



2024

National Kaohsiung Center for the Arts (Weiwuying) Sustainability Report



National Kaohsiung
CENTER FOR THE ARTS

WEI WUYING

衛武營 國家藝術文化中心
國家表演藝術中心 National Performing Arts Center

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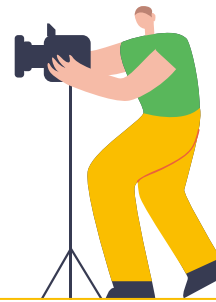
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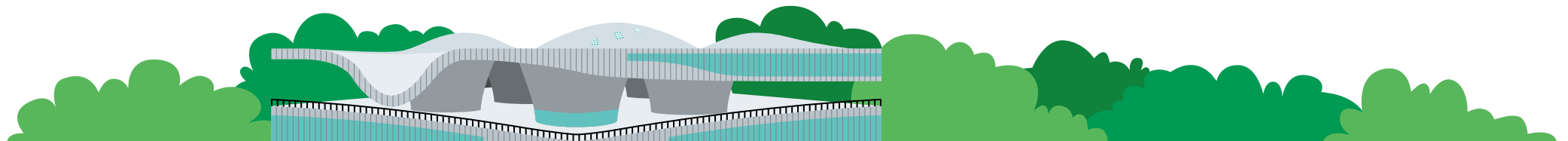
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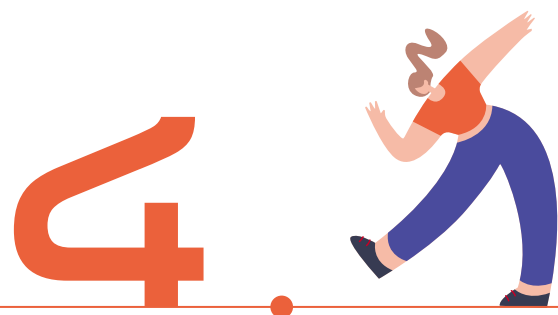
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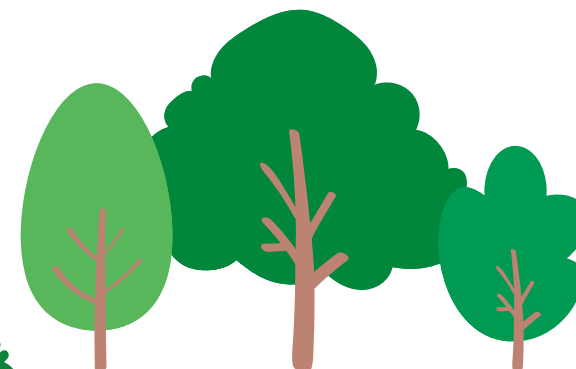
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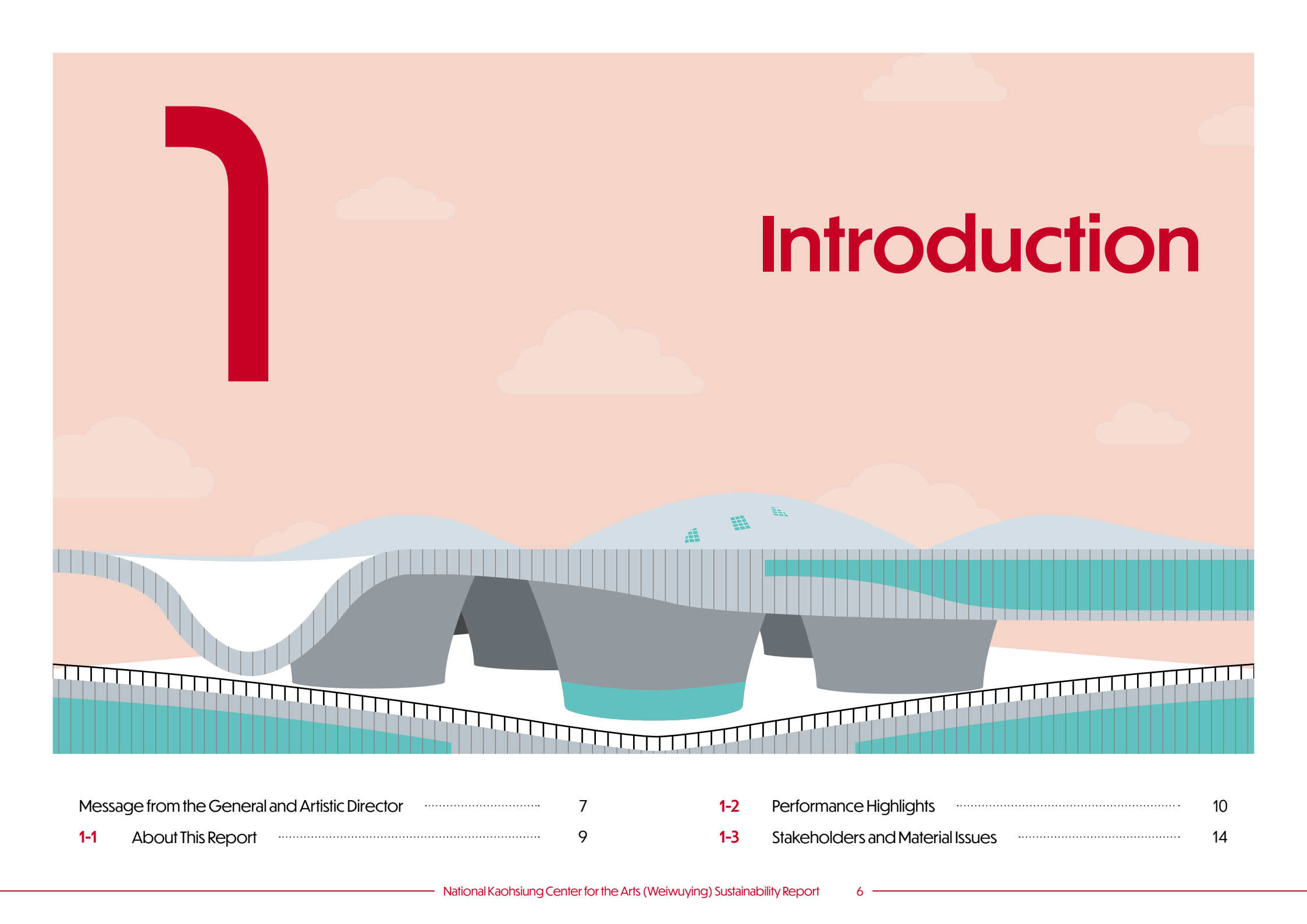
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Message from the General and Artistic Director



GRI 2-22

National Kaohsiung Center for the Arts (Weiwuying), the world's largest performing arts venue under a single roof, has pursued its vision as a "Center for the Arts, Arts for the People" since opening in 2018. With innovation and sustainability at its core, captured in its guiding principle of "Driving Innovation for Sustainable Development," Weiwuying weaves sustainable thinking through its artistic programming, cultural engagement, education and outreach, international exchange, and venue operations. By building sustainability into both its artistic programming and daily operations, Weiwuying raises public awareness of environmental and social issues while delivering distinctive artistic experiences and high-quality services. Guided by the belief that art is part of everyday life, Weiwuying continues to bring technology and sustainability into its work to broaden the social impact of the performing arts.

This is Weiwuying's first sustainability report. Looking ahead, Weiwuying will continue to place the arts at the center of its work while deepening its commitment to environmental sustainability, social inclusion, and cultural governance. We thank all partners, artists, audiences, and members of the public who support Weiwuying and its cultural spaces. Through continued collaboration, Weiwuying remains committed to building a more inclusive, equitable, and sustainable future.

National Performing Arts Center

National Kaohsiung Center for the Arts (Weiwuying) General and Artistic Director

CHIEN Wen-pin



Photography by 郝御翔

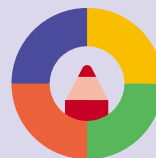


Integrating Sustainability into Operations to Create an Environmentally Friendly Venue



Originally a military training center, the venue was once home to many mature banyan trees. Their dense canopies inspired the architect's vision for a building that feels permeable and breathable, with a natural sense of rhythm. In line with the global push for sustainability in performing arts venues, Weiwuying has launched initiatives aimed at achieving net-zero emissions and addressing climate change. The venue introduced an ice-storage air-conditioning system that shifts electricity use through "ice making at night and ice melting during the day" to reduce peak demand. Weiwuying is also gradually upgrading indoor lighting to high-efficiency LED systems to further cut carbon emissions and improve energy efficiency. Beyond its role as a performing arts venue, Weiwuying continues to build sustainability principles into its daily operations and venue management.

Advancing Social Inclusion Through Arts



Guided by its vision of becoming a "Center for the Arts, Arts for the People," Weiwuying promotes arts accessibility through diverse outreach initiatives and experiential programs. The venue is committed to creating an inclusive and welcoming environment through guided tours, experiential courses, and talent cultivation initiatives that connect people across generations and communities. Weiwuying is also committed to advancing aesthetic education and Promoting Cultural Accessibility, while expanding international exchange and cross-cultural partnerships to raise the visibility and influence of Taiwan's performing arts. Through international collaboration, the venue brings international expertise into local cultural development and strengthens Taiwan's cultural ties abroad.

Strengthening Organizational Governance for Cultural Sustainability



Sound governance forms the foundation for sustainable venue development. As a non-departmental public body, Weiwuying combines operational flexibility with rigorous oversight to ensure the efficient and transparent fulfillment of its public mission. From 2022 to 2024, Weiwuying received an "Excellent" rating for three consecutive years in the operational performance evaluation of the National Performing Arts Center (NPAC) conducted under the supervision of the Ministry of Culture. In 2024, sustainability indicators were incorporated into the evaluation framework for the first time, and Weiwuying performed strongly in areas including "Green Theater," "Promoting Cultural Accessibility," employee development, and talent cultivation. Weiwuying regards employees as key strategic partners and continues to foster a supportive workplace environment through employee benefits programs, transparent communication channels, and physical and mental wellness initiatives. Supporting every employee strengthens team cohesion and drives the future development of the performing arts.

1-1 ✦

About This Report

— GRI 2-1、2-2、2-3、2-5

1 Reporting Standards

This Report has been prepared with reference to the GRI Sustainability Reporting Standards (GRI Standards 2021) and the four principles of the AA1000 Accountability Principles (2018): Inclusivity, Materiality, Responsiveness, and Impact. It also references the United Nations Sustainable Development Goals (SDGs), released in 2015, as a framework for sustainability disclosure. The Report presents Weiwuying's sustainability performance in areas including "Venue Organizational Governance," "Friendly Venue and Sustainable Theater," and "Net-Zero Carbon Reduction Venue," and outlines its vision and strategic direction as a "Center for the Arts, Arts for the People."

2 Scope and Boundaries

The reporting scope and boundary of this Report are aligned with the standalone financial statements of National Performing Arts Center (NPAC) Weiwuying and focus primarily on the venue's operations in Taiwan for 2024. The reporting period covers 2024, from January 1, 2024 to December 31, 2024, with certain disclosures drawing on data from 2018 to 2023. The Report is published on Weiwuying's official website for public access and review.

3 Report Verification

To ensure the reliability and credibility of the disclosed information, this Report was independently verified by SGS Taiwan Ltd. from December 29, 2025 to February 5, 2026, in accordance with the AA1000 Type I Moderate Assurance Standard and the GRI Sustainability Reporting Standards. The verification confirmed compliance with the disclosure requirements of the AA1000 Type I Moderate Assurance Standard and the GRI Standards.

4 Contact Us

For any questions, suggestions, or comments regarding this Report, please contact us through the following channels.

Official website: <https://www.npac-weiwuying.org/>

Email: service@npac-weiwuying.org

Customer Service Hotline: 07-262-6666

Address: No.1, Sanduo 1st Rd., Fengshan Dist., Kaohsiung City 830043, Taiwan

5 Report Publication

This Report was published in August 2026. Its reporting period is aligned with the annual standalone financial statements, and the Report is published biennially.

6 Report Preparation and Review Process

To ensure the quality and transparency of this Report, Weiwuying followed the preparation and review process outlined below:

- 1 **Initiation:** A Sustainability Committee ^{Note} was established under the leadership of the General and Artistic Director.
- 2 **Identification of Material Topics and Stakeholders:** The Sustainability Committee convened meetings to identify material topics and key stakeholders.
- 3 **Report Preparation:** A working group formed by the Human Resources and Administration Department convened working meetings and collected relevant information from each department.
- 4 **Internal Review:** Following preliminary review by department heads, the Report was submitted to the General and Artistic Director and Deputy General Directors for further review.
- 5 **External Verification:** SGS Taiwan Ltd. was commissioned to conduct independent verification of the Report.
- 6 **Final Approval:** The Report was finalized upon approval by the General and Artistic Director.
- 7 **Review and Documentation:** The Sustainability Committee reviewed and documented the Report.

^{Note} The Sustainability Committee was established in June 2025.

1-2 ✦

Performance Highlights

1 Sustainability Highlights

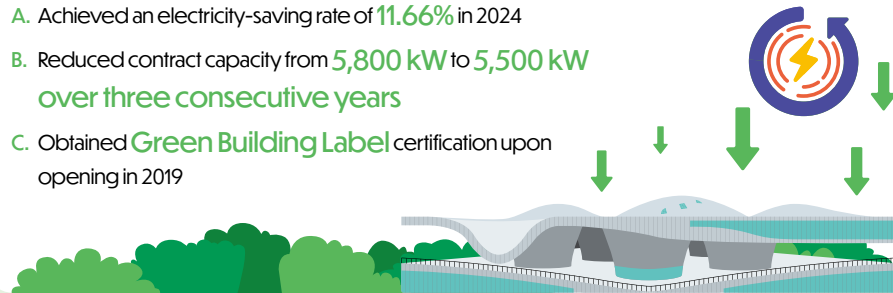


Environment



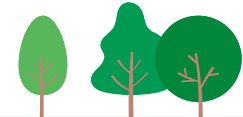
Energy Efficiency and Conservation Performance

- A. Achieved an electricity-saving rate of **11.66%** in 2024
- B. Reduced contract capacity from **5,800 kW** to **5,500 kW** over **three consecutive years**
- C. Obtained **Green Building Label** certification upon opening in 2019



Greenhouse Gases and Environmental Management

- A. Initiated voluntary greenhouse gas inventory operations in 2023; in 2024, **total emissions fell by 2,495.929 metric tons of CO₂e compared with the base year**
- B. Repurposed stage props into office furniture to promote a circular economy
- C. Expanded green spaces with a cumulative **total of 212 trees** planted from 2019 to 2024
- D. Reduced carbon emissions by **203.6 metric tons of CO₂e** through lighting fixture replacement



Innovative Technologies and Circular Practices

- A. Implemented an ice-storage air-conditioning system with nighttime ice production and daytime cooling to improve **energy efficiency**
- B. Achieved energy **savings of 30–50%** per unit during summer operations through the "Solar Powered Advertising Light Box"



Sustainable Procurement and Green Initiatives

- A. Added a **"Sustainability and Inclusion"** category to the internal reimbursement system to encourage green procurement
- B. Established "Employee Vegetarian Day" as an annual event beginning in 2024





Social

S

Cultural Equity and Social Inclusion

- A. Added **Vietnamese-language** options to regular guided tour services
- B. Provided the “**Eyes and Ears** Venues Inclusivity Project-Touch Tour and Sign language Tour”
- C. Organized the “**Inclusive Arts Workshop**” series for diverse accessibility groups
- D. Performance indicators for promoting cultural accessibility among different target audiences **exceeded the original target by tenfold**

International Exchange and Diverse Partnerships

- A. Co-produced the opera “**Manon Lescaut**” in commemoration of the centenary of G. Puccini’s death
- B. “**EDEN Engagement**” collaborated with two Kaohsiung elementary schools to promote environmental awareness through performances
- C. Participated in **13** international conferences and international organization activities in 2024

Sustainable Theater and Green Operations

- A. Promoted digitization and paperless operations, reducing printed programs and bimonthly publication volumes by **84%** and **62%**, respectively
- B. “**Bolero in Kaohsiung – Dancing Ocean**” received Ministry of Culture funding for a net-zero transition initiative
- C. Collaborated with PaGamO to promote digital sustainability concepts, reaching **216,529** students

Employee Rights, Health, and Safety

- A. **100%** return-to-work rate following parental leave
- B. Female employees accounted for **58.72%** of the workforce in 2024, with women representing **over 60%** of management positions
- C. Conducted major security incident drills in collaboration with the National Police Agency and Kaohsiung City Police Department
- D. Adopted stray dogs to establish a **patrol dog team** that promotes animal protection and supports venue safety

Community Engagement and Arts Education

- A. Delivered **955** guided tours and market events, reaching **1,076,120** participants
- B. In 2024, participation in “Learning Arts Together” reached **17,087**
- C. “**A Virtual Tour of Weiwuying Pipe Organ**” enabled remote-area students and seniors to explore the instrument beyond geographical limitations





Governance

G

Excellent Governance and Operational Performance

- A. Received "Excellent" ratings in operational performance evaluations for three consecutive years from 2022 to 2024
- B. The Ratio of Self-generated Income exceeded the 2024 target by 7%, up 13.45% from 2023
- C. Rental and royalty income increased by 36.47% in 2024 compared with the previous year



Robust Internal Control and Risk Management

- A. Audit deficiency correction rate maintained at 100% from 2022 to 2024
- B. Internal control self-assessment effectiveness rates remained above 97% from 2022 to 2024



Sustainability Commitment and Green Transition

In 2024, Weiwuying incorporated sustainability indicators into its performance evaluation framework for the first time and met the established targets.



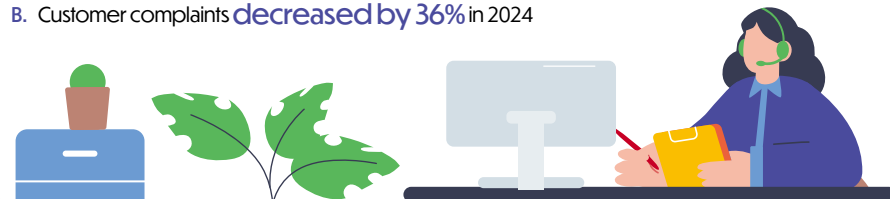
Sustainable Supply Chain

Sustainability-related criteria were incorporated into supplier evaluations beginning in 2024



Professional Service and Stakeholder Responsiveness

- A. Satisfaction scores from performing groups remained above 97 points in 2024
- B. Customer complaints decreased by 36% in 2024



Cybersecurity and Information Security

- A. Information security management system established in compliance with ISO/IEC 27001 standards
- B. No cybersecurity incidents or cyberattacks occurred in 2024



2 Operational Highlights

Since officially opening in October 2018, Weiwuying has shown strong, broad-based operational growth. While maintaining stable venue utilization and attendance at ticketed indoor performances, the average ticket sell-through rate for Performances by Presenter Organizing and Co-organizing exceeded 80% in 2024. These results reflect Weiwuying's continued expansion of arts and cultural programming and further reinforce its position as a major arts and cultural hub in Southern Taiwan.

2024 Operational Indicators

Indicator	2022	2023	2024
Total Indoor Performances	388 productions / 566 performances	467 productions / 634 performances	438 productions / 586 performances
Performances by Presenter Organizing and Co-organizing	79 productions / 167 performances	75 productions / 150 performances	62 productions / 116 performances
Hirer's Programs	309 productions / 399 performances	392 productions / 484 performances	376 productions / 470 performances
Indoor Ticketed Performance Attendance	335,901 attendees	399,631 attendees	393,497 attendees
Average Ticket Sell-through Rate of Performances by Presenter Organizing and Co-organizing	75%	80.61%	87.82%
Average Utilization Rate of Indoor Venues	87%	94%	90%
Overall Service Satisfaction Score from Performing Arts Groups	97 points	96 points	97 points
Participation in Arts Outreach and Experiential Programs	3,143,696 visits ^{Note}	1,374,096 attendees	1,128,820 attendees

^{Note} Primarily attributable to the "2022 Taiwan Lantern Festival in Kaohsiung," during which Weiwuying served as one of the two main venues and hosted a series of lantern festival events

Venue Operational Highlights:



Sustained Growth in Arts and Cultural Programming

The number of indoor performances remained stable from 2022 to 2024.



Continued Growth and Stabilization of Audience Attendance

Attendance at indoor ticketed performances increased steadily from 2022 to 2024, surpassing **400,000 visits** in 2024.



Improved Box Office Performance

The average ticket sell-through rate for Performances by Presenter Organizing and Co-organizing rose from 75% in 2022 to more than 80% in 2023, and further to **87.82%** in 2024, reflecting the venue's strong programming capabilities and growing audience recognition.

1-3 ✦

Stakeholders and Material Issues

● GRI 2-25、2-26、2-29、3-1、3-2、3-3

1 Identification of Stakeholders and Material Issues

1 Stakeholder Identification

Guided by its positioning as a "Center for the Arts, Arts for the People," Weiwuying recognizes the importance of stakeholder engagement. In line with the GRI Standards and the AA1000 Stakeholder Engagement Standard, the Sustainability Committee identified nine stakeholder groups and 24 material issues. These nine groups are employees and volunteers; performing groups and artists; audiences and members; government and supervisory agencies; suppliers, contractors, and outsourcing partners; sponsors; media; schools and instructors; and communities and the general public.



2 Identification of Material Issues

● Materiality Assessment Process



Understanding Organizational Context and Identifying Material Sustainability Issues

Drawing on the GRI Standards, the United Nations Sustainable Development Goals (SDGs), key issues in the arts and culture sector, and input from sustainability advisors, Weiwuying identified 24 sustainability issues across the environmental, social, and governance dimensions.

Environment

- E1 Climate Change Response
- E2 Energy Management
- E3 Greenhouse Gas Management
- E4 Water Resource Management

- E5 Waste Management
- E6 Air Quality Management
- E7 Ecological Conservation
- E8 Procurement Management and Practices



Social

- S1 Talent Attraction and Retention
- S2 Diversity, Equity, and Employee Rights
- S3 Employee Development and Training
- S4 Occupational Health and Safety
- S5 Venue Safety and Service Quality

- S6 Community Participation and Industry-Academia Collaboration
- S7 Sustainable Theater Development
- S8 Cultural Equity
- S9 International Exchange
- S10 Diverse Partnerships

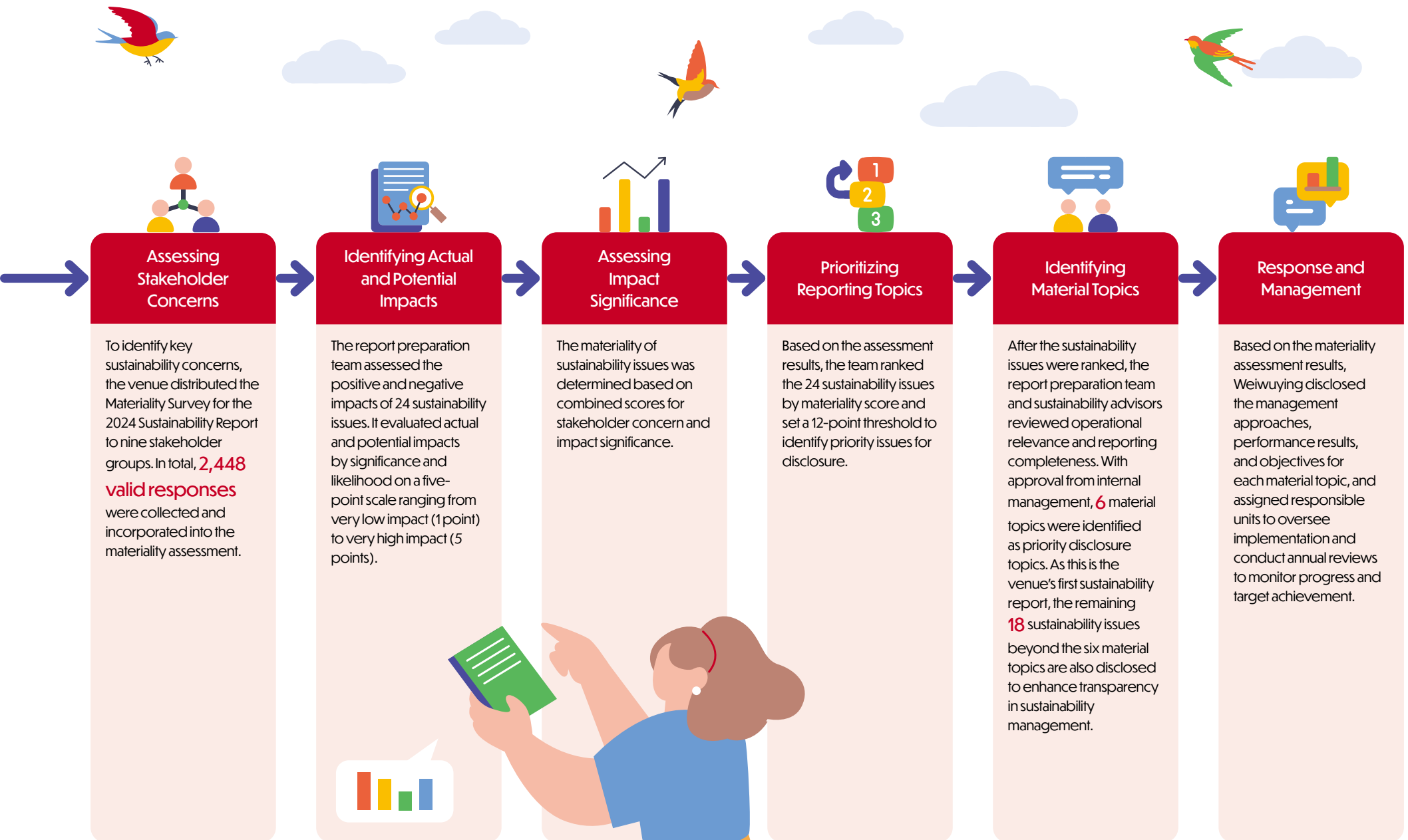


Governance

- G1 Venue Governance and Risk Management
- G2 Operational Performance
- G3 Integrity Management and Regulatory Compliance

- G4 Information Security and Privacy Management
- G5 Supplier Management
- G6 Service Management





2 Stakeholder Communication and Engagement

Stakeholders play a key role in the venue's sustainability development. Through diverse communication channels such as the official website, service mailbox, and customer service hotline, Weiwuying gives stakeholders access to information and opportunities to engage.

Stakeholder Communication Table



Employees/Volunteers

Employees are key stakeholders in supporting sustainability development and venue operations, and stable operations rely on their professional expertise and engagement.

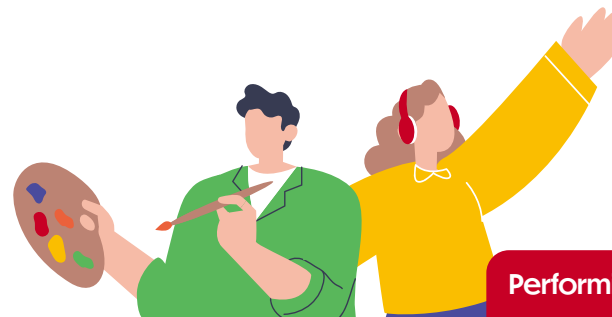
Communication Channels ▶ Communication Frequency

- * Labor-Management Meetings ▶ Quarterly
- * Management Meetings ▶ Biweekly
- * Employee Town Hall Meetings ▶ Quarterly
- * Employee Feedback Mailbox ▶ As Needed

Volunteers play a key role in connecting the public with the venue.

Communication Channels ▶ Communication Frequency

- * Volunteer Leadership Meetings ▶ Quarterly
- * Volunteer Town Hall Meetings ▶ Quarterly



Performing Arts Groups and Artists

Performing groups and artists are key partners in program development and artistic collaboration. Through ongoing collaboration, the venue continues to improve program quality and foster artistic innovation.

Communication Channels ▶ Communication Frequency

- * Satisfaction Survey ▶ Once per production
- * Program Assessment ▶ Once per production
- * Program Review ▶ Performances by Presenter Organizing and Co-organizing: Annual; Hirer's Programs: Semiannual
- * Official Website and Owned Media Channels ▶ Periodically
- * Program Evaluation ▶ Performances by Presenter Organizing and Co-organizing: Once per Production; Hirer's Programs: Periodically
- * Artistic Planning ▶ Periodically
- * Learning and Participation ▶ Periodically
- * Business Development ▶ Periodically





Audiences/Members

Guided by its vision as a "Center for the Arts, Arts for the People," the venue puts audiences at the heart of its services. Its membership program builds stronger connections with core audiences and deepens their engagement.

Communication Channels ▶ Communication Frequency

- * Newsletter ▶ Twice per Week
- * Satisfaction Survey ▶ Periodically, Based on Performances by Presenter Organizing and Co-organizing Schedules
- * Weiwuying Unlimited Member Mailbox ▶ As Needed
- * Customer Service Hotline / Mailbox ▶ As Needed
- * Official Website and Owned Media Channels ▶ Periodically
- * Business Development ▶ Periodically



Suppliers / Contractors / Outsourcing Providers

Daily operations, equipment maintenance, and program production rely on suppliers, contractors, and outsourcing providers for stable, high-quality services. The venue applies quality and risk management measures and integrates green procurement principles into its supply chain to support sustainable development.

Communication Channels ▶ Communication Frequency

- * Supplier Evaluation ^{Note} ▶ Annually
- * All Departments ▶ Periodically
- * Official Website and Owned Media Channels ▶ Periodically

^{Note} Suppliers with annual procurement amounts exceeding NT\$500,000 in the previous year.



Government / Supervisory Agencies

The venue operates under the National Performing Arts Center (NPAC) and is supervised by the Ministry of Culture. As a non-departmental public body, it supports the implementation of national cultural policies.

Communication Channels ▶ Communication Frequency

- * NPAC Board of Directors ▶ Quarterly
- * NPAC Management Meetings ▶ Monthly
- * Annual Report / Operational Plan / Performance Report ▶ Annually



Individual Sponsors

Individual sponsors support venue operations and sustainability development through contributions to program production, talent cultivation, and cultural equity initiatives.

Communication Channels ▶ Communication Frequency

- * Marketing and Communications ▶ Periodically
- * Official Website and Owned Media Channels ▶ Periodically



Media

Media are key partners in brand communication and public engagement. Through media channels, the venue communicates its sustainability initiatives, promotes the performing arts, and strengthens public visibility.

Communication Channels ▶ Communication Frequency

- * Official Website and Owned Media Channels ▶ Periodically
- * Marketing and Communications ▶ Periodically

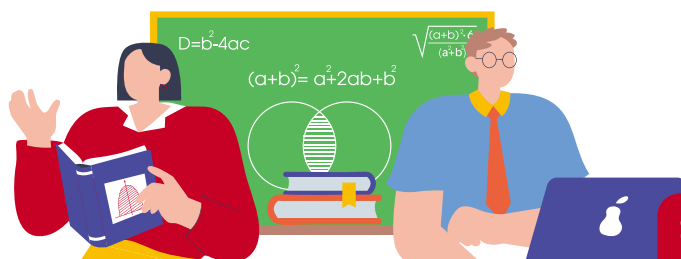


Communities / General Public

With its open architectural design and location next to the metropolitan park, the venue serves as a public space for the community. Ongoing engagement activities help weave the arts into everyday life and strengthen community connections.

Communication Channels ▶ Communication Frequency

- * Customer Service Hotline / Mailbox ▶ As Needed
- * Business Development ▶ Periodically
- * Official Website and Owned Media Channels ▶ Periodically



Schools / Lecturers

Schools and lecturers are key partners in arts education and cultural engagement, and collaboration with the education sector helps broaden arts education and cultural accessibility.

Communication Channels ▶ Communication Frequency

- * Learning and Participation ▶ Periodically
- * Official Website and Owned Media Channels ▶ Periodically



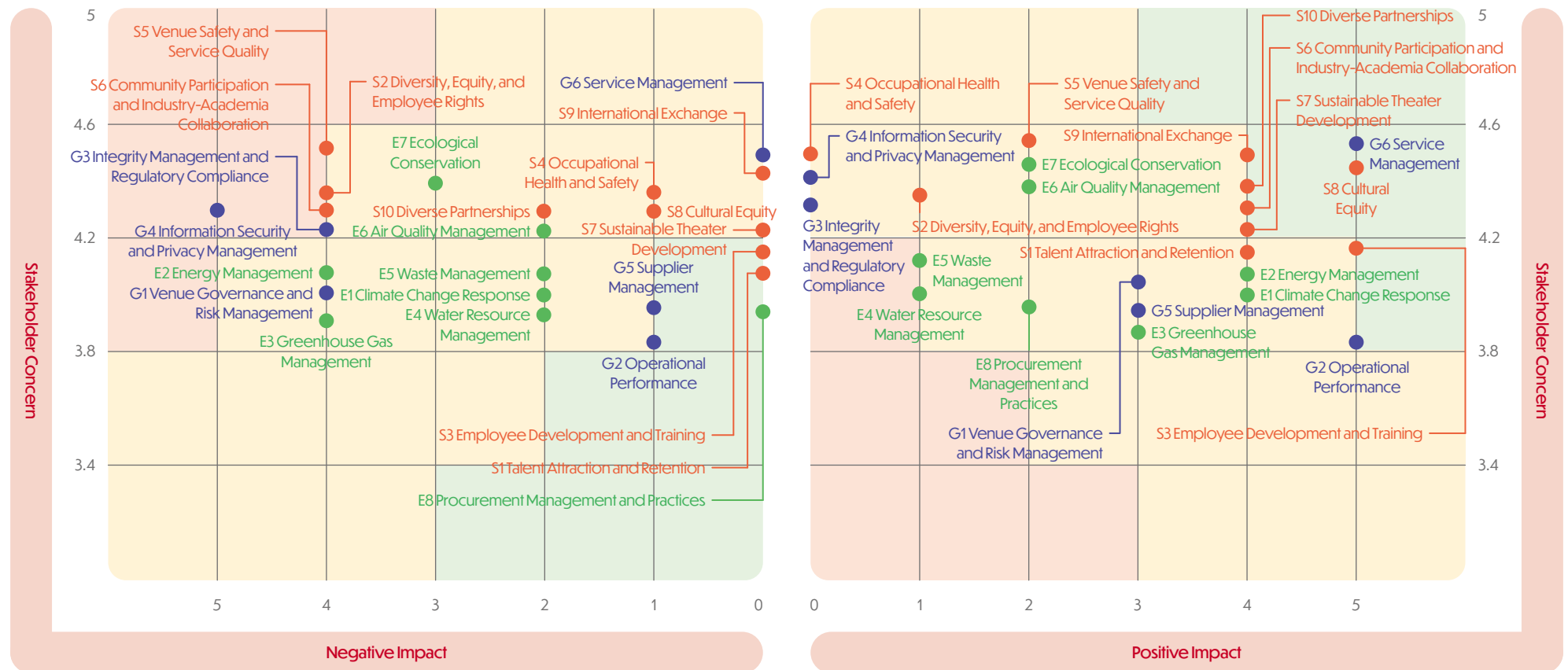
Photography by CHEN Chien Hao

3 Material Topics

1 Sustainability Issue Rankings

Following the assessment and ranking of 24 sustainability issues based on stakeholder concern and impact significance, only 3 issues scored above the 12-point threshold and were identified as priority topics. To ensure balanced disclosure across environmental, social, and governance dimensions, the venue consolidated related issues through internal discussions. Specifically, S4 Occupational Health and Safety and S5 Venue Safety and Service Quality were consolidated into Venue Safety and Hygiene; G2 Operational Performance and G6 Service Management into Service and Operational Performance; and S1 Talent Attraction and Retention, S2 Diversity, Equity and Employee Rights, and S3 Employee Development and Training into Talent Cultivation and Retention. These consolidated topics were prioritized alongside issues scoring above the 12-point threshold.

● Sustainability Impact Matrix



2 Material Topics and Management Approach

List of Material Topics

Material Topics	Description		Likelihood ^{Note}	GRI Standards Mapping		Report Sections
 Venue Safety and Hygiene	Positive Impact	By implementing the Occupational Safety and Health Management Plan and conducting regular fire safety and emergency drills, the venue maintains workplace and visitor safety. These measures support compliance with building and fire safety regulations, including lifting equipment permit requirements, while strengthening operational safety management.	★	GRI 3-3 GRI 403-1	Management of Material Topics Occupational Health and Safety Management System	4-1 Venue Safety and Hygiene
	Negative Impact	If workplace hazards are not identified or emergency response mechanisms are inadequate, the venue risks occupational injuries and may be unable to ensure the safety of audiences and performers during fires, natural disasters, or other emergencies. This could also lead to regulatory penalties and reputational damage related to safety management.		GRI 403-2 GRI 403-3 GRI 403-4 GRI 403-5 GRI 403-6 GRI 403-7	Hazard Identification, Risk Assessment, and Incident Investigation Occupational Health Services Worker Participation, Consultation, and Communication on Occupational Health and Safety Worker Training on Occupational Health and Safety Promotion of Worker Health Prevention and Mitigation of Occupational Health and Safety Impacts Directly Linked by Business Relationships	
 Service and Operational Performance	Positive Impact	By optimizing service processes and professional equipment, the venue achieved satisfaction scores of over 97 points among performance teams, while customer complaints fell 36% in 2024. The ratio of self-generated income rose to 21.76%. This reflects stronger operational performance that supports the delivery of high-quality arts services.	-	GRI 3-3	Management of Material Topics Self-Defined Topics	3-1 Service and Operational Performance
	Negative Impact	Poor service quality or inadequate maintenance of facilities and equipment can drive up customer complaints and lower audience satisfaction, weakening the venue's brand image as a "Center for the Arts, Arts for the People." Overreliance on government subsidies, without diversified revenue sources, can also undermine financial autonomy and long-term operational stability.				

Note: ★ "indicates actual negative impacts identified in 2024.



Material Topics	Description		Likelihood ^{Note}	GRI Standards Mapping	Report Sections
 Talent Cultivation and Retention	Positive Impact	Through the Local Talent Development Program and a range of training initiatives, the venue strengthens workforce stability and professional development. By fostering a diversity, equity, and inclusion (DEI) workplace environment, including a high proportion of female managers, the venue enhances employee engagement and retention while supporting talent development in Taiwan's performing arts industry.	-	GRI 3-3 GRI 404-1 GRI 404-3	Management of Material Topics Average Hours of Training per Year per Employee Percentage of Employees Receiving Regular Performance and Career Development Reviews 4-2 Talent Cultivation and Retention
	Negative Impact	The performing arts sector depends heavily on skilled professionals. Without adequate training and retention mechanisms, the venue risks talent shortages, declining service quality, and higher turnover, which weakens its competitiveness and long-term capacity for innovation.			
 Greenhouse Gas Management	Positive Impact	In 2022, the venue introduced the ISO 14064-1:2018 greenhouse gas inventory system and completed third-party verification. In 2024, greenhouse gas emissions were reduced by approximately 2,495.929 metric tons of CO ₂ e compared with the 2022 base year. These efforts reflect the venue's ongoing commitment to the "Green Theater" initiative through improved energy efficiency and data-driven carbon management.	-	GRI 3-3 GRI 305-1 GRI 305-2	Management of Material Topics Direct (Scope 1) Greenhouse Gas Emissions Energy Indirect (Scope 2) Greenhouse Gas Emissions Reduction of Greenhouse Gas Emissions 5-4 Greenhouse Gas Management
	Negative Impact	Although the venue is not yet subject to mandatory climate-related regulations, falling behind global net-zero trends and Taiwan's 2050 net-zero pathway could raise compliance costs and reputational risks. Intensifying climate change may also heighten the venue's physical and operational risks.		GRI 305-5	
 Energy Management	Positive Impact	By implementing an ice-storage air-conditioning system and replacing LED lighting, the venue achieved an energy-saving rate of 11.66% in 2024, significantly exceeding regulatory requirements. These measures reduced operating costs and, through participation in the electricity trading platform and the installation of solar light boxes, advanced an energy cycle that supports sustainable operations.	-	GRI 3-3 GRI 302-1	Management of Material Topics Energy Consumption Within the Organization 5-1 Energy Management
	Negative Impact	As a major energy user, the venue would face higher operating costs, regulatory non-compliance, and greater carbon emissions if it failed to manage energy use from air-conditioning and lighting effectively. All of these outcomes would harm the environment.			
 Community Engagement and Industry-Academia Collaboration	Positive Impact	Through the "Learning Arts Together" initiative, "Weiwuying Teaching Artists Professional Development Program," and MOUs signed with universities, the venue promotes arts education and industry-academia collaboration. Guided tours and public piano activities further strengthen community engagement, integrate the arts into daily life, and broaden the social impact and audience base of performing arts.	-	GRI 3-3	Management of Material Topics Self-Defined Topics 4-3 Community Engagement and Industry-Academia Collaboration
	Negative Impact	Without sufficient community engagement and educational outreach, arts activities risk becoming disconnected from the public, weakening the venue's identity as a "Center for the Arts, Arts for the People." This can also erode community support and hinder the cultivation of future performing arts audiences.			

Note "★" indicates actual negative impacts identified in 2024.

● Management Policy for Material Topics



Venue Safety and Hygiene

Policy / Strategy / Commitment	Policy / Strategy: The venue treats occupational health and safety, accident prevention, and a safety-first approach as the basis of sustainable operations. Commitment: Provide a safe and welcoming arts venue.
Objectives and Targets	Work toward a goal of zero accidents and ensure that appropriate emergency response measures are in place for all venue programs and events.
Action Plan	- Develop and implement a comprehensive Occupational Safety and Health Management Plan. - Conduct regular facility safety inspections and fire drills, and strengthen the management of open-flame performances.
Performance Measurement Mechanism	- Compile and report monthly occupational accident statistics. - Analyze employee health examination results and workplace health consultation data. - Conduct annual venue safety and emergency response drills for programs and events.
Performance Results	Occupational accident statistics: In 2024, one lost-time injury was recorded, and no occupational disease cases were reported. Health Promotion Results: In 2024, 72 employees applied for health check subsidies, while participation in workplace health seminars reached 40 participant attendances. Drill Implementation: Completed 1 major emergency drills (256 participants), 2 venue-wide fire drills, and 4 program emergency response drills.
Stakeholder Engagement	Staff: Participate in orientation and on-the-job training, attend health seminars, and utilize EAP consultation services. Contractors: Are informed of workplace hazards prior to construction and comply with procurement and environmental management regulations. Government Agencies: Participate in joint drills conducted in cooperation with the Kaohsiung City Police Department. Performance Groups: Comply with open-flame permit application regulations.



Service and Operational Performance

Policy / Strategy / Commitment	Policy/Strategy: Uphold the core principle of "Driving Innovation for Sustainable Development" by balancing operational performance with public value. With a dual focus on professional services and venue operations, the venue promotes sustainable development across the organization. Commitment: Build the venue into a "Center for the Arts, Arts for the People" through a professional, transparent, and sustainable operating model that maximizes the social impact of the performing arts.
Objectives and Targets	- Maintain an "Excellent" in annual operational performance evaluations and continue increasing the ratio of self-generated income to ensure long-term operational stability. - Establish a comprehensive Service supporting professional performing arts production, talent cultivation, international exchange, and public engagement with performing arts. - Set a Standard for professionalism and innovation in exhibition and performance programs. - Foster a Style by integrating the arts into daily life through venue services and exhibition and performance programs.
Action Plan	Service Optimization: Promote accessible and audience-friendly measures, such as ART-FUN-PLAY and Audio Guide services, while enhancing venue facilities and strengthening technical staff training. Performance Management: Establish annual sustainability performance indicators based on operational plans. In 2024, "Sustainability Topics" were incorporated into performance evaluations for the first time. Revenue Diversification: Diversify revenue sources, including rental income, royalties, and sponsorships, while reducing operating costs through energy-saving and carbon reduction measures.
Performance Measurement Mechanism	External Assessment: Undergo annual evaluations by the Ministry of Culture's Performance Assessment Committee, including the achievement of operational targets and fulfillment of public missions. Stakeholder Feedback: Conduct satisfaction surveys of audiences and performance groups for each Performances by Presenter Organizing and Co-organizing to evaluate venue services and management. Feedback Management: Analyze trends in customer hotline inquiries, complaints, and suggestions. Internal Audit: Implement the eight major internal control cycles and annual self-assessments to ensure effective governance.
Performance Results	Assessment Results: Received an "Excellent" rating in annual operational performance evaluations for three consecutive years from 2022 to 2024. Financial Performance: In 2024, the ratio of self-generated income exceeded the original target by 7% and increased by 13.45% year-over-year. Rental and royalty income also grew by 36.47% year-over-year. Satisfaction Performance: In 2024, satisfaction scores from performance groups exceeded 97 points, while customer complaints decreased by approximately 36% compared with the previous year.
Stakeholder Engagement	Staff: Engage employees through regular meetings, share operational indicators such as visitor numbers and audience attendance, and encourage participation in operational development to work together toward shared performance goals. Performance Groups / Artists: Support performance groups and artists through program evaluation mechanisms, satisfaction surveys, professional resources, and technical assistance, fostering long-term collaborative partnerships. Audience / Members: Audience / Members: Gather and respond to feedback through multiple communication channels, such as customer service hotlines, mailboxes, and satisfaction surveys, to enhance audience experience and improve venue facilities and services. Government Agencies / Supervisory Authorities: Ensure transparent and effective fulfillment of public missions through oversight by the National Performing Arts Center (NPAC) board of directors, the committee of supervisors, the Ministry of Culture, and Legislative Yuan reviews, together with regular reporting mechanisms. Sponsors: Strengthen brand value to attract corporate sponsorship and support sustainable venue operations through the social impact of the arts. Community / Public: Foster two-way communication through multiple channels, including customer service hotlines, mailboxes, the official website, and related owned media, to enhance venue services and build strong community partnerships. Schools / Lecturers: Cultivate arts audiences and professional talent through industry-academia collaboration and arts education initiatives.



