



日勝化工股份有限公司  
EVERMORE CHEMICAL INDUSTRY CO., LTD.





## Evermore Chemical Industry 35th Anniversary

EMC was established in May 1989, and 2024 marks the 35th anniversary. To celebrate this milestone, the Anniversary Celebration Planning Team planned a series of activities, creatively designing a commemorative logo and event T-shirts. On this special day, employees and their families were invited to join the celebration, fostering a sense of belonging and connection among staff and their loved ones.



The event was held at the Strong Eagle Adventure Park, where a team of professional instructors led employees through a series of challenges. All participants demonstrated great energy and teamwork as they completed each task together, continuously striving for better performance.



▲ Opening Speech by Chairman and Founder Mr. HO, WEN-CHIEH



▲ Each participant received a delicate mini cake.



▲ Challenge: All Stars Surrounding the Moon



▲ Challenge: Whale-watching Boat



▲ Challenge: Everyone Takes Off

In May, coinciding with Mother's Day, the planning team invited Ms. Momo, an art instructor from the local community, to guide a creative workshop. With the teacher's direction and parents' assistance, the children used clay and paint to create adorable art pieces.



**Wish all mothers a happy Mother's Day! Also, happy birthday to EMC!**

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# About the Report

The report is the 2024 ESG Report of Evermore Chemical Industry Co., Ltd. (hereinafter referred to as "Evermore Chemical Industry" or "the Company"). It has been prepared with reference to the Global Reporting Initiative (GRI) Sustainability Reporting Standards (GRI Standards) and the Taiwan Stock Exchange Corporation (TWSE) Rules Governing the Preparation and Filing of Sustainability Reports by TWSE Listed Companies. In addition, it refers to the Sustainability Accounting Standards Board (SASB) framework and the Task Force on Climate-related Financial Disclosures (TCFD) established by the Financial Stability Board (FSB). The report discloses the Company's policies, goals, implementation results, and stakeholder engagement processes related to environmental, social, and governance (ESG) topics, as well as its responses to issues of concern raised by stakeholders.

## Reporting Period

The report is disclosed and published annually in both Chinese and English editions and is made available on the Evermore Chemical Industry's website for stakeholders to download and review.

File location: <https://www.twemc.com/data-60199>

This publication: the 2024 edition was published on August 30, 2025, covering the reporting period from January 1 to December 31, 2024.

This publication: the 2023 edition was published on August 30, 2024, covering the reporting period from January 1 to December 31, 2023.

## Report Guidelines

Publishing Unit	Standards, Rules
Global Reporting Initiative (GRI)	GRI Standards (2021)
Taiwan Stock Exchange Corporation	Schedule 1-2 of the "Sustainability Disclosure Indicators – Chemical Industry" under Article 4, Section 1 of the Corporation Rules Governing the Preparation and Filing of Sustainability Reports by TWSE Listed Companies.

## Restatements of Information

No information has been recompiled for published reports.

## Scope and Boundary of Reporting

The content and the data of the report focus on Evermore Chemical Industry, excluding reinvested subsidiaries. If there are any exceptions, they will be explained in the notes accompanying each

section of the text.

## External Verification

The content of this report has been reviewed by the Sustainability Center composed of department heads, submitted to the Sustainable Development Committee and the Company's Board of Directors for approval and then issued. As part of this process, seven indicators from Schedule 1-2 of the "Sustainability Disclosure Indicators – Chemical Industry" under Article 4, Section 1 of the Corporation Rules Governing the Preparation and Filing of Sustainability Reports by TWSE Listed Companies have been audited for the limited assurance by EY Taiwan, in accordance with TWSAE 3000 "Assurance Engagements Other than Audits or Reviews of Historical Financial Information." Please refer to Appendix 6 for the assurance report.

## Contact

If you have any questions or suggestions on Evermore Chemical Industry's ESG Report, you are welcome to contact us.

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Spokesperson: WU, PAO-HUA Director

# Letter from the Chairman & General Manager

Looking back over the past few years, the global economic environment has been full of challenges. The ongoing fluctuations of the pandemic and unstable international situations have posed unprecedented tests for business operations. However, with a solid operational foundation and a spirit of continuous innovation, the Company not only successfully navigated this challenging period but also achieved significant breakthroughs across multiple business areas.

For a long time, we have regarded environmental protection and sustainable development as a core mission of our business, actively investing in the R&D of low-pollution, high value-added green products. From environmentally friendly PU materials to innovative applications of solvent-free and water-based technologies, we actively respond to the challenges of climate change and the energy crisis. In addition, through resource recycling and reuse, as well as initiatives such as promoting solar energy and obtaining green building certifications for coatings, we put our commitment to green production and sustainable development into practice.

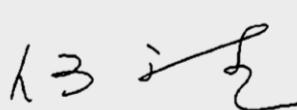
In terms of corporate governance, we uphold the principles of integrity operation and transparent management, continuously strengthening internal controls and risk management to pursue the highest standard of zero violations. At the same time, we actively deepen internal and external communication, continuously improving the quality of our products and services to meet the diverse and ever-changing needs of our customers.

Furthermore, we deeply recognize the importance of employee well-being and corporate social responsibility, striving to create a safe and healthy work environment while actively promoting diversity, equal opportunities, and talent development. We believe that sustainable growth depends on the active participation and collaborative efforts of all employees and stakeholders.

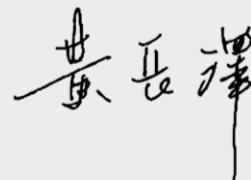
Looking ahead, although external conditions remain challenging, the Company will continue to focus on enhancing core technologies, developing more market-competitive products, reducing reliance on high-pollution energy, and strengthening on-site waste recycling. Committed to sustainable development, we will continue creating greater value for our shareholders, customers, employees, and society.

We sincerely thank all our stakeholders for their continued support and companionship, and we look forward to working together in the future to create a better tomorrow.

Chairman



General Manager



# Sustainable Performance in 2024

## Economic Series

	2023	2024	Corresponding Chapter
<b>Consolidated revenue compared to the previous year</b>	-19.94 %	11.77 %	<a href="#">Business Performance</a>
<b>Consolidated profit before tax compared to the previous year</b>	113.09%	39.12 %	<a href="#">Business Performance</a>
<b>Investment in research and development expenses compared to the previous year</b>	-10.84 %	3.91 %	<a href="#">Product Research and Development and Improvement</a>
<b>Employee education and training expenses compared to the previous year</b>	-47.49 %	9.01 %	<a href="#">Talent Cultivation</a>
<b>Instances of misconduct</b>	0	0	<a href="#">Integrity Operation</a>

## Social Series

	2023	2024	Corresponding Chapter
<b>Employee retention rate</b>	85.58 %	89.86 %	<a href="#">Human Resources</a>
<b>Number of maternity pension claims</b>	10	2	<a href="#">Other Benefits</a>
<b>Employees applied for parental leave</b>	2	1	<a href="#">Other Benefits</a>

	2022	2024	Corresponding Chapter
<b>Employee satisfaction survey (biennial)</b>	75.0 %	79.0 %	<a href="#">Employee Satisfaction Survey</a>

## Environmental Series

	2023	2024	Corresponding Chapter
<b>Total production</b>	-9.68 %	16.92 %	<a href="#">Energy Management</a>
<b>Electricity consumption compared to the previous year</b>	-0.31 %	15.61 %	<a href="#">Energy Management</a>
<b>Water consumption compared to the previous year</b>	-2.58 %	11.98 %	<a href="#">Water Resources</a>
<b>Scope 1 and 2 emissions compared to the previous year</b>	-1.68 %	8.37 %	<a href="#">Greenhouse Gas Emissions</a>
<b>Waste per unit of output</b>	0.020	0.029	<a href="#">Waste Generation and Reduction</a>

# Chapter 1 About Evermore Chemical Industry

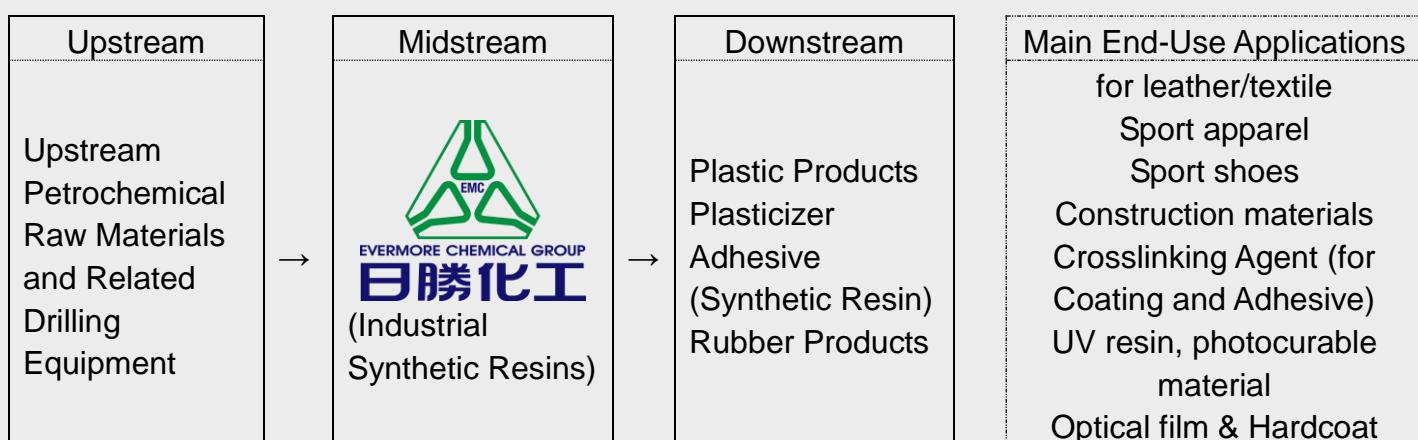
## 1. Company Profile

Evermore Chemical Industry Co., Ltd. (referred to as the Company and EMC) was established in May 1989. Currently, the headquarters is located at No. 7, Industrial South 2nd Road, Nangang Industrial Zone, Nantou City, Nantou County, Taiwan. EMC was listed on the Taiwan Stock Exchange in 2002. Our primary business includes manufacturing and selling of synthetic resin and chemical materials, and management and re-investment of related businesses.

In 2018, Aica Kogyo Co., Ltd., located in Aichi Prefecture, Japan, acquired 50.1% of the ordinary shares of the Company, becoming the largest shareholder of the Company.

The Company operates within the midstream segment of the petrochemical and plastics industry chain. According to the Taiwan Stock Exchange's Industry Value Chain Information Platform for the petrochemical and plastics industry chain, midstream products can be categorized into four main types, including purified terephthalic acid catalyst (PTA), surfactants, industrial synthetic resins, and rubber and plastic additives.

We primarily manufacture industrial synthetic resins, which serve as raw materials for coatings, inks, adhesives, sealants, and specialty chemicals. These products find widespread application in consumer goods across industries such as synthetic leather, construction, transportation, electronics, and electric.



Reference: Taiwan Stock Exchange Industry Value Chain Information Platform.

Reference: Internal Information

## 2. Business Philosophy and Sustainability Policies

The Company adheres to the business philosophy of "perseverance, research and innovation, sustainable operation, and profit sharing." Rooted in the professional domain of chemical engineering and conducting business with integrity, we conscientiously strive to fulfill the needs of our customers. With honesty, continuous innovation, profit sharing with stakeholders such as employees, shareholders and customers, we contribute back to the society, creating maximum value for the polymer industry.



經營理念

樸實剛毅 • 研究創新  
永續經營 • 利潤共享

EMC Business Philosophy

**Perseverance:** Based on integrity, down-to-earth, and committed to continuous improvement.

**Research and innovation:**

Continuously invest in research and development to create high value-added green products and innovative technologies.

**Sustainable operation:**

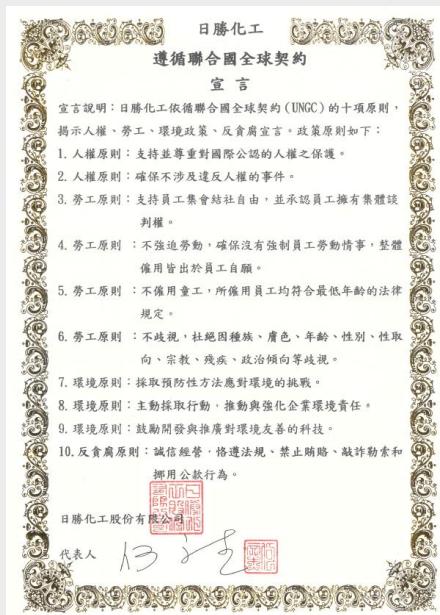
Promote corporate sustainability through effective governance, proactive risk management, and continuous improvement.

**Profit sharing:** Share corporate achievements with employees, shareholders, and society to create shared value.

The Company, guided by the United Nations' 17 Sustainable Development Goals (SDGs), develops low-pollution, solvent-free, and water-based green products, promotes bio-based materials and recycling technologies, and strengthens waste and hazardous substance management to ensure that wastewater and emissions comply with environmental standards. We implement occupational health and safety management, foster a healthy workplace and employee wellness, participate in social welfare activities, and fulfill our social responsibilities to enhance societal well-being. In addition, we strictly adhere to legal and ethical standards, cultivate a culture of integrity, prevent corruption, and reinforce internal controls and risk management mechanisms to address global economic fluctuations and extreme climate risks. We use ISO management systems, track their effectiveness, and reflect performance in the salaries and bonuses of all employees.


 SUSTAINABLE DEVELOPMENT GOALS


▲ The United Nations' Sustainable Development Goals (SDGs) image is sourced from the Internet.



▲ The UN Global Compact Declaration



▲ ESH Policy Declaration



▲ Quality Policy Declaration

### 3. Group Locations



Company Name	Business Category	Origin
<b>Evermore Chemical</b>	Operation headquarters, production, and sales	Nantou, Taiwan
<b>Evermore Chemical Dayuan factory</b>	Factory	Taoyuan, Taiwan
<b>Chem-Mat Technology</b>	Production and sales	Nantou, Taiwan
<b>Giant Star Trading</b>	Trading	Nantou, Taiwan
<b>Pou Chien Chemical</b>	Production and sales	Dongguan, China
<b>Topco (Shanghai)</b>	Trading	Shanghai, China
<b>U-BEST VIETNAM POLYMER INDUSTRY CO., LTD</b>	Production and sales	Dong Nai, Vietnam
<b>SUN YAD TECHNOLOGY VIETNAM COMPANY LIMITED</b>	Production and sales	Dong Nai, Vietnam
<b>TOPWELL ELASTIC TECHNOLOGY COMPANY LIMITED</b>	Trading	Bangkok, Thailand

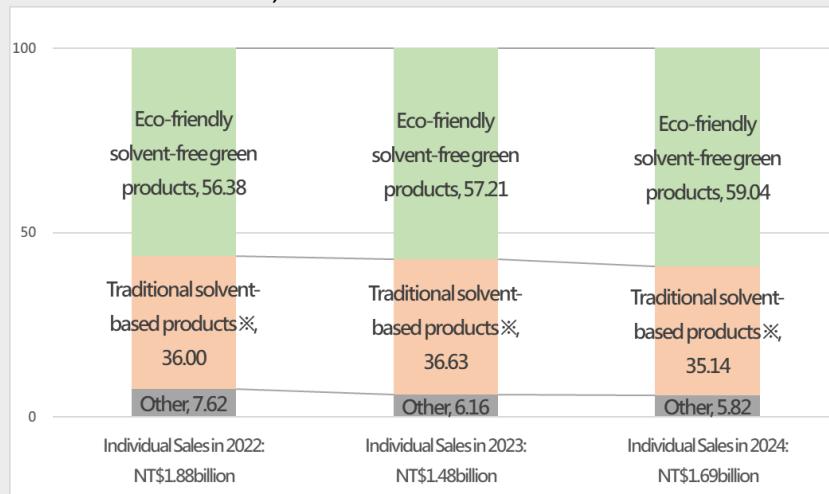
## 4. Product Categories

The Company's core technology is polyurethane (PU) resin, primarily supplied for use in textile and leather processing, footwear materials, industrial additives, and industrial products. Polyester polyol (PE) is one of the raw materials for producing PU resin. The following shows production volume information for the past three years.

