain Management
Customer Relations
Product Quality

In response to SDGs

COLLINS 高林

3.1 Supply Chain Management

Supplier Management Policy

Collins has established the "Supplier Management Policy," which requires suppliers to comply with corporate social responsibility standards such as environmental protection, occupational health and safety, and ethical norms. Suppliers are also required to undergo regular evaluations, which will serve as the basis for cooperation and contract renewal, with the aim of strengthening sustainable performance in collaboration with suppliers.

Supply Chain Management Content

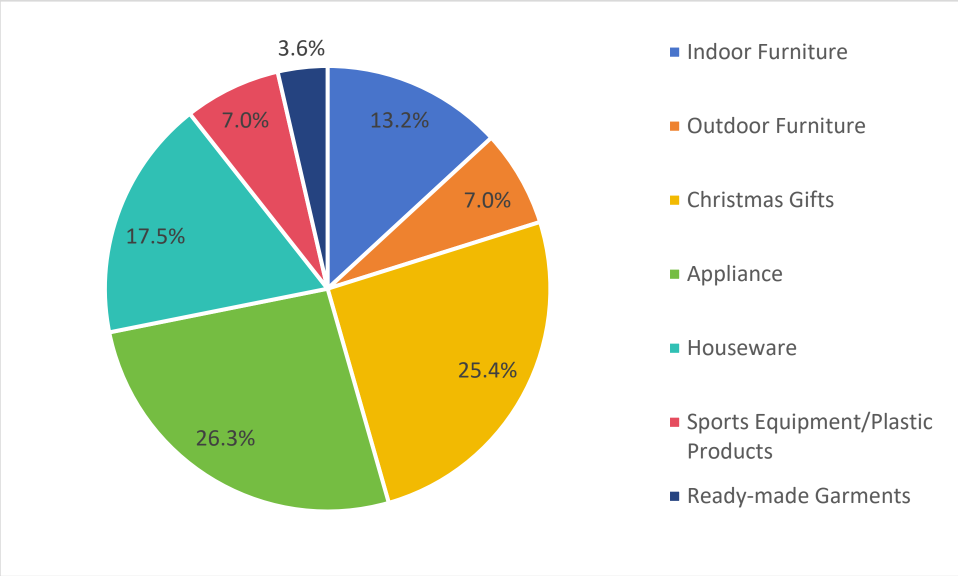
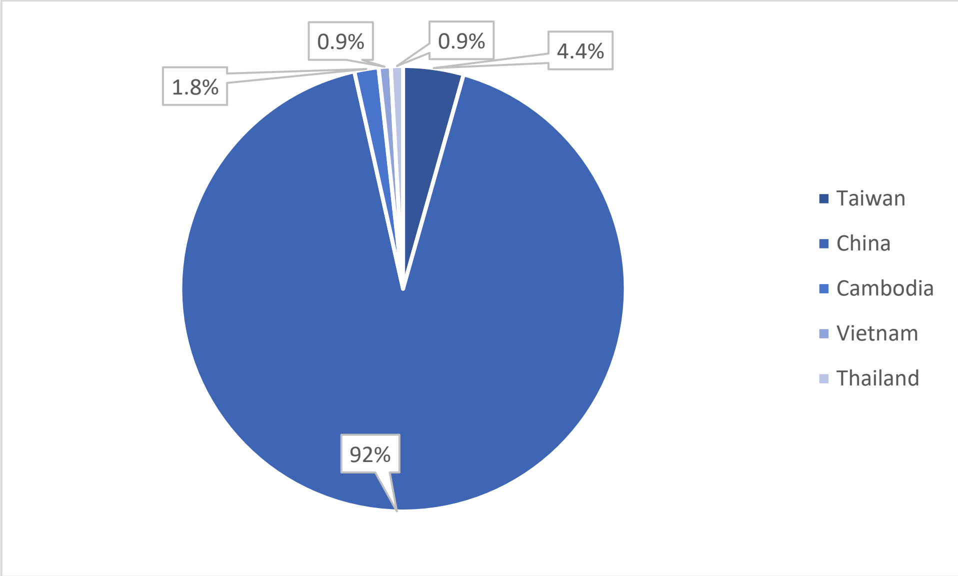
Supplier Selection Principles	Purchasing should be based on the supplier's performance in social responsibility and ethical standards. Suppliers with good performance will be selected, while those with poor performance will be eliminated. This encourages all suppliers to take action to improve their social responsibility and ethical performance.
Social Responsibility Commitment Requirements	All suppliers must sign a social responsibility and ethical standards commitment before receiving orders or contracts, pledging to comply with local labor laws and social responsibility and ethical norms. Suppliers must also accept on-site audits as required by the Company.
On-site Audits and Improvements	At least one on-site audit of suppliers should be arranged annually to evaluate their performance in social responsibility and ethical standards, and to follow up with improvement measures.
Principles for Handling Major Violations	- If a supplier is found to intentionally use child labor, forced labor, or other serious violations of labor regulations, the business relationship should be immediately terminated. - If a supplier is found to lack integrity, infringe on intellectual property rights, bribe customers, or engage in other inappropriate practices such as kickbacks or gifting, and fails to disclose any issues that affect the Company's business activities or financial condition, the cooperation should be immediately terminated.
Business Conduct Integrity Standards	It is strictly prohibited to exploit one's position for personal gain, including receiving material benefits. Matters related to bribery, business confidentiality obligations, and other criminal responsibilities will be handled according to the relevant national laws.

Supplier Management – Global Trade Business

Supply Chain Overview

Collins' global trade business is primarily focused on the export of household consumer products. In 2024, the supply chain covers Taiwan, China, Cambodia, Vietnam, and Thailand, with a total of 114 suppliers. Product categories include electronics, Christmas gifts, outdoor and indoor furniture, sports equipment, home hardware, and ready-made garments. In response to the impact of tariff policy changes, the Company has actively expanded its supply base in Southeast Asia in recent years, improving supply chain stability to ensure that the overall supply system robustly supports global business development.

Supplier Categories and Distribution Region Proportions

Supplier Types and Proportions in 2024	Supplier Distribution by Region in 2024
	

Supplier Selection

In the supplier selection process, the Company adopts a combination of site visits and written surveys for comprehensive evaluation of new suppliers to ensure they meet the basic requirements of stable quality, reasonable pricing, and reliable delivery. In 2024, the Company selected 12 new suppliers, including four for indoor furniture, two for Christmas products, three for electrical appliances, two for home hardware, and one for sports equipment.

Evaluation Item	Weighting	Evaluation Item Description
Quality	55%	Sampling tests
Price	30%	Price comparison with similar factories
Past Shipment Records	15%	Credit check via industry peers or other factories

Domestic and International Supply Chain Selection Process

1 Collection of Suppliers	2 Qualification Assessment	3 Sample Submission	4 On-site Evaluation	5 Review and Evaluation	6 Approval	7 Registration
The procurement department collects suppliers capable of manufacturing the Company's raw materials.	Request suppliers to provide copies of domestic or international quality system certifications as the basis for qualification evaluation.	The quality control (QC) department inspects and evaluates samples. If a sample fails inspection, the supplier may resubmit. If still deemed unqualified, their qualification will be canceled.	For key raw material suppliers, the procurement department, in coordination with the QC department, conducts on-site evaluations based on the evaluation criteria.	After the evaluation, the supplier's qualification is reviewed to determine whether it should be canceled.	If the supplier meets the evaluation standards, the procurement department submits the evaluation and investigation data to the General Manager for approval.	Once approved, the supplier is registered in the [Approved Supplier List], which is regularly updated and submitted to the QC department for retention, serving as a basis for future supplier selection.

Regular Supplier Evaluation

The Company implements a regular evaluation and annual review mechanism for suppliers to ensure the stability of supply quality and delivery reliability. Additionally, suppliers that have obtained domestic or international quality management system certifications are periodically checked to ensure the certification remains valid. If expired, suppliers must provide updated certification; otherwise, their qualification will be canceled, strengthening the overall efficiency of the supply chain.

Regular Evaluation

The regular evaluation includes two main indicators: Quality and Delivery. The Quality Control (QC) department and the procurement department are each responsible for conducting statistics and scoring based on actual operational data. The procurement department consolidates the scores monthly and submits them for management approval. If a supplier's evaluation results do not meet the standards, the procurement department will notify the supplier to make improvements within a specified period. If the improvements are not made by the deadline, the collaboration will be reviewed based on the situation.

Evaluation Item	Weighting	Evaluation Item Description
Quality	70%	Quality score based on material inspection results
Delivery	30%	On-time delivery rate based on actual delivery records

Regular Evaluation

For key domestic raw material suppliers, an on-site or written evaluation is arranged annually, jointly conducted by the procurement and quality assurance departments. For major deficiencies or recurring issues, suppliers will be required to make improvements within a set timeframe. If improvements are not made, their qualification for continued cooperation will be revoked.

On-site Evaluation Focus Areas

Improvement Tracking	Review improvements made for deficiencies identified in previous evaluations.
Current Status Assessment	On-site confirmation of quality, delivery, production capacity, and management systems.

Supplier ESG Management

The Company's primary customers are medium to large importers and retailers in Europe and the United States, many of whom have clear factory inspection and certification requirements for suppliers. Most customers adopt a zero-tolerance policy on major social responsibility topics such as child labor, abuse, and bribery. The Company follows these customer specifications in supplier selection and management to ensure that its partners meet international social responsibility standards and business ethics requirements.

Social Responsibility Evaluation

In the social responsibility evaluation process, the Company evaluates suppliers based on 13 indicators, with ratings divided into five levels. In 2024, the Export Department's Christmas Products Section conducted social responsibility assessments on three product manufacturers, all of which received a C-grade rating. As per customer requirements, the Company has supervised the suppliers to submit CAPA (Corrective and Preventive Action) plans to address the deficiencies identified in the factory audits, strengthen communication with employees, and ensure that substantial corrective measures are effectively implemented.

Social Responsibility Factory Audit Rating

Level A	High maturity, possible continuous improvement
Level B	High maturity, possible continuous improvement
Level C	Acceptable maturity, improvement plan to be formulated within 60 days after the evaluation
Level D	Insufficient maturity, improvement plan to be formulated within 60 days after the evaluation
Level E	Unacceptable maturity, improvement plan to be formulated within 60 days after the evaluation

Social Responsibility Factory Audit Criteria

Social Management System	No Child Labor
Worker Participation and Protection	Protection of Young Workers
Freedom of Association and Collective Bargaining	No Employment without Protection
Non-Discrimination	No Forced Labor
Fair Compensation	Environmental Protection
Decent Working Hours	Business Ethics
Occupational Health and Safety	

Counter-Terrorism Factory Audit Evaluation

In terms of counter-terrorism management, the Company conducts evaluations based on nine key aspects, with ratings divided into three levels. In 2024, the Export Department's Christmas Products Section carried out counter-terrorism audits on three product manufacturers, all of which achieved a "Preferred" rating (above 90%). As required by customers, the relevant suppliers have made supplementary improvements to the factory's counter-terrorism details to ensure compliance with customer standards.

Counter-Terrorism Factory Audit Rating

86%-100%	Preferred
71%-85%	Subject to Improvement
<70%	Needs Improvement

Counter-Terrorism Factory Audit Criteria

Business Partner Requirements	Personnel Safety
Physical Security	Information and Network Security
Access Control	Education, Training, and Awareness
Procedural Security	Internal Corporate Security
Container and Transport Security	

Supplier Management – Fashion Lifestyle Business

Apparel Brand Agency

Collins' Fashion and Lifestyle Business Group primarily focuses on brand agency retail. In the apparel category, the Company represents the G2000 brand and Japanese brands, including B.C STOCK, JOURNAL STANDARDS, relume, and other brands.

The products are supplied and manufactured by the brand's headquarters, with the finished goods being shipped to Collins for retail sales. As a result, the material suppliers for the manufactured products are selected by the brand's headquarters. The Company purchases the finished products for sale and conducts product validation and quality management according to the brand's specifications

Brand	G2000	Japanese Brands
Supplier Management Unit	Hong Kong Headquarters	BAYCREW'S GROUP
Verification Agency	SGS Inspection Approved	Japan Textile Products Quality and Technology Center
Quality Assurance Method	Unified material procurement, must pass inspection before shipment	Inspection passed before shipment, special products come with labels and function tags

Food and Beverage Brand Agency

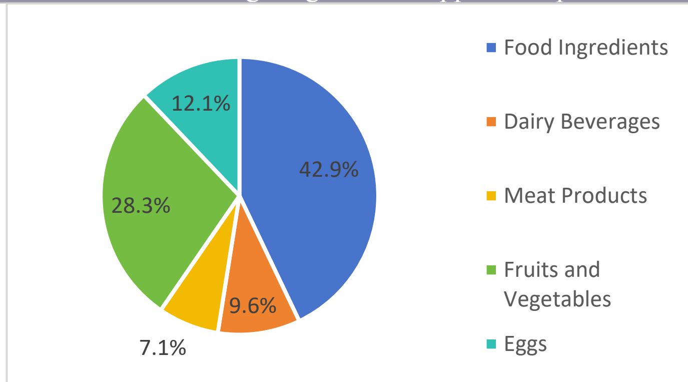
In addition to apparel brands, the Company has also expanded into the food and beverage sector, representing J.S. FOODIES and FLIPPER'S miracle soufflé pancakes under Japan's Baycrew's Group. In 2024, the food ingredient suppliers were mainly divided into meat suppliers, fruit and vegetable suppliers, dairy suppliers, and ingredient suppliers, totaling 31 suppliers. Among these, 12 suppliers passed the international food safety management system ISO 22000 certification.

Supplier Evaluation

Each year, the Company conducts environmental hygiene and production process reviews for its suppliers. In 2024, all 31 suppliers received an A-level qualification. Additionally, in 2024, two suppliers underwent on-site audits, with a 100% pass rate.

Evaluation Level	Result	Evaluation Frequency	Number
Level A	Qualified	Evaluated every 2 years	31
Level B	Qualified	Evaluated every 1 year	0
Level C	Disqualified	Notified for improvement, evaluated every 6 months	0
Level D	Disqualified	Termination of Cooperation	0

Food and Beverage Ingredient Supplier Proportion



3.2 Customer Relations

Customer Service Quality

Collins places great importance on customer feedback, treating it as a crucial basis for improving service quality and optimizing operational processes. For both apparel brand agency and food and beverage brand agency, clear customer complaint handling processes are in place to ensure that customer needs are responded to promptly and complaints and feedback are properly addressed. With a customer-centric approach, the Company continues to optimize the customer experience and strengthen brand trust.

Apparel Brand Agency

Customers can provide feedback via phone, email, or at the counter. Sales personnel will carefully record customer feedback and opinions on the "Reward Record Form" or the "Complaint Record Sheets." This feedback is reported to the headquarters for prompt handling. The process and results are thoroughly documented, and employees who receive positive feedback will be rewarded accordingly, encouraging them to continue improving their performance.

In 2024, there was one customer reward incident and six complaint incidents. The reward was primarily for good service attitude, and the store supervisor has praised the employee and provided a performance reward to encourage continued excellence. The complaints were related to service attitude and product defects. Employee service attitude and product-related training have been strengthened, and all issues were handled appropriately with a 100% completion rate.

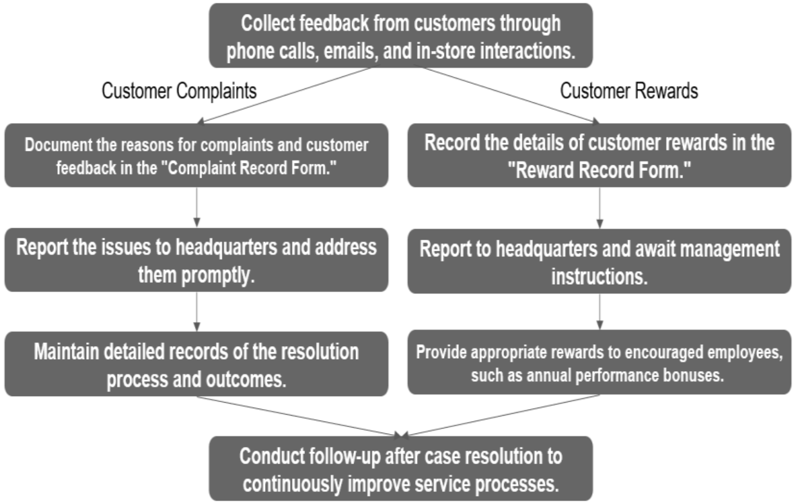
Reward Incident Handling

Reason for Reward	Number of Incidents	Reward Measures
Service Attitude	1	Praised by store supervisor and provided internal performance rewards

Complaint Incident Handling

Reason for Complaint	Number of Incidents	Improvement Measures	Preventive Measures
Service Attitude	5	Called customer to apologize and explain	Strengthened employee service attitude and etiquette training
Product Defects	1	Called customer to explain product exchange location	Strengthened employee training on product size and fit

Customer Feedback Handling Process



The food and beverage brand offers customer satisfaction surveys at specific stores, inviting customers to provide feedback. The survey includes questions on overall satisfaction, service attitude, food quality, cleanliness of the environment, and other aspects, with a rating scale from 1 to 5 stars. Additionally, the survey asks customers about new items they would like to try in the future and gathers insights into customer preferences, which will serve as a reference for future product development. The Company will continue to analyze and improve based on customer satisfaction feedback, providing products and services that meet customer expectations.

2024 Food and Beverage Brand Satisfaction Results

Survey Item	J.S. FOODIES	FLIPPER'S
Service Attitude	3.32	3.73
Food Quality	3.38	3.67
Cleanliness of Environment	3.72	3.94
Overall Satisfaction	2.98	3.35

Customer Feedback

	J.S. FOODIES "The soufflé is amazing!"		FLIPPER'S "I love your delicious pancakes. The store is super family-friendly!"

Complaint Handling Process

Understand the Issue

Identify the Problem

- Complaint/Foreign Object
1. Apologize immediately and ask for the customer's phone number, instruct the supervisor to investigate the issue.
2. Contact the supervisor to understand the cause and confirm whether compensation or a refund is necessary.
3. Call the customer within 48 hours to explain the cause, handling status, and results.

-Feedback/Suggestion
1. Apologize immediately and inform the supervisor to provide guidance and improvement support to the store.
2. Contact the supervisor to understand the cause and ask them to address the issue.