Talent Cultivation and Retention

Policy / Strategy / Commitment	1. Policy / Strategy: Adopt an employee-centered operational strategy that regards employees as the venue's most valuable asset. Through talent development, a sense of belonging, and equity, Weiwuying fosters an inclusive workplace and empowers its people. 2. Commitment: * Build an inclusive and supportive workplace that protects employee rights and promotes fair career development opportunities. * Through education outreach, industry-academia collaboration, and internship programs, the venue cultivates future arts and culture professionals.
Objectives and Targets	1. Provide diverse learning opportunities and job-specific training programs, and include employee development and talent cultivation as part of operational performance indicators. 2. Continue implementing Employee Assistance Programs (EAPs). 3. Strengthen the "Local Talent Development Program" by cultivating local talent, supporting the southern Taiwan arts and cultural ecosystem, and enhancing core competitiveness. 4. Promote a "Happy Workplace" through employee benefits and communication mechanisms, strengthening employees' sense of belonging and workplace cohesion. 5. Strengthen employees' professional capabilities to support high-quality arts and cultural services and long-term sustainable operations.
Action Plan	1. Professional development: Provide general, technical, and service-related training, and promote exchanges under the "three institutions and one subordinate group" framework to facilitate resource and knowledge sharing. 2. Happy workplace initiatives: Organize staff activities and wellness programs, provide diverse benefits such as health checkups and arts subsidies, support employees' physical and mental well-being, and offer workplace health services for employees. 3. Communication and engagement: Hold regular town halls and labor-management meetings, disclose operational performance progress, enhance staff understanding of the venue's achievements and future goals, and foster organizational alignment and consensus. 4. Grievance mechanism and support: * Sexual harassment prevention: Establish the NPAC Weiwuying Workplace Sexual Harassment Prevention and Grievance Measures, dedicated reporting mailboxes and hotlines, and investigation committees with external professionals to ensure fair handling of complaints. * Gender Equality and Prevention of Workplace Misconduct: Conduct gender equality and legal compliance training, strengthen the prevention of unlawful workplace conduct, and establish internal grievance channels to safeguard employees' physical and mental well-being. Employees may report unfair treatment through supervisors, grievance mailboxes, or directly to the General and Artistic Director. * Support measures: Provide Employee Assistance Programs (EAPs), including psychological counseling, mental health support, and workplace stress management resources.
Performance Measurement Mechanism	1. Employee development and talent cultivation: Include employee development and talent cultivation as performance indicators, and regularly track average training hours and participation rates to ensure performance targets are met. 2. Physical and mental health surveys: Conduct annual surveys on musculoskeletal health, workload, and mental well-being, and track the utilization rate of health subsidies. 3. Retention and turnover tracking: Continuously track return-to-work rates after unpaid leave, employee retention, and turnover rates. 4. Communication effectiveness: Track the implementation progress of proposals from labor-management meetings. 5. Performance review: Assess workplace collaboration between supervisors and staff through probation and regular performance review mechanisms. 6. Training feedback: Collect anonymous feedback after each training session and assess whether training content aligns with job requirements.



Talent Cultivation and Retention

Performance Results

1. In 2024, the venue conducted 92 staff training sessions with 1,276 participants, comprising 40 general training sessions (353 participants) and 52 professional training sessions (923 participants). Average training hours per employee reached 20.83 hours in 2024, with average training hours per participant reaching 3.56 hours.
2. **Health results:** In 2024, applications for health checkup subsidies increased to 72, and workplace health seminar attendance reached 40.
3. **Employee retention:** Retention and return-to-work rates after parental leave both reached 100%.
4. **Diversity and equality:** Women accounted for 58.72% of employees in 2024, while female representation exceeded 60% at both manager and supervisor levels.

Stakeholder Engagement

1. **Staff:** Participate in orientation and on-the-job training, health seminars, and EAP consultation services, with labor-management meetings and grievance channels available for employee feedback.
2. **Schools / Lecturers:** Cultivate future arts and culture professionals through industry-academia cooperation and the Career Pathfinding Internship Program.



Greenhouse Gas Management

Policy / Strategy / Commitment

1. **Policy/Strategy:** Follow the Ministry of Culture's Net-Zero Guidelines for Cultural and Creative Industries and align with the National Development Council's Taiwan 2050 Net-Zero Pathway.
2. **Commitment:** Promote the Green Theater vision by integrating environmental sustainability into daily operations.

Objectives and Targets

Follow the Ministry of Culture's Net-Zero Guidelines for Cultural and Creative Industries and international ISO standards to establish a systematic greenhouse gas inventory and management framework.

Action Plan

1. Establish a Greenhouse Gas Inventory Team to independently conduct greenhouse gas inventories and related management activities.
2. Establish a Sustainability Committee to oversee net-zero and carbon reduction initiatives.
3. Gradually reduce the venue's overall greenhouse gas emissions and minimize environmental impacts from cultural industry operations.

Performance Measurement Mechanism

Conduct annual greenhouse gas inventories in accordance with ISO 14064-1.

Performance Results

Greenhouse gas emissions: Total emissions in 2024 were 8,402.700 metric tons of CO₂e, representing a reduction of 2,495.929 metric tons of CO₂e compared with the 2022 base year.

Stakeholder Engagement

1. **Staff / Volunteers:** Establish an Energy Efficiency and Carbon Reduction Task Force, conduct sustainability training programs, and enhance awareness of net-zero transition.
2. **Government Agencies/Supervisory Authorities:** Follow the Climate Change Response Act and align with the Ministry of Culture's net-zero transition policies.
3. **Suppliers/Contractors/Outsourcers:** Add criteria such as carbon footprint labels and sustainable practices to supplier evaluations to promote shared responsibility for carbon reduction.
4. **Schools/Lecturers:** Collaborate on greenhouse gas inventory methodologies and applied research through industry-academia partnerships.



Energy Management

Policy / Strategy / Commitment	1. Policy/Strategy: Comply with Energy Management Act regulations applicable to large energy users, report annual energy-saving performance to the Ministry of Economic Affairs, and align with the net-zero goals of the Climate Change Response Act. 2. The venue's sustainability goals include optimizing equipment and operational efficiency, replacing high-energy-consuming equipment, introducing high-efficiency lighting and air-conditioning systems, and strengthening daily energy management to ensure effective implementation of energy-saving measures.
Objectives and Targets	Continuously optimize venue lighting and air-conditioning systems and expand the energy management system (EMS) to support the development of a net-zero oriented green theater model.
Action Plan	1. Hardware Optimization Plan: Replace aging chillers with high-efficiency equipment and establish an energy management system to track and analyze electricity usage. 2. Theater Optimization Plan: Upgrade stage, lighting, audiovisual, and backstage equipment to improve safety and energy efficiency.
Performance Measurement Mechanism	1. Major Energy User Reporting: Report implementation results of energy-saving measures, annual electricity savings, and electricity-saving rates to the Ministry of Economic Affairs in accordance with regulations. 2. Green Building Label Review: Conduct energy efficiency reviews in accordance with Green Building Label standards to maintain Bronze-level certification.
Performance Results	1. Contract capacity reduction: Through energy-saving measures, contract capacity was reduced for three consecutive years, from 5,800 kW in 2022 to 5,500 kW in 2024, reducing base electricity charges. 2. Successfully renewed the Green Building Label through 2029.
Stakeholder Engagement	1. Employees / Volunteers: Establish an "Energy Efficiency and Carbon Reduction Task Force" to regularly review energy data and promote energy-efficient equipment and lighting measures to support a net-zero venue. 2. Performance Groups / Artists and Audiences / Members: Promote energy-saving awareness within the venue through initiatives such as lighting and air-conditioning adjustments, enhancing awareness of energy conservation and supporting a green venue environment. 3. Suppliers / Contractors / Outsourcers: Through regular maintenance meetings and equipment performance evaluations, encourage suppliers to provide energy-efficient equipment and green products. 4. Government Agencies / Supervisory Authorities: In accordance with the Energy Management Act, annually report energy-saving performance, annual electricity savings, and electricity-saving rates to the Ministry of Economic Affairs. 5. Schools/Lecturers: Promote industry-academia collaboration and project development to create practical learning opportunities and translate academic research into practical energy-saving applications for the venue. 6. Media/Community Members: Communicate the venue's energy-saving achievements and net-zero progress to the public, reinforcing the social education role of arts and cultural venues.



Community Engagement and Industry-Academia Collaboration

Policy / Strategy / Commitment	1. Policy/Strategy: Uphold the core values of public service and community engagement by weaving the arts into everyday life and advancing cultural equity and access to the arts. Through community engagement and industry-academia collaboration, the venue strengthens arts education, public participation, and talent cultivation. "Learning and Participation" integrates educational outreach and learning resources to support these initiatives. 2. Commitment: Continue promoting the integration of art into daily life, advance cultural equity and access to arts and culture, engage diverse communities and audiences across different regions, and strengthen arts education, talent cultivation, and cross-sector collaboration to fulfill the social responsibility of arts and cultural venues.
Objectives and Targets	1. Access to arts and participation: Through diverse programs and guided tours, strengthen public engagement with the arts and bring the arts into everyday life. 2. Deepen arts education: Build a comprehensive talent cultivation pathway from youth arts education and internships to professional careers, promote local cultural heritage, and cultivate future audiences. 3. Expand social impact: Use technologies such as VR to extend arts resources beyond the venue and serve remote schools and older adults.
Action Plan	1. Community Engagement * Diverse tours and markets: Provide audio-guided, foreign-language (including Vietnamese), and themed tours, and host monthly festival-themed Weiwuying Sunset Market Strip. * Arts outreach and public engagement: Organize programs including "Weiwuying 365+ DANCE," "Headphone Cinema," "Arts Talk," and "Explore the Pipe Organ" to encourage public engagement with the arts. * Family and theater experience programs: Organize programs including "Weiwuying Children's Festival," "Weiwuying Family Day," and "Behind the Scenes" to enhance public engagement with the performing arts. 2. Industry-Academia Collaboration and Talent Cultivation * Promote the "Career Pathfinding Internship Program" to support students' career development and transition into the workforce. * Collaborate with NKUST, NCKU, and STUST to offer micro-credit courses, general education courses, workshops, and lectures. * Organize programs including "Weiwuying Teens In Theater," "Eurocuivres," "Summer Dance Camp," and the "Weiwuying Training Program for Theater Technicians". 3. Arts Education and School Outreach * "Learning Arts Together": Invite teachers and students to experience performing arts at the venue. * "Weiwuying Teaching Artists Professional Development Program": Deliver artist-in-school programs, experiential learning, and staged reading courses aligned with school curricula. * Digital and technology applications: Develop the "Call Cue" digital handbook and promote "A Virtual Tour of Weiwuying Pipe Organ" for outreach to schools and social welfare organizations.
Performance Measurement Mechanism	1. Number of participants (public, students, teachers, and trainees). 2. Number of partner schools. 3. Number of courses and lectures conducted. 4. Number of participants in professional training programs and camps. 5. Technology outreach outcomes.



Community Engagement and Industry-Academia Collaboration

Performance Results

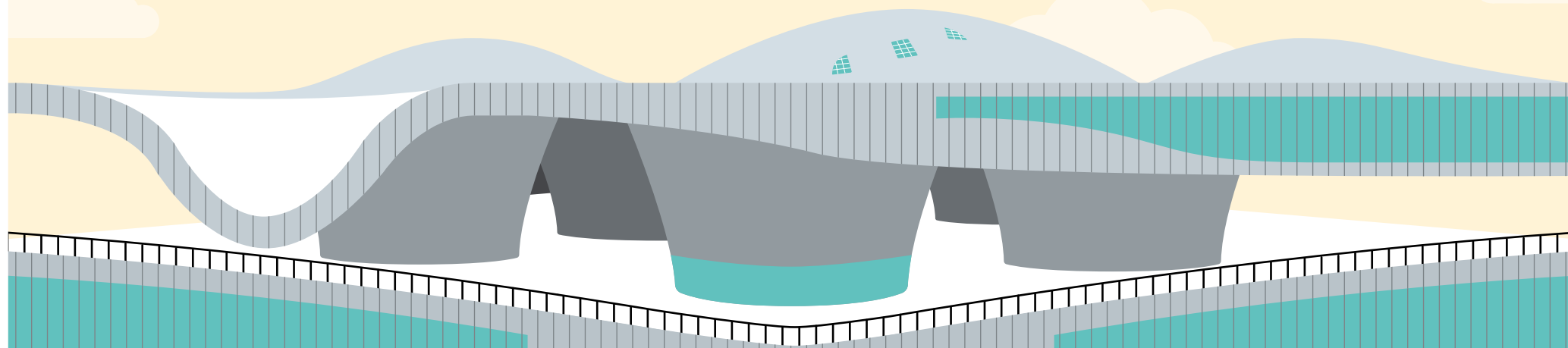
1. **Overall community engagement:**
 - * **Tours and market events:** 955 events, 1,076,120 participants.
2. **Key program participation:**
 - * **Weiwuying 365+ DANCE:** 854 participants
 - * **Headphone Cinema:** 2,743 participants
 - * **"Arts Talk":** 499 participants
 - * **Weiwuying Family Day:** 800 participants
 - * **Explore the Pipe Organ:** 4,719 participants
 - * **Behind the scenes:** 81 participants
3. **Industry-Academia Collaboration results:**
 - * **Partner schools:** NCKU, NKUST, STUST
 - * 3 lectures and 11 courses, with 939 participants
4. **Talent cultivation results:**
 - * **"Summer Dance Camp":** 787 participants
 - * **"Eurocuivres":** 100 trainees and 661 audience participants
 - * **"Weiwuying Teens In Theater":** 151 participants
 - * **"Weiwuying Training Program for Theater Technicians":** 43 participants
5. **School arts education collaboration:**
 - * **Learning Arts Together:** 17,087 participants
 - * **Weiwuying Theater Arts and Education Project:** 1,981 participants
6. **Technology outreach results:**
 - * **"Call Cue":** 10 digital handbooks produced
 - * **A Virtual Tour of Weiwuying Pipe Organ (including off-campus cultural experiences):** 352 participants, plus 669 participants through off-campus collaboration with Learning Arts Together.

Stakeholder Engagement

1. **Employees / Volunteers:** Senior technical staff lead the "Behind the Scenes" program, sharing theater operations and backstage expertise. Volunteers support guided tour services.
2. **Performing Groups / Artists:**
 - * **Resident and collaborating artists** such as CHOU Shu-yi lead dance experience activities, while local group "Double & Cross Theater Group" designs children's programs.
 - * **International masters:** Renowned domestic and international brass musicians participate in the teaching and performances of "Eurocuivres".
 - * **Teaching artists:** Participate in the "Weiwuying Teaching Artists Professional Development Program" to co-develop interdisciplinary teaching materials.
 - * **Performing groups:** Through "Learning Arts Together", professional performing groups collaborate to develop student-oriented performance scripts integrating theater etiquette and arts appreciation.
3. **Audience / Members:** Participate in various activities and attend performances.
4. **Government Agencies / Supervisory Authorities:** Collaborate with the Ministry of Culture and Ministry of Education to promote "Learning Arts Together," the "Extracurricular Cultural Experiences by the Ministry of Culture," and courses aligned with the 12-Year Basic Education Curriculum Guidelines.
5. **Sponsors (Individuals):** Support festivals, parent-child activities, and youth development programs, including "Learning Arts Together" and "Weiwuying Children's Festival."
6. **Media:** Support event promotion and arts and culture coverage.
7. **Schools / Lecturers:**
 - * **Universities:** National Kaohsiung University of Science and Technology, National Cheng Kung University, and Shu-Te University engage in MOU partnerships, micro-credit programs, and lectures.
 - * **Elementary and secondary schools:** Teachers and students nationwide participate in "Learning Arts Together," while rural schools, including Laonong Elementary School and Meinong Elementary School, join VR arts experiences.
8. **Community / Public:**
 - * **General public:** Participate in guided tours, markets, film screenings, dance programs, and related activities.
 - * **Underserved and special-needs groups:** Rural schools and elder-care institutions participate in "A Virtual Tour of Weiwuying Pipe Organ" to learn about the Weiwuying pipe organ. Parent-child groups also participate in programs including "Weiwuying Children's Festival" and "Weiwuying Family Day."

2

About Weiwuying



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2-1 ✨

Overview of Weiwuying

— GRI 2-1、2-9、2-10、2-11、2-15、2-16

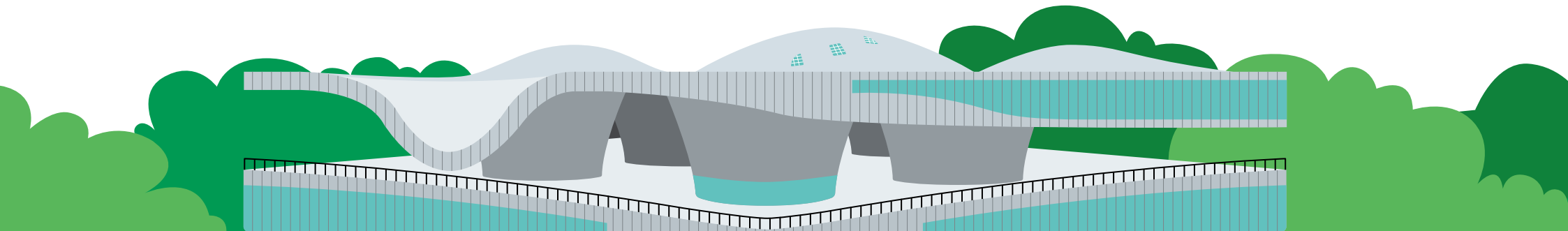
1 Profile

National Kaohsiung Center for the Arts (Weiwuying) (hereinafter referred to as Weiwuying or the venue) is located in Fengshan District, Kaohsiung City, Taiwan, adjacent to Weiwuying Metropolitan Park. The site was formerly a military recruit training center. Following years of advocacy by civic groups, the Executive Yuan approved the "Weiwuying Arts and Culture Center Development Plan" on November 24, 2005, officially initiating its transformation. To establish the foundation for operations, the operational facilitation team of Weiwuying was established on January 1, 2015 to undertake preparatory work. On September 10, 2018, Weiwuying was officially incorporated into the National Performing Arts Center (NPAC), becoming one of its three national-level performing arts venues.

The venue officially opened on October 13, 2018 and is now the only national performing arts venue in southern Taiwan. Positioned as the "Center for the Arts, Arts for the People," we are committed to integrating art into everyday life. The venue is not only a cultural hub connecting southern Taiwan with the international community, but also a "living room for culture" linking local communities with the world.

Below is the basic information of this venue:

1 Full name of organization	2 Nature and legal form	3 Organization location	4 Operation location
National Performing Arts Center – Weiwuying National Kaohsiung Center for the Arts.	Non-departmental public bodies.	No.1, Sanduo 1st Rd., Fengshan Dist., Kaohsiung City 830043, Taiwan	Kaohsiung City, Republic of China (Taiwan).



2 Space Overview

The venue covers 9.9 hectares, with a building area of 3.3 hectares. Designed by Dutch architect Francine Houben, with inspiration drawn from the banyan trees in Weiwuying Metropolitan Park, the venue creates "A Boundless Arts Center" characterized by transparency and a sense of rhythm. The venue not only boasts the world's largest single-roof theater complex, but also obtained Green Building Bronze certification in 2019 and successfully renewed the certification in 2024, demonstrating its commitment to creating an environmentally friendly arts venue.

The venue includes four indoor halls and various outdoor spaces designed for diverse performances and events:



Opera House

Taiwan's largest opera house, featuring fully automated stage machinery for opera, drama, dance, and large-scale interdisciplinary productions.

2,236 seats



Playhouse

Features flexible proscenium and thrust-stage configurations that bring audiences closer to performers, making the venue suitable for diverse drama and dance productions.

1,209 seats



Banyan Plaza

A semi-outdoor public space open 24 hours a day, featuring a public piano and bringing the performing arts closer to everyday life.

Open space



Concert Hall

Taiwan's only vineyard-style concert hall, featuring the largest pipe organ in Asia (9,085 pipes) and world-class acoustics.

1,981 seats



Recital Hall

Features an asymmetrical shoebox-style design and adjustable acoustic banners for reverberation control, providing an ideal setting for chamber music, solo recitals, and intimate performances.

434 seats



Outdoor Theater

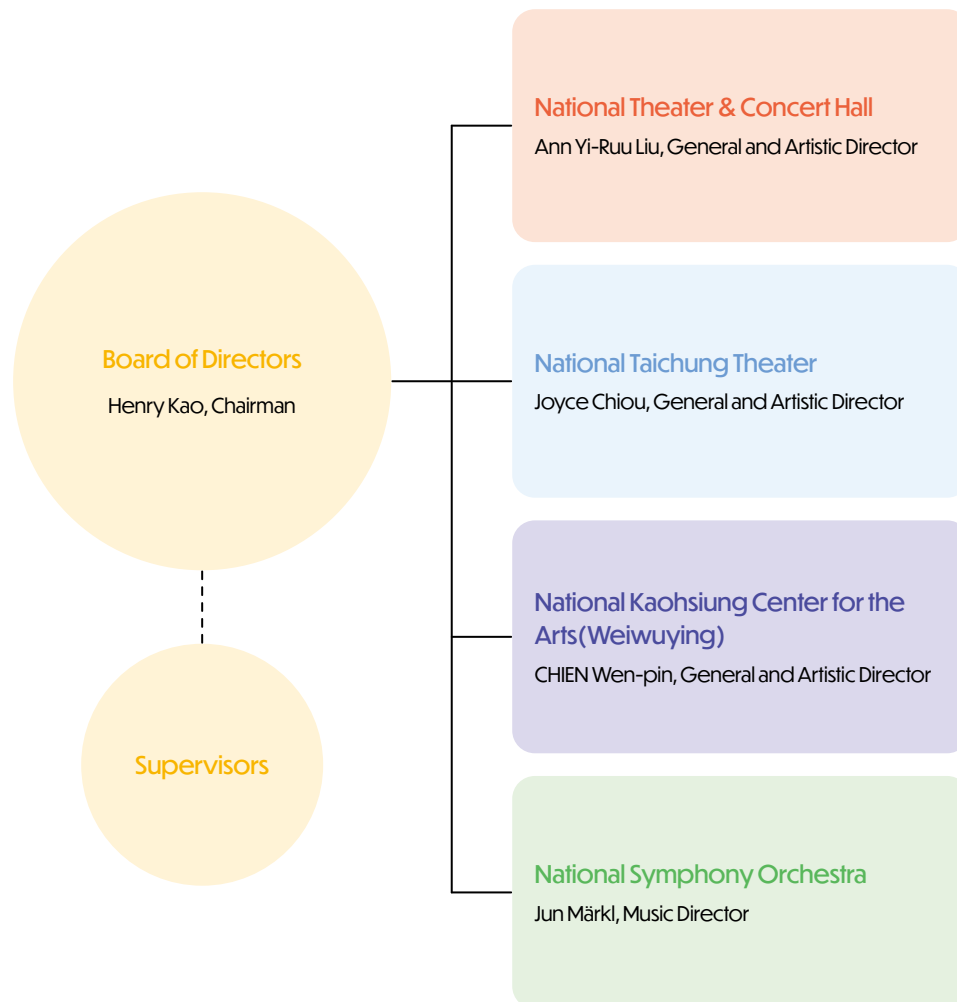
A nontraditional open-air theater connected to the metropolitan park and framed by the open sky, suitable for outdoor performances and public events.

About 800 people

3 Organizational structure

The venue is part of the National Performing Arts Center (NPAC) and operates under a “one legal entity, multiple venues” model. The General and Artistic Director, nominated by the Chairperson and appointed upon approval by the board of directors, is responsible for overseeing the venue's operations, representing the venue externally, and reporting to the board of directors.

● Organization Chart of the National Performing Arts Center



1 Top-level Governance Structure and Responsibilities

Weiwuying National Kaohsiung Center for the Arts is part of the National Performing Arts Center (hereinafter referred to as NPAC). Pursuant to the Act for Establishment of National Performing Arts Center and the Organization Regulations of the National Performing Arts Center, the board of directors of NPAC serves as the venue's highest governing body and administrative review authority.

A. Composition and Appointment: The board of directors consists of 11 to 15 directors, including one Chairperson, each serving a four-year term without compensation. The Chairperson and directors are selected by the supervisory authority, the Ministry of Culture, and appointed by the Premier of the Executive Yuan. Members include deputy ministers from the Ministry of Culture, Ministry of Education, Ministry of Foreign Affairs, and other relevant government agencies, as well as experts in performing arts and management and distinguished members of the public. This composition ensures alignment with national cultural policies while incorporating diverse professional perspectives.

B. Authority and Operations: The board of directors exercises its authority in accordance with the Organization Regulations of the National Performing Arts Center, following the principle of “professional governance” while respecting the artistic expertise of the General and Artistic Director. Key matters subject to board review include development objectives and plans, annual operating policies, budgets and performance targets, major institutional regulations (including personnel, procurement, and accounting systems), and the appointment and dismissal of the General and Artistic Director, among other key areas. Through regular meetings, the board of directors reviews the venue's development objectives, budgets and final accounts, operational performance, operating policies, and public asset management guidelines to ensure that organizational operations align with the public interest and comply with applicable laws and regulations.

C. Conflict of Interest Prevention and Oversight: To ensure governance transparency, the venue strictly implements conflict of interest prevention measures. Transactions involving purchases, sales, or leasing arrangements between the venue and any director, supervisor, or related party require approval through a special resolution of the board of directors, with at least two-thirds attendance and majority approval. The venue is also subject to multilayered oversight through the committee of supervisors, internal audits, Ministry of Culture performance evaluations, and external audit institutions to ensure operational integrity, accountability, and regulatory compliance.

2 Key Matters Reviewed by the Board

To ensure governance transparency and effective risk management, the venue has established a rigorous mechanism for reporting and reviewing "Critical Concerns." Pursuant to Article 12 of the Act for Establishment of National Performing Arts Center and Article 10 of the Organization Regulations of the National Performing Arts Center, the following matters are classified as Critical Concerns subject to board review:

- A Review of development objectives and plans.
- B Review of NPAC fundraising activities and allocation of public subsidy budgets among the venues.
- C Approval of annual operating policies for each venue.
- D Review of annual operating plans.
- E Review of annual budgets, final accounts, and performance targets.
- F Review of the NPAC regulations.
- G Review of the disposal of self-owned real estate or the creation of encumbrances thereon.
- H Review of matters requiring resolution by the board of directors under the Act for Establishment of National Performing Arts Center.
- I Appointment and dismissal of the General and Artistic Director of each venue.
- J Review of other major items.



Based on the aforementioned authorities and the board of directors meeting rules of NPAC, the venue reports matters involving Critical Concerns, stakeholder issues, and major operational matters to the board of directors through the following channels:

Critical Matter Reporting Channels

Regular Board Meetings

Held once every three months, NPAC consolidates reports on operational performance, financial status, and major proposals from each venue and troupe for board review and deliberation.

Extraordinary Board Meetings

In the event of urgent proposals or significant incidents, the Chairperson may convene extraordinary board meetings with the consent of the directors to facilitate timely decision-making and risk response.

Professional Consultation and Project Reporting

For major financial matters, organizational changes, or significant risk events, project reports may be presented at Board Meetings as needed to ensure that the board of directors is fully informed for decision-making. Accountants, lawyers, and other professionals may also be invited to provide independent advice and consultation to support informed decision-making.

Board Meeting Minutes and Follow-up

All discussions, resolutions, and voting results are documented in Board Meeting minutes. The minutes, together with related audio and video records, are archived permanently as important records to ensure transparency and traceability in the handling of Critical Concerns. NPAC also tracks the implementation status of board resolutions across each venue and troupe.

The General and Artistic Director of the venue is required to attend Board Meetings in person and may submit proposals, raise temporary motions, participate in discussions, and express opinions on agenda items.

3 2024 Critical Concern Reporting Summary

In 2024, the venue reported and communicated a total of 18 Critical Concerns to the highest governance body through the aforementioned mechanisms. By category, "Organizational Strategy and Personnel Management" (6 items) and "Operational Planning and Public Services" (5 items) accounted for the majority, indicating that governance priorities during the year focused on enhancing operational efficiency and service performance.

Details and statistics of the reported matters are provided below:

● 2024 Critical Concern Reporting Summary

Item	Governance Dimension	Critical Concern Description	Regulatory Basis	Number of Reviews in 2024
1	Organizational Strategy and Personnel Management	1. Appointment, dismissal, and compensation of senior executives A. Appointment and dismissal of the General and Artistic Director. B. Approval of the compensation of the General and Artistic Director (to be filed with the Ministry of Culture for record). C. Details of the General and Artistic Director's concurrent positions.	"Organization Regulations of the National Performing Arts Center"	3
		2. Organizational Staffing Structure A. Approval of the venue's staffing structure, headcount, and job classifications. B. Establishment and dissolution of affiliated operational units and performing arts troupes.	"NPAC Personnel Management Regulations"	0
		3. Compensation and Bonus System Approval of salary scales and bonus standards, including year-end and performance bonus criteria.	"NPAC Bonus Distribution Regulations", "NPAC Personnel Management Regulations"	3
2	Financial Oversight and Resource Allocation	1. Budget and Final Accounts Review Review and approval of annual budgets and final accounts.	"Act for Establishment of National Performing Arts Center", "NPAC Budget Execution Regulations", "NPAC Revenue and Expenditure Management Regulations"	3
		2. Major Expenditure Changes and Investments A. Review of expenditure reallocations exceeding NT\$10 million, utilization of accumulated surpluses, or significant changes to major investment plans. B. Review of utilization plans and amendments related to funds and accumulated surpluses. C. Approval of long-term investment plans and decisions regarding material loss mitigation measures.	"NPAC Budget Execution Regulations", "NPAC Revenue and Expenditure Management Regulations"	2
		3. Financing and Asset Management A. Applications for financing facilities from financial institutions and the establishment of asset collateral arrangements. B. Disposal of self-owned real estate or the creation of encumbrances thereon.	"NPAC Financing Business Management Regulations", "NPAC Treasury Financial Planning and Investment Operations Regulations"	0

Item	Governance Dimension	Critical Concern Description	Regulatory Basis	Number of Reviews in 2024
3	Operational Planning and Public Services	1. Operational Policies, Planning, and Performance A. Approval of annual operating policies and overall operating plans. B. Review and approval of matters involving significant changes to operational objectives or major plans. C. Review and approval of reports on the venue's annual operating results, operational performance, target achievement rates, self-generated revenue ratios, and budget allocation performance.	"Act for Establishment of National Performing Arts Center", "NPAC Operational Planning and Budget Management Regulations", "Act for Establishment of National Performing Arts Center"	2
		2. Major Program Oversight A. Review of major program production plans, including budgets. B. Resubmission of major programs involving budget changes exceeding 20% or significant changes in content. C. Review reports for programs submitted to the board of directors that fail to achieve 80% of performance targets.	"Principles for Submitting Major Project Plans of the National Performing Arts Center to the Board of Directors for Review", "Regulations for Quality Management of Major Projects of the National Performing Arts Center"	1
		3. Review of Regulations Governing the Use and Revenue Management of State-owned Property Approval of regulations and amendments related to venue leasing, advertising space rental, filming management, and resident business operations involving the use and revenue generation of state-owned property.	"NPAC Regulations Governing the Management, Use, and Revenue Generation of State-owned Property", "Weiwuying Venue Leasing, Advertising, Filming, and Resident Business Operation Guidelines"	1
4	Risk Management and Conflict of Interest Avoidance	1. Conflict of Interest Situations Transactions such as purchases or leases between directors, supervisors, related parties, or the General and Artistic Director and the venue must be approved through a special resolution of the board of directors before proceeding.	"Act for Establishment of National Performing Arts Center", "Organization Regulations of the National Performing Arts Center"	3
		2. Risk Control A. Risk assessment of investment projects and activation of loss mitigation mechanisms. B. Approval of corrective measures when debts cannot be repaid through self-liquidation.	"Rules of Procedure for Board Meetings of the National Performing Arts Center", "Regulations for Financial Investment Operations of the National Performing Arts Center"	0

Through the aforementioned division of accountability and authority, the venue ensures that, while pursuing artistic excellence, it also maintains rigorous administrative discipline and financial sustainability. The supervision mechanism of the Board of Directors not only strengthens risk management capabilities and upholds high standards of governance, but also ensures, through the review and approval of operational plans and public service regulations, that the venue's operational direction aligns with stakeholder expectations, reflecting its accountability as a national public cultural institution.



4 Sustainability Promotion

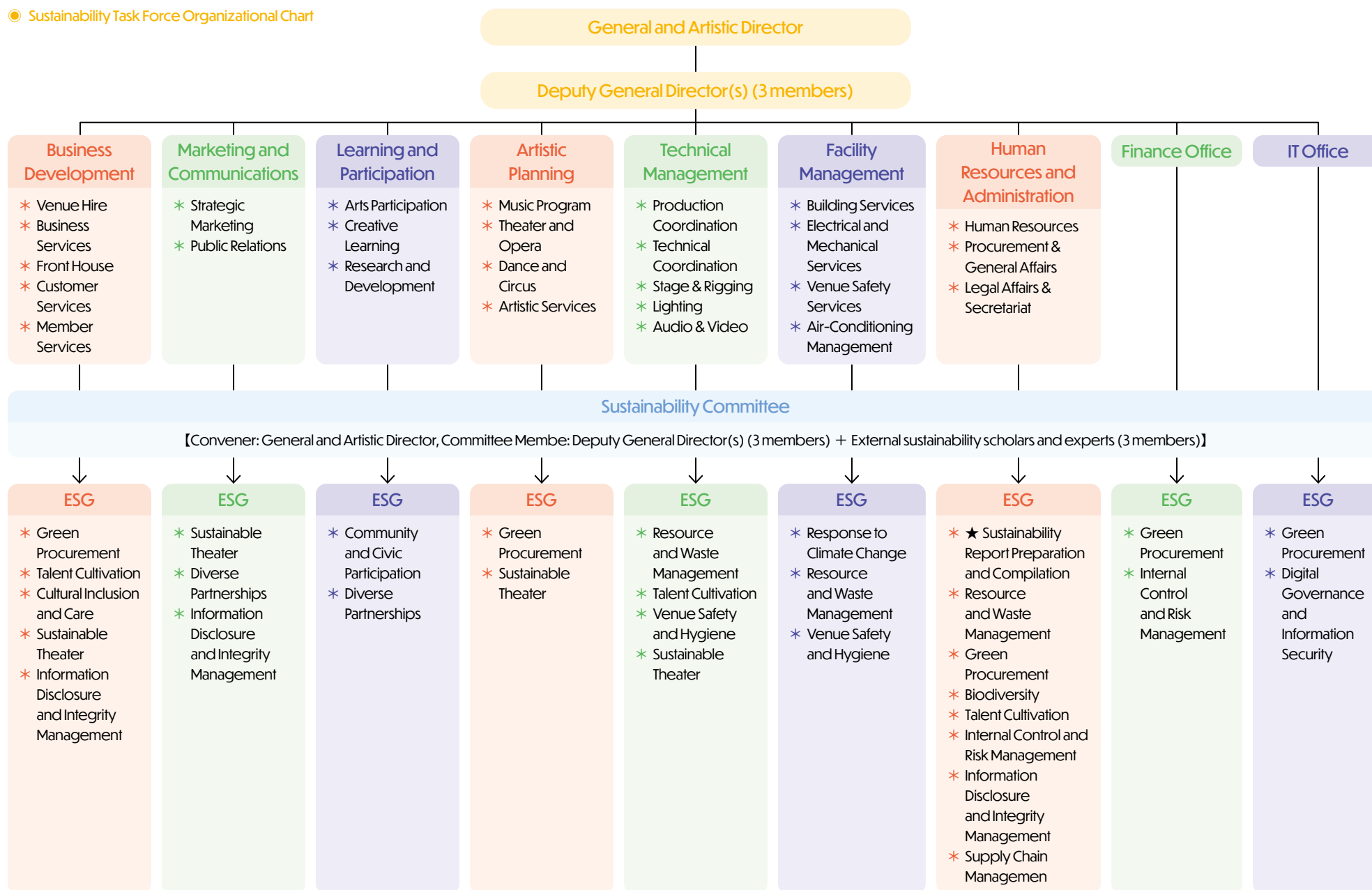
To implement the "Green Theater" vision and promote energy conservation and carbon reduction policies, the venue established the "Energy Efficiency and Carbon Reduction Task Force" in May 2022. In response to global sustainability trends, the "Guidelines for the Establishment of the National Performing Arts Center Weiwuying Sustainability Committee" (hereinafter referred to as the Establishment Guidelines) were formulated in June 2025, upgrading the task force into the "Sustainability Committee" (hereinafter referred to as the Committee) as the venue's highest-level sustainability governance body. The Committee integrates Environmental (E), Social (S), and Governance (G) strategies into daily operations to advance sustainable development. The table below presents the composition and operating mechanism of the Committee:

● Sustainability Committee Composition and Operation Mechanism



Photography by LIN Chun-yung

● Sustainability Task Force Organizational Chart



In addition, the venue consists of 19 departments, each assigned sustainability responsibilities based on its operational functions:

● Sustainability Responsibilities of Each Department



Environment



Response to Climate Change

Responsible Department(s)

- * Facility Management - Building Services, Electrical and Mechanical Services, and Air-Conditioning Management

Key Responsibilities

- ▶ Formulate energy-saving, carbon reduction, and greenhouse gas reduction strategies; manage water and electricity consumption; maintain green buildings; and regularly disclose relevant data.

Green Procurement

Responsible Department(s)

- * Human Resources and Administration – Procurement & General Affairs
- * Business Development – Business Services
- * Artistic Planning – Artistic Services
- * IT Office
- * Finance Office

Key Responsibilities

- ▶ Promote green procurement and green office initiatives
- ▶ Promote green procurement
- ▶ Promote green procurement
- ▶ Promote paperless operations and low-carbon technologies
- ▶ Compile statistics on green procurement and sustainability-related reimbursements

Resource and Waste Management

Responsible Department(s)

- * Facility Management - Building Services, Electrical and Mechanical Services, and Air-Conditioning Management
- * Technical Management-Production Coordination, Stage & Rigging, Lighting, and Audio & Video
- * Human Resources and Administration – Legal Affairs & Secretariat

Key Responsibilities

- ▶ Responsible for managing the venue's energy and resource consumption (including electricity and water) and establishing energy management indicators.
- ▶ Promotion of energy-efficient stage equipment and environmentally friendly set design.
- ▶ Conduct regular inventories of the venue's assets and consumables, and assist in implementing waste disposal plans.

Biodiversity

Responsible Department(s)

- * Human Resources and Administration – Procurement & General Affairs

Key Responsibilities

- ▶ Regularly maintain the venue's landscaped areas, protect the ecological environment of the venue and surrounding green spaces, and promote public awareness of biodiversity and ecological coexistence.





Social

S

Talent Cultivation

Responsible Department(s)

- * Human Resources and Administration - Human Resources
- * Business Development – Front House (part-time staff) and Customer Services (volunteers)
- * Technical Management - Technical Coordination (assistants)

Key Responsibilities

- ▶ Responsible for talent attraction and retention, professional training, and the promotion of workplace equality and employee welfare policies, including employee grievance channels and labor-management meetings.
- ▶ Manage and train the venue's front-of-house part-time staff and tour guide volunteers.
- ▶ Manage and train the venue's backstage technical assistants.

Sustainable Theater

Responsible Department(s)

- * Artistic Planning – Music Program, Theater and Opera, and Dance and Circus
- * Technical Management - Production Coordination, Technical Coordination
- * Marketing and Communications
- * Business Development - Member Services

Key Responsibilities

- ▶ Implement sustainable theater practices and develop programs that incorporate low-carbon and sustainability concepts.
- ▶ Implement sustainable theater practices and develop programs that incorporate low-carbon and sustainability concepts.
- ▶ Sustainable marketing and value communication.
- ▶ Promote sustainability concepts through member events.

Cultural Inclusion and Care

Responsible Department(s)

- * Business Development – Front House and Customer Services

Key Responsibilities

- ▶ Promote venue-friendly initiatives, including arts companion programs and diverse guided tour services.

Community and Civic Participation

Responsible Department(s)

- * Learning and Participation

Key Responsibilities

- ▶ Organize domestic and international performing arts outreach programs, promote collaborations between communities and schools, and encourage participation in arts and cultural activities among diverse groups.

Venue Safety and Hygiene

Responsible Department(s)

- * Facility Management – Venue Safety Services
- * Technical Management – Technical Coordination and Stage & Rigging

Key Responsibilities

- ▶ Ensure effective workplace safety and health management mechanisms and maintain a safe and healthy environment throughout the venue.
- ▶ Ensure the safety and health of stage setup personnel in all performance halls and maintain a safe and hygienic environment throughout the venue.

Diverse Partnerships

Responsible Department(s)

- * Learning and Participation
- * Marketing and Communications - Public Relations

Key Responsibilities

- ▶ Establish partnerships with colleges and universities in Southern Taiwan and participate in international forums and cooperation initiatives to promote domestic and international arts and cultural exchange.
- ▶ Maintain strong partnerships with sponsoring enterprises.



Governance

G

Internal Control and Risk Management

Responsible Department(s)

- * Human Resources and Administration – Legal Affairs & Secretariat
- * Finance Office

Key Responsibilities

- ▶ Conduct internal control audits and review venue contracts for legal and risk assessments.
- ▶ Monitor the venue's financial performance, operational targets, and execution of innovation strategies.

Digital Governance and Information Security

Responsible Department(s)

- * IT Office

Key Responsibilities

- ▶ Establish information security governance and personal data protection mechanisms.

Information Disclosure and Integrity Management

Responsible Department(s)

- * Business Development - Business Services, Member Services
- * Human Resources and Administration - Procurement & General Affairs
- * Marketing and Communications - Public Relations

Key Responsibilities

- ▶ Strengthen integrity-based partnerships with resident vendors and members.
- ▶ Strengthen integrity-based partnerships with suppliers.
- ▶ Publish annual reports on the venue's official website to enhance operational transparency, strengthen its sustainable venue image, and build public trust.

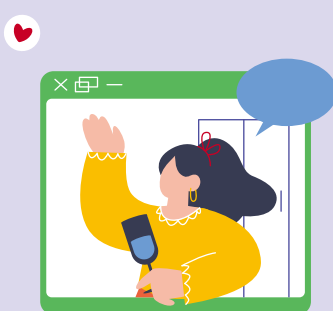
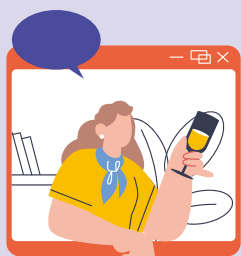
Supply Chain Management

Responsible Department(s)

- * Human Resources and Administration - Procurement & General Affairs

Key Responsibilities

- ▶ Conduct supplier sustainability audits and build a sustainable supply chain.



Sustainability Report Preparation and Compilation

Responsible Department(s)

- * Human Resources and Administration - Legal Affairs & Secretariat

Key Responsibilities

- ▶ Compile and integrate information required for the sustainability report and prepare the venue's sustainability report.

2-2 ✨

Development Positioning and Operational Strategy

1 Development Positioning

This venue adopts "Center for the Arts, Arts for the People" as its development positioning. Beyond serving the public, it emphasizes that the venue exists through public participation. By bringing people together through the arts, the venue seeks to establish deep roots in Southern Taiwan while connecting the past, present, and future through artistic expression.



Photography by 彭仁義

2 Operational Strategy

This venue adopts "Efficient Weiwuying," "Connected Weiwuying," "People-centered Weiwuying," and "Employee-centered Weiwuying" as its operational strategies.

"Efficient Weiwuying"

This venue is committed to nurturing performing arts talent, supporting emerging creators, and serving as a platform for the long-term development of performing arts. Through internship opportunities, industry-academia collaboration, continuing education, and international exchange, the venue cultivates arts and cultural talent while leveraging the enthusiasm and professionalism of its staff to provide strong operational support for artistic creators.

"Connected Weiwuying"

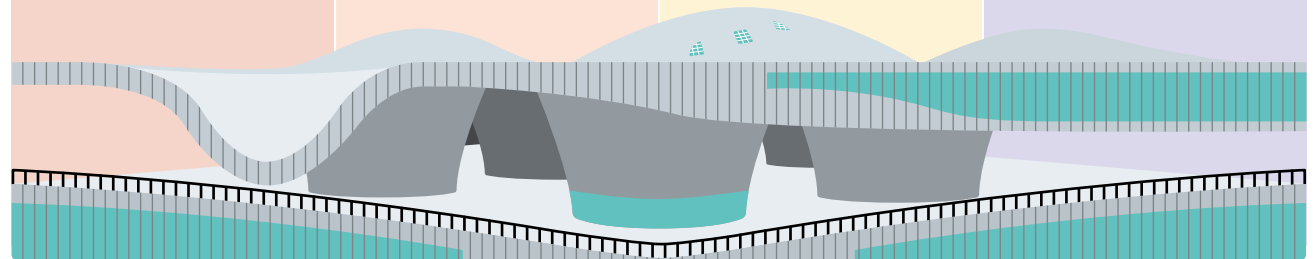
Kaohsiung serves as Taiwan's gateway to the world, while this venue functions as a cultural hub for Southern Taiwan by introducing high-quality international programs and promoting Taiwanese performing arts groups on the global stage.

"People-centered Weiwuying"

This venue is committed to serving both the public and artists by fostering closer connections among space, art, and society, with the vision of becoming a beloved arts and cultural venue for all.

"Employee-centered Weiwuying"

Employees are the venue's most important strategic partners. The venue is committed to enhancing employee engagement and professional capabilities through training, resource sharing, and a supportive workplace environment. Key initiatives include professional training and development opportunities, the creation of a positive working environment, and encouraging employee participation and commitment.



2-3 ✦

Operational Vision and Objectives

1 Operational Vision

This venue is committed to the vision that "Art Expands Social Possibilities." Guided by the principles of professionalism, safety, diversity, and accessibility, the venue continues to shape its venue identity and operational philosophy while introducing high-quality domestic and international programs in Southern Taiwan, connecting art with everyday life, deepening the cultivation and accessibility of arts education, and fostering a platform for exchanges between artists and the public. Through these efforts, the venue aims to become a professional, safe, diverse, and accessible cultural landmark.

2 Operational Objectives

This venue has established three core objectives, namely "Service", "Standard" (Standard), and "Style", to cultivate an arts and cultural environment and expand the influence of the performing arts.



Service

Build the venue into a service platform for professional performing arts production, talent cultivation, local and international artistic exchange, and public engagement with the performing arts.



Standard

Uphold standards of professional excellence and innovation across all exhibitions and performing arts programs.



Style

Through its service platform and diverse performing arts programs, the venue integrates art into everyday life and fosters a lifestyle shaped by aesthetic appreciation.