Item	Year	2022	2023	2024
<b>Polyurethane (PU) Resin</b>		14,627	12,924	15,353
<b>Polyester Polyol (PE)</b>		1,527	1,493	1,534

※ Unit: tons The production volume in this table excludes all semi-finished products used internally.

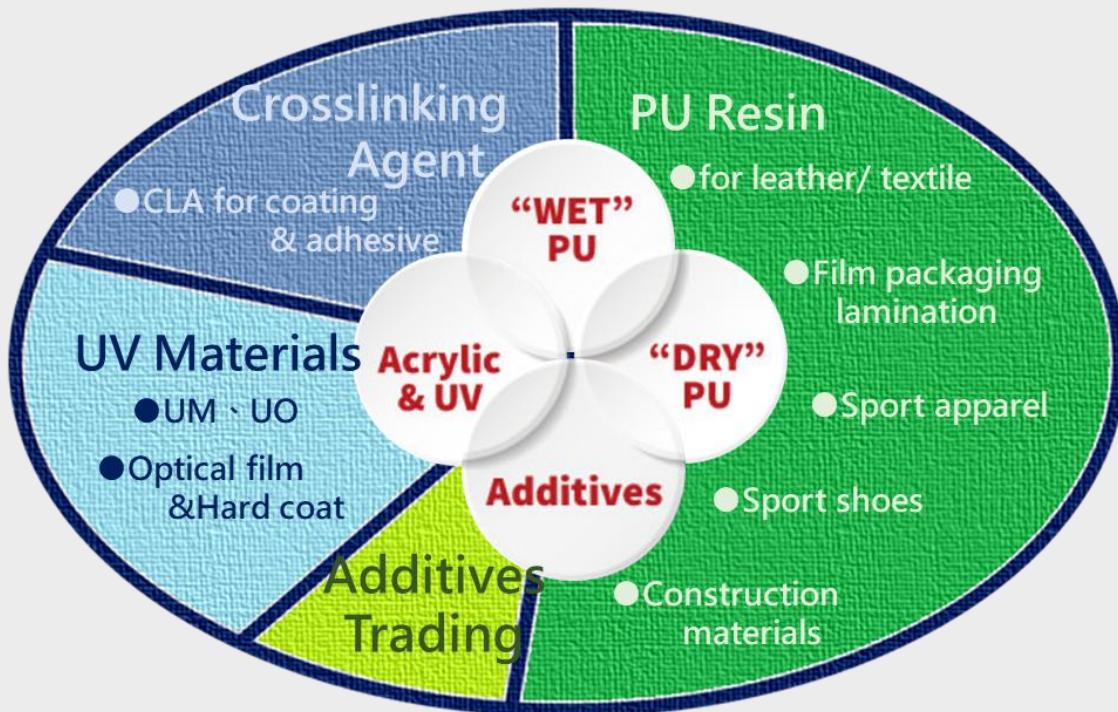
In response to the international trend of environmental protection, there is an increasing demand from customers for eco-friendly, solvent-free products. To meet these demands, the Company continues to research and develop green environmental products such as solvent-free, water-based, and UV materials that do not emit volatile organic compounds. Some of these products already comply with RoHS regulations and meet the requirements of the EU REACH. This section discloses the sales proportion with reference to SASB standard RT-CH-410b.1 (please refer to Appendix 4: SASB Index Table).



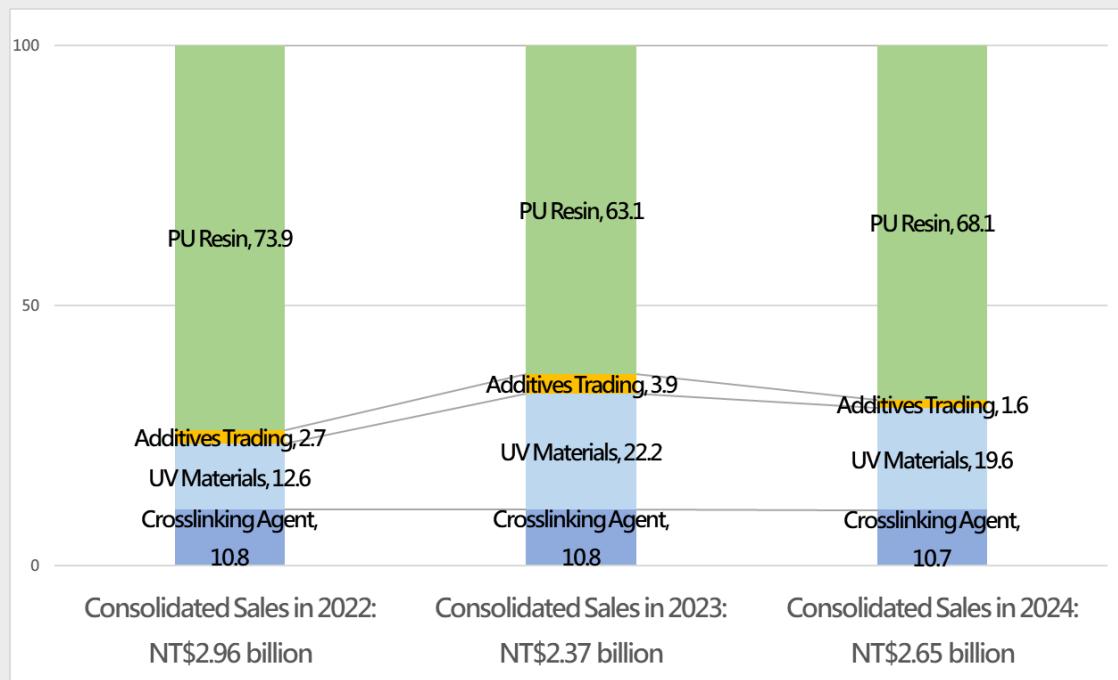
※ Traditional solvent-based products are classified as health and environmental hazards according to the GHS Hazard Classification, and are classified as Class 1 and Class 2 chemical substances.

※ Others are raw materials, commodities and materials.

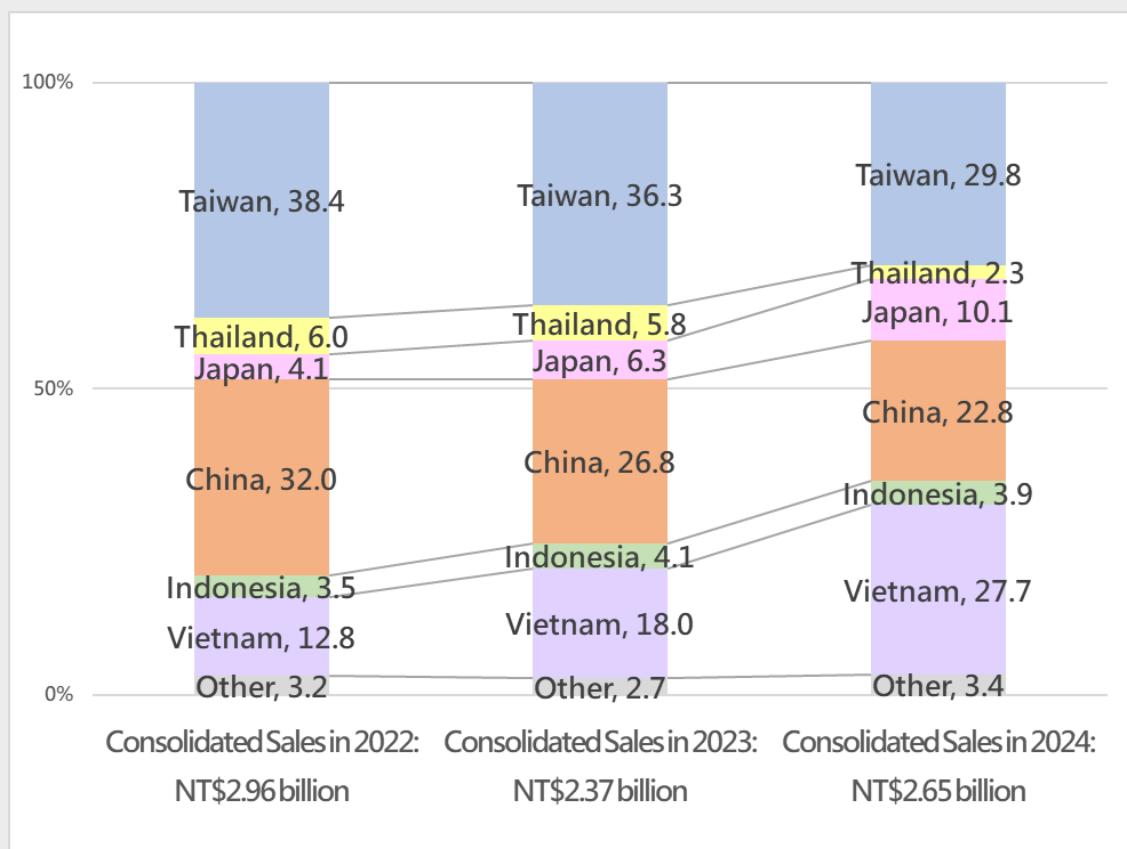
The Evermore Chemical Industry Group focuses on expanding into other product areas centered around its core product, PU resin. This expansion can be broadly categorized into four main types: PU resins, crosslinking agents, and UV materials, and additives trading. In 2024, the consolidated total sales amounted to NT\$2.65 billion, with PU resin accounted for the largest proportion of sales. These resins are primarily used in soft material coatings and lamination applications (such as textiles, leather, functional sportswear, and shoe foams), imparting different textures and functionalities to fabrics. In recent years, we have started to develop the application of hard materials bonding (wood and building material).



The following chart shows the breakdown of the Company's product sales over the past three years:



The sales regions of the Evermore Chemical Industry Group are as follows: In 2024, exports accounted for 70.2% of total sales, with Vietnam representing the largest share among overseas markets.



## 5. Business Performance

In 2024, the global economy experienced a gradual recovery, with inflation easing and trade activities slowly increasing; however, geopolitical conflicts and instability continued to affect the stability of certain regions. Moreover, the rise of trade protectionism disrupted global supply chains, leaving the international economy lacking strong growth momentum.

In 2024, the Company's sales volume increased slightly compared to the previous year, while the average selling price remained stable. The Company continued to adjust its product portfolio and increase the proportion of high value-added products to maintain revenue and profitability.

Unit: NT\$ 1,000

Item	2022	2023	2024
<b>Operating income</b>	2,957,191	2,367,512	2,646,091
<b>Operating profit</b>	(3,293)	91,535	106,768
<b>Net profit before tax</b>	43,222	92,103	128,134
<b>Earnings per share (NT\$)</b>	0.35	0.76	0.97
<b>Dividends per share (NT\$)</b>	0.50	0.50	0.80

## 6. External Participation

The Company regularly participates in external organizational activities, increasing the collection of information on the current situation and future trends of the industry on the management side, promoting more cooperation through exchanges with the industry, and in terms of environmental safety and hygiene, the Company regularly organizes and participates in drills and exercises to ensure its emergency response capability.

Participating Organizations	Position in Evermore Chemical
<b>Taiwan Synthetic Resin &amp; Adhesives Industrial Association</b>	General Supervisor
<b>Taiwan Regional Association of Synthetic Leather Industries</b>	Member
<b>Nantou County Industrial Association</b>	Member
<b>Nantou County Nangang Industrial Park Manufacturers' Association</b>	Member
<b>TJABC</b>	Member
<b>The Central Disaster Prevention Council</b>	Member
<b>Yong Sheng DMF Toxic Disaster Mutual Protection Organization</b>	Member
<b>Dimethylformamide Tri-Aromatic Disaster Prevention Organization</b>	Member
<b>Toluene Diisocyanate Evermore Toxic Disaster Prevention Group</b>	Team Leader
<b>National Joint Defense Organization of EVERMORE Plasticizer</b>	Team Leader

※ Dimethylformamide: DMF.

※ Toluene diisocyanate: TDI.

## 7. Community Activities Involvement

### (I) Blood Donation

Since 2015, we have collaborated with the Nantou Blood Donation Room of the Taichung Blood Center. We arrange for blood donation vehicles to enter our factory premises, allowing enthusiastic employees to participate in close proximity. In 2024, we held two blood donation events, with a total of 37 colleagues participating. We successfully collected 14,750 C.C. of blood.



▲ The Tongji blood donation vehicle entered the factory.

▲ Blood donation began after evaluation by the medical staff.

## (II) Participating in charity sales events, caring for children

Since 2013, we have been an organizer of the Nantou TFCF's Charity Fair. In addition to direct donations, we actively participate in the fair's charity sales events, donating all the day's sales proceeds. In 2024, 10 employees participated in the company fair's charity sale. The proceeds from the sale, combined with the company's donation, amounted to contribution of NT\$80,000 in total.



▲ The products this time were toast, guava, and beverages.

▲ The guavas were freshly cut on the spot that day.



▲ General Manager HUANG, CHANG-TSE poses for a photo with the staff.

## (III) Donation Campaign of Chinese New Year Dishes

Starting from 2019, we have been participating in activities organized by the Huashan Social Welfare Foundation. In 2024, the Company and colleagues responded to the Huashan Social Welfare Foundation - Nantou Love Angel Station's "Love for the Elderly, Love for Reunion" donation and Lunar New Year feast donation activities. The Company donated NT\$50,000, and colleagues provided a total of 22 Lunar New Year feasts.



◀ Huashan Social Welfare Foundation 2025 Event Poster

## (IV) Local Activities

Since 2015, the Company has actively participated in the Nantou County Workers' Games. With each participation, we have strengthened our connection with the community, fostering closer interactions with local organizations in a joyful and healthy atmosphere. In 2024, a total of 26 employees formed teams and participated, achieving multiple awards.



▲ The annual sports day always falls on a sunny and perfect day.



