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Experience humanitarian culture,
cultivate our wisdom,
and spread great love.



大愛感恩科技股份有限公司

連絡地址：112台北市北投區立德路2號12樓

Address: 12F., No. 2, Lide Rd., Beitou Dist., Taipei City 112, Taiwan

電話 Phone：+886-2-2657-5245

傳真 Fax：+886-2-2657-5251

大愛感恩官網 www.daaif.com



大愛感恩

2025

社會企業永續報告書
Sustainability Report



Environmental



Social



Governance



城市礦產

URBAN
RESOURCES



關於「回收、重生與共好」

這些原本被視為城市垃圾的材料，
經由大愛感恩科技的淨化與再製，
轉化為展現永續精神的產品。



On "Recycling, Rebirth, and Shared Benefits"

These materials, originally considered urban waste,
are transformed into products embodying
the spirit of sustainability through
the purification and recycling of DA.AI Technology.





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關於本報告書

此為大愛感恩科技股份有限公司（以下簡稱「大愛感恩科技」）第四本對外公開揭露的社會企業永續報告書，我們期望藉由此報告與各界及相關利害關係人分享我們投入於產品精神、環境及公司治理不同面向的努力與成果。

本報告採用全球永續性報告協會訂定之永續性報告指南 GRI Standards 進行編撰。

報告書期間

本報告書以大愛感恩科技2025年（2025年1月1日起至2025年12月31日止）的活動為主，部分內容回溯2023年&2024年。

下次永續報告書預計發行時間：2027年4月

報告書的範圍

本報告書涵蓋大愛感恩科技實體、虛擬通路及社群平台之環保服務推廣據點。

意見回饋

本如您對《大愛感恩科技社會企業永續報告書》有任何意見或建議，誠摯感恩您給予我們回饋。您可以透過下列方式與我們聯繫：

大愛感恩科技股份有限公司 社會企業永續 推動小組

電話：+886-2-2567-5245

傳真：+886-2-2567-5251

電子郵件：Business_Planning@daait.com

聯絡地址：11259 臺北市北投區立德路2號12樓

若要了解我們更多的產品及其他資訊，請登入網址：www.daait.com

About This Report

This is the fourth Social Enterprise Sustainability Report published by DA.AI Technology Co., Ltd. (hereinafter referred to as "DA.AI Technology"). Through this report, we aim to share our efforts and achievements in product spirit, environment, and corporate governance with our stakeholders.

This report was prepared using the GRI Standards, the sustainability reporting guidelines established by the Global Sustainability Reporting Association.

Reporting Period

This report primarily covers the activities of DA.AI Technology for the year 2025 (from January 1, 2025, to December 31, 2025). Some content refers back to the years 2023 and 2024.

Sustainability Report : April 2027

Scope of the Report

This report covers DA.AI Technology's physical and virtual channels, as well as its environmental service promotion sites on social media platforms.

Feedback

If you have any comments or suggestions regarding the "DA.AI Technology Social Enterprise Sustainability report" we sincerely appreciate your feedback. You can contact us through the following methods:

DA.AI Technology Co., Ltd. Social Enterprise Sustainability Task Force

Tel: +886-2-2567-5245

Fax: +886-2-2567-5251

Email: Business_Planning@daait.com

Address: 12F, No. 2, Lide Rd., Beitou Dist., Taipei City 11259, Taiwan (R.O.C.)

For more information about our products and other details,

please visit: www.daait.com

董事長的話

世界面臨氣候變遷、資源耗竭與環境風險日益加劇的時代，人類正站在文明發展的重要轉折點。企業的存在，不只是創造經濟價值，更承擔守護地球與人類未來的責任，我們相信科技若能承載善念，就不只是產業的進步，更能成為守護地球的力量。



在這條永續道路上，大愛感恩所匯聚的不只是產業力量，更是來自社會各界的善念。全台環保菩薩默默守護大地，慈濟醫療志業同仁守護生命，而企業則承擔將資源再生、價值再造的使命。當這些力量彼此串連時，便形成守護地球的重要力量，也讓每一件產品都承載著人與土地之間的深厚情感。

面向未來，大愛感恩科技將持續深化循環經濟的實踐，攜手理念相同的夥伴推動綠色供應鏈與永續創新。我們相信，當企業、社會與自然能夠彼此共好，永續就不再只是願景，而是世代可以延續的行動。



董事長

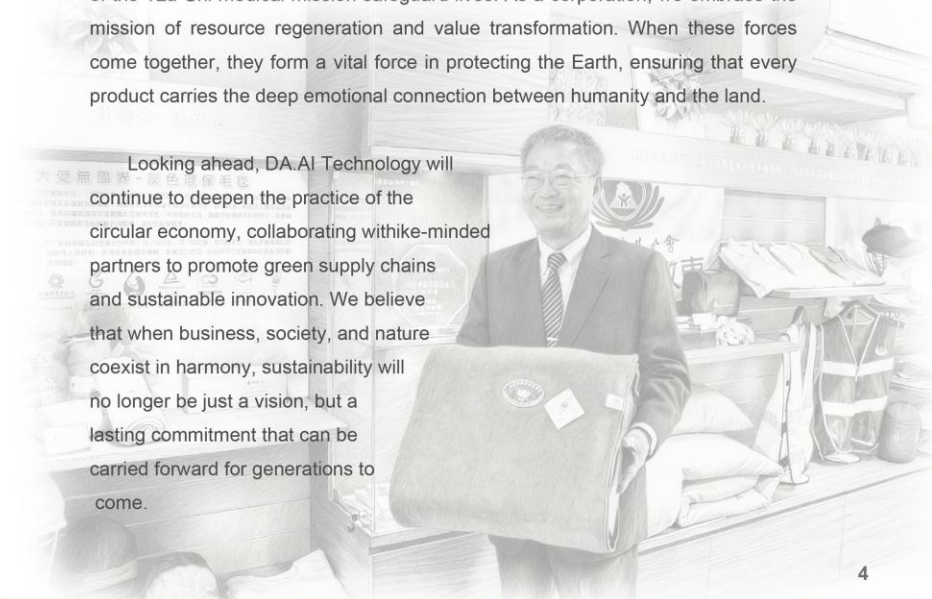
黃華德

Chairman's Message

As the world faces an era of intensifying climate change, resource depletion, and environmental risks, humanity stands at a critical turning point in the development of civilization. An enterprise exists not only to create economic value, but also to shoulder the responsibility of safeguarding the Earth and the future of mankind. We believe that when technology is guided by goodwill, it transcends industrial progress and becomes a powerful force for protecting our planet.

On this path toward sustainability, DA.AI Technology brings together more than just industrial expertise; it unites the collective goodwill of all sectors of society. Across Taiwan, environmental volunteers silently protect the land, while members of the Tzu Chi medical mission safeguard lives. As a corporation, we embrace the mission of resource regeneration and value transformation. When these forces come together, they form a vital force in protecting the Earth, ensuring that every product carries the deep emotional connection between humanity and the land.

Looking ahead, DA.AI Technology will continue to deepen the practice of the circular economy, collaborating with like-minded partners to promote green supply chains and sustainable innovation. We believe that when business, society, and nature coexist in harmony, sustainability will no longer be just a vision, but a lasting commitment that can be carried forward for generations to come.



永續發展委員會 執行長

以慈悲為科技之心，
讓資源重生，讓地球永續。

面對氣候變遷、資源耗竭與全球環境風險日益升高的挑戰，永續發展已不再只是企業的選擇，而是必須共同承擔的責任。

大愛感恩科技在證嚴上人理念的啟發下，始終以「清淨在源頭」為行動準則，將環境保護與企業營運緊密結合，持續推動循環經濟與永續創新。

多年來，我們將回收資源轉化為再生材料與環保產品，從寶特瓶回收再製環保紡織品，到多元生活用品的開發，不僅減少資源浪費，也讓循環經濟真正落實於日常生活之中。每一件產品的背後，都是環保志工長年付出的善念與努力，也象徵著資源再生與守護地球的希望。

在永續治理方面，公司持續強化 ESG 管理架構，透過制度化的管理與跨部門合作，將環境（E）、社會（S）與治理（G）落實於企業營運與決策之中。同時，我們也透過環境教育與國際合作，讓更多人理解循環經濟與淨零轉型的重要性。未來，大愛感恩科技將持續以「慈悲科技」為核心，結合創新、教育與行動，攜手各界夥伴，共同推動永續發展。當每一個人願意為地球多付出一分心力，世界就會多一分希望。



永續發展委員會 執行長

李鼎鎔

CEO's Message from the Sustainable Development Committee

Let compassion guide technology to give resources new life and ensure a sustainable planet.

Faced with the challenges of climate change, resource depletion, and rising global environmental risks, sustainable development is no longer just a corporate choice, but a shared responsibility. Inspired by Dharma Master Cheng Yen's philosophy, DA.AI Technology adheres to the principle of "Purity at the Source" closely integrating environmental protection with corporate operations while continuously promoting the circular economy and sustainable innovation.

For many years, we have transformed recycled resources into eco-friendly materials and products—from recycling PET bottles into textiles to developing diverse household goods. This not only reduces resource waste but also seamlessly weaves the circular economy into daily life. Behind each product lies the long-term dedication and effort of environmental volunteers, symbolizing the hope for resource regeneration and the protection of our planet.

In terms of sustainable governance, the company continues to strengthen its ESG management framework, implementing Environmental (E), Social (S), and Governance (G) principles into our operations and decision-making through institutionalized management and cross-departmental collaboration. Simultaneously, we promote environmental education and international cooperation to help more people understand the importance of the circular economy and the net-zero transition.

In the future, DA.AI Technology will continue to focus on "compassionate technology," combining innovation, education, and action, and working with partners from all sectors to promote sustainable development. When everyone is willing to contribute a little more to the planet, the world will have a little more hope. Let compassion guide technology to give resources new life and ensure a sustainable planet.



一、永續績效



一. 永續績效 Sustainable Performance

1.1 對UN SDGs之持續努力

自2013年起，大愛感恩科技持續編撰CSR報告書，回應利害關係人需求並對應聯合國SDGs。以「愛護環境、友善大地」為核心，推動幸福職場、環境永續、產品創新與社會關懷，串連經濟、社會與環境三大面向，邁向企業永續。

1.1 Continuous Efforts Towards UN SDGs

Ever since 2013, DA.AI Technology has continuously compiled CSR reports, responding to stakeholder needs and aligning with the United Nations Sustainable Development Goals (SDGs). With "caring for the environment and being friendly to the earth" at its core, we promote a happy workplace, environmental sustainability, product innovation, and social care, connecting the three major dimensions of economy, society, and environment, moving towards corporate sustainability.



<p>1 消除貧窮</p> <p>NO POVERTY</p>	<p>悲心即起馳援苦難，化念為行安定人間 Swift compassion brings timely relief, turning intention into stabilizing action.</p>
<p>2 終止飢餓</p> <p>ZERO HUNGER</p>	<p>盈餘化愛濟世安飢，長養慈悲無餓人間 Transforming surplus into nourishment, compassion sustained, hunger relieved.</p>
<p>3 良好健康與社會福利</p> <p>GOOD HEALTH AND WELLBEING</p>	<p>醫材再生減廢護生，身心安穩環境共好 Upcycling medical materials for life, well-being for people and planet.</p>
<p>4 優質教育</p> <p>QUALITY EDUCATION</p>	<p>環保行腳遍及鄉里，有教無類啟智潤心 Sustainability education in motion, inclusive learning that enlightens all.</p>
<p>5 性別平等</p>	<p>平等尊重共融共善，多元發展各展其才 Equality through respect and inclusion, diverse talents empowered to thrive.</p>
<p>6 清潔飲水與衛生設施</p> <p>CLEAN WATER AND SANITATION</p>	<p>一滴清淨守護健康，防疫於微遠離病苦 Every drop protects public health, prevention begins at the smallest level.</p>

7 負擔得起的
清潔能源



AFFORDABLE AND
CLEAN ENERGY



柔光節能減碳護地，珍惜資源永續未來

Energy efficiency for a lower carbon future, Cherishing resources for sustainability.