Photography by CHEN Chien Hao

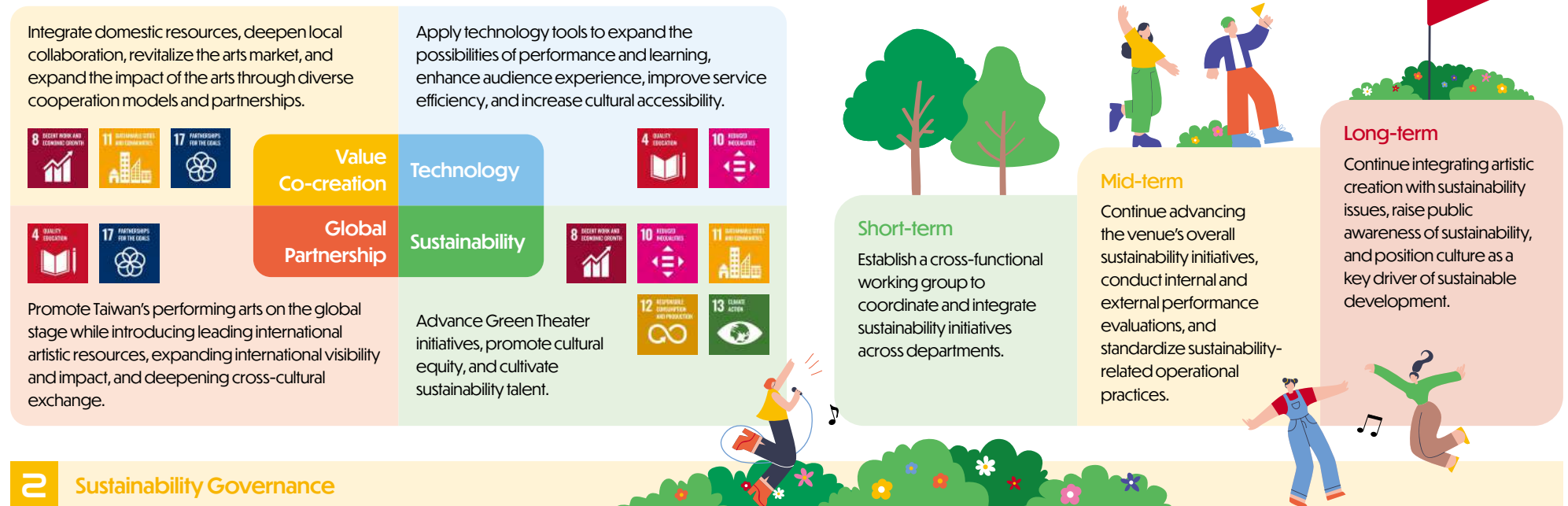
2-4 ✨

Sustainability Strategy — GRI 2-22

1 Sustainability Goals and Vision

As an important cultural venue in Southern Taiwan, this venue has adopted “Driving Innovation for Sustainable Development” as its tactic in recent years, and “Green Theater” as its operation objectives. We are committed to promoting various sustainability plans for the venue, and continuously taking stock, reviewing, and configuration of specific action objectives for the venue’s sustainability governance, gradually realizing the long-term path toward a sustainable venue.

Sustainable Development Goals (SDGs)



2 Sustainability Governance

In May 2022, to promote energy conservation and carbon reduction policies and integrate sustainability into venue operations, the venue officially established the “Energy Efficiency and Carbon Reduction Task Force,” primarily responsible for implementing energy-saving initiatives and environmental protection measures.

However, recognizing that energy conservation and carbon reduction represent only one aspect of sustainability, the venue expanded its sustainability framework to incorporate environmental, social, and governance (ESG) dimensions, while further extending its focus to areas such as social responsibility and integrity management. Accordingly, in 2025, the venue officially reorganized the working group into the “Sustainability Committee.” This transition not only marked an important step toward advancing the venue’s “Green Theater” objectives, but also demonstrated its commitment to promoting sustainability within Taiwan’s arts and cultural sector.

2-5 ✨

Awards and Recognition

1 Sustainability governance

- 2019**
- November** — Received the Bronze-Level Green Building Certification for Large-Scale Buildings.
 - December** — Received an "Excellent" rating in the "2019 Indoor Air Quality Maintenance and Management Evaluation" conducted by the Environmental Protection Bureau of the Kaohsiung City Government.
 - Received a certificate of appreciation from the Kaohsiung City Government for supporting Kaohsiung City in receiving the "Metropolitan Excellence" distinction in the Ministry of the Interior's 2018 Public Building Accessible Environment Evaluation.
- Since 2020** — Maintained ISO 27001 third-party certification.
- Since 2021** — Participated in the global energy-saving initiative "Earth Hour."
- 2023**
- September** — Signed a "Green Sustainability Cultural Partnership" cooperation memorandum with the Taiwan Stock Exchange. This marked the first collaboration between the Taiwan Stock Exchange and an arts and cultural venue. As a performing arts venue, Weiwuying contributes to environmental sustainability and works jointly to align Taiwan's arts and cultural sector with international standards.
- 2024**
- October** — Participated in the "Power Trading Platform Supplementary Reserve Program," demonstrating the venue's commitment to "Green Venue" initiatives and the circular economy.
 - November** — Successfully renewed the Bronze-Level Green Building Certification.

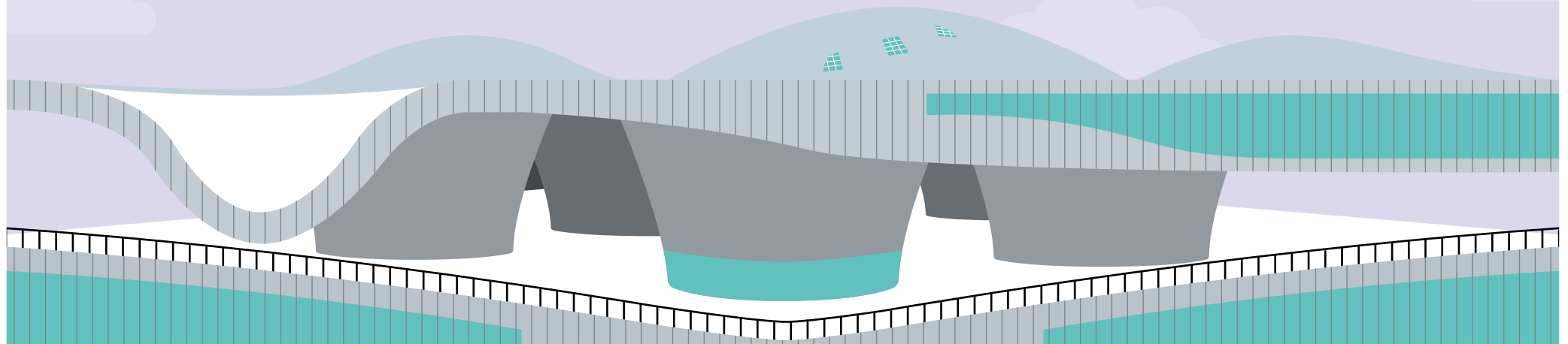
2 Awards and Recognition

- 2017**
- December** — Won the Digital Architecture Award at the Idea-Tops International Space Design Award.
- 2018**
- December** — Received the "Taiwan Design Best 100 – Architecture and Space Planning" award organized by Shopping Design magazine, and was shortlisted for the 2018 New York Design Awards.
- 2019**
- January** — Selected by The Guardian for its "2019 Holiday Hot List" as one of 40 destinations worth visiting, once again bringing Taiwan to international attention.
 - July** — Won the Jury Award and Popular Choice Award in the Theater Architecture category at the 2019 Architizer A+ Awards.
 - August** — Featured in TIME Magazine's "World's Greatest Places 2019".
- 2020**
- August** — The published "BENSHI" received the 44th Golden Tripod Award - Magazine Design Award.
 - September** — Received the Museums and Cultural Buildings award at the 2020 International Architecture Awards.
- 2021**
- December** — "Weiwuying Theater 6" received the Creative Platform Award in La Vie's 2021 Taiwan Creative Power 100.
- 2022**
- July** — "Weiwuying Lights Up: The Island of Memories," launched by Weiwuying in collaboration with the Kaohsiung City Government, received the Silver Award in the Digital Art and Graphic Design category at the French NOVUM DESIGN AWARD (NDA).



3

Venue Governance



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3-1 ✨

Service and Operational Performance



GRI 3-3

1 Operational Performance

1 Performance Evaluation Mechanism



The venue received an
"Excellent"
rating for three consecutive years
from 2022 to 2024.



To balance economic benefits with the public interest under the non-departmental public bodies, the venue sets rigorous performance evaluation indicators and targets each year based on the annual operational plan. Annual performance is reviewed by the "Performance Evaluation Committee," which is composed of government representatives appointed by the Ministry of Culture, scholars in performing arts and arts administration, and impartial members of society. The Committee evaluates the achievement of annual operational targets and the fulfillment of public missions.

It is worth mentioning that the venue received an "Excellent" rating in the operational performance evaluation for three consecutive years from 2022 to 2024. This achievement recognizes the dedication of the Weiwuying team and demonstrates the venue's strong performance in fulfilling the public mission across venue governance, performing arts promotion, talent cultivation, environmental sustainability, and social inclusion.



Photography by LIN Chun-yung

2 2024 Exceeding Performance Targets and Deepening Sustainability Commitments

A. Outstanding Operational Performance Recognized with an "Excellent" Rating

The venue demonstrated outstanding performance in the 2024 operational performance evaluation, meeting all expected operational targets and receiving an "Excellent" rating. The results reflect effective governance and strong operational execution. The 2024 performance results demonstrated steady growth in traditional operational indicators and significant progress in sustainability-related initiatives.

B. Sustainability Indicators Introduced for the First Time, with Results Exceeding Expectations

To advance its sustainability commitments, the venue incorporated sustainability-related indicators into its performance evaluation items for the first time in 2024. All newly added key indicators delivered outstanding results:

2024 Sustainability Performance Evaluation Items

Digitalization and Technological Innovation



Under the "Technology" indicator, the venue achieved outstanding results in "Digital Content Development, Production, and Performance Applications", reaching 2.5 times the original target. The results demonstrate the effective application of technology to expand arts services, while reflecting the venue's forward-looking digital transformation strategy and strong operational execution.

Making Theater Arts Green and Sustainable



Under the "Making Theater Arts Green and Sustainable" indicator, the venue also achieved outstanding results against its original targets, successfully integrating sustainability concepts into its core operations and progressively implementing them in venue management and program production. Examples include the use of reusable stage sets and props, energy-efficient LED lighting, and low-carbon transportation methods.

In the program "2024 Bolero in Kaohsiung – Dancing Ocean" presented by the venue, a locally produced format without temporary stage structures or lighting installations was adopted, together with low-carbon shuttle buses, significantly reducing the project's carbon footprint. The project also received support from the Ministry of Culture's "Subsidy Program for Promoting Net-Zero Transformation in Cultural Industries," reflecting the venue's commitment to cultural sustainability.



Photography by LIN Chun-yung



C. Strong performance in core indicators, sustaining steady growth

- (a) **Talent Cultivation and Global Partnership:** Performance significantly exceeded targets, demonstrating the venue's strong achievements in talent cultivation and international collaboration.
- (b) **Cultural Equity and Inclusion:** The venue significantly exceeded its target under the "Promoting Cultural Accessibility" indicator, demonstrating strong performance in advancing cultural participation among diverse groups and communities, reaching 10 times the original target. This achievement reflects the venue's commitment to its positioning as an "Center for the Arts, Arts for the People" ensuring that diverse groups are provided with equal and enriching opportunities for promoting cultural accessibility.
- (c) **Audience Participation and Market Response:** Attendance for indoor ticketed performance and the ticket sales rate of presented and co-presented programs both exceeded original targets, demonstrating strong market recognition and public engagement with the venue's program planning and curation.
- (d) **Financial Self-Sufficiency:** The ratio of self-generated income exceeded the original target by 7% and increased by 13.45% compared with 2023, reflecting continued improvement in the venue's financial independence and operational efficiency.

2024 Core Performance Indicators

Performance Indicators	Measurement Indicators		2024 Targets	2024 Actual Results	Analysis and Achievement Rate (%) Description (Compared with Targets)
1 Operational Objectives and Plans 35%	1-1 Co-creation	1-1-1 Diverse Performing Arts Collaboration Models and Partners	70 programs	76 programs	Achieved, <u>exceeding the original target by 9%</u> .
		1-1-2 Resource Integration, Professional Exchange, and Partnership Development	31 items	71 items	A. In 2024, the measurement indicator was revised to integrate "resource sharing and partnership collaboration among the three institutions and one subordinate group" into the "Resource Integration, Professional Exchange, and Partnership Development" item. B. Achieved, <u>exceeding the original target by 129%</u> .
		1-1-3 Talent Cultivation for Performing Arts Professionals	4 sessions × 163 participants	14 sessions × 326 participants	A. In 2024, the measurement indicator was revised to integrate "performing arts professional development" into the "Talent Cultivation for Performing Arts Professionals" item. B. Achieved, <u>exceeding the original targets by 250% and 100%, respectively</u> .
	1-2 Global Partnership	1-2-1 Participation in International Organizations and Professional Exchanges	4 initiatives × 250 participants	15 initiatives × 842 participants	A. In 2024, the measurement indicator was revised to integrate "international professional exchanges" into "Participation in International Organizations and Professional Exchange." B. Achieved, <u>exceeding the original targets by 275% and 237%, respectively</u> .
		1-2-2 International Co-production and Collaborative Program Planning	3 initiatives	5 items	Achieved, <u>exceeding the original target by 67%</u> .
		1-2-3 Planning and Presentation of International Co-presented Programs	19 programs	21 programs	Achieved, <u>exceeding the original target by 11%</u> .

Performance Indicators	Measurement Indicators		2024 Targets	2024 Actual Results	Analysis and Achievement Rate (%) Description (Compared with Targets)
1 Operational Objectives and Plans 35%	1-3 Technology	1-3-1 Digital Content Development, Production, and Performance Applications	2 initiatives	5 items	A. Newly added as a measurement indicator in 2024. B. Achieved, <u>exceeding the original target by 150%</u> .
		1-3-2 Technology Innovation Services	1 initiative	1 initiative	A. Newly added as a measurement indicator in 2024. B. Achieved.
	1-4 Sustainability	1-4-1 Making Theater Arts Green and Sustainable	2 initiatives	2 initiatives	A. Newly added as a measurement indicator in 2024. B. Achieved.
		1-4-2 Promoting Cultural Accessibility	20,880 participants	239,961 participants	Achieved, <u>exceeding the original target by 149%</u> .
		1-4-3 Employee Development and Talent Cultivation	70 sessions × 1,200 participants	110 sessions / 1,919 participants	Achieved, <u>exceeding the original targets by 57% and 60%, respectively</u> .
2 Customer and Professional Services 35%	2-1 Professional Services	2-1-1 Optimization of Theater Professional Service Facilities	4 items	4 items	A. In 2024, the measurement indicators were revised by integrating "overall service satisfaction of performance units" into the "Optimization of Theater Professional Service Facilities" item. B. Achieved.
	2-2 Customer Service	2-2-1 Optimization of Venue Service Measures	4 items	5 items	A. In 2024, the measurement indicators were revised by integrating "continuous improvement of service measures" into the "Optimization of Venue Service Measures" item. B. Achieved, <u>exceeding the original target by 25%</u> .
3 Operational Management and Growth 30%	3-1 Operational Planning	3-1-1 Indoor Ticketed Performance/ Attendance	526 performances / 301,071 attendees	586 performances / 393,497 attendees	Achieved, <u>exceeding the original targets by 11% and 31%, respectively</u> .
		3-1-2 Ticket Sales Rate of Presented and Co-presented Programs	80%	87.82%	Achieved, <u>exceeding the original targets by 10%</u> .
		3-1-3 Arts and Cultural Events / Attendance	613 events / 835,720 participants	1,125 events / 1,128,820 participants	Achieved, <u>exceeding the original target by 84% and 35%, respectively</u> .
	3-2 Financial Structure	3-2-1 The Ratio of Self-generated Income	20.28%	21.76%	Achieved, <u>exceeding the original target by 7%</u> .
		3-2-2 Program Cost Recovery Rate	32%	44.50%	Achieved, <u>exceeding the original targets by 39%</u> .

3 Steady Growth in the Ratio of Self-generated Income Demonstrates Strong Operational Performance

To fulfill our public mission and improve operational efficiency, we continue to expand self-sourced income beyond the grant allocation, donations and subsidies from the government, supporting long-term operational stability.

The ratio of self-generated income has maintained steady growth in recent years, exceeding targets and reflecting strong performance in market expansion, asset utilization, and diversified revenue strategies. These results demonstrate effective operational management and provide a solid foundation for sustainable development.

Ratio of Self-generated Income Comparison Table

Year	Actual Value The Ratio of Self-generated Income	Target	Achievement Status	Year-over-year Growth Rate
2022 ^{Note}	14.38%	NA	NA	51.37%
2023	19.18%	19.15%	Achieved	33.38%
2024	21.76%	20.28%	Achieved	13.45%

^{Note} In 2022, due to the ongoing impact of the pandemic, key annual priorities focused on pandemic prevention and supporting performing groups in recovering from the pandemic's impact. Relief measures, including venue rental reductions and exemptions, were also provided to ease operational burdens. Therefore, no target was established for the year.



Photography by LIN Chun-yung

4 Venue Revenue and Expenditure

A. Revenue Analysis

Revenue sources are diversified and include the grant allocation, donations and subsidies from the government; revenue from commissioned research and provision of services; donations from public or private institutions, organizations or individuals domestic or overseas; revenue from operations and products; and all other revenues. Beyond the grant allocation, donations and subsidies from the government, we have continued to diversify and expand other revenue sources. This supports financial stability and operational independence, while reflecting strong governance resilience and decision-making agility.

(a) Strategic Revenue Diversification: Enhancing Governance Agility and Risk Resilience

To fulfill our core mission of "bringing the arts closer to society" while ensuring long-term operational sustainability, we actively promote performing arts and incorporates asset activation into its core governance strategy. Through diversified revenue strategies, we effectively transform spaces into revenue-generating assets to address market fluctuations and external challenges.

In addition to core performance-related and operating revenue, Weiwuying also effectively utilizes its assets to generate additional revenue sources. Data shows that rental and royalty income in 2024 increased by 36.47% compared with 2023, demonstrating the effectiveness of its asset activation strategy.

(b) Sponsorship Revenue: Tangible Value in Brand Building and Social Engagement

As a professional and accessible cultural landmark, we continue to deepen our commitment to arts education and outreach, serving as a platform for interaction between artists and the public. Our long-term investment in brand development and social responsibility has earned broad recognition from both corporate partners and the public.

From 2022 to 2024, the venue's sponsorship revenue maintained steady growth, increasing by 21.90% in 2023 compared with 2022 and by 8.25% in 2024 compared with 2023. This achievement reflects the venue's financial performance and long-standing commitment to the core values of "Standard" and "Style," which have gained broad public recognition. The trust and support of sponsors further demonstrate its ability to connect with society through the arts and expand its cultural influence.



B. Expenditure Analysis

As the only national-level performing arts venue in southern Taiwan, we are guided by our core positioning of “Center for the Arts, Arts for the People” and serves as a key cultural hub in the region. Through diverse programs and arts outreach initiatives, it cultivates local talent, supports the cultural and creative sector, and promotes the integration of the arts into everyday life. Under this operational strategy, “program production costs” represent the primary expenditure item, reflecting our commitment to arts outreach and program quality.

Governance performance is also reflected in effective asset management and sustained operational efficiency. Despite external operational challenges in recent years, including rising electricity and labor costs, expenditure on “General Management” remained stable from 2022 to 2024, with no significant fluctuations. This reflects disciplined administrative management, sound resource allocation, and efficient internal financial control mechanisms. Notably, energy-saving and carbon-reduction measures have effectively mitigated the impact of rising electricity costs on operations. These measures demonstrate Weiwuying’s commitment to sustainable development and the integration of sustainability into daily operational decision-making.

Notably, in 2024, marketing expenses declined by 33.39% compared with the previous year, while the ratio of self-generated income continued to grow and performance revenue remained comparable to the previous year. This demonstrates that digital marketing and paperless promotion strategies reduced costs and improved marketing resource efficiency and operational effectiveness.

Rigorous asset management can also be observed in the changes in “Non-operating Expenditure.” Since beginning operations in October 2018, Weiwuying has continuously maintained and effectively utilized its assets and equipment; therefore, no large-scale asset disposal procedures were required in 2023 or 2024. Asset disposal procedures were initiated in 2023 and 2024 for assets that had reached the end of their useful life and were no longer in use. This was the primary driver of the increase in annual Non-operating Expenditure, while also ensuring the optimal utilization of public assets.



Photography by LIN Chun-yung

● 2022 to 2024 Revenue Comparison Table

Year	Project	Service Revenue	Performance Revenue (including agency for youth preferential seats project of leasing team and other subsidies)	Membership Fee Revenue	Sponsorship and Subsidy Revenue	Other Service Revenue	Sales Revenue	Rental and Royalty Revenue	Non-operating Income	Total
2022	Amount	4,173,412	55,812,734	3,294,846	25,338,346	811,247	2,489,204	27,767,029	4,487,694	124,174,512
	Year-over-year Growth Rate	223.46%	105.60%	27.79%	38.61%	-2.17%	63.05%	63.48%	83.80%	74.70%
2023	Amount	5,931,718	65,248,085	3,790,584	30,887,190	561,496	2,393,440	44,444,920	3,662,411	156,919,844
	Year-over-year Growth Rate	42.13%	16.91%	15.05%	21.90%	-30.79%	-3.85%	60.06%	-18.39%	26.37%
2024	Amount	5,938,571	60,085,343	3,959,570	33,434,834	533,655	2,556,532	60,654,165	4,158,892	171,321,562
	Year-over-year Growth Rate	0.12%	-7.91%	4.46%	8.25%	-4.96%	6.81%	36.47%	13.56%	9.18%

● 2022 to 2024 Expenditure Comparison Table

Year	Project	Performance Cost	Cost of Goods Sold	Marketing	Operating Expenses	General Management	Non-operating Expenditure	Total
2022	Amount	254,356,037	3,005,700	49,037,471	107,405,919	625,136,630	18	1,038,941,775
	Year-over-year Growth Rate	33.33%	-18.22%	-6.45%	3.91%	8.71%	-100.00%	12.17%
2023	Amount	209,062,267	1,784,858	45,622,390	99,933,727	628,198,357	55,153	984,656,752
	Year-over-year Growth Rate	-17.81%	-40.62%	-6.96%	-6.96%	0.49%	306305.56%	-5.23%
2024	Amount	202,139,528	1,525,150	30,391,222	101,947,534	611,341,462	188,370	947,533,266
	Year-over-year Growth Rate	-3.31%	-14.55%	-33.39%	2.02%	-2.68%	241.54%	-3.77%

5 Future Outlook and Objectives

Building on three consecutive years of "Excellent" performance evaluations from 2022 to 2024, we will adopt a more proactive strategy of continuous improvement in 2025. We will continue to raise the target values of key performance indicators, further demonstrating our commitment to environmental sustainability (E), social inclusion (S), and governance (G).

A. Continuing to pursue excellence and maintain the "Excellent" benchmark in performance evaluation.

We will continue to optimize governance mechanisms and operational efficiency to ensure a balance between the public mission and operational effectiveness of non-departmental public bodies. The primary operational objective for 2025 is to maintain the "Excellent" rating in performance evaluation while further refining governance mechanisms and deepening the venue's public value and social impact under its vision of "Center for the Arts, Arts for the People."

B. Further enhancement of sustainability targets to expand green and social inclusion impact.

Following the strong performance of sustainability indicators in 2024, we decided in 2025 to raise the target threshold for the "1-4 Sustainability" core performance indicators. With higher internal standards, we are committed to further developing Weiwuying as a hub for sustainability and cultural equity.



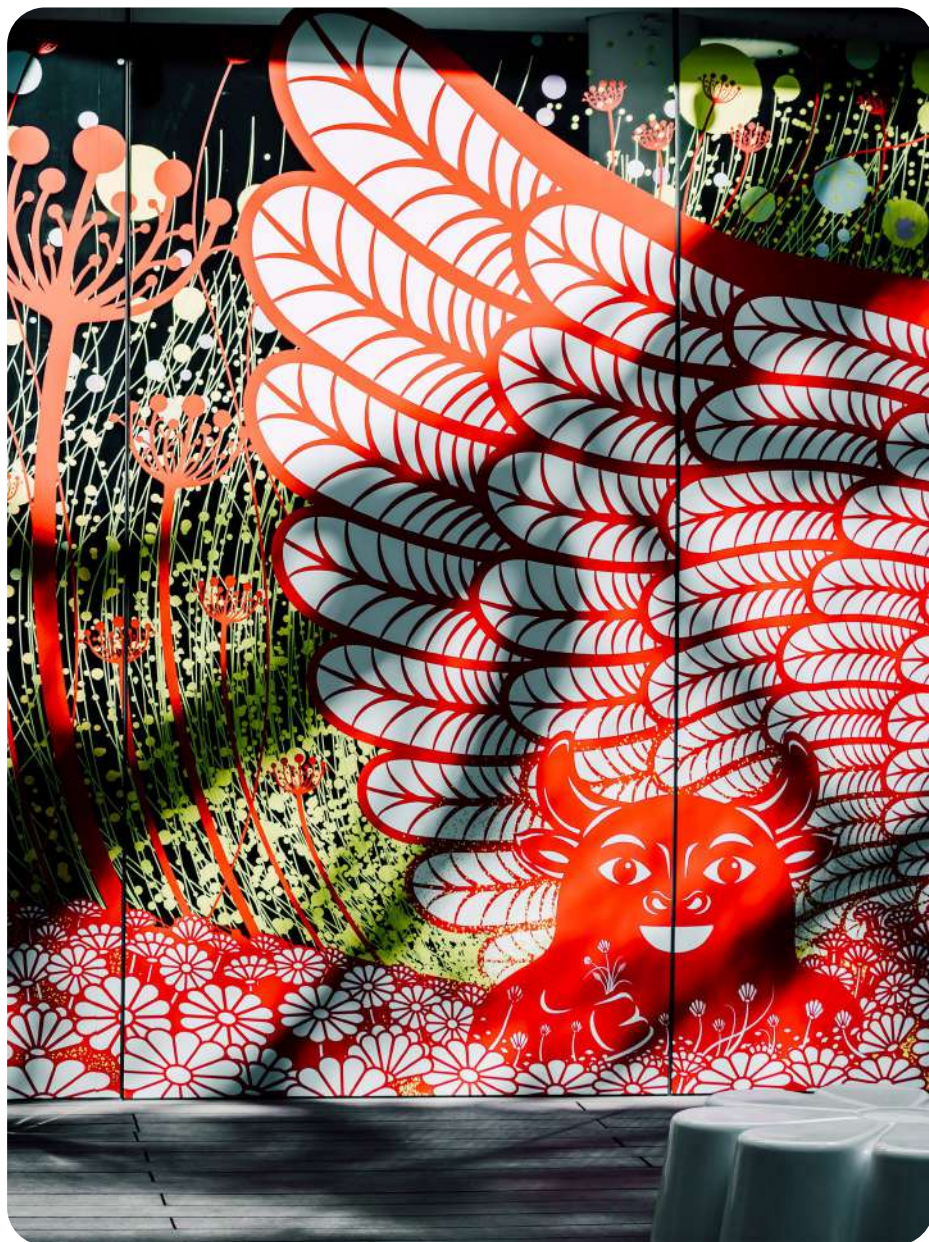
Photography by CHEN Chien Hao

C. Key Enhancement Areas for the 2025 "1-4 Sustainability" Performance Indicators:

- (a) "Making Theater Arts Green and Sustainable": To deepen carbon reduction initiatives and expand sustainability impact, we will broaden the scope of Green Theater practices in 2025. The target value for the "Making Theater Arts Green and Sustainable" performance indicator will be increased from 2 initiatives to 3 initiatives. In terms of facilities and operations, we plan to introduce more energy-efficient equipment and circular economy practices. In terms of outreach, it will encourage green transportation and collaborate with performing groups on sustainability-themed programs. Through performing arts, we aim to promote sustainability concepts and extend carbon reduction initiatives from venue operations to artistic content and audience engagement.
- (b) "Promoting Cultural Accessibility": We continue to uphold its positioning as a "Center for the Arts, Arts for the People" in response to the enthusiastic participation of diverse communities in 2024. The 2025 target value for "Promoting Cultural Accessibility" will be significantly increased from the original target of 20,880 participants in 2024 to 99,860 participants. This reflects our commitment to enhancing cultural accessibility by enabling seniors, people with disabilities, and individuals from diverse socio-economic backgrounds to access the arts without barriers.
- (c) "Employee Development and Talent Cultivation": We will continue to build sustainability momentum and cultivate cross-disciplinary and resilient talent, viewing employees as key assets in advancing the sustainability vision. The 2025 target for "Employee Development and Talent Cultivation" will increase from the original 70 sessions / 1,200 participants to 80 sessions / 1,300 participants. We will promote the dual-track initiatives of "Human Resource Sustainability Development" and "Employee On-the-Job Training." Externally, we will implement the "Career Pathfinding Internship Program" and deepen local industry-academia collaboration. Internally, we will establish a dual-track training framework for general and professional competencies to foster a safe and inclusive workplace, enhancing long-term competitiveness and innovation capacity.

● "Sustainability" Indicators and 2025 Targets

Performance Indicators	Measurement Indicators	2024 Original Targets	2025 Targets
1-4 Sustainability	Making Theater Arts Green and Sustainable	2 initiatives	3 initiatives
	Promoting Cultural Accessibility	20,880 participants	99,860 participants
	Employee Development and Talent Cultivation	70 events / 1,200 participants	80 events / 1,300 participants



Photography by LIN Chun-yung

2 Service and Governance

As a national-level performing arts venue, Weiwuying demonstrates excellence in operations as well as transparency, accountability, and stakeholder engagement across service and governance practices. The following section highlights the venue's governance practices, as well as the service performance and management value achieved through them.

1 Governance Practices in Service and Management

We are committed to promoting cultural development and fostering artistic exchange. Its service and management practices consist of "Professional Services" and "Venue Services," reflecting the venue's commitment to effective governance:



Professional Services

Covers program planning, artistic promotion, technical support, and professional consultation, providing comprehensive support for performing groups and artists. This reflects the organization's professionalism and commitment to its partners in core operations.



Venue Services

Focuses on audience experience and venue operations to ensure high-quality performances and optimal venue utilization. This reflects the venue's commitment to public service and effective management of public resources.

Together, these two areas highlight the venue's professional capabilities and role as a cultural platform that transforms public resources into public value, supported by sound governance and decision-making mechanisms.

2 Governance Practices for Enhancing Professional Services

Through rigorous evaluation mechanisms and continued investment, the venue demonstrates transparency, professionalism, and risk management capabilities in its professional services.

A. Transparent and Comprehensive Service Evaluation

- (a) Through the 2024 venue usage satisfaction survey, Weiwuying collected 471 valid questionnaires, representing a response rate of over 90%, including 98 Weiwuying-presented programs and 373 hirer's programs. Satisfaction with the "Back-end Staff Service Satisfaction Survey" exceeded 90%, demonstrating excellence in the venue's professional support and service processes.
- (b) In 2024, performing groups reported high overall satisfaction with Weiwuying, with satisfaction scores of 97.6 and 97.7 for Weiwuying-presented programs and hirer's programs, respectively. Satisfaction scores exceeding 97 points reflect service performance and demonstrate the venue's commitment to stakeholder responsiveness through institutionalized feedback mechanisms. The evaluation items and scores for the above two satisfaction surveys are shown below:

2024 Performing Groups Overall Satisfaction

Performing Groups Satisfaction for Weiwuying-Presented Programs	97.6	Hirer's Programs Performing Groups Overall Satisfaction	97.7
Administrative coordination for Weiwuying's self-produced, invited, and collaborative programs	97.2	Administrative services for venue rental provided by Weiwuying	98.6
Performance resources and technical support provided by Weiwuying during performances	99.1	Performance resources and technical support provided by Weiwuying during performances	98.9
Front of House Services Provided by Weiwuying	98	Front of House Services Provided by Weiwuying	98
Marketing and promotional support provided by Weiwuying	96	Marketing and promotional support provided by Weiwuying	95.5

- (c) For hirer's programs, the venue annually selects first-time venue hirers and performing groups whose previous overall evaluation scores did not meet the required standard, and invites external professional evaluators to conduct evaluations. In 2024, a total of 65 performing groups were evaluated. Evaluation criteria included artistic quality, alignment between program content and the program proposal, overall coherence of program presentation and planning, audience response and feedback, and overall score. The results showed that over 70% (76%) of the groups received excellent ratings of A or A+, with 28% rated A+ and 48% rated A. This transparent and systematic evaluation mechanism demonstrates the venue's strong commitment to program quality and accountability in quality management.

B. Continuous Enhancement of Facilities and Professional Capacity

We continue to invest resources to improve operational efficiency and ensure audience and staff safety, which is a key component of sound risk management.

- (a) We continued to enhance its technical facilities by adding subtitle broadcasting systems for the Playhouse and Opera House, ClearCom wireless intercom systems, and fiber-optic signal receivers for the Recital Hall. Upgraded LED lighting systems and auditorium lighting, while enhancing backstage facilities through improvements to rehearsal room dressing room equipment, evacuation systems, and the procurement of additional stage safety equipment.
- (b) To build the professional capabilities of technical staff, we conducted 21 training courses in 2024, with a total of 158 participants. These included the "Stage Machinery and Rigging Safety Training Program" conducted by the UK-based company Blumano, occupational safety and health training and recertification for occupational safety supervisors, occupational safety and health training for fixed crane operators, CPR and AED training, and the "Fly High, Fly Higher—Building Safer Aerial Performances in Theaters" program.



Photography by LIN Chun-yung

3 Enhancing Venue Services and Stakeholder Communication

We continue to enhance audience services and places stakeholder communication at the core of the governance approach. By establishing diverse feedback channels, it integrates stakeholder responsiveness, social responsibility, and information transparency into operations, demonstrating its long-term commitment to the public.

A. Promoting Inclusive and Accessible Initiatives

The following initiatives reflect the venue's consideration of diverse social needs in its governance and decision-making processes, while broadening access to arts services.

- (a) To encourage families to engage with the arts, the venue launched the "ART-FUN-PLAY" program, in which arts educators accompany children during performances while their parents attend the show. Through parallel activities and storytelling-based theater experiences, children can learn about the performance and continue discussions with their parents afterward, fostering parent-child interaction and connection. In 2024, a total of 6 sessions were held, benefiting 18 children and their parents.
- (b) In 2024, we introduced the Accessibility Service Audio Guide and delivered the service on 43 occasions. Audience members with visual impairments, mobility limitations, or other accessibility needs were able to simultaneously listen to audio guide content from different spaces within Weiwuying, effectively promoting cultural equity.

B. Enhancing Ticketing and Parking Services

Continuously optimizing service processes and upgrading hardware equipment to enhance customer convenience.

- (a) The venue service center added dual screens, allowing customers to view their seat selections simultaneously. Electronic screens were also installed in the ticketing area to provide same-day performance information and wayfinding information.
- (b) The underground parking facility introduced e-Tag and diversified online payment services for discounted parking fees, enhancing convenience for users.

C. Responding to Audience Feedback and Driving Continuous Improvement

By proactively collecting, analyzing, and responding to stakeholder feedback, the venue demonstrates the effectiveness of governance mechanisms.

- (a) Customer service hotline inquiries: A total of 8,715 inquiries were handled through the customer service hotline in 2024. The top five inquiry categories accounted for 60% of the total (5,246 inquiries), including ticketing services (2,338 inquiries), guided tour services (811 inquiries), membership services (747 inquiries), business services (688 inquiries), and Front of House Services (662 inquiries).
- (b) Customer complaints declined significantly: decreasing from 42 cases in 2023 to 27 cases in 2024, representing a reduction of approximately 36%. The top three customer complaint categories were Front of House Services (13 cases), business services (8 cases), and safety services (2 cases). The significant decline in customer complaints reflects the venue's effectiveness in resolving issues and demonstrates how stakeholder feedback is incorporated into management decision-making processes. Past cases were further incorporated into training materials to improve frontline personnel's response capabilities, demonstrating the effectiveness of its governance framework.
- (c) The number of suggestions received increased significantly, rising from 42 in 2023 to 64 in 2024, representing growth of approximately 52%. The leading categories included Front of House Services (11 cases), business services (9 cases), venue facilities (7 cases), performance technical operations (6 cases), and venue cleaning (6 cases). The increase in suggestion cases reflects the audience's continued attention to service quality and active feedback. More importantly, it demonstrates that the venue has established an open and effective communication mechanism that encourages stakeholder participation and supports timely responses and continuous improvement, reflecting a core principle of sound governance.

These achievements demonstrate Weiwuying's efforts in service optimization, professional support, and audience experience, and further reinforce its value and positioning embodied in "Center for the Arts, Arts for the People." We uphold the governance principles of professionalism, transparency, and sustainability. Through concrete energy-saving and carbon-reduction measures, we effectively mitigated rising electricity costs and demonstrated tangible results in operational cost control. At the same time, these governance efforts reinforced stakeholder trust, achieved strong performance in customer satisfaction and professional service evaluations, and earned an "Excellent" rating in operational performance evaluations. These operational achievements reflect the strong linkage between sound governance and public value, while laying a solid foundation for long-term sustainable development.



3-2 ✨

Venue Governance and Risk Management



GRI 2-9

The establishment of the "National Performing Arts Center" (hereinafter referred to as "NPAC") marked an important milestone in the development of Taiwan's performing arts. The "Act for Establishment of National Performing Arts Center" (hereinafter referred to as the "Act") was passed by the Legislative Yuan in third reading on January 9, 2014, establishing Taiwan's first non-departmental public body operating under a "one corporation, multiple venues" model. By linking the professional resources and capabilities of the National Theater & Concert Hall (NTCH), National Taichung Theater (NTT), Weiwuying National Kaohsiung Center for the Arts, and the Taiwan Philharmonic (also known as the National Symphony Orchestra, NSO), NPAC drives the development of arts and culture across regions and raises the international profile of Taiwan's performing arts ecosystem.

NPAC promotes arts and cultural policies through an "intermediary cultural organization" model, guided by the core principles of the "arm's length principle" and "professional governance." This approach allows the government to provide key resources while maintaining an arm's-length relationship with intermediary cultural organizations, thereby avoiding political interference and safeguarding the independence and freedom of artistic creation. At the same time, it adopts corporate governance and management practices to enhance operational efficiency and professionalism. As a public body, NPAC coordinates the administrative operations of its three institutions and one subordinate group through its chairperson and the board of directors. Through board deliberation and governance mechanisms, NPAC provides the necessary support for the professional governance of the General and Artistic Director, ensuring operational independence and professionalism while more effectively fulfilling its public mission of advancing Taiwan's performing arts development and enhancing international competitiveness.

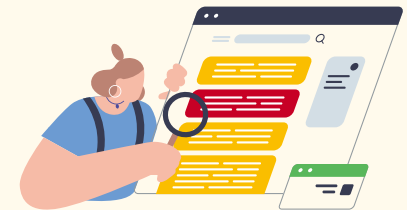
As a venue under NPAC, Weiwuying National Kaohsiung Center for the Arts is granted greater flexibility in personnel, financial, and procurement management under the non-departmental public bodies system, while remaining subject to strict and transparent governance and oversight.

In accordance with the Non-Departmental Public Bodies Act and the relevant provisions of the Act for Establishment of National Performing Arts Center, the venue is subject to multi-level and comprehensive oversight by administrative authorities, the legislature, and the public.

1 Multi-level and Comprehensive Oversight Mechanism

1 Administrative Oversight

Through internal oversight mechanisms such as the Board of Directors, the Committee of Supervisors, and the Audit Office, as well as external oversight mechanisms including the Ministry of Culture, the Performance Evaluation Committee, external financial audits, and Audit Institutes, the venue ensures that all operational and financial activities comply with applicable laws, regulations, and governance objectives. This multi-level oversight system enhances governance transparency and accountability.



2 Legislative Oversight

The venue's budget and performance reports are subject to review by the Legislative Yuan. When government funding accounts for more than 50% of the venue's annual budget revenue, the annual budget proposal must be submitted to the Legislative Yuan for legislative review. The Legislative Yuan may also require relevant personnel to deliver reports and respond to inquiries, ensuring the appropriate use of public resources.



3 Public Oversight

Ensuring information transparency. The venue regularly discloses its operational plans, annual reports, budgets, final accounts, and performance evaluation reports on the official NPAC website to support transparency and public oversight.



2 Professional Governance and Internal Control

The venue fulfills the public mission and operational objectives through professional governance and a robust internal control system.

1 Aligning Development Strategies with Professional Governance

Weiwuying fully aligns with NPAC's 2024–2028 Five-Year Development Plan and formulates annual operational plans based on the overarching vision of building "a performing arts platform centered on co-creation, social prosperity, and international leadership". Under the leadership of the General and Artistic Director, it integrates the strategic principles of "Co-creation," "Global Partnership," "Technology," and "Sustainability Focus" into daily operations to ensure that operational outcomes remain closely aligned with its public mission.

2 Enhancing the Internal Control System to Improve Efficiency and Transparency

The internal control system of Weiwuying covers all operational activities and comprises eight control cycles, including sales and collections, procurement and payment, planning and production, fixed assets, payroll, financing, investment, and information security management. The system is established in accordance with the second-tier regulations set forth in the Internal Control System of NPAC.

Each year, the Audit Office conducts audits of the venue in accordance with audit plans approved by the Committee of Supervisors. From 2022 to 2024, the improvement rate for identified audit deficiencies reached 100%, demonstrating the venue's commitment to improving internal control and pursuing continuous improvement.

3 Regular Self-Evaluations to Strengthen Internal Oversight

To ensure the effectiveness of its internal control system, the venue conducts annual self-evaluations in accordance with NPAC's Annual Internal Control System Self-Evaluation Plan.

From 2022 to 2024, the effectiveness rate of the venue's internal control system design and implementation remained above 97% for three consecutive years. These results reflect the venue's rigorous and effective internal governance.

3-3 ✨

Supplier Management



Each year, we evaluate suppliers with annual procurement values exceeding NT\$500,000 and uses the evaluation results as a reference for future supplier selection and engagement. Supplier evaluations are conducted by the requesting and procurement units using the 10 criteria specified in the periodic supplier evaluation form. To deepen ESG collaboration with suppliers, the venue introduced new evaluation criteria in 2024 to assess suppliers' green certifications and commitment to sustainable environmental practices. Going forward, we will continue to refine supplier evaluation standards and improve contract performance and quality management to promote sustainable supply chain development.

1 2024 Supplier Evaluation Results

In 2024, the venue evaluated a total of 91 suppliers, categorized by procurement type into 2 engineering suppliers, 28 property and materials suppliers, and 61 labor service suppliers.

The 2024 supplier evaluation results are presented in the table below. A total of 90 suppliers were rated as qualified, while 1 supplier was rated as disqualified.



90 and above
9 Suppliers



80 points to 89 points
49 Suppliers

70 points to 79 points
32 Suppliers

60 points to 69 points
0 Supplier

Below 59 points
1 Supplier

2 Supplier Evaluation Mechanism

The periodic supplier evaluation form includes 10 evaluation criteria. Requesting and procurement units evaluate each criterion on a scale of 0 to 5 based on the established evaluation standards. Detailed evaluation mechanisms are shown in Table 2 below. In addition, we are building a transparent and responsible supply chain that aligns procurement activities with operational needs and sustainability objectives. In 2024, supplier evaluation criteria were expanded to include ESG-related indicators, such as green certifications (e.g., carbon footprint labels), declarations ensuring products are free from environmentally hazardous prohibited substances and comply with applicable regulations, and commitments to sustainable environmental practices or improvement measures. These efforts reflect our commitment to energy conservation, carbon reduction, and sustainable supply chain development.



● Supplier Evaluation Form for Requesting Units

● Supplier Periodic Evaluation Form for Procurement Units

Supplier Evaluation Form (for completion by requesting units)

- 1 Responsiveness and professionalism of the supplier's technical and business personnel
- 2 Supplier delivery lead time
- 3 Compliance of delivered quantities and specifications
- 4 Product quality and delivery performance
- 5 Completeness of supplier supporting documents
- 6 Supplier after-sales service quality
- 7 Supplier initiative and innovation capability
- 8 Relevant green certifications (e.g., carbon footprint labels)
- 9 Declarations ensuring products are free from environmentally hazardous prohibited substances and comply with applicable regulations
- 10 Commitment to sustainable environmental practices or improvement measures

Supplier Periodic Evaluation Form (for completion by procurement units)

- 1 Responsiveness and professionalism of the supplier's technical and business personnel
- 2 Price reasonableness and quotation compliance
- 3 Cost reduction capability and pricing responsiveness
- 4 Delivery reliability and accuracy
- 5 Cooperation and accuracy in payment terms and invoice processing
- 6 Responsiveness and cooperation in addressing contract performance deficiencies
- 7 After-sales service and warranty performance
- 8 Relevant green certifications (e.g., carbon footprint labels)
- 9 Declarations ensuring products are free from environmentally hazardous prohibited substances and comply with applicable regulations
- 10 Commitment to sustainable environmental practices or improvement measures

3-4 ✨

Integrity Management and Compliance



— GRI 2-15

To ensure that staff maintain integrity, fairness, and impartiality in the performance of their duties and to build public trust, the venue complies with relevant laws and regulations and has established a sound integrity management mechanism.

1 Integrity Management and Whistleblower Protection

As a non-departmental public body, the venue complies with the NPAC Integrity Management Guidelines and the Public Interest Whistleblower Protection Act to ensure the proper use of public resources. A dedicated whistleblower mailbox has been established at whistleblower@mail.npac-ntch.org. Any individual who discovers conduct involving violations of integrity management principles or conflicts of interest may report such cases to the designated unit. The designated unit conducts impartial investigations in accordance with the Whistleblower Case Investigation Procedures and strictly protects the identity and information of whistleblowers in compliance with applicable laws and regulations. Since the establishment of the whistleblower mailbox on June 18, 2024, no integrity-related whistleblower cases involving the venue have been reported.

2 Procurement Compliance

Procurement activities for venue programs are conducted in accordance with regulations including the NPAC Weiwuying Program Quality Management Guidelines and the NPAC Program Budget Evaluation and Procurement Regulations. The procurement process follows strict procedures, including pre-performance evaluation and consultation, professional performance evaluation, and post-performance review. Non-program procurement activities are conducted in accordance with the NPAC Procurement Implementation Regulations and relevant laws and regulations. Tender documents and bidding instructions publicly disclose the contact information and responsible personnel for procurement-related inquiries and objections to ensure transparency in the procurement process and facilitate public oversight.