▲ Competition event: Divination blocks casting

▲ Competition event: Incense sticks challenge

#### (V) Environmental Protection Activities

In 2010, the Company collaborated with National Taiwan University to promote the "Corporate Forestation Project," adopting one hectare of land area in the 9th forest compartments of Experimental Forest of National Taiwan University for forestation. Every year, we plan to organize a hiking event at the afforestation site, inviting employees and their families to hike along the trail. During the event, we also arrange a mountain cleaning activity, where participants collect litter along the trail to help maintain the local environment. Due to poor trail conditions caused by heavy rainfall, we prioritized the safety of our employees and their families and decided to cancel the hiking event.

In 2024, the Company participated in the beach cleanup organized by the community group "Baishatun Cleanup Team." The event took place at Baishatun Fishing Port, located behind Gongtian Temple. Before the activity began, the community staff provided a safety briefing. For this event, trash bags, tongs, gloves, and other tools were prepared, with the main targets being plastics and small pieces of litter. On the day of the event, there were approximately 400 participants in total, including external community members. Among them, 92 were EMC employees, and 68 were their family members. Together, they collected about 810 kilograms of trash.



▲ Group photo before the event began.



▲ Participants spread out to collect trash along the beach.



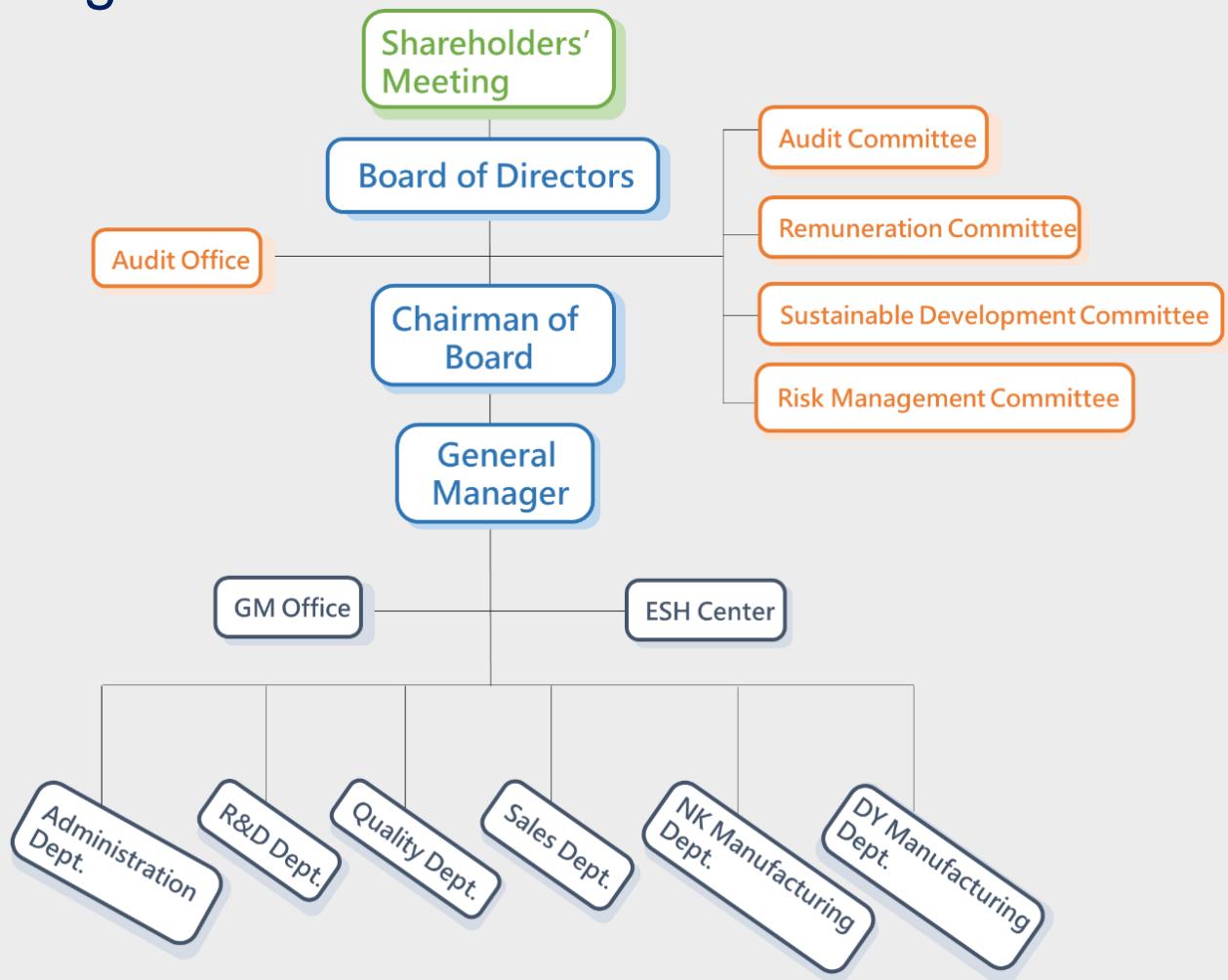
▲ Under the scorching sun, everyone worked diligently and completed the beach cleanup task.

# Chapter 2 Corporate Governance

## Material Topics Selected by EMC

<i>Policy Commitment:</i>	<ul style="list-style-type: none"> <li>Establish an effective corporate governance framework to protect shareholders' rights, strengthen the functions of the Board of Directors, optimize the roles of functional committees, respect stakeholders' rights, and enhance information transparency.</li> <li>Foster a corporate culture of integrity and establish sound business operations to ensure the healthy development of the Company.</li> </ul>
<i>Effects and Impacts:</i>	<p>Positive Actual: Monitor regulatory changes and respond proactively or promptly to maintain normal business operations.</p> <p>Negative Potential: Violations of regulations may result in penalties, affecting the Company's reputation.</p>
<i>Target Setting:</i>	<p>Short-term target (1-3 years): Continue assisting Board members in arranging training programs to comply with regulatory requirements.</p>
<i>Management Action and Effectiveness:</i>	<ol style="list-style-type: none"> <li>The Board of Directors convened 6 meetings this year and convened Functional Committee meeting in advance based on agenda items. The Audit Committee met 5 times and the Remuneration Committee met 3 times during the year.</li> <li>Arranged a separate meeting between independent directors and the accountant, which was held once this year.</li> <li>Conducted performance evaluations of the Board of Directors and Functional Committee, (Internal Evaluation) compiling low-scoring items and improvement measures, and reporting them to the board meeting. (External Evaluation) engage the Taiwan Investor Relations Institute to conduct the evaluation, with results and recommendations reported to the Board of Directors.</li> </ol>
<i>Negotiation with Stakeholders:</i>	<p><u>Shareholders/investors, suppliers, employees</u></p> <p>The Company's Administration Department serves as the Board secretariat and manages shareholder affairs, responding to questions raised by Board members and investors.</p>
<i>Grievance Contact Point:</i>	<p>Administration Department</p>
<i>Disclosure Metrics:</i>	<p>GRI: GRI 2: General Disclosures 2021, GRI 201: Economic Performance 2016, GRI 418: Customer Privacy 2016</p> <p>Other: Corporation Rules Governing the Preparation and Filing of Sustainability Reports by TWSE Listed Companies</p> <div data-bbox="389 1920 531 2070"> <p>5 性別平等</p>  </div> <div data-bbox="555 1920 698 2070"> <p>8 體面工作與經濟成長</p>  </div> <div data-bbox="722 1920 865 2070"> <p>9 產業、創新與基礎設施</p>  </div> <div data-bbox="889 1920 1032 2070"> <p>10 減少國內及國家間不平等</p>  </div> <div data-bbox="1056 1920 1198 2070"> <p>12 永續的消費與生產模式</p>  </div> <div data-bbox="1222 1920 1365 2070"> <p>17 促進目標實現之全球夥伴關係</p>  </div>

# 1. Organizational Chart



## Board of Directors

### Members and their professional backgrounds

The highest governance body of the Company is the Board of Directors, which comprises six directors and three independent directors. The current term of office is composed of 8 male directors and 1 female director. The current term of office runs from June 27, 2024, to June 26, 2027. The Board convened six times this year, with a 100% attendance rate for all directors.

The director election follows a candidate nomination system, where the qualifications of director candidates are nominated and evaluated according to company regulations. Independent directors undergo separate qualification and independence reviews based on securities-related laws. The Chairman is elected from among the board members. Directors serve a term of 3 years and may be re-elected consecutively.

According to the "Corporate Governance Best Practice Principles," the board of directors should oversee the company's operational strategy, supervise the management team, exercise their powers in accordance with laws and regulations, and be accountable to the company and its shareholders. The Company adheres to the aforementioned duties of directors by ensuring diversity in the composition of board members, considering factors such as gender, nationality, age, and diverse cultural and professional expertise (including legal, accounting, industry-specific knowledge, finance, marketing, and technology).

Name	Nationality	Gender	Age	Employee	Professional background			Leadership & management	Executive capability			Legal practice
					Business	Legal affair	Financial accounting		Innovation	R&D	Financial analysis	
HO, WEN-CHIEH	Republic of China	male	5	V				V	V	V	V	V
HUANG, CHANG-TSE	Republic of China	male	3	V				V	V	V	V	V
NISHINO GO	Japan	male	1					V	V	V	V	
NOBUYUKI OMURA	Japan	male	2		V				V	V		V
MORI YOUSUKE	Japan	male	2		V		V		V	V		V
LEE, YU CHI	Republic of China	male	2		V				V	V		V
HIGASHIYAMA MIKIO	Japan	male	3		V				V	V		V
CHEN, WAN YU	Republic of China	female	1				V			V		V
SU, I HSIU	Republic of China	male	2			V				V		V

Note 1: Age: 1 (41~50 years old); 2 (51~60 years old); 3 (61~70 years old); 5 (71~80 years old)

Note 2: Please see the Company's 2024 annual report for detailed information.

The Company's development strategy focuses on expanding outward with our own products and technologies. The business development process requires leadership management, industry experience, research and development innovation, financial acumen, and legal expertise. Board members collectively should possess these capabilities, with at least one director possessing expertise in each of these areas or backgrounds.

The Company's directors are all professionals with extensive experience in industries related to Taiwan, Japan, and multinational corporations. They possess relevant expertise and capabilities to effectively execute their duties. In 2024, each member of the Company's Board of Directors completed an average of 7.88 hours of continuing education. The sustainability-related training courses included the following:

Main Organizer	Course Name	Hours	Number of Participants
SFI	Sustainable Development Committee and Chief Sustainability Officer Seminar	3	1
TCGA	Climate Risk Identification Workshop and Net-Zero Emissions Promotion Seminar - Tainan	9	1
National Federation of Certified Public Accountant Associations R. O. C.	ISO 14064-1:2018 Internal Verifier Training Course for Greenhouse Gas Inventory	14	1

Governance officers continue to provide information on new training courses, enabling board members to enhance their professional knowledge as needed and offer appropriate guidance for the Company's future development.

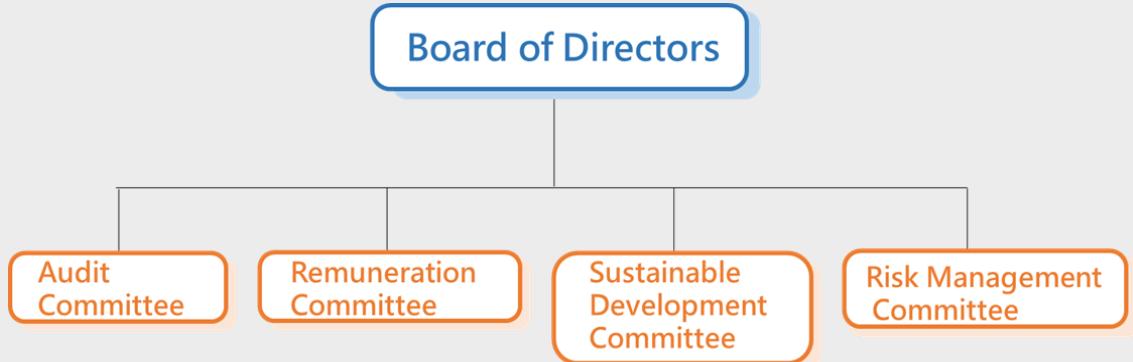
### Recusal of directors for conflicts of interest

According to the Company's "Board Meeting Rules," if a director or the institution that director represents has interest relations with a meeting affair, it should be stated and explained in the same meeting. If there is ground to believe that it may interfere with EMC's interest, the director in question should not participate nor present during discussion and voting, and cannot act on other director's behalf to vote. The spouse, second-degree relatives by blood, or subsidiaries where there is a controlling relationship with a director are considered to have a conflict of interest if they benefit from agenda items discussed in board meetings. This is considered a personal conflict of interest for the director regarding those matters.

Furthermore, according to the "Code of Business Integrity," we are required to identify, supervise, and manage the risks of dishonest behavior that may arise from conflict of interest. We provide appropriate channels for stakeholders to proactively disclose potential conflict of interest concerning events and their relevance to the company. In addition, as per the "Regulations on Financial and Business Operations Among Related Parties," procedures related to such operations must comply with this regulation, except where laws or articles provide otherwise. This ensures prevention of irregular transactions and improper benefit transfers among related parties. In 2024, the Company did not experience any incidents of conflict of interest between directors and the Company.

# Functional Committee

## Organizational Chart:



## Audit Committee

The Company's Audit Committee comprises 3 members, all of whom are independent directors. The Committee's purpose is to assist the Board of Directors in fulfilling its responsibility to monitor the quality and integrity of the Company's accounting, auditing, financial reporting processes, and financial controls. The term of office for this committee is from June 27, 2024, to June 26, 2027. The Audit Committee convenes at least once every quarter and may hold additional meetings as necessary. A committee resolution requires the agreement of more than half of all members. The voting results should be reported immediately after the vote and documented accordingly. This year, there were 5 meetings held with a 100% attendance rate among committee members.

Position	Name	Number of meetings attended	Attendance rate	Note
<b>Convenor</b>	CHEN, WAN YU	5/5	100%	With experience in an accounting firm
<b>Member</b>	SU, I HSIU	5/5	100%	With experience in a law firm
<b>Member</b>	HIGASHIYAMA MIKIO	5/5	100%	With relevant experience in commercial and corporate business

## Remuneration Committee

The Remuneration Committee of the Company consists of 3 members, all of whom are independent directors. The committee is tasked with exercising due care of a prudent manager, faithfully fulfilling its duties, and submitting its recommendations to the Board of Directors for discussion. The term of office for this committee is from June 27, 2024, to June 26, 2027.

The Remuneration Committee convenes at least two times every year and additional meetings are held as necessary. Resolutions of the Committee require the agreement of more than half of all members. The results of the voting should be reported immediately after the vote and documented accordingly. This year, there were 3 meetings held with a 100% attendance rate among committee members.

Position	Name	Number of meetings attended	Attendance rate	Note
<b>Convenor</b>	SU, I HSIU	3/3	100%	With experience in a law firm
<b>Member</b>	CHEN, WAN YU	3/3	100%	With experience in an accounting firm
<b>Member</b>	HIGASHIYAMA MIKIO	3/3	100%	With relevant experience in commercial and corporate business

## Risk Management Committee

The Company's Risk Management Committee consists of three members, all of whom are Independent Directors. The Committee aims to enhance the Board of Directors' supervisory function and strengthen management capabilities, thereby implementing effective risk management mechanisms to achieve stable operations and sustainable development. The term of office for this committee is from November 13, 2024, to June 26, 2027.