8 體面工作與
經濟成長



DECENT WORK AND
ECONOMIC GROWTH



以人為本共榮發展，培育人才厚植根基

People-centered growth and prosperity, Nurturing talent for lasting impact.

9 產業、創新與
基礎設施



INDUSTRY INNOVATION
AND INFRASTRUCTURE



創新研發循環新材，跨界合作永續未來

Innovating circular materials, cross-sector collaboration for the future.

10 減少國內及
國際間不平等



REDUCED
INEQUALITIES



職場友善平權共榮，關懷家庭安心發展

Swift compassion brings timely relief, turning intention into stabilizing action.

11 永續城鎮
與社區



SUSTAINABLE CITIES
AND COMMUNITIES



老幼共學連結社區，守望相助共築家園

Intergenerational learning in communities, building resilient and caring societies.

12 永續的消費與
生產模式



RESPONSIBLE
CONSUMPTION
AND PRODUCTION



雙軌回收再造資源，循環生產永續護地

Dual recycling for resource regeneration, circular production sustaining the planet.

13 氣候行動



CLIMATE
ACTION



蔬食減碳守護大地，低碳生活落實日常

Plant-based living for climate action, low-carbon habits in everyday life.

14 保育海洋與
海洋資源



LIFE BELOW
WATER



減少微纖守護海洋，珍愛水域萬物共生

Reducing microfibers to protect oceans, harmony with all marine life.

15 陸域生態



LIFE
ON LAND



回收再製守護大地，物盡其用綠意長存

Recycling to protect terrestrial life, maximizing use for a greener future.

16 和平、正義與
健全的司法



PEACE AND JUSTICE
STRONG INSTITUTIONS



誠信治理制度清明，公開透明立信於世

Integrity in governance and transparency, building trust through accountability.

17 促進目標實現
之全球夥伴關係



PARTNERSHIPS
FOR THE GOALS



攜手同行共創善業，跨界合作擴展影響

Partnerships for collective good, collaborating to amplify impact.

SUSTAINABLE
DEVELOPMENT
GOALS



1.2 2025年關鍵績效(ESG)

1.2 2025 Key Performance (ESG)





環境面

Environment

國家新創獎

【CO₂排放與節能減碳】 Carbon Reduction

2025年使用回收寶特瓶61,261,074支，節省碳排放3,883,952kg CO₂e 相較原生製程，再生製程可節能84%、減碳77%，有效降低對氣候的衝擊，實現低碳循環製造。



【GRS連續認證】 Global Certification

連續十四年通過全球回收標準（GRS）認證，確保產品來源可追溯，並符合環保製程、化學品控管與企業社會責任等規範。



【醫材再生】 Medical Material Recycling

面對日益嚴峻的醫療廢棄物挑戰，大愛感恩以「清淨在源頭」為初心，積極推動醫材回收再生計畫，投入高難度醫療材料的再利用技術開發，讓原本難以處理的廢棄物轉化為再生資源，延續物命循環，降低環境負擔。



【抗高溫聯盟】 High-Temperature Resilience Alliance

面對極端氣候挑戰日益嚴峻，「抗高溫誘通行動研討會」聚焦產業與社會在高溫環境下的多重課題，從健康風險、勞動生產力損失，到企業節能科技、社區關懷及動物防熱行動，廣邀各界共同探討以跨部門合作強化全民抗熱韌性。



【環保馬拉松-蔬跑盃】 Eco-Marathon "Veggie Run"

環保馬拉松「蔬跑盃」，透過蔬食倡議與再生資源應用，降低活動碳排放，推動低碳、零廢棄的永續活動模式。





國家環境教育獎

社會面 Society

【人力資源】Human Resources

內勤年輕化，門市經驗化，提供友善環境與成長機會，發揮潛能。



【產品與服務】Products and Services

遵循ISO 9001、ISO 14001精神與全球回收標準認證，打造環保供應鏈平台，提供符合客戶需求之環保再生產品建管環保三條龍製程，確保遵守及符合當地環保保護法規。



【全員參與】Full Participation

串聯7,000多個慈濟環保站與200多家夥伴，打造全球唯一垂直整合回收系統，齊力製作再生環保產品。



【長期影響力】Elderly Care and Silver Impact

銀髮長照議題社會越來越重視，大愛感恩科技也積極的投入，不僅開發長照系列產品，全年超過40+場次以互動的形式將環保「心」知，結合手啟互動，讓長者們在體驗的過程中「動手、動腳、動腦」，體會環保樂趣。



【青年培力 / 產學合作】Youth Empowerment / Industry-Academia

透過青年培力與產學合作機制，連結學界與產業，提供實務參與機會，培育具永續思維的人才，強化社會正向影響。



國家磐石獎

治理面 Governance

【ESG永續標章認證】ESG Sustainable Label Certification

通過符合國際永續準則的ESG自評與審查，榮獲國際ESG永續標章認證，展現企業永續實力。



【富有愛心店】Compassionate Stores

大愛感恩環保行高標滿設置於全台愛心商家，匯聚民眾點滴善念，將微小力量凝聚成助人的溫暖能量。



【B型企業續證】B Corp Re-certification

商業影響力評估(BIA) 標準工具，針對公司治理、員工照顧、環境友善、社區發展拿到總分100分以上。



【企業治理】Corporate Governance

掘井深耕廣活泉，智慧經營續善緣。物命循環資源用，無私大愛利眾生。大愛感恩科技如同「掘井人」，以智慧與造福之心，持續回收再利用大地資源，讓愛與物質不絕，成為慈濟永續經營的活泉，實踐無私大愛。



【教育訓練-跨部門訓練】Cross-Departmental Training

建立跨部門教育訓練制度，促進內部溝通與專業整合，強化組織運作效率與治理能力。



1.3 2025年獲獎榮耀

大愛感恩科技藉由每次獎項的審查，檢視大愛感恩科技的永續經營，每一個獎項不單是肯定，而是一種典範，為推動環境教育、堅持環保科技的初衷，期許為社會負起更大責任。

1.3 2025 Awards and Honors

Through the review process for each award, DA.AI Technology examines its sustainable operations. Every award is not merely an affirmation but a benchmark, reinforcing our original intention to promote environmental education and adhere to eco-friendly technology, aspiring to bear greater responsibility for society.



2025年第21屆《遠見》ESG企業永續獎 環境友善組 金獎

Gold Award in Environmental Friendliness Category, the 21st Global Views Monthly ESG Corporate Sustainability Awards (2025)



2025年台灣永續行動獎-三龍並肩 護衛大地 SDG 12 金獎
Gold Award for SDG 12, 2025 Taiwan Sustainability
Action Awards (TSA)



2025年台灣永續行動獎-濾芯濾心 雨水善循環 SDG 6 銀獎
Silver Award for SDG 6, 2025 Taiwan Sustainability
Action Awards (TSA)



2025年台灣精品獎-減少海洋汙染微纖維系列
2025 Taiwan Excellence Award



2025年第21屆《遠見》ESG企業永續獎 樂齡友善組 金獎
Gold Award in Age-Friendly Category, the 21st Global Views
Monthly ESG Corporate Sustainability Awards (2025)



2025年台灣永續行動獎-濟弱扶貧 從心出發 SDG 1 銅獎
 Bronze Award for SDG 1, 2025 Taiwan Sustainability
 Action Awards (TSAA)



2025台灣永續行動獎-病徵方冊 守護與防疫 SDG 3 銀獎
 Silver Award for SDG 3, 2025 Taiwan Sustainability
 Action Awards (TSAA)



2025年台灣永續行動獎-樂齡共生 永續城市 SDG 11 金獎
Gold Award for SDG 11, 2025 Taiwan Sustainability
Action Awards (TSAA)



2025年台灣永續行動獎-環教翻轉”心”經濟 SDG 4 銀獎
Silver Award for SDG 4, 2025 Taiwan Sustainability
SAction Awards (TSAA)



2025年永續零售獎-永續零售營運獎 金獎

Gold Award for Sustainable Retail Operations,
2025 Sustainable Retail Awards



2025年永續零售獎-永續零售傑出人物獎

Outstanding Sustainable Retail Figure Award,
2025 Sustainable Retail Awards



2025年天下永續公民獎

2025 Commonwealth Sustainability Citizen Award



2025年天下人才永續獎

2025 Commonwealth Talent Sustainability Award



2025年親子天下友善家庭職場獎

2025 Parenting Monthly Family-Friendly Workplace Award



二、利害關係人 和重大議題鑑別



二、利害關係人議題和重大議題鑑別 Stakeholder Engagement and Materiality Assessment

2.1 利害關係人鑑別與溝通

2.1 Stakeholder Identification and Communication

2.1.1 重大性議題判別程序

2.1.1 Materiality Assessment Process



2.1.2 利害關係人鑑別

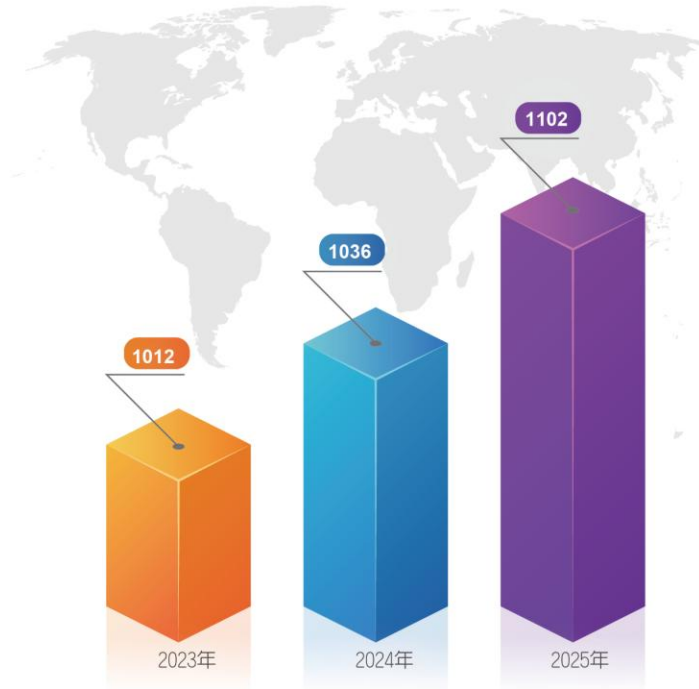
2.1.2 Stakeholder Identification and Engagement



大愛感恩科技的主要利害關係人由永續發展委員會推動小組召開會議進行討論，將相關利害關係人區分為五大類別，包括員工、供應商、異業合作夥伴（包括產業、政府、學術界和研究機構）、消費者以及社區志工（包含慈濟見習志工、培訓志工和已授證志工）。除了維持固定的溝通渠道即時的會饋，每年透過問卷，了解和整合利害關係人關注的議題。經由調查，我們發現回覆意願逐年增加，這有助於建立起大愛感恩科技與利害關係人之間堅固的溝通橋樑。

The primary stakeholders of DA.AI Technology are identified through rigorous discussions convened by the ESG Development Committee Task Force. We categorize our key stakeholders into five major groups: Employees, Suppliers, Cross-industry Partners (encompassing industry, government, academia, and research institutions), Consumers, and Community Volunteers (including Tzu Chi trainees and certified volunteers).

In addition to maintaining permanent, real-time feedback channels, we conduct annual materiality surveys to identify and integrate the topics of greatest concern to our stakeholders. Our analysis shows a consistent year-on-year increase in survey response rates, reflecting a growing commitment from our partners. This active participation serves as a robust bridge for transparent communication, ensuring that the development of DA.AI Technology remains deeply aligned with the expectations of those we serve.