3-5 ✨

Information Security and Privacy Management



To enhance information security management, establish a reliable information systems environment, effectively manage information security risks, and prevent intentional or accidental threats from internal and external sources, we adopt the Plan-Do-Check-Act (PDCA) management model. This approach ensures the confidentiality, integrity, and availability of customer data and venue information assets, while establishing and maintaining an Information Security Management System (ISMS) in compliance with ISO/IEC 27001 standards and continuously maintaining certification. We regularly update information security and cybersecurity-related regulations, issues security incident notifications, and conducts education and training programs to improve information security management and reduce the risk of related security incidents through continuous improvement.

1 Governance and Management System

Information security responsibilities at the venue are managed and implemented by the IT Office. An Information Security Task Force has also been established to oversee the effectiveness of information security management and coordinate matters including security policies, planning, and resource allocation. The Deputy General Director serves as the convener and Chief Information Security Officer (CISO), overseeing major information security matters and coordinating related initiatives. The System Maintenance Team and Risk Assessment Team are responsible for tasks including information asset inventory and the issuance of Information Security Management System (ISMS) documentation. An Information Security Management Review Meeting is convened annually to report to management on the effectiveness of information security oversight and risk control measures, thereby improving information security protection and management mechanisms.

2 Information Security Policies and Response Mechanisms

Through its internal ISMS regulations, we establish information security requirements and operational guidelines that employees must follow in their daily work processes. Internal and external audits are conducted regularly each year, and we continue to maintain ISO/IEC 27001:2022 certification and related information security validations. In addition, we regularly conduct ISMS effectiveness assessments and risk evaluations to safeguard the information security of the venue, the public, and other stakeholders.

1 Accountability

Information security is a shared responsibility. All employees, contract personnel, and outsourced vendors are responsible for protecting the confidentiality and integrity of the venue's information assets.

2 Security Incidents

Any information security incident must be reported immediately to the venue's IT Office. Upon receiving a report, the responsible personnel shall immediately respond to the incident and report it to the Chief Information Security Officer (CISO) and the Director of IT Office. When necessary, the CISO may convene an emergency response task force. Incident handling records shall be properly documented in the Information Security Incident Notification Form, followed by root cause analysis and corrective improvement measures. Specific procedures are governed by the NPAC Information Security Incident Notification and Emergency Response Procedures. Weiwuying receives updated vulnerability and threat intelligence information and maintains information security threat intelligence channels, such as TWCERT and G-ISAC, to conduct timely threat and vulnerability analyses and implement preventive and response measures.

3 Emergency Response

In the event of major incidents or disasters affecting information systems, networks, server rooms, or other critical infrastructure that result in operational disruptions, the venue activates emergency response measures in accordance with the Business Continuity Management Procedures. This includes defining the Maximum Tolerable Period of Disruption (MTPD), Recovery Time Objective (RTO), and Recovery Point Objective (RPO). Throughout the incident response process, evidence shall be collected and preserved as necessary.

4 Incident Review and Improvement

Quantitative analyses are conducted on incident types and frequency, while subsequent developments and correlations with other incidents are continuously monitored. The analysis results of information security incidents are reviewed in accordance with the Corrective and Preventive Action Procedures to identify root causes, implement corrective and preventive measures, and conduct ongoing tracking to ensure effective resolution and prevent recurrence.

The venue's cybersecurity policy establishes the guiding principles and objectives for the information security management framework, while the cybersecurity incident response system sets out specific operational procedures to ensure effective responses to incidents and continuous improvement through post-incident learning.

3 Cybersecurity Protection and Enhancement Measures

For information security, we regularly conduct information security assessments, emergency response drills, penetration testing, and cyberattack simulation exercises. We also maintain stable power supply, UPS systems, 24-hour air conditioning, and fire protection systems for server room network equipment and servers to ensure an optimal operating environment for information systems and hardware equipment.

1 Cybersecurity Protection

Weiwuying has also partnered with Chunghwa Telecom through a joint information security service procurement contract to conduct long-term information security inspection services and security reviews. Relevant technical and administrative control measures are implemented to enhance the security protection capabilities of networks and information systems. Weiwuying complies with the Cybersecurity Responsibility Level C requirements applicable to public agencies and fulfills relevant standards in management, technical controls, and staff awareness and training.

In 2024, the venue conducted regular website vulnerability scanning. Appropriate scanning tools were selected based on assessment requirements to identify vulnerabilities in systems and web applications. The 2024 scanning scope covered three URLs, and all identified vulnerabilities were remediated.



ISO/IEC 27001:2022

2 Internal Capacity Building

Weiwuying actively builds employees' information security management capabilities and awareness through courses and training programs. In 2024, related educational and training programs recorded a total of 253 participants. A total of 2 internal training sessions were conducted, with 223 employees participating in cybersecurity awareness courses. In addition, 11 cybersecurity training sessions were provided for new employees. Professional development opportunities were also arranged for IT Office personnel, including government information security management seminars and ISO 27001 Information Security Management System (ISMS) lead auditor training programs.

● Phishing Simulation Click Rate

Training Hours	Number of Participants	Opened Emails		Clicked Links		Opened Attachments	
		Number of Employees	Percentage	Number of Employees	Percentage	Number of Employees	Percentage
First Half of 2023	201	3	1.49%	3	1.49%	0	0%
Second Half of 2023	212	3	1.42%	2	0.94%	0	0%
First half of 2024	212	2	0.94%	1	0.47%	0	0%
Second Half of 2024	212	2	0.94%	0	0%	0	0%

We collaborate with supervisory authorities to conduct semiannual social engineering exercises and also conducts annual internal social engineering exercises to raise employees' awareness of phishing and fraudulent emails. Results from these social engineering exercises show a year-by-year decline in employees' phishing email click rates, demonstrating the effectiveness of related training and awareness initiatives. No cybersecurity incidents or cyberattacks occurred in 2024.

No
cybersecurity incidents or
cyberattacks occurred in 2024.

3 Information Sharing

Regarding information security and personal data protection, we publish relevant information on the cloud collaboration platform and has established ISMS operating procedures covering information systems, equipment, and personnel management requirements to raise employees' information security awareness. We prohibit the use of internal application software and antivirus software from unauthorized or unverified sources. Through continuous management, education, and preventive measures, we reinforce the information security framework, raises employees' information security awareness, and maintains a safe and reliable information security environment.

4 Privacy Protection and Personal Data Management

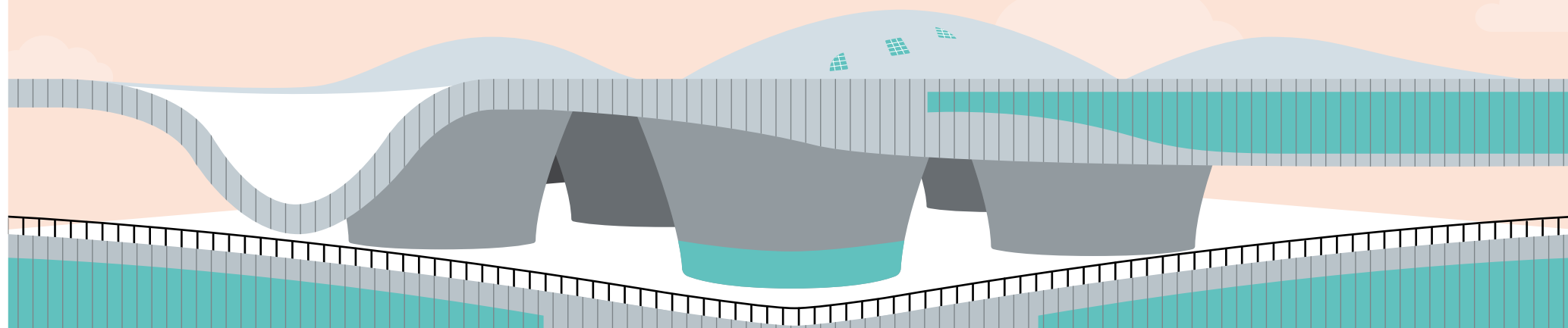
In today's rapidly evolving digital environment, information security is both a regulatory requirement and a commitment to employees, members, audiences, and partners. To protect personal data, we have established a rigorous and comprehensive management framework based on the "NPAC Personal Data Management Regulations" issued by the competent authority, and further developed the venue's internal "Personal Data Protection Guidelines." We place strong emphasis on all aspects of personal data protection, including internal process management, external collaboration requirements, and third-party cooperation procedures. From the collection and storage of personal data to its final disposal, all procedures are carried out in accordance with relevant regulations to ensure proper protection throughout the data lifecycle.

We recognize that information security and personal data protection awareness must be continuously reinforced through ongoing education and learning. Therefore, regular training sessions are conducted by the Chief Information Security Officer (CISO) and dedicated personnel to continuously build employees' information security and personal data protection awareness. We actively encourage employees to participate, recognizing that a secure and trustworthy information security environment can only be achieved through collective effort. These efforts are driven by regulatory compliance and by Weiwuying's belief that information security is fundamental to safeguarding mutual trust and realizing the vision of "Center for the Arts, Arts for the People."



4

Friendly and Sustainable Venues



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4-1

Venue Safety and Hygiene



● GRI 403-1、403-2、403-3、403-4、403-5、403-6、403-7

The National Kaohsiung Center for the Arts (Weiwuying) upholds the core principle of protecting worker safety and health and preventing occupational hazards as a foundation for sustainable operations. The venue also recognizes that providing a safe and healthy arts and cultural environment is an important commitment to society. In compliance with relevant regulations, we adopt high-standard protective measures covering occupational health and safety management, facility maintenance, and emergency response. We are committed to the goal of "zero accidents and zero incidents," ensuring a safe, healthy, and secure environment for employees, performing groups, and visitors.

1 Occupational Health and Safety Policy

In accordance with occupational safety regulations, although the venue is not required to establish an Occupational Health and Safety Committee, relevant health and safety issues are discussed during quarterly labor-management meetings. The meetings are composed of representatives from both labor and management, with labor representatives accounting for 50% to ensure employees can directly participate in safety-related decision-making. In addition, we engage employees in jointly developing the "Weiwuying Health and Safety Code of Practice" to ensure that occupational safety policies align with operational needs and are effectively implemented through the occupational health and safety management plan.

1 Occupational Safety and Health Management Plan

We believe that a safe and healthy work environment is the foundation of sustainable arts and cultural development. In accordance with Article 23 of the Occupational Safety and Health Act, Weiwuying has established an Occupational Safety and Health Management Plan (hereinafter referred to as the OSH Management Plan) to foster a proactive and continuously improving workplace safety culture and ensure appropriate health and safety protection for all personnel at Weiwuying. The Occupational Safety and Health Management Plan covers the following areas:

A. Scope of Coverage: Employees, non-employee workers under the venue's supervision (including performing groups, resident vendors, cleaning staff, and security personnel), as well as visitors and audience members.

B. Workplaces and Activities Covered: Relevant facilities, equipment, workplaces, and occupational health and safety management activities within the venue.

● Occupational Safety and Health Management Plan

1. Hazard Identification, Risk Assessment, and Control

Systematically identify potential hazards in the work environment and operations, and conduct risk assessments, including assessments related to the COVID-19 pandemic, to effectively control risks and prevent accidents.

2. Management of Machinery, Equipment, and Tools

Ensure that machinery, equipment, and tools within the venue are properly managed and maintained in compliance with relevant regulations, with operators holding appropriate qualifications to prevent potential hazards.

3. Classification, Labeling, Hazard Communication, and Management of Hazardous Chemicals

Reduce chemical hazards to workers through hazardous substance inventories, Safety Data Sheets (SDS), clear labeling, hazard communication, and classified storage management.

4. Sampling and Monitoring of Hazardous Work Environments

Plan and implement environmental monitoring and measurements for work environments that may involve toxic, asphyxiating, or explosive gases, high temperatures, or noise to ensure operational safety, particularly in oxygen-deficient and flammable gas environments.

5. Safety Assessment of Operations and Construction in Hazardous Workplaces

Conduct hazard identification and risk assessments for operational processes, identify major risks, and establish improvement objectives and action plans to reduce accident risks.

6. Procurement, Contractor, and Change Management

Comply with procurement and contractor management regulations, ensure contractor safety, and communicate workplace hazards before work begins to minimize risks to employees, performing groups, and the environment.

7. Health and Safety Operating Procedures

Establish and regularly revise health and safety codes of practice and operating procedures, provide workers with safe operating guidelines, identify workplace hazards, and implement protective measures.

8. Periodic Inspections, Key Inspections, Operational Inspections, and On-site Patrols

Implement a multi-level inspection system, including periodic inspections, key inspections, operational inspections, and unscheduled on-site patrols, to identify unsafe conditions and behaviors and ensure compliance with safety regulations.

9. Health and Safety Training

Through two-stage orientation and training for new personnel covering venue introduction, regulations, operating procedures, self-inspection, occupational incident reporting, emergency response, fire safety, first aid, and evacuation routes, as well as regular on-the-job training, the venue builds employees' occupational health and safety awareness and skills and fosters a strong safety culture.

10. Management of Personal Protective Equipment (PPE)

Properly manage protective, first aid, and rescue equipment, ensure appropriate use of PPE, and conduct regular inspections and maintenance to maintain equipment effectiveness.

11. Health Examinations, Health Management, and Health Promotion

Arrange general and special health examinations for workers and cooperate with medical institutions to provide on-site health services.

12. Collection, Dissemination, and Application of Health and Safety Information

Enhance occupational health and safety awareness across the venue through promotional activities and dissemination of relevant information.

13. Emergency Response Measures

Establish comprehensive emergency response plans covering emergency response organization, reporting procedures, and protective and first aid equipment, and conduct at least one emergency drill annually. The venue has also established flood prevention procedures and defined responsibilities for natural disaster emergency response.

14. Investigation and Analysis of Occupational Accidents, Near Misses, and Health-related Incidents

Establish an incident reporting process to investigate incidents, analyze root causes, implement preventive and corrective measures, and conduct reporting and statistical analysis to support continuous improvement.

15. Health and Safety Management Records and Performance Evaluation

Establish measurable performance indicators, regularly collect and analyze data, conduct performance evaluations, and improve areas that do not meet standards to enhance management performance.

16. Other Occupational Health and Safety Management Measures

Further advance occupational health and safety management through four health programs: the Ergonomic Hazard Prevention Plan, Maternal Health Protection Plan, Workplace Violence Prevention Plan, and Abnormal Workload-related Disease Prevention Plan, reflecting the venue's commitment to employees' physical and mental well-being.

2 Hazard Identification, Risk Assessment, and Incident Investigation

Weiwuying is committed to maintaining a safe performance and work environment through systematic hazard identification, risk assessment, and incident investigation to prevent occupational accidents. Management measures are as follows:

A. Hazard Identification and Risk Assessment Flowchart

Identification and Assessment



Each department completes a "Work Environment and Operational Hazard Analysis Form" to conduct hazard analyses and perform What-If safety assessments for major potential hazards. The assessment covers employees, contractors (including resident vendors, cleaning, and security personnel), visitors, and audience members.

Risk Level Determination

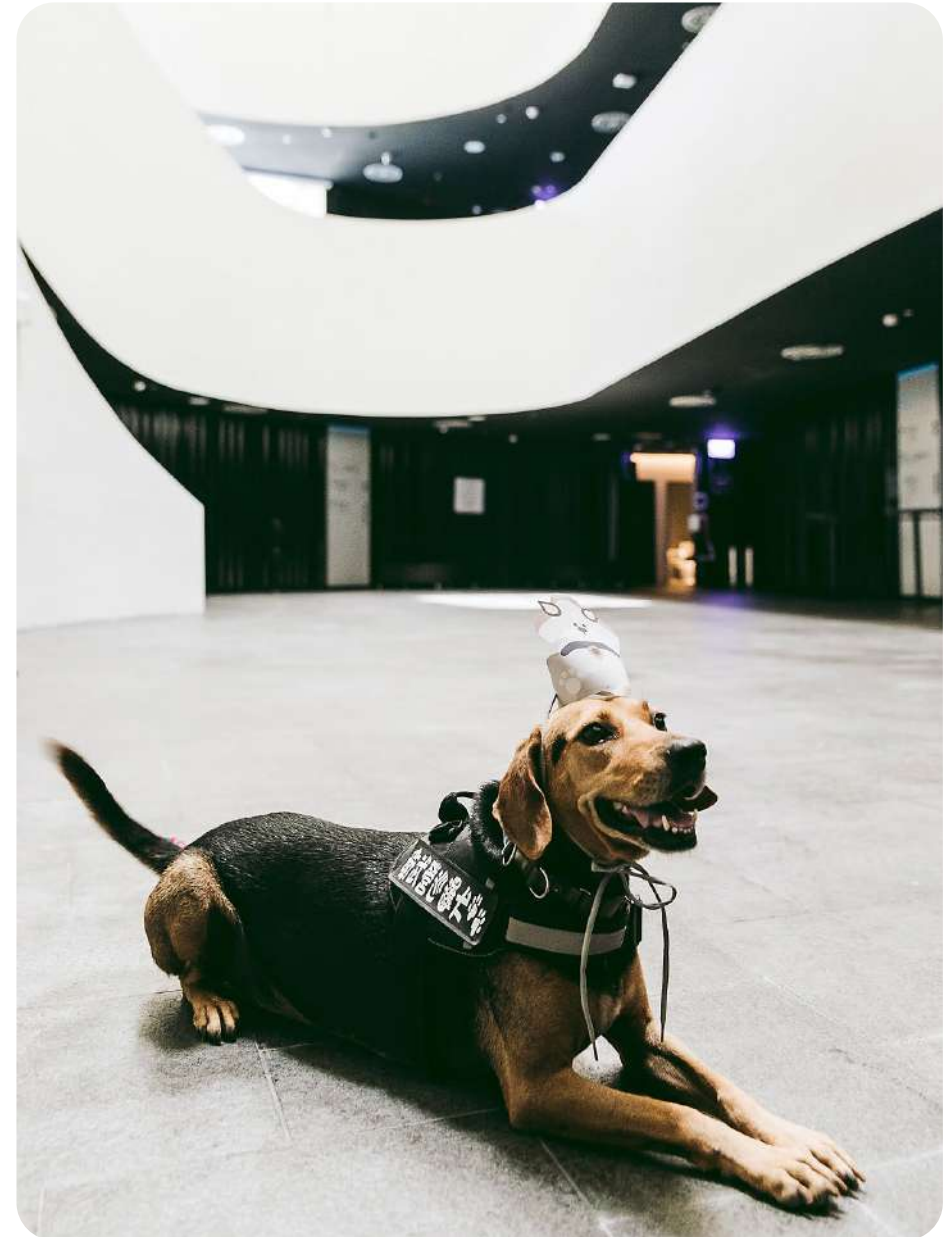


Risk assessment uses the formula: Risk (R) = Frequency (F) × Severity (S) + Regulatory Relevance (W) + Other Factors (E). Based on assessment results, risks are classified into four levels: High, Medium, Low, and Minor.

Risk Control and Improvement



For medium- and high-risk items, the venue implements priority control measures, including revising operating procedures, increasing supervision frequency, or incorporating them into occupational health and safety objectives to eliminate hazards or reduce risks to acceptable levels. In response to COVID-19, the venue established dedicated event risk assessment procedures.

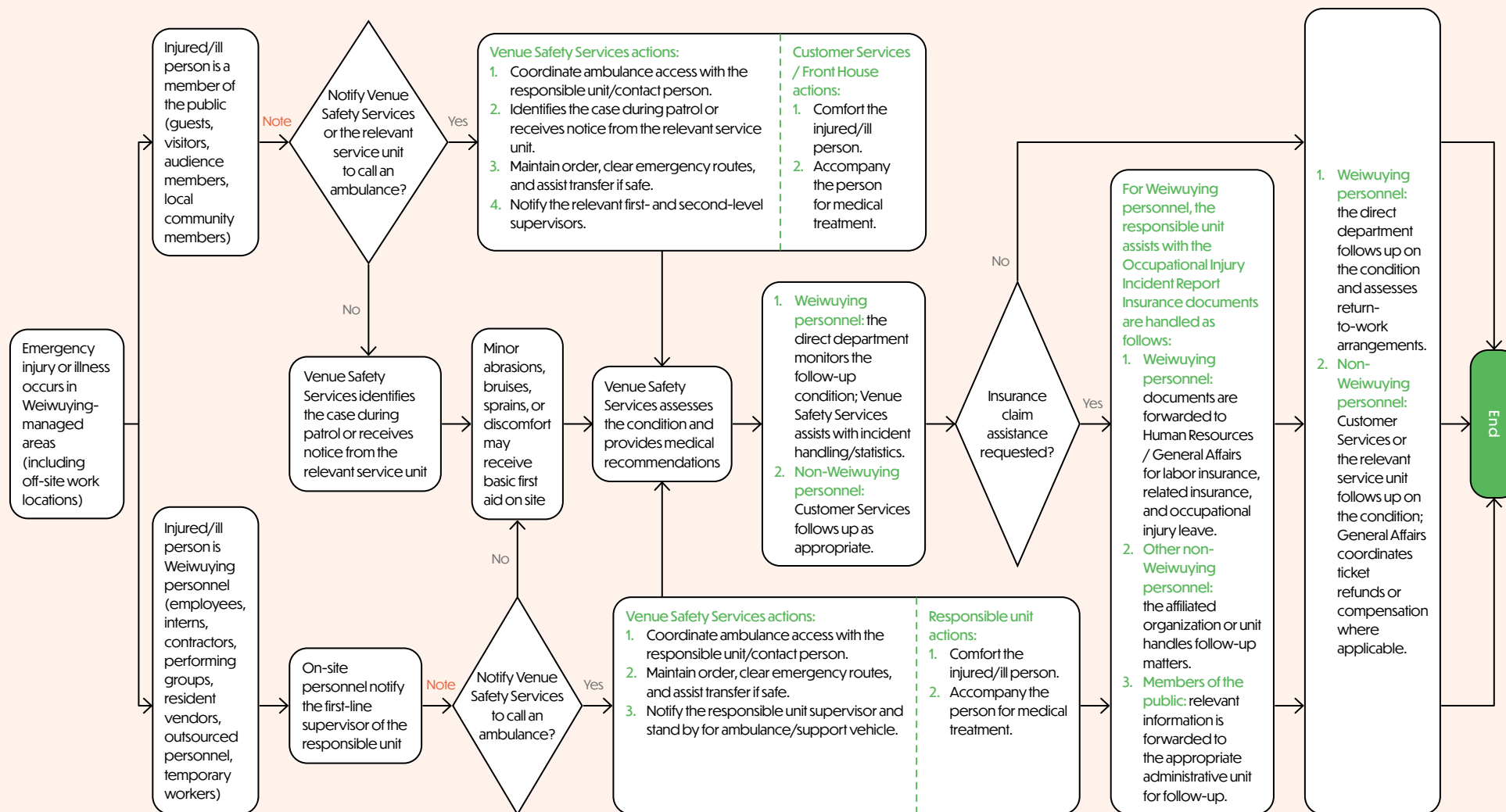


Photography by Mon LEE

B. Hazard Reporting Mechanism

Under Chapter 14 of the Occupational Health and Safety Management Plan, incidents are classified as Near Misses, Minor Injuries, Moderate Injuries, and Major Incidents. All incidents must follow reporting procedures and be handled in accordance with the Weiwuying Emergency Injury and Illness Handling Procedures.

Emergency Injury and Illness Response Flowchart



C. Immediate Hazard Avoidance Mechanism

In addition to complying with Chapter 14 of the Occupational Health and Safety Management Plan, when disasters such as explosions, fires, or hazardous material leaks occur and pose a risk of hazardous substance dispersion, department heads must immediately implement emergency shutdown measures and guide personnel to evacuate to safe locations via designated routes. The venue has also established the "Weiwuying Program Emergency Response Guidelines" and conducts emergency response drills to ensure rapid response during performance-related emergencies. Further details on related drills are provided in Part 3: Venue Facility Safety and Services.

D. Incident Investigation and Corrective Measures



Incident Investigation Process

Following an incident, incident reporting, emergency response/first aid, situation assessment, and investigation and analysis are conducted in sequence. Venue Safety Services must complete an Occupational Accident Incident Report for all incidents. Major occupational accidents (such as fatalities or incidents involving three or more injured persons) must be reported to labor authorities within 8 hours.



Corrective and Preventive Measures

The investigation aims to collect data, identify root causes, and establish preventive and corrective measures. Incident reports are classified and retained for specified periods (at least 10 years for general incidents and 30 years for occupational disease-related cases), with regular statistical analysis conducted to continuously improve safety management.



3 2024 Occupational Accident Statistics

In accordance with Article 38 of the Occupational Safety and Health Act, Weiwuying submits monthly occupational accident statistics and reports to labor authorities before the 10th of each month. According to the venue's 2024 occupational accident statistics, only one disabling injury incident occurred in October, reflecting the effectiveness of its occupational safety and health management measures. The venue's 16 occupational safety and health management plans have been effectively implemented, supporting the goal of "Zero Accidents."

4 Occupational Safety and Health Reporting

In accordance with Article 31, Paragraph 1, Subparagraph 12 of the Enforcement Rules of the Occupational Safety and Health Act and Chapter 12 of the venue's Occupational Safety and Health Management Plan, the Venue Safety Services under Facility Management is responsible for compiling monthly occupational safety and health reports. This mechanism ensures transparent and timely tracking of occupational accident information, facilitating prompt risk analysis and the implementation of improvement measures. The monthly reporting results and information related to occupational safety and health meetings are also published on the venue's EIP system and internal cloud platform, enabling employees to access the latest safety-related information in a timely manner.

These ongoing occupational safety and health reporting and management measures demonstrate the venue's commitment to regulatory compliance and corporate social responsibility while fostering a safe and healthy working environment for employees. Through these proactive and comprehensive management actions, the venue continues to improve occupational safety and health management performance, laying a solid foundation for sustainable operations while demonstrating its commitment to employee well-being. Like maintaining a landmark building, workplace health and safety require not only a sound structure, but also daily management systems that support user well-being and the venue's long-term sustainable operations.



5 Occupational Health and Safety Education and Training

We recognize that talent is the foundation of sustainable development. Accordingly, under the Occupational Safety and Health Management Plan, we regard occupational safety and health education and training as a core strategy for preventing occupational accidents and safeguarding employee health and well-being. This policy demonstrates the venue's commitment to regulatory compliance and to fostering a strong occupational safety and health culture while building employees' safety awareness. Specific measures include providing all new employees with a two-stage training program consisting of two hours of occupational safety and health training and one hour of on-site fire safety and first aid orientation. Post-training assessments are also conducted upon course completion to evaluate learning effectiveness. In 2024, the venue conducted a total of 11 occupational safety and health training courses for new employees and 24 topic-based occupational safety and health training courses.

Occupational Safety and Health Training Statistics

Time	Course Name	Sessions	Number of Employees
2024/2/1	In-service Training for Class C Occupational Safety and Health Supervisors	1	5
2024/2/4	In-service Training for Occupational Safety and Health Supervisors	1	1
2024/3/5	Occupational Safety and Health Training for Forklift Operators Handling Loads of One Ton or More	1	5
2024/3/6	Refresher Training for Occupational Safety and Health Supervisors	1	2
2024/3/18	Occupational Safety and Health Training for Forklift Operators Handling Loads of One Ton or More	1	5
2024/3/21	Refresher Training for Occupational Safety and Health Supervisors	1	1
2024/5/10	Occupational Safety and Health In-service Training for Fixed Crane Operators	1	16
2024/6/14	In-service Training for Class C Occupational Safety and Health Supervisors	1	7
2024/6/20	In-service Training for Class C Occupational Safety and Health Supervisors	1	1
2024/6/28	In-service Training for Occupational Safety and Health Supervisors	1	2
2024/8/21	CPR+AED Emergency Response Training	1	42
2024/8/22	Class C Occupational Safety and Health Supervisor In-service Training	1	2

Time	Course Name	Sessions	Number of Employees
2024/10/11	In-service Training for Class C Occupational Safety and Health Supervisors	1	1
2024/11/4	Class C Occupational Safety and Health Business Supervisor Safety and Health Education and Training (Refresher)	1	3
2024/11/8	Basic CPR and AED Training	1	6
2024/12/6	Basic CPR and AED Training	1	2
2024/10/26-2024/11/3	Forklift Operators of Forklifts with a Capacity of One Ton or More	1	2
2024/2/19-2024/2/21	Class C Occupational Safety and Health Business Supervisor Safety and Health Education and Training	1	1
2024/3/25-2024/3/27	Aerial Work Platform Operator	1	4
2024/4/15, 4/16, 4/19	Special Occupational Safety and Health Training for Fixed Crane Operators Handling Loads Between 0.5 and 3 Tons	1	2
2024/4/8-2024/4/10	CPR+AED Emergency Response Training	3	163
2024/5/6-2024/5/8	Stage Machinery and Safety Course	1	33
Total		24	306

Colleagues in Venue Safety Services play a key role in promoting workplace safety. They are responsible for planning and preparing relevant training materials, designating personnel to provide occupational safety and health education and training for new employees, and ensuring that all employees who operate hazardous machinery or equipment hold training certificates recognized by the competent labor authorities and that the validity of such certificates is regularly reviewed and managed. This comprehensive scope of responsibilities highlights the professional knowledge and expertise of Venue Safety Services in promoting and implementing occupational safety and health management, while ensuring the safe execution of various operations and effective emergency response through its certificate management system. The table below presents statistics on the occupational safety and health certificates held by Venue Safety Services:

Occupational Safety and Health Certificate Statistics

Certificate Name	Number of Holders
Level B Technician for Occupational Safety and Health Management	4
Level C Occupational Safety and Health Administrator	5
Class A Occupational Health Management Specialist	1
Level A Occupational Safety and Health Administrator	4
Certificate of Completion for Occupational Safety and Health Training Course	1
Level A Construction Occupational Safety and Health Administrator	2
Construction Safety Assessment Personnel	1

In addition to providing basic occupational safety education and training for new employees, the venue also conducted specialized safety training courses in 2024 to build the professional capabilities of technical staff and ensure performance safety, including training on aerial performances and stage machinery rigging.



2 Healthy Workplace

1 Health Surveys and Employee Health Check-up Subsidies

Every year, the venue distributes health survey questionnaires on various health topics to employees to assess their health status and provide appropriate health promotion and care measures based on the survey results. For example, in 2024, the venue conducted health surveys on three topics: the Ergonomic Musculoskeletal Symptoms Survey, Abnormal Workload Assessment Scale, and the Brief Symptom Rating Scale (BSRS-5, Mood Thermometer).

Regarding employee health check-ups, all new employees are required to undergo a general physical examination at a medical institution recognized by the Occupational Safety and Health Administration of the Ministry of Labor before reporting for duty to ensure they are physically fit for their job responsibilities. After employment, the venue also provides health check-up subsidies to encourage employees to pay attention to their health. In addition to a health check-up subsidy of NT\$2,500 per year, which may be accumulated and claimed once every two years, employees are entitled to four hours of official leave for health examinations. In 2024, the venue established health check-up partnership agreements with Krystal LIFE Health Clinic, E-Da Dachang Hospital, and Kaohsiung Municipal Min-Sheng Hospital to provide employees with preferential health screening packages. These measures encourage employees to undergo regular health examinations and allow them to select non-occupational health screening services, such as cancer screenings and cardiovascular examinations, according to their age and health conditions. By cooperating with multiple contracted hospitals, we enhance the convenience for employees to access medical services. In addition, employees' health examination results and consultation records are independently managed and maintained by medical professionals in accordance with the Personal Data Protection Act and applicable healthcare regulations. Venue management does not have access to employees' detailed medical records and may only receive fitness-for-duty assessment results (e.g., fit for duty or work adjustment required), thereby safeguarding employee privacy.

The table below presents data on employee applications for health check-up subsidies from 2022 to 2024:

Number of Applicants for Health Check-up Subsidies from 2022 to 2024

Employees Receiving Health Check-up Subsidies	2022	2023	2024
	68	69	72

The table shows a year-on-year increase in employee applications for health check-up subsidies, indicating growing awareness of personal health among employees.

2 Health Promotion

In accordance with the venue's Occupational Safety and Health Management Plan, the venue partners with medical institutions each year to provide on-site occupational health services. Professional nursing staff and occupational medicine physicians regularly provide on-site health services at the venue, with nursing consultations offered three times per month and occupational medicine consultations three times per year. These healthcare professionals analyze and evaluate employees' health examination results and provide health management services while maintaining related records. In addition, the venue organizes workplace health seminars to promote health awareness and healthy lifestyle practices among employees. In 2024, the venue held an Employee Veggie Day campaign to encourage plant-based eating, reduce cardiovascular disease risks, and support carbon reduction efforts, thereby integrating health awareness into employees' daily lives. The table below presents statistics on the health promotion services and activities implemented by the venue in 2024:

Health Promotion Services and Activities Statistics

Project		2022	2023	2024
On-site Nursing Services		36 sessions	36 sessions	36 sessions
On-site Occupational Medicine Services		3 sessions	3 sessions	3 sessions
Employees receiving on-site health consultations		11	29	14
Workplace Health Seminars	Sessions	1	1	1
	Number of Employees	10	26	40

According to the statistics presented above, participation in workplace health seminars has increased year by year. Combined with the growth in employee applications for health check-up subsidies, these results reflect employees' active engagement with the health resources provided by the venue and their commitment to proactive health management. The number of employees receiving on-site health consultations declined noticeably in 2024. This trend suggests that employees have fewer health consultation needs following the implementation of the venue's Occupational Safety and Health Management Plan and workplace health seminars, reflecting improved health and safety management performance. The venue is also committed to ensuring that employees' participation in occupational health services, such as on-site consultations, or their health examination results will not be used as a basis for performance evaluations, promotions, or termination decisions, nor will they result in any unfavorable treatment. This encourages employees to use available resources with confidence and address health issues openly. In addition to supporting employees' physical health, the venue provides a free Employee Assistance Program (EAP), engaging professional counseling service providers to offer dedicated support for non-work-related mental health concerns, including emotional, family, and interpersonal relationship issues, thereby promoting employees' overall well-being.

The venue believes that healthy employees are its most valuable asset. The steady increase in "Employee Applications for Annual Health Check-up Subsidies" and "Participation in Workplace Health Seminars" reflects the venue's people-centered commitment and its dedication to sustainable development.

3 Venue Facility Safety and Services

1 Safety Inspections of Buildings and Lifting Equipment

In 2024, in addition to successfully completing the Building Fire Safety and Evacuation Facilities Inspection, all 18 elevators and 10 escalators at the venue maintained valid Building Lifting Equipment Permits.

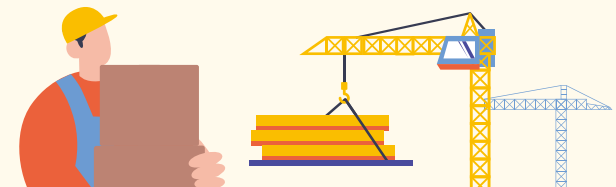
2 Safety Management of Suppliers and Partners

Weiwuying upholds the philosophy of "Center for the Arts, Arts for the People," extending occupational safety and health protection beyond employees to all partners involved in venue operations. Based on the Occupational Safety and Health Management Plan, the venue has established a rigorous contractor and supplier management mechanism. Through procurement controls, pre-construction hazard notification procedures, and a high-risk work permit system, the venue ensures that all personnel working on-site can operate in a safe environment.

Safety Management Table for Supply Chain and Partners

Upstream Safety Management and Procurement Controls

Safety considerations are integrated into the procurement of equipment and services. In accordance with Chapters 2 and 6 of the Occupational Safety and Health Management Plan, the venue requires all machinery, equipment, and tools provided by suppliers to comply with applicable domestic safety standards and regulatory requirements. For newly purchased hazardous machinery (such as lifting equipment), the venue requires valid inspection certificates and verifies that operators hold the necessary licenses, thereby preventing unsafe equipment from entering the venue.



Contractor Safety Management



For long-term on-site contractors, including cleaning, security, and maintenance service providers, as well as temporary engineering contractors, the venue implements the following management measures to prevent safety risks associated with contractor operations:

- A. Hazard Communication and Contractor Coordination:** Following contract award and prior to the commencement of work, the Venue Safety Services, in accordance with the Occupational Safety and Health Management Plan, informs contractors of potential workplace hazards and required preventive measures, and requires them to sign relevant documentation to ensure a full understanding of on-site risks.
- B. Strict Entry Inspection:** For high-risk equipment brought on-site by external contractors, such as mobile cranes, the venue strictly enforces the "one machine, three certificates" verification requirement. A valid crane inspection certificate, operator certificate, and signalperson certificate must all be presented before the equipment is permitted to enter the site, ensuring safe machinery operations.
- C. High-Risk Work Permit System:** For work involving confined spaces, oxygen-deficient environments, or hot work, contractors are required to apply for a work permit in accordance with Chapter 4 of the Occupational Safety and Health Management Plan and the National Performing Arts Center (Weiwuying) Contractor Occupational Safety and Health Management Guidelines. For example, before entering underground tunnels or storage tanks, oxygen and hazardous gas levels (e.g., hydrogen sulfide and carbon monoxide) must be measured before entry. Entry is permitted only after confirming that the readings are within acceptable limits. Ventilation and continuous monitoring must be maintained throughout the work period.

Collaborative Safety Management with Performance Teams and On-site Partners



In addition to engineering contractors, the venue also includes performance teams and on-site partners within its safety management framework. In accordance with the hazard identification scope defined in Chapter 1 of the Occupational Safety and Health Management Plan, the venue's risk assessment scope includes performance teams and on-site partners. Through regular site inspections and self-inspection mechanisms, the venue proactively identifies unsafe behaviors and equipment abnormalities and requires immediate corrective actions.

To prevent safety risks associated with performance activities, the venue has established a technical coordination meeting mechanism. Before performance teams enter the venue, the venue's Technical Management reviews their stage design drawings and rigging plans to assess structural safety. If significant safety risks are identified, the venue may require the performance team to modify its design or suspend operations in fulfillment of the venue's supervisory responsibilities.

3 Weiwuying's Guard Dog

The founding members of Weiwuying's guard dog were four stray dogs: Xiao Mi, Xiao Bai, Happy, and Xiao Hei. Over time, only three remain, as Xiao Hei sadly passed away following an accident. Living together, each plays its own role, whether gentle or spirited. Together with the venue's security personnel, they carry out patrol duties, and their presence is an integral part of the venue's safety management.



4 2024 Safety Drills

The venue conducted fire drills in both the first and second halves of 2024 and, for the first time, carried out a large-scale critical incident drill, demonstrating its strong commitment to safety and service excellence. These drills improved emergency response capabilities and helped ensure that visitors, performance teams, on-site partners, and employees could engage in artistic and cultural activities in a safe environment.

A. Large-Scale Critical Incident Drill Conducted on May 8, 2024

The venue collaborated with the Special Service Squad of the Security Police Corps, Kaohsiung City Police Department, in a large-scale critical incident drill initiated by the First Headquarters of the Security Police Corps under the National Police Agency. Selected as the drill venue, Weiwuying hosted 256 participants from both the venue and police units. The drill simulated an unauthorized intrusion and a sudden public safety incident, improving emergency response capabilities and reinforcing the venue's commitment to providing a safe environment for audiences and visitors.



Photography by CHEN Chien Hao

B. First-Half 2024 Fire Drill Conducted on May 10, 2024

Project	Description
Simulated Scenario	A smoldering fire scenario in the third-floor office pantry caused by an improperly extinguished candle.
Response Procedure	Upon detecting an unusual odor, Marketing and Communications personnel immediately notified the security office. The duty deputy team leader attempted initial fire suppression and escalated the report to Venue Safety Services and senior management. The Deputy General Director activated the emergency response team to conduct a precautionary evacuation of the Operation Office and notified the local fire department. The drill included the evacuation and transfer of a casualty with a sprained ankle.



C. Second-Half Fire Drill Conducted on November 22, 2024

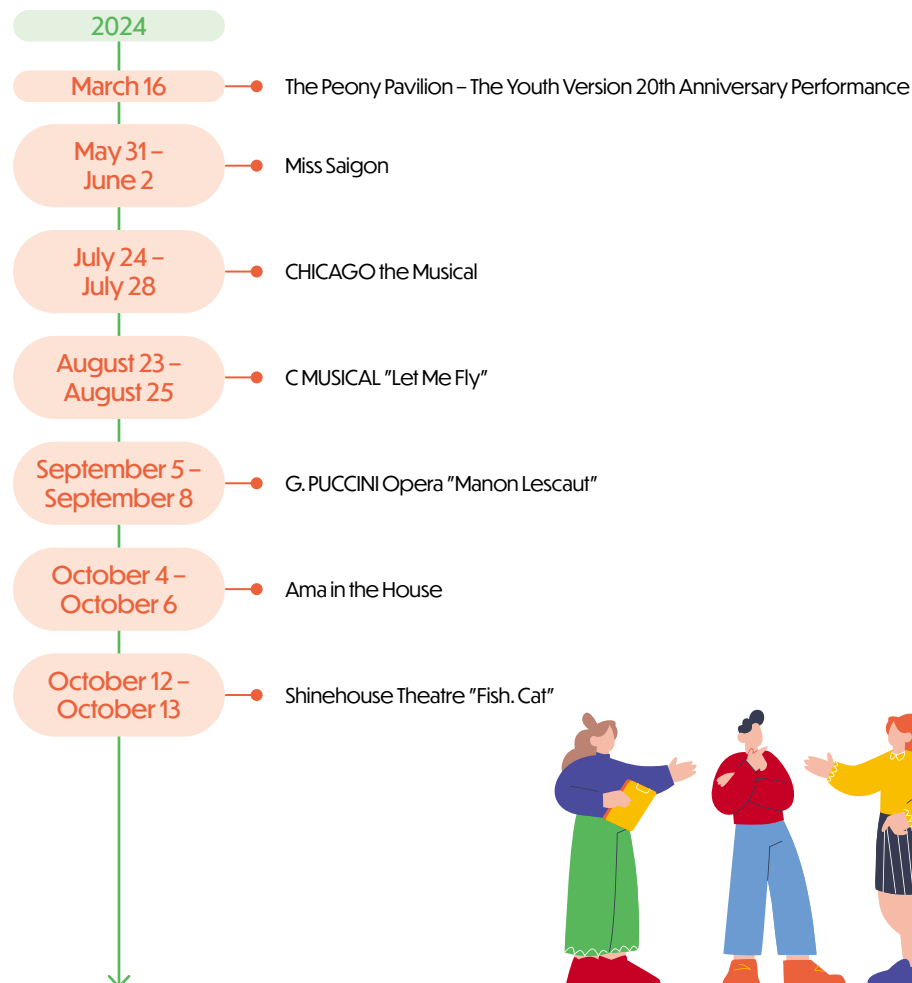
Project	Description
Simulated Scenario	A simulated power bank fire during charging in the corridor outside the B3 rehearsal room of the Recital Hall, resulting in smoke and a burning odor.
Response Procedure	Upon discovering the incident, staff raised the alarm, carried out initial fire suppression, and notified the central control room. Under the direction of the General and Artistic Director, the emergency response team was activated to conduct a precautionary evacuation of the entire venue, including on-site vendors, performance teams, and contractors. Each emergency response team (firefighting team, evacuation guidance team, first aid team, notification team, and safety protection team) quickly assembled at designated locations and reported its status. The drill also included the rescue of a casualty experiencing dizziness due to smoke inhalation. The drill also invited the Wujia Fire Branch to provide on-site guidance and instruction on evacuation ladder operation and key evacuation procedures, reinforcing the integration of practical skills and professional knowledge.



5 2024 Open Flame Performance Permit Management

If a performance or event involves open flames, sparks, or embers, performance groups must comply with the Regulations for the Safety Management of Open Flame Performances and submit an application at least 45 days in advance. Following review by Technical Management, Facility Management, and the competent authority, performances may proceed only after the required permit has been obtained. The table below lists the programs that obtained open flame performance permits in 2024:

2024 Programs Granted Open Flame Performance Permits



6 2024 Program Emergency Response Drills

To ensure effective emergency response for programs and activities held at the venue, the venue has established the Weiwuying Program Emergency Response Guidelines. Emergency response procedures are divided into four stages: Emergency Situation, Pre-Performance (before the program begins), During Performance (from the start of the performance until audience dispersal), and Post-Performance (from the end of the performance until performers and staff have left the venue). To ensure staff are familiar with emergency response procedures, the venue conducts regular program emergency response drills in different halls. Drill locations are designated based on front-of-house operational needs, with one drill conducted every six months. To improve program emergency preparedness, the venue conducted two additional emergency response drills during table-read exercises in 2024, underscoring its commitment to venue safety.

A. January 31, 2024 Emergency Response Drill (Drill Halls: Concert Hall and Recital Hall)

Project	Description
Simulated Scenario	A fire involving an electrical outlet at stage right in the Recital Hall and Concert Hall, resulting in a burning odor and smoke.
Response Procedure	Upon discovering the electrical fire, staff immediately notified the duty TC, activated the emergency response team, and initiated initial fire suppression. If the fire becomes uncontrollable, the performance is cancelled and evacuation procedures are initiated. An evacuation announcement is issued, directing all personnel to evacuate via designated exits to the assembly point, followed by a headcount.



B. April 9, 2024 Emergency Response Drill - Table Read (Drill Hall: Playhouse)

Project	Description
Simulated Scenario	A fire in the stage-right storage area during a performance in the Playhouse, resulting in smoke and involving hazardous materials, including nitrogen cylinders.
Response Procedure	The duty TC is notified and the emergency response team is activated to initiate initial fire suppression. If the fire becomes uncontrollable, the performance is cancelled and evacuation procedures are initiated. An evacuation announcement is issued, and the protection team removes hazardous materials while guiding personnel and simulated casualties to the designated assembly point for a headcount.

D. November 21, 2024 Emergency Response Drill (Drill Halls: Playhouse and Opera House)

Project	Description
Simulated Scenario	During a performance in the Playhouse, a fire broke out in the stage-right storage area, resulting in smoke and involving hazardous materials, including nitrogen cylinders.
Response Procedure	The duty TC is notified and the emergency response team is activated to initiate initial fire suppression. If the fire becomes uncontrollable, the performance is cancelled and evacuation procedures are initiated. An evacuation announcement is issued, and the protection team removes hazardous materials while guiding personnel and simulated casualties to evacuate and ensuring all doors are closed. All personnel are then guided to designated assembly points, where headcounts are conducted to confirm everyone's safety.