Apologize

Report to Supervisor

Reply to Customer

Customer Privacy Protection

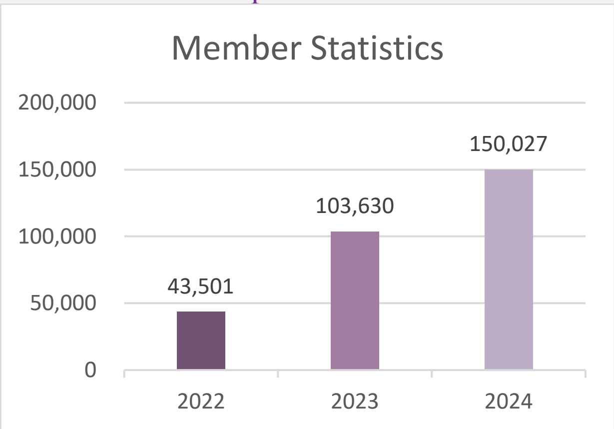
GRI 418-1, SASB CG-MR-230a.2

Collins values customer data privacy, with the Chief Information Security Officer responsible for supervision and the Computer Training in charge of maintaining the privacy of member data. The Company has established the "Personal Data Protection Operating Procedures" and the "Comprehensive Retail Industry Personal Data File Security Maintenance Plan" and has set up the "Personal Data Protection Implementation Team." The task force conducts annual planning and evaluation management according to the *Personal Data Protection Act*. In 2024, no complaints related to violations of customer privacy or loss of customer data was reported.

Digital Member Management Upgrade, Creating a Secure Digital Service Experience!

The Company's brand G2000 actively promotes the digital transformation of member management, focusing on providing customers with a safe, convenient, and attractive shopping experience. Membership recruitment continues monthly at stores across Taiwan to enhance interaction and connection with customers. Benefiting from complete system management and precise marketing mechanisms, membership numbers have steadily increased over the past three years, demonstrating high customer trust and loyalty to the Company's brands.

G2000 Membership Numbers in the Past 3 Years



G2000 Member Exclusive Benefits

Join as a member and enjoy a shopping credit worth NTD950.
Receive shopping credit rewards during special promotional periods via marketing push notifications.
Access exclusive member shopping discounts and promotional activities on an irregular basis.

To ensure the security of member data, Collins has entrusted a cloud service provider, audited and certified under SOC2 (Service Organization Controls), to manage member data. This service provider strictly controls the security, availability, processing integrity, confidentiality, and privacy protection of the information systems, and plans to conduct regular external audits to improve data security. In 2024, no customer data leakage incidents or information security events involving personal data occurred, and no customers were affected.

G2000 Privacy Policy

The Company values customer privacy and personal data protection. The G2000 privacy statement clearly outlines the purpose, categories, usage period, region, recipients, and methods of collecting personal data, and complies with the *Personal Data Protection Act* and related regulations for management. G2000 collects and uses personal data only for purposes such as providing e-commerce services, after-sales service, marketing push notifications, fulfilling contracts, and protecting stakeholder interests. In 2024, the Company did not experience any incidents involving customer data leakage or information security breaches, demonstrating the effectiveness of its information protection system.

>>For details regarding privacy policy, please visit the Company website of G2000

3.3 Product Quality

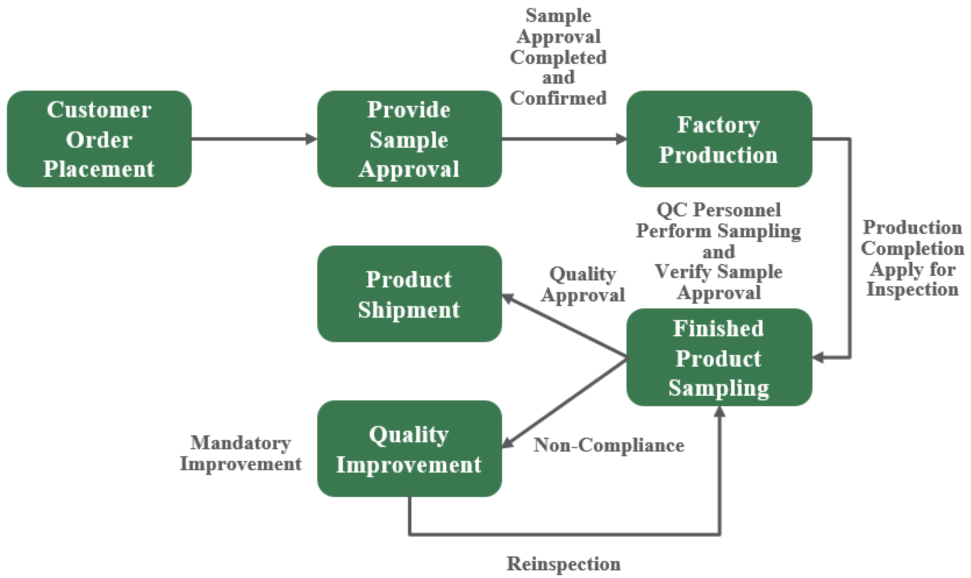
SASB CG-MR-410a.2.

Quality and Safety Management – Global Trade Business

Collins prioritizes the health and safety of customers. All exported products meet the safety regulations and standards of the importing country. Product labeling complies with local government regulations and standards, and in accordance with customer requirements, raw materials in factories are made from non-toxic materials that meet RoHS standards. In 2024, there were no violations related to product labeling, health and safety, or marketing regulations.

Some customers require specific products to undergo third-party product testing before shipment. For example, Christmas decorations must pass UL quality testing and meet basic specifications. Testing covers areas such as supervisory testing, performance and quality testing, and additional tests, including label details, country of origin, reuse testing, high/low-temperature and high-humidity testing, and compliance with FCC (Federal Communications Commission) requirements. These tests ensure the quality of the product and its packaging and that the product labeling is accurate.

Quality Inspection Process



Quality and Safety Management – Fashion and Lifestyle Business

Apparel Brand Agency

The apparel products represented by Collins are tested by third-party inspection agencies before shipment to ensure product quality. The tests include checking after-wash size variation, appearance after washing, twist rate after washing, seam performance, etc. All G2000 products pass SGS certification, while Japanese brands such as B.C STOCK, JOURNAL STANDARDS, and relume, pass inspections by Japan Textile Products Quality and Technology Center.

Collins also has a product quality inspection process in place. Upon arrival, products are randomly sampled in the warehouse to check for proper labeling, such as wash care labels and size labels. During the QC (Quality Control) phase, sales personnel inspect the products for issues like color discrepancies or thread damage. If the color difference is noticeable or signs of fading are found, the Company will initiate the process for handling the issue. Customer service also provides washing and maintenance instructions to help customers use the products properly and avoid potential health or safety issues.

Product Labeling

All products are labeled with information such as material composition, country of origin, wash care instructions, and size labels. These labels provide relevant information for consumers, in compliance with national regulations and standards. In 2024, no violations of product and service information labeling regulations occurred, and no violations of marketing broadcast regulations took place.

Food and Beverage Brand Agency

To provide customers with safe and healthy meals, the food and beverage stores have established management policies for ingredients and store hygiene. Employees follow operational manuals to manage store hygiene, with management items including employee hygiene management, dish and equipment cleaning, ingredient quality management, and ERP system material management. Additionally, the store undergoes regular hygiene inspections in cooperation with shopping malls to ensure customer health and safety.

Employee Hygiene Management

Employees must measure their body temperature to ensure it is within a normal range before attending work.
Check the front and back of hands for injuries or ensure proper bandaging for hygiene safety.
Ensure employees wear uniforms, hats, and masks correctly.
Front-line employees must wear half-length aprons and work hats and perform hand sanitizing with alcohol.
Kitchen employees must wear full-body aprons and work hats, perform hand sanitizing with alcohol, and wear food-grade, powder-free gloves.

Store Hygiene Management

Management Item	Frequency	Description
Store Employees	Daily	Confirm that employees' health conditions meet attendance standards. Employees showing symptoms like cold, fever, vomiting, or poor emotional control are not allowed to attend work.
Store Seating Area	Daily	Ensure the cleanliness of the seating area. Employees must disinfect the floor, windowsills, tables, and chairs with alcohol according to cleaning regulations.
Store Kitchen Area	Daily	Ensure cleanliness in the kitchen area. Employees must disinfect or wipe with water the floor, workstations, equipment, and dishes in preparation, serving, recycling, and rest areas.
Store Environment	Every year	Commission external professional agencies to clean kitchen exhaust systems and air conditioning ducts to ensure air quality.
Store Environment	Monthly	Coordinate with external professional agencies and shopping mall vendors to disinfect, eliminate insects, and control rodents to ensure a clean environment.
Water Quality Testing	Every year	Regularly replace the water filter cartridges to ensure water safety.

Store Ingredient Management

1	Ingredient Receipt	Upon receiving ingredients, check the product name, quantity, unit price, and expiration date, and ensure that packaging is intact and undamaged. If any issues are found, reject the delivery and prevent it from entering inventory.
2	Ingredient Labeling	Ensure the expiration date is clearly visible and not unclear or difficult to read. If the labeling is unclear, strengthen the annotations and add markings to avoid using expired items.
3	Ingredient Storage	Store ingredients according to their type—ready-to-use, room temperature, refrigerated, or frozen—within the prescribed time and organize them based on their use-by dates for proper consumption.
4	Ingredient Handling	Before processing ingredients, verify their expiration dates and separate fresh, meat products, semi-processed products, sauces, vegetables, and fruits. Designate specific areas and equipment to avoid cross-contamination of raw and cooked ingredients.
5	Ingredient Control	In case of abnormalities (e.g., discoloration, clumping, strange odor), recheck expiration dates and ensure there is no contamination. Do not use ingredients with improper sealing, and mark them as samples. Perform inventory checks for similar issues and report to suppliers for resolution.

Public Disclosure of Ingredients and Packaging Information, Promoting Ingredient Transparency

To enhance food safety information disclosure and ingredient traceability management, our restaurant brand, J.S. FOODIES Linkou Mitsui Store has voluntarily registered on the "New Taipei City Foodtracer" website in accordance with Article 7 of the "New Taipei City Self-Government Ordinance for Food Safety and Sanitation Management" (registration no.: A-111547230-00000-1).

Consumers can inquire about the ingredients, food additives, and their supply sources used at this store, ensuring the transparency of ingredient origins. This self-management practice also builds consumer trust in food safety and facilitates the traceability management by authorities when necessary.

>>For details, please refer to the New Taipei City Ingredient Registration Platform.

100% Use of "Animal Welfare" Friendly Eggs

The restaurant brands we represent, "J.S. FOODIES" and "FLIPPER's Sweet Soufflé Cake," use "Mao-Lin Welfare Eggs" from the Mao-Lin Animal Welfare Poultry Farm. These eggs are certified by the Production and Sales Traceability System and the Cage Free Alliance, following the EU animal welfare standards. They are produced using a purely plant-based feed formula, with no antibiotics, ensuring a humane and friendly production process.

- Certified by the Cage Free Alliance
- Plant-based feed formula
- No antibiotics
- No drug residues
- Passed tests for dioxins, heavy metals, phenytoin, and their metabolites

4. Environmental Sustainability

Environmental Management System
Climate Change Management
Greenhouse Gas Management
Energy Management
Water Resource Management
Waste Management
Green Operations

In response to SDGs

4.1 Environmental Management System

In order to fulfill the company's responsibility for environmental protection, it is committed to promoting various environmental sustainability actions, guided by environmental policies as its self-expectation of being environmentally friendly, and embarking on a sustainable road.

Environmental Strategy

【**Comply with environmental regulations**】Comply with relevant environmental laws and regulations and the requirements of competent authorities

2024 Implementation Results: There have been no violations of environmental laws and regulations

【**Investing in the green energy industry**】 Support the development of renewable energy and clean energy, and promote the development of low-carbon markets

2024 Implementation Results: Invest NT$6.88 million in the green energy industry For >> details, please refer to 2.1 Product Services - Investment Business

【**Establishment of green factories**】 Establish solar power generation systems and rainwater retention tanks to reduce environmental impact

2024 Implementation Results: The Shulin Logistics Center generates 155,202 kWh of solar power >>For details, please refer to 4.7 Green Operation - Green Warehousing

【**Implementation of Greenhouse Gas Inventory**】Implement greenhouse gas inventory in accordance with ISO 14064 regulations

2024 Implementation Results: Completed the inventory of the headquarters office, Shulin Logistics Center and 22 G2000 stores, and passed third-party verification >> For details, please refer to 4.3 Greenhouse Gas Management

【**Advocate conservation and resource reuse**】Save energy and water on a daily basis, and reduce the generation of paper and plastic waste

2024 Implementation Results: Office paper cup usage has decreased by 100% since 2022 >> For details, please refer to 4.6 Waste Management

Environmental commitment

- ■ Comply with environmental protection and energy regulations and implement daily management
- ■ Strengthen energy conservation, water conservation, waste reduction, and promote environmental sustainability
- ■ Develop sustainable and low-carbon products and promote green marketing
- ■ Deeply rooted in environmental sustainability awareness, all employees participated
- ■ Achieve a carbon reduction of 15% by 2030, moving towards a low-carbon future

4.2 Climate Change Management

GRI 201-2

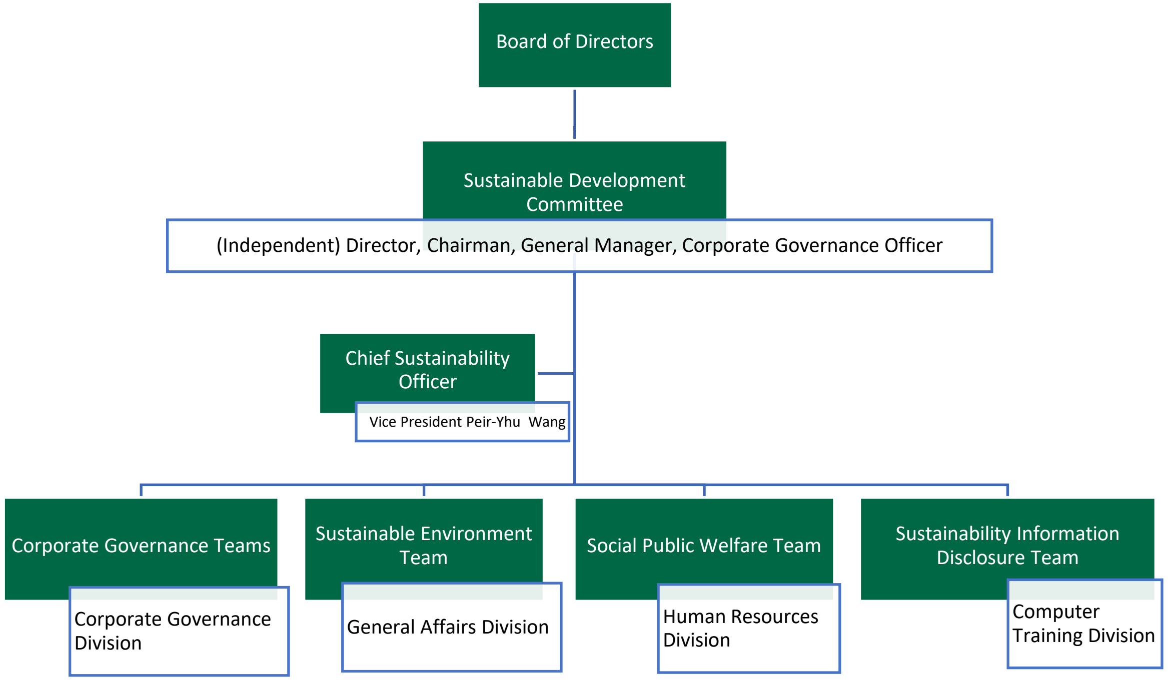
According to the Global Risk Report 2024 published by the World Economic Forum, "extreme climate events" are among the highest risks in terms of both likelihood and impact, highlighting the importance for companies to prioritize climate change as a significant concern. To comprehensively assess the risks and opportunities associated with climate change, Collins utilizes the Task Force on Climate-related Financial Disclosures (TCFD) as the basis for identification and analysis. Collins aligns with the fundamental principles of TCFD through practical measures and provides guidance to businesses on the risks and opportunities associated with transitioning to a low-carbon economy.

Climate Governance

The Company has established a clear climate governance framework, with the Board of Directors serving as the highest governing body for climate-related topics. The Board is responsible for reviewing and approving climate-related policies, strategies, and objectives, and integrates climate change risks and opportunities into the overall business decision-making and risk management processes. The Board receives regular reports from the Chief Sustainability Officer, covering progress in corporate sustainability and the results of climate-related risk assessments, enabling the Board to understand the potential impacts of climate topics on the Company's operations and long-term development.

The Corporate Governance Team is responsible for reviewing and implementing the climate risk management mechanisms. It evaluates the effectiveness of climate risk management policies, standards, and internal control processes, as well as the practical outcomes of management frameworks. The team also promotes cross-departmental collaboration to progressively introduce climate risk assessment and management projects, strengthening the organization's climate resilience and response capabilities.