The Risk Management Committee convenes at least once every year and may hold additional meetings as necessary. A committee resolution requires the agreement of more than half of all members. The voting results should be reported immediately after the vote and documented accordingly. The Company's Risk Management Committee was established on November 12, 2024, and has not yet adopted any resolutions.

Position	Name	Number of meetings attended	Attendance rate	Note
<b>Convenor</b>	SU, I HSIU	1/1	100%	With experience in a law firm
<b>Member</b>	CHEN, WAN YU	1/1	100%	With experience in an accounting firm
<b>Member</b>	HIGASHIYAMA MIKIO	1/1	100%	With relevant experience in commercial and corporate business

## Sustainable Development Committee

The Company's Sustainable Development Committee consists of 3 members, with a majority being independent directors. The committee is established to realize the Company's sustainable development objectives, strengthen sustainability governance, and ensure the effective promotion of sustainability-related initiatives. The term of office for this committee is from November 13, 2024, to June 26, 2027.

The Sustainable Development Committee convenes at least once every year and may hold additional meetings as necessary. A committee resolution requires the agreement of more than half of all members. The voting results should be reported immediately after the vote and documented accordingly. The Company's Risk Management Committee was established on November 12, 2024, and has not yet adopted any resolutions.

Position	Name	Number of meetings attended	Attendance rate	Note
Convenor	HIGASHIYAMA MIKIO	1/1	100%	With relevant experience in commercial and corporate business
Member	HO, WEN-CHIEH	1/1	100%	Current EMC's Chairman of Board
Member	SU, I HSIU	1/1	100%	With experience in a law firm

## Remuneration Policies

The Remuneration Committee regularly reviews at the beginning of each year the policies, systems, standards, and structures related to performance evaluations and remuneration for directors and managers. This review is based on the company's annual operational goals and considers industry salary information to assess the overall remuneration budget. Compensation for directors, executives, and employees is subject to the Remuneration Committee's approval before being submitted to the Board of Directors for resolution. When distributing remuneration, the following factors are considered by the committee and subsequently reported to the Board of Directors for discussion before distribution.

### Director compensation:

Director compensation is managed in accordance with the Company's "Director, Functional Committee Member Compensation and Performance Evaluation Measures." Compensation consists of a fixed monthly allowance for transportation and an additional remuneration calculated at 2% of pre-deduction earnings in accordance with the Articles of Incorporation. For directors who also hold employee positions, their compensation is handled according to the management remuneration evaluation method. Performance metrics for directors include operational, governance, and financial outcomes. Evaluation criteria encompass profitability, adherence to relevant legal requirements in fulfilling board duties, providing high-quality decision-making recommendations, and participation in board meetings.

### Manager's remuneration:

Salary approvals are handled in accordance with the company's salary management system, and are divided into fixed and variable components, with the variable part consisting of bonuses based on annual operating results and 5% of earnings before deductions in accordance with the Articles of Incorporation; and the variable part of salaries are paid in accordance with the salary management system, with the performance evaluation items consisting of the achievement of annual budgets, departmental performance and individual performance, job skills performance, and operational management and strategic development items.

## 2. Performance Evaluation of the Governance Body

### Internal Self-evaluation

In accordance with "Board Self-Evaluation or Peer Evaluation Procedures," the Board of Directors and the Functional Committee of the Company conduct an annual internal performance evaluation by completing a questionnaire, which consists of a self or peer review of the members of the Board of Directors, a review of the performance of the Board of Directors as a whole, the Remuneration Committee, and the Audit Committee, and includes questions on the extent of participation in the Company's operations, mastery of the Company's goals and objectives, knowledge of responsibilities, quality of decision-making at meetings, selection of directors and their continuing education, internal control, internal relations, management and communication, etc.

**Internal self-evaluation implementation status:** Evaluation frequency: once a year. Current evaluation period: January 1 to December 31, 2023. Date reported to the Board: March 12, 2024.

Evaluation Scope	Evaluation Content		Evaluation Results
<b>The entire Board of Directors</b>	1. Involvement level in the Company's operations 3. Composition and Structure of the Board of Directors 5. Internal control, etc.	2. Decision-making quality of the Board of Directors 4. Selection and continuous education of Directors	The average is "Excellent"
<b>Individual Board members</b>	1. Mastery of the Company's goals and mission 3. Involvement level in the Company's operations 5. Expertise and continuous education of Directors	2. Understanding of Director responsibilities 4. Internal relationship management and communication 6. Internal control, etc.	The average is "Excellent"
<b>Remuneration Committee</b>	1. Involvement level in the Company's operations 3. Enhancing the decision-making quality 5. Internal control, etc.	2. Understanding the responsibilities of Functional Committee 4. Composition and selection of members	The average is "Excellent"
<b>Audit Committee</b>	1. Involvement level in the Company's operations 3. Enhancing the decision-making quality 5. Internal control, etc.	2. Understanding the responsibilities of Functional Committee 4. Composition and selection of members	The average is "Excellent"

## External Evaluation:

The Company, in accordance with the “Board Self-Evaluation or Peer Evaluation Procedures,” conducts an external performance evaluation of the Board and its functional committees once every three years. For this cycle, the external institution engaged was the Taiwan Investor Relations Institute. Through questionnaire responses from the Board and Functional Committees, a review of documents provided by the Company, and on-site/online interviews, the assessment report for this evaluation was compiled.

**External evaluation implementation status:** Evaluation frequency: once a year. Current evaluation period: January 1 to December 3, 2024. Date reported to the Board: January 23, 2025.

## Survey Results:

1. Decision-making quality of the Board of Directors	4.76
2. Internal control and risk management	4.75
3. Board operational effectiveness	4.68
4. Board participation in corporate social responsibility	4.48
5. Board composition and professional development	4.39

※ The questionnaire was evaluated on a 1–5 scale, where 1 represents “strongly disagree” and 5 represents “strongly agree.”

※ For the recommendations from the evaluation institution, please refer to the Company’s website:

<https://www.twemc.com/data-79378>.

## 3. Internal Control

### Integrity Operation

#### *Identification of Major Topics*

<i>Policy Commitment:</i>	<ul style="list-style-type: none"> <li>Ensure sound corporate operations by complying with relevant laws and regulations, achieving business objectives, and establishing financial reporting that is reliable, timely, transparent, and in accordance with applicable standards.</li> </ul>
<i>Effects and Impacts:</i>	<p><b>Positive Actual:</b> Comply with ethical and legal standards, act responsibly and reliably, and build trust and a good reputation with stakeholders.</p> <p><b>Negative Potential:</b> Occurrence of unethical or dishonest behavior could damage the Company’s reputation, erode trust with customers and suppliers, and negatively affect business operations.</p>
<i>Target Setting:</i>	<p><b>Short-term target (1-3 years):</b> Continue promoting the concept of integrity in business operations to employees annually, maintaining a record of no unethical or dishonest behavior.</p> <p><b>Medium- to long-term target (3-5 years):</b> Continuously review and strengthen accounting and internal control systems for activities with higher risks of unethical or dishonest behavior.</p>

### Identification of Major Topics

<b>Management Action and Effectiveness:</b>	<ol style="list-style-type: none"> <li>1. Establish integrity-related codes, guidelines, and procedures to regulate that it is forbidden to provide, promise, request or accept any direct or indirect illegal benefits for transactions or contracts our affiliates or shareholders may involve in.</li> <li>2. On November 15, 2024, during the employee assembly, we conducted a training session on preventing insider trading, promoting integrity in operations, and the whistleblower channel. A total of 123 participants attended, with a total duration of 61.5 hours.</li> <li>3. The annual audit plan is approved by the Board of Directors, with monthly audit reports submitted to the Board. Any anomalies are tracked quarterly until corrective actions are completed.</li> </ol>
<b>Negotiation with Stakeholders:</b>	<p><u>Employee, customer, supplier, contractor</u></p> <p>The Company conducts regular promotions for employees. For reports of regulatory violations, employees and external parties can follow the "Whistleblower Channel and Protection System Operating Procedures" on the Company's website (Path: Home → Contact Us) to access the appropriate reporting channels.</p>
<b>Grievance Contact Point:</b>	<p>Administration Department</p>
<b>Disclosure Metrics:</b>	<p>GRI: GRI 205 Anti-corruption 2016</p> <div style="display: flex; justify-content: space-around; align-items: center;"> <div style="text-align: center;">  <p>16 和平、正義與健全的司法</p> </div> <div style="text-align: center;">  <p>17 促進目標實現之全球夥伴關係</p> </div> </div>

To uphold integrity and prevent unethical behavior, the Company has established the following relevant regulations. These regulations are published on both the Company's external website and the employee-only website.



The Company's integrity management unit is the Administration Division, and is responsible for formulating and supervising the implementation of integrity management policies and preventive programs, and reports to the Board of Directors at least once a year. No incidents of dishonesty were reported in 2024. The implementation methods and results of the integrity management policy were presented to the Board of Directors on November 15, 2024.

## Risk assessment for dishonest conduct

The Company's internal audit department conducts audits of various business operations in accordance with the audit plan. These audits assess whether the execution of these operations complies with relevant regulations. For detailed information, please refer to the chapter on Internal Control and Audit.

In alignment with our internal control system, the Company has established an execution unit. The organizational chart, having been approved by the Board of Directors, was subsequently announced internally. In accordance with internal control and regulatory procedures, a "Work Affairs Approval Authority Table" is established. Each unit, based on the nature of the tasks, performs co-signatures and hierarchical reporting for approval, achieving mutual supervision and checks and balances. A risk assessment was conducted for all instances of dishonesty within the Company's Group, based on the previously described mechanism. The assessment results indicate no material risks.

## Continuous promotion

The dedicated unit regularly and occasionally conducts integrity management training for Board members and employees. The training includes information on integrity management policies, key points to avoid violations of integrity management, and reporting channels for discovering violations.

In 2024, presentations were made to employee at the monthly employee meeting on November 15 and to board members at the board meeting on November 12. Please see the Company's website <https://www.twemc.com/data-79378> for detailed information.

## Whistleblowing Channels

The Company has established "Whistleblower Channel and Protection System Operating Procedures" to provide a reporting channel for preventing dishonest and unethical conduct. These procedures outline the process for receiving and handling related information. If anyone discovers that the Company (including subsidiaries) or any individuals acting on behalf of the Company in their duties may be violating laws or professional ethics, or if employees of cooperating firms (including subsidiaries) deem it necessary to lodge a grievance due to business relations, they may report through the channels below. There were no reports of unethical behavior in 2024.

1. Reports and grievance concerning a member of the Board of Directors: [supervisor0@twemc.com.tw](mailto:supervisor0@twemc.com.tw)
2. Reports and grievance concerning a personnel other than Board members: [chairman0@twemc.com.tw](mailto:chairman0@twemc.com.tw)
3. Confidential Employee Whistleblower System: <https://portal.dq-helpline.com/aica-whistleblowing>

※ Please see the Company's website <https://www.twemc.com/contact-us> for more information.

## Internal Control and Audit

The Company's Audit Department is subordinate to the Board of Directors. The appointment, evaluation, compensation, and salary of audit personnel follow the same approval process as for general employees, with final approval by the Chairman of Board. The department comprises 2 personnel: Audit Supervisor and an audit staff. They conduct their duties with independence and objectivity. Based on the internal control system, they have established detailed internal audit procedures. These procedures are used to execute audits and examine the effectiveness of existing control systems and procedures, as well as the degree of compliance with these procedures. They review the operation of internal controls and promptly provide management with any identified deficiencies or potential risks, along with the status of the improvement.

### Internal Audit Execution Status

The Audit Department conducted routine audits in accordance with the audit plan approved by the Board of Directors. These audit cover nine major cycles and includes subsidiaries within the Group. An audit report is issued based on the audit findings. In addition to monthly distribution to all directors, presentations are made to the Audit Committee and the Board of Directors. A total of 107 items were audited this year. No material deficiencies were identified, and all minor deficiencies have been fully rectified.

### Internal Control Self-assessment Implementation Status

The Audit Department annually requires all companies within the Group to conduct internal control self-inspections. Each unit, through sampling, reviews its own operations to ensure compliance with regulations, facilitating early identification and resolution of issues requiring cross-departmental communication. Following the submission of audit results, the Audit Department conducts a comprehensive review. This review encompasses the execution of operations and the effectiveness of relevant controls. Based on the findings of this review, a report is submitted to the Audit Committee and the Board of Directors. This report serves as the foundation for issuing the internal control system statement.

## 4. Supplier Management

### *Material Topics Selected by EMC*

<i>Policy Commitment:</i>	<ul style="list-style-type: none"> <li>● Ensure a stable supply of high-quality raw materials at competitive prices through supplier management, enhancing operational efficiency and market competitiveness, while ensuring the supply chain complies with legal, ethical, and sustainability requirements.</li> <li>● Raw material management is closely linked to supplier management. The Company coordinates internally across procurement, R&amp;D, production planning, and materials departments to control raw material costs, maintain product quality, and ensure stable production.</li> </ul>
<i>Effects and Impacts:</i>	<p>Positive actual: Maintain close communication with suppliers to obtain real-time information related to raw materials.</p> <p>Negative potential: Without a secondary supplier, any disruption in raw material supply may affect product delivery schedules, potentially leading to customer complaints or compensation claims.</p>

**Material Topics Selected by EMC**

<i>Target Setting:</i>	Short-term target (1-3 years): Continue conducting supplier scoring and evaluations, providing feedback on performance to strengthen partnerships.
<i>Management Action and Effectiveness:</i>	<p>Conduct supplier evaluations quarterly, coordinating and discussing any deducted points with the suppliers: Supplier evaluations were completed as scheduled this year. Suppliers were required to address any identified anomalies.</p> <p>Each year, supplier evaluations are conducted with teams comprised of procurement, quality assurance, research and development, and manufacturing department visiting suppliers for audits. The annual supplier evaluation for the year was completed in the second quarter.</p> <p>A "Sustainable Procurement Guide" was issued to suppliers, requiring compliance with international standards related to human rights, occupational safety, and environmental protection.</p>
<i>Negotiation with Stakeholders:</i>	<u>Customers, employees, suppliers</u> <p>Delivery and quality issues can significantly impact product production schedules and development progress. Any related issues can be raised through procurement contact point to suppliers to coordinate and find the best operational solutions.</p>
<i>Grievance Contact Point:</i>	Administration Department
<i>Disclosure Metrics:</i>	<p>GRI: GRI 204: Procurement Practices 2016, GRI 308: Supplier Environmental Assessment 2016, GRI 414: Supplier Social Assessment 2016</p> <div style="display: flex; justify-content: space-around; align-items: center;"> <div style="text-align: center;">  <p><b>8</b> 體面工作與經濟成長</p> </div> <div style="text-align: center;">  <p><b>12</b> 永續的消費與生產模式</p> </div> <div style="text-align: center;">  <p><b>17</b> 促進目標實現之全球夥伴關係</p> </div> </div>

## Raw Material Procurement Management

The Company's primary raw materials, MDI (Diphenyl Methane Diisocyanate) and AA (Adipic Acid), are used predominantly in 2024 due to changes in product types. MDI and AA are not produced in Taiwan and must be imported from abroad. Therefore, long-term contracts are signed to ensure stable supply from our partners. Main raw material supply status in 2024 is as follows:

Origin Raw Materials	MDI (Diphenyl Methane Diisocyanate)	AA (Adipic Acid)
<b>Taiwan</b>	0%	0%
<b>Not in Taiwan</b>	100%	100%
<b>Source of supply</b>	2 foreign sources	1 foreign sources

To pursue the quality of our products, improve product image, and ensure long-term stable supply to meet customer needs, we adhere to ISO 9001's "Supplier Management Procedure," "Supplier Survey and Evaluation Forms." Factory investigations are conducted before registering new suppliers. Suppliers are evaluated and scored annually, with specific requirements for materials ensuring compliance with restricted substances to guarantee product safety. We issue a "Sustainable Procurement Guide" requesting suppliers to adhere to local or international standards in human rights, occupational health and safety, environmental protection, fair trade, and product safety.