C. August 13, 2024 Emergency Response Drill - Table Read (Drill Halls: Concert Hall and Recital Hall)

Project	Description
Simulated Scenario	A fire in the backstage dressing rooms of the Recital Hall and Concert Hall during a performance, resulting in smoke and involving hazardous materials such as nitrogen cylinders.
Response Procedure	The duty TC is notified and the emergency response team is activated to initiate initial fire suppression. If the fire becomes uncontrollable, the performance is cancelled and evacuation procedures are initiated. An evacuation announcement is issued, and the protection team removes hazardous materials while guiding personnel, including catwalk staff, and simulated casualties to the designated assembly point. A headcount is conducted after the area has been cleared.

Through these frequent and comprehensive drills, Weiwuying has established a robust venue safety and service system, ensuring a safe and secure environment for all users while delivering enriching arts and cultural experiences. We will continue our efforts to make Weiwuying a vibrant and secure home for arts and culture, safeguarding every visitor and allowing the beauty of the arts to flourish in a safe environment.



4-2

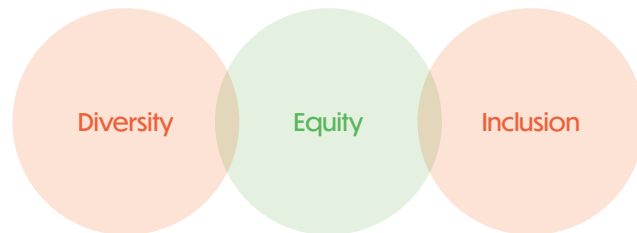
Talent Cultivation and Retention



— GRI 2-7、2-26、401-1、401-3、404-1、404-3、405-1

1 Talent Attraction and Retention

The venue values and safeguards employee rights and upholds the principles of Diversity, Equity, and Inclusion. We are committed to fostering an inclusive workplace where all employees are treated fairly, regardless of gender, sexual orientation, race, age, marital or family status, religious beliefs, or personal characteristics. By fostering an inclusive workplace, we empower employees to contribute their talents and perspectives, participate in decision-making, and deepen their sense of belonging to the venue. Through inclusive training and engagement activities, we build cultural sensitivity and team cohesion while fostering a workplace that values diversity, respect, and inclusion, enabling every employee to thrive in a safe and supportive environment.



1 People-Centered Strategy and Vision

Weiwuying adopts "Center for the Arts, Arts for the People" as its development vision and uses the "Four Weiwuyings" strategy as the foundation for its continued growth. We believe that professional technical talent is the foundation of venue operations and the advancement of the performing arts. We actively attract and develop talented professionals who combine expertise with creativity, fostering a dynamic and passionate workplace where employees grow together with a spirit of professionalism, innovation, and courage. Weiwuying is a national arts and cultural center and aspires to be a talent incubator for the performing arts sector. By providing opportunities for challenge, innovation, and professional growth, we empower technical professionals to realize their value and contribute to the long-term sustainability of arts and culture.

2 Implement the "Weiwuying for Employees" Strategy and Serve as Fertile Ground for Future Performing Arts Talent

Employees are our most important strategic partners. We are committed to enhancing workplace quality and professional development through three key pillars: Training, Resource Sharing, and a Friendly Workplace.

1 Training

Based on our operational and technical needs, we develop competency-based training programs tailored to each department, strengthening professional capabilities and ensuring alignment between workforce capabilities and job requirements.



2 Resource Sharing

To foster healthy labor-management relations in the arts and culture sector, the venue optimizes resource allocation to support employee development and promotes professional exchange among technical theater professionals. By drawing on international arts labor systems and industry best practices, Weiwuying continues to strengthen its role as a hub for performing arts talent.



3 Friendly Workplace

We are committed to fostering a non-discriminatory, equitable, and friendly workplace where employees can thrive, maintain work-life balance, and achieve their full potential while growing alongside Weiwuying.



3 Human Resource Allocation

A. Employees are key assets supporting the delivery of performing arts services and the development of the cultural sector. To meet our diverse operational needs, we uphold the principles of fairness, openness, diversity, and inclusion in talent attraction, recruitment, and retention. Workforce allocation is planned according to operational requirements to balance service quality and employee career development. As of December 31, 2024, the venue employed 218 full-time employees, including 5 contract employees. The majority were between 31 and 50 years of age.

Workforce Statistics Table

		2022	2023	2024
Full-time Staff (General Staff)	Male	86	87	88
	Female	122	120	125
	Total	208	207	213
Contract/Part-time Staff (Contract Staff)	Male	0	2	2
	Female	8	2	3
	Total	8	4	5
Total Employees	Male	85	89	90
	Female	131	122	128
	Total	216	211	218

Note 1 Unit: persons. Data are presented as of December 31, 2022, December 31, 2023, and December 31, 2024.

Note 2 The reporting scope covers only Weiwuying. As all employees are located in Kaohsiung City, no regional breakdown is provided.

Note 3 "Regular employees" refer to employees directly hired in accordance with applicable laws, who work full-time schedules and provide ongoing services under fixed work arrangements and monthly salary payment schemes.

Note 4 "Part-time/Contract employees" refer to employees engaged under fixed-term labor contracts, with employment lasting for a specified period or until the completion of the contracted work.

2024 Employee Age Distribution

2022

51 and above
7, 3.24%

30 and under
56, 25.93%

31 to 50
153, 70.83%

Total
216, 100.00%

2023

51 and above
10, 4.74%

30 and under
48, 22.75%

31 to 50
153, 72.51%

Total
211, 100.00%

2024

51 and above
12, 5.50%

30 and under
51, 23.39%

31 to 50
155, 71.10%

Total
218, 99.99% ^{Note}

Note Due to rounding, the sum of percentages may not equal 100%.

B. Workplace Equality: Women account for over 60% of managerial and team leader positions.

We remain committed to promoting gender equality and providing equal opportunities for women's professional growth and career advancement. Due to the nature of the industry, women have consistently accounted for more than 50% of the workforce from 2022 to 2024. In particular, women represent over 60% of managerial and team leader positions. Although the overall proportion of male employees remains lower, it has shown a gradual upward trend over the past three years. The number of male employees increased from 85 in 2022 to 90 in 2024, indicating a gradual improvement in gender balance. Women accounted for 58.72% of the workforce in 2024, while men accounted for 41.28%, reflecting the venue's focus on gender diversity and talent development. We will continue to foster an inclusive workplace culture and provide employees of all genders with equitable opportunities for career advancement and professional development.

● **2024 Employee Job Levels and Gender Statistics**

Year /Job Level		2022		2023		2024	
		Male	Female	Male	Female	Male	Female
Deputy General Director(s) and Above	Number of Employees	3	1	3	1	3	1
	Percentage	75.00%	25.00%	75.00%	25.00%	75.00%	25.00%
Manager	Number of Employees	3	4	3	5	3	5
	Percentage	42.86%	57.14%	37.50%	62.50%	37.50%	62.50%
Team Leader	Number of Employees	10	15	9	15	9	15
	Percentage	40.00%	60.00%	37.50%	62.50%	37.50%	62.50%
Specialist	Number of Employees	69	111	74	101	75	107
	Percentage	38.33%	61.67%	42.29%	57.71%	41.21%	58.79%
Total	Number of Employees	85	131	89	122	90	128
	Percentage	39.35%	60.65%	42.18%	57.82%	41.28%	58.72%
	Total	216		211		218	

C. To support our operations and respond to the needs of the cultural sector, we have established sound management and personnel systems to attract professionals with a strong service mindset. The venue is also committed to fostering an inclusive workplace where employees can develop their expertise and creativity in a supportive environment and contribute to the growth of the arts and culture sector.

4 Talent Attraction

To strengthen its long-term competitiveness, the venue places great importance on talent attraction and retention while promoting talent mobility within the arts and culture sector. We uphold the principle of merit-based employment and recruit through open and transparent channels to ensure a fair and equitable selection process. When selecting talent, the venue places emphasis on applicants' professional qualifications and practical experience, while adhering to the principles of diversity, equity, and equal opportunity.

We adopt the Local Talent Development Program as the foundation of our talent development strategy and invest in learning and development initiatives to strengthen employees' capabilities, support organizational growth, and maintain competitive advantage. The venue also continues to provide diverse platforms for talent development, creating learning and employment opportunities while strengthening the competitiveness of the performing arts sector.

A. Local Talent Development Program

- (a) Implement the "Career Pathfinding Internship Program" in coordination with academic calendars to provide internship opportunities for college and university students, helping them develop practical skills, gain workplace experience, and cultivate professional work attitudes and ethics. Through workplace experience, the program aims to improve internship outcomes and create pathways to full-time employment opportunities.
- (b) Strengthen partnerships with local schools through practical courses and experience sharing, helping students gain a deeper understanding of the arts, continue vocational learning, and connect with the venue's core values and cultural development.
- (c) Develop innovative recruitment channels and participate in job fairs to attract outstanding talent to Southern Taiwan, improve the quality of the performing arts sector, build industry partnerships, and create local employment opportunities.
- (d) In response to an increasingly diverse society, continue to promote a gender-friendly workplace, strengthen workplace equality protections, and foster a culture of equality, inclusion, and mutual respect.
- (e) In talent recruitment, we uphold the principles of human rights, equality, fairness, and non-discrimination. Employment decisions are made without regard to gender, race, age, political affiliation, marital status, or family status. We are committed to building a diverse and inclusive workforce that fosters resilience and creativity.



Photography by Mon LEE

B. Employee Benefits

In the arts and culture sector, talented professionals are essential to cultural innovation and service excellence. To support employee well-being and creativity, the venue provides benefits beyond statutory requirements, including arts and culture subsidies, flexible working arrangements, and group insurance, while fostering a supportive workplace through holiday celebrations and wellness programs.

The venue also encourages employees to participate in arts and culture activities by providing related subsidies and support, helping them gain inspiration, foster creativity, and strengthen workplace cohesion. Through these initiatives, we aim to foster a supportive workplace where employees can thrive and contribute to the realization of our vision: "Center for the Arts, Arts for the People."

Employee Benefits

Project	Statutory Requirement	Venue Benefits
 Venue Discounts	N/A	Employees who purchase tickets for Weiwuying-presented programs, the National Theater & Concert Hall (NTCH), the National Taichung Theater (NTT), or the Taiwan Philharmonic (also known as the National Symphony Orchestra, NSO) are eligible for one 50%-off ticket per performance for personal use. Employees also receive discounts at participating shops within the venue.
 Arts and Culture Subsidy	N/A	Employees are encouraged to participate in arts and culture activities and personal development outside working hours. The annual subsidy limit is NT\$10,000 per person.
 Employee Gifts and Subsidies	N/A	Includes holiday and birthday bonuses, as well as subsidies for marriage, childbirth, and health checkups.
 Personal Leave	Personal leave is unpaid	Employees who have passed their probation period are entitled to 3 days of paid personal leave per year.
 Sick Leave	For ordinary sick leave of up to 30 days per year, employees receive 50% of their regular salary.	Employees who have passed their probation period are entitled to 6 days of paid sick leave per year.
 Flexible Working Hours	N/A	Regular employees may start work between 8:30 AM and 9:30 AM, with working hours calculated based on a 9-hour workday.
 Group Insurance	N/A	All employees are covered by accident insurance.
 Workplace Culture Initiatives	N/A	To foster a positive workplace environment, the venue organizes activities such as Monthly Pet Day, Employee Anniversary Celebrations, and Weiwuying Vegetarian Day.
 Healthy Living	N/A	Provides stress-relief massages, on-site health consultations, health checkup subsidies, and wellness seminars.

C. Inter-Institutional Resource Sharing

As one of the three institutions and one subordinate group under the National Performing Arts Center (NPAC), we promote knowledge and experience sharing with the National Theater & Concert Hall and the National Taichung Theater. Through resource sharing, we strengthen our technical services and facilities to provide high-quality theater services for performing groups and audiences. A total of four Inter-Venue Business Exchange Meetings were held in 2024, supplemented by online meetings that facilitated regular real-time information sharing among the three institutions and one subordinate group.

2024 Exchange Activities Among the Three Institutions

1/26

Human Resources and Administration

Participation in the NTCH Procurement Exchange

2/20-21

Technical Management

Participation in the NTCH Technical Management Fly Operator Training Course

3/21

Marketing and Communications

Site visit and exchange with the Taipei Music Center and the National Theater & Concert Hall (NTCH)

8/5

Technical Management

Participation in the NTCH Fly Operator Lecture



D. Career Pathfinding Internship Program

Since opening in 2018, the venue has fostered connections between the arts and culture sector and younger generations. In addition to experiential education programs for high school students and below, including the Learning Arts Together and the Weiwuying Theater Arts and Education Project, the venue has offered internships for university students since 2021. Open to third-year students and above, these internships provide hands-on experience in technical theater, arts administration, program production, and audience development, helping aspiring arts and culture professionals bridge academic learning and workplace practice.



Photography by Mon LEE

Career Pathfinding Internship Program Statistics

Year	2022			2023			2024		
	Interview	Admitted	Certified	Interview	Admitted	Certified	Interview	Admitted	Certified
Office of the General and Artistic Director	36	2	2	11	1	1	6	1	1
Business Development	18	7	5	8	4	4	9	4	1
Marketing and Communications	20	6	6	7	3	3	11	4	4
Learning and Participation	-	-	-	4	1	1	11	4	4
Artistic Planning	29	8	7	11	4	4	19	4	4
Technical Management	25	9	8	13	5	5	8	2	2
Facility Management	1	1	0	-	-	-	-	-	-
Human Resources and Administration	18	6	4	10	3	3	10	2	2
IT Office	9	2	1	2	1	1	-	-	-
Total	156	41	33	66	22	22	74	21	18

The venue launched its internship program in 2022, attracting 156 student applications in its inaugural year. The program has consistently delivered positive results, and outstanding interns are awarded a Certificate of Internship Excellence in recognition of their efforts and achievements. In recent years, the venue has continuously refined internship placements and responsibilities to provide students with practical experience and a deeper understanding of the cultural and performing arts sector. The interns also independently organized a closing presentation, showcasing their creativity and professional capabilities while demonstrating the outcomes of their five-month internship at Weiwuying.

2 Employee Competency Development and Training

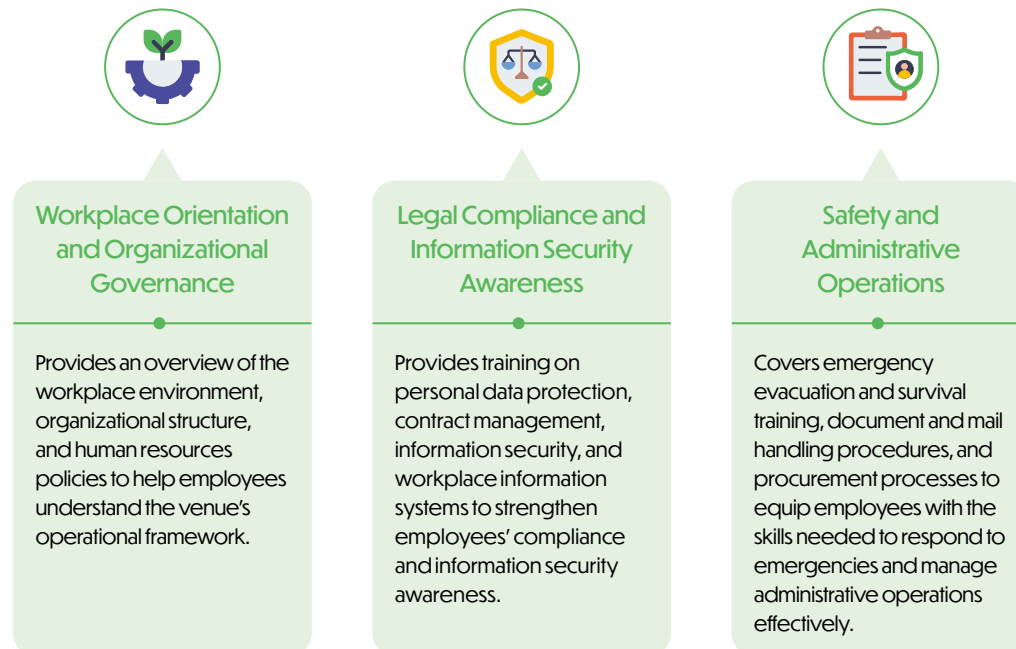
Employees are our most valuable asset. We firmly believe that their growth and professional development are fundamental to our sustainable operations. To this end, the venue continues to invest resources in diversified competency development and on-the-job training programs, encouraging employees to develop existing skills and broaden cross-functional capabilities and professional expertise. The venue provides diverse training opportunities that combine theory and practice, professional development and cultural literacy, and individual and team-based learning. These programs foster continuous growth, capability development, and innovation among employees, frontline service staff, and volunteer partners. We hope these diverse learning opportunities will support individual career development while further strengthening our professional capabilities, operational efficiency, and innovative capacity, thereby contributing to the sustainable development of the performing arts industry in Southern Taiwan.

1 New Talent Onboarding and Development

The Weiwuying regards every new employee as a valuable asset to the venue. To help new employees quickly adapt to the venue's culture and responsibilities, a comprehensive onboarding process has been established. Upon joining the venue, each employee is assigned a mentor by their direct supervisor and participates in a two-day orientation program.

The orientation program begins with a welcome address by the Deputy General Director, demonstrating the venue's commitment to and expectations for new employees. The training program covers a wide range of topics to build a solid foundation in practical and legal knowledge:

● New Employee Orientation Program



2 Employee On-the-Job Training Program

The venue provides career development and professional training programs tailored to employees' evolving development needs. Training programs are planned in accordance with the annual training plan and are divided into two categories.

A. General Competency Development

Courses cover official document writing, workplace communication, team collaboration, gender equality and regulatory compliance, local history and culture, venue tours, and performing arts appreciation. These courses aim to build employees' cultural literacy, workplace safety awareness, and professional adaptability, while deepening their understanding of the venue, performing arts, and cultural diversity.

B. Professional Competency Development

Courses are tailored to the functional needs of each department and cover occupational safety and health, information security and digital competencies, financial and administrative management, stagecraft, and service quality management. These programs strengthen professional capabilities and support employees' career development at every stage.

The venue provides career development and professional training programs tailored to employees' evolving development needs. Through a comprehensive on-the-job training system, the venue supports employees' growth and career development while cultivating talent with professional expertise and innovative capabilities, strengthening its workforce and contributing to the long-term development of the performing arts industry.



C. In 2024, the venue conducted 92 employee training sessions with a total of 1,276 participant attendances, including 40 general competency training sessions (353 participant attendances) and 52 professional competency training sessions (923 participant attendances). Employees received an average of 20.83 training hours during the year, while the average training duration per participant attendance was 3.56 hours, reflecting strong engagement in learning and professional development.

● Employee Training Participations Statistics (2022 to 2024)

Year	Category	Number of Sessions	Total Participations	Internal Training (Participations)					External Training (Participations)					Total and Average Training Hours (Hours)							
				Male	Female	Specialist	Level 2 Supervisor	Level 1 Supervisor	Male	Female	Specialist	Level 2 Supervisor	Level 1 Supervisor	Total Training Hours	Average Training Hours per Participant	Average Training Hours per Employee	Male	Female	Specialist	Level 2 Supervisor	Level 1 Supervisor
2022	Total	116	1,274	388	839	1,037	135	55	20	27	39	6	2	4,768	3.74	22.07	20.1	23.4	23.1	17.1	17.4
	General Competencies	76	893	260	633	763	87	43	0	0	0	0	0	2,484	2.78	11.50	7.8	14.0	11.9	8.8	10.4
	Professional Competencies	40	381	128	206	274	48	12	20	27	39	6	2	2,284	5.99	10.57	12.4	9.4	11.1	8.3	7.0
2023	Total	99	1,491	439	966	1,200	138	67	53	33	75	7	4	5,070.5	3.40	24.03	24.9	23.4	25.1	19.7	17.4
	General Competencies	56	978	307	671	844	89	45	0	0	0	0	0	2,685	2.75	12.73	9.8	14.9	13.3	10.5	9.6
	Professional Competencies	43	513	132	295	356	49	22	53	33	75	7	4	2,385.5	4.65	11.31	15.1	8.5	11.8	9.2	7.8
2024	Total	92	1,276	393	791	965	143	76	55	37	73	13	6	4,541	3.56	20.83	20.3	21.2	20.3	21.8	27.6
	General Competencies	40	353	103	242	263	56	26	7	1	7	1	0	798	2.26	3.66	3.0	4.2	3.2	6.0	5.4
	Professional Competencies	52	923	290	549	702	87	50	48	36	66	12	6	3,743	4.06	17.17	17.3	17.1	17.0	15.8	22.2

3 Performance Appraisal and Career Development System

Professional talent is essential to the venue's sustainable operations and continued arts and cultural innovation. To fairly assess employees' professional capabilities, performance, and conduct while supporting their continued career development, the venue has established a rigorous and transparent performance appraisal system in accordance with the NPAC Personnel Management Regulations and the NPAC Personnel Enforcement Rules of Management Regulations. The system includes probationary assessments for new hires and regular performance evaluations. This system applies to all full-time employees of the venue, ensuring a fair and comprehensive appraisal process. Through systematic periodic reviews, the venue conducts regular performance evaluations and career development reviews to support employees' continued growth and development.

A. New Hire Probationary Evaluation System

New employees undergo a formal probationary evaluation after completing three months of employment. This mechanism provides timely feedback and guidance through a comprehensive review of employees' initial performance and professional adaptability by their direct supervisors. The evaluation results serve as the basis for confirmation of employment and as an important foundation for employees' professional growth and long-term career development.

B. Periodic performance appraisals are conducted in two stages: mid-year and year-end reviews.

● Periodic Performance Appraisal

Project	Description
Mid-year Review	* Conducted annually in June. * Conducted annually in June. Focuses on reviewing work progress and goal achievement, while encouraging two-way communication between supervisors and employees on work objectives and career development.
Year-end Review	* Conducted annually in December. * Based on employees' performance throughout the year, the year-end review serves as the final annual appraisal and supports decisions on promotion, salary adjustments, and year-end bonuses.

C. The appraisal process follows a multi-level review and approval mechanism consisting of initial review, secondary review, and final approval, while maintaining strict confidentiality.

Direct supervisors maintain ongoing records of employees' work performance, conduct, professional knowledge, and service attitude as part of the initial review process. The evaluation is then reviewed by the responsible supervisor and submitted to the General and Artistic Director for final approval. To protect employee privacy, all appraisal records are treated as confidential personnel documents and are accessible only to authorized evaluators and Human Resources personnel.

D. Performance Improvement and Coaching Program

For employees whose performance falls below expectations or requires improvement, the venue implements a performance improvement and coaching program that provides the necessary support and guidance. This approach reflects the venue's commitment to fostering a people-centered workplace and a culture of continuous improvement. Through regular and systematic reviews, the venue supports the achievement of organizational goals while helping employees realize their professional potential and pursue long-term career development under the "Weiwuying for Employees" strategic framework.

In 2024, the coverage rate of periodic performance and career development reviews for all employees (including full-time and contract personnel) was 94.50%. Among full-time employees, excluding new hires and those on unpaid leave, the review coverage rate reached 100%. The difference in overall coverage was due to certain contract personnel not being included in the annual review process in accordance with applicable regulations.

● Periodic Performance and Career Development Review Coverage

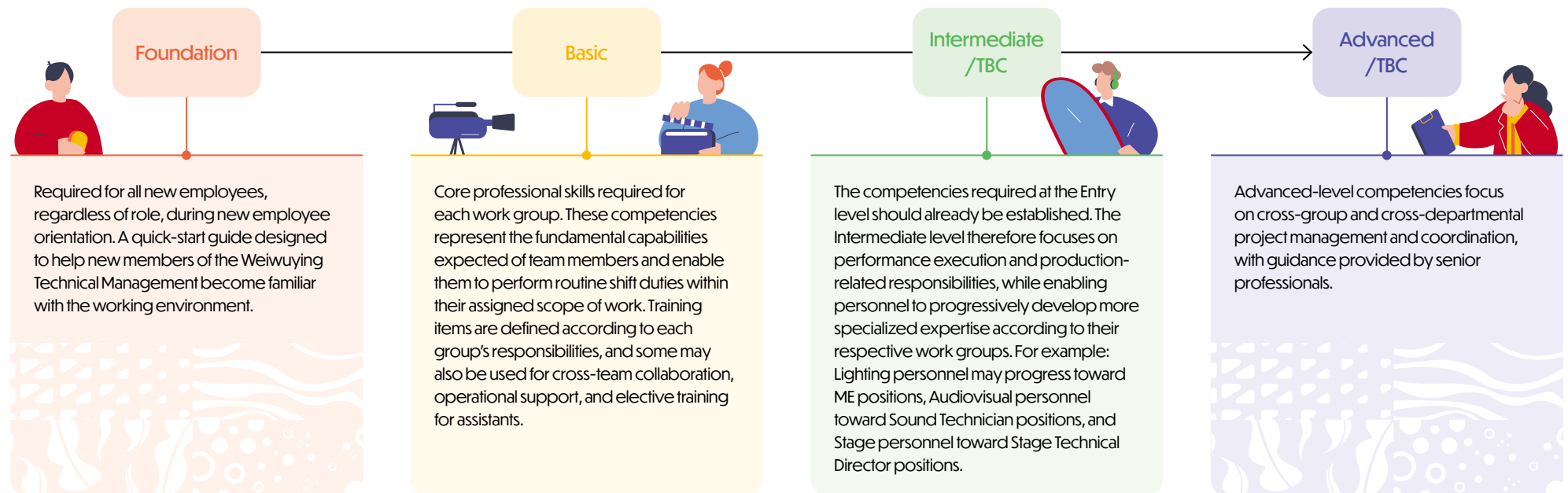
Year	Employees Subject to Periodic Review		Gender		Review Category	
	Review Period	Number of Employees	Male	Female	General Staff	Management Staff
2022	Mid-year Review	181	77	104	151	30
	Year-end Review	189	76	113	154	35
2023	Mid-year Review	189	78	111	154	35
	Year-end Review	199	85	114	164	35
2024	Mid-year Review	202	87	115	167	35
	Year-end Review	206	86	120	171	35

4 Technical Department Talent Development Program

Weiwuying is committed to nurturing performing arts talent. To support the “Lean Weiwuying” operational strategy, Technical Management serves as a core function in venue operations. The department comprises five professional teams: Technical Coordination, Stage & Rigging, Lighting, Audio & Video, and Production Coordination. In addition to their specialized responsibilities, each team continues to document workflows and develop technical documentation to strengthen knowledge transfer and knowledge management. To support the annual recruitment of backstage assistants, interns, and new employees, Technical Management has developed a structured training program to help personnel quickly adapt to their roles and continuously develop their skills. For existing employees, the department provides advanced training and cross-functional learning opportunities to support professional growth and strengthen cross-disciplinary collaboration. The venue also encourages assistants and full-time employees to leverage available expertise, technical know-how, and professional equipment to pursue continuous learning and further develop their skills. Through a comprehensive and tiered training system, the venue cultivates performing arts technical talent and serves as a talent cultivation platform supporting the sustainable development of the cultural and arts industry.

The venue has established a structured training framework for assistants, assistant TCs, interns, and new employees. Technical competencies are categorized into four levels—foundation, basic, intermediate, and advanced—with role-specific training and assessment criteria, as well as clearly defined required and elective courses. Each competency level is supported by clear work guidelines, operational procedures, and reference documents, helping personnel perform their duties more effectively.

Technical Competency Level Framework



The overall training plan of Technical Management prioritizes competencies that new employees are expected to master at the Foundation level, helping reduce onboarding training time and establish consistent operating procedures across groups. Courses are coordinated by the Education and Training Unit, which arranges instructors and manages course scheduling, participant registration, and reservations through the online “Skill Sharing Matching Form.” The training approach emphasizes logical thinking and a big-picture perspective, enabling learners to understand the rationale behind work practices rather than simply following procedures. This helps ensure effective knowledge transfer and continuity. Course materials can be tailored to trainees’ roles and competency levels through the flexible use of documents and reference links, enabling new employees to quickly become familiar with theater operations and effectively respond to a variety of work situations.

5 Service Staff Training

This venue hosts a large number of performances and events each year. In addition to the collaboration of professional teams, smooth venue operations also rely on the timely support of service staff. Service staff play an indispensable role in audience services, venue guidance, ticketing assistance, and on-site event support. To improve service quality and support staff development, the venue has established a systematic training program covering venue familiarization, service etiquette, emergency response procedures, and arts and cultural knowledge. Through these training programs, new service staff can quickly adapt to their roles while developing an appreciation of the value of arts and culture. By applying their professionalism and service skills, they contribute to a higher-quality audience experience.

To strengthen the venue's service capabilities while supporting staff development, the program encourages service staff to transform their learning into a foundation for future growth. By fostering continuous learning and development, the venue serves as a platform for talent cultivation, enabling participants to grow alongside the organization and contribute to the creation of artistic and cultural value.

In 2024, the venue employed 175 hourly staff members supporting Front of House Services and Customer Services. The training courses provided during the year covered emergency response, theater-related professional knowledge, customer service skills, and other topics related to serving diverse audience groups. A total of 23 service staff education and training sessions were held, with a cumulative participation of 1,375 people. Colleagues had a high willingness to participate, and through practice and discussion, they effectively deepened their understanding of venue operations and service values. The venue also hosts an annual year-end banquet to recognize colleagues' dedication and contributions throughout the year while fostering camaraderie and team spirit.

By continuously upgrading service-related supplies and facilities, the venue improves audience services through its professional theater expertise. The venue also regularly recruits hourly service staff and provides training programs covering evacuation drills, crisis management, first aid training (CPR and AED), stair-climbing equipment operation, English-language customer service, theater service knowledge, and accessibility and inclusive service training. Through these efforts, accessible and inclusive audience services have become a distinctive feature of the venue's performances and events.



6 Volunteer Development and Competencies

As a major cultural hub in Southern Taiwan, we promote cultural inclusion and public participation. Volunteers support guided tours and performing arts outreach, serving as an important bridge between the public and the arts.

Weiwuying is the only venue in Taiwan that offers at least two guided tours daily throughout the year. In 2023, it received the Ministry of Health and Welfare's National Outstanding Volunteer Team Award. Moving forward, Weiwuying will continue to promote the vision of "Center for the Arts, Arts for the People" through warm and welcoming services for visitors from Taiwan and around the world.

In 2024, the volunteer team consisted of 58 members, contributing 5,873 service hours and completing 466 hours of training. In addition to daily services, the volunteer team also actively participates in multicultural promotion and the practice of equal rights. The venue also recruited foreign-language volunteers for the first time, covering English, Japanese, and Vietnamese, to strengthen multilingual services and better support international visitors. Volunteers also created a sign language version of the Weiwuying Volunteer Song and performed it during the Weiwuying OPEN HOUSE celebration, demonstrating the spirit of cultural inclusion and sharing through music and sign language.

The venue supports volunteer development and community engagement through training programs, team-building activities, and exchange visits. The volunteer program improves service quality and cultural experiences, reflects the venue's commitment to social responsibility, and contributes to cultural sustainability and civic participation.



A. Regular Volunteer Meetings

● Regular Volunteer Team Meetings

Project	Description
Volunteer Leadership Meetings	To strengthen communication and collaboration between the venue and volunteers, volunteer leadership meetings are held quarterly. In 2024, the volunteer leadership team consisted of 1 team leader, 2 deputy team leaders, and 8 group leaders. Before each quarterly volunteer meeting, a leadership meeting is held to discuss recent volunteer activities, venue events, and related initiatives. The leadership team then shares this information with volunteers to ensure effective communication and improve team operations.
Volunteer Town Hall Meetings	Volunteer Town Hall Meetings are held to share and explain volunteer activity plans for the first and second half of the year, as well as recent venue updates. These meetings help volunteers stay informed and effectively share the latest information with visitors during guided tours. The meetings also serve as a platform for volunteers to elect leadership representatives, supporting the effective management and operation of the volunteer team.

B. Exchange and Cohesion

We value volunteer engagement and team cohesion, supporting a variety of activities that foster connection and a welcoming atmosphere. The annual volunteer spring banquet recognizes volunteers for their contributions throughout the year and provides opportunities for interaction and exchange, helping build team cohesion and collaboration. In addition, volunteers organize quarterly birthday celebrations, taking charge of everything from event planning and venue setup to theme design. These gatherings showcase the team's creativity and enthusiasm while fostering connection and camaraderie.



C. Education and Training

● Volunteer Education and Training

Project	Description
Regular Training Programs	The venue offers a diverse range of training programs for volunteers each year. Course content incorporates both local cultural heritage and contemporary issues, enabling volunteers to deepen their understanding of Kaohsiung's history while broadening their interdisciplinary knowledge and service awareness. Through a "learning by doing" approach, volunteers continuously develop their professional skills and are better equipped to support venue operations and audience services. Volunteer Training Programs Conducted in 2024: ★ 2024/04/14 Volunteer Training Program: History and Historical Landmarks of Kaohsiung ★ 2024/07/28 Volunteer Training Program: Taiwan Sign Language Training ★ 2024/12/22 Volunteer Training Program: Gender Equality Training for Volunteers
Guided Tours and Educational Visits	To deepen volunteers' understanding of Weiwuying and the performing arts sector, and to strengthen their professional capabilities in audience services and guided tours, we actively organize educational visits and exchange activities. In 2024, volunteers visited the Pingtung Performing Arts Center and participated in a guided tour of The secret of PIPE ORGAN. Weiwuying is home to the largest pipe organ in Asia. Through this visit, volunteers gained a deeper understanding of the pipe organ's structure and functions while broadening their perspectives on performing arts venues. Through cross-venue learning and exchange, we further deepen the volunteers' professional energy and cultural interpretation capabilities.
Foreign Language Volunteers	The venue recruited foreign-language volunteers for the first time, further strengthening the role of volunteer services in cultural promotion and international engagement. In 2024, the venue recruited 8 foreign-language volunteers (5 English, 2 Japanese, and 1 Vietnamese), enhancing the diversity of language services and further strengthening the internationalization and professionalism of its guided tour services. The addition of foreign-language volunteers helps meet the needs of audiences from diverse linguistic backgrounds and promotes cross-cultural exchange and understanding, reflecting the venue's commitment to creating an international-friendly environment.

D. Special Activities

Volunteers learned sign language and created a sign language version of the Weiwuying Volunteer Song. Through the integration of music and sign language, they demonstrated the spirit of cultural inclusion while promoting diverse communication and inclusive participation. During the Weiwuying Anniversary Open House on October 10, volunteers organized flash mob performances around the venue's public pianos, bringing the arts closer to audiences and making the arts more accessible to the public. The event also invited visitors to experience the creativity and enthusiasm of the volunteer team, reflecting the spirit of cultural sharing.

3 Diversity, Equality, and Employee Rights

We value equality and employee rights, uphold the core values of fairness, respect, and inclusion, and are committed to fostering a safe, healthy, and supportive workplace. The venue complies with applicable laws and regulations and has established comprehensive systems and communication channels to ensure employees receive the protections and resources they need. At the same time, the venue has established regular labor-management communication mechanisms, open and transparent employee meetings, as well as sexual harassment prevention and grievance systems to implement the protection of employee rights. In addition to safeguarding employee rights, we actively promote employee assistance programs and a variety of engagement activities to support employees' physical and mental well-being, strengthen interpersonal connections, and foster an inclusive, friendly, and sustainable workplace culture.

1 Parental Leave

Both the return-to-work rate and retention rate of employees returning from parental leave reached

100%

Employees who have completed six months of service may apply for unpaid parental leave for each child under the age of three, in accordance with the Gender Equality in Employment Act and the venue's salary administration regulations. The venue has maintained a 100% return-to-work rate following parental leave from 2022 to 2024.

2022 to 2024 Parental Leave Statistics

	2022		2023		2024	
	Male	Female	Male	Female	Male	Female
Employees Taking Parental Leave	2	5	1	2	1	0
Employees Who Took Parental Leave	0	5	1	1	0	0
Employees Expected to Return to Work After Parental Leave	0	5	1	1	0	0
Employees Who Returned to Work After Parental Leave	0	5	1	1	0	0
Employees Still Employed 12 Months After Returning to Work	0	5	1	1	0	0
Return-to-Work Rate	NA	100%	100%	100%	NA	NA
Retention Rate	NA	100%	100%	100%	NA	NA

2 Labor-Management Meetings

Since its opening, the venue has held labor-management meetings on a quarterly basis. These meetings aim to improve labor-management relations, promote collaboration, and support workplace efficiency and the overall working environment. The meetings provide a platform for labor and management to communicate and coordinate on workplace policies, employee benefits, and regulations. They also facilitate the tracking of proposal implementation, the building of consensus, and the effective execution of resolutions. Meeting records are published on the cloud platform for employees' reference at any time.

3 All-Staff Meetings

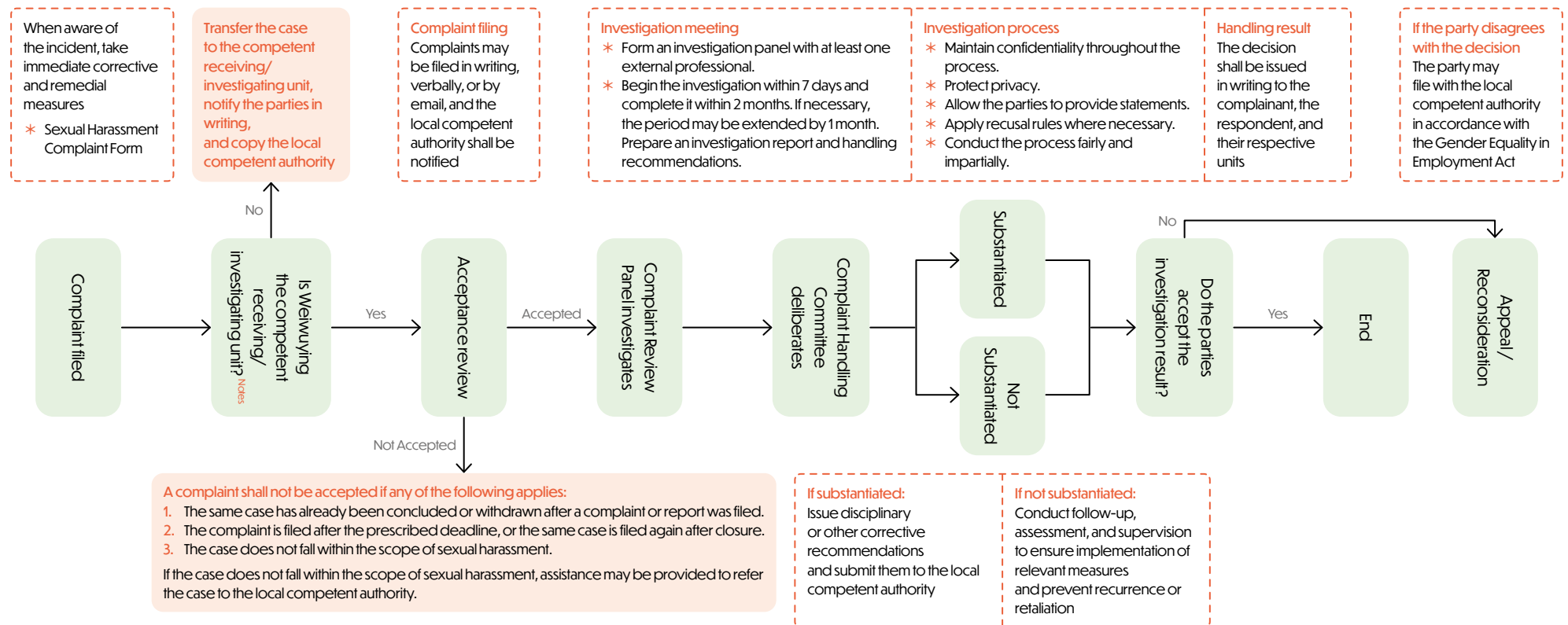
The venue convenes all-staff meetings on a quarterly basis. In 2024, four meetings were held, with an average attendance of approximately 140 employees per meeting. These meetings provide a platform for employees to share their views, promote cross-departmental communication and collaboration, and strengthen mutual understanding and engagement across the organization. The meetings also provide a platform for direct communication between employees and management, enabling transparent sharing of the venue's operational performance and facilitating discussions on labor-management issues to foster a healthy workplace environment. Through ongoing communication and feedback mechanisms, we continue to foster a transparent, collaborative, and positive workplace environment.



4 Sexual Harassment Prevention

To ensure that all employees, including permanent staff, hourly employees, dispatched workers, and job applicants, can work in a safe environment free from sexual harassment, the venue has established the Guidelines for Workplace Sexual Harassment Prevention Measures, Complaints, and Disciplinary Actions. These guidelines are formulated in accordance with Article 13, Paragraph 1 of the Gender Equality in Employment Act and the Ministry of Labor's Amendments to the Regulations for Establishing Measures on Prevention of Sexual Harassment in the Workplace. Appropriate preventive, corrective, disciplinary, and response measures are implemented to protect the rights and privacy of all parties involved. In addition, the venue has established dedicated complaint channels, including a hotline and email mailbox, and posts relevant information in prominent workplace locations. Designated personnel or responsible units are assigned to handle complaints, investigations, and follow-up actions.

Sexual Harassment Complaint Investigation and Handling Flowchart



Notes Jurisdiction under Article 14 of the Sexual Harassment Prevention Act:

1. If the respondent belongs to a government agency, military unit, or school, the complaint shall be filed with that agency, military unit, or school.
2. If the respondent is the head of a government agency, a military officer at the rank of colonel or above, a school principal, an employer, or a representative of an employer, the complaint shall be filed with the competent authority of the municipality or county/city where the agency, military unit, school, or employer is located.
3. If the respondent is unknown or does not fall under the preceding categories, the complaint shall be filed with the police authority where the sexual harassment occurred.

Complaint Hotline: (07)2626730

Complaint Email: www.gender@npac-weiwuying.org

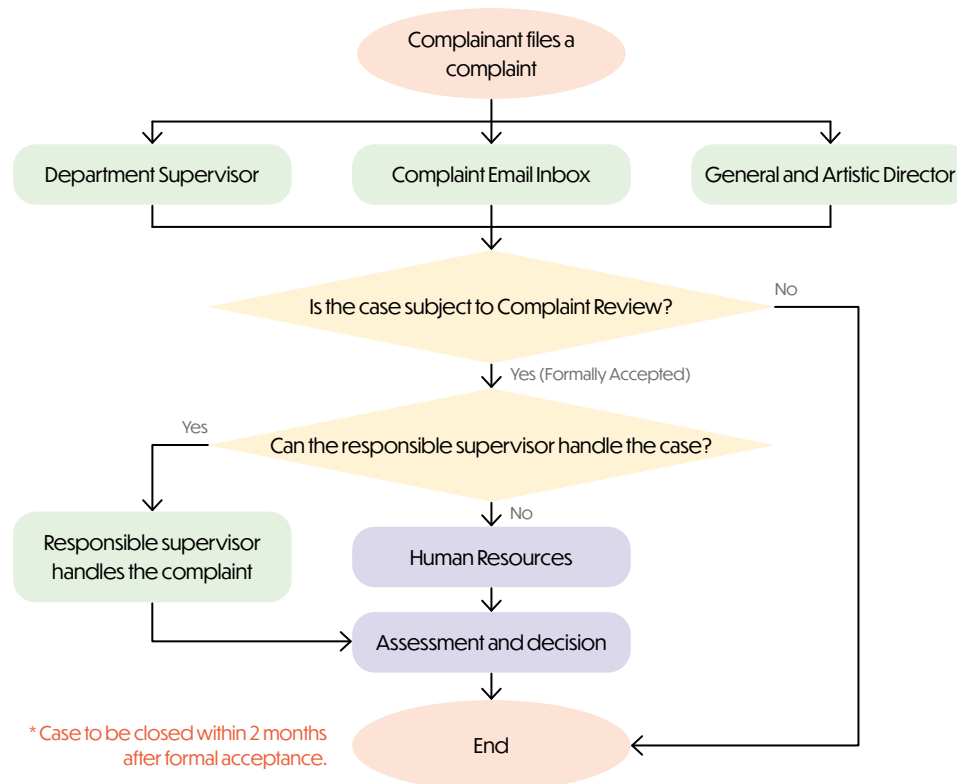
5 Employee Grievance Channels

To safeguard employee rights and facilitate the timely resolution of workplace concerns, the venue has established an internal employee grievance mechanism. Employees who have concerns regarding management practices, experience unfair treatment, or believe their rights have been infringed may raise the issue with their direct supervisor or submit a grievance through the venue's grievance mechanism to seek assistance and resolution.

Grievance Channels:

- A. Supervisors at All Levels
- B. Employee Grievance Email: www.ad@npac-weiwuying.org
- C. General and Artistic Director: <https://weiwuying.surveycake.com/s/NwV2y>

Employee Grievance Handling Flowchart



6 Employee Assistance Programs (EAPs)

To support employees' physical and mental well-being amid the demands of modern work and life, the venue has established an Employee Assistance Program (EAP). Through a third-party professional counseling service provider, employees have access to free counseling resources and a dedicated hotline to help manage workplace stress and promote work-life balance.



WEIWUYING
衛武營 國家藝術文化中心

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原生家庭	親子關係	失落創傷	性別議題



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Employee Engagement Activities

A. Weiwuying Dragon Boat Team

In 2024, the venue formed the Weiwuying Dragon Boat Team, comprising employees and supervisors, to participate in the Kaohsiung Love River Dragon Boat Festival, led by General and Artistic Director, CHIEN Wen-pin. Through a series of land- and water-based training sessions, team members strengthened their physical fitness and resilience while fostering teamwork and cross-departmental cohesion. The team successfully advanced to the semifinals, demonstrating the vitality and passion embodied by "Center for the Arts, Arts for the People." Participation in the event encouraged employees to engage in activities beyond the workplace, promoted physical and mental well-being, strengthened team cohesion, and reflected the venue's active involvement in local cultural events, earning strong support from employees.



Photography by HUANG Pi Hsien



Photography by HUANG Pi Hsien

B. Weiwuying Pet Day

The venue regularly organizes Pet Day events in the Operation Office, where employees are invited to bring their pets to work. While ensuring workplace efficiency and animal welfare, the event fosters a relaxed and welcoming atmosphere that promotes employees' sense of well-being and interaction among colleagues. Through Pet Day, the venue demonstrates its commitment to employee well-being and seeks to foster a more inclusive and positive workplace culture. The initiative promotes employee happiness, encourages interpersonal interaction, and fosters a culture of care and mutual support.