Governance Structure



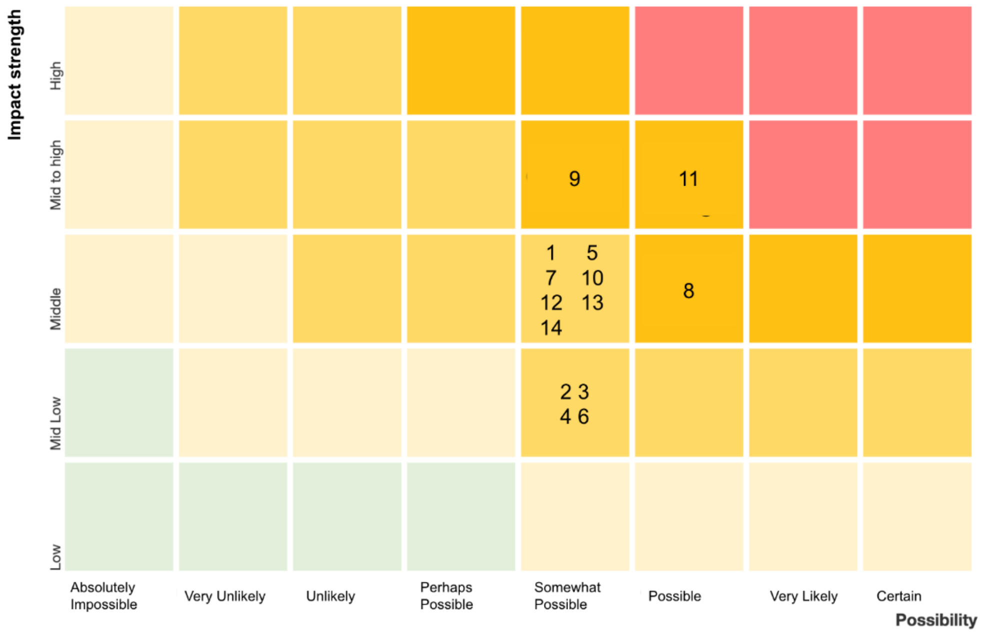
Climate Strategy

In response to the global trend of net-zero carbon emissions, Collins follows the framework outlined in the Recommendations of the Task Force on Climate-related Financial Disclosures (TCFD) to identify climate-related risks and opportunities. The Company also estimates the financial-related disclosures of managing these risks and opportunities. By convening members of the Collins Sustainable Development Promotion Team, TCFD education and workshops are held to jointly identify significant short-, medium-, and long-term risks and opportunities that could have a major impact on the Company's operations. Based on this, measurement indicators and objectives management are established.

Process for Identifying Climate Risks and Opportunities

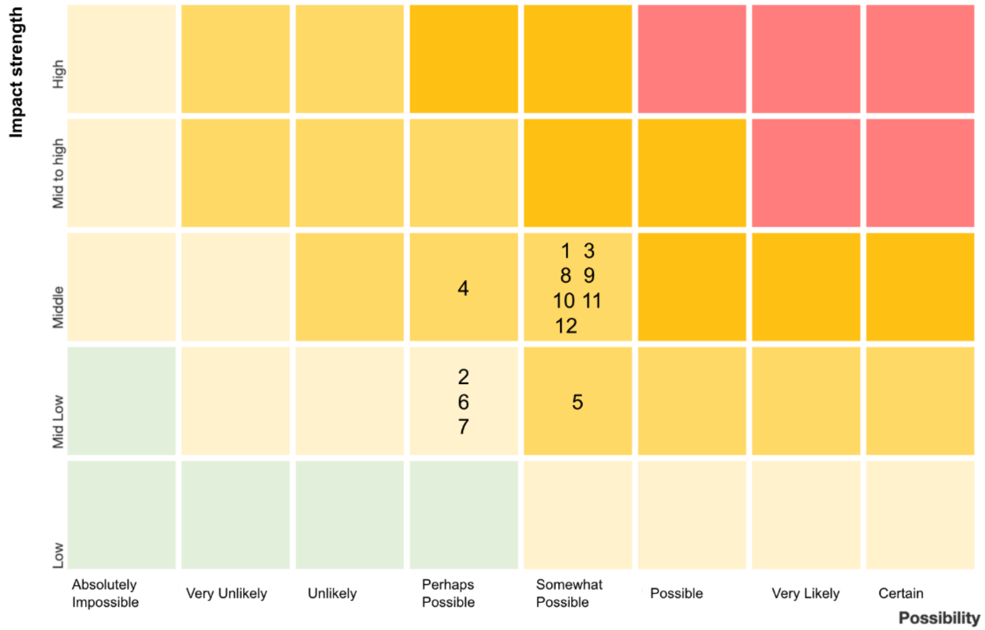
Step 1	Step 2	Step 3	Step 4
Create a list of climate risks and opportunities	**Evaluation and analysis of relevant topics**	**Identify and prioritize significant climate topics**	**Response actions and scenario analysis**
Collect potential climate-related topics from international trends, industry topics, research reports, etc. A total of 26 potential climate-related topics were identified, including 14 climate risks and 12 climate opportunities.	Through the Collins TCFD core team of 16 members, the evaluation and discussion of these topics were conducted, with a survey to assess attention, timing, and impact intensity, among other factors.	Based on the survey results, nine risks and opportunities were identified and ranked according to the expected timing (short, medium, long-term) and plotted on a matrix chart with impact intensity and likelihood as axes. This serves as the evaluation basis for key topics.	For key climate risks and opportunities, management strategies are formulated, and responses are proposed. For risks with higher impact, scenario analysis is conducted to understand their potential effects on the Company's operations and financials under different scenarios.
26 Climate Topics	**16** Core Members	**9** Potential Topics	**1** Topic for Scenario Analysis

Climate Risk Matrix



1. Carbon Tax
2. Cap-and-Trade/Emissions Trading
3. Mandatory Reporting
4. Renewable Energy Regulations
5. General Environmental Regulations
6. Uncertainty of New Regulations
7. Investment in New Technologies
8. Changes in Customer Behavior
9. Shifts in Customer Preferences
10. Sea Level Rise
11. Increase in Raw Material Costs
12. Increased Extreme Weather Events — Flooding, Heavy Rain
13. Increased Extreme Weather Events — Drought
14. Average Temperature Rise

Climate Opportunity Matrix



1. Transportation Modes
2. Production Processes
3. Recycled Materials
4. Energy-efficient Buildings
5. Low-Carbon Energy
6. Participation in Carbon Markets
7. Regional Microgrids
8. Low-Carbon Products or Services
9. Adaptation and Solutions
10. Diversification of Operations
11. Changes in Customer Behavior
12. Identifying New Business Opportunities

Key Climate Risk Topics

Risk Item	Timeframe	Likelihood	Impact Intensity	Climate Risk Description	Financial Impact Description	Response Measures
Increase in Raw Material Costs	Mid-term	Possible	Medium to high	Extreme weather may disrupt raw material production or supply, and the implementation of carbon taxes/fees may lead to price fluctuations and rising import costs.	- Raw material price fluctuations will directly raise operational costs, especially for materials with high carbon footprints or high import dependency, which may reduce gross margins. - As carbon pricing and carbon tariffs (such as CBAM) are implemented, the carbon cost of raw materials will rise, putting medium- to long-term pressure on the cost structure and posing a risk to overall profitability.	Gradually adjust the supply chain structure to avoid over-reliance on a single region, with parts of the supply chain shifted from China to Southeast Asia. Additionally, based on the TCFD framework, scenario simulations are conducted to estimate potential financial impacts under different policy and carbon pricing scenarios.
Changes in Customer Behavior	Short-term	Possible	Medium to high	Due to the rise in global or regional sustainability awareness, customers are considering different factors when selecting products or services.	- Compliance with regulations requiring greenhouse gas inventories, disclosures, and third-party verification will incur additional human resource and consulting costs, increasing administrative and compliance expenses. - Failure to complete timely disclosures could impact relationships with key customers focused on ESG performance, indirectly affecting revenue stability.	The Global Export Department collaborates with customers to promote packaging reduction and recycling, assisting in replacing plastic packaging with eco-friendly paper for two products, enhancing sustainable product design. At the same time, by distributing eco-friendly shopping bags, the Company encourages consumers to participate in carbon reduction actions, further strengthening its sustainable brand image.
Changes in Customer Preferences	Short-term	Possible	Medium	With the rise in global or regional sustainability awareness, customers are beginning to favor or avoid specific products and services.	- The shift in sustainable consumption trends may lead to a decline in the sales of high-carbon or poorly designed products, affecting revenue growth momentum. - If the brand image is not aligned with sustainability values, market competitiveness and customer loyalty will be affected, indirectly impacting medium- to long-term profitability.	

Note: *Short-term is within three years, Mid-term is three to ten years.*

Key Climate Opportunity Topics

Opportunity Item	Timeframe	Likelihood	Impact Intensity	Climate Opportunity Description	Financial Impact Description	Response Measures
Recycled Materials	Mid-term	Possible	Medium	Prioritize the use of recyclable packaging to reduce reliance on virgin materials.	- Using recycled materials reduces dependence on virgin resources, mitigating raw material price fluctuation risks and stabilizing procurement costs. - Over the long term, as the recycled material market matures, its unit cost may be lower than traditional materials and could reduce indirect costs such as carbon taxes or carbon fees. - Sustainable materials enhance brand image and product premium potential, creating a competitive differentiation advantage.	Prioritize the purchase of packaging materials certified by FSC (Forest Stewardship Council) and, for online shopping shipments, fully use 100% recyclable cardboard packaging.
Low Carbon Products or Services	Mid-term	Possible	Medium	Provide products and services with low environmental impact, particularly in greenhouse gas reduction or climate change adaptation.	- Developing low-carbon products or services attracts customers and businesses focused on ESG, increasing revenue diversification. - Low-carbon products may qualify for government subsidies and green procurement opportunities, creating	Increase positive exposure of low-carbon products and strengthen the Company's leadership image in low-carbon offerings.

<table>
<tr><td></td><td></td><td></td><td></td><td></td><td>additional revenue streams.</td><td rowspan="2"></td></tr>
<tr><td>Changes in Customer Behavior</td><td>Mid-term</td><td>Possible</td><td>Medium</td><td>Changes in customer behavior lead to different considerations when selecting products or services.</td><td>- Developing climate-adapted products or services (such as energy-efficient products, climate-resistant packaging, etc.) can expand the customer base and establish a differentiated position.</td></tr>
<tr><td>Adaptation and Solutions</td><td>Mid-term</td><td>Possible</td><td>Medium</td><td>Through business operations, such as green energy or product innovation, reduce the impact of climate change risks.</td><td>- Investing in green energy industries and adaptation strategies will enhance the Company’s resilience to climate impacts, creating sustainable growth opportunities.</td><td rowspan="2">Continue to invest in energy subsidiaries to expand the renewable energy market, actively invest in green energy companies, and use green electricity certificates and carbon credits to reduce product carbon footprints and offer low-carbon products.</td></tr>
<tr><td>Operational Diversification</td><td>Mid-term</td><td>Possible</td><td>Medium</td><td>Provide more diverse operations to solidify market position and competitiveness.</td><td>- Expanding the low-carbon product line reduces reliance on a single product’s revenue, mitigates market volatility risks, and enhances operational resilience.
- A diversified product portfolio helps capture emerging market share, increases overall revenue scale, and optimizes resource allocation efficiency, improving capital return rates.</td></tr>
</table>

Identifying New Business Opportunities	Mid-term	Possible	Medium	Increase profitability in existing markets or explore new business opportunities in emerging markets, such as green energy.	- Leveraging climate change-related policies to explore new business models and expand operational boundaries. For example, entering the renewable energy supply chain, carbon-neutral services, or circular economy platforms helps create growth momentum outside of traditional businesses, increasing long-term revenue and profit potential.	

Note: Short-term is within three years, Mid-term is three to ten years.

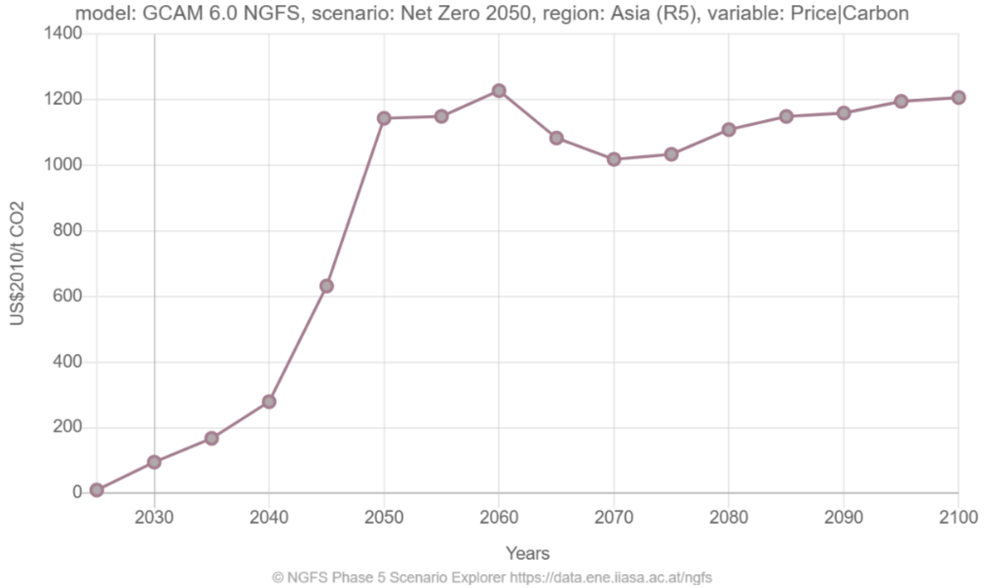
Climate Change Scenario Analysis

In this year's risk assessment, Collins evaluates the "Increase in Raw Material Costs" as the most significant potential climate-related risk. To assess the potential impact of future climate policies and carbon pricing changes, Collins adopts the long-term climate scenarios published by the NGFS (Network for Greening the Financial System), including the "Net Zero 2050" and "NDCs" scenarios for simulation analysis. The simulated scenarios are based on consistent socioeconomic assumptions and incorporate the impact of changes in energy markets, helping assess the transformation risks and financial impacts that the Company may face under different carbon reduction policies.

Net Zero 2050	NDCs
This scenario assumes that the world will achieve net-zero emissions by 2050. Under this assumption, the probability of limiting global warming to below 1.5°C by the end of this century is at least 50%. Since a significant reduction in greenhouse gas emissions is required, businesses and governments face significantly increased transformation pressure. The associated policies, regulations, and market changes are expected to be more intense, leading to higher transformation risks.	This scenario assumes that, starting from 2024, each country will continue to implement its conditional Nationally Determined Contributions (NDCs) until 2100. The overall reduction effort is limited, leading to global warming slightly below 2.3°C by the end of the century. Since this scenario does not significantly strengthen carbon reduction commitments, policies and market environments remain relatively stable, with lower transformation pressure and adaptation needs, resulting in relatively low transformation risks.

The rise in raw material costs has various causes, with one of the key factors closely related to climate change being the additional costs arising from the indirect carbon emissions produced during the production and transportation of raw materials. In anticipation of the global carbon pricing era, Collins has conducted a simulation assessment of long-term trends in carbon fees, predicting the potential financial impacts of carbon pricing on raw material procurement costs under different carbon reduction policy scenarios. This serves as a basis for future risk management and strategic adjustments.

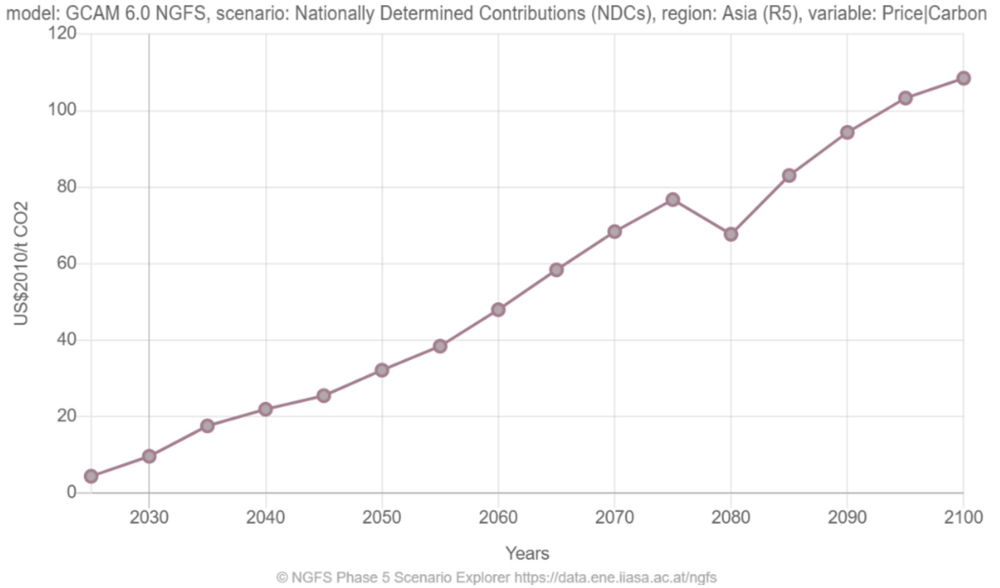
Net Zero 2050	NDCs



Since this simulation scenario assumes a significant reduction in greenhouse gas emissions, it is expected to be accompanied by drastic adjustments in policies, regulations, and market mechanisms, leading to a rapid increase in carbon prices after 2040. According to the scenario estimation, the carbon price will reach USD 1,143.36 per ton by the middle of this century, and further rise to USD 1,206.66 by the end of the century.

Simulation Year	2050	2100
Simulated Carbon Price	1,143.36	1,206.66

Unit: USD/ton tCO_2e

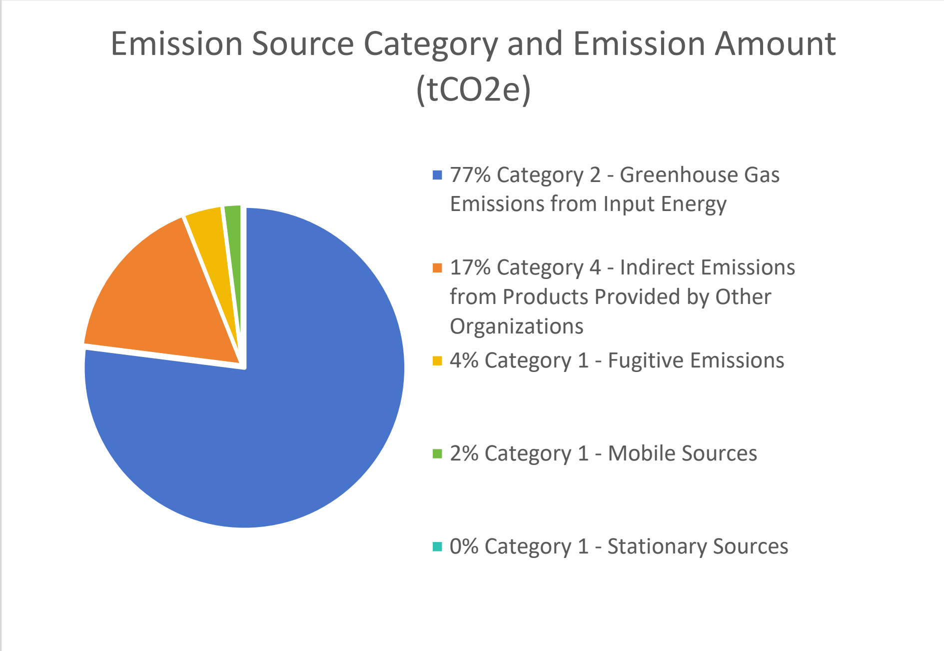


In the NDCs scenario, the policy and market environment remains relatively stable, with overall transformation pressure being low. However, as the current carbon reduction policies gradually take effect and continue to advance, carbon prices are expected to rise slowly. It is estimated that by the middle of this century, the carbon price will reach USD 32.18 per ton and will rise to USD 108.48 by the end of the century.