(圖：近三年利害關係人問卷調查回收份數)

問卷內容依據GRI準則和參考D&B ESG Registered認證問題，從多角度考量，由推動小組成員評估對公司的影響程度，檢視重要議題的應對改善措施，並與利害關係人進行即時溝通。

透過區分高度、中度和一般重要性議題，評估所關心的問題，作為本報告書的依據，了解利害關係人的意見反饋。報告書中揭露高度重要性議題和中度重要性議題的處理方法，對於一般重要性議題僅提及部分相關內容。

The survey content was developed in accordance with the GRI Standards and referenced the D&B ESG Registered certification criteria to ensure a multi-dimensional perspective. Members of our Task Force evaluated each topic based on its degree of impact on the company's operations. We also reviewed our management approaches and improvement measures for key issues, maintaining real-time communication with our stakeholders throughout the process.

By categorizing issues into High, Medium, and General Importance, we assessed the primary concerns of our stakeholders, which serves as the foundation for the content and feedback structure of this report. This report provides comprehensive disclosure on the management approaches and performance of High and Medium Materiality issues. For issues of General Importance, only specific relevant contents are partially addressed.





2.1.3 利害關係人的溝通

2.1.3 Stakeholder Communication

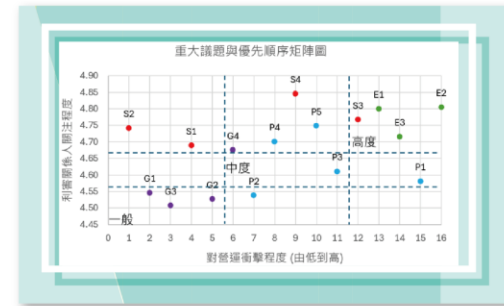
對象	主要關注議題	溝通做法	頻率	回應章節
員工	★訓練與教育	週會	1次/周	
	★勞雇關係	合和互協會	不定期	4.2
	★多樣性和平等機會	電子郵件/電話	不定期	4.1
	★職業安全衛生	部門會議	1次/周	4.1
	★經濟績效	每季營運說明	1次/季	5.1
	★市場地位	財務年報	1次/年	
	★間接經濟衝擊	董事會	1次/年	
供應商	★供應商滿意度	供應商滿意度	1次/年	
	★供應商環境評估	供應商CSR問卷	1次/年	4.7
	★物料	供應商評鑑	不定期	
		電子郵件/電話 專程拜訪	1次/周 不定期	
異業合作單位	★環境保護法規遵循	電子郵件/電話 專案合作	不定期 不定期	4.7
社區志工	★能源	社區環保站交流	不定期	3.1
	★間接經濟衝擊	環保講座	1次/月	3.2
	★廢汙水和廢棄物	志工服務 社區歲末祝福	不定期 1次/年	
消費者	★顧客健康安全與隱私	概念館導覽	不定期	4.4.2
	★行銷標示	官網/社群網站	每天	4.5
	與社會經濟法規遵循	電子郵件/電話 推廣活動	不定期 2次/年	

2.2 重大性議題決定

2.2 Materiality Determination

2.2.1 重大性議題分析

2.2.1 Materiality Analysis



面向	一般關注議題	中度關注議題	高度關注議題
環境			E1氣候變遷與碳排放管理 E2循環經濟與回收材料使用 E3產品全生命週期環境影響
社會			S1員工權益與勞動條件 S2社會公益與弱勢關懷 S3社會公益與弱勢關懷 S4誠信經營與法令遵循
治理	G1氣候變遷的成本與風險 G2原物料與供應鏈不穩定 G3法規變動風險		G4品牌聲譽風險
產品精神	P2是否減少塑膠與包裝	P1是否使用環保材質 P3是否支持公益	P4產品是否安全耐用 P5品牌是否則得信任

根據問卷調查整理出各利害關係人對於各議題的關心程度

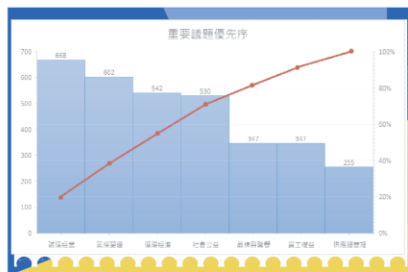


2.3 重大性議題考量面與邊界

2.3 Boundaries and Considerations of Material Topics

類別	重大性議題	組織內	組織外			
			志工	消費者	供應商	興業
環境	E1氣候變遷與碳排放管理	●	●	●	●	●
	E2循環經濟與回收材料使用	●	●	●	●	●
	E3產品全生命週期環境影響	●	●	●	●	●
社會	S1員工權益與勞動條件	●	●	●	●	●
	S2供應鏈責任與人權管理	●	●	●	●	●
	S3社會公益與弱勢關懷	●	●	●	●	●
	S4誠信經營與法令遵循	●	●	●	●	●
治理	G1氣候變遷帶來的成本與風險	●	●	●	●	●
	G2原物料與供應不穩定	●	●	●	●	●
	G3法規變動風險	●	●	●	●	●
	G4品牌聲譽風險	●	●	●	●	●
產品	P1是否使用環保材質	●	●	●	●	●
	P2是否減少塑膠與包裝	●	●	●	●	●
	P3是否支持公益	●	●	●	●	●
	P4產品是否安全耐用	●	●	●	●	●
	P5品牌是否值得信任	●	●	●	●	●
	P6品牌是否則得信任	●	●	●	●	●

關注議題分級：● 高度 ● 中度 ● 一般



2.4 其他交流意見與期許

2.4 Other Communication, Feedback, and Expectations

大愛感恩科技透過開放式問卷調查收集資料，旨在深入了解利害關係人對於企業社會責任和產品精神面、環境面、社會面及公司治理面的關注重點。此外，透過問卷，我們希望瞭解利害關係人對於大愛感恩科技在社會中的角色及其影響力的期望和建議。以下是摘要：

To ensure continuous improvement, we actively collect and analyze qualitative feedback from our stakeholders. Below is a summary of key suggestions received in 2025 and the company's corresponding strategic responses:

意見與期望交流：

- ★【製程透明化與價值傳遞】建請透過影像記錄產品生命週期，展現從廢棄物回收至高值化再生的技術門檻與職人精神，深化大眾對循環經濟的理解。讓大家知道一個商品製作的過程是很不容易。
- ★【多元生活應用開發】建議擴大研發符合慈濟人文精神的機能服飾、足部工學鞋款與永續配件，讓環保美學無縫融入日常生活。
- ★【書寫工具之工藝精進】針對多功能筆之自動鉛筆0.5mm易卡芯之痛點，建議改良內部結構或評估開發0.7mm規格，以提升書寫穩定性與產品耐用度。
- ★【制服/企業團購之永續演進】建議以系統化思維整合企業團購與制服供應鏈，建構兼具機能、設計一致性與環境友善規範之永續制服體系。透過材料創新與標準化管理，提升整體減碳效益與品牌識別，並展現組織於永續實踐與團隊形象之綜合價值。

回應：



- ★ **【策略性敘事：賦予產品生命力】**我們將規劃詳實記錄再生纖維轉化為精品的完整歷程。這不僅是製程展示，更是品牌價值的傳遞，透過透明化的生產軌跡，強化利害關係人對環保技術與人文底蘊的信心。
- ★ **【產品多元化：建構永續生活圈】**設計團隊已將「親民化與機能化」納入核心藍圖。未來將結合氣候變遷調適需求，開發高透氣服飾、符合人體工學的鞋款及低碳包袋。透過材料科學與設計美學的融合，將慈濟人文轉化為可穿戴的永續力量。
- ★ **【品質精進：落實產品責任與耐用性】**我們秉持「友善使用」原則，同時以職人精神持續檢視產品細節，針對產品之使用痛點進行優化，從結構精進到規格選擇，兼顧功能性與耐用性，讓每一件產品不僅好用，更承載品質與用心。
- ★ **【體系整合：樹立零碳制服典範】**我們正積極規劃「制服永續化」方案，朝向季節機能優化與材料規格統一邁進。確保從原料端即符合減碳足跡與循環經濟原則，不僅提升團體形象的一致性，更將制服轉化為慈濟在全球推動環境永續的行動名片。



Stakeholder Feedback & Expectations

- ★ **【Process Transparency & Value Transmission】**
We recommend documenting the product life cycle through visual media to demonstrate the technical challenges and craftsmanship involved in transforming waste into high-value upcycled products. This will deepen public understanding of the circular economy and highlight the dedication required in sustainable manufacturing.
- ★ **【Diversified Lifestyle Applications】**
We suggest expanding R&D into functional apparel, ergonomic footwear, and sustainable accessories that align with Tzu Chi's humanistic spirit, allowing eco-aesthetics to integrate seamlessly into daily life.
- ★ **【Craftsmanship Excellence in Writing Instruments】**
To address the issue of lead jamming in 0.5mm multi-function mechanical pencils, we recommend optimizing the internal structure or evaluating the development of a 0.7mm specification to enhance writing stability and product durability.
- ★ **【Sustainable Evolution of Corporate Uniforms & Group Procurement】**
We propose integrating corporate procurement with the uniform supply chain through systems thinking to build a sustainable uniform ecosystem that balances

functionality, design consistency, and environmental standards. By leveraging material innovation and standardized management, we aim to enhance carbon reduction and brand identity, showcasing the organization's integrated value in sustainability and team image.



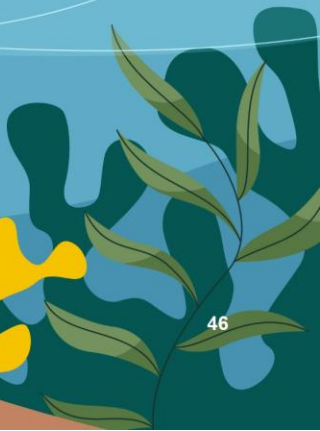
Management Response

- ★ **【Strategic Narrative: Invigorating Product Vitality】**
We plan to meticulously document the complete journey of transforming recycled fibers into premium goods. Beyond a mere process demonstration, this serves as a transmission of brand values. Through transparent production tracing, we aim to strengthen stakeholder confidence in our environmental technology and cultural heritage.
- ★ **【Product Diversification: Building a Sustainable Lifestyle Circle】**
Our design team has integrated "accessibility and functionality" into our core blueprint. Moving forward, we will develop high-breathability apparel, ergonomic footwear, and low-carbon bags tailored to climate change adaptation needs. By merging material science with design aesthetics, we transform Tzu Chi's humanism into wearable sustainable power.
- ★ **【Quality Excellence: Upholding Product Responsibility and Durability】**
Guided by the principle of "User-Friendliness" and a commitment to craftsmanship, we continuously refine every detail of our products. By addressing user pain points—from structural improvements to specification selection—we balance functionality with durability. Our goal is to ensure that every product is not only highly effective but also embodies our dedication to quality and care.
- ★ **【System Integration: Setting a Paradigm for Zero-Carbon Uniforms】**
We are actively planning a "Uniform Sustainability" initiative, focusing on seasonal functional optimization and the unification of material specifications. By ensuring that raw materials comply with carbon footprint reduction and circular economy principles from the source, we not only enhance collective image consistency but also transform uniforms into a "mobile business card" for Tzu Chi's global environmental sustainability efforts.

三. 關於大愛感恩 科技的環境保護



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三、關於大愛感恩科技的環境保護

About DA.AI Technology's Environmental Protection



大愛感恩科技以「雙循環服務模式」實踐環保使命，透過產品再生帶動環境教育與心靈轉化。每一個回收的動作，都是改變世界的起點，讓微小的善行匯聚成守護地球的永續力量。

DA.AI Technology fulfills its environmental mission through a "dual-circular service model," driving environmental education and spiritual transformation through product recycling. Every act of recycling is the starting point for changing the world, allowing small acts of kindness to converge into a sustainable force for protecting the Earth.