Pet Day

C. Weiwuying Employee Anniversary Celebration

In addition to the venue's annual OPEN HOUSE celebration, the venue also organizes anniversary events exclusively for employees. Participation is voluntary, and employees are encouraged to celebrate together to strengthen team cohesion and foster interpersonal connections. The 2024 celebration featured a "Vegetarian Day" theme, offering vegetarian refreshments made with seasonal fruits, vegetables, and natural ingredients while promoting environmentally friendly and sustainable dietary practices. By integrating sustainability into the celebration, the event enriches employee engagement while encouraging employees to put sustainability into practice in a relaxed setting.



Photography by LIN Chun-yung



We remain committed to our “Weiwuying for Employees” strategy, fostering an inclusive and supportive workplace culture. The implementation of these employee benefits and career development initiatives has effectively strengthened employee engagement and team cohesion. The venue's turnover rate has declined significantly from over 20% in previous years to 9.32% in 2024, demonstrating the effectiveness of its employee retention efforts. We believe that a stable and professional workforce is the foundation for fulfilling the public mission. Moving forward, we will continue to develop the talent development ecosystem and provide a platform for performing arts professionals to grow and thrive.

Employee Turnover Statistics

Year	Number of Employees Leaving	Number of Employees at the Beginning of the Period	Number of Employees at the End of Period	Turnover Rate
2022	41	193	216	20.05
2023	51	216	211	23.89%
2024	20	211	218	9.32%

Note 1 The statistics presented in this table are based on the venue's full-time employees.

Note 2 $\text{Turnover Rate} = \frac{\text{Number of Employees Leaving During the Year}}{[(\text{Number of Employees at the Beginning of the Period} + \text{Number of Employees at the End of the Period}) \div 2]} \times 100\%$

Note 3 The significant decline in the 2024 turnover rate demonstrates the effectiveness of the venue's talent cultivation and employee retention initiatives.

Note 4 The number of employees leaving includes fixed-term contract personnel (e.g., employees whose contracts ended upon project completion). Excluding such natural turnover, the retention and stability of the venue's core full-time workforce would be even higher.



Photography by LIN Chun-yung

4-3 Community Engagement and Industry-Academia Cooperation



GRI 3-3

Guided by its vision of “Center for the Arts, Arts for the People,” Weiwuying strives to integrate the arts into everyday life. In January 2023, Learning and Participation was officially established to integrate resources and advance the dual-track strategy of Community Engagement and Industry-Academia Cooperation. Through four key focus areas—open access to space, artistic engagement, social inclusion, and environmental integration—we seek to transform this world-class facility into a vibrant arts space for all. This chapter describes how the venue advances cultural equity and expands the social impact of the performing arts through diverse guided tour programs, industry-academia cooperation, and talent cultivation initiatives.

1 Operational Strategy and Core Philosophy: Weiwuying for the People

We adopt “Weiwuying for the People” as one of our core operational strategies, with the vision of becoming an arts space for all. In January 2023, Learning and Participation was officially established to integrate resources and advance the dual-track strategy of Community Engagement and Industry-Academia Cooperation. The strategy is guided by four dimensions of accessibility:

1 Connecting People with Space and the Arts (Open Access and Integration)

A. By making use of the venue's spacious and welcoming open areas, such as providing a Public Piano in Banyan Plaza for public use, the venue breaks down barriers to the arts and brings art into everyday life.

B. Diverse Guided Tours and Market Activities: The venue offers scheduled, architecture-themed, and children's tours, as well as the Weiwuying Sunset Market Strip. Vietnamese-language services have also been introduced to increase participation by new immigrant communities.

C. Neighborhood and Community Engagement: The venue regularly organizes activities such as Weiwuying 365+ DANCE, Headphone Cinema, Weiwuying Family Day, and Weiwuying Children's Festival to encourage community participation.

2

Connecting People with Society and the Environment (Equity and Ecology)

A. Cultural Equity: Safeguard the rights and interests of people with disabilities through the Inclusive Arts Project, while offering dedicated workshops for groups including children with autism, individuals with Down syndrome, and people with rare diseases.

B. Environmental Integration: Promote the Weiwuying Green Thumb program and expand public art installations to strengthen the connection between the cultural landscape, architecture, and the natural environment.



Photography by 彭仁義

2

Action Plans and Outcomes

1

Community Engagement and Public Interaction

Through diverse programs and services, the venue encourages public participation in the arts and integrates the arts into everyday life:

A. Diverse Guided Tours and Market Activities

The venue offers scheduled tours, venue and architectural tours, multilingual tours, Eyes and Ears Project - Touch Tour and Sign language Tour, and Hall Interactive VR Tour, providing diverse ways for audiences to engage with the venue. Starting in 2024, Vietnamese-language services were added to foreign-language tours to advance Cultural Equity. The venue also

continues to offer self-guided venue exploration activities, opening its four performance venues, including the Concert Hall and Opera House, for visitors to experience theater architecture. Themed tours, such as children's tours and steel architecture tours, are also offered to engage diverse audiences. For example, the Architecture Tour series launched in 2024 featured the theme of steel structures, guiding visitors through areas rarely open to the public and offering a unique perspective on the venue's architectural design. Monthly arts and culture market activities are organized in conjunction with Performances by Presenter Organizing and Co-organizing, incorporating program themes to encourage public engagement with the arts. In 2024, these guided tours and market activities were held 955 times, attracting 1,076,120 participant visits, including 692,981 visits to guided tour activities.



Photography by LIN Chun-yung



Photography by LIN Chun-yung



Photography by HUANG Pi Hsien

B. Integrating Arts and Culture into Community Life

[Weiwuying 365+ DANCE]

Since 2020, this event has been held on the first Wednesday evening of each month at Banyan Plaza. Led by different artists, participants are invited to move together and experience the joy of dance. In March 2024, the event collaborated with 24 Hours BEETHOVEN and presented two late-night sessions. Resident artist CHOU Shu-yi and Bolero dancers led participants in dancing to Beethoven's music. In 2024, total participation reached 854 participant visits.



Photography by kito

[Headphone Cinema]

Since 2019, Headphone Cinema has made use of the openness and accessibility of Banyan Plaza to create a space that combines leisure, entertainment, and public performances. Visitors can wear wireless headphones, relax in reclining chairs, and enjoy immersive audiovisual experiences through 400-inch projections and surround sound. In 2024, total participation reached 2,743 participant visits.



Photography by LIN Chun-yung

[Weiwuying Family Day]

Since 2019, Weiwuying Family Day has promoted learning together, sharing together, and children's independent thinking through theater arts-based activities for parents, children, and preschoolers. The program offers themed activities such as picture-book reading, arts and crafts, dance and movement, and music to strengthen parent-child interaction and cultivate children's curiosity, creativity, and appreciation for the arts. In 2024, total participation reached 800 participant visits.



Photography by kito

[Weiwuying Children's Festival]

Held every July, Weiwuying Children's Festival inspires creativity and encourages children to explore the possibilities of performing arts through the arts. In 2024, the festival featured ticketed in-venue programs, including Circus Musical "100 Reasons to Fly" and The Wizard of Oz, alongside an outdoor parent-child market, Lulu Children's Cinema, and storytelling workshops. Featuring Lulu and friends as child ambassadors, the festival uses character-based intellectual property (IP) to bring the performing arts closer to children and cultivate future audiences.



Photography by LIN Chun-yung

[Arts Talk]

Since 2019, artists from diverse disciplines have been invited to share their perspectives and insights on art. Through discussions that connect art with everyday life, the program explores artistic expression and audience engagement, helping bridge the gap between the public and the arts while inspiring new perspectives in daily life. In 2024, in conjunction with The 24 Hours Series, the program presented three Beethoven-themed lectures, two sessions on drama and dance therapy, and additional talks on arts education and musical appreciation, for a total of nine sessions. Total participation in 2024 reached 499 participant visits.



Photography by Rafael Wu

Explore the Pipe Organ

Since 2023, the venue has annually presented the Explore the Pipe Organ series, offering audiences the opportunity to experience the rich sounds of Asia's largest pipe organ and explore Taiwan's only vineyard-style Concert Hall. The series features the Close-up Shows and Musical Chairs aspect, allowing audiences to experience the pipe organ from different viewing positions. In 2024, total participation reached 4,719 participant visits.



Photography by CHEN Chien Hao

[Behind the Scenes] (formerly After Lights Down Tour)

Since 2019, the venue's technical staff and production teams have guided visitors through backstage areas and the performance production process, revealing the inner workings of the theater. In conjunction with Weiwuying-presented programs, experienced staff guide participants onto the stage to gain a deeper understanding of the precision, execution, and behind-the-scenes efforts involved in performance production, fostering greater appreciation of theater professionalism. In 2024, total participation reached 81 participant visits.

2 Industry-Academia Cooperation and Talent Cultivation

We actively collaborate with academic institutions to cultivate performing arts professionals and advance arts education.

A. Campus Collaboration and Internships

- (a) **Career Pathfinding Internship Program:** In partnership with colleges and universities, this program provides students with opportunities to gain workplace experience, develop professional skills, and cultivate sound work attitudes and professional ethics. It also offers pathways to full-time employment, helping nurture future talent for the arts and cultural sector.
- (b) **University Collaboration Projects:** In 2022 and 2023, the venue signed five-year memoranda of cooperation with National Kaohsiung University of Science and Technology and National Cheng Kung University, respectively, to deepen collaboration in aesthetic education, talent cultivation, arts promotion, and performance outreach. In 2024, the venue jointly organized the Weiwuying 365+ DANCE × National Cheng Kung University series, the Kaohsiung University of Science and Technology Humanities Lecture × Master Lecture series, the National Cheng Kung University Lecture series, and the National Cheng Kung University Theater Course series. A total of three lectures and eleven courses were delivered, attracting 939 participant visits.

Conducted in 2024
3 lectures and 11 courses
Total 939 participants

● University Collaboration Projects

University	Collaboration Program
National Kaohsiung University of Science and Technology (NKUST)	* NKUST Humanities Lecture × Master Lecture Series: Featured CHOU Shu-yi, who shared behind-the-scenes insights into the creation of Dance a Dance From My Yellow Skin (108 participant visits), and LIU Hsin-hung, who led audiences to Explore the Pipe Organ (184 participant visits). * NKUST Micro-Credit Program: Featured "Firebird & Spring Sacrifice" performance appreciation and backstage tours (42 participant visits), "Explore the Pipe Organ" public-space tours (28 participant visits), "Echo" sign language workshops and performance appreciation (28 participant visits), and "A Suitcase of Memories" performance appreciation and public-space tours (27 participant visits).
National Cheng Kung University (NCKU)	* "Weiwuying 365+ DANCE × NCKU" featured dance workshops including "My First Body Class," "Writing the Flowing Space of the Body," and "Moments of Emotional Resonance," attracting 98 participant visits. * "Art Roaming": Featuring Explore the Pipe Organ and acoustic experiences at the NCKU Architectural Acoustics Laboratory (70 participant visits), as well as theater general education courses and venue tours (two sessions, 68 participant visits). * Invited General and Artistic Director, CHIEN Wen-pin, and music producer LIU Mu-yao to speak at the Masters Play lecture (112 participant visits), while Regin LEE delivered a lecture on the behind-the-scenes workings of theater (174 participant visits).

- (c) **Shu-Te University Cooperation Project:** In 2022, the venue signed a five-year Memorandum of Understanding with Shu-Te University to strengthen collaboration with local academic institutions. Through practical teaching, professional knowledge sharing, and industry experience, students gain a deeper understanding of the performing arts while supporting career exploration and engagement with the venue's core values and cultural development.



B. Theater Professional Talent Workshops

【WeiWuying Teens In Theater】

Held annually in August since 2016, this program is designed for teenagers aged 15 to 22. Through hands-on theater workshops covering lighting, costume design, makeup, props, photography, acting, voice, and movement training, participants learn from theater professionals and explore their talents through creative collaboration and artistic expression. In 2024, the program entered its ninth year, attracting 50 participants across two five-day camp sessions, with 101 people attending the final presentation.



Photography by CHEN Chien Hao

【Eurocuivres Asia in WeiWuYing】

Eurocuivres Asia in WeiWuying was held for the first time in July 2024, bringing together more than a dozen renowned domestic and international brass and percussion instructors for a one-week training program attended by 100 students. The program also included one instructor concert and one instructor-student concert, attracting a total of 661 attendees.



Eurocuivres Asia in WeiWuYing

【WeiWuying Arts Camp For Kids】

From 2023 to 2024, the Kaohsiung-based Double & Cross Theater Group designed and delivered a five-day intensive program. The curriculum focused on games, interdisciplinary learning, and real-life applications, encouraging children to explore their senses and creativity. In 2024, the program attracted 28 participants.

【Summer Dance Camp】

Since 2023, domestic and international dance instructors have been invited each summer to offer diverse courses, providing participants with physical training and opportunities for cultural exchange. In 2024, the program featured 17 dance classes, one tango dance party, and one ballet presentation led by domestic and international dance instructors, attracting a total of 787 participants.



Photography by LIN Chun-yung



Photography by LIN Chun-yung

【WeiWuying Training Program for Theater Technicians】

By 2024, the WeiWuying Training Program for Theater Technicians had become a key learning platform for theater technicians in southern Taiwan. The program offers training courses from basic to advanced levels and continues to expand its curriculum, providing a structured pathway for professional development. In 2024, the Theater Technology – Basic Level and Theater Technology – Advanced Level courses were held from July 3 to July 29, attracting a total of 43 participants.



Photography by CHEN Chien Hao

C. School Partnerships and Aesthetic Education

【Learning Arts Together】

Since 2019, students from across Taiwan have been invited to visit the venue. Professional performing arts groups design performance-based learning programs that incorporate theater etiquette, venue introductions, and performing arts knowledge, allowing teachers and students to immerse themselves in the theater environment and develop a deeper appreciation of the performing arts. The program collaborates with initiatives of the Ministry of Culture and the Ministry of Education to promote aesthetic education. In 2024, the total number of participants was 17,087.



Photography by CHEN Chien Hao



Photography by HUANG Pi Hsien



Photography by CHEN Chien Hao

【Weiwuying Theater Arts and Education Project】

Launched in 2019–2020 in alignment with the Ministry of Education's 108 Curriculum Guidelines, the program develops arts education courses that complement school curricula and foster students' core competencies, including communication, social participation, and autonomous action. Includes "Experiential Course," "Stage Reading Course," "Stage Reading Professional Development Workshop for Teachers," "Call Cue," and "The Literary Adaptation Workshop." Professional theater educators are invited into schools, integrating issue-based learning, exploratory activities, and sensory exercises to cultivate multiple competencies. The program enables students to engage deeply with theater and the performing arts while transforming theater into a space for learning. In 2024, the total number of participants was 1,981.



Photography by CHEN Chien Hao



Photography by CHEN Chien Hao



Photography by HUANG Pi Hsien



【Call Cue】

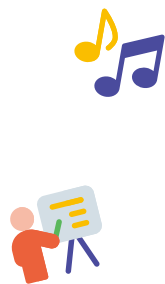
Designed as an extension of the "Experiential Course" under the "Weiwuying Teaching Artists Professional Development Program," this youth-oriented booklet provides pre-program learning materials and post-program guidance. Designed for teenagers and first-time theatergoers, the booklet features program knowledge and guided discussion questions selected from Weiwuying-presented programs each year, accompanied by illustrations that interpret and visually represent program content. In 2024, a total of 10 digital booklets were produced.

【2024 Weiwuying Teaching Artists Professional Development Program】

The program aims to strengthen the professional capacity of arts educators while deepening students' understanding of and participation in the arts. Through workshops, the program fosters collaboration between the venue and teaching artists, inviting artists to co-develop interdisciplinary arts education curricula that nurture students' creative thinking. This program extends the "Weiwuying Teaching Artists Professional Development Program" by connecting local resources and teacher development efforts to provide students with deeper and more meaningful arts learning experiences.

【Explore the Pipe Organ】

In 2024, the venue incorporated this program into its resource-linking efforts. Through Learning Arts Together and "Extracurricular Cultural Experiences by the Ministry of Culture, students were given the opportunity to experience the pipe organ up close, expanding the impact of arts promotion and arts education. A total of 669 student visits were recorded.



Photography by 鄭達敬



【A Virtual Tour of Weiwuying Pipe Organ】

In addition to on-site experiences, the venue developed "A Virtual Tour of Weiwuying Pipe Organ" using 360-degree spatial scanning technology. Through VR headsets, the program extended access beyond the Concert Hall, enabling students from remote schools and residents of elderly care institutions to explore the pipe organ. A total of 352 participants were recorded.



Photography by CHEN Chien Hao



Photography by HUANG Pi Hsien



3 Monitoring, Tracking, and Response Mechanism

1 Mechanism for Monitoring Management Effectiveness

To realize the vision of "Weiwuying for the People," the venue has established both quantitative and qualitative monitoring indicators.

- A. Public Participation Indicators:** Monitoring participation levels and target achievement rates for tours, markets, and arts and cultural experience activities.
- B. Education and Industry-Academia Performance Indicators:** Statistics on the number of partner schools, internship certification rates, and participant growth in professional workshops (such as Weiwuying Teens In Theater and Summer Dance Camp).
- C. 2024 Performance Data:**
 - (a) Community Engagement: A total of 955 tours and markets were held, attracting 1,076,120 participants.
 - (b) Cultural Accessibility Outcomes: The achievement rate for Promoting Cultural Accessibility exceeded the target by more than tenfold.
 - (c) Arts Promotion Outcomes: In 2024, Learning Arts Together recorded a total of 17,087 participants.

2 Complaint Mechanism and Remedial Measures

We are committed to attentive and responsive services and have established multiple channels to actively listen to and address stakeholder concerns.

- A. Communication Channels:** Customer service hotline (07-262-6666), service email (service@npac-weiwuying.org), official website, social media platforms, and on-site service counters.
- B. Analysis and Management:** Regularly reviewing customer complaints and suggestions. In 2024, complaints decreased by 36%, while suggestions increased by 52%, reflecting higher stakeholder participation and engagement.
- C. Service Optimization:** Converting feedback collected through satisfaction surveys into improvement measures, continuously enhancing the audience experience and venue facilities.

Overall, in 2024, the venue served more than one million participants through community engagement activities, while its Cultural Equity indicator exceeded the target by more than tenfold. From pipe organ VR experiences in remote communities to professional talent workshops, the venue has successfully transformed passive arts appreciation into active social engagement. Looking ahead, the venue will continue to improve its services and serve as a bridge connecting the arts, academia, industry, and communities, overcoming geographic and accessibility barriers while embedding the spirit of "Art as Life" more deeply in society.





International Exchange



GRI 2-28

The venue actively promotes international exchange to increase the global visibility of Taiwan's performing arts, deepen cross-cultural understanding and professional collaboration, and foster mutual learning among arts professionals. Through co-produced programs and participation in international arts networks, it continues to enrich the local arts ecosystem with new perspectives and momentum.



1 International Cooperation and Co-production Plans

1 Flagship Opera Co-production Project

In 2024, marking the centenary of the passing of G. PUCCINI, the venue co-produced Puccini's opera *Manon Lescaut* for the first time with Slovene National Theatre Maribor and Teatro Colón Buenos Aires. The production was directed by Italian director Pier Francesco MAESTRINI and conducted by CHIEN Wen-pin, featuring renowned singers from Taiwan and abroad and the Evergreen Symphony Orchestra.



Photography by Mon LEE

2 Cross-disciplinary Dance Collaboration

The venue co-produced CHOU Shu-yi's *Dance a Dance From My Yellow Skin* with Esplanade – Theatres on the Bay. To further strengthen collaboration among venues, organizations, and artists in Taiwan and the United Kingdom, Eddie NIXON, General and Artistic Director of The Place, participated in the 2022 Taiwan Dance Platform. In 2024, choreographer LIU I-ling was invited to London for a residency and site-specific creation project, while an affiliated artist of The Place was invited to Taiwan for a reciprocal site-specific creation project. Both works were presented at the 2024 Taiwan Dance Platform.



Photography by LIN Chun-yung



3 Other International Programs and Performances

Weiwuying presented a diverse range of international programs to connect with international performing arts groups and engage audiences of different ages and backgrounds. The following program categories were included:

Types of International Programs

Music



Programs included the 2024 Weiwuying Organ Festival (2 programs), 2024 Weiwuying International Music Festival (3 programs), TwoSet Violin World Tour, Joyce DiDonato, DiDonato-EDEN, Charles Lloyd Sky Quartet-The Sky Will Still Be There Tomorrow, Taiwan Tour – NHK Symphony Orchestra, Tokyo, Duane FORREST-Bob Marley: How Reggae Changed the World, The First Taiwan International Cello Festival 2024—Cello in the Multiverse “Best of Concert”, and Thierry ESCAICH—Organ Recital, Krystian ZIMMERMAN Piano Recital, Sir Simon Rattle—Symphonieorchester des Bayerischen Rundfunks, totaling 14 programs. Among them, Sir Simon Rattle and the Symphonieorchester des Bayerischen Rundfunks were jointly presented by three venues, offering audiences the opportunity to experience a world-class orchestra at an accessible ticket price.



Photography by LIN Chun-yung



Photography by kito



Photography by Mon LEE



Photography by kito



Photography by LIN Chun-yung

Drama and musical theater



Programs included Kyogen with Mansai NOMURA, Manzai Bonbon – Japanese Mandarin Manzai Show, and Hitomiza Otome Bunraku.



Photography by LIN Chun-yung



Photography by kito



Photography by Mon LEE

Dance and Circus



Heidelberg Dance Theatre × Dance Forum Taipei – Firebird / The Rite of Spring; CHOU Shu-yi – Dance a Dance From My Yellow Skin (Esplanade – Theatres on the Bay × venue); and Circa – Carnival of the Animals.



Photography by CHEN Chien Hao



Photography by LIN Chun-yung



International Program Broadcasts



Headphone Cinema and 2024 Seiji Ozawa Matsumoto Festival in Taiwan conducted their second program broadcast collaboration in September 2024. The broadcast featured Nodoka OKISAWA, Principal Guest Conductor of the Seiji Ozawa Matsumoto Festival, leading the Saito Kinen Orchestra in a performance of a Brahms symphony.



Photography by HUANG PI Hsien

4 International Touring Performances

A. In August 2024, Taiwan Tour – NHK Symphony Orchestra, Tokyo comprised one program and one performance. The NHK Symphony Orchestra returned to Taiwan after an eight-year absence. The venue collaborated with the Taiwan Philharmonic (also known as the National Symphony Orchestra, NSO) to support the organizer in coordinating a tour across three institutions, featuring Taiwanese violinist Paul HUANG and renowned conductor Fabio Biondi. The collaboration with Louis Eshigawa highlighted the achievements of Taiwan's classical music talent cultivation, while orchestra members extended the impact of the exchange through visits to local schools during their stay in Taiwan.

B. In November 2024, Sir Simon Rattle and the Symphonieorchester des Bayerischen Rundfunks comprised one program and one performance. Following a six-year absence due to the pandemic, the Symphonieorchester des Bayerischen Rundfunks returned to Taiwan. Jointly presented by the National Theater & Concert Hall (NTCH), the National Taichung Theater (NTT), and the venue, the tour was led by its newly appointed Chief Conductor, Sir Simon Rattle. The program reflected the three institutions' commitment to providing audiences with access to world-class orchestral performances at affordable ticket prices. By hosting leading international orchestras, the venue has further built its standing as a leading concert hall in Asia.



2 Active Participation in Global Arts Networks and Exchange Activities

1 International Partnerships

The venue has signed multiple Memoranda of Understanding (MOUs) and Letters of Intent (LOIs) to strengthen and expand its international partnership network. On January 26, 2024, the venue renewed its Letter of Intent (LOI) with New York's Public Theater for the Public Works program, initiating a three-year partnership to deepen exchanges of experience and models for arts outreach and public participation between cultural venues and communities.

2 International Conferences and Forums

The venue actively participated in international conferences and arts organizations. In 2024, it attended 13 events, including Tanzplattform Deutschland, Tanzplattform Bern, Swiss Dance Days, Aerowaves, NN North Sea Jazz Festival, International Arts Carnival, Internationale Tanzmesse NRW, the Association of Asia Pacific Performing Arts Centres (AAPPAC), the International Teaching Artists Collaborative (ITAC), Performing Arts Market in Seoul, KYOTO EXPERIMENT 2024, the Circus Asia Network Annual General Meeting, the FACP Hong Kong Conference, and the Asia Arts and Culture Networking Event.



Photography by LIN Chun-yung

In 2024, the venue participated in the following international conferences and forums:

- A. In January 2024, the venue hosted its first international forum on Arts Outreach and Engagement, titled Changing Future. The forum brought together 20 speakers from The Public Theater, Complicité, West Kowloon, the International Teaching Artists Collaborative (ITAC), and Taiwan's arts and education sector. Through five professional workshops and four thematic international forums, participants explored the development and practice of Arts Outreach and Engagement from four perspectives: policy, venues, arts groups, and artists. A total of 333 participants attended the forums and 122 participated in the workshops.



Photography by CHEN Chien Hao

- B. In October 2024, the venue participated in ITAC's monthly online "Think Tank" seminar and shared its experience in advancing the EDEN Engagement initiative. The program engaged 60 fifth-grade students from Houzhuang Elementary School and Renwu Elementary School in Kaohsiung to explore environmental issues and develop choral singing skills. Students also performed Seed of Hope, the encore piece from EDEN, promoting environmental awareness.



Photography by LIN Chun-yung

3 Promoting Exchange and Learning Among Arts Professionals

1 Arts Professional Exchange

In 2024, a total of 387 participant visits were recorded in arts professional exchange activities, including Kyogen with Mansai NOMURA, Hitomiza Otome Bunraku, 2024 Weiwuying Organ Festival, 2024 Weiwuying International Music Festival, Weiwuying Children's Festival, Jazz at Weiwuying, Weiwuying Showtime, the Taiwan Dance Platform, the Weiwuying Circus Platform, Clément DAZIN's pre-tour creation residency, CHOU Shu-yi – Dance a Dance From My Yellow Skin in collaboration with Esplanade – Theatres on the Bay, and Heide Fortress Dance Theater × Dance Space Dance Troupe: Firebird / Rite of Spring, Thierry Escaich – Organ Recital, Joyce DiDonato – EDEN, G. PUCCINI – Manon Lescaut, Krystian Zimerman Piano Recital, Sir Simon Rattle and the Symphonieorchester des Bayerischen Rundfunks, 2024 Taiwan Tour – NHK Symphony Orchestra, Tokyo, TwoSet Violin World Tour, the CHIEN Wen-pin & Kaohsiung Symphony Orchestra - The Memorial Concert for the Master of Architectural Acoustics-Albert XU and other programs.

2 Diverse Arts Education and Training Programs

Project	Description
Summer Dance Camp	The 2024 Summer Dance Camp brought together nine leading domestic and international instructors, including CHOU Tzu-chao, Principal Dancer of the Birmingham Royal Ballet. Courses covered contemporary dance, ballet, hip-hop, contact improvisation, Klein technique, commercial dance, and tango, attracting participants aged 10 to 99 and recording 787 participant visits.
Eurocuivres Asia in WeiWuYing	In July 2024, WeiWuYing hosted Eurocuivres for the first time, inviting more than a dozen renowned domestic and international brass and percussion masters to lead a one-week program. Activities included masterclasses, individual lessons, lectures, ensemble courses, faculty concerts, and joint faculty-student concerts, attracting 100 students. The faculty concerts attracted 302 participant visits, while the joint faculty-student concerts attracted 359 participant visits.

Through flagship opera co-productions, cross-disciplinary dance collaborations, and international music festivals, the venue has built a diverse platform for international cooperation. By combining professional training, forums, and digital technology, it has extended the influence of Taiwanese arts to the global stage and strengthened cross-cultural exchange and professional development.

4-5 Cultural Equity



With Cultural Equity at its core, we are committed to enhancing access to the arts and social inclusion, ensuring that people of different ages, backgrounds, genders, and abilities can experience the performing arts. Through diverse guided tours, barrier-free facilities, social inclusion programs, and tailored workshops, the venue lowers barriers to Promoting Cultural Accessibility and embeds cultural inclusion into its daily operations, reinforcing the value of the performing arts as a public good.

1 Accessible Services and Inclusive Venue

1 Inclusive Arts Project

Supported by Fubon Financial Holding Co., Ltd., the Taipei Parents Association for the Visually Impaired, and the Taiwan Association of Sign Language Interpreters, the venue launched the Inclusive Arts Project for people with visual and hearing impairments. The program provides two free guided tour services supported by assistive tools and professional guiding methods to meet diverse accessibility needs.

● Inclusive Arts Project

Touch Tour (Visually Impaired Guided Tour)

- A. Using headphones, tactile guide cards, Braille books, and venue models, professional guides provide oral descriptions that enable people with visual impairments to gain a deeper understanding of Weiwuying through touch and hearing.
- B. In 2024, 3 sessions were held, with a total of 40 participant visits.



Sign Language Tour (Hearing Impaired Guided Tour)

- A. Led by a sign language instructor and supported by tablet-based assistive tools, the tour enables people with hearing impairments to better understand Weiwuying through sign language and oral interpretation.
- B. In 2024, 24 sessions were held, with a total of 272 participant visits.



2 Inclusive Arts Workshop

Guided by Cultural Equity and Inclusion, the venue developed tailored programs for different disability groups and age groups. Through the 2024 Inclusive Arts Workshop series, participants experienced diverse art forms and shared the beauty and impact of the performing arts. The table below outlines the diverse arts programs developed by the venue for different disability groups:

Visual and Physical Disabilities

- A. Disability Friendly Workshop & 24 Hours BEETHOVEN:** As part of the 24 Hours BEETHOVEN series, American neurologic music therapist Joyce CHIANG guided participants in exploring music through Beethoven's works and interactive improvisation with various instruments. Following the workshop, participants could also attend the afternoon concert. A total of 9 people participated in 2024.
- B. "Jazz Around the World" For Participants with Visually Impairment and Moving Functional Limitation:** Designed for people with disability certificates classified as Category 2 (Visual Impairment) or Category 7 (Physical Disability). Participation is recommended for individuals aged 15 and above. The workshop included jazz lessons and a performance of Charles LLOYD's The Sky Will Still Be There Tomorrow. Shelly WANG served as instructor, while SU Jin-jhu provided saxophone demonstrations and assisted with jazz performance instruction. A total of 8 people participated in 2024.



Photography by kito



Photography by HUANG Pi Hsien

Children with Autism and Their Families

Visual Impairment Pipe Organ Workshop: Continuing the collaborative project Intergenerational Dance Practice, this parent-child dance workshop was designed for children with autism and their families, providing opportunities to engage in movement activities together. A total of 16 people participated in 2024.



Photography by HUANG Pi Hsien

Adults with Down Syndrome

Arts Workshop for People with Down Syndrome: Led by a dance instructor experienced in working with disability groups, the workshop used objects and group activities to encourage adults with Down syndrome to explore movement and enjoy the freedom and joy of dance. A total of 22 participants joined the workshop in 2024.



Photography by CHEN Chien Hao

Hearing-Impaired Individuals (Deaf and Hearing People)

A. Hearing-impaired Performance Workshop: Led by the Dear Moon Theatre of the Deaf, the workshop was offered in parent-child sessions for children aged 7-14 and adult sessions. Participants explored cultural differences between deaf and hearing communities through tactile and visual sensory activities, culminating in the collaborative creation of *We Are All Human!* and the collective development of *Dance in Silence*. A total of 35 people participated in 2024.

B. "Shinehouse Theatre" Hearing Impairment Workshop: Led by CHUNG Po-yuan, General and Artistic Director of Shinehouse Theatre, the workshop offered participants an inclusive theater experience. A total of 8 people participated in 2024.



Photography by Rafael Wu



Photography by HUANG Pi Hsien



Children and Adolescents with Disabilities and Their Caregivers

"Dr.Rednose" Angels Workshop: Led by the Dr.Rednose team (CHU Yin-hsiu, PENG I-ting, TUNG Shu-chen, and TSAI Meng-chun), the workshop used everyday objects and storytelling activities to encourage participants to listen, move, and engage their imagination through drama and games. The workshop was designed for children and adolescents aged 3-16 and their parents or caregivers. A total of 16 people participated in 2024.



Photography by HUANG Pi Hsien



2 Diverse Guided Tours and Cultural Education

Project	Description
Regular Guided Tour Services	The venue offers diverse guided tour services, including scheduled tours, venue tours, audio tours, the Eyes and Ears Project - Touch Tour and Sign Language Tour, and the Hall Interactive VR Tour. In 2024, the venue expanded its multilingual guided tour services by adding Vietnamese. Guided tours are now available in English, Japanese, Vietnamese, and Taiwanese, enhancing accessibility and participation for diverse communities in support of Cultural Equity.
Free Guided Tour Services	The venue offers free guided tour services to seniors aged 65 and above and residents with household registration in Kaohsiung City, promoting Cultural Equity and enhancing opportunities for cultural participation. <u>In 2024, a total of 1,949 participant visits were recorded, including 1,038 visits by seniors and 911 visits by Kaohsiung City residents.</u>
Children's Tours	Since 2023, the venue has offered dedicated tours for children aged 4-9, using interactive games, movement activities, and storytelling to introduce arts and cultural spaces while incorporating environmental protection and sustainable development concepts. In 2024, the venue launched the "Courage Cloak" themed tour for children aged 4-9. Centered on The Magical Courage Shop, the program introduced Weiwuying's architecture, history, and theater design through interactive activities while promoting environmental awareness and sustainability. <u>In 2024, 15 sessions were conducted, serving 475 participant visits, bringing the cumulative total to 1,051 child participants.</u>



Photography by Mon LEE

3 Accessible Services and Facility Design

1



We are committed to enhancing family- and pet-friendly services. Subject to safety and management requirements, children and pets accompanying performance teams may be permitted backstage.

2



To improve accessibility, we plan to upgrade handrails in Banyan Plaza and install additional accessible restroom facilities.

3



The venue provides assisted Audio Guide service, enabling people with visual impairments, individuals with limited mobility, and other audience members in need to access guided audio content throughout different areas of the venue lobby, further supporting Cultural Equity.

The venue will continue to lower barriers to arts and cultural participation through service innovation and improved accessibility facilities, striving to create a more inclusive cultural environment. These initiatives enrich the public's cultural experience and deepen the social value and impact of the arts. By embedding the principles of Cultural Equity throughout its operations, the venue continues to serve as a sustainable bridge between the arts and society.



4-6

Promoting Sustainable Theater



The venue embraces the principles of Green Theater, integrating sustainability into its operations and performance activities. Through energy conservation, green production, digital engagement, and facility optimization, we actively address environmental challenges and promote environmental responsibility. Through diverse performances and educational programs, audiences can experience both the arts and the value of sustainability, making the theater a platform that connects life, art, and the environment.

1

Sustainable Operations Principles and Strategies

The venue incorporates sustainability into its operational objectives and advances carbon reduction through concrete actions. Since 2023, the venue has partnered with the Taiwan Stock Exchange to support and implement various sustainability initiatives in line with the alliance's objectives. Key strategies include:

1

Energy Efficiency and Carbon Reduction Task Force

Established in 2022, the Energy Efficiency and Carbon Reduction Task Force ^{Note} was created to promote environmental sustainability initiatives.

2

Integrating Sustainability into Daily Operations and Program Production

Since 2023, the venue has integrated energy conservation, carbon reduction, and sustainable development into its daily operations and program production, implementing carbon reduction measures through concrete actions.

3

Experience Exchange and Management Mechanisms

We actively engage in experience exchange with peer organizations in Taiwan and abroad and have established management mechanisms for energy-efficient lighting and air conditioning systems, green facility operations, and carbon reduction measures for office equipment and printed materials.

^{Note} Transformed into the Sustainability Committee in 2025.

In 2024, the venue continued to advance carbon reduction through energy efficiency, supply chain management, and environmental awareness initiatives. Key measures included adopting energy-saving equipment, evaluating renewable energy options, selecting environmentally friendly and recycled materials, prioritizing local sourcing, reducing transportation distances, and strengthening employees' environmental awareness. We will regularly review the effectiveness of these measures to support our energy conservation and carbon reduction goals.

2 Digitalization and Paperless Operations

To support sustainability goals, we have implemented various digitalization and paperless initiatives.

1 Digital Membership Cards

Since January 2024, membership cards have been fully digitized, eliminating the need for physical cards and related mailing. Members can access their benefits through the digital membership card on the official website.

2 Electronic Programs and Promotional Materials

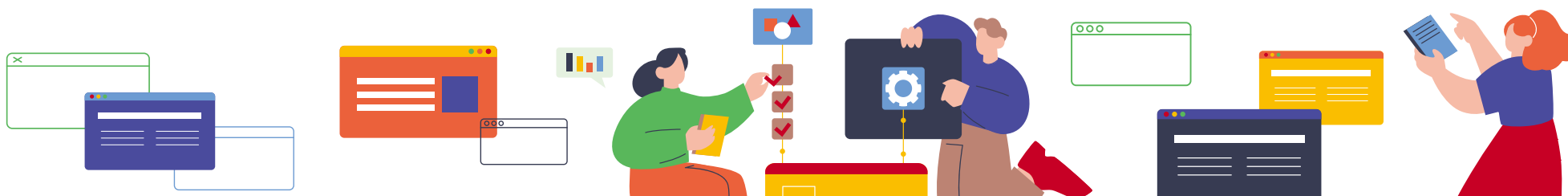
Programs and greeting cards for Weiwuying-presented programs have been fully digitized, while the semi-annual program handbook has been converted into an e-book to reduce printing. Through these measures, we continue to advance our Green Theater initiatives and promote environmental awareness. The table below presents the printing volumes of programs and promotional materials for 2023 and 2024:

● Printing Volume of Programs and Promotional Materials, 2023–2024

Printed Copies Type of Promotional Material	Unit	2023 Printing Volume	2024 Printing Volume	2023 Reduction (NTD)	2024 Reduction (NTD)	Printing in Printing Cost	Reduction in Printing Cost (NTD)	Printing Reduction Rate Note1	Cost Reduction Rate Note2
Programs	Copies	48,700	8,000	441,378	35,648	Reduced 40,700	Reduced 405,730	84%	92%
Program Handbook	Copies	14,200	5,350	849,293	560,620	Reduced 8,850	Reduced 288,673	62%	34%
Promotional Cards	Copies	138,000	52,000	455,000	182,123	Reduced 86,000	Reduced 272,877	62%	60%
Folded DM	Copies	107,000	84,000	622,995	551,300	Reduced 23,000	Reduced 71,695	21%	12%
Bi-monthly Publication	Copies	234,000	90,000	3,955,767	1,656,000	Reduced 144,000	Reduced 2,299,767	62%	58%

Note1 Printing Reduction Rate = (2023 Printing Volume – 2024 Printing Volume) ÷ 2023 Printing Volume × 100%.

Note2 Cost Reduction Rate = (2023 Cost – 2024 Cost) ÷ 2023 Cost × 100%.



3 Green Production

Weiwuying integrates sustainable production concepts into its programs and productions, fostering sustainability awareness among audiences and performing groups.

1 Swing Party

Since 2018, the venue has hosted its annual Open House event during the Double Tenth holiday, opening the entire venue to the public. Swing Party is an outdoor evening performance held alongside the Weiwuying Sunset Market Strip. In 2024, the event attracted 3,620 participants. This event incorporates sustainable production practices through the use of reusable standard stage panels and reduced reliance on single-use scenery. In addition, the event uses energy-efficient LED lighting and display screens to reduce energy consumption and carbon emissions.



Photography by LIN Chun-yung

2 Bolero in Kaohsiung - Dancing Ocean

Weiwuying's first large-scale arts outreach project. Dancers perform in streets, alleys, historic sites, and public spaces across all 38 administrative districts of Kaohsiung, bringing contemporary dance beyond the venue and closer to local communities. In 2024, the project received funding from the Ministry of Culture's Cultural Industry Net-Zero Transformation Project. A total of 15 outdoor performances were held across 14 administrative districts, attracting approximately 5,113 participants. The performances make use of existing site conditions without stage construction, lighting rigs, or custom scenery. This approach significantly reduces energy consumption and waste generation. Audiences are also encouraged to use public transportation, helping reduce greenhouse gas emissions. Beyond promoting arts accessibility, the project serves as an example of sustainable practice.



Photography by 陳長志



4 Digital Technology Application

1 A Virtual Tour of Weiwuying Pipe Organ

Launched in 2024, this project uses 360-degree spatial scanning technology to comprehensively document the Weiwuying Pipe Organ, including its 9,085 pipes, 127 stops, and wind reservoir. Through VR headsets, the project brought the pipe organ experience to 10 schools and community organizations in rural Meinong, Kaohsiung, reaching 352 students and community members. The initiative is planned to expand to additional rural areas and senior care institutions over the next three years.

2 Collaboration with the Online Learning Platform PaGamO

Taiwan's first mission-based game focused on performing arts appreciation and theater etiquette was launched through PaGamO. By integrating educational videos and articles into gameplay, the project reached 216,529 students.

3 Collaboration with HTC on a Metaverse Platform

Within the VIVERSE virtual exhibition space, visitors can explore 360-degree views of Weiwuying's Concert Hall, Banyan Plaza, and Concert Hall 3F Lobby. The platform also features pipe organ performances, including J. S. Bach's Toccata in D Minor, P. I. Tchaikovsky's Dance of the Sugar Plum Fairy, and Longing for Spring Breeze, allowing audiences to experience the world-class instrument in a virtual environment.

4 Collaboration with NEC Taiwan

Introduced "Generative AI Beethoven," the world's first interactive AI Beethoven, combining a 3D AI avatar with generative AI technology to create a unique cross-disciplinary arts experience.



Photography by Mon LEE



5 Venue Hardware Optimization and Green Construction

To ensure stable facility operations and a safe operating environment, we continue to prioritize equipment maintenance, monitoring system optimization, and energy reduction.

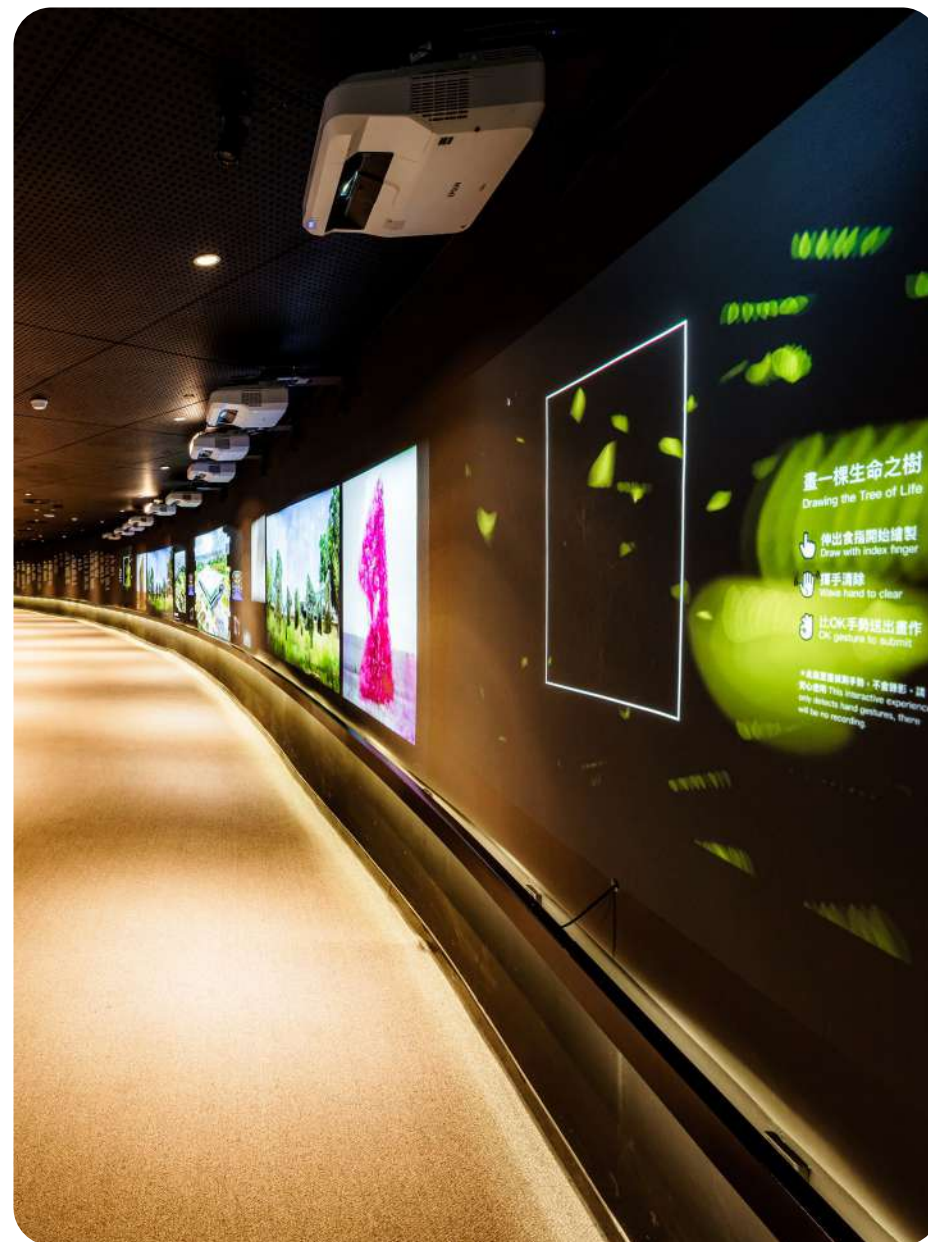
1 Equipment Maintenance and Energy Conservation

Power, water, fire safety, air conditioning, lighting, and other facility systems are regularly inspected and maintained, with all required inspections and filings conducted in accordance with applicable regulations. Stage equipment in each hall is maintained in accordance with established plans, while stage, lighting, and audiovisual systems are continuously upgraded. Improvements include new subtitle control systems for the Playhouse and Opera House, fiber-optic signal receivers for the Recital Hall, LED lighting equipment, and upgraded house lighting. Future plans include implementing an energy management system and further optimizing lighting and air conditioning systems.

2 Landscape Greening

From 2019 to 2023, Weiwuying continued to improve its landscape environment through a series of greening and infrastructure projects. Through its Tree Bank program, trees were planned, relocated, and replanted, while projects such as turf improvement in the southern and southeastern areas and dry fountain optimization were carried out. These efforts improved the functionality of outdoor performance spaces while creating a greener and more visually appealing public environment. Starting in 2024, we will further integrate cultural landscapes and green elements to create a people-friendly public space. Through additional public art installations, we will enrich Weiwuying's cultural character and aesthetic appeal while complementing the architectural design and the ecology of Weiwuying Metropolitan Park.