Simulation Year	2050	2100
Simulated Carbon Price	32.18	108.48

Unit: USD/ton tCO_2e

Estimated Financial Impact

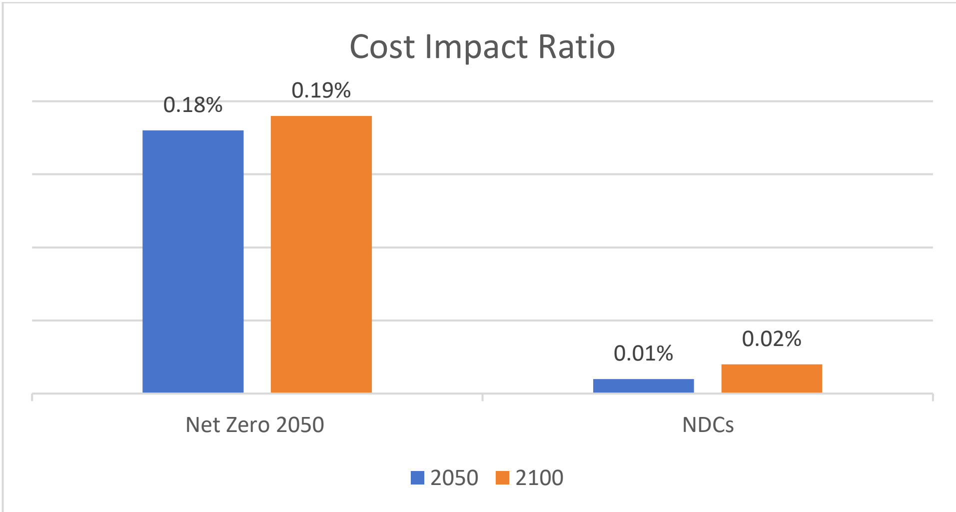


In 2024, the greenhouse gas emissions related to raw materials for Collins amounted to Category 4 (Upstream Product Indirect Emissions), accounting for approximately 17% of the total carbon emissions for the year, totaling 46.844 metric tons of CO_2 equivalent (tCO_2e).

Based on the estimated carbon price trajectory from climate scenarios, the projected additional costs are as follows:

Scenario	2050	2100
Net Zero 2050	1,615,085	1,704,501
NDCs	45,457	153,236
Note: Unit: NTD, calculated using the exchange rate of 30.155 USD/NTD at the time of simulation.		

Using Collins' 2024 operating costs of 887,641,000 as the baseline, the estimated impact of carbon costs under the "Net Zero 2050" and "NDCs" scenarios is as follows: By the middle of the century, carbon costs are expected to impact operating costs by approximately 0.18% under the "Net Zero 2050" scenario and 0.01% under the "NDCs" scenario; by the end of the century, the impact is expected to increase to approximately 0.19% and 0.02%, respectively. After a comprehensive evaluation, the potential financial impact caused by transformation risks related to raw materials remains within a controllable and manageable range for Collins, with no impact on the overall financial performance expectations.



Indicators and Objectives

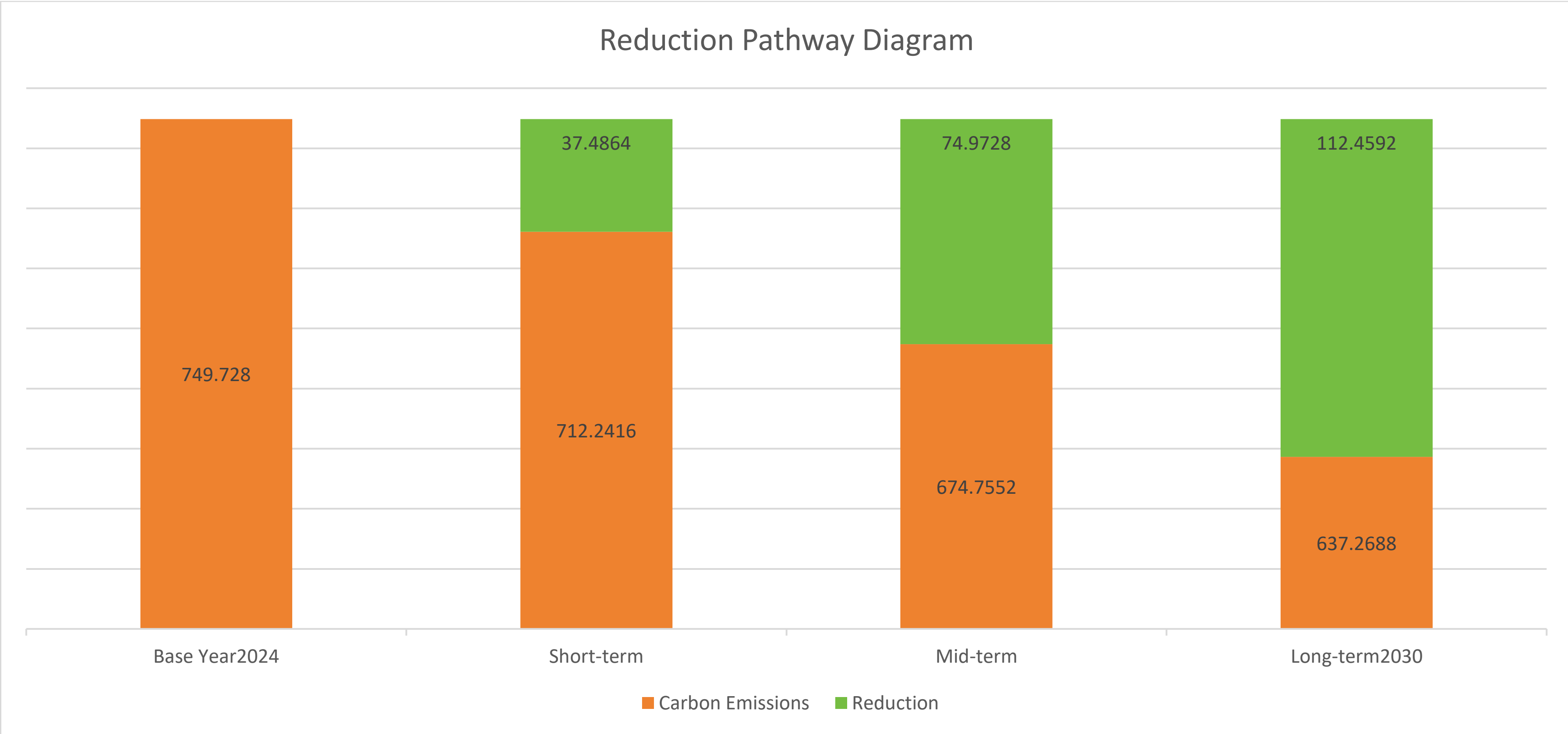
Annual Carbon Reduction, Roadmap to Net Zero by 2050

In response to the risk assessment results and climate scenario simulations conducted this year, Collins has identified the most significant potential impact as the direct and indirect effects of increased greenhouse gas emissions. To effectively manage carbon risks and move towards the 2050 net-zero target, Collins has established short-term, mid-term, and long-term carbon reduction targets, with a robust annual plan and performance tracking mechanism to steadily advance the reduction process.

Specific Carbon Reduction Plans:

Short-term Target (Next 2 years): Reduce by 5% compared to the baseline year	**Energy Saving and Carbon Reduction Measures:** Reduce energy use at the Xizhi office and retail stores by implementing smart lighting and scheduled shut-off mechanisms, adding energy-saving devices, and implementing equipment energy monitoring. Promoting Circular Materials: Expand the use of recycled materials (such as PCR plastics) in product design, especially for consumer products, incorporating green design concepts. Strengthening Sustainability Awareness: Regularly conduct recycling education for employees and consumers, along with resource reuse and circular economy promotional activities.
Mid-term Target (3-5 years): Reduce by 10% compared to the baseline year	**Cloud-based Energy Management:** Build an energy management platform to monitor electricity consumption for lighting and air conditioning to comply with future annual energy-saving policies. Energy Efficiency Upgrades for Stores and Factories: Gradually replace with LED lighting and energy/water-saving certified equipment, and implement packaging reduction strategies to promote brand sustainability. Expanding Green Energy Investments: Continue investing in renewable energy and plan to expand solar, wind, and other renewable energy assets, increasing the proportion of green energy each year. Sustainable Supply Chain Management: Strengthen supplier carbon management by incorporating carbon footprint disclosure and environmental criteria into procurement evaluations.
Long-term Target (2030): Reduce by	Renewable Energy Partner Relationship Development:

15% compared to the baseline year	Strengthen collaboration with domestic and international green energy partners to jointly develop large-scale renewable energy projects, enhancing the Company's strategic role in energy transformation. Product Lifecycle Management: Promote full lifecycle management of products, from design to use and recycling, with the goal of achieving the following by 2030: (1) More than 50% of products will be manufactured using recycled materials (2) 100% of packaging materials will meet recyclable or biodegradable standards (3) Priority will be given to low-carbon footprint and plastic-free materials



4.3 Greenhouse Gas Management

Greenhouse Gas Emissions

GRI 305-1, 305-2, 305-3

Collins has established the **"Greenhouse Gas Inventory Implementation Committee,"** chaired by the General Manager, to oversee carbon management policies and actions, demonstrating the Company's strong commitment to climate governance and carbon management. In 2024, Collins completed the greenhouse gas inventory for the Headquarters Office, Shulin Logistics Center, and 22 G2000 stores, covering 62.86% of the total stores, laying the critical foundation for carbon reduction efforts.

Direct and Indirect Greenhouse Gas Emissions of Collins (Unit: tCO_2e)

Category	2022	2023	2024
Collins Headquarters Office			
Category 1: Direct Greenhouse Gas Emissions	0.95	0.67	6.70
Category 2: Indirect Emissions from Energy Consumption	169.46	161.54	59.31
Shulin Logistics Center			
Category 1: Direct Greenhouse Gas Emissions	-	0.31	11.27
Category 2: Indirect Emissions from Energy Consumption	-	84.31	34.95
Operational Stores			
Category 1: Direct Greenhouse Gas Emissions	0.00	6.56	8.94
Category 2: Indirect Emissions from Energy Consumption	48.48	569.25	510.29
Coverage Ratio	3.33%	59.46%	62.86%
Total Emissions	218.88	822.63	631.45
Emission Intensity (tCO_2e/NTD million revenue)	0.02	0.10	0.07

Note 1: Coverage Ratio = Emissions covered by stores / Collins owned stores (with actual operational control), formula updated for 2022 and 2023.
Note 2: All operational stores in the past three years have passed ISO 14064-1 third-party certification.
Note 3: Calculations are based on the Greenhouse Gas Emission Coefficient Management Table 6.0.4 from the Environmental Protection Administration (EPA) of the Executive Yuan and the GWP values from the IPCC Sixth Assessment Report (AR6).
Note 4: 2022 electricity coefficient: 0.495 tCO_2e/kWh (published by the Ministry of Economic Affairs' Bureau of Energy, 2023); 2023 electricity coefficient: 0.494 tCO_2e/kWh (published by the Ministry of Economic Affairs' Bureau of Energy, 2024); 2024 electricity coefficient: 0.474 tCO_2e/kWh (published by the Ministry of Economic Affairs' Bureau of Energy, 2025)
Note 5: Emission Intensity = Total Emissions / NTD million revenue, formula updated for 2022 and 2023.

Other Indirect Greenhouse Gas Emissions from Operational Stores (Unit: tCO_2e)

Category	Item	2022	2023	2024
Category 3: Indirect Emissions from Transport	Upstream raw material transportation	1.08	-	-
Category 4: Emissions from Products Used by the Organization	Upstream emissions from purchased electricity	8.85	112.91	126.76
	Upstream emissions from purchased water			
Category 5: Indirect Emissions from Products Used by Customers	N/A	-	-	-
Category 6: Other Indirect Emissions	N/A	-	-	-
Coverage Ratio		3.30%	56.76%	62.86%

Note 1: Coverage Ratio = Emissions covered by stores / Collins owned stores (with actual operational control), formula updated for 2022 and 2023.
Note 2: All stores have passed ISO 14064-1 third-party certification in the past three years.
Note 3: The scope of greenhouse gas inventory was expanded in 2023, and indirect emissions from transport under Scope 3 were not included as a significant emission source.

Greenhouse Gas Reduction Targets

Collins understands the critical importance of sustainability for business operations and is committed to following environmental regulations and continuously enhancing energy-saving and carbon reduction measures. The Company has set carbon reduction targets based on 2024 as the baseline year, with short-term, mid-term, and long-term specific targets and strategies. To achieve environmental sustainability goals, Collins continues to implement carbon reduction strategies through relevant policies and performance tracking mechanisms, advancing towards a low-carbon transformation.

<table>
<tr><th rowspan="2">Targets</th><th>Short-term (2026)</th><th>Mid-term (2027-2029)</th><th>Long-term (2030)</th></tr>
<tr><th>5% less than the baseline year</th><th>10% less than the baseline year</th><th>15% less than the baseline year</th></tr>
<tr><td>Carbon Reduction Plans</td>
<td>Headquarters Office and Store Energy Consumption & Carbon Reduction:
- Implement smart lighting and scheduled shut-off during lunchtime.
- Install socket-type controllers to monitor electricity consumption.
- Install energy-saving devices in water dispensers, vending machines, and coffee machines, saving about 125 kWh of electricity per month.
- Conduct routine checks for toilet leaks and install simple water-saving devices.
Expand the Use of Recycled Energy and Circular Economy:
- Promote the use of more recycled materials (e.g., PCR plastics) in product design, especially for consumer products, incorporating green design concepts.
Strengthen Employee and Consumer Awareness on Recycling and Circular Economy:
- Regularly hold relevant training and promotional activities.</td>
<td>Cloud-based Energy Management Platform System:
- Monitor energy consumption of lighting and air conditioning systems in real-time, complying with future annual energy reduction policies, and optimize based on data.
Install Energy-efficient Equipment:
- Gradually install LED lights and purchase water-efficient and energy-efficient certified equipment. Additionally, implement more carbon reduction policies within the Company.
Reduce Packaging Materials:
- Reduce excessive packaging in products sold at company stores and through online shopping, becoming an environmentally conscious brand.
Green Energy Development:
Expand the green energy investment portfolio, including renewable energy projects in solar energy and wind power, and aim to increase green energy investment annually.
Strengthen Supply Chain Management:
Select suppliers that meet sustainability standards and require them to provide carbon footprint data, gradually incorporating environmental requirements into supplier evaluation criteria.</td>
<td>Strengthen Green Energy Partnerships:
Enhance partnerships with international and domestic green energy collaborators to jointly develop large-scale renewable energy projects, increasing the Company’s influence in energy transformation.
Product Lifecycle Management:
Promote the full lifecycle management of products and implement the use of non-plastic or low-carbon footprint materials in product packaging and design. By 2030, the goal is to have at least 50% of products made from recycled materials, and all product packaging should meet recyclable or biodegradable standards.</td></tr>
</table>

Greenhouse Gas Reduction Achievements

The new Headquarters Office has fully adopted LED lighting and first-class energy-efficient appliances. In 2024, the Headquarters Office (911 *ping*) consumed a total of 124,043.55 kWh, with an average electricity consumption of 136 kWh/ping, which is a 52% reduction compared to the previous office’s average of 285 kWh/ping.	In response to government green energy policies in 2023, the Company actively invested in the new energy industry, with NTD150 million invested in green energy, contributing to greenhouse gas reduction and moving towards the 2050 net-zero target.	In 2024, the greenhouse gas emissions from 22 G2000 stores decreased by 9.27%, compared with that in 2023. This demonstrates Collins’ achievements in carbon reduction.

4.4 Energy Management

GRI 302-1 302-3, SASB CG-MR-130a.1

Collins continuously monitors energy usage at operational sites, annually collecting energy consumption data for the Headquarters Office, Shulin Logistics Center, and stores, which serves as the basis for energy management efforts. In 2024, the energy statistics covered the Headquarters Office, Shulin Logistics Center, and 22 G2000 stores.

Energy usage at the headquarters primarily consists of electricity and gasoline for company vehicles. By promoting energy-saving behaviors and increasing employee environmental awareness, Collins aims to reduce energy intensity. Shulin Logistics Center is currently planning to set its 2024 energy usage data as the baseline and will continue to set concrete reduction targets. At the stores, LED lighting is being installed across all locations, and electricity consumption from external power sources is decreasing annually, demonstrating the effectiveness of energy-saving measures. The Company will continue promoting energy-saving actions to reduce the overall carbon footprint. The energy usage for the year 2024 is as follows: 4,592.77 GJ of electricity, 87.56 GJ of gasoline, and 4.34 GJ of diesel.

Collins Headquarters Office Energy Consumption in the Last 3 Years

Item	2022	2023	2024
Collins Headquarters Office			
Gasoline (GJ)	13.13	9.14	87.56
Purchased Electricity (GJ)	1235.05	1177.53	450.56
Total (GJ)	1248.18	1186.67	538.12
Energy Intensity	0.14	0.15	0.06

Note 1: The fuel energy value for 2022 and 2023 is based on the greenhouse gas emission factor management table (version 6.0.4) published by the Ministry of Economic Affairs' Bureau of Energy: Gasoline 7,800 kcal/L, Diesel 8,400 kcal/L; 1 kcal = 4.184 KJ; 1 GJ = 1,000,000 KJ. The fuel energy value for 2024 is based on the latest greenhouse gas emission coefficients and calorific value data from the Ministry of Environment. Gasoline 7,609 kcal/L, Diesel 8,642 kcal/L. 1 kcal = 4.1868 KJ; 1 GJ = 1,000,000 KJ.
Note 2: The electricity unit conversion is: 1 kWh = 0.003601 GJ.
Note 3: Energy intensity = Energy usage (GJ) ÷ Net revenue (NTD million).

