

7. Social Integration

7.1 Social Assessment and Indicators

Current status of operational sites' community impact, environmental and social risk assessment and mitigation measures, and elderly employee policies: The Group regularly reviews whether operational activities at each site may cause actual or potential negative impacts on the environment or society in local communities, while simultaneously taking inventory of current response mechanisms, including sustainability measures for both the enterprise itself and supply chain management. None of the sites are located in high-risk facilities (such as refineries) in densely populated areas, indicating low environmental impact risk. Additionally, regarding the recruitment and development of elderly employees, we continue to evaluate and plan to strengthen workforce diversity and inclusive management. The overall approach aligns with SDG 11 Sustainable Cities and Communities, SDG 13 Climate Action, and SDG 8 Decent Work and Economic Growth, among other sustainable development goals.

▼ Social Indicators

Location	Operational activities with significant actual or potential negative impacts on local communities	Specific and effective mechanisms and measures taken by the enterprise itself and its suppliers to reduce negative impacts on the environment or society	Number of refineries in densely populated areas	Employment policies and training programs for elderly employees
Office/Warehouse/20-employee Factory: Pan-International, Taipei, PIU, Taiwan-Czech Electronics, Huizhou Taiwan-Czech Electronics, Dongguan Guangshan, Yibin Pan-International, CJ Electric Systems, Ordos	No negative impact	<ul style="list-style-type: none"> Conserve water and electricity. Social giveback charitable activities Ecological activities 	0	Under evaluation
Dongguan Pan-International, Honghuasheng, Yantai, New Ocean, Jiangxi	No negative impact	<ul style="list-style-type: none"> ISO 14001 Environmental Management System certification obtained or planned implementation, establishing prevention and improvement mechanisms, water conservation, and reducing environmental impacts of business operations. 	0	Under evaluation
CJ Electric Systems, Wuhu, Chaohu Ruichang, Anqing Ruiyu, Wuhu Hezhong	No negative impact	<ul style="list-style-type: none"> Carbon inventory and institutional certification to complete carbon reduction plans year by year to maintain sustainable development and protect the environment. Implement social responsibility and human rights protection measures. Continuing efforts. 	0	Under evaluation

▼ Violations of laws and regulations in the social and economic area

Violation statistics					
Total value of significant fines	0	Total number of non-monetary sanctions	0	Cases through dispute resolution mechanisms	0

7.2 Social Participation

Pan-International Group highly values local communities and social welfare, and has demonstrated strong commitment and concrete actions in this area. We firmly believe that the success of a company is closely related to the health and prosperity of local communities and society as a whole. A prosperous environment not only brings stable economic conditions, but also provides a better quality of life and cultivates talents with innovation and development potential.

Therefore, we cooperate with local communities to carry out a series of projects aimed at improving the quality of life of community residents, including providing better education and health services. Our community engagement programs not only focus on the needs of local residents, but also strive to build long-term partnerships with them. In addition, Pan-International Group achieved remarkable results in social welfare over the past year, actively participating in various public welfare activities such as urban and rural activities, police-community cooperation, caring for vulnerable groups, donating second-hand goods, accompanying the elderly and caring for the elderly, promoting sustainable development concepts, and striving to narrow the urban-rural gap and reduce environmental impact.

We express sincere appreciation to all of our partners, employees, and community members who support us. Thanks to your support and involvement, we've been able to achieve these accomplishments. We look forward to continuing to work together in the future to build a more just, sustainable, and prosperous community and inclusive society.

Social Participation - Strategic Approaches

Select and implement actions based on the United Nations Sustainable Development Goals



While growing as a company, Pan-International Group does not forget to fulfill its commitment to "corporate social responsibility" and is committed to contributing to economic development and society. We follow the United Nations Sustainable Development Goals (SDGs), including:



We will continue to take action in these areas to fulfill our commitment to society.