## New supplier evaluation

Prior to registering new suppliers, we evaluate their compliance with human rights, occupational safety and health, and environmental protection standards, in addition to verifying the quality of their products. This comprehensive assessment serves as a basis for selecting new suppliers.

Supplier Survey Form:

Operation Investigation Project	Examples of Survey Items
<b>Compliance with business ethics</b>	Whether intellectual property rights are respected
<b>Whether human rights are valued</b>	Non-support and non-use of child labor, whether provide a safe and supportive work environment for employees
<b>Whether to disclose relevant reports</b>	Whether to publish an ESG report
<b>Land type of the Company</b>	Whether the land is illegally used
<b>Whether it has passed international certification</b>	Whether it has been certified by ISO or other international certificates
<b>Whether to comply with environmental protection laws and regulations</b>	Whether the air pollution prevention and waster cleanup procedures are legal or not

## Supplier Survey

The Company conducts supplier evaluations quarterly, assessing factors such as delivery delays, product quality issues, and cooperation levels. Additionally, according to the "Supplier Management Procedure," procurement selects manufacturers for factory audits based on specific criteria. Audit teams comprising personnel from procurement, quality assurance, research and development, and manufacturing, departments are formed to evaluate operational management at supplier facilities. This assessment includes criteria such as commitment to eco-friendly green procurement, whether there is human rights concerns (child labor or illegal employment), manufacturing capabilities and technology, quality control, process management, practices, and level of attention to occupational health and safety (implementation of 6S standards). These measures ensure suppliers meet the Company's procurement standards.

Supplier Evaluation Form:

Audit Items	Examples of the Content
<b>Operating management</b>	Whether it attaches importance to environmental protection and green procurement and provides a safe and supportive working environment
<b>Manufacturing and technology</b>	Whether to comply with standard operation process of product production
<b>Quality management</b>	Whether delivery inspections and records are complete, well-kept, and traceable
<b>Production management</b>	Whether 6S safety inspections or other standardized control systems are implemented

## Evaluation Results

Evaluation Results in 2024		Number of Supplier Transactions	Percentage
<b>Level A</b>	90 points (inclusive) and above	193	94.15 %
<b>Level B</b>	80 points (inclusive) - 89 points	12	5.85 %
<b>Level C</b>	60 points (inclusive) - 79 points	0	--
<b>Level D</b>	Below 60 points	0	--
<b>Total</b>		205	100 %

## 5. Risk Management

### Material Topics Selected by EMC

<i>Policy Commitment:</i>	<ul style="list-style-type: none"> <li>Use the ISO management system to efficiently allocate resources, categorize and assess internal and external risks, enhance management effectiveness, and proactively prevent impacts on operations, finances, climate, and regulatory compliance.</li> </ul>
<i>Effects and Impacts:</i>	<p>Positive actual: Staying informed about international developments and conducting internal discussions to analyze their potential effects on operations, thereby enhancing decision-making quality and strengthening organizational resilience.</p> <p>Negative potential: Failure to effectively implement risk management may lead to supply chain disruptions, financial losses, reputational damage, missed market opportunities, and even potential regulatory violations.</p>
<i>Target Setting:</i>	<p>Short-term target (1-3 years): Continue conducting annual risk identification to support each department in performing risk self-assessments and taking early preventive actions.</p>
<i>Management Action and Effectiveness:</i>	<ol style="list-style-type: none"> <li>The Company has established the “Operational Strategy Management Procedure.” Each year, the General Management Office initiates risk self-assessments across all departments and ensures that all high-risk items are equipped with preventive measures or mitigation plans.</li> <li>Monitor market trends, regulatory updates, and policy changes issued by industry associations, competent authorities, and other external organizations. Relevant information is promptly shared internally to ensure timely delivery to decision-makers, enabling appropriate reviews and analyses of company policies and operational strategies.</li> </ol>
<i>Negotiation with Stakeholders:</i>	<p><u>Shareholders/investors, employees, customers</u></p> <p>Regular meetings of the Board of Directors and the Shareholders' Meeting, management review meetings, and monthly employee meetings are held to conduct internal reviews. Customers may contact the Company via telephone or email.</p>
<i>Grievance Contact Point:</i>	General Manager's Office
<i>Disclosure Metrics:</i>	<p>GRI: GRI 3 Material Topics 2021</p> <p>Climate Change: TCFD Climate-Related Financial Disclosure Recommendations</p> <div style="display: flex; justify-content: space-around;"> <div style="text-align: center;">  <p>13 氣候行動</p> </div> <div style="text-align: center;">  <p>17 促進目標實現之全球夥伴關係</p> </div> </div>

# Operation Risk

The Company has established an "Operational Management Procedure" based on the ISO system. Annually, the General Manager's Office reviews internal and external issues that may impact the Company's operations, assessing the risk level of each issue to the Company. Risk issues encompass areas such as policy, operations, finance, information security, legal compliance, integrity, and climate change. Furthermore, it mandates that each unit identify and document risk control measures for potential risks inherent in its operational processes, including the associated impact and consequences.

## Risk Assessment Procedure



The risk assessment results for 2024 identified the following high-risk items and corresponding response measures:

Internal and external issue	Issue	Issue description	Corresponding countermeasures
<b>Stakeholders requirements</b>	Seasonal product development	Due to climate change causing temperature increases or sudden drops, customers request the development of seasonally appropriate products to ensure quality.	Completed product development in accordance with customer requirements.
<b>External issue</b>	ECFA tariff policy	The cancellation of cross-strait ECFA tariff concessions impacted the textile industry.	Reduced reliance on the Chinese market.
<b>External issue</b>	Revision of the Factory Hazardous Materials Public Liability Insurance Regulations	In response to the regulatory revisions, the coverage amount for public liability insurance has generally increased based on factors such as plant size and the volume of hazardous materials shipped.	Carried out related operations in accordance with regulatory changes to ensure legal and compliant business practices.

Risk management table	Risk description	Potential impact	Corresponding countermeasures
<b>Manufacturing Division</b>	Aging equipment and malfunctions	Impact on production schedule	Regular machinery and equipment maintenance
<b>Manufacturing Division</b>	Insufficient manpower	Impact on production schedule	Employee overtime
<b>Manufacturing Division</b>	Discharge of untreated wastewater or wastewater containing excessively high concentrations outside the factory.	Violation of the Water Pollution Control Act resulting in penalties	Conducted thorough inspections of the wastewater disposal plant
<b>Operating Department</b>	Inability to access the ERP system	<ol style="list-style-type: none"> <li>1. Inability to carry out shipment operations</li> <li>2. Difficulty in obtaining inventory information</li> </ol>	Used paper records for emergencies while requesting the vendor to resolve the issue as soon as possible.
<b>Operating Department</b>	Errors in contract content	Disputes arising may lead to compensation claims	Thoroughly verified order and contract details

## Finance Risk

The Company has established the “Revenue Collection Management Procedure.” Before conducting transactions with new customers, their financial and operational status is assessed, and a reasonable credit limit is set. For customers with good payment history, transactions may be conducted on credit, while ensuring that their total outstanding credit does not exceed the established limit. For overdue payments, collection efforts are intensified, and legal action is taken if necessary. In addition, the Company closely monitors changes in bank interest rates and allocates funds flexibly to reduce overall financial risk.

## Information Security

The Information Management Unit, which falls under the Administrative Department, is responsible for formulating information security policies. This unit also regularly reviews and revises operational procedures to ensure compliance with information security standards. Develop a project plan for the continuous enhancement of protective measures to mitigate information security risks. Simultaneously reference ISO 27001 standards to establish information security management benchmarks, following the PDCA cycle. Continuously implement information infrastructure and information security measures to ensure the security, integrity, and availability of critical company information.

## Management Plans and Measures

System regulations:	The Company has established the "Computerized Information System Cycle," "Notebook Computer Management Regulations," "Personal Data Protection Management Regulations," and "Information Security Incident Response Procedures" to standardize information-related operating procedures and ensure information security.
Firewall protection:	Firewall security management and control procedures are established, and any special access requirements must be requested and approved separately.
Antivirus software:	Both servers and user-end computers are equipped with antivirus software, with virus definitions updated automatically on a daily basis.
System access control:	User account-based permissions are assigned for system access, and these permissions are reviewed periodically.
Email security control:	The mail server is equipped with antivirus protection, spam filtering, and mechanisms to detect improper email activities.
Backup mechanism:	Both servers and databases are configured for full backups, performed daily. Backup data is stored on server hard drives and additionally on off-site tapes. A system restoration drill is carried out at least once a year.
Data center management:	Servers are placed in a dedicated server room with restricted access. The room is equipped with an independent power supply and air-conditioning system and is furnished with CO <sub>2</sub> fire extinguishers. All servers are connected to UPS units and diesel generators to prevent damage from power outages or unexpected shutdowns.

In 2024, resources allocated to information security management included firewall replacement, email defense mechanisms, and EDR endpoint protection software, totaling NT\$1,460 thousand. No information security incidents occurred in 2024.

## Disaster Risk

The Company establish disaster risk management measures from a prevention and management perspective. The "Emergency Response Handling Management Procedure" is in place to prevent or lower possible personnel injuries, system equipment damage and property losses etc. that may cause operation interruption. For details, please refer to the chapters: Occupational Health and Safety and Emergency Response.

# 6. Customer Service and Privacy

## Customer Service

Customers are essential partners in our shared growth. Understanding customer needs, communicating promptly, building and maintaining positive interactions, and making customer experience a key improvement objective are all crucial.

## Customer satisfaction survey

We hope customers will recognize the "Evermore" brand and increase their trust in our products. In addition to regular visits to our customers to communicate with them, we also conduct satisfaction surveys every year to see whether if they are satisfied with our service and products. We are committed to making improvements based on customer feedback, while also taking them as a reminder of our goal towards 100% satisfaction.

The survey is based on the ISO 9001 procedure, mainly for companies who had business contact with us within the past year. The evaluation survey items are as follows:

<b>Service satisfaction:</b>	Service attitude, business problem-solving ability, business expertise, service efficiency, after-sales technical services.
<b>Product satisfaction:</b>	Product quality, research and development, research scheduling, customization, packaging quality.

The results of the investigation conducted over the past three years are as follows:

In the 2024 customer satisfaction survey, a total of 89 valid questionnaires were collected. Statistical analysis shows that the average customer satisfaction score for the year was 87.9 points. This data indicates that customers are highly satisfied with our products and services, and it also affirms our efforts in quality management and customer relationship development.



## Privacy Protection

The Company has established the “Personal Data Protection Management Regulations” in accordance with the Personal Data Protection Act. These regulations clearly define the responsibilities of all internal personnel and third-party collaborators who handle personal data. When collecting, processing, and using personal data of customers, employees, directors, suppliers, and other relevant parties, all procedures must comply with the established operational guidelines. Personal data includes all information that can directly or indirectly identify an individual, regardless of whether it is in paper or digital form. System access permissions are assigned according to employees’ job responsibilities and managed hierarchically. Personnel handling sensitive information must, upon job transfer, follow prescribed procedures for data handover and complete proper documentation to ensure the security and continuity of personal data management. No incidents involving the loss, leakage, or violation of customer data privacy occurred in 2024.

## 7. Product Research and Development and Improvement

### *Identification of Major Topics*

<i>Policy Commitment:</i>	<ul style="list-style-type: none"> <li>Continuously develop innovative formulations and improve existing product performance to maintain market competitiveness, meet diverse customer needs, strengthen regulatory compliance, enhance product value, and expand into high-end application markets.</li> </ul>
<i>Effects and Impacts:</i>	<p>Positive actual: Through continuous market observation and technical analysis, identify the potential value of existing products in new application areas.</p> <p>Negative potential: Current equipment conditions or manpower allocation may be insufficient to meet demands in a timely manner, causing development delays that affect customer satisfaction and potentially lead to lost orders or competitor intervention.</p>
<i>Target Setting:</i>	<p>Short-term target (1-3 years):</p> <ul style="list-style-type: none"> <li>Continuously conduct product stability tests and manage physical property variations between batches.</li> <li>Identify relevant certifications, patents, and other intellectual property beneficial to the target industry, and assess the benefits of obtaining them.</li> </ul> <p>Medium- to long-term target (3-5 years):</p> <ul style="list-style-type: none"> <li>Continuously monitor technological development trends in sustainable low-carbon materials, and once relevant technologies reach a certain level of maturity, plan and conduct applicability testing and evaluations.</li> </ul>
<i>Management Action and Effectiveness:</i>	<ol style="list-style-type: none"> <li>According to the “Research and Development Management Procedure,” development progress is categorized and managed. Once customer testing is approved, the project is transferred to the factory for mass production, with at least the first three batches produced under supervision, providing necessary support to production personnel.</li> <li>In response to global sustainability trends and customer demands for low-carbon-footprint products, the R&amp;D team dedicated time and effort to complete the inventory of international sustainability and carbon certification (ISCC) data, compile technical documentation, and establish processes. This not only demonstrates the Company’s commitment to sustainable governance</li> </ol>

<i>Negotiation with Stakeholders:</i>	<p>but also ensures long-term collaboration with customers and strengthens market position.</p> <p><u>Customer</u></p> <p>Customers with relevant needs or feedback can submit them through sales personnel, phone, or email. Upon receiving such information, the Company consolidates and handles it according to established procedures to ensure that customer concerns are addressed promptly and appropriate improvements are implemented.</p>
<i>Grievance Contact Point:</i>	<p>Operating Department, R&amp;D Department</p>
<i>Disclosure Metrics:</i>	  

The Company upholds the philosophy of “Research and Innovation, Sustainable Management” and actively engages in R&D activities every year. It is committed to developing low-pollution, high-value green products and process technologies, aligning with the United Nations’ net-zero emission goals and promoting corporate sustainability. The R&D team continuously monitors market trends and industry developments, and develops differentiated, high-value-added products based on customer needs.

Actively collaborate with academic institutions and strategic partners to introduce new materials and technologies, enhancing innovation efficiency and market competitiveness. The Company values the professional development of R&D and engineering talent, strengthening the technical team’s innovation and problem-solving capabilities through internal training and external learning opportunities, thereby laying a solid foundation for future technological upgrades and product value enhancement.