3.1 自然資源與溫室氣體排放

3.1 Natural Resources and Greenhouse Gas Emissions

3.1.1 能源管理

3.1.1 Energy Management

🌿 用電量管理

本公司持續推動能源管理與節能措施，透過設備管理與用電行為優化，提升整體用電效率。2025年度辦公室用電量較前一年度下降1.3%，顯示節能管理措施已逐步轉化為具體成效。

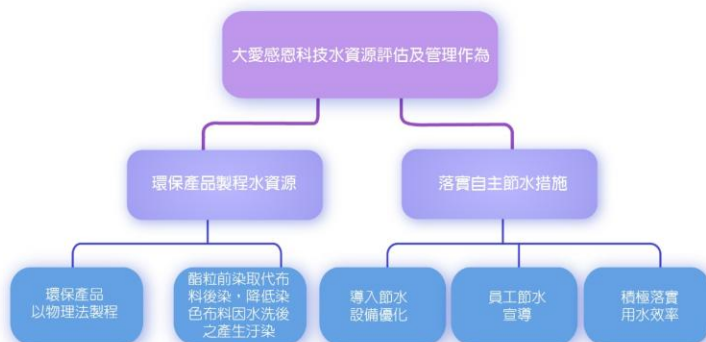
未來將持續強化能源使用管理，透過設備效能優化、用電習慣宣導及辦公環境改善等措施，降低能源使用強度，提升資源使用效率，朝向低碳辦公與永續經營之目標穩健邁進。

🌿 Our company continues to promote energy management and conservation measures. Through equipment management and optimization of electricity usage behavior, we enhance overall electricity efficiency. In 2025, office electricity consumption decreased by 645 kWh compared to the previous year, indicating that energy conservation management measures are gradually showing results.

In the future, we will continue to strengthen energy use management through measures such as optimizing equipment performance, promoting energy-saving habits, and improving the office environment. This will reduce energy use intensity, enhance resource utilization efficiency, and steadily advance towards the goals of low-carbon operations and sustainable development.

3.1.2 水資源管理

3.1.2 Water Resources Management



🌿 落實自主節水措施

搬至關渡人文志業園區後，園區將系統性推動節水管理機制，分階段導入高效節水設備、優化用水流程與強化水資源監測管理，同時透過員工教育訓練與日常宣導，提升全體同仁節水意識與行動力。

藉由設備改善與管理精準雙軌並行，持續提升用水效率，降低水資源浪費，逐步達成節能減碳目標，深化企業綠色營運與永續發展實踐。



Implementing Autonomous Water Conservation Measures

After relocating to the Guandu Humanistic Culture Campus, the campus will systematically promote water conservation management mechanisms. This involves a phased introduction of highly efficient water-saving equipment, optimization of water usage processes, and strengthened water resource monitoring and management. Simultaneously, through employee education and daily awareness campaigns, we will enhance all colleagues' awareness and proactive efforts in water conservation.

By pursuing both equipment improvement and management refinement, we will continuously improve water usage efficiency, reduce water waste, gradually achieve carbon reduction goals, and deepen the practice of green operations and sustainable development within the company.

3.1.3 原物料來源及管理

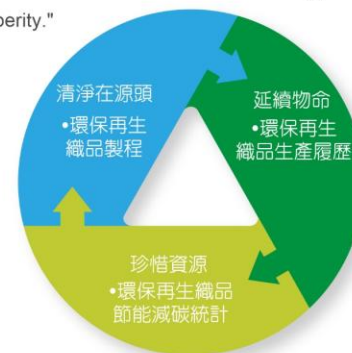
3.1.3 Raw Material Sourcing and Management

秉持「與地球共生」的核心理念，大愛感恩科技以循環經濟為發展主軸，建立穩健且具社會價值的綠色供應鏈體系。透過全台逾7,000多個環保回收與教育站，串聯200多家合作夥伴，從源頭落實回收分類、資源整合與再生利用，確保原物料來源透明、可追溯且符合環境永續原則。

藉由將回收成果轉化為環保產品與公益價值，不僅延長資源生命週期，更將循環經濟效益回饋社會，實踐社會企業「環境永續、社會共好、經濟共榮」的CSR承諾與永續使命。

Upholding the core philosophy of "coexistence with Earth," DA.AI Technology focuses on the circular economy as its main development axis, establishing a stable and socially valuable green supply chain system. Through over 7,000 environmental recycling and education stations across Taiwan, and connecting with over 200 partners, we implement source-based recycling, sorting, resource integration, and reuse. This ensures that raw material sources are transparent, traceable, and compliant with environmental sustainability principles.

By transforming recycling achievements into eco-friendly products and public welfare value, we not only extend resource lifecycles but also return the benefits of the circular economy to society. This fulfills the social enterprise's CSR commitment and sustainable mission of "environmental sustainability, social common good, and economic co-prosperity."



3.1.4 廢棄物與有害物質管理

3.1.4 Waste and Hazardous Substance Management

廢棄物管制

大愛感恩自成立以來，致力解決環境問題，深知地球目前所面臨的生態負荷與資源耗竭挑戰，因此在產品設計與製程規劃上，從未使用任何對環境有害的物質，嚴格把關原料選用與生產流程，落實企業對環境保護與永續經營的CSR承諾。

Waste Control

Since its establishment, DA.AI Technology has been committed to solving environmental problems, deeply understanding the ecological burden and resource depletion challenges currently facing the Earth. Therefore, in product design and process planning, we have never used any substances harmful to the environment. We strictly control raw material selection and production processes, fulfilling the company's CSR commitment to environmental protection and sustainable operation.



3.1.5 溫室氣體排放

3.1.5 Greenhouse Gas Emissions

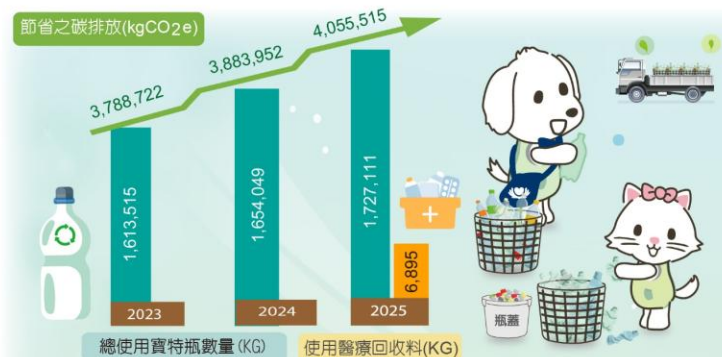
● 環保再生織品節能減碳統計

Environmental Recycled Textile Energy Saving and Carbon Reduction Statistics



● 大愛感恩科技近三年使用回收寶特瓶的狀況及2025年開始使用醫療回收料的狀況

DA.AI Technology's Use of Recycled PET Bottles in the Last Three Years



● 大愛感恩科技午餐素食 DA.AI Technology Vegetarian Lunch

低碳飲食減碳行動 Low-Carbon Diet for Carbon Reduction

公司推動每日蔬食午餐制度，依據年度用餐統計，透過低碳飲食選擇有效降低溫室氣體排放，將減碳行動落實於日常營運，強化企業永續實踐。

2025年共提供18,200份蔬食餐點，估算減少約27.3公噸碳排放，將減碳行動落實於日常營運。

The company promotes a daily vegetarian lunch system. According to annual dining statistics, choosing low-carbon meals effectively reduces greenhouse gas emissions, integrating carbon reduction efforts into daily operations and strengthening corporate sustainability practices. In 2025, a total of 18,200 vegetarian meals were provided, estimated to reduce approximately 27.3 metric tons of carbon emissions, thus implementing carbon reduction actions in daily operations.





減緩溫室氣體排放策略

為落實企業永續發展與淨零減碳目標，本公司將氣候變遷風險管理納入營運策略核心，從日常營運管理、員工參與及企業文化三方面同步推動低碳轉型，建立具體可行且可持續精進之減碳行動架構，訂定以下五大推動方向：

Strategies for Mitigating Greenhouse Gas Emissions

To achieve corporate sustainable development and net-zero carbon reduction goals, our company integrates climate change risk management into the core of its operational strategy. We concurrently promote low-carbon transformation from three aspects: daily operational management, employee participation, and corporate culture. We aim to establish a concrete, feasible, and continuously improving framework for carbon reduction actions, setting the following five major directions:

五大推動方向：



一、推動節能減碳 (能源管理)

透過設備升級與制度管理雙軌並行，系統性降低能源消耗與碳排放：

- 全面採用 LED 高效節能照明設備，提升照明能源效率。
- 空調溫度設定於 26–28°C，並強化門窗管理與空調分區控制。
- 定期檢視與汰換高耗能設備，優化能源使用效率。
- 建立員工節能行為準則，落實隨手關燈與關閉閒置設備。

I. Promoting Energy Saving and Carbon Reduction (Energy Management)

Through a dual approach of equipment upgrades and systematic management, we systematically reduce energy consumption and carbon emissions:

- Fully adopt LED high-efficiency energy-saving lighting equipment to improve lighting energy efficiency.
- Set air conditioning temperatures between 26–28°C, and strengthen door/window management and air conditioning zone control.
- Regularly inspect and replace high-energy-consuming equipment, optimizing energy use efficiency.
- Establish employee energy-saving behavioral guidelines, implementing practices such as turning off lights and idle equipment when not in use.

二、珍惜自然資源 (用水與資源管理)

提升水資源與營運資源使用效率，降低間接碳排放：

- 優先採購高效能節能設備，減少能源與水資源耗用。
- 調整水龍頭出水量並導入節水裝置，降低不必要用水。
- 加強節水宣導與教育訓練，培養員工日常節水習慣。
- 定期盤點水電使用數據，持續優化使用效率與管理機制。

II. Cherishing Natural Resources (Water and Resource Management)

Improve the efficiency of water and operational resource use to reduce indirect carbon emissions:



- Prioritize the procurement of high-efficiency energy-saving equipment to reduce energy and water consumption.
- Adjust faucet water flow and implement water-saving devices to reduce unnecessary water usage.
- Strengthen water conservation promotion and education, cultivating employees' daily water-saving habits.
- Regularly inventory utility usage data, continuously optimizing usage efficiency and management mechanisms.



三、推動資源循環（減廢行動）

落實源頭減量與循環再利用

- 推動行政流程與表單全面電子化，減少紙張消耗
- 落實廢紙再利用及雙面列印機制，降低紙本使用量
- 以掃描與數位存檔取代紙本文件保存
- 強化垃圾分類與資源回收

III. Promoting Resource Circularity (Waste Reduction Actions)

Implement source reduction and circular reuse:

- Promote comprehensive digitalization of administrative processes and forms to reduce paper consumption.
- Implement waste paper recycling and double-sided printing mechanisms to reduce paper usage.
- Replace physical document storage with scanning and digital archiving.
- Strengthen waste sorting and resource recycling.



四、友善飲食與低碳生活

- 鼓勵員工採行蔬食飲食習慣，減少飲食碳足跡，食用蔬食人數成長82%
- 推廣健康的生活方式
- 透過講座、內部活動與案例分享，提升員工對低碳生活之認同與參與度

IV. Eco-Friendly Diet and Low-Carbon Living

- Encourage employees to adopt vegetarian eating habits, reducing their dietary carbon footprint. The number of vegetarians has grown by 82%.
- Promote healthy lifestyles.
- Enhance employee identification with and participation in low-carbon living through lectures, internal activities, and case sharing.



五、推動綠色行動（環保生活實踐）

深化綠色辦公文化，將減碳行動內化為日常習慣：

- 鼓勵員工自備環保餐具、環保杯與餐盒
- 減少一次性用品使用，降低廢棄物與碳排放
- 將環保行動納入企業文化與日常管理，形成可持續之低碳行動模式

V. Promoting Green Actions (Environmental Living Practices)

Deepen green office culture and internalize carbon reduction actions into daily habits:

- Encourage employees to bring their own reusable tableware, cups, and lunch-boxes.
- Reduce the use of single-use items, decreasing waste and carbon emissions.
- Integrate environmental actions into corporate culture and daily management, forming a sustainable low-carbon action model.