Energy Consumption of Shulin Logistics Center and Operational Stores in the Last 3 Years

Item	2022	2023	2024
Shulin Logistics Center			
Diesel (GJ)	-	4.22	4.34
Purchased Electricity (GJ)	-	622.26	265.55
Renewable Energy (GJ)	-	-	-
Operational Stores			
Purchased Electricity (GJ)	352.65	4202.13	3876.66
Renewable Energy (GJ)	-	-	-
Coverage Ratio	3.33%	59.46%	62.86%

Note 1: The fuel energy value for 2022 and 2023 is based on the greenhouse gas emission factor management table (version 6.0.4) published by the Ministry of Economic Affairs' Bureau of Energy: Gasoline 7,800 kcal/L, Diesel 8,400 kcal/L; 1 kcal = 4.184 KJ; 1 GJ = 1,000,000 KJ. The fuel energy value for 2024 is based on the latest greenhouse gas emission coefficients and calorific value data from the Ministry of Environment. Gasoline 7,609 kcal/L, Diesel 8,642 kcal/L. 1 kcal = 4.1868 KJ; 1 GJ = 1,000,000 KJ.
Note 2: Coverage Ratio = Emissions covered by stores / Collins owned stores (with actual operational control), formula updated for 2022 and 2023.

Green Energy Development, Driving a Low-Carbon Future

In response to the government's energy transition and the 2050 net-zero emissions policy, the Company continues to expand its investments in the green energy industry, actively participating in the development and operation of renewable energy and energy storage infrastructure. In 2024, the Company increased its investment by NTD688 million in Collins' green energy holding company, Collins Energy, as a core strategy to deepen its new energy layout and increase the proportion of green electricity.

At the same time, through investments in promising renewable energy companies such as J&V Energy, Yu Guang Energy, and Tuo-Sen Energy, the Company integrates cross-company resources to strengthen grid resilience and improve the efficiency of renewable energy applications. In 2024, the Company completed the construction of energy storage facilities and successfully connected to the grid, officially entering the Taiwan power company's reserve capacity service market, demonstrating its commitment to low-carbon transformation and power stability.

>>For details, please see 2.1 on "About Collins - Products and Services"

Green Procurement

In line with the spirit of "Prioritizing the Environment, Sustaining the Future," the Company strives to reduce overall energy consumption and greenhouse gas emissions. When building the new logistics center, green building practices were partially referenced. Stores and offices use eco-friendly green building materials, and the Company continues to procure green-labeled products. In 2024, the Company purchased NTD39,900 worth of green-labeled products.

Green Label Procurement Amount

Green Label	Item	Procurement Amount (NTD)
PEFC Forest Certification Program	Copy Paper	NTD39,900
Total		NTD39,900

4.5 Water Resource Management

Collins sources all its operational water from the local water utility company, with 100% being domestic water used for personal consumption. As there are no manufacturing factories or production processes, the water withdrawal and discharge amounts are balanced, resulting in zero water consumption. No sites are located in high-water-risk areas. Wastewater is discharged through sewer lines to public sewage treatment plants. The scope of this water management inventory covers the Headquarters Office, Shulin Logistics Center, and 19 Operational Stores across Taiwan. Since most food and beverage stores are located in department malls, a complete water usage tracking mechanism has not yet been established. The Company will continue to assess appropriate inventory methods in the future and gradually improve water data collection, as a basis for planning water-saving management measures.

Water Resource Usage of Collins

Item	2022	2023	2024
Collins Headquarters Office			
Water Withdrawal (k cubic meters)	4.901	5.318	2.708
Shulin Logistics Center			
Water Withdrawal (k cubic meters)	-	1.773	0.184
Operational Stores			
Water Withdrawal (k cubic meters)	4.95	4.350	4.702
Coverage Ratio	3.33%	59.46%	54.29%

Note 1: The water withdrawal data for Collins Headquarters Office in 2022 and 2023 is estimated based on the water bill amount, referencing the unit price published by Taiwan Water Corporation. For 2024, due to the relocation of the Headquarters Office, water withdrawal cannot be independently separated, so the water usage is estimated using the daily per capita domestic water consumption as published by the Water Resources Agency.
Note 2: Shulin Logistics Center began operations in 2023, so there is no data for 2022.
Note 3: Water withdrawal data for Shulin Logistics Center and Operational Stores is from the water bills.
Note 4: Coverage Ratio = Emissions covered by stores / Collins owned stores (with actual operational control), formula updated for 2022 and 2023.
Note 5: Due to difficulty in obtaining full-year data for rainwater inflow and recycling, this year, the data will not be disclosed to ensure data quality, and it is listed as an information re-compilation item. This adjustment does not affect the overall direction of the water resource management policy.

Water Resource Management Policy

Reduction Target: **Reduce water usage by 0.5% annually.**

Office Water Saving Measures

- Install water-saving devices on office faucets to control water flow.
- Regularly promote employee awareness on water conservation, including turning off faucets when not in use.
- Establish an immediate reporting mechanism to promptly repair any leaking or damaged water supply equipment to avoid waste.

Logistics Center Water Saving Measures

Place a 500cc plastic bottle in each toilet cistern to reduce water usage per flush.

4.6 Waste Management

GRI 306-1,306-2,306-3,306-4

Collins primarily generates general industrial waste during its operations and does not produce hazardous industrial waste. The main waste items include household garbage, waste paper, cardboard, discarded computer equipment, and waste oil. All waste is properly classified and handled, with licensed professional companies contracted for waste disposal, and the waste is ultimately sent to incineration plants for further treatment. Currently, the waste weight statistics cover the Headquarters Office and Shulin Logistics Center, and in the future, waste disposal data will be assessed for each store.

Waste Generation and Disposal

Site	Waste Items	Disposal Method
Headquarters Office	Household waste, waste paper, discarded computers	Classified as recyclable materials and general waste, with disposal by the building's contracted waste management company; general waste is incinerated, while recyclable materials are collected for reuse.
Shulin Logistics Center	Household waste, cardboard, waste paper, waste oil	Disposed of by a certified environmental waste management company.

Waste Disposal Amount (Unit: Metric Tons)

Category	Disposal Method	Disposal Site	2023	2024
Collins Headquarters Office				
General industrial waste	Incineration (non-energy recovery), recycling	Off-site	30.6	5.115
Hazardous industrial waste	N/A	N/A	N/A	N/A
Shulin Logistics Center				
General industrial waste	Incineration (non-energy recovery), recycling	Off-site	1.9	11.847
Hazardous industrial waste	N/A	N/A	N/A	N/A
Total			32.5	16.962

Notes: The waste disposal data for Collins Headquarters Office in 2024 excludes January and February, due to the relocation of the office. The data for 2024 represents the accumulated total from March to December.

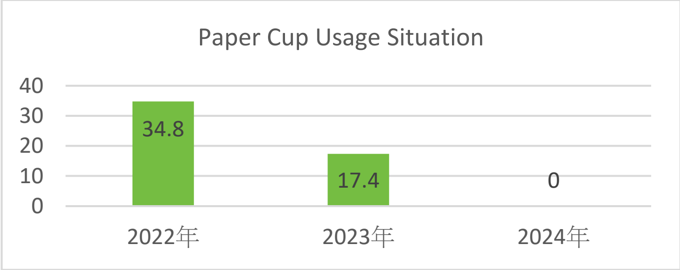
Waste management Policy

Reduction Target: Reduce paper waste by 5% annually.

Note: The statistical scope includes Collins Headquarters Office, Shulin Logistics Center

Office Waste Reduction Measures:

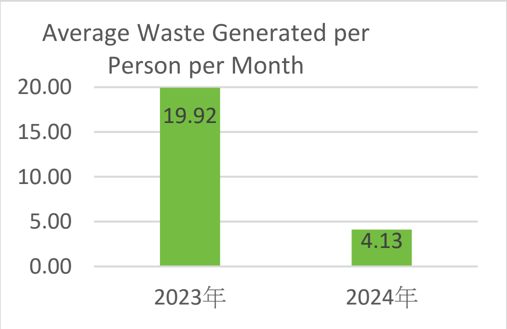
- Promote a paperless office by digitizing paper documents, simplifying processes, and optimizing digital management using cloud databases.
- Internally encourage employees to use reusable cups and offer ceramic cups instead of providing paper cups to visitors.



Logistics Center Waste Reduction Measures:

- Implement packaging reduction and reuse, assist in designing eco-friendly packaging, and reuse packaging materials in the logistics and distribution process.

Waste Reduction Achievements



Through ongoing internal campaigns to strengthen awareness of waste reduction and classification, Collins achieved a 79.27% reduction in the average amount of waste generated per person per month at the Headquarters Office in 2024 compared to 2023.

Note 1: Calculation Formula: Average monthly waste generation/Number of employees at Taiwan Headquarters.
Note 2: Due to the Headquarters Office relocation, waste data for January and February 2024 is not included in the statistics.

4.7 Green Operations

Packaging and Material Management

SASB CG-MR-410a.3

In response to the Ministry of the Environment's 2023 announcement of the "Internet Shopping Packaging Usage Restrictions and Implementation Methods," Collins has conducted limited assurance of relevant data through accountants in accordance with regulations.

2024 E-commerce Packaging Data

E-commerce Sales Volume 3,741 items
E-commerce Packaging Materials
Total Weight 593,443 grams
- Packaging Boxes: 548,896 g
- Packaging Bags: 39,807 g
- Tape: 4,740 g

To implement the reduction policy objectives, 100% of the packaging used for e-commerce shipping is recyclable cardboard. The cardboard and destruction bags are sourced from suppliers compliant with ISO 14021, the national environmental standard, reducing environmental impact and meeting environmental requirements. Additionally, the Company promotes packaging recycling and reuse at stores via company-wide announcements, aiming to reduce paper and plastic waste.

Sustainable Packaging Actions

Packaging Reduction

Global Export Department: Discuss with customers the possibility of packaging reduction and recycling. Assisted in designing sustainable packaging for two products by replacing plastic packaging with eco-friendly paper materials.

Encourage Reusable Shopping Bags and Eco-friendly Cups

Fashion and Lifestyle Business Group: The Japanese apparel brand's Mitsui Outlet Park Linkou launched an anniversary event offering branded eco-friendly shopping bags with purchases over a certain amount. A total of 250 bags were distributed in 2024.

Fashion and Lifestyle Business Group: The G2000 brand launched an event offering eco-friendly transparent travel bags and glass cup sets with purchases over a certain amount. A total of 1,928 eco-friendly transparent travel bags and 1,931 glass cup sets were distributed, continuing the plastic reduction initiative to protect the Earth.

Green Storage

Solar Power System of Shulin Logistics Center, Realizing the Green Building and Low-Carbon Vision

To reduce environmental dependency and energy expenditures, Collins introduced a solar power generation system during the construction phase of the Shulin Logistics Center. Currently, all the green electricity generated is sold to Taiwan Power Company.

The design of the logistics center partially references green building certification criteria. Through the integration of equipment selection and energy strategies, the center achieves low-carbon operations, energy efficiency, and environmental-friendly goals, demonstrating the Company's commitment to green building and sustainable logistics.

2024 Shulin Logistics Center
Electricity Generation: 155,202 kWh

Smart Storage

The Shulin Logistics Center is partially used for apparel storage. As improving storage operational efficiency contributes to enhanced energy efficiency, Collins has analyzed the storage operations and introduced smart storage equipment to reduce labor and improve operational efficiency, thus achieving energy savings and carbon reduction benefits.
- AGV (Automated Guided Vehicle) Smart Unmanned Transport Vehicles:
✓ Significantly reduce labor by 40%.
- RFID (Radio Frequency Identification) System: enhancing inventory check efficiency and shipping speed
✓ 1. Inventory check efficiency increased by 50%, with an accuracy rate of 99.9%.
✓ 2. Shipping speed increased by approximately 20% to 25%.
✓ 3. Labor reduced by about 20% to 25%.

5. Friendly Workplace

Talent Policy
Talent Attraction
Diversity and Inclusion
Talent Development
Health and Safety

In response to SDGs

3 GOOD HEALTH AND WELL-BEING
4 QUALITY EDUCATION
5 GENDER EQUALITY
8 DECENT WORK AND ECONOMIC GROWTH
10 REDUCED INEQUALITIES

COLLINS 高林

5.1Talent Policy

Human Rights Policy

GRI 2-23, 2-24, 2-25

Collins supports and adheres to internationally recognized human rights standards and principles, including the United Nations *Universal Declaration of Human Rights* and the relevant regulations of the International Labor Organization (ILO) conventions. The Company also strictly follows local labor laws to eliminate any human rights violations. In 2024, there were no incidents involving violations of labor laws or employment discrimination regulations.

Collins Human Rights Policy Statement

Eliminate unlawful discrimination to ensure equal employment opportunities
Provide a safe and healthy working environment
Prohibit forced labor
Assist employees in maintaining mental and physical health and work-life balance
Prohibit child labor

Human Rights Education and Training

Education and training on "unlawful infringements" are provided to help employees understand their rights. In 2024, there were 81 participants, with a total of 81 hours of training. In the future, the Company will continue to provide training on human rights and sexual harassment prevention to raise awareness and prevent any human rights violations.

Sexual Harassment Prevention

The Company has established "Sexual Harassment Prevention Measures, Complaints, and Discipline Procedures" and a "Statement on Prohibition of Sexual Harassment in the Workplace" to protect employees from workplace sexual harassment and ensure a safe working environment. Appropriate preventive, corrective, disciplinary, and handling measures are taken to protect the rights and privacy of the individuals involved.

>>For relevant regulations, please refer to the "Sexual Harassment Prevention Measures, Complaints, and Discipline Procedures".

Prohibition of Workplace Violence

Collins has established a "Written Statement Prohibiting Workplace Violence" to protect all employees from physical or mental harm during their duties. The Company will not tolerate any workplace bullying by management or any acts of workplace violence by employees, customers, clients, caregivers, or strangers toward Collins employees.

>>For relevant regulations, please refer to the Written Statement Prohibiting Workplace Violence

Sexual Harassment Prevention and Workplace Violence Complaint Channels

After receiving a complaint, the Company will conduct an investigation confidentially. If the investigation confirms the incident, disciplinary actions will be taken. Additionally, Collins expressly prohibits retaliation against individuals who report such incidents, file complaints, or assist in sexual harassment complaints or investigations.

- **Complaint Hotline**: 02-27125311 #247 / #274 (Human Resources Division)
- **Complaint Email**: hr@collins.com.tw

>>For relevant regulations, please refer to the Statement on Prohibition of Sexual Harassment in the Workplace

Labor-Management Communication

GRI 2-30, SASB CG-MR-310a.3.

Collins respects the right of all employees to freely associate and form trade unions as per the law. The Company has established an employee welfare committee and communication channels in compliance with regulations. In 2024, no violations of labor-related laws occurred. We highly value employee rights and hold annual labor-management meetings to listen to employee feedback and provide immediate responses and improvements. In 2024, a total of two labor-management meetings were held to facilitate communication with employees.

Employee Communication Channels

Communication Mailbox	A dedicated communication mailbox for internal employees is available, managed by a designated representative to facilitate communication with employees. In 2024, no employee complaints were received. Communication Mailbox: hr@collins.com.tw
Labor-Management Meetings	Labor-management meetings are held according to the "Labor-Management Meeting Implementation Measures." Meetings are held regularly to communicate and discuss issues, following the principles of harmony and honesty between labor and management, to negotiate solutions. In 2024, two labor-management meetings were held.
Annual Performance Review	Employees can communicate through the annual performance review to reflect on work-related issues and offer suggestions for the Company. The Company can express its work requirements and expectations and provide guidance and assistance as needed.
Employee Welfare Committee	The Employee Welfare Committee organizes welfare measures for employees, including employee trips, year-end parties, holidays like Dragon Boat Festival and Mid-Autumn Festival, and subsidies for weddings and funerals.
Unethical Conduct Reporting	If any employee discovers unethical conduct or any behavior that may conflict with the Company's interests, they can report it through "In-person Reporting," "Phone Reporting," "Written Reporting," or other appropriate channels. A dedicated unit handles these reports confidentially and ensures an independent investigation. The identity of the whistleblower will be kept absolutely confidential, and they will be guaranteed protection from any undue treatment as a result of their report. No corruption-related incidents occurred in 2024.

Notification of Operational Changes

GRI 402-1

When Collins encounters situations under Article 11 of the *Labor Standards Act*, the Company will communicate employment matters in advance with employees: For employees with three months to less than one year of service, a 10-day prior notice will be given. For employees with one year to less than three years of service, a 20-day prior notice will be given. For employees with more than three years of service, a 30-day prior notice will be given.

Human Resources Structure

GRI 2-7, 2-8, 405-1, SASB CG-MR-330a.1

Collins primarily employs full-time staff, with part-time employees mainly working as hourly staff in stores. All employees are permanent staff, while non-employee workers include cleaning staff at the Taiwan Headquarters and security personnel at the building.

Collins Employee Information

Type	2023			2024		
	Male	Female	Total	Male	Female	Total
Full-time Employees	59	251	310	61	233	294
Part-time Employees	12	24	36	9	24	33
Note: No employees without guaranteed hours or temporary workers.						

Collins Non-Employee Workers

Type	Male	Female	Total
Cleaning Staff	0	1	1
Security	1	0	1
Note: These are non-employee workers at Collins Taiwan Headquarters.			

As of the end of 2024, the total number of employees at Collins was 327, a decrease of 5.81% from the previous year, mainly due to a reduction in store staff. Given that the Company's business is primarily in retail sales and office support, female employees account for 78.89%, while male employees account for 21.11%. In addition, the Company does not employ child labor, and due to the nature of its business, it does not currently hire foreign migrant workers.