- SDG 1 No Poverty: End poverty in all its forms, everywhere.
- SDG 2 Zero Hunger: End hunger.
- SDG 3 Good Health and Well-Being: Ensure healthy lives and promote well-being for all at all ages.
- SDG 4 Quality Education: Provide fair, quality education and promote lifelong learning.
- SDG 5 Gender Equality: Promote gender equality.
- SDG 6 Clean Water and Sanitation: Ensure access to water and sanitation for all.
- SDG 7 Affordable and Clean Energy: Promote affordable and clean energy.
- SDG 8 Decent Work and Economic Growth: Promote inclusive and sustainable economic growth and productive employment.
- SDG 9 Industry, Innovation and Infrastructure: Promote innovation and infrastructure development.
- SDG 10 Reduced Inequalities: Reduce inequality within and among countries.
- SDG 11 Sustainable Cities and Communities: Make cities inclusive, safe, resilient and sustainable.
- SDG 12 Responsible Consumption and Production: Promote green economy and sustainable consumption and production.
- SDG 13 Climate Action: Take urgent action to address climate change and its impacts.
- SDG 14 Life Below Water: Conserve and sustainably utilize oceans, seas and marine resources.
- SDG 15 Life on Land: Protect and sustainably utilize terrestrial ecosystems, and prevent land degradation.
- SDG 16 Peace, Justice and Strong Institutions: Promote peace and justice, and establish effective, accountable, and inclusive systems.
- SDG 17 Partnerships for the Goals: Establish diverse partnerships to jointly promote the vision of sustainable development.

Annual Social Participation Overview - Content, SDGs, Donation Amount

▼ 2024 Pan-International Group's Public Welfare Activities Summary Table

Plant	Category	Activity	Stakeholders/Supporting organizations	SDG/Public Welfare Nature	Public Welfare Target	Donation Amount NTD	Other Donations
Pan-International, Taipei	Social	Sponsorship of National Taipei University of Technology Formula Racing Team's season competition.	National Taipei University of Technology Formula Racing Competition	SDG 4 Quality Education, SDG 9 Industry, Innovation and Infrastructure, SDG 17 Partnerships	Student groups	400,000	
Pan-International, Taipei	Community	Sponsored Chung-Kang High School (New Taipei City Catholic School) for FRC robotics competition	Our Lady of Providence High School (New Taipei City Catholic School) robotics competition	SDG 4 Quality Education, SDG 9 Industry, Innovation and Infrastructure, SDG 17 Partnerships	Student groups	200,000	
Pan-International, Taipei	Social	Digital Humanitarian Association - Rural and disadvantaged groups	Digital Humanitarian Association	SDG3 Good Health and Well-being, SDG4 Quality Education, SDG 5 Gender Equality, SDG10 Reduce Inequalities, SDG11 Sustainable Cities and Communities, SDG 13 Climate Action, SDG17 Partnerships for the Goals	Disadvantaged groups in remote areas	250,000	Living supplies, personnel care
Pan-International, Taipei	Social	Keelung Islet Fish Fry Release + Beach Cleanup Activity	Co-organized with National Taipei University of Technology and Keelung City Government	SDG 14 Life Below Water, SDG 13 Climate Action, SDG 17 Partnerships for the Goals	Environmental Restoration	30,000	Fish Fry and Volunteer Participation
Pan-International, Taipei	Social	Chaoyang Social Care Association - Community Care for the Elderly	Taipei Chaoyang Social Care Association	SDG 3 Good Health and Well-being, SDG 11 Sustainable Cities and Communities	Community elderly, disadvantaged groups	20,000	
Pan-International, Taipei	Social	Toxin-Free Agricultural Social Enterprise Plan - Deng Jia Baby	Baby Care Social Welfare Association	SDG 2 Zero Hunger, SDG 3 Good Health and Well-being, SDG 12 Responsible Consumption and Production, SDG 17 Partnerships for the Goals	Disadvantaged groups in remote areas	66,000	
Dongguan Pan-International	Community	Blood Donation - Collaborating with Factory Areas and Communities to Organize Blood Donation Activities for Public Welfare	Community members, factory employees and all willing blood donors	SDG 3 Good Health and Well-being, SDG 17 Partnerships for the Goals	Industrial park surroundings, medical groups	0	Blood donation

Plant	Category	Activity	Stakeholders/Supporting organizations	SDG/Public Welfare Nature	Public Welfare Target	Donation Amount NTD	Other Donations
New Ocean, Jiangxi	Community	Sending Warmth - Labor Union Conducts Visitation and New Year Consolation Activities	Co-organized by Municipal Federation of Trade Unions, company employees	SDG 1 No Poverty, SDG 10 Reduced Inequalities	Employees in hardship, model workers, and frontline employees who remain dedicated to their posts	28,580	
Honghuasheng, Yantai	Social	The "6+1" charitable giveback to society activity. Combined with the Group's ESG policy of "Happy Development, Win-win Prosperity" charitable activities	Yantai Park, communities, company employees	SDG 3: Good Health and Well-being, SDG11 Sustainable Cities and Communities, SDG 16: Peace, Justice and Strong Institutions	Communities, environmental protection	2,870	
Honghuasheng, Yantai	Community	"Warmth to the Nursing Home" Elderly Assistance Activity	Yantai Park, communities	SDG1 No Poverty, SDG 3 Good Health and Well-being, SDG 11 Sustainable Cities and Communities	Community elderly, disadvantaged groups	0	Living supplies

Note: This table is within the scope of this disclosure

Pan-International Group continues to focus on social needs by responding to the needs of different groups through diverse and strategic public welfare actions, gradually concentrating on key projects with long-term impact, and enhancing the quality and effectiveness of Social Participation.