Investment in R&D expenses

Patent obtained  
1

Investment tax credit

Products certified by bluesign

Factories passed International

Coating of building materials

## Products successfully developed in recent years:



### ◆ Waste material recycling and reuse

Development opportunities: In response to sustainability trends, the Company explored opportunities for waste material recycling and reuse. In recent years, it has begun collaborating with qualified recycling vendors to reprocess recovered materials, producing new types of products that align with waste reduction goals.

Application areas:

Patent applications:

Footwear materials and textile coatings

Undergoing assessment for Global Recycled Standard (GRS) certification.

### ◆ Supercritical nitrogen-foamed TPU thermoplastic resin

Development opportunity: In response to corporate social responsibility, sustainability concepts, and user experience, develop recyclable and lightweight footwear materials.

Application areas: Shoe materials, and bicycle seat cushions.

Patent applications: Patent applications are pending in Taiwan, the United States, and China.



## ◆ PUS footwear materials made with carbon-negative technology raw materials

Development opportunity: By adopting environmentally friendly processes and utilizing low-carbon/carbon-negative raw materials, the product will align with sustainability trends.

Application areas: Footwear materials

Certification applied: Successfully obtained the International Sustainability and Carbon Certification (ISCC), which is renewed annually. The current validity period is from 10 December, 2023 to 31 December, 2024.



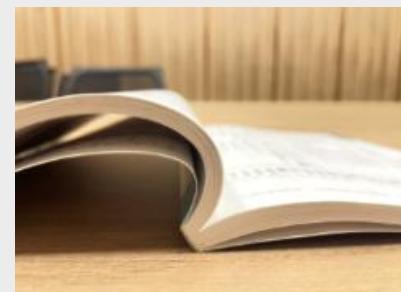
## ◆ Moisture curing adhesive

Development opportunity: Development of a high-durability, solvent-free, environmentally friendly reactive polyurethane wood adhesive. This adhesive offers advantages such as being solvent-free, formaldehyde-free, low VOC emissions, high bonding strength, and resistance to weather and moisture, enhancing product competitiveness.

Application areas: Woodworking bonding, textile bonding, paper Bonding.

Certification applied:

1. A total of 27 products certified by bluesign currently. This certification is renewed annually, with the latest validity period from 1 May, 2025 to 30 April, 2026. bluesign® certified products can be searched on the bluesign finder website: <https://www.bluesignfinder.com/>
2. 1 product has passed the German EPH test, American PFS TECO test, Norwegian NTI test, and Japanese JAIA F☆☆☆☆ and JAIA VOC certifications.



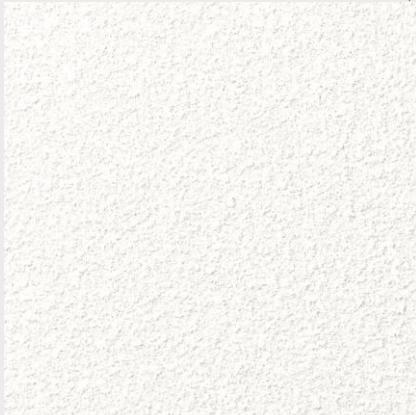
## Recently Launched Products:

### ◆ AICA JOLYPATE building coatings

**Sales opportunity:** Aica Kogyo Co., Ltd., a Japanese building materials supplier, offers JOLYPATE construction coatings as one of its products. The coatings are primarily composed of water-based acrylic resin, certified with F☆☆☆☆ for low formaldehyde, feature excellent weather resistance and long-lasting performance, and provide a balance of rigidity and flexibility to protect walls from cracking. After acquiring a stake in the Company in 2018, both parties began discussing cross-industry synergy projects. Starting in 2024, the Company officially became the general distributor of AICA JOLYPATE construction coatings in the Taiwan market.

**Application areas:** For exterior building walls and interior wall surfaces.

**Certification applied:** Green Building Material Label issued by the Taiwan Architecture & Building Center, valid from May 15, 2025, to May 14, 2029.



▲ Spray pattern

Style name: Small Pebble S

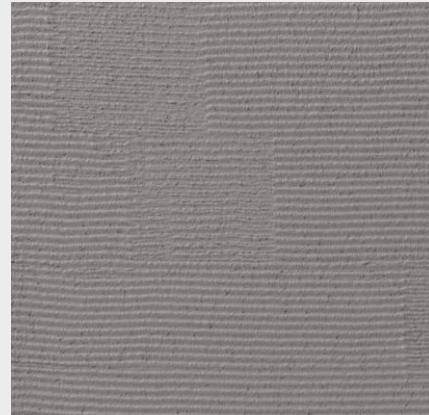
Color code: T1000, Tool: Spray gun



▲ Roller pattern

Style name: Dream Brick

Color code: T2400, Tool: Roller



▲ Stripe pattern

Storehouse pattern

Color code: T4400, Tool: Trowel

※ Please refer to the Company's website for more product information and details.

<https://www.twemc.com/product>

## Chapter 3 Sustainable Environment

### 1. ESG Center Organizational Structure

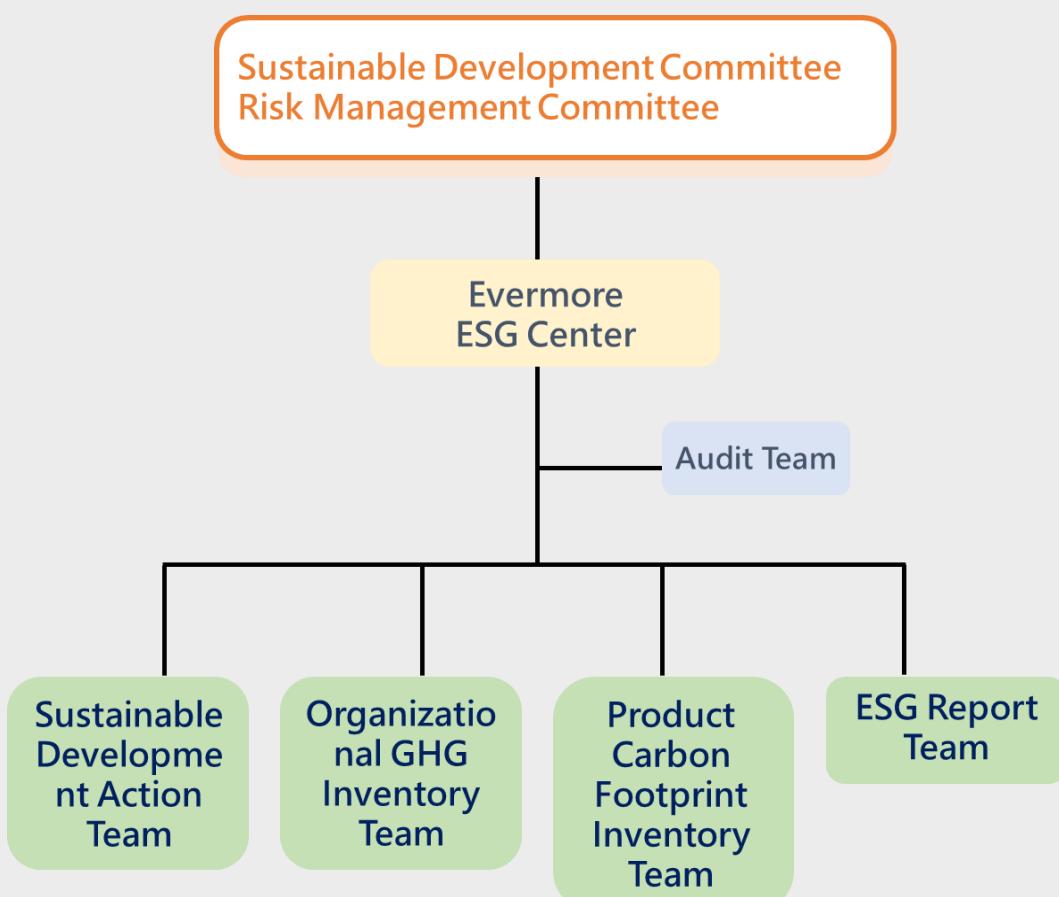
The ESG Center of the Company is the top-tier executive sustainability organization. The members include the General Manager (Director), the General Manager's Office, and department heads. The General Manager leads the execution of various tasks, while team members are assigned flexibly according to their roles and responsibilities. Using the "P-D-C-A (Plan-Do-Check-Act)" management model, policies are discussed and implemented in a strategic, systematic, and

organized manner. Each unit sets management goals and methods based on the level of impact, carries out implementation and effectiveness reporting, and prepares sustainability reports.

The scope of the Sustainable Development Team includes sustainability issues such as environmental, social, and corporate governance and climate-related risks, opportunities, and their financial impacts. Through meetings and communication, the team assesses relevant issues, develops strategies and management indicators, tracks the implementation effectiveness of each unit, and reports the results to the Sustainable Development Committee and Board of Directors in a timely manner. The management team must propose company management policies, strategies, and objectives to the Sustainable Development Committee and the Board of Directors, along with review measures. The Board of Directors oversees and evaluates the sustainable development of these strategies, assesses their likelihood of success, monitors progress, and, if necessary, urges the management team to make adjustments.

A total of 4 reports were made in 2024, with the most recent being the Board report on November 12, 2024. The Board reviews the report content and provides guidance on the formulation of management policies, strategies, and objectives.

In 2024, the ESG Center convened relevant unit members for a total of 4 meetings based on the nature of the issues; matters related to greenhouse gas inventory, climate change measures, and stakeholder engagement were reported to the Board.



※ Team members are configured mechanically according to their functions and tasks.

## ESG Center Responsibility

<b>ESG Center</b>	Review the sustainability issues related to the Company's business operations, establishing long-term development directions and goals. Approval for the release of various reports. Report to the Board of Directors quarterly on the execution plan and its results.
<b>Executive Secretary</b>	Manage the planning and execution progress of tasks for each team. Management of ESG Center's meetings. Manage the progress of external assurance. Convene meetings to draft new annual goals for each project.
<b>Audit Team</b>	Collaborate with the organizational carbon inventory team to regularly verify the accuracy of all energy data. Collaborate with the ESG Report Team to jointly verify the accuracy of the data presented in each chapter of the report.
<b>Sustainable Development Action Team</b>	Monitor and update both internal and external issues, formulate strategies, establish indicators or targets and action plans. Develop an annual risk assessment plan (business management processes, climate change risk management) and report the results.
<b>Organizational GHG Inventory Team</b>	Develop an annual greenhouse gas inventory plan. Complete the annual organizational greenhouse gas inventory for Evermore Chemical Industry and submit the report. Guide subsidiaries in the process of conducting organizational greenhouse gas inventory. External assurance contact for energy-related projects.
<b>Product Carbon Footprint Inventory Team</b>	Develop a plan for product carbon footprint inventory. Conduct a product carbon footprint inventory and complete the verification process.
<b>ESG Report Team</b>	Develop a plan for writing a ESG report. Complete the writing of the ESG report and submit it. External assurance contact for projects other than energy-related projects.

## 2. Negotiation with Stakeholders

### Process for identification for stakeholders:



#### Step 1 Identified the material stakeholders

From various perspectives of operational activities, the Company, through the ESG Center and with reference to the AA1000 Stakeholder Engagement Standard (SES) and its 5 key principles (Accountability, Responsibility, Influence, Diversity of Views, and Concern), has identified 6 categories of stakeholders after discussion. Communication channels are established based on stakeholder classifications, and feedback is regularly reviewed. In addition to serving as a reference for preparing the sustainability report, the feedback is used to reassess management regulations, policy guidelines, and serves as a reference for setting annual policy objectives.

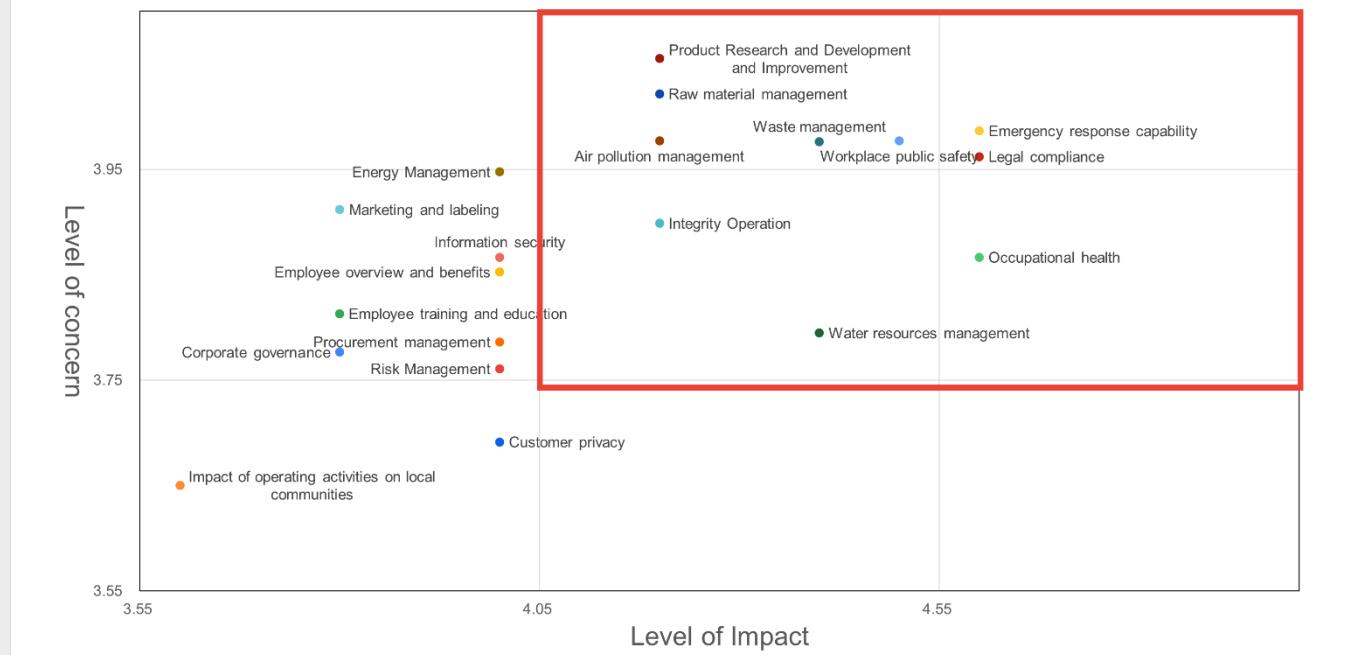
#### Types of Stakeholders and Communication Methods:

Types and descriptions of stakeholders	Main responsible unit for communication execution	Main communication channels and frequency	Issues of concern in 2024
<b>Employees</b> It is the Company's most important asset and the foundation of its competitiveness, continuously improving to create a friendly work environment and enhance employee cohesion.	According to the respective unit	1. Employee Monthly Meeting (once a month) 2. Labor-Management Meeting (once per quarter) 3. Factory education training (production department taking turns hosting) 4. Safety promotion materials (once a quarter) 5. 6S Meetings (with four inspections and two meetings held monthly) 6. Nurse On-Site Services (four times a month) 7. Employee Suggestion Box (open for submissions at any time)	Corporate Governance Product Research and Development and Improvement Employee overview and benefits Employee training and education
<b>Customers</b> Key business partners to meet customer needs and create a win-win situation.	Operating Department	1. Phone/email/communication software (anytime) 2. Contracts, product manuals, safety data sheets, shipment tests, etc. (when necessary) 3. Visits/Guest Visits (scheduled according to mutual availability)	Raw material management Product Research and Development and Improvement Procurement management Customer privacy

Types and descriptions of stakeholders	Main responsible unit for communication execution	Main communication channels and frequency	Issues of concern in 2024
<b>Investors &amp; other investors</b> Evermore Chemical Industry will continue to act with integrity and implement a sustainable management attitude for the long-term benefit of shareholders.	Administration Department	1. Shareholders' Meeting (once every year) 2. Institutional Investors Conference (once every year) 3. Annual Report Publication (once a year) 4. Financial Statements (disclosed within the regulatory deadline)	Corporate Governance Product Research and Development and Improvement Raw material management Risk Management Integrity Operation
<b>Supplier/Contractor</b> Suppliers provide stable and high-quality products and services to build a trustful supply chain relationship.	Administration Department Manufacturing Division ESH Center	1. Phone/email/communication software (anytime) 2. Contracts, product manuals, safety data sheets, shipment tests, etc. (when necessary) 3. Supplier scoring (once a month) 4. Supplier evaluation (one site visit per year) 5. Pre-factory entry self-regulation documents (when applicable)	Procurement management Integrity Operation Raw material management Air Pollution Management
<b>Governments</b> In addition to complying with relevant laws and regulations, Evermore Chemical Industry communicates with the government in both directions to jointly promote the sustainable development of the industry.	According to the respective business unit	1. Official notices and letters (irregularly) 2. Regulatory briefings (irregularly) 3. Various declarations (submitted according to regulatory deadlines)	Waste management Water resources management Air Pollution Management Workplace public safety Emergency response capability Legal compliance
<b>Local Community</b> The Company employs a large number of local talents to benefit the community economy. Enterprises must control air pollution, wastewater, and waste in accordance with the law to avoid polluting the community.	Administration Department ESH Center	1. Participation in charity sales, fundraising, and donation events (once a year) 2. Hold blood donation events (twice a year) 3. Phone/email/communication software (anytime) 4. Various reports to the Bureau of Industrial Parks (submitted according to regulatory deadlines) 5. Various inspections by the Bureau of Industrial Parks (submitted according to regulatory deadlines)	Occupational health Employee overview and benefits Product Research and Development and Improvement Waste management Workplace public safety

## Step 2 Concern survey on material issues

The Sustainability Center, referencing specific issues from GRI 200, GRI 300, and GRI 400, discusses and selects 20 sustainability issues relevant to the Company and its industry characteristics to create a questionnaire. The survey is administered in both paper and electronic formats. With the assistance of the primary unit responsible for communication execution, stakeholder questionnaires are collected. The Sustainability Center members then assess the impact level of these issues, resulting in a matrix based on the degree of concern and impact.



### Step 3 Survey results analysis and ranking of major issues

In 2024, a total of 194 questionnaires on concern levels were collected, identifying 10 material topics. After the ESG Center meeting, an additional 5 material topics were selected as follows:

## Results of Material Issue Identification

<b>Highly material issues</b>	Emergency response capability, legal compliance, workplace public safety, waste management
<b>Moderate material issues</b>	Product research and development, raw material management, air pollution management, integrity operation, water resources management, occupational health
<b>Topics selected by EMC</b>	Corporate governance, risk management, employee overview and benefits, procurement management, energy management

## Explanation of Material Topics Adjustments

Issue Title	Changes in the Importance of Identification Results		Material Issues of the Current Year	Financial Impact Evaluation	Financial Impact Level
	2023	2024			
<b>Corporate Governance</b>	High	Low	Topics selected by EMC	Poor corporate governance evaluation results	Low
<b>Risk Management</b>	Low	Low	Topics selected by EMC	Inadequate response measures for various risks	Low
<b>Employee overview and benefits</b>	High	Low	Topics selected by EMC	Failure to provide benefits beyond statutory requirements	Low
<b>Employee training and education</b>	Low	Low	--	Failure to provide education training beyond statutory requirements	Low
<b>Procurement management</b>	Medium	Low	Topics selected by EMC	Not complying with sustainability policy	Low
<b>Integrity Operation</b>	High	Medium	Identification of Topics	Instances of misconduct occurred	Medium
<b>Raw material management</b>	Low	Medium	Identification of Topics	Failure to make timely arrangements resulting in production interruption	Medium
<b>Product Research and Development and Improvement</b>	Low	Medium	Identification of Topics	Failure to accelerate development progress	Medium
<b>Energy Management</b>	Medium	Low	Topics selected by EMC	No effective reduction plan	Low
<b>Water resources management</b>	Medium	Medium	Identification of Topics	Testing exceeds limits	Low
<b>Air Pollution Management</b>	Medium	Medium	Identification of Topics	Testing exceeds limits	Low
<b>Waste management</b>	Medium	High	Identification of Topics	Failure to report as required	Low
<b>Workplace public safety</b>	High	High	Identification of Topics	Insufficient hazard identification	Low
<b>Information Security</b>	Low	Low	--	Poor backup retention status	Low
<b>Emergency response capability</b>	High	High	Identification of Topics	No regular drills conducted	Low
<b>Occupational health</b>	High	Medium	Identification of Topics	Failure to provide voluntary services	Low
<b>Impact of operating activities on local communities</b>	Medium	Low	--	Emission of exhaust gas and wastewater	Low
<b>Marketing and labeling</b>	Low	Low	--	Failure to label as required	Low

Issue Title	Changes in the Importance of Identification Results		Material Issues of the Current Year	Financial Impact Evaluation	Financial Impact Level
	2023	2024			
<b>Customer privacy</b>	Low	Low	--	Improper handling of confidentiality agreements	Medium
<b>Legal compliance</b>	High	High	Identification of Topics	Regulatory penalties	Low

※ Definition of financial level of impact: [High] NT\$10 million or more. [Medium] NT\$1-10 million or more. [Low]: NT\$1 million or less.

## List of material topics

Number	Topic title	Corresponding indicator	The report chapter
1	Corporate Governance	GRI 2: General Disclosure 2021 GRI 201: Economic Performance 2016 GRI 418: Customer Privacy 2016 Corporation Rules Governing the Preparation and Filing of Sustainability Reports by TWSE Listed Companies	Corporate Governance
2	Risk Management	GRI 3: Material Topics 2021 TCFD Climate-Related Financial Disclosure Recommendations	Risk Management
3	Employee overview and benefits	GRI 202: Market Presence 2016 GRI 401: Employment 2016 GRI 402: Labor/Management Relations 2016 GRI 405: Diversity and Equal Opportunity 2016	Human Resources Employee Salary and Benefits
4	Procurement management	GRI 204: Procurement Practices 2016 GRI 308: Supplier Environmental Assessment 2016 GRI 414: Supplier Social Assessment 2016	Supplier Management
5	Integrity Operation	GRI 205: Anti-corruption 2016	Integrity Operation
6	Raw material management	GRI 204: Procurement Practices 2016	Supplier Management
7	Product Research and Development and Improvement	SASB RT-CH-410b.1	Product Research and Development and Improvement
8	Energy Management	GRI 302: Energy 2016 Corporation Rules Governing the Preparation and Filing of Sustainability Reports by TWSE Listed Companies	Energy Management
9	Water resources management	GRI 303: Water and Effluents 2018 Corporation Rules Governing the Preparation and Filing of Sustainability Reports by TWSE Listed Companies	Water Resources
10	Air Pollution Management	GRI 305: Emissions 2016	Gas Emissions and Air Pollution Control
11	Waste management	GRI 305: Waste 2020 Corporation Rules Governing the Preparation and Filing of Sustainability Reports by TWSE Listed Companies	Waste Generation and Reduction Strategies
12	Workplace public safety	GRI 403: Occupational Health and Safety 2018 GRI 416: Customer Health and Safety 2018 GRI 417: Marketing and Labeling 2018	Occupational Safety and Health
13	Emergency response capability	GRI 403: Occupational Health and Safety 2018	Emergency response
14	Occupational health	GRI 403: Occupational Health and Safety 2018	Employee health check-ups and maternal health protection
15	Legal compliance	GRI 2-27 Compliance with laws and regulations	Legal compliance

### 3. Climate Change Risks

According to the information from the National Sustainable Development Committee of the Executive Yuan, the Intergovernmental Panel on Climate Change (IPCC) released its Sixth Assessment Report (IPCC AR6) in February 2022, stating that global warming is projected to reach 1.5°C within the next 20 years. Data from the Climate Change Disaster Risk Adaptation Platform of the National Science and Technology Center for Disaster Reduction show that, according to over a century of global natural disaster statistics from 1900 to 2021, the number of disaster events has exceeded 100 each year since 1977, reflecting a significant increase in disaster frequency. The Company is also doing its utmost to mitigate climate impacts.

The Company references the Task Force on Climate-Related Financial Disclosures (TCFD) framework released by the Financial Stability Board (FSB). This framework comprises four core frameworks: "Governance," "Strategy," "Risk Management," and "Indicators and Targets." We collect climate-related risk items and assess their likelihood and potential impact on the Company. In alignment with the government's net-zero policies, we adjust energy-saving goals and action plans.

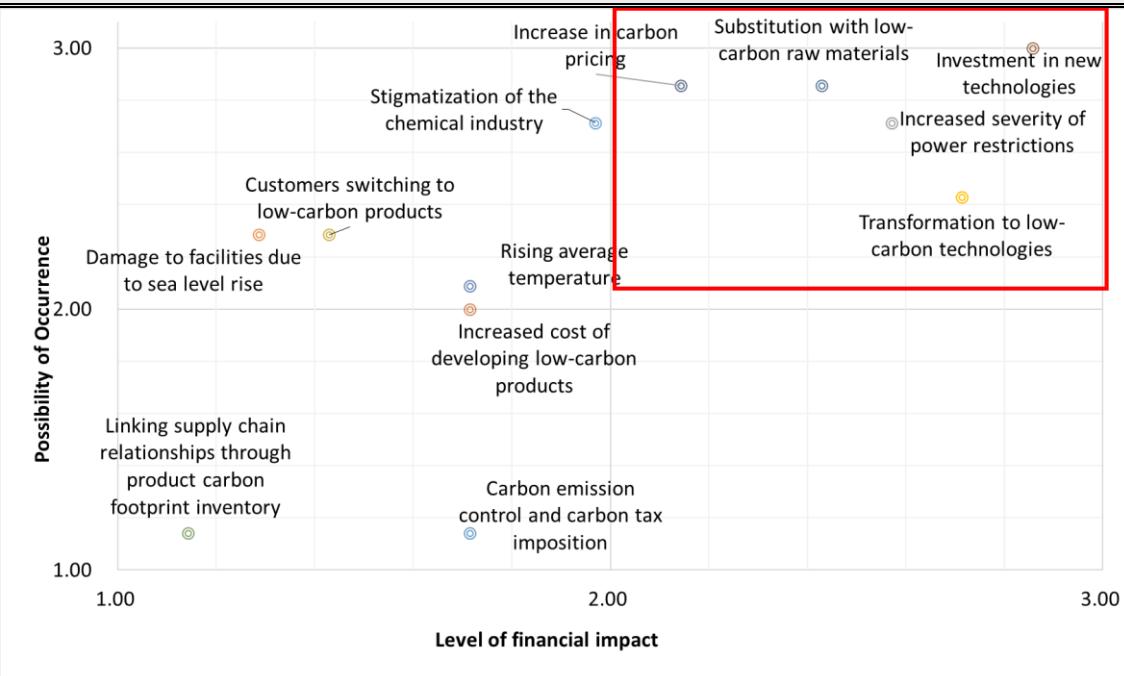
#### Climate risk management

In accordance with the ISO "Business Strategy Management Procedures", each unit proposes relevant operational risks, opportunities and climate-related issues, and the Sustainable Development Team consolidates and identifies the climate-related risks and opportunities proposed by each unit, evaluates and identifies the financial impact or influence, and reduces the impact of related risks on business and finance by formulating relevant response strategies, using SWOT to analyze and formulate the Company's strategic objectives, and at the same time incorporating the identification of climate-related risks and opportunities to establish short-, mid-, and long-term strategies and management indicators. The policies and management indicators are implemented by each relevant unit, and each unit fully implements the risk control of daily operation according to the formulated operation standards and management regulations.

#### Climate Risk Identification Process

- 1** Collecting climate risk and opportunity issues
- 2** Conduct a questionnaire survey
- 3** Compilation and identification results
- 4** Review the extent of the financial impact and corresponding measures

The ESG Center conducted an assessment referencing the Taiwan Climate Change Industry Risk Assessment Information Platform, the Company's strategy, industry characteristics, and the TCFD climate-related financial disclosure recommended indicators. 8 climate risks were identified, with 1 additional self-selected topic added. The results of the matrices and identifications are shown below.



## Climate Risk Identification Results

<b>Highly material risks</b>	Increase in the cost of raw materials, investment in new technologies, substitution with low-carbon raw materials, increased severity of power restrictions, transformation to low-carbon technologies
<b>Medium material risks</b>	Increased reporting obligations for emissions, increase in carbon pricing, stigmatization of the chemical industry
<b>Risk topics selected by EMC</b>	Rising average temperature

## Climate Related Risks and Financial Impact Analysis

The ESG Center conducted a financial impact analysis of climate risks and discussions on corresponding mitigation measures, summarized as follows:

Type	Risk Issue	Impact Description	Financial Impact Level	Response
Transformation risk - market	Increase in the cost of raw materials	Increase in unit production costs Impact on product competitiveness	Medium	Strengthen sales and development of high-value-added products.
Transformation risk - technology	Investment in new technologies	Technology market research Investment return simulation	High	Obtain information from multiple sources to enhance knowledge of new technologies.
Transformation risk - technology	Substitution with low-carbon raw materials	Stability of raw material supply Quality of raw materials	Medium	Collect information on low-carbon suppliers and test the stability of low-carbon raw materials.
Transformation risk - technology	Transformation to low-carbon	Technology market research	High	Obtain information from multiple sources to enhance knowledge of new

Type	Risk Issue	Impact Description	Financial Impact Level	Response
	technologies	Investment return simulation		technologies.
<b>Transformation risk - regulatory</b>	Increased reporting obligations for emissions	Increase in manpower requirements Third-party certification costs	Low	Train carbon inventory implementation teams and agents.
<b>Transformation risk - regulatory</b>	Increase in carbon pricing	Increase in expenditures	Medium	Increase product pricing.
<b>Transformation risk - reputation</b>	Stigmatization of the chemical industry	Impact on company image	Low	Enhance contributions to the community.
<b>Substantial risk - immediacy</b>	Increased severity of power restrictions	Continuous production process Production interruption resulting in defective products	Medium	Strengthen emergency response during power outages to reduce defective output.
<b>Substantial risk - long-term</b>	Rising average temperature	Increased risk of heat-related injuries	Low	Identify high-risk groups (elderly over 65, patients with chronic diseases, outdoor workers) and conduct heat-related injury awareness campaigns.