Employee Statistics

Type	2023						2024					
	Taiwan Headquarters			Store Staff			Taiwan Headquarters			Store Staff		
	Male	Female	Subtotal	Male	Female	Subtotal	Male	Female	Subtotal	Male	Female	Subtotal
Senior and Middle Executives	20	20	40	-	-	-	19	19	38	-	-	-
Junior Executives	9	39	48	-	-	-	8	24	32	-	-	-
Non-supervisor Employees	14	26	40	28	190	218	14	40	54	28	175	203
Total	43	85	128	28	190	218	41	83	124	28	175	203

Employee Education and Age Information for 2024

	Taiwan Headquarters		Store Staff	
Item	People	Proportion	People	Proportion
Doctorate	1	0.81%	0	0.00%
Master's Degree	12	9.68%	0	0.00%
University Degree	88	70.97%	43	21.18%
High School or Below	23	18.55%	160	78.82%
Total	124	100.00%	203	100.00%
<30 years old	15	12.10%	59	29.06%
31-50 years old	50	40.32%	99	48.77%
51 years old and above	59	47.58%	45	22.17%
Total	124	100.00%	203	100.00%

New and Departing Employees

GRI 401-1, SASB CG-MR-310a.2

Collins values the stability and development of human resources, continually reviewing employee inflows and outflows as an important basis for recruitment and retention strategies. In 2024, the number of new employees was 136, accounting for 41.59% of the total workforce, while the number of departing employees was 157, accounting for 48.01% of the total workforce. The voluntary turnover rate for in-store employees in 2024 was 60.10%, while the involuntary turnover rate was 0.99%. The higher turnover rate is primarily from hourly employees, as part-time positions typically have higher entry and exit rates.

Number of New Employees

	Headquarters				Store Full-time Employees				Store Part-time Employees			
Gender	**Female**		**Male**		**Female**		**Male**		**Female**		**Male**	
Age	**People**	**Proportion**	**People**	**Proportion**	**People**	**Proportion**	**People**	**Proportion**	**People**	**Proportion**	**People**	**Proportion**
<30 years old	13	9.56%	1	0.74%	21	15.44%	7	5.15%	32	23.53%	14	10.29%
30-50 years old	8	5.88%	5	3.68%	23	16.91%	3	2.21%	1	0.74%	0	0.00%
>50 years old and above	1	0.74%	1	0.74%	6	4.41%	0	0.00%	0	0.00%	0	0.00%
Total	22	16.18%	7	5.15%	50	36.76%	10	7.35%	33	24.26%	14	10.29%

Number of Departing Employees

	Headquarters				Store Full-time Employees				Store Part-time Employees			
Gender	**Female**		**Male**		**Female**		**Male**		**Female**		**Male**	
Age	**People**	**Proportion**	**People**	**Proportion**	**People**	**Proportion**	**People**	**Proportion**	**People**	**Proportion**	**People**	**Proportion**
<30 years old	15	9.55%	1	0.64%	29	18.47%	7	4.46%	43	27.39%	23	14.65%
30-50 years old	6	3.82%	2	1.27%	5	3.18%	3	1.91%	2	1.27%	1	0.64%
>50 years old and above	7	4.46%	2	1.27%	10	6.37%	0	0.00%	1	0.64%	0	0.00%
Total	28	17.83%	5	3.18%	44	28.03%	10	6.37%	46	29.30%	24	15.29%

5.2 Talent Attraction

GRI 201-3

Recruiting Partners

Collins believes that employees are the core asset driving the Company's continuous growth and innovation. The Company creates an attractive workplace environment and system, focusing on employee benefits and career development, offering competitive salaries and benefits, and combining internal and external training resources to strengthen employee expertise, thus enhancing overall operational efficiency. To attract and retain top talent, Collins offers year-end and performance bonuses based on individual performance to encourage the mutual growth of the Company and its employees.

Regarding recruitment strategies, Collins not only utilizes existing online recruitment platforms and job websites but also collaborates with universities to implement internship programs, nurturing future talent. The Company also has an internal employee referral mechanism and plans to introduce a referral bonus system in the future to further expand the talent pool.

Retirement System

In compliance with the Labor Pension Act's new labor retirement system, the Company contributes 6% of each employee's total salary to their individual pension accounts under the Bureau of Labor Insurance. Furthermore, for employees who are eligible for the old pension system, 4% of their monthly salary is allocated to retirement reserve accounts with the Bank of Taiwan, as per the old pension system. As of the end of 2024, a total of 43 employees were still using the old pension system and 284 employees were using the new system, for a total of 100% of employees taking part in a pension plan.

Retirement System	Collins has established a retirement pension policy in accordance with the Labor Standards Act: - Employees who have served for 25 years, or those with 15 years of service and aged 55 or older, or those with 10 years of service and aged 60 or older, can apply for voluntary retirement benefits. - Employees aged 65 or older, or those unable to perform their duties due to mental incapacity or physical disability, can be retired by the Company and receive retirement benefits. - Employees aged 65 or older who are approved to continue working by the General Manager can remain employed, with seniority being calculated.

Salary and Remuneration

GRI 2-21,202-1

To attract and retain outstanding talent, Collins has established a comprehensive performance management and remuneration system, linking organizational and individual performance goals. Salaries are reviewed, feedback is provided, and performance is assessed regularly. Employee salaries are determined based on experience, qualifications, and individual performance, without discrimination based on gender, race, religion, political stance, or marital status.

Annual Total Remuneration Ratio

Item	2024
Annual Remuneration Ratio	26.01
Annual Total Remuneration Change Ratio	1.04

Note 1: Annual Remuneration Ratio = Total annual remuneration of the highest-paid individual / Median total annual remuneration of all other employees.
Note 2: Annual Total Remuneration Change Ratio = Remuneration change rate of the highest-paid individual / Median remuneration change rate of all other employees.

Non-Manager Full-Time Employee Salary Overview (Unit: NTD Thousand)

Unit: NTD Thousand

Item	2022	2023	2024	Difference from Previous Year (Ratio)
Non-manager Full-time Employees	115	133	146	+9.7%
Average Salary of Non-manager Full-time Employees	589	617	620	+ 0.49%
Median Salary of Non-manager Full-time Employees	524	571	559	-2.15%

Note: The above salary overview applies to Collins as a standalone company and does not include store staff.

Non-supervisor Employees' Salary vs. Local Minimum Wage Ratio

Collins follows local regulations when setting starting salaries, and in 2024, no employee starting salary was below the local government's minimum wage standards. All store employees' salaries exceed the minimum wage, with the average hourly wage for store employees being NTD 227.

	Female	Male
Entry-level Employee vs. Local Minimum Wage Ratio	1.28	1.31

Welfare System

GRI 401-2

Collins has established a "Employee Welfare Committee" to ensure the well-being of employees and maintain harmonious labor-management relations through a comprehensive benefits system. The Company provides various benefits including employee trips, year-end dinners, holiday bonuses for Dragon Boat Festival and Mid-Autumn Festival, as well as marriage and funeral subsidies. All legally mandated benefits, such as labor and health insurance, pension system, and various types of leave (personal leave, sick leave, maternity leave, prenatal leave, paternity leave, menstrual leave, family care leave, marriage leave, bereavement leave, work injury leave, special leave, and parental leave), apply to all employees.

Salary and Insurance	■ Year-end bonus, performance bonuses, and other generous rewards based on individual performance ■ Labor insurance, health insurance, and pension contributions ■ Free group insurance (including cancer, sickness, and life insurance)
Welfare Subsidies	■ Holiday bonuses, marriage and funeral subsidies, birthday gifts ■ Employee trips ■ Year-end dinner ■ Group purchasing benefits (Minoshin International, G2000, Japanese brands)
Leave System	■ Flexible working hours: Employees work 8 hours a day, with working hours from 7:00 AM to 10:00 AM and a departure time from 4:00 PM to 7:00 PM ■ Special leave: New employees receive three days of special leave after completing a 3-month probation period, with an additional three days of special leave after 6 months ■ No makeup work required for makeup days (no deductions from special leave or personal leave) ■ Paternity leave, family care leave, and parental leave

In 2024, the Employee Welfare Committee organized five employee welfare activities, including a public welfare beach cleaning event, a movie promotion event, a year-end thank-you dinner, and employee trips. These activities help enhance camaraderie and employee engagement, strengthening the sense of recognition and belonging toward the Company.

Collins Employee Benefits - 5-day 4-night Tour to Busan, South Korea

Collins Employee Welfare Activity: Collins Beach Cleanup – A One-Day Tour to Jinshan Jhongjiao Bay and Zhu Ming's Art Museum

Parental Leave

GRI 401-2

Collins legally provides a comprehensive parental leave policy, encouraging eligible employees to apply for parental leave. Employees on parental leave may apply for reinstatement when the leave period ends. In 2024, two female employees applied for parental leave.

2024 Parental Leave Statistics

Item	Male	Female	Total
A. Number of employees eligible to apply for parental leave in 2024	0	2	2
B. Number of employees who actually applied for parental leave in 2024	0	2	2
C. Number of employees expected to return from parental leave in 2024	0	0	0
D. Number of employees who actually returned from parental leave in 2024	0	0	0
Return Rate (D / C)	-	-	-
E. Number of employees who returned from parental leave in 2023	0	0	0
F. Number of employees who remained employed for one year after returning from parental leave in 2023	0	0	0
Retention Rate (F / E)	-	-	-
Notes:			

A: Number of applicants for maternity and paternity leave between 01/01/2024 and 12/31/2024.
B: Number of applicants for parental leave between 01/01/2024 and 12/31/2024.
C: Number of applicants whose parental leave ended between 01/01/2024 and 12/31/2024.
D: Number of employees who returned from parental leave between 01/01/2024 and 12/31/2024.
E: Number of employees who returned from parental leave in 2023.
F: Number of employees who returned from parental leave in 2023 and remained employed for one year.

Childcare Support, Happiness Together – Creating a Family-Friendly Workplace

To comply with the *Gender Equality in Employment Act*, Collins is committed to creating a family-friendly work environment and providing employees with appropriate childcare assistance measures. Considering employees' actual childcare needs and commuting convenience, the Company conducts site visits to evaluate nearby legally registered childcare institutions.

Collins provides exclusive childcare discounts and related services for employees' children as part of the Company's family support initiatives. In the future, the Company will continue to collect employees' feedback on childcare, regularly reviewing childcare support strategies to enhance the balance between work and family life for employees.

5.3 Diversity and Inclusion

Collins upholds the principles of respect and inclusion, striving to create a diverse, equal, and inclusive workplace environment. There is no discrimination based on gender, race, religion, nationality, or other personal background factors. As of the end of 2024, all company executives are Taiwanese nationals, with a 100% local management hiring rate. The Company also employs two individuals with disabilities, and no employment discrimination incidents have occurred.

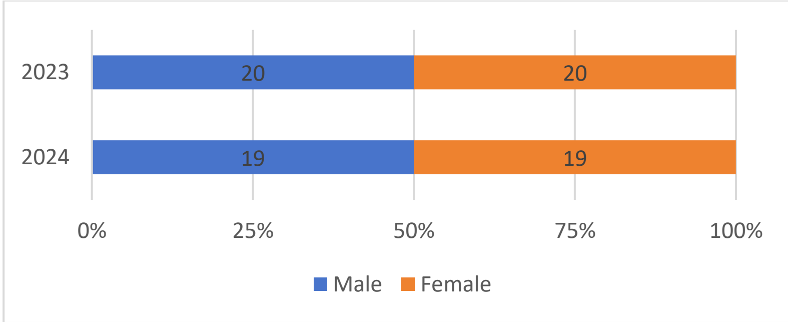
Additionally, Collins continues to promote the principle of equal pay for equal work, offering fair salaries and remuneration and equal promotion opportunities. Overall, male executives tend to hold decision-making positions, which have higher responsibility and challenges, and their average salary is slightly higher than that of female managers. However, the Company's salary determination is based on job responsibilities and performance, with no gender-based differences. In the future, Collins will continue to strengthen its gender equality mechanisms and enhance the organization's diversity and inclusion culture.

Gender Pay Ratio and Remuneration Comparison

Employee Category	Base Salary (Male: Female)	Total Salary and Remuneration (Male: Female)
Senior Executives	1.6:1	2.63:1
Middle Executives	0.99:1	0.98:1
Junior Executives	0.92:1	0.92:1
General Employees	1.5:1	1.46:1

Note: Base salary refers to the fixed salary agreed upon between the employee and employer. Total salary and remuneration include base salary, bonuses, overtime, and other forms of remuneration.

Gender Ratio for Senior and Middle Executives in the Past 2 Years



GRI 202-2, SASB CG-MR-330a.2

Diversity and Inclusion Initiatives

Maternity Protection and Family Care Measures:

-Provide employees with a nursing room and lactation space to support breastfeeding policies.
-Provide female employees with menstrual leave, parental leave, paternity leave, maternity leave, miscarriage leave, and fertility assistance.
-Exempt pregnant employees from night shift duties.
-Provide childcare discounts and support through collaboration with legally registered childcare institutions to meet employees' childcare needs.

Support and Employment for Employees with Disabilities:

-Invite disabled artists to perform at the year-end party, promoting workplace diversity and inclusion.
-Hire employees with disabilities through job redesign and participate in the "Experience Sharing Session on Successful Employment of Disabled Employees" of the Labor Affairs Department-New Taipei City Government, sharing success stories with other companies.

Creating a Harassment-Free, Bullying-Free Workplace Culture:

- Implement workplace bullying prevention campaigns to help employees understand and avoid bullying behaviors, creating a friendly work environment.
- Establish and publicly disclose sexual harassment prevention measures and grievance procedures.

Column: Respecting Differences, Co-Creating the Stage — Inviting Artists with Disabilities to Perform at the Year-End Party

Collins believes that everyone has a stage to shine on. To practice the principles of diversity and inclusion, the Company has invited disabled artists to perform as guest performers at the annual year-end party for two consecutive years. Through their wonderful performances, they brought positive energy and allowed all employees to experience the life force of “different abilities, equally magnificent.”

This initiative not only demonstrates the Company’s respect and support for disabled artists but also deepens employees’ understanding and resonance with the values of diversity and inclusion. We believe that a truly friendly workplace begins with appreciating each individual’s uniqueness. In the future, Collins will continue to support the participation of people with disabilities in society, making respect, inclusion, and mutual benefit an integral part of the corporate culture.

Collins Year-End Party Invites People with Disabilities to Perform

Column: Barrier-Free, Diverse Workplace — Job Redesign to Support Employment of People with Disabilities

In May 2024, Collins participated in a seminar organized by the Labor Affairs Department, New Taipei City Government, to learn about government-provided job redesign and talent matching resources. After an on-site visit by a professional consulting team, the Company helped match talent to the administrative and clerical support roles in the General Affairs Division.

Considering the individual’s physical condition, Collins specifically adjusted their job content to focus on indoor clerical and administrative support tasks, avoiding responsibilities that required outdoor travel. The work processes were also adjusted according to their adaptation, allowing them to gradually familiarize themselves with the tasks and steadily contribute to the work, demonstrating excellent performance.

Collins firmly believes that job redesign not only helps people with disabilities successfully integrate into the workplace but also promotes workplace inclusion. To expand corporate collaboration and share practical experiences, in September 2024, **Peir-Yuh Wang**, Deputy General Manager of the Corporate Service Group, was invited back to the seminar to share the Company’s experiences and results, with the goal of encouraging more companies to support the employment of people with disabilities and collectively create a friendly, diverse, and sustainable employment environment.

New Taipei City Government’s Seminar on Supporting Employment of People with Disabilities

Employment Case Photo Sharing

5.4 Talent Development

GRI 404-1,404-2

In order to cultivate outstanding talents and enhance employees' professional abilities in the workplace, the company arranges for employees from various departments to participate in education and training, regularly holds education and training courses on different themes every month, and provides external training opportunities to help employees improve their professional skills and personal abilities. The training targets include all employees, including grassroots colleagues and supervisors in various departments, and colleagues are also encouraged to participate in external training.

Employee training orientation

training aspect	Training content description
Workplace health and safety	Enhance employees' health awareness and self-protection capabilities, covering common disease prevention in the workplace, fire safety concepts, labor accident protection, and workplace safety regulations
Corporate Governance and Management	Enhance the capabilities of executives in corporate governance, risk control, financial oversight, cross-departmental collaboration, and sustainable decision-making
Regulatory compliance	Assist employees in keeping abreast of the latest regulatory trends, including labor laws, gender equality, personal information protection, accounting and tax compliance, etc., to strengthen internal control and compliance capabilities
Digital competency training	Strengthen employees' knowledge and practical operational capabilities in the fields of digital marketing, retail technology, and AI applications, and master the new trends in omni-channel retail, marketing platform application skills, and the application potential of data tools in operations

2024 Employee Training Hours Overview

Title	Gender	Total Hours	Total Participants	Average Training Hours
Supervisors	Male	126	19	6.63
	Female	129	19	6.79
Non-supervisor Employees	Male	300.5	50	6.01
	Female	371	239	1.55
Total		926.5	327	2.83

Building a Sustainable Culture

To enhance employees' understanding and practical application of sustainability topics, Collins has planned several sustainability-related training courses in 2024. External professional instructors were invited to teach topics such as sustainability report writing, greenhouse gas inventory, and sustainable fashion workshops. These sessions assist employees in building a systematic knowledge framework of sustainability, improving their quality through education and training, and internalizing sustainable thinking. In 2024, the total hours of internal sustainability-related training reached 195 hours.

Furthermore, the Company encourages employees to proactively participate in external courses and seminars hosted by organizations to expand their sustainability knowledge both domestically and internationally, gaining insights into industry best practices. In 2024, employees participated in external sustainability development and greenhouse gas inventory training courses, totaling 368.5 hours.

To strengthen core leadership in sustainability, the Company also continues to arrange for the Chief Sustainability Officer (CSO) to attend sustainability-related courses, including "GRI Certification Course" and "Sustainability Elite Training Program: Building Trust, Achieving Sustainability," to enhance their professional capabilities and lead Collins toward sustainable development goals.

2024 Achievements in Building a Sustainable Culture

Internal Sustainability Training	External Sustainability Training
Total Hours: 195 hours	Total Hours: 368.5 hours

Campus Recruitment

Talents are the fundamental resources of an enterprise, and the recruitment and retention of exceptional talents are crucial factors for the success of a company. Collins actively engages in campus recruitment and collaborates with universities and colleges in Taiwan to promote student participation in internship programs during their free time. In 2024, a total of four interns served at Collins.

To expand intern recruitment, the Company increased the number of internship partner schools. A training program with Soochow University is being organized. Additionally, the Company is in the process of developing an industry-university cooperation program with Chihlee University of Technology. This program aims to recruit more talented individuals who can grow and expand alongside the Company.