This Year, the Company focuses on the four major themes of "Environment Sustainability," "Care for the Disadvantaged," "Talent Development," and "Community Care" to promote the following key public welfare initiatives:

- Marine Ecological Conservation Action: Participated in the "ESG Fish Release and Beach Cleanup Charitable Activity" in collaboration with National Taipei University of Technology and Keelung City Government. Through fish fry release and beach cleanup actions, this initiative helps restore coastal marine ecosystems, promotes biodiversity, and enhances public awareness of marine environmental protection.
- Nutritional Support Program for Disadvantaged Children: Sponsor a fruit and vegetable distribution program to steadily supply fresh produce to orphaned children, ensuring they receive a balanced diet, protecting their growth and development health from the source, while supporting local toxin-free farmers, promoting sustainable agriculture and local economic development.
- Youth Technology Talent Development: Sponsorship for the FRC international robotics team of Chung-Kang High School for Girls and the National Taipei University of Technology Formula Racing Team to participate in international competitions, cultivating students' cross-disciplinary abilities in

engineering design, validation, assembly, and marketing. Encourage female input into the technology field, promoting STEM education and gender equality development.

- **Community Care and Elderly Support:** Supporting Chaoyang Social Care Association in promoting community care services, addressing the living needs of local elders, and enhancing the social support system for the elderly through companionship, material assistance, and care activities, fostering local inclusion and community resilience.

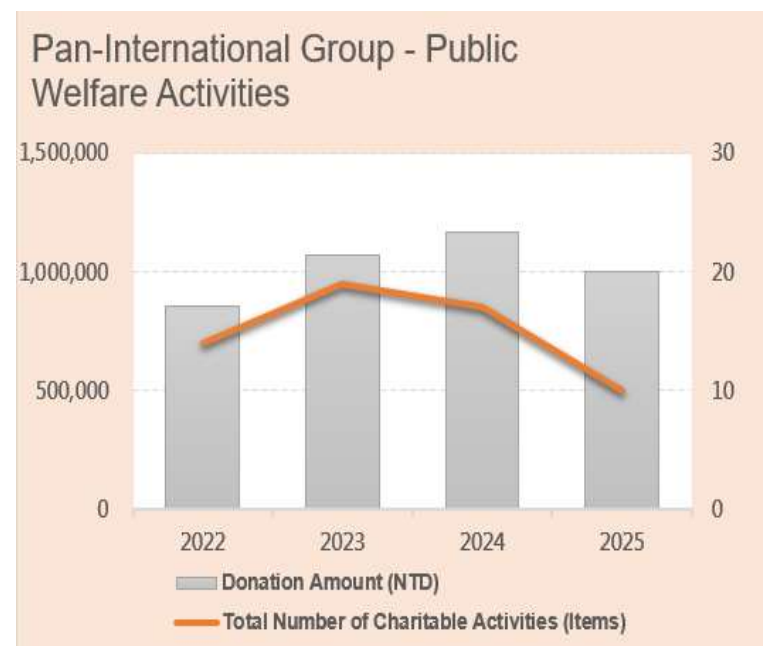
Through the aforementioned actions, Pan-International Group continues to integrate corporate resources, transforming public welfare input from one-time donations to a model of Social Participation with long-term impact, realizing the vision of corporate sustainable development and mutual benefit with society.

Annual Social Participation - Number of Times, Donation Amount

In 2025, the Group organized a total of 10 charitable activities (over 12 events), with actual total donations amounting to NT\$1,165,072. Compared to the previous year, this year's charitable input and number of projects slightly decreased, mainly due to some plants planning relocations and project focus. However, a significant amount of manpower, supplies, and care was still invested. In the future, we will continue to assess and expand impactful Social Participation initiatives. In addition, we also donated intangible resources, such as living supplies, personnel care, and volunteer involvement, further demonstrating the company's commitment to social responsibility.