3.2 環境風險 3.2 Environmental Risks

3.2.1 對內風險因應與管理

3.2.1 Internal Risk Response and Management

風險項目	可能遭遇風險	如何避免
財務風險	資金流動性不足	維持營運資金百分之百的自有資金，強化財務結構與抗風險能力，並定期進行資金調度與現金流管理。
原料採購風險	原料斷貨/供料不穩	具 7,000 個環保回收站之穩定來源體系，目前原料只佔供應量的 30%，並持續優化回收與分選流程，以確保品質與供應穩定。
製造廠選擇風險	生產交期/產品品質問題	建立供應商評選機制，嚴格篩選合作廠商，並定期執行稽核與績效評估，確保交期與品質穩定，同時落實永續採購與企業社會責任
研發風險	研發成果或技術機密外洩	對於共同開發專案合作案，皆簽訂保密協議 (NDA)，並強化內部文件分級與存取控管，確保研發成果安全。
資安	客戶與內部資料外洩、系統攻擊	建立資訊安全管理制度，導入資安防護機制，並提升員工資安意識，降低資安事件風險。
疫情風險	實體店面自我保護	推動防疫措施並強化數位轉型，結合線上通路與虛實整合服務模式，在守護同仁與顧客健康的同時，維持營運韌性並拓展服務影響力。

3.2.2 對外風險管理因應對策

3.2.2 External Risk Management and Response Strategies

環境面 Environmental Aspect

醫療廢棄物污染風險

隨著醫療需求提升，一次性醫療用品使用量大幅增加，若未妥善處理，易造成塑膠廢棄物累積，對環境與生態系帶來長期衝擊。

因應對策

為降低醫療廢棄物對環境的影響，大愛感恩推動醫材回收再生機制，透過高規格分選、清洗與改質技術，將醫療塑膠轉化為可再利用資源。藉由導入循環製程，不僅減少廢棄物對環境的負擔，亦提升資源使用效率，實踐醫療與環境並行的永續發展模式。

Medical Waste Pollution Risk

With increasing medical demand, the use of single-use medical supplies has significantly risen. If not properly managed, this can lead to the accumulation of plastic waste, posing long-term impacts on the environment and ecosystems.

Response Strategies

To mitigate the environmental impact of medical waste, DA.AI Technology promotes a medical material recycling and regeneration mechanism. Through high-standard sorting, cleaning, and modification technologies, medical plastics are transformed into reusable resources. By introducing circular processes, we not only reduce the burden of waste on the environment but also enhance resource utilization efficiency, achieving a sustainable development model that integrates healthcare and environmental protection.

社會面 Social Aspect

人口老化

臺灣已邁入高齡社會，長照需求升高，家庭照顧力減弱，亟需完善長照體系以強化社會安全網。

因應對策

大愛感恩科技同步結合慈濟基金會長照推展中心，以環保社會企業的角度提供包含長照推展中心工作人員制服、長照樂齡長者產品、長照樂齡長者智慧珠開發、長照樂齡環保互動課程設計與推廣分享、長照樂齡環保互動教案教具開發以及與產學合作長照樂齡足底按摩器計畫等推展至今。

Aging Population

Taiwan has entered an aging society, leading to increased demand for long-term care and weakened family care capabilities. There is an urgent need for a comprehensive long-term care system to strengthen the social safety net.

Response Strategies
DA.AI Technology, in conjunction with the Tzu Chi Foundation's Long-Term Care Promotion Center, has been actively promoting various initiatives from the perspective of an eco-social enterprise. These include providing uniforms for long-term care promotion center staff, developing products for elderly long-term care residents, designing and sharing interactive environmental education courses for elderly long-term care residents, developing teaching materials for interactive environmental education for elderly long-term care residents, and collaborating with academia on a long-term care foot massager project for the elderly.

治理面 Governance Aspect

ESG管理落差風險
衡量企業是否具備永續經營能力的重要指標。它就像企業的健檢報告，不只看財務績效，還評估是否善盡社會責任、照顧員工與股東，並具備長遠永續發展的治理能力。

因應對策
大愛感恩科技連續14年通過GRS認證，展現在環境、社會與公司治理面向的具體成果，並強化自評與揭露制度，對齊國際六大永續準則。同時，自2016年起至2025年，連續三度獲得B型企業（B Corp）認證，肯定大愛感恩在公益、倫理、永續與利他價值的實踐，持續朝向永續社會企業典範邁進。

ESG Management Gap Risk
ESG is a crucial indicator for measuring a company's ability to operate sustainably. It acts like a company's health check report, not only looking at financial performance but also assessing whether it fulfills social responsibilities, cares for employees and shareholders, and possesses long-term sustainable governance capabilities.

Response Strategies
DA.AI Technology has successfully passed GRS certification for 14 consecutive years, demonstrating concrete achievements in environmental, social, and corporate governance aspects. We also strengthen our self-assessment and disclosure systems, aligning with the six major international sustainability standards.

Furthermore, from 2016 to 2025, DA.AI Technology has been certified as a B Corp three times consecutively. This acknowledges DA.AI's practice of public welfare, ethics, sustainability, and altruistic values, continuously moving towards becoming a model for sustainable social enterprises.

3.3 環保機會

3.3 Environmental Opportunities

3.3.1 環境永續發展原則與目標

3.3.1 Principles and Goals for Environmental Sustainable Development

大愛感恩科技致力於環境永續，結合綠色回收供應鏈，持續開發再生產品，落實綠色採購，推動產官學研合作，回應國際環保議題，並積極擴大環保理念於各行各業的實踐與推廣。

DA.AI Technology is committed to environmental sustainability, integrating a green recycling supply chain, continuously developing recycled products, implementing green procurement, promoting collaboration among industry, government, academia, and research institutions, responding to international environmental issues, and actively expanding the practice and promotion of eco-friendly concepts across various industries.

3.3.2 製造環保產品的決心&產品的設計理念

3.3.2 Determination to Manufacture Eco-Friendly Products & Product Design Philosophy





3.3.3 環保認證與專利

3.3.3 Environmental Certifications and Patents

自2008年成立以來，大愛感恩科技持續推動環保創新，並獲得多項國內外認證與專利，彰顯其永續實踐成果。公司依據 ISO 9001 和 ISO 14001 品質與環境標準營運，並導入全球回收標準（GRS）進行紡織品品質認證，確保各項作業流程符合環保與品質要求。

Since its establishment in 2008, DA.AI Technology has continuously driven environmental innovation, obtaining numerous domestic and international certifications and patents, showcasing its sustainable practices. The company operates in accordance with ISO 9001 and ISO 14001 quality and environmental standards and has implemented the Global Recycle Standard (GRS) for textile quality management certification, ensuring all operational processes meet environmental and quality requirements.

● 企業永續管理 Corporate Sustainability Management

- 1.ISO 9001
- 2.ISO 14001
- 3.B Corp



● 環保永續製程：

1. Intertek (GRS)
2. 日本環境協會環保標章
3. 台灣製 MIT 微笑標章
4. 產業紡織品驗證標章
5. 機能性紡織品驗證

Eco-Sustainable Development Process:

1. Intertek (GRS)
2. Japan Environment Association Eco Mark
3. Made in Taiwan (MIT) Smile Mark
4. Industrial Textile Verification Mark
5. Functional Textile Verification



大愛感恩科技致力於回收再製技術與實用環保產品的開發，為保障研發成果與品牌價值，積極申請專利，確保創新設計能量受到保護，並提升企業永續競爭力。

DA.AI Technology is dedicated to the development of recycling and remanufacturing technologies and practical eco-friendly products. To protect its research and development achievements and brand value, the company actively applies for patents, ensuring its innovative design capabilities are protected and enhancing its sustainable competitiveness.

專利產品	專利號碼	種類
機能性回收聚酯	I560236	發明專利
大愛壓力布	M548178	新型專利
大愛塑木	I647029	發明專利
R2R	M510924	新型專利
智慧塑膠	M572823	發明專利
三合一筆	M639061	新型專利
海洋微纖維	CP37620	新型專利
算盤組	CP37868	新型專利



四. 關於大愛感恩 科技的社會責任

心要清淨，做好內外環保，愛惜地球資源，照顧人生資源。



四. 關於大愛感恩科技的社會責任 About DA.AI Technology's Social Responsibility

大愛感恩科技以社會企業為本，不僅關注員工福利，更重視培養責任感與使命感。即使面對疫情與景氣波動，始終堅守穩健經營，保障員工權益，並鼓勵每位同仁發揮正向影響力，創造工作價值，實踐企業對社會的承諾。

DA.AI Technology operates as a social enterprise, focusing not only on employee welfare but also on nurturing a sense of responsibility and mission. Even amidst pandemics and economic fluctuations, we consistently maintain stable operations, safeguard employee rights, and encourage every colleague to exert positive influence, create work value, and fulfill the company's commitment to society.



4.1 人力資源

4.1.1 人力結構

● 員工結構與多元平等

- 2025年無違反人權或歧視事件
- 員工總數62人，正職57人/時薪5人，加上5位志工共67人
- 正職比例91.9%，含1名身障員工（1.6%）
- 全體員工皆為本國籍，男女比例約1:9

4.1 Human Resources

4.1.1 Human Capital Structure

● Employee Structure, Diversity, and Equity

- Zero Incidents: In 2025, there were no reported incidents of human rights violations or discrimination.
- Workforce Composition: Our total workforce consists of 67 members, including 62 employees (57 full-time, 5 hourly) and 5 dedicated volunteers.
- Full-time Stability: Full-time employees account for 91.9% of the staff, including one employee with a disability (1.6%), reflecting our commitment to inclusive employment.
- Local Talent & Gender Balance: 100% of our employees are local nationals, with a male-to-female ratio of approximately 1:9, highlighting a strong female presence in our leadership and operations.

🌱 環保服飾與再生織品推廣策略

- 持續深化實體門市的品牌體驗與永續理念傳遞
- 結合產品影片提升消費者了解環保精緻化
- 建立再生材料使用量、減碳效益等具體指標，強化成果呈現
- 發展企業/團體合作（如客製化永續商品），擴大影響範圍

🌱 Promotion Strategy for Eco-Clothing and Recycled Textiles

- In-Store Experience: Deepening the brand experience and the communication of sustainable concepts within physical retail spaces.
- Visual Education: Utilizing product videos to enhance consumer understanding of "Eco-Refinement" and high-quality recycled materials.
- Impact Metrics: Establishing concrete indicators for recycled material usage and carbon reduction benefits to strengthen the transparency of our environmental achievements.
- B2B & Group Collaboration: Developing corporate and group partnerships (e.g., customized sustainable products) to expand our social and environmental influence.

🌱 多元包容的人力政策

- 持續優先聘用中高齡與二度就業婦女，打造友善職場
- 推動跨世代合作與經驗傳承機制（共學）
- 強化門市人員在永續教育與品牌故事傳遞的角色

🌱 Diversity and Inclusive Human Resources Policy

- Inclusive Recruitment: Continuing to prioritize the hiring of middle-aged individuals and women re-entering the workforce to create a supportive and age-friendly workplace.
- Intergenerational Synergy: Promoting collaboration between different generations and establishing mechanisms for "Co-learning" and knowledge transfer.
- Staff as Ambassadors: Strengthening the role of store personnel as key educators in sustainability and as storytellers for the brand's mission.

🌱 員工發展與福利保障

- 培訓門市人員永續知識、銷售與服務力
- 持續優化薪酬福利，具備競爭力
- 發揮中高齡員工優勢，分享「服務典範」與「經驗傳承」
- 提供完善在職訓練與持續學習資源

🌱 Employee Development and Welfare Protection

- Professional Training: Providing store staff with specialized training in sustainability knowledge, sales techniques, and service excellence.
- Competitive Compensation: Continuously optimizing salary and benefit structures to maintain market competitiveness and employee satisfaction.
- Empowering Senior Talent: Leveraging the strengths of senior employees to serve as "Service Role Models" and leaders in experience sharing.
- Lifelong Learning: Offering comprehensive on-the-job training and continuous learning resources to foster personal and professional growth.