Elite Campus Talent Training

- **The internship program includes both academic-year internships and summer internships.**
- **Department heads provide hands-on guidance, and practical work experience helps students and fresh graduates master the skills and knowledge required by the Company.**
- **Weekly interviews with senior executives assist students in planning their career paths.**


Collins Corporate Service Group Deputy General Manager at Soochow University to Explain Elite Internship Program, with a total of 20 participants.

Performance Management

GRI 404-3

Collins has established a performance evaluation system to effectively implement personnel performance management. The evaluation system covers six key areas: work intelligence, work quality and attitude, interpersonal relationships, marketing ability, management ability, and other factors. Within these areas, there are a total of 30 assessment items, which provide comprehensive comments and suggestions on employees’ work performance, aptitude, potential, and other aspects. Additionally, employees have the opportunity to offer suggestions to the company through the performance evaluation process. Communication channels are provided to foster harmony between labor and management, and to ensure that all employees achieve the Company’s expectations and improve their performance.

Statistical Table of Evaluation Participants in 2024

Unit: people

Title	Headquarters in Taiwan				Jesco International			
	Male	Percentage	Female	Percentage	Male	Percentage	Female	Percentage
Supervisors	19	100%	19	100%	-	-	-	-
Non-supervisor Employees	22	100%	64	100%	28	100%	175	100%

Notes:
1. The scope of employee data collection is the head office and the affiliated enterprise Jesco International. The data was collected up to December 31, 2024.
2. Supervisors are managers above the manager level.
3. The ratio is calculated as the number of persons being appraised for the job title / the number of persons of the job title by gender

5.5 Health and Safety

Occupational Health and Safety Management

GRI 403-1

Collins operates in a low-risk business environment, and thus is not required by law to establish an occupational health and safety management system. However, the Company still places great emphasis on employee safety and health, and has implemented relevant occupational safety policies. Currently, three employees have obtained the Class A Occupational Health and Safety Business Supervisor Certificate. The Company also has designated first aid personnel who hold a Certificate of Safety and Health Training for Emergency Personnel, capable of responding immediately to emergency situations, thereby enhancing the workplace's resilience in case of emergencies. In 2024, there were no violations of occupational health and safety regulations.

Ensuring Workplace Safety

Fixed emergency first aid kits are installed, and two AED (Automated External Defibrillator) units are placed at designated locations.
Strict access control and security are in place, with 24-hour surveillance systems maintained by contracted security companies.
At least once a year, qualified electricians are hired to check electrical outlets to ensure they are not overloaded and do not pose fire risks.
At least once a year, an outsourced fire safety inspection is conducted. Fire extinguishers are placed at designated points and regularly maintained to ensure their functionality.
Employees participate in at least one fire safety training session per year to familiarize themselves with fire equipment operation and emergency evacuation procedures.
Ensure sufficient lighting in work areas and corridors, regularly organize the workspace to maintain cleanliness, and prevent accidents such as collisions or trips.

Maintaining Workplace Hygiene

A no-smoking policy is enforced in the office, with designated areas for photocopiers and fax machines.
Regular outsourced inspections and cleaning of the office ventilation system (including air conditioning and dust filters.).
Annual monitoring of CO_2 concentration, with increased ventilation and fresh air circulation as necessary.
Monitor the safety of employees' drinking water, with maintenance and testing of water dispensers every three months.
Use environmentally friendly lighting to ensure adequate illumination in office spaces.
Regularly organize employee health checkups.

Occupational Health Analysis

Based on workplace risks and employee structure, Collins continues to implement various preventive measures to avoid potential occupational diseases or health hazards. The Company has established related management plans, including the "Prevention Plan for Diseases Triggered by Abnormal Workloads," "Human Factors Hazard Prevention Plan," "Prevention Plan for Illegal Workplace Harassment," and "Work Adaptability Assessment for Middle-aged and Older Employees," among others. These serve as the basis for identifying and controlling workplace risks.

To ensure the effectiveness of these measures and comprehensive risk management, the Company has commissioned an external professional healthcare team to assist in implementing health management, occupational disease prevention, and health promotion. Health risk information is collected through health surveys. Based on the 2023 health check report grading interview list and the 2022 health check re-examination roster, the abnormal values are classified from low to high as levels one to four, with priority given to those with severe values that will have an immediate impact. For 2022, 112 employees participated in the health check, with 20 people at Level D, people at Level C,.10 people need to be followed up for re-examination after the health check. Among them, one person can manage his/her health independently.

Overload Prevention Plan	24 employees were cared for during on-site visits, with 9 requiring follow-up. Six employees were referred to on-site doctors for further consultations. No adjustments were needed to their job responsibilities.
Human Factors Prevention Plan	47 employees were identified with musculoskeletal issues, and six were referred for further consultation with on-site doctors. 30 employees received health guidance and did not require job adjustments. 11 employees were further monitored or closed out by the occupational health nurses based on individual conditions.

Through referencing the 2024 health survey form and 2022 employee health check results, health grading and follow-up management are conducted, with work recommendations made based on the employee's actual condition. In cases of necessity, on-site certified doctors are consulted for work adaptability assessments and professional medical advice.

Occupational Health Services

GRI 403-3,403-5,403-6, 403-7

Collins' primary operations include office work and retail sales, where potential health risks for employees may arise from long standing for store personnel and poor posture for office workers. The Company strengthens relevant education and training, and implements measures to prevent health hazards.

Occupational Safety Education and Training

To create a safe working environment, Collins arranges professional training for dedicated personnel, including courses such as "Occupational Safety Supervisor Refresher Training," "Fire Safety Personnel Refresher Training," "Construction Workers' Taiwan Occupational Safety Card Training," and "Forklift Operation." In 2024, a total of seven people participated in the training, with a total of 39 hours of training.

Health Promotion Education and Training

To promote employee health and safety, the Company provides training on topics such as posture for sedentary workers and chronic disease prevention. In 2024, 142 participants attended, with a total of 169 hours of training.

2024 Health Promotion Training Hours

Course Name	Participants	Total Training Hours
Prevention and Health Care for Common Physical Issues of Sedentary Office Workers	41	41
Fire Safety Protection Seminar	27	54
Comprehensive Hearing Health Guide	40	40
[Waist] Your Health – Avoid Metabolic Syndrome, Be Careful of Becoming a Candidate for the Three Highs	34	34
Total	142	169

Employee Assistance Program | Creating a Healthy Workplace Starting with Physical Care

Upholding the "People-Centered" philosophy, Collins continues to promote an Employee Assistance Program (EAP) focused on health promotion. Through on-site medical services, individual care, and diverse health awareness programs, the Company supports employees in improving their health awareness and physical care abilities, practicing the values of a sustainable and happy workplace.

In 2024, the Company outsourced regular on-site health services from a qualified medical institution, ensuring that all employees have easy access to professional medical assistance at their workplace. Health check reports are managed through a tiered system, with employees prioritized based on the severity of abnormal values. Medical staff arrange health consultations in batches, addressing conditions such as hypertension and high cholesterol to improve employees' physical health.

On-site Service Arrangements:

- **On-site Nurses**: Three visits per month, each lasting two hours, for a total of 72 hours annually.
- **On-site Doctors**: Once every four months, for a total of six hours annually.

According to the annual health check results, about one-third of the top five common health problems among employees are related to obesity. To address this trend, the Company has implemented the following measures:

Health Poster Campaign	Focused on reducing sugar, low-oil, and balanced diets, encouraging employees to develop healthy eating habits.
Lunch Box Procurement Recommendations	Encouraging the choice of whole grain rice, multi-grain rice, and brown rice as main dishes, while reducing the intake of fried and refined starch foods.

Through these concrete actions, Collins continues to deepen its support for employee physical and mental health, reinforcing the Company's resilience with preventive health management and implementing the human-centered values of sustainable development.

Office Air Quality

To maintain the indoor air quality of office spaces and ensure the health and comfort of employees during daily work, Collins Headquarters Office continues to implement an air quality management system, including regular monitoring of carbon dioxide (CO_2) concentration. To ensure the accuracy and compliance of the monitoring results, the Company has entrusted a qualified third-party inspection agency to perform the relevant monitoring tasks.

The testing items are based on the regulations of the ***Indoor Air Quality Management Act*** and refer to Taiwan's legal standard value (1,000 ppm) for evaluation. In 2024, the Company conducted two tests, one in the first half of the year and one in the second half. The results showed stable CO_2 concentrations, with 100% compliance with the legal limit, demonstrating that the ventilation facilities in the office space are functioning well and the air circulation is adequate.

2024 Collins Headquarters CO_2 Concentration

Item/Year	March 2024	September 2024
CO_2 Concentration (ppm)	762	960

Food and Beverage Brand Environmental Safety Management

The Company's food and beverage brands are primarily located inside department stores, with the operation mainly offering light meals, snacks, and non-fried foods, which generates relatively low amounts of cooking fumes. However, the Company places high importance on the air quality of the workplace and the occupational health of employees. It has proactively introduced equipment and management mechanisms to reduce employees' exposure to cooking fumes and odors, ensuring a good work environment.

By the end of 2024, 75% of the food and beverage stores have been equipped with "electrostatic oil smoke treatment machines", which use electrostatic dust collection technology to effectively remove oil smoke and particulate matter from the air and reduce odor dispersion. This helps improve air quality in the kitchen and surrounding areas, reducing potential impacts on employees' respiratory systems. The Company will continue to assess the ventilation and air filtration effectiveness at various operational sites and strengthen health risk assessments and improvement measures for cooking areas to ensure that employees work in low-risk environments that comply with occupational health standards. This is part of the Company's commitment to occupational safety management and sustainable operations.

Occupational Injury

In 2024, Collins experienced one occupational injury incident, where an employee at the Shulin Logistics Center accidentally fell. After the incident, the Company immediately initiated an investigation process and conducted a comprehensive review and improvement of the on-site environment. Measures, including optimizing the layout of the workplace, were implemented to reduce the risk of similar incidents in the future. In 2024, there were no records of long-term health damage or occupational disease cases.

Operational Site	Total Work Hours	Fatalities		Recordable Occupational Injuries	
		Number	Rate	Number	Rate
Collins	417,488	0	0	1	0.48
Jesco International	276,688	0	0	0	0

Notes:
1. **Total Work Hours** = Number of employees × Daily work hours × Number of working days per year.
2. **Death rate caused by occupational injuries** = [number of deaths caused by occupational injuries /total work hours] × 200,000
3. **Recordable Occupational Injury Rate** = [Recordable occupational injuries / Total work hours] × 200,000

Fire Safety

Collins values safety risk management at operational locations. The Company has developed a comprehensive "Large-Scale Fire Protection Plan", which serves as a basis for emergency response management to ensure swift and proper responses in case of emergencies such as fires, earthquakes, or gas leaks, thereby protecting personnel safety and the integrity of facilities. The responsibility for implementing this fire protection plan lies with the Company's Fire Safety Manager.

"Large-Scale Fire Protection Plan" Contents

Preventive Management Measures	**Self-Defense Firefighting Activities**	**Holiday and Nighttime Fire Safety Management**
Earthquake Emergency Measures	**Gas Disaster Emergency Response**	**Disaster Prevention Education and Training Mechanism**

To ensure that all fire safety equipment is maintained in good working condition, the Company commissions a professional inspection organization to carry out comprehensive fire safety equipment inspections annually in May. The results are submitted to the local fire department within 15 days of completion. This mechanism ensures that the equipment complies with the legal maintenance cycle and safety standards, reducing the risk of fire system failures.

Fire Safety Manager Responsibilities

1. Develop, review, and update the fire protection plan.	10. Strengthen the evacuation guidance drill for high-rise employees obstruction of corridors and stairways.
2. Implement fire suppression, notification, and evacuation training.	11. Strengthen the level evacuation drill during simulated fires.
3. Supervise and implement inspections of fire protection facilities, electrical equipment, and machinery.	12. Conduct training and require employees to be proficient in disaster relief activities during a fire.
4. Manage and verify the safety of electrical wiring, electrical machinery, and equipment.	13. Guidance and supervision of fire safety management personnel
5. Supervise fire safety equipment inspections, including legal joint inspections.	14. Develop employee work manuals to strengthen first aid response during disasters
6. Create fire protection plans during construction and establish safety measures.	15. Provide suggestions and requests for instructions to management
7. Guide and supervise the handling of fire sources.	16. Ensure smooth passageways within the organization and prevent obstruction of corridors and stairways.
8. Manage personnel accommodation and strengthen control over personnel entry and exit.	17. Promote prevention measures to avoid arson
9. Conduct disaster prevention education for employees and relevant personnel.	18. Manage and organize all fire safety management-related documents

6.Social Inclusion

Social Engagement

In response to SDGs

6.1 Social Engagement

A company's position in society is not solely for pursuing profit, but also to shoulder social responsibilities by actively participating in social affairs and caring for social welfare. Collins upholds the spirit of "Taking from society, giving back to society," and is committed to social participation. The Company uses its expertise and resources to assist civil organizations and fulfill its mission as a corporate citizen. We actively participate in various social welfare activities through donations, partnerships, and other methods, striving to improve the community and society's overall situation while promoting sustainable social development.

Eliminating Hunger, Sending Love — Rice Donation Campaign

In alignment with the United Nations Sustainable Development Goals SDG 1 (No Poverty) and SDG 2 (Zero Hunger), the Company donates rice to social welfare organizations every year. From 2010 to 2024, Collins has donated rice to institutions such as the Taipei Children's Welfare Center, Child Welfare League Foundation, Private Ti-Hwei Protectory, and the Yu-Cheng Social Welfare Foundation, totaling 3,700 tkg of rice over the 15 years. In 2024, the Company donated 250 kg of rice to the Taipei City San Yu Enabling Center, Parents' Association for Persons with Intellectual Disabilities, Taipei Heart Life Association, Young Women's Christian Association, and GovServ, supporting the lives of people with disabilities and elderly people in rural areas.

15 Years of Cumulative Rice Donations: 3,700 tkg

Protecting the Coast, Ocean Friends — Jinshan Jhongjiao Bay Beach Cleanup

In 2024, the Company invited employees to participate in a beach cleanup and plastic reduction event, organized by the Corporate Governance Division and assisted by the Welfare Committee. Employees were encouraged to bring their families and join the beach cleanup, along with a cultural and artistic journey. The importance of the ocean to the entire planet cannot be underestimated, as it is closely linked to climate and the survival of all life. The issue of ocean waste not only causes coastal pollution but also harms marine life. We must do our best to protect the ocean, which can be done through beach cleanups that protect marine habitats, preserve the beauty of the beaches, and raise awareness about environmental issues.

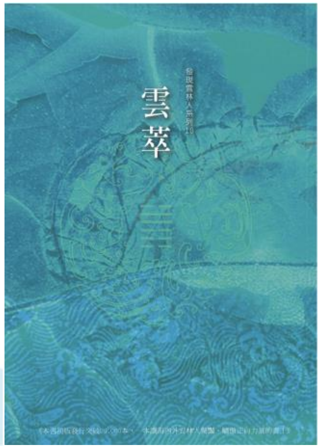
>>For details, please refer to "My Experience Sharing on Beach Cleanup - North Coast and Guanyinshan National Scenic Area"

Total Investment: NTD95,221, 48 participants

Reading for Love, Rooting in Local Communities —"Discover Yunlin People - Yun Cui" Book Donation Campaign

"Discover Yunlin People" is a series of local character story books promoted by the Yunlin County Government, aimed at uncovering and documenting the life stories and contributions of outstanding individuals in various industries in Yunlin.

The Company cares about local education and cultural heritage. In 2024, Collins donated 200 copies of the 10th book in this series, "Yun Cui", to the Yunlin County Government, supporting reading promotion and cultural grounding. This action aims to help young generations learn about their hometown, draw inspiration from role models, and foster cultural confidence.



Investment: NTD 28,000

In the Name of Love, Working Together for Good — HEB MEXICO 2024 Charity Gala

Collins responded to the annual charity event Torneo de la Amistad (Friendship Cup Charity Match) organized by H-E-B Mexico. Through active participation, we joined our partners from various regions to demonstrate corporate social responsibility and jointly promote regional sustainable development and societal well-being.

Investment: USD 4,450
(approximately NTD145,738)

Appendix 1: GRI Sustainability Reporting Standards Content Index

Reporting Statement	Collins reports the content for the period of January 1, 2024 - December 31, 2024 according to the GRI Standards.
Used GRI 1	GRI 1: Foundation 2021
Applicable GRI Industry Standards	No applicable GRI Industry Standards have been released during the reporting period.