▼ Number of Charitable Activities (Times)/Total Amount (Unit: NTD) in Recent Years

Year	2022	2023	2024	2025
Total Number of Charitable Activities (Items)	14	19	17	10
Donation Amount (NTD)	851,141	1,072,200	1,165,072	997,450



▼ Annual Social Participation Activity Introduction

ESG Keelung Islet Native Fish Fry Release and Beach Cleanup Activity

The Pan-International Group actively participated in the ESG charity event at Keelung Islet, jointly organized by the Keelung City Government and National Taipei University of Technology (Taipei Tech), demonstrating its commitment to marine ecosystem conservation and the sustainable development of biodiversity through concrete actions. The event brought together business owners and professional executives from multiple companies. Nearly 10,000 red sea bream and rock bream fingerlings were released into the sea from sightseeing fishing boats to support marine resource restoration. In addition, a beach cleanup was conducted along the coastline to collect plastic bottles and other types of marine debris, helping to reduce marine pollution. This charitable initiative not only demonstrated the Group's commitment to environmental protection but also raised public awareness of marine ecosystems and environmental sustainability, thereby fulfilling its corporate social responsibility. Looking ahead, the Pan-International Group will continue to engage in environmental protection initiatives and collaborate with stakeholders from various sectors to advance sustainable development.



Taipei City Chaoyang Social Welfare Association

Pan-International Group is committed to addressing the educational and daily living needs of underprivileged families. Through sponsorship of relevant organizations, the Group helps alleviate the challenges faced by vulnerable families.



Community – Voluntary Blood Donation

In collaboration with the local community, the Group organizes blood donation drives and encourages employees across its facilities to participate in this charitable initiative, helping save lives and support those in need.



Non-Toxic Agriculture Social Enterprise Program – Waiting Home Baby

Support the fruit and vegetable delivery program to ensure that children without parental care have access to healthy, nutritious food, safeguard their healthy development from the source, and support local small-scale farmers transitioning to non-toxic farming practices.



Taipei Tech Racing

Pan-International Group actively promotes industry-academia collaboration by sponsoring the National Taipei University of Technology Formula Racing Team to participate in international competitions, supporting students in developing cross-disciplinary expertise through hands-on experience.



Remote Health Promotion Charity Project - Pan-International & Digital Humanitarian Association

Leveraging technology to bridge gaps in access to medical consultation and health promotion programs for older adults in remote communities

Pan-International Group upholds the philosophy of “giving back to society” and continues to invest in community care initiatives. We, in partnership with the Digital Humanitarian Association, have entered the second year of visiting Xinxian Village in Wulai, New Taipei City, to care for elderly people in remote areas and promote remote health promotion courses. The program was led by professional health instructors, covering health education on the prevention of high blood pressure, high blood sugar, and high cholesterol, as well as low-intensity muscle strength and aerobic exercises. Pan-International Group representatives joined local seniors on site to share practical health knowledge and participate in aerobic exercise sessions.

Through companionship, correct posture guidance and care, the initiative was well-attended and advanced health promotion goals. The initiative not only promoted healthy aging, but also contributed to SDG3 Good Health and Well-being and SDG4 Quality Education. In addition, the activity also supported UN Sustainable Development Goals including SDG5 (Gender Equality), SDG10 (Reduced Inequalities), SDG11 (Sustainable Cities and Communities), and contributes to SDG13 (Climate Action) through reducing carbon emissions.

Let's join hands to bring warmth and strength to Taiwan. Let's join hands to bring warmth and strength to Taiwan. With your support, Pan-International is committed to ending health inequalities and working hand in hand to create hope and shape a better future for Taiwan.



Meeting 7 SDG Goals



Our Lady of Providence High School FRC Robotics Competition

Pan-International Industrial Corp. has long been inputting into industry-academia collaboration, supporting academic units in cultivating future technology talent. By sponsoring the FRC international robotics team of Chung-Kang High School for Girls, it not only promotes the cultivation of technical talent but also actively supports the development of females in the STEM field. The team, characterized by a high proportion of female members, has achieved remarkable results in international competitions, demonstrating the strength and potential of female technology talents.

Through sustained resource support, the Company helps students broaden their international perspectives and showcase their capabilities on the global stage. At the same time, the company's logo accompanies the team in international competitions, appearing on robotic equipment, team apparel, and international broadcast screens, not only enhancing the company's visibility but also concretely demonstrating Pan-International Industrial Corp.'s commitment to practicing corporate social responsibility (CSR) and promoting educational equality. In the future, Pan-International Industrial Corp. will continue to deepen industry-academia collaboration to cultivate talents with innovation capabilities and international competitiveness, and to promote educational development and social prosperity.