Looking ahead, we will continue to advance our Green Theater initiatives through energy management, energy-efficient productions, digital technology applications, and facility optimization. Sustainability considerations will be integrated into decision-making and daily operations. Through the power of the arts, Weiwuying seeks to raise awareness of environmental issues and encourage broader social participation. By creating public art spaces that combine aesthetic value with sustainability, the venue aims to serve as a platform for artistic expression and a driver of sustainable social development.



Photography by LIN Chun-yung



Diverse Partnerships



Through exchanges and co-productions with international arts institutions and professional organizations, Weiwuying promotes Taiwanese performing arts globally while expanding its international network and visibility. Domestically, Weiwuying collaborates with fellow NPAC venues, arts and cultural organizations, educational institutions, and corporate partners to broaden arts engagement and cultivate future audiences and creators. At the same time, Weiwuying leverages technology to expand opportunities for performance and learning, while integrating sustainability into its operations and program production. Together with its partners, it advances Green Theater initiatives and works toward a more sustainable future.

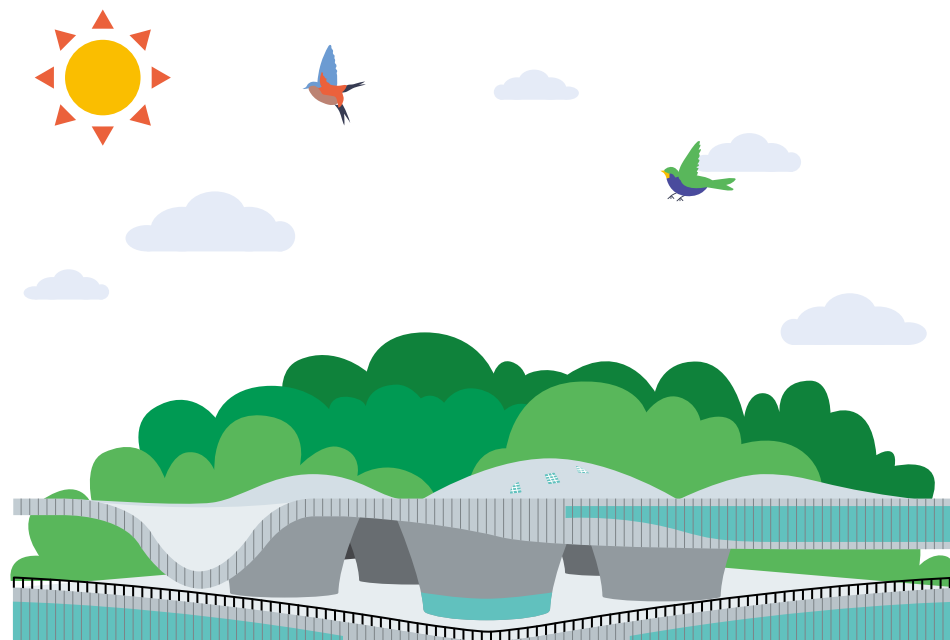
1 Global Partnership

Through Global Partnership, Weiwuying promotes Taiwanese performing arts on the global stage while introducing world-class arts resources to increase international visibility and influence.

1 International Co-productions and Collaborative Programs

Through international co-productions, Weiwuying engages with global artistic trends and increases the international visibility and influence of Taiwanese performing arts.

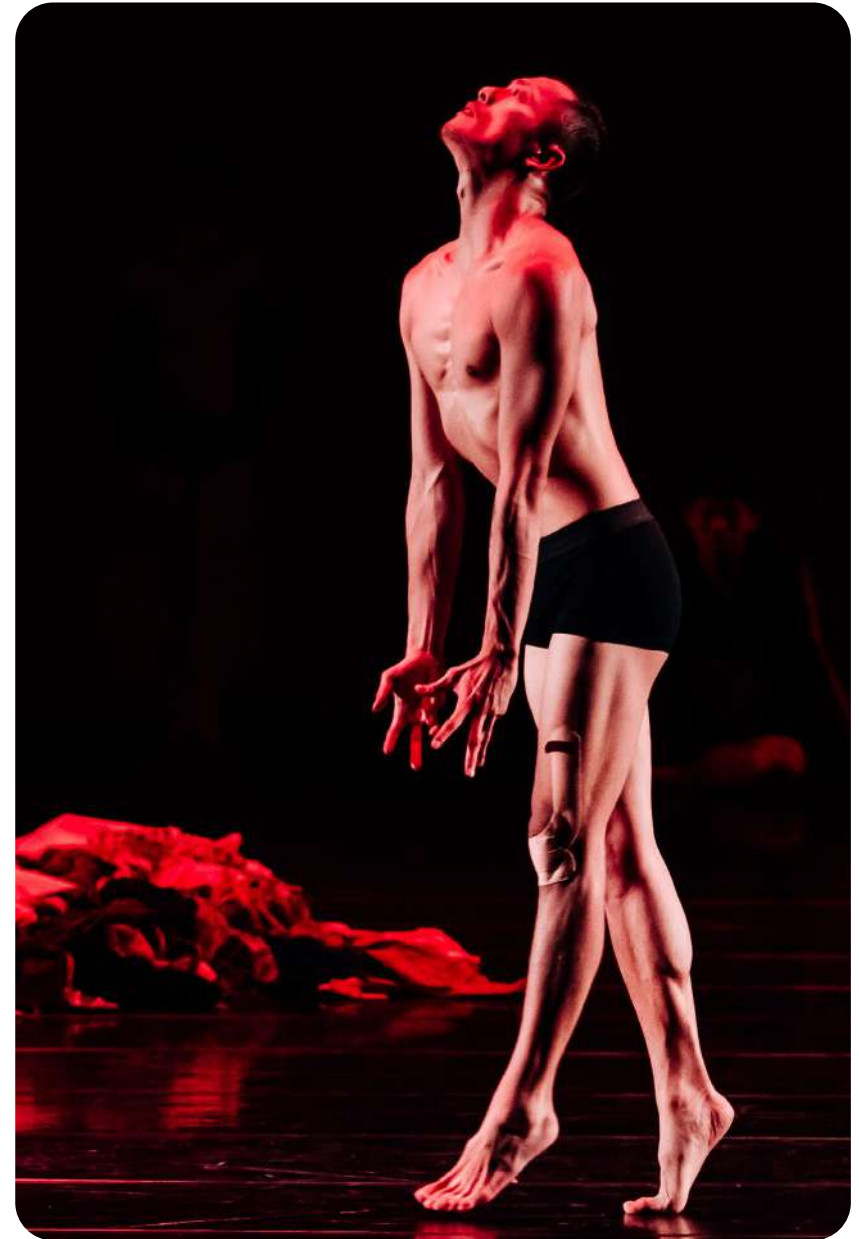
- A. Co-produced *Dance a Dance From My Yellow Skin* with Esplanade – Theatres on the Bay and Taiwanese choreographer CHOU Shu-yi.
- B. Co-produced *Manon Lescaut* with the Slovene National Theatre Maribor and Teatro Colón Buenos Aires to commemorate the centenary of G. PUCCINI.
- C. Invited acclaimed opera singer Joyce DiDonato to implement the EDEN Engagement project. Through the project, Weiwuying teaching artists collaborated with students from Houzhuang Elementary School and Renwu Elementary School to promote environmental awareness through singing. The project's teaching materials and videos were also shared on the official website of the International Teaching Artists Collaborative (ITAC).
- D. Collaboration with The Place (UK): Through the 2024 Taiwan Dance Platform, choreographer LIU I-ling was nominated for a residency opportunity in London, UK, and collaborating artists from The Place were invited to perform in Taiwan.
- E. Collaborated with the Seiji Ozawa Matsumoto Festival on program screenings through the Headphone Cinema.



2 Participation in International Organizations and Professional Exchange

Through participation in international organizations, the hosting of international forums, and professional exchanges, Weiwuying continues to expand its international presence, focusing on "showcasing Taiwan internationally" and "drawing on international experience."

- A. Participated in international activities including Tanzplattform Deutschland, Tanzplattform Bern, Swiss Dance Days, the North Sea Jazz Festival, the International Arts Carnival, Internationale Tanzmesse NRW, Association of Asia Pacific Performing Arts Centres, AAPPAC, the International Teaching Artists Collaborative (ITAC) Biennial Conference, Performing Arts Market in Seoul (PAMS), KYOTO EXPERIMENT 2024, the 2024 Circus Asia Network Annual General Meeting, the FACP Hong Kong Conference, and the Asia Arts and Culture Networking Event.
- B. Hosted the inaugural international forum Changing Future on Arts Outreach and Engagement, featuring 20 speakers from organizations including The Public Theater, Complicité, West Kowloon Cultural District, and the International Teaching Artists Collaborative (ITAC). The forum attracted 333 participants, with an additional 122 attending workshops, promoting international exchange in Taiwan's performing arts sector.
- C. Conducted 387 international exchanges in 2024, including Kyogen with Mansai NOMURA, CHOU Shu-yi – Dance a Dance From My Yellow Skin (a collaboration between Esplanade – Theatres on the Bay and Weiwuying), The Firebird / The Rite of Spring, and Sir Simon Rattle-Symphonieorchester des Bayerischen Rundfunks, the NHK Symphony Orchestra, and international curators and performers participating in Weiwuying's signature programs.
- D. Co-organized the 2024 Taiwan Tour - NHK Symphony Orchestra, Tokyo in partnership with the Taiwan Philharmonic (also known as the National Symphony Orchestra, NSO).
- E. Co-presented Sir Simon Rattle-Symphonieorchester des Bayerischen Rundfunks with the National Theater & Concert Hall (NTCH) and the National Taichung Theater (NTT).
- F. Co-hosted a total of 21 international programs, including music programs such as the 2024 Weiwuying Organ Festival and the 2024 Weiwuying International Music Festival; theater and opera programs such as Kyogen with Mansai NOMURA; and dance productions such as DTH & DFT& CHIEN Wen-pin & ESO - Firebird & Rite of Spring.



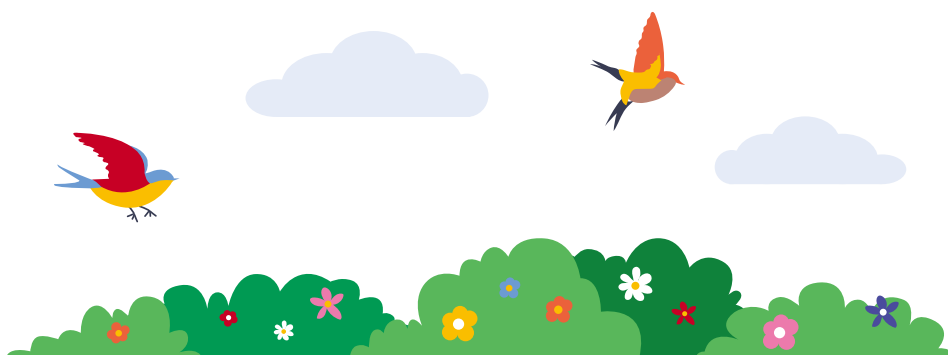
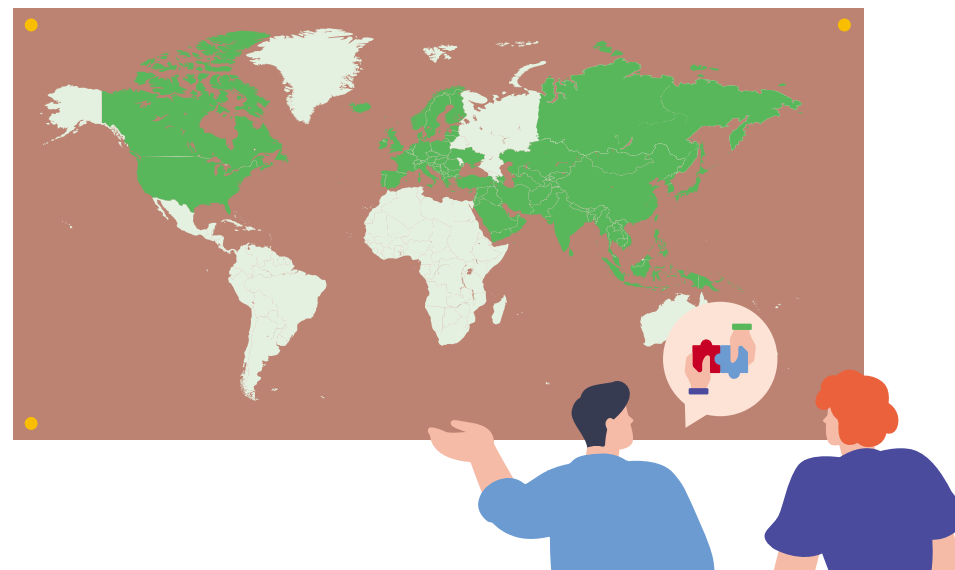
Photography by CHEN Chien Hao

International Partners ^{Note}

Country / Region	Organization Name
Asia	* Circus Asia Network (CAN)
Europe	* Aerowaves, a European dance network for emerging choreographers
Belgium	* Opéra Royal de Wallonie-Liège
Canada	* Ex Machina
France	* Centre de Développement Chorégraphique National du Val-de-Marne * Théâtre de la Ville * Centre National des Arts du Cirque * CCNR, The Centre Chorégraphique de Rillieux-la-Pape
Germany	* Deutsche Oper am Rhein * Rimini Protokoll
Hungary	* Peter Eötvös Contemporary Music Foundation
Czech Republic	* Prague Quadrennial of Performance Design and Space
Hong Kong	* City Contemporary Dance Company * Tai Kwun – Centre for Heritage and Arts * West Kowloon Freespace
Italy	* Centro per la Scena Contemporanea Bassano del Grappa

^{Note} International partners we have collaborated with over the years.

Country / Region	Organization Name
Singapore	* Esplanade – Theatres on the Bay * Singapore International Festival of Arts
Japan	* The Saison Foundation
Spain	* Certamen Coreográfico de Madrid
South Korea	* Jeonju International Sori Festival * Eun-Me Ahn Company
United Kingdom	* English National Opera
USA	* Spoleto Festival USA in Charleston, South Carolina * The Public Theater
Austria	* Tiroler Landestheater und Symphonieorchester Innsbruck, Austria
Slovenia	* Slovene National Theatre Maribor



2 Domestic Partnerships

1 Collaboration among NPAC's Three Institutions and One Subordinate Group

The venue works closely with the National Theater & Concert Hall (NTCH), the National Taichung Theater (NTT), and the Taiwan Philharmonic (also known as the National Symphony Orchestra, NSO) under the NPAC to share resources and develop touring collaborations that distribute production costs, mitigate risks, expand audiences, and strengthen Taiwan's performing arts market.

● Collaborative Projects among the Three Institutions

Three Institutions Collaboration

Inviting Sir Simon Rattle and the Symphonieorchester des Bayerischen Rundfunks to Taiwan for a tour.

The National Theater & Concert Hall (NTCH)

- A. TSMC - The Peony Pavilion —The Youth Version by PAI Hsien-yung.
- B. Co-presenting DTH & DFT& CHIEN Wen-pin & ESO - Firebird & Rite of Spring.

National Taichung Theater (NTT)

NCAF - 16th Young Stars New Vision.

The Taiwan Philharmonic (also known as the National Symphony Orchestra, NSO)

Jun Märkl, Jean -Yves Thibaudet & NSO.

2 Collaborative Programs with Domestic Venues, Organizations, and Troupes

In 2024, Weiwuying presented 51 collaborative programs with domestic partners across diverse genres, bringing festive energy and enriching audiences' cultural experiences throughout the year.

● Domestic Partnership Projects

New Year's Concert

Live broadcast of the Vienna Philharmonic - New Year's Concert Live Broadcast, and presentation of the SANGPUY - karapule'em New Year's Concert in collaboration with Katatepan Cultural Studio.



Photography by LIN Chun-yung



Photography by LIN Chun-yung

Masters Play Series

Collaborated with the Evergreen Symphony Orchestra led by CHIEN Wen-pin and Natus Cantorum to present Masters Play III - Beyond the Music Boundary @WEIWUYING.



Photography by CHEN Chien Hao



Hours Composer Series

Focused on Beethoven, collaborating with the Counterpoint Ensemble, the Apex Orchestra, and the Southern Taiwan Chamber Music Society to present his major works.



Photography by CHEN Chien Hao



Photography by HUANG Pi Hsien



Weiwuying Showtime Series

Featured domestic groups including Crispy, Oya (Smile Culture Studio), MA Nien-hsien, Counterpoint Ensemble, and the SunHope Taiwanese Opera Troupe, presenting a diverse range of performances.



Photography by HUANG Pi Hsien



Photography by kito



Weiwuying International Music Festival

Collaborated with the National Taiwan Symphony Orchestra on Speaking Drums and Symphonie Fantastique, with TimeArt Studio on Street Theatre and Hot Dances and Musical Toys, and with the Kaohsiung Symphony Orchestra on WAGNER, CHINI, BEETHOVEN.



Photography by CHEN Chien Hao



Photography by LIN Chun-yung



2024 Taiwan Dance Platform

The biennial Taiwan Dance Platform celebrated its 5th edition in 2024. Presented five collaborative programs by domestic and international artists, including Ban-ping Shan, co-created by LIN I-fang and visual artist Jocelyn Cottencin, and Party, featuring local Taiwanese performers; A Dancer's Odyssey, a collaboration between German choreographer Jan Möllmer and The Bolero dancers-A Dancer's Odyssey; LIN Yen-ching's On The Way To ____; Adam & Eve, co-created by Chien Ching-ying and Korean breaking dancer Issue PARK; as well as TAI Body Theatre - Papak and Lei Dance Theater - Proximities. Also collaborated with T.H.E Dance Company, Resident Island Dance Theatre, Shimmering Production, Dawn Pottery Dance Studio, and Bulareyaung Dance Company to present five free outdoor programs.



Photography by Mon LEE



Photography by LIN Chun-yung



Taiwan Composer Series

Collaborated with the National Center for Traditional Arts Taiwan Music Institute and the Kaohsiung Symphony Orchestra to present Do Not Bid Farewell—The 10th Memorial Concert of LI Tai-hsiang, featuring various singers in tribute.



Photography by kito



3 Arts Outreach, Engagement, and Arts Education Partnerships

Co-hosted 20 arts outreach and engagement programs and continued to collaborate with educational institutions to extend the impact of the arts to campuses and communities.

Arts Outreach and Engagement Partnership Projects

Project	Description
Learning Arts Together	Collaborated with domestic performing arts groups including Bulareyaung Dance Company, HORSE FreeSteps, Vincent HSU & The Jazz Supreme Orchestra, HSING Tzu-ching, GuoGuang Opera Company, Counterpoint Ensemble, and ChiChiao Musical Theatre to co-produce eight high-quality arts outreach and engagement programs.
Explore the Pipe Organ	Featuring a different theme each month, the program showcases the unique charm of the pipe organ.
Weiwuying Teaching Artists Professional Development Program	In collaboration with the Kaohsiung City Education Bureau and the National Education Guidance Group, teaching artists were invited to schools to conduct Stage Reading Courses and Experiential Courses. In 2024, 16 schools participated in the Stage Reading Courses, while 20 schools participated in the Experiential Courses.
Cooperation Project in Colleges	Established strategic partnerships with universities in Southern Taiwan, including National Cheng Kung University and National Kaohsiung University of Science and Technology, to co-develop courses and activities that foster students' aesthetic literacy and cultivate arts and creative talent.
Weiwuying Teaching Artist Professional Development Program	Through workshops, teachers and teaching artists exchanged expertise on instructional planning and curriculum design, integrating social-emotional learning into interdisciplinary teaching practices and cultivating seed teachers for arts education.



4 Resource Sharing, Professional Exchange, and Partnership Building

A. Advertising and Resource Exchange: Exchanged advertising placements and promotional resources with OPENTIX, NTT MOMENT, the Kaohsiung City Government Public Information Network, Kaohsiung Spring Arts Festival, Benesse Monthly, and Shin Kong Mitsukoshi Tainan Zhongshan Store.

B. Professional Exchange: Conducted professional exchanges with the National Theater & Concert Hall (NTCH), National Taichung Theater (NTT), NSO, Taipei Music Center, and DAAI Paper, and hosted events such as the 2024 Creative Maturity Platform.

C. Corporate Partnerships: Partnered with E.Sun Bank, Taipei Fubon Commercial Bank, Kaohsiung Museum of Fine Arts, The Howard Plaza Hotel Kaohsiung, Silks Club, Hok House, LA ONE, and other organizations to provide reciprocal member benefits and increase brand exposure through partners' media channels.

D. Venue Cooperation: Supported Weiwyng's presented programs through press conferences, promotional briefings, lectures, and related workshops.



● 2024 Corporate Sponsorship Programs

No.	Company Name (Full Name)	Sponsorship Activity / Project Name
1	Radiant Education Foundation	2024 Public Piano X Explore The Pipe Organ
2	HuaYuLien Group	2024 Open House
3	Kaodu Automobile Co., Ltd. (TOYOTA)	TOYOTA having fun in Weiwuying Activities included Weiwuying Family Day, Learning Arts Together, Weiwuying Children's Festival, and Headphone Cinema.
4	Hopax Culture and Arts Foundation	2024 Weiwuying Children's Festival
5	Fubon Group	Inclusive Arts Project, Weiwuying Children's Festival
6	E.SUN Cultural and Educational Foundation	2024 Taiwan Composer Series, Weiwuying Teaching Artists Professional Development Program, 2024 A Virtual Tour of Weiwuying Pipe Organ
7	Ms. Paula Ke (Po-Ju Ke)	2024 Weiwuying Brand Events and Major Performances
8	Frank C. Chen Cultural Foundation	2024 Weiwuying Brand Events and Major Performances
9	StanShih Foundation	Sponsorship of Weiwuying
10	Hi Steel Enterprise	
11	Song Shin Building Materials Co., Ltd.	
12	Japan Tobacco International, JTI (Public Welfare Support)	Masters Play III - Beyond the Music Boundary @WEIWUYING
13	Taishin International Bank Co., Ltd.	Masters Concert: Jun Märkl, Jean -Yves Thibaudet & NSO
14	TSMC Education and Culture Foundation	TSMC - The Peony Pavilion — The Youth Version by PAI Hsien-yung

No.	Company Name (Full Name)	Sponsorship Activity / Project Name
15	Kaodu Automobile Co., Ltd. (LEXUS)	G. PUCCINI Opera "Manon Lescaut"
16	Taiwan Fu Hsing Culture and Educational Foundation	Unlocking Arts. Opening the Door to Arts and Culture Activities included: 2024 Jazz at Weiwuying, 2024 Open House, and the Pipe Organ Album Publication Project.
17	Thinking Education Foundation	Krystian ZIMERMAN Piano Recital; CHIEN Wen-pin & Kaohsiung Symphony Orchestra – The Memorial Concert for the Master of Architectural Acoustics-Albert XU
18	You You Real Estate Corporation	Learning Arts Together
19	Mr. Lung-Chang Wang	
20	Mr. Chung-Tse Yao	
21	Chaillease Youth Development Foundation	
22	Mr. Jui-Chin Chang	
23	I-Domain Industrial Co., Ltd.	
24	Hwa Sheng Construction Engineering Co., Ltd.	



3 Technology and Sustainability Partnerships

We actively apply technology to expand possibilities for performance and learning, integrate sustainability concepts into operations and program production, and promote the Green Theater concept through international cooperation.

1 Technology Innovation Partnerships

- A. Collaborated with NEC Taiwan on the "Generative AI Beethoven" project, using AI to create new musical works inspired by Beethoven's style. By integrating technologies from NEC, Microsoft, and BEARVFX Animation across Japan, the United States, and Taiwan, we developed an interactive AI Beethoven experience.
- B. Collaborated with HTC to launch a 360-degree virtual pipe organ performance on the VIVERSE metaverse platform, enabling global audiences to experience the Weiwuying Concert Hall pipe organ regardless of location.
- C. Collaborated with PaGamO to launch Taiwan's first mission-based game on performing arts and audience literacy, integrating Weiwuying Arts Learning resources into the game.
- D. Collaborated with Taiwan Bar to produce the animated documentary Take a Deep Breath at Weiwuying!



Photography by CHEN Chien Hao

2 Sustainability and Green Theater Partnerships

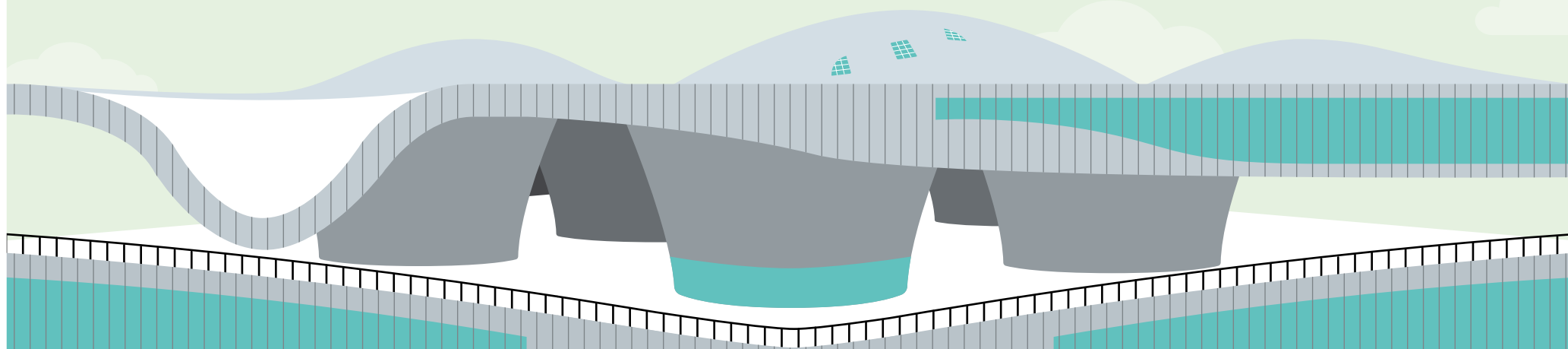
Integrating sustainability concepts into operations and program production, we promote Green Theater through international cooperation. For example, the EDEN Engagement project brought together teaching artists and schoolchildren to promote environmental awareness, with its lesson plans and videos shared on the International Teaching Artists Collaborative (ITAC) website.

Through international and local partnerships, Weiwuying has built a strong network of arts, education, and corporate partners to promote talent development and sustainable growth in the performing arts. We will continue to strengthen these partnerships to expand the lasting impact of the performing arts on both global and local communities.



5

Toward a Net-Zero Venue



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5-1 ✨

Energy Management



GRI 302-1

Against the backdrop of the global net-zero transition and climate change challenges, Taiwan officially passed the Climate Change Response Act in 2023, incorporating the 2050 net-zero emissions target into law and requiring all sectors to progressively implement carbon reduction and energy efficiency management. As Taiwan's largest performing arts venue, Weiwuying not only serves as a platform for cultural promotion, but also undertakes a mission to advance energy efficiency and sustainable operations. Through various energy-saving initiatives, the venue continues to reduce carbon emissions and energy consumption while fostering a sustainable, low-carbon cultural space.

Covering 3.3 hectares, the venue requires significant energy to operate air-conditioning systems and performance equipment throughout its various facilities. Based on its energy consumption, Weiwuying is classified as a large energy user under the Energy Management Act. In accordance with the Energy Management Act, designated large energy users must annually report their energy-saving measures, electricity savings, electricity-saving rates, and average annual electricity-saving rates to the Ministry of Economic Affairs. The average annual electricity-saving rate is required to reach at least 1%. Weiwuying is committed to taking greater responsibility on its path toward net-zero emissions by advancing energy management, reducing electricity consumption, and working toward the long-term goal of negative electricity growth while fostering a low-carbon and sustainable performing arts venue.

The venue's primary energy sources are diesel, natural gas, and electricity. To improve energy efficiency, it has implemented various energy-saving measures, including an ice-storage system, seasonal air-conditioning optimization, double-glazed Low-E glass with Roman blinds, replacement of conventional lighting with high-efficiency LED fixtures and LED sensor tubes, and the installation of energy-saving devices on elevators and escalators. Weiwuying will continue to manage energy use and improve energy performance.

Since 2022, Weiwuying's electricity consumption has declined year by year, with the electricity-saving rate reaching 11.66% in 2024. Contracted capacity has also been reduced for three consecutive years, from 5,800 kW in 2022 to 5,500 kW in 2024, reflecting a gradual decrease in the venue's overall energy demand. These achievements reflect Weiwuying's commitment to energy management. The venue will continue to advance energy-saving strategies and innovative initiatives to further enhance energy efficiency and support its long-term sustainability goals.



2024 Electricity Saving Rate

11.66 %

● Electricity Consumption Statistics (2022–2024)

Year	Electricity Consumption (kWh)	Electricity Emission Factor	Carbon Emissions	Annual Electricity Savings	Annual Electricity Saving Rate
2022	21,447,781	0.495	10,616.65	-	-
2023	19,529,715	0.494	9,647.68	1,918,066	8.94%
2024	17,252,320	0.474	8,176.18	2,277,395	11.66%

Note The "Annual Electricity Saving Rate" and "Annual Electricity Savings" are calculated in accordance with Article 6 of the Regulations Governing the Setting of Energy Conservation Objectives and Implementation Plans for Energy Users.

● Energy Consumption Overview (2022–2024)

	2022	2023	2024
Diesel ^{Note1}	80.893	79.134	63.307
Natural gas ^{Note2}	1,897.373	2,131.213	2,055.466
Purchased Electricity ^{Note3}	77,212.012	70,306.974	61,953.552
Renewable Energy	-	-	10.8
Total Consumption	79,190.278	72,517.321	64,083.125

Note All values are expressed in gigajoules (GJ). Calculations are based on the Energy Administration conversion factor of 1 kcal = 4.187 kJ and rounded to three decimal places.

Note1 6.0.4 (Revised). Conversion factor: 8,400 kcal/L.

Note2 Source: Information provided by the natural gas supplier. Conversion factors were 8,805 kcal/m³ (2022), 8,840 kcal/m³ (2023), and 8,780 kcal/m³ (2024).

Note3 (1) Excluding resident vendors. (2) Source: Energy Administration Energy Information Platform. Conversion factor: 3,600 kWh.

In addition, Weiwuying obtained the Green Building Label upon its opening in 2019 and renewed its certification through 2029 in 2024.

1 Air-Conditioning Ice Storage System

WeiWuying's extensive indoor spaces and multiple performance venues require continuous temperature and humidity control, resulting in substantial air-conditioning demand. To maintain a comfortable indoor environment during major events and simultaneous use of multiple halls while improving energy efficiency, WeiWuying operates an air-conditioning ice storage system that produces ice at night and uses stored cooling energy during the day, helping reduce peak electricity demand and energy consumption.

1 Air-Conditioning System Features

Air is supplied beneath audience seats and returned through overhead vents, limiting cooling to within 2 meters above floor level and reducing overall cooling demand. During non-summer periods, a full ice-storage mode is used for air-conditioning. During summer peak periods, a combined ice-storage and chilled-water system is adopted. When ice storage falls below 5%, the 800 RT chiller operates during the day and the 400 RT chiller at night to ensure a stable cooling supply. Chilled-water supply temperatures are set at 10° C during the day and 12.5° C at night to improve overall system efficiency.

2 Energy Conservation and Reuse

Ice is produced during off-peak hours (12:00 a.m.–8:00 a.m.) and stored for daytime cooling. The stored cooling energy is then used to supply chilled water for air-conditioning, reducing peak electricity demand and lowering energy costs. In 2024, WeiWuying participated in Taipower's ancillary services platform, generating revenue that was used to purchase renewable electricity for the air-conditioning ice-storage system. Following the platform's launch on October 1, the venue purchased renewable energy for the system and obtained three Renewable Energy Certificates (RECs), creating a positive energy cycle.



2 Solar-Powered Advertising Light Box

Taiwan's subtropical climate and abundant sunshine provide favorable conditions for solar energy generation. With year-round sunshine in southern Taiwan, solar power serves as a clean and renewable energy source that helps reduce greenhouse gas emissions.

National Kaohsiung University of Science and Technology (NKUST) established the Solar Cell Module Packaging Laboratory, the Ministry of Education's first hands-on learning facility designed to simulate an industrial environment. Through an industry-academia collaboration, WeiWuying and NKUST launched the Solar-Powered Advertising Light Box to evaluate a solar power supply system for outdoor advertising light boxes without affecting the venue's landscape.

1 Design Overview

The venue currently has 10 advertising light boxes. In 2024, WeiWuying and NKUST installed customized solar panels on one advertising light box to capture solar energy. Daily records of power generation, consumption, and storage were collected to support energy-use analysis and system reliability assessments.

Based on the light box design, up to 30 solar cells (166 mm × 166 mm) can be installed, providing a total capacity of 180 W. Customized solar modules were developed to fit the venue's outdoor advertising light boxes, enabling the efficient use of clean and renewable solar energy.

2 Project Results

The advertising light box operates for approximately seven hours each night. Due to winter installation and rainy weather conditions in 2024, renewable energy supplied an average of about two hours of electricity per day. This is expected to increase to approximately four hours per day during summer, reducing daily electricity consumption by an estimated 30–50%. The system also records real-time power generation, storage, and supply data, enabling both real-time and remote energy management. Without affecting the venue's landscape or altering the original light box design, customized solar modules were developed through partnerships with NKUST. The project reduces energy costs and carbon emissions while advancing WeiWuying's vision of a sustainable venue.



3 Elevator Energy Recovery System

As sustainability and energy efficiency gain increasing global attention, reducing building energy consumption has become a key priority. As Taiwan's largest cultural venue and the world's largest performing arts center under a single roof, Weiwuying relies heavily on elevators for the movement of personnel and equipment, resulting in considerable electricity consumption. To improve energy efficiency, Weiwuying installed an Elevator Energy Recovery System on one of its most frequently used elevators.

The Elevator Energy Recovery System captures regenerated electricity and feeds it back into the building's electrical system for elevator use. By reducing grid electricity consumption, the system improves energy efficiency and supports Weiwuying's net-zero goals. Since its installation in 2024, the system has recovered a cumulative 5.1 kWh of electricity.

Although the amount of energy recovered may seem modest, it reflects the cumulative impact of daily energy-saving efforts and supports Weiwuying's sustainability goals. In addition, Weiwuying has installed an escalator idle-control system that automatically slows down escalators when not in use and stops operation after a period of inactivity.

These measures reduce unnecessary energy consumption, demonstrating how incremental improvements in daily operations can generate meaningful energy savings over time. Weiwuying believes that sustainability is built through countless small actions. By improving the efficiency of everyday facilities and equipment, every unit of energy saved contributes to environmental sustainability and reflects the venue's commitment to sustainable development.



5-2 ✨ Greenhouse Gas Management



— GRI 305-1、305-2、305-5

As climate change continues to affect business operations and social stability, Weiwuying aims to be not only a leading performing arts venue in southern Taiwan, but also an arts and cultural center that grows in harmony with society and the environment. Guided by its vision of caring for life, making responsible use of resources, and contributing to society, Weiwuying is committed to sustainable development and social responsibility. To align with ISO greenhouse gas management trends and prepare for evolving domestic and international carbon reduction requirements, the venue has established a systematic greenhouse gas inventory and emissions register, together with documented management and verification procedures. These measures provide a foundation for future cost-effective emission reduction initiatives.

In alignment with the FSC Sustainable Development Roadmap and Taiwan's national 2050 net-zero emissions target, Weiwuying launched its first voluntary greenhouse gas inventory in 2023. The venue established a greenhouse gas inventory team, set the inventory scope to cover 2022, verified carbon reduction performance, established a greenhouse gas inventory management system, and completed a full-venue greenhouse gas inventory. As the 2022 greenhouse gas inventory data are representative of the venue's operations and have been independently verified, 2022 was designated as the base year.

Weiwuying's greenhouse gas inventory is prepared in accordance with ISO 14064-1:2018 using the operational control approach. As certain commercial spaces and public areas are leased to tenants, emissions from tenant spaces and related equipment are excluded. The inventory covers the Operation Office, Playhouse, Opera House, Recital Hall, Concert Hall, and Outdoor Theater, with emissions calculated using the emission factor method.



1 Greenhouse Gas Emissions Overview

The greenhouse gas inventory covers direct and indirect emissions within the reporting boundary, including carbon dioxide (CO₂), methane (CH₄), nitrous oxide (N₂O), and hydrofluorocarbons (HFCs). As electricity consumption is the venue's primary emission source, emissions are primarily reported under Category 1 and Category 2. Emissions from purchased electricity, emergency generators, hot water boilers, and septic tanks were calculated using the Ministry of Environment's Greenhouse Gas Emission Factors (announced on February 5, 2024), the applicable Global Warming Potentials (GWPs), and the Greenhouse Gas Emission Factor Management Table Version 6.0.4 (Revised). Total greenhouse gas emissions in 2024 were 8,402.700 tCO₂e, down 1,478.895 tCO₂e from 2023 and 2,495.929 tCO₂e from the 2022 base year, reflecting significant progress in carbon reduction. Weiwuying continues to improve the energy performance of its lighting, air-conditioning, electrical systems, and building infrastructure to reduce energy consumption. Key initiatives include replacing existing halogen fixtures in performance venues with LED lighting, installing double-glazed Low-E glass on curtain walls, and utilizing an air-conditioning ice-storage system. These efforts support the cultural sector's transition toward net-zero emissions.

Weiwuying is not only a place for performances, but also a platform that brings people together to envision a more sustainable future. Moving forward, we will continue to advance greenhouse gas management while pursuing sustainable development goals that balance resource efficiency, energy conservation, and environmental protection. Through these efforts, the venue aims to contribute to the transition toward a low-carbon economy and society.

Greenhouse Gas Emissions Comparison (2022–2024)

	2022 Emissions	2023 Emissions	2024 Emissions
Category 1 (Scope 1)	281.978	233.916	226.522
Category 2 (Scope 2)	10,616.652	9,647.679	8,176.177
Total emissions (Category 1+2)	10,898.629	9,881.595	8,402.700

Note 1 All values are expressed in metric tons of CO₂e (tCO₂e).

Note 2 GWPs are based on values published by the Ministry of Environment.

Note 3 Emission factors are prioritized in the following order: venue-specific factors, supplier-provided factors, and factors derived using the mass balance approach. Where these are unavailable, national emission factors are applied; if unavailable, internationally recognized emission factors are used.

Note 4 Categories 3 to 6 were assessed as non-material or insignificant and are therefore not disclosed.

Note 5 The 2022 inventory was verified by an independent third party, while the 2023 and 2024 inventories were verified internally.

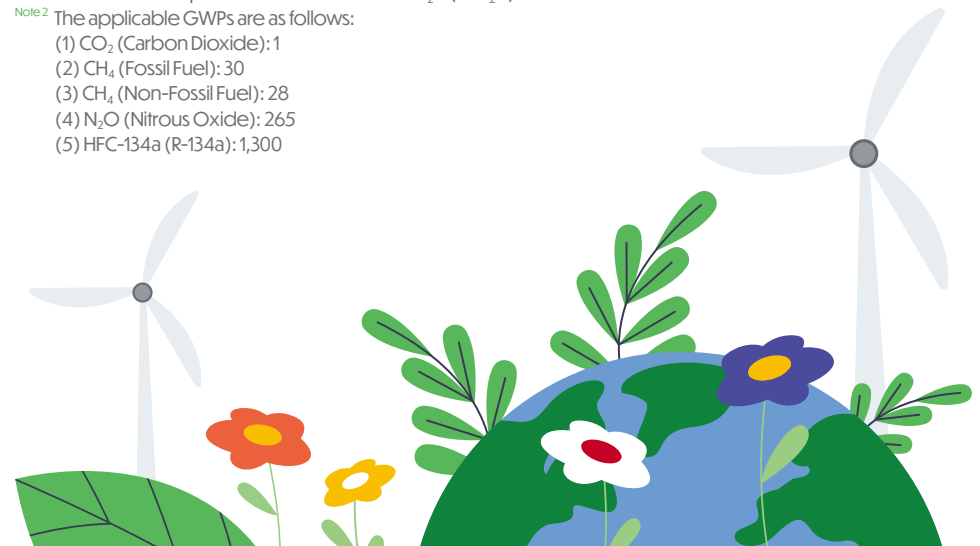
Category 1 Direct Greenhouse Gas Emissions

	2022 (Base Year)	2023	2024	Reduction from Base Year (%)
CO ₂	111.9198	125.5592	117.9678	-5%
CH ₄	18.4829	5.1185	5.3220	71%
N ₂ O	0.0546	0.0694	0.0638	-17%
HFCs	151.5202	103.1689	103.1689	32%
PFCs	0	0	0	No emissions
SF ₆	0	0	0	No emissions
NF ₃	0	0	0	No emissions
Total emissions	281.9780	233.9160	226.5220	20%

Note 1 All values are expressed in metric tons of CO₂e (tCO₂e).

Note 2 The applicable GWPs are as follows:

- (1) CO₂ (Carbon Dioxide): 1
- (2) CH₄ (Fossil Fuel): 30
- (3) CH₄ (Non-Fossil Fuel): 28
- (4) N₂O (Nitrous Oxide): 265
- (5) HFC-134a (R-134a): 1,300



2

LED Lighting Optimization

Weiwuying currently operates approximately 33,000 lighting fixtures, including T5 fluorescent lamps, halogen lamps, compact fluorescent lamps (CFLs), and LED lighting. Through a zoned lighting control system, only the lighting required for performances, rehearsals, and venue operations is activated, helping improve energy efficiency. Due to theater lighting requirements, including dimming capability, high color rendering, and specific installation conditions, halogen lamps remain the primary lighting source in performance areas. To improve energy efficiency, Weiwuying is gradually replacing these fixtures with high-efficiency LED lighting. Upgrades have been completed in the Concert Hall and Recital Hall, with implementation continuing in other venues.

In addition, T5 fluorescent lamps are widely used in office areas and corridors. As sufficient spare parts remain available, Weiwuying plans to gradually replace them with LED lighting after existing inventories are depleted, minimizing resource waste and extending equipment life.

The table below summarizes 2024 LED lighting replacements in the venue's halls and underground parking garage:

2024 LED Lighting Replacement Summary

1	Replacement of 910 audience seating fixtures in the Playhouse with LED lighting, reducing electricity consumption by 161,655 kWh annually.	Carbon Reduction ^{Note} 76.62 tCO ₂ e
2	Replacement of 90 front-of-house lighting fixtures in the Concert Hall with LED lighting, reducing electricity consumption by 142,290 kWh annually.	Carbon Reduction ^{Note} 67.45 tCO ₂ e
3	Replacement of lighting fixtures in the B1 and B2 underground parking garages with LED lighting A. Replacement of 67 28W T5 fixtures with 15W T8 fixtures, reducing electricity consumption by 7,629.96 kWh annually. B. Replacement of 374 dual-lamp 28W T5 fixtures with 20W T8 fixtures, reducing electricity consumption by 117,944.64 kWh annually.	Carbon Reduction ^{Note} 59.52 tCO ₂ e
Total		203.6 tCO ₂ e

^{Note} Calculated using the 2024 electricity emission factor (0.474 kg CO₂e/kWh).



Photography by 彭仁義

5-3 ✨

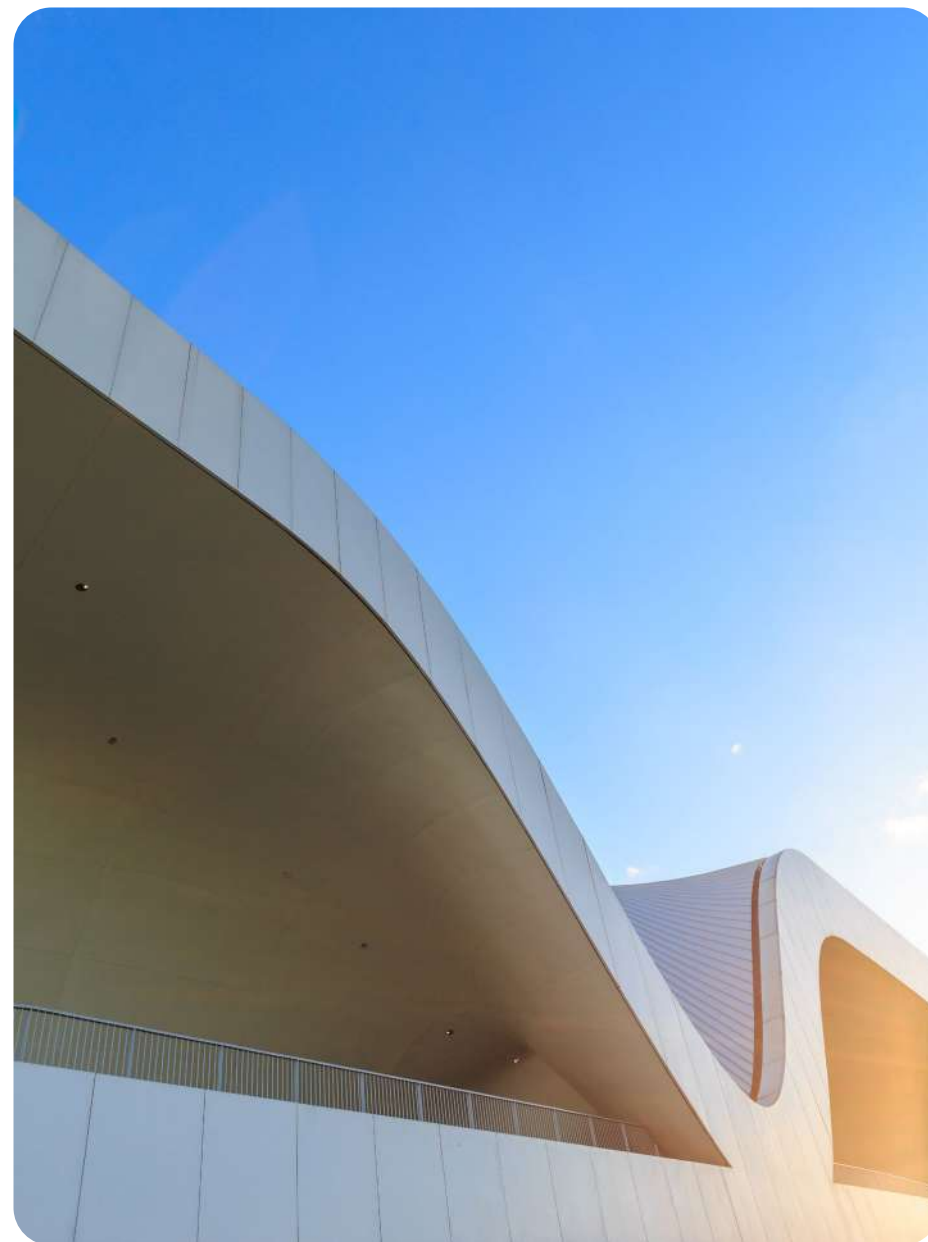
Climate Change Adaptation



Climate change has become an increasingly important challenge, particularly for Weiwuying in Kaohsiung. Southern Taiwan has seen a rise in extremely hot summer days due to climate change. Higher temperatures not only affect daily life but also increase pressure on energy demand and public health. At the same time, extreme weather events are becoming more intense and unpredictable. Typhoons and heavy rainfall increase the risk of urban flooding and damage to infrastructure. With its expansive grounds and largely open-air design, Weiwuying is particularly vulnerable to the impacts of extreme weather. Typhoons can disrupt venue operations, performance schedules, and even the surrounding landscape and facilities. In the long term, climate change is reshaping the cultural sector and the daily lives of Kaohsiung residents. These changes are also influencing the relationship between Weiwuying, local communities, and the environment.