Category	Item	Indicator Code	Indicator Name	Corresponding Chapter	Page Number
GRI 2 General disclosures (2021)	The organization and its reporting practices	2-1	Organizational details	2.1About Collins	p.22~23
	The organization and its reporting practices	2-2	Entities included in the organization's sustainability reporting	About the Report	p.3
	The organization and its reporting practices	2-3	Reporting period, frequency and contact point	About the Report	p.3
	The organization and its reporting practices	2-4	Restatements of information	About the Report 2.2 Operating performance 4.2 Greenhouse gas emissions 4.3 Energy management 4.4 Water Resource Management	p.3 p.30 p.79 p.81 p.83
	The organization and its reporting practices	2-5	External assurance	About the Report	p.3
	Activities and Workers	2-6	Activities, value chain and other business relationships	2.1 About Collins-products and services	p.25~29
	Activities and Workers	2-7	Employees	5.1 Talent policy - human resources structure	p.90
	Activities and Workers	2-8	Workers who are not employees	5.1 Talent policy - human resources structure	p.90
	Governance	2-9	Governance structure and composition	2.3 Corporate governance	p.33
	Governance	2-10	Nomination and selection of the highest governance body	2.3 Corporate governance	p.34
	Governance	2-11	Chairperson of the highest governance body	2.3 Corporate governance	p.33~34

	Governance	2-12	Role of the highest governance body in overseeing the management of impacts	1.1 Sustainable development	p.7
	Governance	2-13	Delegation of responsibility for managing impacts	1.1 Sustainable development	p.7
	Governance	2-14	Role of the highest governance body in sustainability reporting	1.1 Sustainable development	p.7
	Governance	2-15	Conflicts of interest	2.4 Ethical management	p.43
	Governance	2-16	Communication of critical concerns	2.3 Corporate governance	p.33
	Governance	2-17	Collective knowledge of the highest governance body	2.3 Corporate governance	p.37
	Governance	2-18	Evaluation of the performance of the highest governance body	2.3 Corporate governance	p.35~36
	Governance	2-19	Remuneration policies	2.3 Corporate governance	p.37
	Governance	2-20	Process to determine remuneration	2.3 Corporate governance	p.37
	Governance	2-21	Annual total remuneration ratio	5.2 Talent attraction	p.92
	Strategy, Policies and Practices	2-22	Statement on sustainable development strategy	Message from the chairperson	p.5
	Strategy, Policies and Practices	2-23	Policy commitments	5.1 Talent policy –Human rights policy	p.88
	Strategy, Policies and Practices	2-24	Embedding policy commitments	5.1 Talent policy - Human rights policy	p.88
	Strategy, Policies and Practices	2-25	Processes to remediate negative impacts	2.4 Ethical management 5.1 Talent policy - Human rights policy	p.43 p.88
	Strategy, Policies and Practices	2-26	Mechanisms for seeking advice and raising concerns	2.4 Ethical management	p.43
	Strategy, Policies and Practices	2-27	Compliance with laws and regulations	2.5 Risk management-Compliance with laws and regulations	p.53
	Strategy, Policies and Practices	2-28	Membership associations	2.2 Operating performance – Participation in industry associations	p.32
	Stakeholder engagement	2-29	Approach to stakeholder engagement	1.2 Communication with Stakeholders	p.8~10
	Stakeholder engagement	2-30	Collective bargaining agreements	5.1 Talent policy –Labor management communication	p.89

Category	Item	Indicator Code	Indicator Name	Corresponding Chapter	Page Number
GRI 3 Material Topics (2021)	Disclosures on material topics	3-1	Process to determine material topics	1.3 Determination of material topics	p.11
	Disclosures on material topics	3-2	List of material topics	1.3 Determination of material topics	p.12~17
	Disclosures on material topics	3-3	Management of material topics	1.3 Determination of material topics	p.18~21

Responses to Material Topics				
Item	**Indicator Code**	**Indicator Name**	**Corresponding Chapter**	**Page Number**
Material Topics — Corporate governance				
GRI 2 General disclosures 2021	2-9~2-22	Please refer to the corresponding information for GRI 2 indicator above.		
Material Topics — Economic performance				
GRI 201: Economic performance 2016	201-1	Direct economic value generated and distributed	2.2 Operating performance	p.30
	201-2	Financial implications and other risks and opportunities due to climate change	4.1 Climate change management	p.68~76
	201-3	Defined benefit plan obligations and other retirement plans	5.2Talent attraction	p.92
	201-4	Financial assistance received from government	2.2 Operating performance	p.31
Material Topics — Market Presence				
GRI 202: Market Presence 2016	202-1	Ratios of standard entry level wage by gender compared to local minimum wage	5.2 Talent attraction	p.92
	202-2	Proportion of senior management hired from the local community	5.3 Diversity and inclusion	p.95
Material Topics — Ethical management				
GRI 205: Anti-corruption 2016	205-1	Operations assessed for risks related to corruption	2.4 Ethical management	p.41
	205-2	Communication and training about anti-corruption policies and procedures	2.4 Ethical management	p.42
	205-3	Confirmed incidents of corruption and actions taken	2.4 Ethical management	p.42~43
Material Topics — Information security and customer privacy				
GRI 418: Customer Privacy 2016	418-1	Substantiated complaints concerning breaches of customer privacy and losses of customer data	3. Business Partnerships - Customer Relations	p.62
Material Topics — Product service and innovation				
GRI 3: Material Topics 2021	3-3	Management of material topics	3.3 Product Quality	p.63~65

Responses to Material Topics				
Material Topics — Packaging and Material Management				
GRI 301: Materials 2016	301-3	Reclaimed products and their packaging materials	4.6 Green Operations	p.85
Material Topics — Greenhouse gas emissions				
GRI 305: Emissions 2016	305-1	Direct (Scope 1) GHG emissions	4.2 Greenhouse gas management	p.79
	305-2	Energy indirect (Scope 2) GHG emissions	4.2 Greenhouse gas management	p.79
	305-3	Other indirect (Scope 3) GHG emissions	4.2 Greenhouse gas management	p.79
	305-4	GHG emissions intensity	4.2 Greenhouse gas management	p.79
	305-5	Reduction of GHG emissions	4.2 Greenhouse gas management	p.80
	305-6	Emissions of ozone-depleting substances (ODS)	No related emissions	-
	305-7	Nitrogen oxides (NOx), sulfur oxides (SOx), and other significant air emissions	No related emissions	-
Material Topics — Waste management				
GRI 306: Waste 2020	306-1	Water discharge by quality and destination	4.5 Waste management	p.84
	306-2	Waste by type and disposal method	4.5 Waste management	p.84
	306-3	Significant spills	4.5 Waste management	p.84
	306-4	Transport of hazardous waste	4.5 Waste management	p.84
	306-5	Water bodies affected by water discharges and/or runoff	4.5 Waste management	p.84

Responses to Material Topics				
Material Topics — Talent attraction and retention				
GRI 401: Employer-labor relations 2016	401-1	New employee hires and employee turnover	5.1 Talent policy	p.91
	401-2	Benefits provided to full-time employees that are not provided to temporary or part-time employees	5.2 Talent attraction	p.93
	401-3	Parental leave	5.2 Talent attraction	p.94
GRI 402: Labor/Management Relations 2016	402-1	Minimum notice periods regarding operational changes	5.1 Talent policy	p.89
Material Topics — Occupational Health and Safety				
GRI 403: Occupational Safety and Health｜2018	403-1	Occupational health and safety management system	5.5 Health and Safety	p.99
	403-2	Hazard identification, risk assessment, and incident investigation	5.5 Health and Safety	p.99
	403-3	Occupational health services	5.5 Health and Safety	p.100~101
	403-4	Worker participation, consultation, and communication on occupational health and safety	5.5 Health and Safety	p.99
	403-5	Worker training on occupational health and safety	5.5 Health and Safety	p.100
	403-6	Promotion of worker health	5.5 Health and Safety	p.100~101
	403-7	Prevention and mitigation of occupational health and safety impacts directly linked by business relationships	5.5 Health and Safety	p.100~101
	403-8	Workers covered by an occupational health and safety management system	5.5 Health and Safety	p.99
	403-9	Work-related injuries	5.5 Health and Safety	p.102
	403-10	Work-related ill health	5.5 Health and Safety	p.102
Material Topics — Talent cultivation and development				
GRI 404: Training and Education 2016	404-1	Average hours of training per year per employee	5.4 Talent development	p.97
	404-2	Programs for upgrading employee skills and transition assistance programs	5.4 Talent development	p.97
	404-3	Percentage of employees receiving regular performance and career development reviews	5.4 Talent development	p.98

Appendix 2: SASB Indicators Comparison Table

Material Topics	Accounting Metrics	Descriptions of Metrics	Unit	Corresponding Chapter	Page Number
Energy Management in Retail & Distribution	CG-MR-130a.1	(1) Total energy consumed, (2) percentage grid electricity, (3) percentage renewable	GJ, percentage (%)	4.3 Energy management	p.81
Data Security	CG-MR-230a.1	Description of approach to identifying and addressing data security risks	None	2.5 Risk management - Information Security Management	p.49~50
	CG-MR-230a.2	(1) Number of data breaches, (2) percentage involving personally identifiable information (PII), (3) number of customers affected	Numbers, percentage (%)	None	p.51
Labor Practices	CG-MR-310a.1	(1) Average hourly wage and (2) Percentage of in-store employees earning minimum wage by region	Currency, percentage (%)	5.2 Talent attraction – Salary and remuneration	p.92
	CG-MR-310a.2	(1) Voluntary and (2) involuntary turnover rate for in-store employees	Percentage	5.1 Talent policy - Human resources structure	p.91
	CG-MR-310a.3	Total amount of monetary losses as a result of legal proceedings associated with labor law violations	Currency	None	p.89
Workforce Diversity & Inclusion	CG-MR-330a.1	Percentage of gender and racial/ethnic group representation for: (1) management and (2) all other employees	Percentage (%)	5.1 Talent policy - Human resources structure	p.90
	CG-MR-330a.2	Total amount of monetary losses as a result of legal proceedings associated with employment discrimination	Currency	None	p.95
Product Sourcing, Packaging & Marketing	CG-MR-410a.1	Revenue from products third-party certified to environmental and/or social sustainability standards	Currency	No information available	-
	CG-MR-410a.2	Discussion of processes to assess and manage risks and/or hazards associated with chemicals in products	None	3.3 Product Quality	p.63
	CG-MR-410a.3	Discussion of strategies to reduce the environmental impact of packaging	None	4.6 Green Operations – Packaging and Material Management	p.85

Appendix 3: Climate-related Financial Disclosures (TCFD) and Listed Company Climate-related Information Index

TCFD Recommendations on Disclosure Matters			Climate-related Information of Listed and OTC Companies	Corresponding Chapter	Page Number
Governance	TCFD 1(a)	Description of the Board's oversight of climate related risks and opportunities	Describe the Board of Directors' and Management's Oversight and Governance of Climate-Related Risks and Opportunities.	4.1 Climate change management	p.68
	TCFD 1(b)	Description of the role of management in evaluating and managing climate related risks and opportunities			
Strategy	TCFD 2(a)	Description of the short, medium, and long-term climate related risks and opportunities identified by the organization	Describe How Identified Climate Risks and Opportunities Affect the Company's Business, Strategy, and Financials (Short-Term, Medium-Term, Long-Term).	4.1 Climate change management	p.70
	TCFD 2(b)	Description of the impact of climate related risks and opportunities on the organization's business, strategy, and financial planning	Describe the Impact of Extreme Climate Events and Transition Actions on Financials.	4.1 Climate change management	p.71-74
	TCFD 2(c)	Description of the organizational resilience in strategy and considering different climate related scenarios (including 2°C or more stringent situations)	If Scenario Analysis is Used to Assess Resilience to Climate Change Risks, Describe the Scenarios, Parameters, Assumptions, Analytical Factors, and Key Financial Impacts Used.	4.1 Climate change management	p.74-76
Risk Management	TCFD 3(a)	Description of the organization's process for identifying and evaluating climate related risks	Describe How the Identification, Assessment, and Management of Climate Risks Are Integrated into the Overall Risk Management System.	4.1 Climate change management	p.69
	TCFD 3(b)	Description of the organization's management process for climate related risks			
	TCFD 3(c)	Description of how to integrate the identification, evaluation, and management processes of climate related risks into an organization's overall risk management system			
Indicators and Objectives	TCFD 4(a)	Exposure of the indicators used by organizations to evaluate climate related risks and opportunities in accordance with strategies and risk management processes	If There is a Transition Plan for Managing Climate-Related Risks, Describe the Content of the Plan and the Indicators and Objectives Used to Identify and Manage Physical and Transition Risks.	4.1 Climate change management	p.77~78
	TCFD 4(b)	Disclosure of greenhouse gas emissions and related risks for Scope 1, Scope 2 and Scope 3 (if applicable).	Greenhouse gas inventory and confirmation status, reduction targets, strategies, and specific action plans	4.2 Greenhouse gas management	p.79~80
	TCFD 4(c)	Description of the goals and performance of the organization in managing climate related risks and opportunities	If Climate-Related Targets Are Set, Describe the Activities Covered, Greenhouse Gas Emission Scopes, Planning Timeline, and Annual Progress; Additionally, If Carbon Offsets or Renewable Energy Certificates (RECs) Are Used to Achieve These Targets, Specify the Source and Quantity of Offset Reductions or RECs.	4.1 Climate change management	p.77~78

Auditor’s Limited Assurance Report

Limited Assurance Report from the Accountant

Collins Co., Ltd. Reference:

The accountant was entrusted by Collins Co., Ltd. (hereinafter referred to as “Collins”) to carry out limited assurance procedures on the selected specific performance indicators (hereinafter referred to as the “Assurance Information”) in the Collins 2024 Sustainability Report, and to issue a limited assurance report.

Assurance Information and Applicable Criteria

The Assurance Information and applicable criteria for this assurance engagement are detailed in Appendix 1, “Summary Table of Assurance Information.”

Management’s Responsibility

The responsibility of Collins’ management is to prepare the sustainability report and the Assurance Information in accordance with the Global Reporting Initiative (GRI) Standards issued by the Global Sustainability Reporting Association (GRI), and in accordance with appropriate criteria designed by Collins itself. Management is also responsible for designing, implementing, and maintaining necessary internal controls related to the Assurance Information to ensure that the Assurance Information is free from material misstatements due to fraud or error.

Accountant’s Responsibility

The accountant planned and performed the engagement based on the Assurance Standard 3000 “Assurance Engagements other than Audits or Reviews of Historical Financial Information” issued by the Accounting Research Foundation. The objective was to obtain limited assurance that the Assurance Information (as detailed in Appendix 1) is free from material misstatements in all material respects and to issue a limited assurance report. Furthermore, while performing the limited assurance engagement, the accountant obtained necessary understanding of the relevant internal controls related to the limited assurance engagement to design appropriate limited assurance procedures based on the circumstances. However, the purpose is not to provide any assurance on the effectiveness of the design or implementation of Collins’ internal controls for the 2024 Sustainability Report.

Independence and Quality Management Compliance Statement

The accountant and the accounting firm to which the accountant belongs have adhered to the ethical standards related to independence and other ethical requirements. The fundamental principles of these standards include integrity, objectivity, professional competence and due care, confidentiality, and professional behavior. Additionally, the accounting firm follows quality management standards, which require the firm to design, implement, and maintain a quality management system, including policies and procedures related to adherence to professional ethical standards, professional guidelines, and applicable laws and regulations.

Summary of Assurance Procedures Performed

The accountant performed limited assurance work on the Assurance Information. The main assurance procedures performed include:

. Interviewing relevant personnel at Collins to understand the processes and information systems used to gather and produce the Assurance Information;

. Based on the understanding obtained from the above, selecting samples of the Assurance Information in the sustainability report and performing procedures including inquiries, observations, inspections, and recalculations, to obtain sufficient and appropriate limited assurance evidence.

These assurance procedures are based on the professional judgment of the accountant, including identifying areas where the Assurance Information might have material errors or misstatements and evaluating potential risks. Sufficient and appropriate assurance procedures are designed, and the presentation of the Assurance Information is evaluated. The accountant believes this assurance work provides a reasonable basis for the conclusion of this assurance report. However, the accountant's understanding and consideration of risks in a limited assurance engagement are lower than in a reasonable assurance engagement. Therefore, the nature, timing, and scope of procedures performed in a limited assurance engagement are different from those performed in a reasonable assurance engagement. As a result, the level of assurance obtained in a limited assurance engagement is significantly lower than that obtained in a reasonable assurance engagement.

Inherent Limitations

As much of the Assurance Information is non-financial, there are more inherent limitations in obtaining assurance on such information compared to financial information. Therefore, the relevance, materiality, and accuracy of this information may involve significant judgment, assumptions, and interpretations by Collins' management. Different stakeholders may interpret the information differently

Limited Assurance Conclusion

Based on the procedures performed and evidence obtained, the accountant did not identify any material misstatements in the Assurance Information that would require significant amendments for compliance with applicable criteria.

Other Matters

After the issuance of this assurance report, if Collins makes any changes to the Assurance Information or applicable criteria, the accountant will not be responsible for performing any further assurance work on those changes.

Grant Thornton

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August 13, 2025

Appendix 1: Summary Table of Assurance Information.

Serial Number	Assurance Information	Corresponding Section	Assurance Information Details	Applicable Criteria
1	Total Energy Consumption, Percentage of Purchased Electricity, Renewable Energy Usage Rate, and Total Self-Generated Energy Consumption:	4.3 Energy Management	The scope of Collins' 2024 energy statistics includes the headquarters office, the Shulin logistics center, and 22 G2000 stores. The statistics are as follows: ● Purchased Electricity: 4,592.77 billion joules ● Gasoline: 87.56 billion joules ● Diesel: 4.34 billion joules Note: The 2024 fuel calorific values refer to the latest greenhouse gas emission coefficients and calorific data from the Ministry of the Environment. Gasoline: 7,609 kcal/L, Diesel: 8,642 kcal/L; 1 kcal = 4.1868 kJ; 1 GJ = 1,000,000 kJ. ● Percentage of Purchased Electricity: 98.038% ● Renewable Energy Usage Rate: 0% ● Total Self-Generated Energy Consumption: 0 billion joules	GRI 302-1: Energy Consumption Within the Organization
2	Water Resources Management - Total Water Withdrawal and Total Water Consumption	4.4 Water Resources Management	Collins' 2024 water resource statistics cover the headquarters office, the Shulin logistics center, and 19 operational stores across Taiwan. The source of operational water is supplied by the local water company, with 100% being for domestic use. Since there are no manufacturing factories or production processes, the amount of water withdrawn and discharged is equivalent, and the water consumption is zero. The water withdrawal statistics are as follows: ● Headquarters Office Water Withdrawal: 2.708 thousand cubic meters ● Note: Due to relocating the office in 2024, the new office cannot independently measure the water withdrawal, so the water withdrawal is estimated based on the daily per capita	GRI 303-3: Water Withdrawal

Serial Number	Assurance Information	Corresponding Section	Assurance Information Details	Applicable Criteria
			domestic water usage as announced by the Water Resources Agency. ● Shulin Logistics Center Water Withdrawal: 0.184 thousand cubic meters ● Operational Store Water Withdrawal: 4.702 thousand cubic meters	
3	Occupational Injuries	5.5 Health and Safety	Collins' 2024 occupational injury statistics are as follows: ● Number of Recordable Occupational Injuries: 1 case ● Number of Occupational Injury Fatalities: 0	GRI 403-9: Occupational Injuries
4	Green Label Procurement Amount	4.3 Energy Management	Collins' 2024 procurement statistics for Green Label products are as follows: ● Purchased FSC-certified copy paper, totaling NTD 39,900.	Custom Topic
5	Occupational Safety Education and Training Person-Instances and Hours	5.5 Health and Safety	In 2024, Collins arranged for dedicated personnel to take courses such as "Occupational Safety Supervisor Refresher Training," "Fire Prevention Personnel Refresher Training," "Construction Worker Taiwan Occupational Safety Card Training," and "Forklift" safety courses. In 2024, the total number of occupational safety education and training instances was 7, with a total of 39 training hours.	GRI 403-5: Worker Training on Occupational Health and Safety

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