男女比例



2025員工人數分布(按年齡)

4.1.2 員工新進及離職

4.1.2 Recruitment and Turnover

招募與企業文化

- 積極與求職者溝通企業核心精神與價值：以人為本、永續發展、多元共融
- 歡迎表現優異實習生及社會新鮮人，注入創新能量

Recruitment and Corporate Culture Alignment

• Proactive Value Communication: We actively engage with candidates to communicate our core corporate values: People-Oriented, Sustainable Development, and Diversity & Inclusion, ensuring that new members share our mission from the start.

• Empowering the Next Generation: We welcome high-performing interns and fresh graduates, viewing them as vital catalysts for infusing our organization with innovative energy.

2025年人力概況

- 新進員工4人，新進率6.5%；離職3人，離職率4.8%
- 其中1位65歲屆齡退休，1位員工回大陸照顧家人，另1位為職涯規劃。

2025 Workforce Overview

• Stable Growth: In 2025, we welcomed 4 new employees (a recruitment rate of 6.5%). During the same period, there were 3 departures (a turnover rate of 4.8%), reflecting a highly stable and committed workforce.

• Turnover Analysis: The departures were driven by natural life transitions and personal growth:

- One employee retired upon reaching the statutory retirement age of 65.
- One employee resigned to return to Mainland China for family care responsibilities.
- One employee departed for personal career advancement.



2025新進人員分布(按年齡)



2025離職人員分布(按年齡)

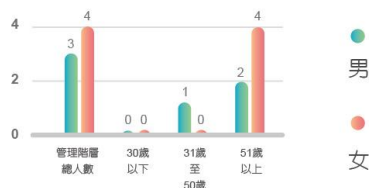


4.1.3 當地主管比例及分布

4.1.3 Proportion and Distribution of Local Management

本公司重視性別平權，員工管理階層中女性占比57%（4女3男），全數為本國居民。

DA.AI Technology places a high priority on gender equality. Women represent 57% of our management team (4 females and 3 males). Furthermore, 100% of our management positions are held by local residents, reflecting our commitment to fostering local talent and leadership.



2025管理階層分布(按年齡)

4.1.4 男女薪酬比

4.1.4 Gender Remuneration Ratio

不同性別的基層人員標準薪資與當地最低薪資的比率

Ratio of Standard Entry-Level Wage to Local Minimum Wage by Gender



2025薪酬比



4.2 員工教育訓練

4.2 Employee Training and Development



打造友善職場措施

- 營造友善且尊重的工作環境，提供優質工作條件與職涯發展機會及激勵員工多元發展。
- 公司定期舉行合和互協共識會議，促進跨部門交流與意見參與，強化組織凝聚力與向心力。
- 啟動員工關懷措施，提升員工身心健康與工作滿意度。
- 建立員工意見回饋與申訴管道，確保溝通順暢並即時回應，打造正向且可持續改善的職場環境。

🌱 Measures for Building a Supportive Workplace

- **Inclusion and Respect:** We foster a work environment rooted in mutual respect, providing high-quality working conditions and career development opportunities to inspire diverse growth among our employees.
- **Organizational Cohesion:** The company regularly holds "Harmony and Unity Consensus Meetings" (He-He-Hu-Xie) to facilitate cross-departmental dialogue, encourage participation in decision-making, and strengthen organizational synergy and belonging.
- **Holistic Care:** We implement comprehensive employee care initiatives designed to enhance physical and mental well-being, thereby increasing overall job satisfaction.
- **Open Communication:** We have established robust feedback and grievance channels to ensure transparent communication and timely responses, building a positive workplace culture committed to continuous improvement.



🌱 培訓與職涯發展措施

- 重視員工培訓與職涯發展，協助擴展專業知識與技能，跟上時代潮流。
- 透過資深員工指導新人，促進學習與團隊合作，具備AI技能的同仁技術分享，提升整體工作效能與專業深度。

🌱 Training and Career Advancement Initiatives

- **Professional Growth:** We prioritize employee training and career mapping, assisting our team in expanding their professional expertise and technical skills to stay ahead of industry trends.
- **Knowledge Transfer & Innovation:** Our mentorship program pairs senior staff with new hires to facilitate learning and teamwork. Furthermore, we encourage internal AI technology sharing to enhance overall operational efficiency and professional depth.

🌱 合理薪酬與福利政策

本公司秉持以人為本，提供優於法定的薪資與完善福利，涵蓋健康、家庭與職涯發展，致力打造穩定成長的工作環境，讓員工享有豐富且優質的生活。

🌱 Fair Compensation and Holistic Welfare Policy

Guided by a people-oriented philosophy, DA.AI Technology offers compensation packages that exceed statutory requirements. Our comprehensive benefits cover health, family support, and career development. We are dedicated to creating a stable and flourishing work environment, ensuring our employees enjoy a high-quality, balanced, and fulfilling life.

4.2.1 訓練內容及時數

4.2.1 Training Programs and Performance Metrics

2025年，本公司員工平均受訓97小時，展現對人才培育的重視。採用數位學習及視訊互動，促進各層級溝通與知識傳遞，並積極參與外部講座與研討會，持續更新經營與專業技能，鼓勵自我成長，強化組織競爭力，打造與社會同步的學習文化。

In 2025, employees at DA AI Technology averaged 97 training hours, demonstrating our profound commitment to talent development. By leveraging digital learning platforms and interactive video conferencing, we facilitate cross-level communication and seamless knowledge transfer. Our team also actively participates in external seminars and workshops to stay abreast of industry trends and management innovations. This culture of self-growth strengthens our organizational competitiveness and ensures our learning environment evolves in tandem with societal progress.

🌱 新人訓練

- 第一階段 - 公司認識與文化融入：

強化人才穩定度與組織認同，公司建立系統化新人培育機制。

透過簡介、經營理念說明與人文導入課程，協助新進同仁認識公司發展歷程與核心價值，深化對企業願景之理解與認同，建立長期投入與共好發展之基礎。

本階段著重於企業文化傳承與價值內化，使同仁在專業養成之外，亦能理解公司對社會與環境責任之承諾。

- 第二階段 - 部門認識與職務定位：

於熟悉企業文化後，進一步安排部門培訓，協助新進同仁掌握公司營運架構與跨部門協作模式，明確了解部門角色定位與職責範圍。

透過實務帶領與工作指導，強化專業技能與團隊合作能力，使其能融入組織並穩定發展，為公司永續經營奠定人才基礎。

🌱 New Employee Orientation

- **Phase I: Corporate Identity and Cultural Integration**

To enhance talent stability and organizational belonging, we have established a systematic onboarding mechanism. Through comprehensive corporate introductions, core philosophy orientations, and humanistic induction courses, we help new hires understand our history and mission. This phase deepens their alignment with the corporate vision, laying a solid foundation for long-term commitment and mutual growth. Beyond professional skills, we emphasize the internalization of values, ensuring every member understands our unwavering commitment to social and environmental responsibility.

- **Phase II: Departmental Overview and Role Positioning**

Following cultural integration, new employees undergo specialized departmental training. This helps them master our operational structure and cross-departmental collaboration models while clarifying their specific roles and responsibilities. Through hands-on mentorship and practical guidance, we strengthen their professional technical skills and teamwork capabilities, enabling them to integrate smoothly and build a stable career path, thus securing the human capital essential for sustainable operations.

員工學習與成長機制

為促進同仁持續學習與交流，公司建立日常分享機制，每日下午1點由2~3位同仁輪流進行短時段分享，透過彼此經驗交流與知識傳遞，營造共學共成長的組織文化。分享内容主要涵蓋三大面向：

01 技術專業

分享工作相關專業知識、產業趨勢或實務經驗，提升整體專業能力與工作效率。

02 人文涵養

透過人文故事、閱讀心得或生命教育等內容，培養同仁的人文素養與關懷精神。

03 生活體會

分享生活經驗與心得，促進同仁之間的交流互動，增進團隊凝聚力。

透過此分享制度，不僅促進知識交流，也讓同仁在專業與人文面向上持續精進，形塑正向、學習型的職場環境，並共同朝向企業永續發展的目標邁進，持續學習與共同成長的組織文化。

Continuous Learning and Knowledge Sharing Mechanism

To promote a culture of peer-to-peer learning, we have established a daily sharing ritual. Every day at 1:00 PM, 2-3 colleagues take turns delivering short presentations. This exchange of experiences and insights fosters a "co-learning" organizational culture. The content covers three key dimensions:

01 Professional Expertise

Sharing technical knowledge, industry trends, and practical work experiences to enhance overall operational efficiency.

02 Humanistic Literacy

Cultivating empathy and character through humanistic stories, book reviews, and life education.

03 Life Reflections

Encouraging team bonding and cohesion through the sharing of personal experiences and life insights.

This system not only facilitates knowledge management but also ensures continuous refinement in both professional and spiritual dimensions, shaping a positive, learning-oriented workplace.

🌱 共識課程：組織精神理念研習營（三天兩夜）

為強化全球志業同仁的使命感與核心價值之認同，本公司定期辦理人文研習營，透過三天兩夜之課程設計，深化核心理念、人文精神與利他價值之內涵。使同仁於日常工作中實踐誠信、關懷與社會參與，激發良能，將理念落實於工作，帶來溫暖與正向影響。



🌱 Core Consensus Camp: Mission and Values Retreat (3 Days, 2 Nights)

To strengthen the sense of mission and alignment with core values among our global workforce, the company regularly organizes Humanistic Consensus Retreats. This immersive 3-day, 2-night program is designed to deepen the understanding of our core philosophies, humanistic spirit, and altruistic values. It empowers employees to practice integrity, compassion, and social engagement in their daily work, transforming ideals into warm, positive actions that benefit society.

🌱 人文課程：多元化不同的人文精神學習課程

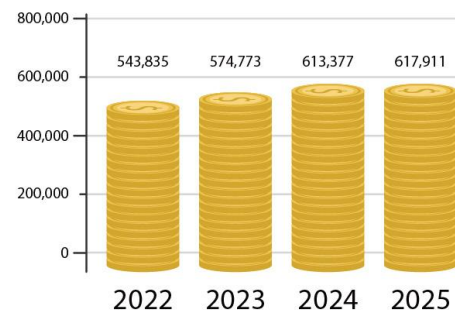
公司不定期舉辦環保與人文講座，透過專業講師引導，深化永續理念與人文素養，協助員工體悟生命價值，激發學習動能，並將所學內化為日常生活與工作實踐，持續自我精進，發揮個人潛能與正向影響力。

🌱 Humanistic Education: Diversified Wisdom Learning

We periodically host environmental and humanistic seminars led by professional lecturers. These sessions deepen employees' understanding of sustainability and refine their humanistic literacy. By exploring the value of life and stimulating learning motivation, employees internalize these lessons into their daily lives and work practices. This continuous self-improvement allows each individual to realize their full potential and exert a positive influence on the world.