Performing arts events rely on audiences gathering at a specific time and place. As extreme weather increases operational uncertainty, audiences may be discouraged from attending by excessive heat or heavy rainfall, while venues must also respond to unexpected disruptions. While indoor venues are relatively protected from extreme weather, they face growing challenges in maintaining a comfortable environment during periods of high temperatures while managing energy consumption and sustainability goals. For the cultural sector, climate change is not only an operational challenge but also an opportunity to rethink how the arts can respond to the changing times. Climate change is no longer a distant concern but a pressing issue that is already having significant impacts on all stakeholders, including the arts and cultural sector. To ensure the sustainable operation of this cultural landmark, Weiwuying actively responds to climate-related challenges and integrates climate considerations into its core strategies and daily operations while continuing to promote artistic development in harmony with the environment.

Beyond responding to climate-related challenges, sustainability has become an integral part of the venue's mission. Green energy, environmental adaptation, and low-carbon thinking are incorporated into venue management, program planning, and public education. More than a performing arts center, the venue serves as a platform connecting the city, culture, and the environment. As Kaohsiung faces the impacts of climate change, Weiwuying responds through the power of culture, using the arts to foster harmony with nature and connection with society.



Photography by 彭仁義



The table below summarizes the climate-related risks and opportunities identified for venue operations:

● Climate-Related Risks and Opportunities

	 Risk		 Opportunity	
Transition Risks	Greenhouse Gas Emissions Management Although the venue is not currently subject to mandatory greenhouse gas inventory and verification requirements under Ministry of Environment regulations, it continues to align with national carbon reduction policies, supports the Net Zero Guidelines for Cultural Industries, and keeps pace with the latest government regulations. The venue also plans to conduct regular inventories and continue implementing carbon reduction initiatives.	Operational Response Measures To support the global goal of limiting warming to 1.5° C and the international commitment to achieving net-zero emissions by 2050, the venue actively promotes sustainable theater practices, including e-ticketing, digital program booklets, alternative promotional approaches, and ongoing building energy-efficiency measures.	Low-Carbon Operations and Green Theater Development Weiwuying plans to introduce smart energy management systems, renewable energy facilities, and low-carbon performance models to reduce operating costs and align sustainability management with international standards.	Cultural Sustainability Brand Image Weiwuying will continue to integrate artistic creation with sustainability initiatives through low-carbon performances and educational programs, enhancing public awareness of sustainability. Through public education initiatives, we seek to inspire reflection on how culture can serve as a key driver of sustainability in an era of environmental change.
	Sustainable Theater Transformation In response to net-zero policies, energy-efficiency regulations, and evolving international expectations, the cultural sector must accelerate its transition toward sustainable operations. The performing arts sector must adopt low-carbon technologies, smart energy management, and more sustainable production and presentation models. Failure to adapt in a timely manner may increase operating costs, reduce access to policy and funding support, and negatively affect organizational reputation.	Changing Market Expectations As public attention to sustainability continues to grow, audiences increasingly expect low-carbon and environmentally responsible cultural events. They also expect venues to demonstrate leadership and encourage sustainability throughout the supply chain. Failure to respond to these expectations may result in audience loss and weakened market competitiveness.	Cross-sector Collaboration and Resource Development Weiwuying will actively collaborate with enterprises, academic institutions, and social organizations to develop cultural projects with sustainability value. By promoting cultural equity and industry-academia collaboration, we aim to create new development opportunities and expand market and sponsorship resources.	Climate Change Adaptation Plan To address climate change-related risks, Weiwuying has established a disaster prevention and response framework that integrates disaster preparedness and emergency response mechanisms. Clear roles, responsibilities, and program emergency response guidelines have been developed, with the safety of employees, performers, and audiences as the highest priority.
Physical Risks	Typhoons and Heavy Rainfall Climate change has increased the frequency and intensity of extreme weather events. Southern Taiwan is particularly vulnerable to typhoons and heavy rainfall, which may result in facility damage, performance disruptions, safety risks, and financial losses. Extreme weather may also affect the safety of performers and audiences, requiring more comprehensive emergency preparedness, response, and recovery measures.	Global Warming Global warming has increased the frequency of high-temperature days, driving up cooling demand, energy costs, and carbon reduction pressures. During periods of extreme summer heat, the venue requires additional energy to maintain audience comfort. The energy demands of a large-scale facility also create challenges in balancing operational needs with environmental responsibilities. In response, the venue will continue to implement energy-efficiency initiatives and adjust air-conditioning and energy management strategies in accordance with climate conditions.	We view climate-related risks, including loss of life, property damage, and operational disruptions, as opportunities to enhance resilience, improve emergency response efficiency, and strengthen governance capabilities. Ensuring public safety and responding effectively to emergencies remain Weiwuying's highest priorities. Accordingly, Weiwuying has established a comprehensive disaster prevention and response framework that integrates disaster preparedness and emergency response mechanisms to ensure public safety, minimize losses, and accelerate recovery and reconstruction following natural disasters. In addition, Weiwuying has established the Guidelines for Natural Disaster Emergency Response and Division of Responsibilities and the Program Emergency Response Guidelines as the basis for handling emergency situations. These guidelines prioritize public safety while minimizing damage to venue facilities and the surrounding environment.	

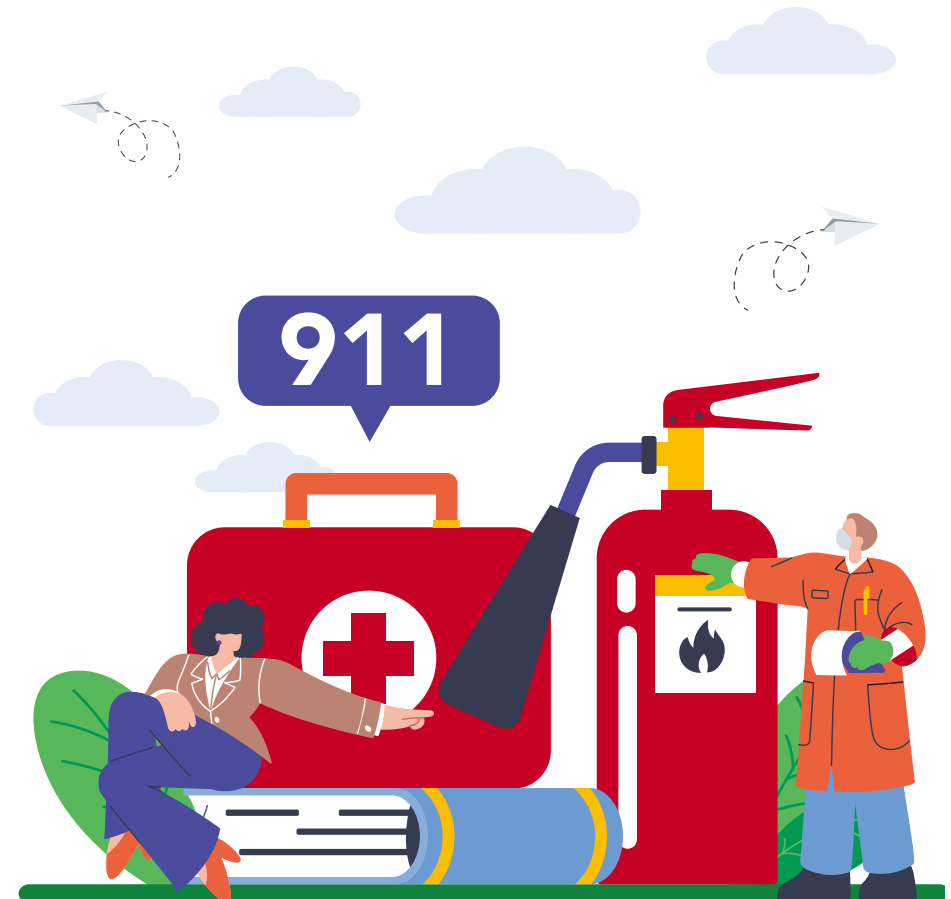
1 Natural Disaster Emergency Response

To ensure an effective response to natural disasters, Weiwuying will establish a Disaster Prevention and Emergency Response Task Force immediately upon the occurrence of a disaster. The task force will monitor the situation, coordinate response measures, communicate with relevant departments and external support agencies, and help maintain operational continuity. The following procedures shall be followed:



2 Program Emergency Response

Weiwuying has established Program Emergency Response Guidelines to ensure safety during performances and events. These guidelines apply to programs organized or co-organized by Weiwuying, as well as venue rental events, ensuring that audiences, performers, and staff receive timely and effective protection during emergencies. Duty supervisors are assigned during performances to represent Weiwuying and direct emergency response actions, helping to prevent secondary incidents caused by panic. Through these systems and procedures, Weiwuying has established clear roles and responsibilities, enabling an effective and coordinated response to emergencies while minimizing potential impacts and demonstrating its commitment to public safety.



5-4 ✨

Procurement Practices and Management



Green procurement, green products, and sustainable consumption are key drivers of sustainable development. In accordance with government green procurement requirements, Weiwuying has established internal green procurement policies and encourages departments to prioritize products bearing environmental, energy-saving, or carbon reduction labels. In August 2024, a "Sustainability and Inclusion" category was added to the internal ERP/EIP reimbursement system to encourage green procurement practices and promote sustainable production and consumption in the workplace.

In addition to promoting green procurement policies, Weiwuying actively implements green office initiatives in accordance with the Green Office Indicators and Measures. These initiatives include reducing office paper and promotional material printing, prioritizing products with environmental certifications or eco-labels, establishing paper recycling areas to encourage paper reuse, and promoting paperless workflows. For example, virgin paper procured by Weiwuying is certified by SCS Global Services, while recycled paper products bearing Taiwan's Environmental Label No. 15897 are also selected. Through these measures, Weiwuying encourages employees to adopt green procurement practices and support sustainable resource use in the workplace.

In addition, Weiwuying promotes sustainable consumption through initiatives such as Employee Vegetarian Day, reusable tableware campaigns in Weiwuying Cafeteria, and event markets. These initiatives encourage employees and visitors to reduce the use of disposable tableware and bottled water, adopt reusable containers and lunch boxes, and support a low-carbon and circular lifestyle.

From August 21 to December 31, 2024, reimbursements recorded under the "Sustainability and Inclusion" category totaled NT\$8,893,015.

In addition to implementing green procurement policies internally, Weiwuying actively promotes green procurement practices throughout its supply chain. In 2024, Tai-Ho Cleaning Enterprise Co., Ltd. and Chunghwa Telecom Business Group reported green procurement purchases of NT\$1,411,240 and NT\$2,392,163, respectively.

Reimbursements for
"Sustainability and Inclusion"

NT\$ **8,893,015**



Photography by 拉風攝影

Green Procurement Policy:

1 Green Procurement Statistics

The following table summarizes Weiwuying's green procurement initiatives:

Green Procurement Initiatives

Self-developed Green Products

Develop recyclable, low-pollution, and resource-efficient products with reduced environmental impact, and specify such products in procurement requests.

Require suppliers to provide green products or implement green procurement practices during project execution

- A. Encourage suppliers and contractors to adopt practices that support sustainable development.
- B. Contractors shall provide procurement documentation or report eligible purchases through the Green Procurement Reporting Platform.

Procure or lease products that meet the criteria set out in the Government Green Procurement Product List

A total of 169 green products were procured or leased in 2024.

Promote digital documents and digital tools to reduce the use of paper documents and printed promotional materials

Procure the software and hardware required to support digitalization initiatives.

Leasing Instead of Purchasing and Resource Reuse

- A. Lease products identified as priority items for leasing instead of purchasing, as well as products required for venue operations and performances.
- B. For example, trusses, stage sets, and props used for events and performances are reused or adapted from previous productions whenever feasible.

Carbon Reduction Label-Certified Services

Service categories certified with carbon reduction labels include:

- A. Freight Transportation Services
- B. Retail Services
- C. Insurance Services
- D. Brokerage Services

Green Consumption for Official Business Travel and Activities

- A. Prioritize eco-labeled rental services or shared transportation options.
- B. Prioritize environmentally certified travel agencies for business travel and employee trips.
- C. Prioritize environmentally certified venues for meetings, training programs, and events.
- D. Preference may be given to environmentally certified hotels for accommodation and meeting needs.
- E. Preference may be given to environmentally certified restaurants for dining needs.
- F. Preference is given to public transportation services certified with carbon reduction labels, such as Taiwan High Speed Rail and Kaohsiung MRT.
- G. Taipei MRT, Taoyuan Metro, Taichung MRT, Kaohsiung Light Rail, Danhai Light Rail, Taiwan Railways, city buses, intercity buses, and public bicycle systems.

Promotion and Advocacy

Complete procurement activities required for event operations.

2 Green office

In accordance with the Green Office Indicators and Measures, Weiwuying promotes green office practices by selecting products with environmental labels or PEFC forest certification and gradually reducing office paper consumption year by year.

1 Selection of Green Products

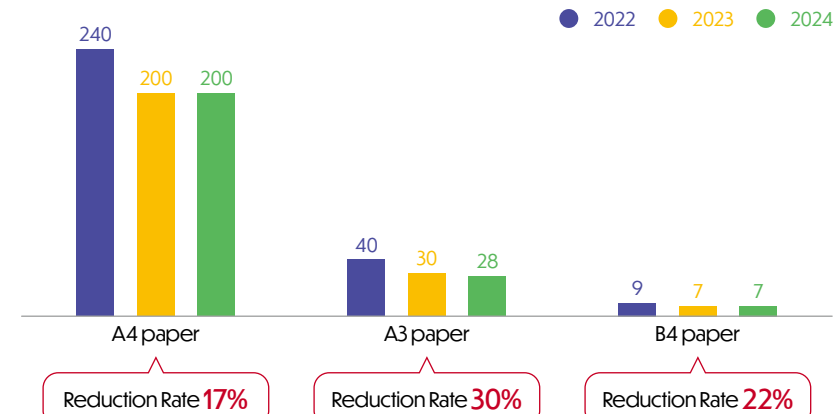
For example, eco-labeled Epson printers are used in the venue's Operation Office, ticketing counters, and backup stations.



2 Significant Reduction in Office Paper Procurement in 2024

Office Paper Procurement Statistics for the Past Three Years

All figures in the table are presented in cartons.



Note: Reduction Rate (%) = (Number of Cases in 2022 - Number of Cases in 2024) ÷ Number of Cases in 2022 × 100.



3 2024 Staff Vegetarian Day

Since 2023, Weiwuying has promoted plant-based dining among employees. In 2024, Staff Vegetarian Day was formally established as an annual event. Held on September 10, 2024, the event highlighted the benefits of plant-based diets in supporting carbon reduction, resource conservation, and healthy lifestyles. The event recorded a total of 230 meal participants.



4 2024 Weiwuying Cafeteria Reusable Tableware Campaign

From April 15 to July 15, 2024, Weiwuying Cafeteria launched a three-month campaign encouraging employees to bring reusable tableware when purchasing meals, promoting sustainable consumption and environmentally friendly practices.



5

Promoting Environmental Awareness Through Theme Markets in 2024



2024 Theme Markets

February — 【Lunar New Year Fair】 Weiwuying Sunset Market Strip

A total of 15 brands participated, offering discounts to customers who brought their own tableware or shopping bags.

March — 【24 Hours BEETHOVEN】 Weiwuying Sunset Market Strip

More than 30 brands participated, offering discounts or bonus portions to customers who brought their own tableware or shopping bags.

October — 【2024 Open House】 Weiwuying Sunset Market Strip

- A. Hosted a flea market to promote reuse and extend product lifecycles.
- B. Encouraged environmentally responsible brands to participate in the market.
- C. More than 70 brands participated, offering discounts or bonus portions to customers who brought their own tableware or shopping bags.
- D. Provided reusable tableware rental services.

December — Weiwuying Sunset Market Strip: Christmas Wonderland

More than 80 brands participated, offering discounts, gifts, or bonus portions to customers who brought their own tableware or shopping bags.



Photography by HUANG Pi Hsien

5-5 ✨

Air Quality Management



Air quality management is a key component of Weiwuying's Venue Facilities Optimization and Maintenance Plan and Energy Conservation and Carbon Reduction Sustainability Plan. It supports the creation of a professional, safe, and welcoming environment while advancing the venue's long-term carbon neutrality goals. Weiwuying regards Indoor Air Quality (IAQ) as an important aspect of facility management. In 2023, the venue obtained the Indoor Air Quality Self-Management Excellent Label, valid from February 6, 2023, to February 6, 2026. Under the relevant guidelines, label holders must conduct inspections every six months and comprehensive testing every three years. Accordingly, Weiwuying's next periodic inspection and testing is scheduled for completion by February 6, 2026.

Weiwuying's air quality management measures are outlined below:

1 Indoor Air Quality Management and Regulatory Compliance

1 Regulated Facilities and Scope

Under the Indoor Air Quality Management Act, Weiwuying is classified as a performance venue and is subject to the second phase of regulatory oversight. The regulated areas primarily include performance venues, exhibition areas, and entrance lobbies accessible to the public, excluding dining and retail areas.

2 Designated Personnel and IAQ Team

Facility Management has designated two IAQ management personnel who collectively hold four professional certifications and serve on the Indoor Air Quality Management Team.

3 IAQ Maintenance and Management Plan

An Indoor Air Quality Maintenance and Management Plan has been established and is reviewed and updated regularly.

4 Periodic Testing and Reporting

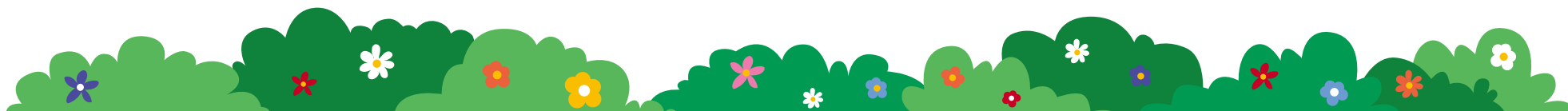
In accordance with regulatory requirements, Weiwuying conducted periodic IAQ testing in 2019, 2021, and 2023. Test results and the Indoor Air Quality Maintenance and Management Plan must be submitted electronically to the competent authority within 45 days of sampling. Since obtaining the Indoor Air Quality Self-Management Excellent Label in 2023, Weiwuying has been eligible to conduct periodic IAQ testing once every three years in accordance with the relevant guidelines. Accordingly, the next periodic testing is scheduled for 2026.

5 Regulated Pollutants

The primary regulated pollutants include carbon dioxide (CO₂), formaldehyde, bacteria, and particulate matter (PM₁₀).

6 Inspection, Testing, and Monitoring

- A. Self-inspections are conducted every six months, supplemented by periodic spot checks. Direct-reading instruments are primarily used to monitor carbon dioxide (CO₂) concentrations.
- B. A continuous monitoring system is in place to maintain the environmental standards expected of a world-class performing arts venue.
- C. During high-attendance events, on-site inspections are conducted to monitor IAQ conditions. Any abnormal readings are addressed immediately through adjustments to the HVAC system. Data from major holiday events are also collected to establish baseline information for optimizing HVAC operations.



2 HVAC System Optimization and Maintenance

1 Routine Maintenance and Inspection

Weiwuying conducts routine inspections and preventive maintenance of its HVAC systems and complies with all applicable inspection and reporting requirements. Maintenance activities include:



A. The central HVAC system is serviced annually.



B. FCU filters are cleaned quarterly.



C. Cooling towers are cleaned, chemically treated, and tested every six months to maintain water quality and prevent the growth of pathogens such as Legionella bacteria.



D. Chillers are regularly cleaned and serviced to ensure optimal performance and operational efficiency.



E. Air handling units, return air ducts, and ventilation equipment are regularly cleaned, while electrical panels are inspected and serviced to maintain good indoor air quality.



F. Air chambers in performance venues are cleaned using vacuum-based methods to minimize impacts on indoor air quality.

2 Facility Upgrades and Optimization

Weiwuying plans to optimize air handling units and dehumidification equipment to improve the overall performance and integration of environmental control systems. Plans are also in place to replace HVAC heat pumps to improve energy efficiency.

3 Public Disclosure of IAQ Monitoring Results

Historical monitoring results indicate full compliance with indoor air quality standards. Weiwuying makes IAQ compliance records publicly available and actively promotes indoor air quality awareness through multimedia displays and on-site signage.

Through facility upgrades, periodic testing and reporting, strict cleaning standards, and comprehensive energy-saving and carbon-reduction strategies, Weiwuying actively manages air quality to protect the health of audiences and employees while realizing its vision as a "Green Theater" and "Sustainable Venue."



5-6 ✨

Natural & Ecological Conservation



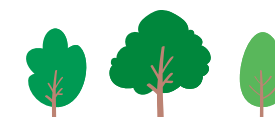
Weiwuying is not only a world-class performing arts venue, but also an important green space and ecological corridor in Kaohsiung. The venue and Weiwuying Metropolitan Park are closely connected, jointly creating a unique space that integrates culture, nature, and community life. The park's extensive green spaces support diverse flora and fauna, including rare bird species such as the Ruddy Kingfisher. As a result, the area has become an important bird-watching site in southern Taiwan and offers significant value for ecological education and nature-based recreation.

At the same time, the venue and the Metropolitan Park face ongoing challenges in balancing cultural development with ecological conservation. In recent years, improper damage to tree branches and habitats by some visitors has raised public awareness of ecological conservation and highlighted the need for ongoing biodiversity management. The venue and the Metropolitan Park also face the challenge of a rapidly growing population of invasive green iguanas. Due to their large size and high reproductive capacity, green iguanas have become a significant ecological threat, affecting native species and surrounding vegetation. To address this issue, municipal authorities and professional teams have carried out multiple removal operations in and around the venue and metropolitan park, while establishing standardized management procedures to mitigate the impact of invasive species on the natural environment. This underscores the challenges faced by the venue and the Metropolitan Park in balancing artistic and cultural development with environmental sustainability and ecological conservation.

At the intersection of the arts and ecology, Weiwuying promotes biodiversity conservation, the sustainable use of green spaces, and public engagement through artistic programming, environmental education, and community participation. By doing so, it continues to fulfill its dual role as both a cultural landmark and an environmentally responsible public space. To realize this vision, Weiwuying has adopted the following strategies:

1 Strengthening Green Infrastructure

Weiwuying is committed to increasing green coverage and enhancing on-site biodiversity. According to statistics from 2019 to 2025, trees have been continuously planted throughout the venue grounds, including a variety of native and landscape species such as Chinese banyan, royal poinciana, and tabebuia. The total number of trees increased from 32 in 2019 to a cumulative 212 by 2024. Continued investment in expanding green spaces not only enhances the landscape but also provides richer habitats for local wildlife, helping to strengthen biodiversity.



Continuous Tree Planting
at Weiwuying Total

212 Trees

2 Environmental Education and Public Engagement

To strengthen public engagement with nature, Weiwuying launched the Weiwuying Green Thumb in 2018. Through gardening activities and environmental education, the program encourages participants to connect with nature, foster community interaction, and enhance awareness of environmental stewardship and public beautification. Participants can also learn about the characteristics of the venue's outdoor mound plantings through professional interpretation and take part in hands-on gardening activities. In 2024, the program featured mounted fern board activities and vegetable repotting DIY workshops, helping participants better understand and appreciate gardening while cultivating respect and care for the natural environment through hands-on planting and supporting the sustainable use of green spaces.



5-7 ✨

Waste Management



GRI 306-1、306-2、306-3

Waste generated by Weiwuying includes general waste and general industrial waste. The Human Resources and Administration Department is responsible for waste management. General waste is collected and sorted by contracted cleaning staff. Non-recyclable waste is transported daily by licensed contractors to incineration facilities, while recyclable materials are delivered to recycling facilities on a weekly basis.

General industrial waste generated by the venue includes stage props from performances, as well as equipment, construction waste, office supplies and tools, IT equipment, furniture, and electrical appliances used in venue operations. Property and consumables are inventoried annually to ensure effective asset management. Commercial waste generated from performances and operations is handled in accordance with the NPAC Property and Item Management Regulations and related internal control procedures. At year-end, assets that have reached the end of their service life and cannot be repaired or reused, together with non-asset waste, are assessed by qualified environmental service providers for potential resale value before being recycled or removed. Items with no resale value are first made available to employees for collection before disposal to promote reuse and reduce waste treatment costs. Any remaining discarded assets and waste materials are then collected and processed by qualified environmental service providers. For metal scrap with resale value, quotations are obtained from two qualified environmental service providers to assess its recycling value. The provider offering the higher quotation is selected to carry out the recovery process. Proceeds from the sale are recognized as other income of the venue. To promote resource reuse, selected stage props and set materials generated from performances are repurposed by the carpentry workshop into office furniture, such as wooden display racks and cabinets. Other materials may be reclaimed and reused by performance groups as needed. Any remaining materials are handled in accordance with the waste disposal procedures described above.

2023 and 2024 General Industrial Waste Disposal

Source of Waste Generation	Waste Item	Disposal Method	2023 Disposal Quantity	2024 Disposal Quantity
 Performance Activities	Stage Props	Repurposed into office furniture by the venue's carpentry workshop, reclaimed and reused by performance groups as needed, or collected and processed by qualified environmental service providers.		
			17.98	3.88
 Venue Operations	Waste with No Resale Value (including venue equipment, construction waste, office supplies, tools, IT equipment, furniture, and electrical appliances)	Items are first made available to employees for reuse (excluding recyclable materials). Any remaining discarded items and waste materials are then collected and processed by qualified environmental service providers.		
	Metal Scrap with Resale Value	Collection and recovery of assets with resale value by qualified environmental service providers	0	2.25
Total			17.98	6.13

Note All figures in the table are presented in metric tons.



5-8 ✨

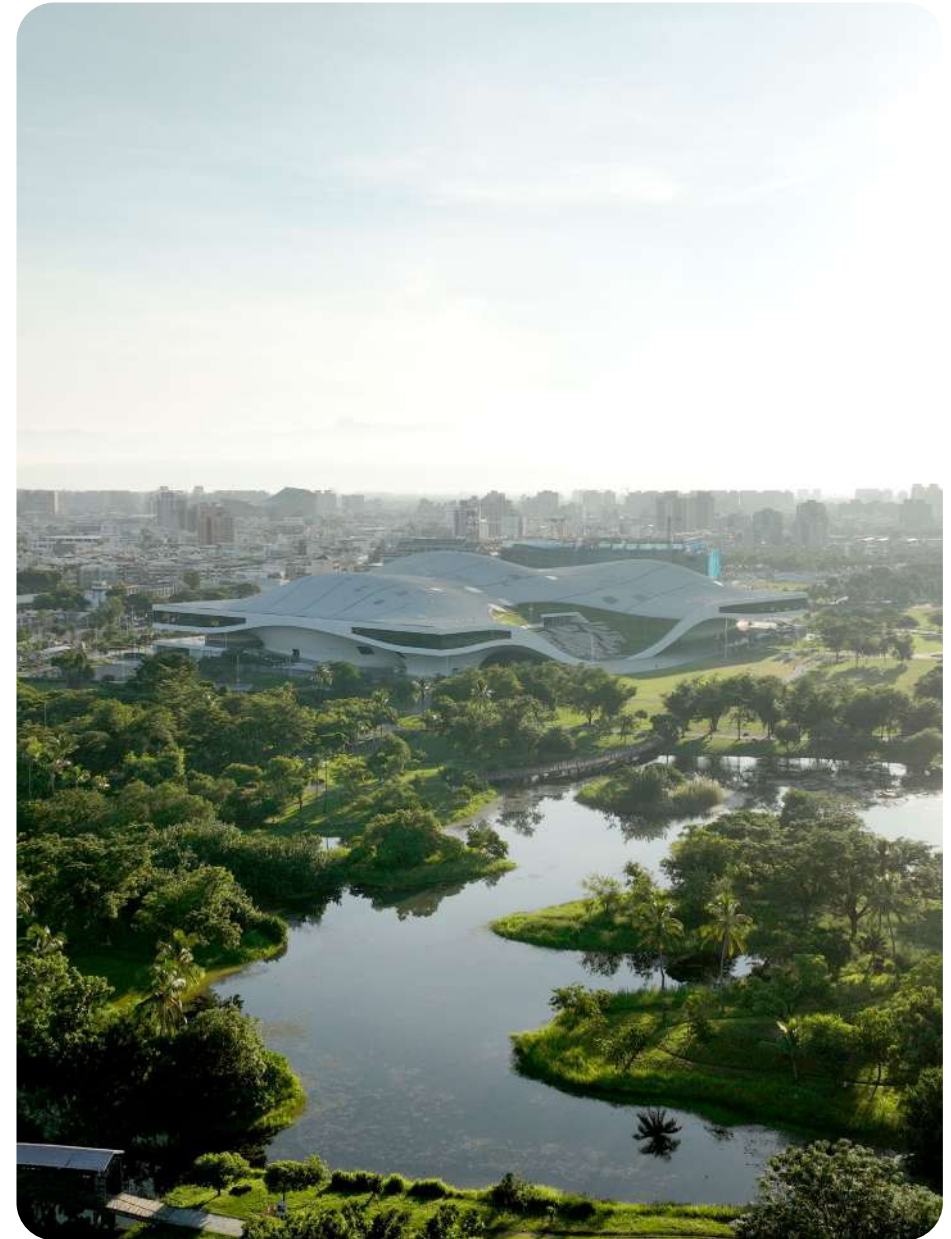
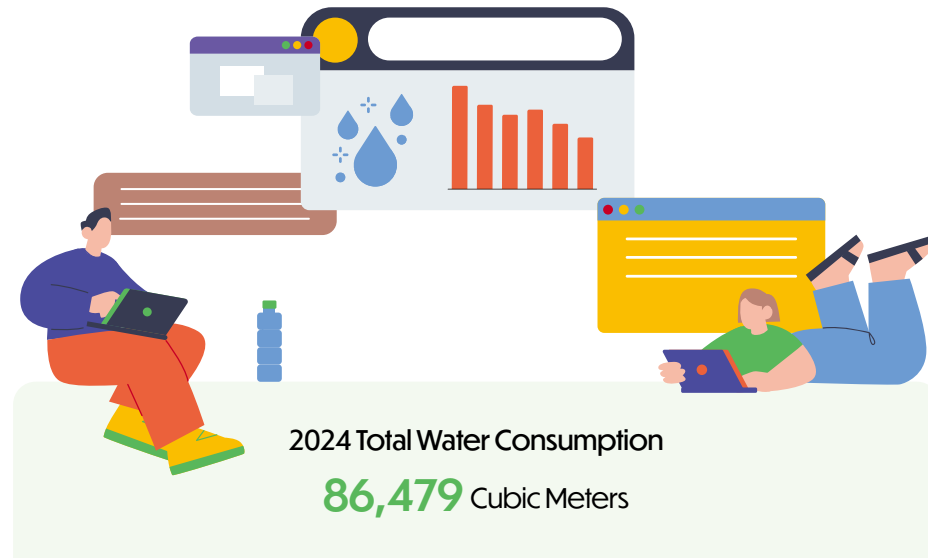
Water Resource Management



Water consumption at the venue is primarily associated with daily operations, with the air-conditioning system accounting for the largest share of water use. The venue's primary water source is supplied by Taiwan Water Corporation. The venue monitors water consumption based on water billing records. Total water consumption was 86,479 cubic meters in 2024, compared with 76,735 cubic meters in 2023 and 79,414 cubic meters in 2022. In addition, water-saving reminders are displayed in water-use areas within the Operation Office to encourage employees to conserve water in their daily work. These measures help raise awareness of resource conservation, foster water-saving habits, and reinforce a culture of responsible water use.

Stakeholder surveys indicate strong public interest in the venue's resource consumption and management. While current water conservation and reuse measures remain limited, considerable room for improvement has been identified. Going forward, we will continue to implement additional measures to improve water-use efficiency and establish phased implementation plans.

The venue remains committed to advancing water resource management through the continuous optimization of related systems and technologies. By doing so, it aims to progressively advance toward becoming a model sustainable venue and contribute to positive environmental outcomes.



Photography by 朕真興傳播有限公司

Appendix

GRI Content Index

Statement of use: National Performing Arts Center - National Kaohsiung Center for the Arts (Weiwuying) has reported with reference to the GRI Standards for the period from January 1, 2024, to December 31, 2024.

GRI 1 used: Foundation 2021

Applicable GRI Sector Standards: N/A

GRI 2: General Disclosures 2021			
Standards	Disclosure	Chapter / Section	Page
2-1	Organizational Details	1-1 About This Report	9
		2-1 Overview of Weiwuying	30
2-2	Entities included in the organization's sustainability reporting	1-1 About This Report	9
2-3	Reporting Period, Frequency, and Contact Point	1-1 About This Report	9
2-4	Restatements of information	As this is the venue's first sustainability report, all information is being disclosed for the first time and no restatements were required.	
2-5	External assurance	1-1 About This Report	9
2-7	Employee	4-2 Talent Cultivation and Retention	76
2-9	Governance structure and composition	2-1 Overview of Weiwuying	30
		3-2 Venue Governance and Risk Management	57
2-10	Nomination and Selection of the Highest Governance Body	2-1 Overview of Weiwuying	30

GRI 2: General Disclosures 2021			
Standards	Disclosure	Chapter / Section	Page
2-11	Chair of the Highest Governance Body	2-1 Overview of Weiwuying	30
2-15	Conflicts of Interest	2-1 Overview of Weiwuying	30
		3-4 Integrity Management and Compliance	60
2-16	Communication of Critical Concerns	2-1 Overview of Weiwuying	30
2-22	Statement on Sustainable Development Strategy	Message from the General and Artistic Director	7
		2-4 Sustainability Strategy	43
2-25	Processes to Remediate Negative Impacts	1-3 Stakeholders and Material Topics	14
2-26	Mechanisms for Seeking Advice and Raising Concerns	1-3 Stakeholders and Material Topics	14
		4-2 Talent Cultivation and Retention	76
2-28	Membership associations	4-4 International Exchange	100
2-29	Stakeholder Engagement Approach	1-3 Stakeholders and Material Topics	14

GRI 3: Material Topics 2021				
Standards		Disclosure	Chapter / Section	Page
3-1		Process to Determine Material Topics	1-3 Stakeholders and Material Topics	14
3-2		List of Material Topics	1-3 Stakeholders and Material Topics	14
Material Topics: Venue Safety and Hygiene				
Standards		Disclosure	Chapter / Section	Page
3-3		Management of Material Topics	1-3 Stakeholders and Material Topics	14
Material Topics: Venue Safety and Hygiene				
Standards		Disclosure	Chapter / Section	Page
GRI 403: Occupational Safety and Health 2018	403-1	Occupational Health and Safety Management System	4-1 Venue Safety and Hygiene	64
	403-2	Hazard identification, risk assessment, and incident investigation	4-1 Venue Safety and Hygiene	64
	403-3	Occupational Health Services	4-1 Venue Safety and Hygiene	64
	403-4	Worker Participation, Consultation, and Communication on Occupational Health and Safety	4-1 Venue Safety and Hygiene	64
	403-5	Worker training on occupational health and safety	4-1 Venue Safety and Hygiene	64
	403-6	Worker Health Promotion	4-1 Venue Safety and Hygiene	64

Material Topics: Venue Safety and Hygiene				
Standards		Disclosure	Chapter / Section	Page
GRI 403: Occupational Safety and Health 2018	403-7	Prevention and Mitigation of Occupational Health and Safety Impacts Directly Linked by Business Relationships	4-1 Venue Safety and Hygiene	64
Material Topics: Service and Operational Performance				
Standards		Disclosure	Chapter / Section	Page
3-3		Management of Material Topics	1-3 Stakeholders and Material Topics	14
			3-1 Service Operations and Performance	46
Material Topics: Talent Cultivation and Retention				
Standards		Disclosure	Chapter / Section	Page
3-3		Management of Material Topics	1-3 Stakeholders and Material Topics	14
GRI 404: Training and Education 2016	404-1	Average Hours of Training Per Employee Per Year	4-2 Talent Cultivation and Retention	76
	404-3	Percentage of Employees Receiving Regular Performance and Career Development Reviews	4-2 Talent Cultivation and Retention	76

Material Topics: Greenhouse Gas Management			
Standards	Disclosure	Chapter / Section	Page
3-3	Management of Material Topics	1-3 Stakeholders and Material Topics	14
GRI 305: Emissions 2016	305-1	Direct (Scope 1) Greenhouse Gas Emissions	5-2 Greenhouse Gas Management
	305-2	Energy Indirect (Scope 2) Greenhouse Gas Emissions	5-2 Greenhouse Gas Management
	305-5	Greenhouse Gas Emissions Reduction	5-2 Greenhouse Gas Management
Material Topics: Energy Management			
Standards	Disclosure	Chapter / Section	Page
3-3	Management of Material Topics	1-3 Stakeholders and Material Topics	14
GRI 302: Energy 2016	302-1	Energy Consumption Within the Organization	5-1 Energy Management
Material Topics: Community Participation and Industry-Academia Collaboration			
Standards	Disclosure	Chapter / Section	Page
3-3	Management of Material Topics	1-3 Stakeholders and Material Topics	14
		4-3 Community Engagement and Industry-Academia Collaboration	92

Voluntary Disclosure Indicators				
Standards		Disclosure	Chapter / Section	Page
GRI 306: Waste 2020	306-1	Waste generation and significant waste-related impacts	5-7 Waste Management	135
	306-2	Management of significant waste-related impacts	5-7 Waste Management	135
	306-3	Waste Generation	5-7 Waste Management	135
GRI 401: Employment 2016	401-1	New Employee Hires and Employee Turnover	4-2 Talent Cultivation and Retention	76
	401-3	Parental Leave	4-2 Talent Cultivation and Retention	76
GRI 405: Diversity and Equal Opportunity 2016	405-1	Diversity of Governance Bodies and Employees	4-2 Talent Cultivation and Retention	76

SDGs Correspondence Table

Topic	Sections	SDGs
Venue Organizational Governance	3-1 Service and Operational Performance	  
	3-2 Venue Governance and Risk Management	
	3-3 Supplier Management	 
	3-4 Integrity Management and Compliance	 
	3-5 Information Security and Privacy Management	

Topic	Sections	SDGs
Friendly and Sustainable Venues	4-1 Venue Safety and Hygiene	  
	4-2 Talent Cultivation and Retention	  
	4-3 Community Engagement and Industry-Academia Collaboration	  
	4-4 International Exchange	 
	4-5 Cultural Equity	 
	4-6 Promoting Green Theater	 
	4-7 Diverse Partnerships	

Topic	Sections	SDGs
Net-Zero Carbon Venue	5-1 Energy Management	
	5-2 Greenhouse Gas Management	 
	5-3 Climate Change Adaptation	  
	5-4 Procurement Practices and Management	
	5-5 Air Quality Management	 
	5-6 Natural and Ecological Conservation	 
	5-7 Waste Management	 
	5-8 Water Resource Management	



Photography by LIN Chun-yung

Assurance Statement



ASSURANCE STATEMENT

SGS TAIWAN LTD.'S REPORT ON SUSTAINABILITY ACTIVITIES IN THE NATIONAL PERFORMING ARTS CENTER - NATIONAL KAOHSIUNG CENTER FOR THE ARTS (WEIWUYING)'S SUSTAINABILITY REPORT FOR 2024

NATURE AND SCOPE OF THE ASSURANCE

SGS Taiwan Ltd. (hereinafter referred to as SGS) was commissioned by National Performing Arts Center - National Kaohsiung Center for the Arts (Weiwuying) (hereinafter referred to as Weiwuying) to conduct an independent assurance of the Sustainability Report for 2024. The assurance is based on the SGS Sustainability Report Assurance methodology and AA1000 Assurance Standard v3 Type 1 Moderate level during 2025/12/29 to 2026/02/05. The boundary of this report includes Weiwuying Taiwan operational and production or service sites as disclosed in Weiwuying's Sustainability Report of 2024. The boundary is the same as Weiwuying's consolidated financial statements.

SGS reserves the right to update the assurance statement from time to time depending on the level of report content discrepancy of the published version from the agreed standards requirements.

INTENDED USERS OF THIS ASSURANCE STATEMENT

This Assurance Statement is provided with the intention of informing the stakeholders in Weiwuying's Sustainability Report of 2024.

RESPONSIBILITIES

The sustainability information in the Weiwuying's Sustainability Report of 2024 and its presentation are the responsibility of the directors or governing body (as applicable) and management of Weiwuying. SGS has not been involved in the preparation of any of the material included in the Sustainability Report.

Our responsibility is to express an opinion on the text, data, graphs and statements within the scope of assurance based upon sufficient and appropriate objective evidence.

ASSURANCE STANDARDS, TYPE AND LEVEL OF ASSURANCE

The assurance of this report has been conducted according to the AA1000 Assurance Standard (AA1000AS v3), a standard used globally to provide assurance on sustainability-related information across organizations of all types, including the evaluation of the nature and extent to which an organization adheres to the Accountability Principles (AA1000AP, 2018).

Assurance has been conducted at a type 1 moderate level of scrutiny.

SCOPE OF ASSURANCE AND REPORTING CRITERIA

The scope of the assurance included evaluation of quality, accuracy and reliability of specified performance information as detailed below and evaluation of adherence to the following reporting criteria:

Reporting Criteria Options

- | | |
|---|---|
| 1 | AA1000 Accountability Principles (2018) |
| 2 | GRI (With Reference to) |

- AA1000 Assurance Standard v3 Type 1 evaluation of the report content and supporting management systems against the AA1000 Accountability Principles (2018) is conducted at a moderate level of scrutiny, and therefore the reliability and quality of specified sustainability performance information is excluded.
- The evaluation of the report against the requirements of GRI Standards is listed in the GRI content index as material in the report and is conducted with reference to the Standard.

ASSURANCE METHODOLOGY

The assurance comprised a combination of desktop research, interviews with relevant employees, superintendents, Sustainability committee members and the senior management in Taiwan; documentation and record review and validation with external bodies and/or stakeholders where relevant.

LIMITATIONS

Financial data drawn directly from independently audited financial accounts have not been checked back to source as part of this assurance process.

INDEPENDENCE AND COMPETENCE

SGS affirm our independence from Weiwuying, being free from bias and conflicts of interest with the organisation, its subsidiaries and stakeholders. The assurance team was assembled based on their knowledge, experience and qualifications for this assignment, and comprised auditors registered with ISO 26000, ISO 20121, ISO 50001, SA8000, QMS, EMS, SMS, GPMS, CFP, WFP, GHG Verification and GHG Validation Lead Auditors and experience on the SRA Assurance service provisions.

FINDINGS AND CONCLUSIONS

ASSURANCE OPINION

On the basis of the methodology described and the assurance work performed, we are satisfied that the specified performance information included in the scope of assurance is accurate, reliable, has been fairly stated and has been prepared, in all material respects, in accordance with the AA1000 Accountability Principles (2018).

We believe that the organisation has chosen an appropriate level of assurance for this stage in their reporting.

ADHERENCE TO AA1000 ACCOUNTABILITY PRINCIPLES (2018)

INCLUSIVITY

Weiwuying has demonstrated a good commitment to stakeholder inclusivity and stakeholder engagement. A variety of engagement efforts such as survey and communication to employees, community, people, investors, ESG experts, and other stakeholders are implemented to underpin the organization's understanding of stakeholder concerns. For future reporting, Weiwuying may proactively consider having more direct two-way involvement of stakeholders during future engagement.

MATERIALITY

Weiwuying has established processes for determining issues that are material to the business. It is recommended that Weiwuying further clarify the assessment criteria and thresholds used in the future reports, such as the level of impact and stakeholder concern, to enhance the overall consistency and transparency of the materiality assessment process.

RESPONSIVENESS

The report includes coverage given to stakeholder engagement and channels for stakeholder feedback.

IMPACT

Weiwuying has demonstrated a process on identify and fairly represented impacts that encompass a range of environmental, social and governance topics from wide range of sources, such as activities, policies, programs, decisions and products and services, as well as any related performance. It is recommended that Weiwuying progressively establish traceable and quantitative objectives for its material topics in future reporting cycles. This will strengthen alignment with the Weiwuying's sustainable development pathway and support more effective implementation.

ADHERENCE TO GRI

The report, Weiwuying's Sustainability Report of 2024, is reporting with reference to the GRI Universal Standards 2021. The significant impacts were assessed and disclosed with reference to the guidance defined in GRI 3: Material Topic 2021 and the relevant 200/300/400 series Topic Standard related to the material topics claimed in the GRI content index. The report has properly disclosed information related to Weiwuying's contributions to sustainability development. For future reporting, Weiwuying is encouraged to further enhance disclosures regarding the assessment of human rights impacts and related due diligence processes, provide clearer explanations of how impacts are managed and mitigated for each material topic, and progressively establish traceable and quantitative objectives, while continuing to work toward being in accordance with the GRI Standards 2021.

Signed:
For and on behalf of SGS Taiwan Ltd.

Stephen Pao
Business Assurance Director
Taipei, Taiwan
02 March, 2026
www.sgs.com





Supported by the Ministry of Culture's subsidy program
for the net-zero transition of cultural industries.

Center for the Arts, Arts for the People.



National Kaohsiung
CENTER FOR THE ARTS

WEI WU YING

衛武營 國家藝術文化中心

國家表演藝術中心 National Performing Arts Center