4.2.2 員工教育訓練費用

4.2.2 Investment in Employee Training



4.2.3 退休金提撥

4.2.3 Investment in Employee Training



《勞工退休金條例》

本公司每月提繳退休金最低6%，依規定存入員工勞保局個人退休金專戶



4.2.4 員工福利

4.2.4 Employee Benefits and Welfare

獎金/禮品類

- 年終獎金/開工禮金
- 三節獎金/禮品
- 穩定加薪(每年加薪比率3%~8%)

保險類

- 勞健保
- 員工團險
- 職災保險
- 出差旅平險

制度類

- 採7.5小時工時制度
- 提供公司夏季/冬季員工制服、外套、長褲，另享有員購八折優惠
- 午餐伙食費補助
- 年度人文教育訓練全額補助
- 員工家庭日
- 年終抽獎活動
- 每個月2次電影欣賞
- 不定時聚餐

健檢類

- 員工健康檢查
- 享志業醫療看診優惠

補助類

- 結婚禮金
- 生育禮金
- 住院慰問金
- 奠儀慰問金
- 急難救助金

假別制度

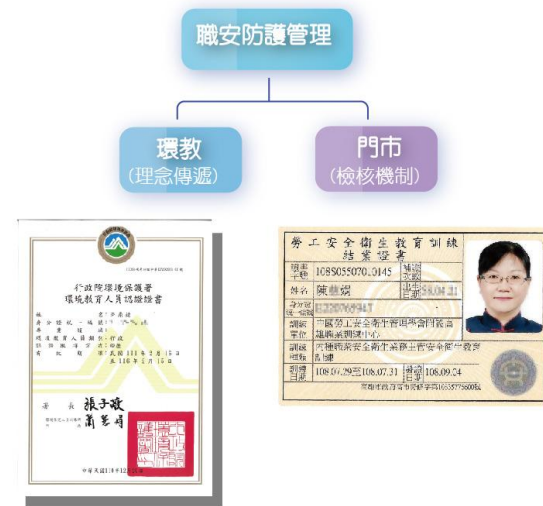
- 週休二日
- 多元假別：年假、婚假、喪假、公假、病假、事假、生理假等
- 家庭友善假：育嬰假、陪產假、產假、產檢假、家庭照顧假、公傷假

4.3 職業安全防護管理

4.3 Occupational Health and Safety Management

大愛感恩科技重視公共安全，積極響應政府政策，派員接受職業安全衛生管理證照培訓，並制定安全管理規範、場域查核清單與緊急應變通報系統。公司致力提升員工安全意識與專業能力，加強工作場所安全，降低職災風險，確保與時俱進的安全防護環境。

DA.AI Technology places the highest priority on public and workplace safety. We actively align with government regulations by delegating personnel to undergo professional Occupational Health and Safety (OHS) management certification training. To ensure a secure environment, we have established rigorous safety management protocols, comprehensive on-site inspection checklists, and a robust emergency response notification system.



4.3.1 職業災害統計

4.3.1 Occupational Injury Statistics

性別	2025年 工作途中意外件數		損工日率		缺勤率		因公死亡事件	
	男	女	男	女	男	女	男	女
人數	0	1	0	0.017	0	0	0	0

4.4 產品與服務

4.4 Products and Services



自2015年起，大愛感恩科技持續以創新實踐永續，從再生紡織到塑膠應用，跨足多元領域，依照使用者需求與生活情境，開發兼具環保與實用的布料與產品，讓再生環保織品貼近人心與日常。

Since 2015, DA.AI Technology has consistently driven sustainability through innovation, expanding our expertise from recycled textiles to advanced plastic applications across diverse fields. By prioritizing user needs and real-life scenarios, we develop fabrics and products that harmonize environmental responsibility with everyday practicality. Our mission is to integrate recycled materials seamlessly into daily life, making sustainability a tangible and heartwarming part of the human experience.

4.4.1 2025 產品系列 (產品照片) 4.4.1 2025 Product Series



醫材再生系列



大愛福德撲滿系列



修賢空調服



懸竹轉心燈



輕薄外套



環保清淨雨衣



4.4.2 營運據點服務

4.4.2 Operational Network and Service Channels

大愛感恩科技透過實體與數位多元通路，推廣環保產品與教育理念。

DA.AI Technology utilizes an omni-channel strategy, integrating physical outlets and digital platforms to promote eco-friendly products and disseminate our environmental education philosophies to a global audience.



國內實體通路

北部區域 (20)
基隆: 基隆靜思堂
新北: 林口靜思堂、三重靜思堂、板橋靜思堂、蘆洲靜思堂、新店靜思堂、新店慈濟醫院
台北: 台北忠孝經、關渡靜思堂、內湖區、東區會所、松山聯絡處、萬華靜思堂、大同靜思堂、中正靜思堂、大直峰巒廳
桃園: 桃園靜思堂、八德靜思堂、中壢區
新竹: 新竹靜思堂

中部區域 (8)

苗栗: 苗栗區區
台中: 台中慈濟醫院、台中靜思堂、大里靜思堂、東大園區
南投: 南投聯絡處
彰化: 彰化靜思堂
雲林: 雲林聯絡處

南部區域 (15)

台南: 台南靜思堂、善化聯絡處、安平聯絡處
嘉義: 大林慈濟醫院、嘉義聯絡處
高雄: 高雄靜思堂、岡山區、鳳山聯絡處、大寮聯絡處、小港聯絡處、大樹聯絡處
屏東: 屏東分會、鹽埔聯絡處、潮州聯絡處、東港聯絡處

東部區域 (6)

宜蘭: 羅東聯絡處、宜蘭靜思堂
花蓮: 花蓮靜思堂、花蓮慈濟醫院
台東: 台東靜思堂、關山慈濟醫院

海外數位通路

社群平台	群組數
LINE國內外交流群	200+
微信交流群	40+
總數	240+

(圖: 2024年社群平台交流群組數據)





4.5 客戶參與

客戶是企業永續經營的關鍵，透過完善的申訴與退換貨流程，以及社群與門市等多元管道，傾聽需求，持續精進服務，只為讓關懷更貼近人心。

	方式
1. 線上服務	(1) 藉由社群平台傳遞經營理念及型錄展示 (2) 提供多元線上客戶服務，受理申訴處理與投書回覆 (3) 提供退換貨管道
2. 間接服務	實體通路門市，面對面客戶，以了解需求，並保持溝通管道順暢
3. 分享活動	定期參與海內外展覽與推廣活動，傳遞產品理念並蒐集客戶意見，深化雙向交流與品牌認同
4. 客戶來訪	不定期邀請國內、外客戶參訪。



4.5 Customer Engagement

Customers are the cornerstone of our sustainable business. We prioritize their feedback by establishing comprehensive grievance mechanisms and efficient return/exchange processes. Through multiple communication channels—including social media and retail stores—we actively listen to customer needs and continuously refine our service quality. Our ultimate goal is to ensure that our care and compassion resonate deeply with the hearts of every person we serve.

1. Online services:

- (1) Using social media platforms to convey business philosophy and showcase catalogs.
- (2) We provide diverse online customer service, handle complaints and respond to letters.
- (3) Provide a return and exchange channel.

2. Indirect services:

Physical retail stores allow face-to-face interaction with customers to understand their needs and maintain smooth communication channels.

3. Sharing activities:

Regularly participate in domestic and international exhibitions and promotional activities to convey product concepts and collect customer feedback, thereby deepening two-way communication and brand recognition.

4. Customer visit:

We invite domestic and international clients to visit us on an irregular basis.



4.6 社區參與

今年環境教育推廣影響力391場環境教育活動，觸及50,811人，涵蓋產業、公部門、學術與社區。大愛感恩科技持續關注國際環保議題，推動環保理念融入各行業，並透過環保產品與社群媒體雙軌並行，強化品牌形象，帶動全球綠色行動。

4.6 Community Engagement

This year, environmental education outreach impacted 391 environmental education activities, reaching 50,811 people across industry, public sectors, academia, and communities. DA.AI Technology continuously focuses on international environmental issues, promotes the integration of eco-friendly concepts into various industries, and simultaneously strengthens its brand image and drives global green actions through eco-friendly products and social media.



4.6.1 社會參與與公益行動

公司長期關注社會需求，鼓勵員工投入公益服務，落實企業永續關懷。2025年花蓮風災後，本公司共28位同仁參與光復鄉災後清理行動，投入環境復原工作，以實際行動協助社區重建。透過參與災後復原，不僅展現企業社會責任，也深化員工的團隊凝聚力與社會使命感。未來將持續推動志工服務，發揮企業正向影響力，實踐永續價值。

4.6.1 Social Participation and Public Welfare Actions

The company has a long-standing focus on social needs, encouraging employees to engage in public welfare services and implementing corporate sustainable care. Following the Hualien wind disaster in 2025, a total of 28 of our colleagues participated in the post-disaster cleanup efforts in Guangfu Township, contributing to environmental restoration work and actively assisting community rebuilding. Participation in post-disaster recovery not only demonstrates corporate social responsibility but also deepens employees' team cohesion and sense of social mission. In the future, we will continue to promote volunteer services, exert positive

產業界- 86場

醫院



大林慈院



台中慈院

醫院



台中榮總



台北慈院



花蓮慈院

服務業



龍揚公司



CSR one

服務業



全立普公司



瑞凱貿易

製造業



菁華公司



興采實業



全國公證



由家廠商



新光紡織



甲乙織造

製造業



久享企業



創淨科技

NPO



台灣零售永續論壇



台灣影響力投資協會

金融業



三信商銀



上海商銀



齊柏林基金會



中央/地方政府-29場

國內-中央



環境部



內政部



陸勤部



環境部



國家環境研究院



農業部



中研院



交通部觀光署

中央/地方政府 國內-中央



內政部消防署



教育部青年發展署

中央/地方政府 國內-地方



高雄市政府



臺南市政府



衛服部



內政部



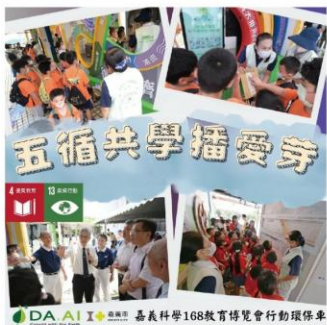
苗栗縣政府



臺中市政府

中央/地方政府

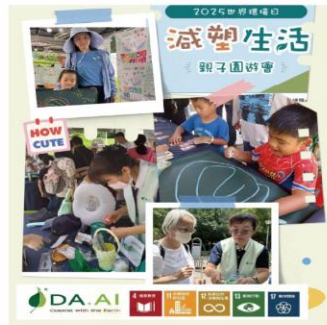
國內-地方



嘉義市政府



台北市政府



臺中市政府



台南市政府



新竹市政府



花蓮縣政府



花蓮縣政府



台北市政府

中央/地方政府

國外



大使號留學生赴棒球場體驗環保

聖克里斯多福及尼維斯



日內瓦



泰國



學術/研究單位-61場

國內-大學



實踐大學



慈濟大學



台灣藝術大學



致理科大

學術/研究單位-61場 國內-大學



文化大學



政治大學

學術/研究單位 國內-大學



輔仁大學在職專班



成功大學



輔仁大學



實踐大學



政治大學



淡江大學、輔仁大學

學術/研究單位 國內-中學



新北中正國中



花蓮慈中

學術/研究單位 國內-中學



能仁家商



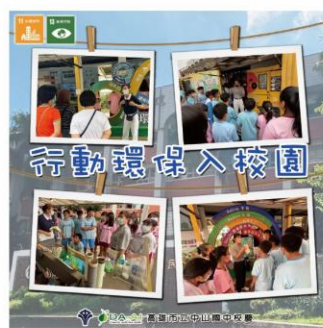
台南慈中



高雄市高職



花蓮慈中



高雄中山國中



關於大愛感恩科技的社會責任

About DA.AI Technology's Social Responsibility

學術/研究單位

國內-小學



新北鄧公國小



台中華盛頓學校

學術/研究單位

國內-小學



新北永和國小



桃園內海國小



台北雨聲國小



嘉義和興國小



臺北懷生國小



台中文光國小

學術/研究單位 國內-小學



花蓮慈濟國小



學術/研究單位 國外



環境教育場域實習計畫來訪



慈大國際學生

學術/研究單位 國外



馬來西亞蒙納士大學 尤淑容教授



美國工學院



亞洲大學、中國醫藥、美國杜蘭大學



瑞典大學生 參訪高雄靜思堂



桃園龜山國小



花蓮慈濟國小



慈誠委員培訓課



慈誠委員精進日



澎湖教師工作坊

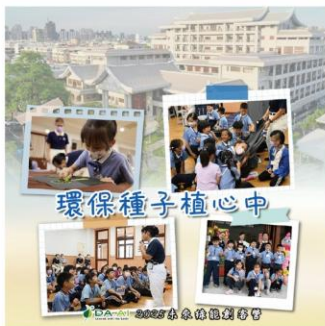


高雄線上讀書會



環保志工精進研習課

社區



2025未來綠能創客營



海外讀書會

社區



大愛真健康



慈濟長照機構忘年會



關渡人文藝術週



西班牙水災發放



慈濟藝聯會



富有愛心店

社區



樂齡長照據點



親子成長班

社區



靜思生活營



大愛媽媽成長教室



青年志工聯誼會



揚善青年培育





4.7 供應商參與

大愛感恩科技建立從慈濟環保回收站到成衣產品的綠色一條龍供應體系。公司嚴格要求供應商遵守環保、健康與安全規範，攜手打造具永續價值的責任供應鏈。

4.7 Supplier Engagement

DA.AI Technology has established a green "one-stop" supply chain system, spanning from Tzu Chi recycling stations to finished apparel products. The company rigorously requires suppliers to adhere to environmental, health, and safety regulations, working together to build a responsible supply chain with sustainable value.

4.7.1 供應商選擇辦法

- 評估與篩選原則：採購部依實際需求，依據品質、交期、價格與服務等指標評估廠商，排除違法及侵害勞工權益者。
- 合格名冊建置：經評選合格者納入供應商名冊，確保合作廠商具備永續與責任意識。
- 認證要求與透明化：鼓勵合作供應商依循 ISO 9001、ISO 14001 或 GRS 等認證。
- 回收原料追溯制度：供應商須配合 PET 回收原料可追溯制度，提交檢驗報告、銷售證明與合約，以確保原料來源透明且安全。

4.7.1 Supplier Selection Process

- Evaluation and Screening Principles: The procurement department evaluates vendors based on actual needs, considering indicators such as quality, delivery time, price, and service, while excluding those engaged in illegal activities or infringement of labor rights.
- Qualified Vendor List Establishment: Qualified vendors, after evaluation, are included in the supplier roster to ensure that cooperating partners possess sustainability and responsibility awareness.

- Certification Requirements and Transparency: Cooperating suppliers are encouraged to adhere to certifications such as ISO 9001, ISO 14001, or GRS.
- Recycled Material Traceability System: Suppliers must cooperate with the PET recycled material traceability system, submitting inspection reports, sales certificates, and contracts to ensure transparent and safe raw material sourcing.

4.7.2 供應商評核

- 公司每半年進行供應商評鑑，涵蓋環境管理、營運、品質與交期等面向，總分未達75分者即終止合作。每年並簽署共識協議書，確認供應商遵守環保法規、人權原則及不使用童工，強化永續合作關係。
- 2025年供應商評鑑中，供應商合格率達100%

4.7.1 Supplier Selection Process

- We conduct bi-annual supplier assessments encompassing environmental management, operations, quality, and delivery performance. Suppliers failing to achieve a minimum score of 75 are subject to contract termination. Furthermore, an annual Consensus Agreement is signed to ensure compliance with environmental regulations, human rights principles, and the prohibition of child labor, thereby strengthening our sustainable partnerships.
- In the 2025 supplier evaluation, the supplier qualification rate reached 100%.



五. 關於大愛感恩 科技的公司治理





五. 關於大愛感恩科技的公司治理 Corporate Governance of DA.AI Technology

5.1 企業治理 5.1 Corporate Governance



成立日期：2008 年 12 月 10 日



主要產品及服務：環保再生「心」品



資本額：新台幣 197,000,000 元



2025 年員工人數：62 人



2025 年營業額：新台幣 171,250,015 元



營運據點

登記地址：台北市內湖區洲子街 69 號 5 樓

總辦事處：台北市北投區立德路 2 號 12 樓

董事會成員

大愛感恩科技由五位實業家共同發起，於 2010 年正式將 100% 股權捐予慈濟基金會，目前董事及監察人有 5 位男性及 1 位女性，以不支薪的方式承擔大愛感恩科技的領導與職責。

Board of Directors

Co-founded by five entrepreneurs, DA.AI Technology officially donated 100% of its equity to the Tzu Chi Foundation in 2010. The current board consists of five directors and one supervisor (five males and one female). All members serve on a voluntary basis without compensation, assuming leadership and fulfilling their responsibilities to the company.



董事長 黃華德

經歷：德式馬董事長



董事 林家利

經歷：乒乓話網YPCLOUD Inc.



董事 顏博文

經歷：慈濟基金會執行長



董事 鄭鳳嘉

經歷：慈濟基金會



董事兼總經理 李鼎銘

經歷：環球倉儲董事長



監察人 高明善

經歷：大愛電視台 董事長



公司部門架構 Organizational Structure



外部協會參與 Participation in External Associations



永續發展委員會架構 Sustainability Committee Structure



5.2 企業行為 5.2 Corporate Philosophy & Conduct

「大愛」眾生

1990年，證嚴法師目睹環境髒亂，於公開演講中倡導「惜物愛物、分類資源」的理念，並懇切呼籲：「用鼓掌的雙手做垃圾分類」，喚起社會大眾共同守護寶島台灣。

"Great Love" for All Living Beings

In 1990, witnessing the deterioration of the environment, Dharma Master Cheng Yen advocated for the concept of "cherishing all resources through meticulous sorting." During a public lecture, she made a heartfelt appeal: "Use your clapping hands to do recycling." This historic call awakened the public to join hands in safeguarding the beauty of Taiwan and became the spiritual cornerstone of our environmental mission.



● 核心價值 Core Values

續物命·造福慧
Giving New Life to
Resources; Cultivating
Wisdom and Blessings.

疼惜地球，呵護眾生為宗旨，以「友善大地、關懷世界」為人文與品牌價值意涵。

Purpose: Compassion for Earth and All Beings. Brand Essence: Earth-Friendly, World-Caring.

借力使力、資源共享
Leveraging Collective
Strengths through Strategic
Resource Sharing.

整合綠色供應鏈合作夥伴，透過購買者的護持串連愛心的接力。
Integrating Green Supply Chains: A Relay of Love through
Conscious Support.

與地球共生息
Coexisting in Harmony
with Mother Earth

大愛感恩科技以社會企業為本，企業盈餘全數回饋慈濟基金會，投入國內外賑災與公益行動，實踐「取之地球、用於地球」的循環理念，與環境共生、與眾生共善。

Social Enterprise: 100% Profits for Relief. Philosophy: "Taken from Earth, Given to Earth."

匯集台灣愛與善的軟實力
Mobilizing Taiwan's Soft
Power of Love and
Benevolence

結合慈濟的人文精神與企業的永續行動，將民間的愛心力量轉化為具體產品與服務，展現台灣在環保、人文與公益上的軟實力，成為世界看見善的力量窗口。

Spirit in Action: Showcasing Taiwan's Soft Power as a Global Window for Goodness.

● 「感恩」大地

2006年，證嚴法師啟發企業弟子回收寶特瓶再製紡織品，不僅減少石化資源開發，也能用於賑災援助。此舉促成慈濟志工與產業鏈攜手合作，開創大愛環保產品之路。

● "Technology" Integrated with Humanity

"Gratitude" for the Earth In 2006, Master Cheng Yen inspired entrepreneurs to recycle PET bottles into eco-textiles. This innovation not only reduces the extraction of petrochemical resources but also provides essential materials for international disaster relief. This initiative fostered a unique collaborative synergy between Tzu Chi volunteers and the industrial supply chain, pioneering the path for DA.AI's sustainable eco-products.



● 「科技」人文

秉持「資源變黃金、黃金變愛心」的理念，大愛感恩科技以環保人文、愛心接力、完全回饋為核心，開發環保再生產品，結合慈悲與科技，推動綠色經濟與善的循環，期盼成為國際永續品牌典範。

● "Technology" Integrated with Humanity

Guided by the philosophy of "Transforming Waste into Wealth, and Wealth into Compassion," DA.AI Technology operates on the core pillars of Eco-Humanities, Love Relay, and Total Giving. By integrating compassion with advanced technology, we develop high-quality recycled products and drive a circular green economy. Our vision is to serve as a global model for sustainable branding, fostering a continuous cycle of goodness and environmental harmony.

● 大愛感恩科技品牌 LOGO

大愛感恩的 Logo 為菩提葉，象徵智慧與覺悟。葉片翻轉代表覺醒。菩提葉不僅象徵自然的再生，也寓意從「學」中成長、由「覺」中實踐，讓資源與心靈皆得永續延續、生生不息。

● Brand Logo of DAAI Technology



The DA.AI Technology logo features a Bodhi leaf, the universal symbol of wisdom and enlightenment. The subtle "flip" of the leaf represents the moment of spiritual awakening. More than just a sign of natural regeneration, the Bodhi leaf embodies the journey of "growth through learning and practice through awakening." It signifies our commitment to the sustainability of both material resources and the human spirit, fostering a cycle of life that is eternal and ever-renewing.

大愛感恩科技吉祥物

大愛感恩科技吉祥物「環保大愛狗」與「素食感恩貓」。吉祥物靈感來自花蓮精舍飼養的牧羊犬大寶與波斯貓善來，詮釋「生命有限、慧命無窮」的價值，經由公益活動宣導環保知識、提倡素食及關懷病童等發揮教育良能，彰顯教育要保持純真本質，守護孩子的清淨慧命的真諦。

Mascots of DA.AI Technology

Our mascots, "Eco-DA.AI Dog" and "Veggie-Gan En Cat," were inspired by two beloved animals at the Jing Si Abode in Hualien—Da Bao the sheepdog and Shan Lai the Persian cat. They embody the profound philosophy that "Life is finite, yet spiritual wisdom is infinite."

Through various public welfare initiatives, these mascots serve an educational role by promoting environmental awareness, advocating for plant-based living, and providing comfort to children in hospitals. They reflect our core belief that education should return to its purest essence—guarding the innocent nature and the "pure spiritual wisdom" of every child.

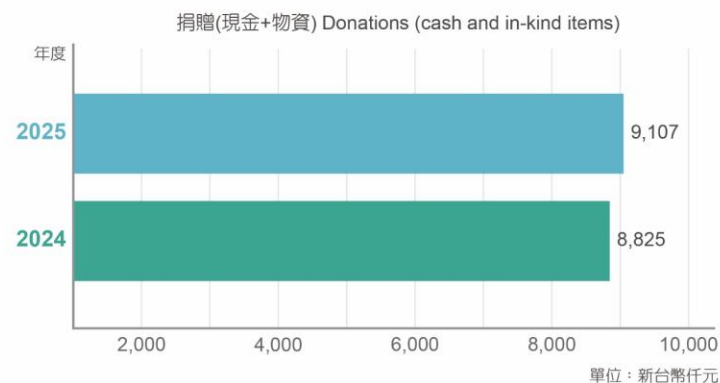


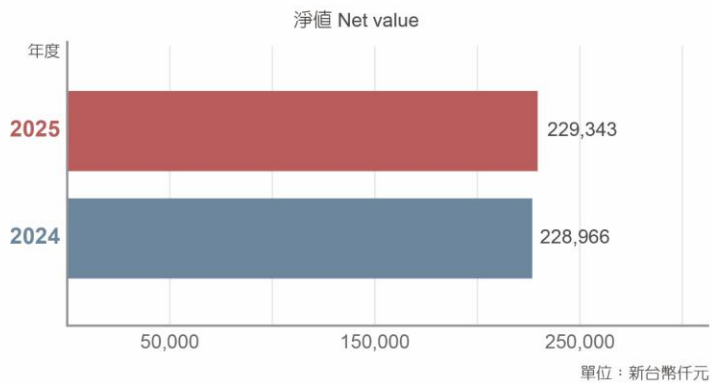
5.3 企業穩定 Enterprise stability

大愛感恩科技以回饋社會為核心價值，透過自立營運模式，每年將盈餘全數投入公益，支持災難、醫療、教育與環保行動，持續以企業之力實踐永續與慈悲的願景。

At DA.AI Technology, social contribution is our core value. Operating as a self-sustaining social enterprise, we dedicate 100% of our annual profits to public welfare, supporting disaster relief, medical care, education, and environmental initiatives. We leverage corporate strength to realize a vision of sustainability and compassion in action.

年度績效 Annual Performance







DA.AI
Coexist with the Earth



與地球共生息



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