※ Definition of financial level of impact: [High] NT\$10 million or more. [Medium] NT\$1-10 million or more. [Low]: NT\$1 million or less.

During the Company's climate risk assessment process, we found that many risk issues may also present opportunities for transformation. Therefore, upon completing the risk identification, we simultaneously assessed the potential positive impacts of the related issues and analyzed whether there are potential opportunities arising from climate change response.

Risk Issue	Potential Opportunities
Investment in new technologies	Entering new market, developing low-carbon products
Substitution with low-carbon raw materials, increased severity of power restrictions, transformation to low-carbon technologies	Manage energy efficiency, adopt renewable low-carbon energy
Increased reporting obligations for emissions	Enhance internal information management, ensure compliant disclosure and data visualization, and monitor internal emission hotspots

## Indicators and Objectives

Global warming is increasingly severe, making carbon reduction a global issue. By identifying and managing risks and opportunities arising from international situations, policy changes, and climate change, we can collectively strive towards the goal of achieving "net-zero emissions by 2050." The Company actively substitutes existing materials with low-carbon alternatives. We have successfully incorporated negative carbon materials into our shoe material products, utilized recycled PET to produce polyester polyols for textile coating products, and employed bio-based materials in the production of photocurable acrylate monomer/oligomer products.

The Company has set the greenhouse gas emission indicator temporarily, using 2022 as the base year, aiming to reduce emissions by 14% compared to the base year by 2026 and adjust subsequent targets based on implementation progress. The R&D unit has started using negative carbon and low-carbon materials by changing product formulations, and continues to research energy-saving processes. The production unit continues to phase out aging equipment with high energy consumption or low efficiency. The installation of a power monitoring system is completed in 2025, which allows for the management of electricity usage in key areas, further discussions on reduction strategies.

## 4. Energy Management

### *Material Topics Selected by EMC*

<i>Policy Commitment:</i>	<ul style="list-style-type: none"> <li>Utilize the ISO management system to enhance energy efficiency through data-driven monitoring, implement energy-saving and carbon reduction measures, and continuously strengthen the energy management system to minimize the environmental impact of operations</li> </ul>
<i>Effects and Impacts:</i>	<p><b>Positive actual:</b> Enhance the Company's sustainability performance through energy management and align with international orders Conduct inventories to identify internal high-emission hotspots and assess potential improvements.</p> <p><b>Negative potential:</b> Inefficient energy use may lead to unnecessary electricity and fuel expenses, directly increasing operational costs. Failure to implement greenhouse gas inventory and disclosure, resulting in regulatory non-compliance or exclusion from the supply chain.</p>
<i>Target Setting:</i>	<p><b>Short-term target (1-3 years):</b></p> <p>Continuously conduct regular energy usage inventories and assess energy-saving potential.</p> <p>Continuously comply with energy regulations, achieving an average annual energy-saving rate of over 1%.</p> <p>Using 2022 as the base year, greenhouse gas emissions (Scope 1 and 2) in 2026 are targeted to decrease by 14% compared to the base year (target: 7,314.203 tCO<sub>2</sub>e)</p>
<i>Management Action and Effectiveness:</i>	<ol style="list-style-type: none"> <li>Completed the first and second phases of solar panel installation, achieving a green electricity usage of 45.6 billion joules (GJ) in 2024.</li> <li>Completed the first phase of the power monitoring system installation and continuously identify and improve areas of energy inefficiency.</li> <li>Initiated by the Quality Department, the factory is required to strengthen</li> </ol>

**Material Topics Selected by EMC**

<b>Negotiation with Stakeholders:</b>	<p>awareness and improvements regarding human errors to reduce defective products and the energy consumption associated with rework.</p> <p>4. At the beginning of each year, set carbon reduction targets, aiming for a 1% decrease compared to the previous year.</p> <p><u>Investors/shareholders, government, customers, suppliers</u></p> <p>Disclose the Company's energy usage through the corporate website, annual report, and ESG report, and report as required to inform stakeholders.</p>
<b>Grievance Contact Point:</b>	<p>Factory office</p>
<b>Disclosure Metrics:</b>	<p>GRI: GRI 302: Energy 2016, GRI 305: Emissions 2016 Other: Corporation Rules Governing the Preparation and Filing of Sustainability Reports by TWSE Listed Companies</p> 

The Company follows the mechanisms of ISO 14001:2015 Environmental Management to enhance environmental protection technologies. The end treatment of waste gas, waste water and waste has gradually shifted to source prevention and treatment such as waste reduction during the manufacturing process, pollution prevention and cleaning.

## Energy usage and intensity

The energy type used by the Company primarily consist of procured non-renewable energy source, including electricity, natural gas, steam, and diesel fuel. The conversion of various energy units into joules (J) = Original unit of energy x heating value x  $4.184 \div 1,000,000$ . This calculation gives the energy amount in joules. (1 kcal = 4.184 KJ, 1,000,000 KJ = 1 GJ.) The heating values and conversion factors for various energy sources are as the table below.

Names of the energy sources	Conversion factor	Heating value
Electricity	Using the published information by the Energy Administration	Using the Heat Content of Energy products announced by the Energy Administration
Tap water	Using the published information by the Taiwan Water Corporation	(Heating value is not used for the data on tap water in this report)
Natural gas	Using the heating value data provided by the natural gas company, and applying the conversion factors table from the Climate Change Administration, Ministry of Environment, to generate the coefficient of our factory	Using the heating value data provided by the natural gas company
Steam	The emission factor for externally sold steam provided by the steam company	Using the heating value data provided by the steam company

<b>Gasoline and diesel fuel</b>	The emission factors for gasoline and diesel from the Climate Change Administration's emission factor table	Using the Heat Content of Energy products announced by the Energy Administration
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The types of energy used in 2024

Usage and the types of energy	Non-renewable energy source	Renewable energy
<b>Total energy consumption (in billion joules, GJ)</b>	103,974	686
<b>Percentage of total energy consumption (%)</b>	99.34	0.66
<b>Energy sold (in billion joules, GJ)</b>	0	230
<b>Total amount of self-generated energy (in billion joules, GJ)</b>	0	456

※ The use of renewable energy includes the total amount of energy consumed by the organization, self-generated by the organization, and purchased by the organization. Purchased renewable energy should be supported by Renewable Energy Certificates (RECs).

### Energy consumption by type

The Company actively promotes energy reduction by continuously replacing old equipment with high-efficiency energy-saving equipment to reduce energy consumption. In 2024, total energy consumption increased due to higher overall production compared to the previous year. However, when energy intensity is calculated using total production as the denominator, a slight decrease can be observed. Unit: Billion joules (GJ)

Item	Year	2022 (Base year)	2023	2024
<b>Electricity and refrigeration consumption</b>	<b>Purchased electricity</b>	35,262	35,152	40,640
	<b>Renewable electricity – self-generated and self-used</b>	None	None	456
<b>Heat supply and steam consumption</b>	<b>Purchased natural gas (Note 1)</b>	60,456	57,833	60,349
	<b>Purchased steam (Note 2)</b>	1,423	1,604	1,777
<b>Non-renewable fuel - diesel consumption for power equipment</b>		553	589	541
<b>Non-renewable fuel - gasoline for trucks and service cars</b>		714	752	667
<b>Total energy consumption within the organization</b>	98,408	95,930	104,430	
<b>Total production (tons)</b>	20,966	18,937	22,142	
<b>Unit output energy intensity (Note 3)</b>	4.69	5.07	4.72	

※ All energy sources are individually tallied in their original units and then converted to billion joules (GJ) based on GRI 302: Energy 2016 disclosure standards.

Note 1: The Company's Nangang plant area utilizes natural gas as its heating energy source.

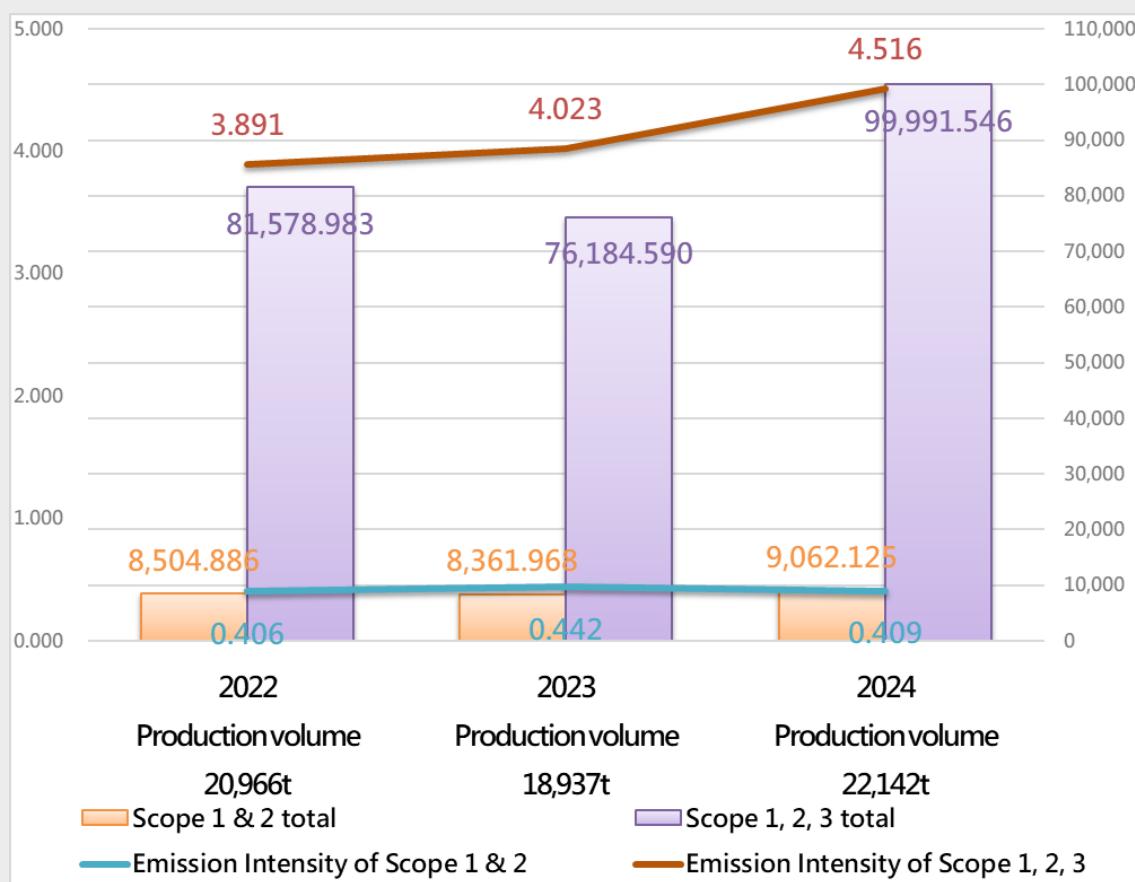
Note 2: The Company's Dayuan plant area utilizes steam as its heating energy source.

Note 3: Formula for calculating energy intensity: energy consumption (GJ)/total production (tons)

## Greenhouse Gas Emissions

The Company has used 2022 as the base year to conduct greenhouse gas emissions inventories. This includes our Nangang plant in Nantou City and our Dayuan plant in Taoyuan City. We identify significant energy use sources, and establish and track management actions and reduction strategies. At the beginning of each year, the Company sets carbon reduction targets, aiming for a 1% decrease in actual value compared to the previous year.

The target for 2024 was 8,278.348 tCO<sub>2</sub>e, while actual emissions amounted to 9,661.493 tCO<sub>2</sub>e, achieving approximately 85.69% of the target and falling short of expectations. Although carbon reduction performance still needs improvement, the company's commitment to climate action remains unchanged. We are gradually reviewing current measures and seeking feasible medium-to long-term carbon reduction strategies.



Item	Year	Unit: tons of CO <sub>2</sub> e		
		2022 (Base year)	2023	2024
<b>Scope 1</b>		3,517.913	3,380.208	3,543.903
<b>Scope 2</b>		4,986.974	4,981.760	5,518.222
<b>Scope 3</b>		73,074.096	67,822.622	90,929.421
<b>Scope 1 &amp; 2 total</b>		8,504.886	8,361.968	9,062.125
<b>Scope 1, 2, 3 total</b>		81,578.983	76,184.590	99,991.546
<b>Total production (tons)</b>		20,966	18,937	22,142
<b>Emissions Intensity of Scope 1 &amp; 2</b>		0.406	0.442	0.409
<b>Emissions Intensity of Scope 1, 2, 3</b>		3.891	4.023	4.516

## Description:

1. For the sources of carbon emission factors, please refer to the chapter: Energy Usage and Intensity.
2. Greenhouse gas emission intensity = Emissions (metric tons CO2e) / Total production (tons)
3. The greenhouse gases generated from the Company's operations include: carbon dioxide (CO<sub>2</sub>), methane (CH<sub>4</sub>), nitrous oxide (N<sub>2</sub>O), and hydrofluorocarbons (HFCs).
4. Range: Nangang Factory and Dayuan Factory of Evermore Chemical Industry Due to the merger of the Dayuan plant in August 2021, the data covers less than a full year and has not been fully compiled for comprehensive statistical analysis, we will use 2022 as the base year.
5. The Scope 3 inventory standards and emission measurement items include: Category 1 Purchased goods and services, and Category 12 End-of-life treatment of sold products.

## Greenhouse gas reduction indicators and targets

The Company has completed its organizational carbon inventory to identify major emission sources, including process energy use, power equipment, and specific raw materials. Based on emission analysis, we have planned carbon reduction measures targeting high-emission hotspots. For each emission source, we continuously evaluate technical feasibility and economic benefits to plan short-, medium-, and long-term energy-saving and carbon-reduction strategies. To enhance execution effectiveness, the Company has strengthened the development of standard operating procedures (SOPs) from a quality-management perspective to prevent human operational errors, ensure process stability, and reduce unplanned energy consumption and product defect rates. Through data-driven monitoring and real-time anomaly notification mechanisms, we effectively improve production efficiency and reduce indirect carbon emissions caused by operational deviations. For relevant indicator setting and implementation results, please refer to the following chapters for detailed information: Sustainability Center - Indicators and Targets, Energy Management - Energy Saving Plans and Implementation Status

## Energy-saving initiatives and implementation status

Based on the organizational carbon footprint inventory results and internal meetings, electricity is identified as the primary energy source and the main contributor to carbon emissions for the Company. Below is an explanation of the initiatives and implementation status related to electricity:

In order to ensure the stability and safety of energy supply across the country, the central competent authority has formulated an energy development program in consideration of environmental impacts and economic development. Energy users who use energy up to the amount prescribed by the central competent authority shall report the use of energy data to the central competent authority. The Company completes the energy usage declaration in January each year and completes the declaration of energy efficiency indicators in March.

According to energy regulations, major energy users were required to achieve an average annual energy-saving rate of at least 1% from 2015 to 2024. The original requirement was set to expire at the end of 2024; however, on January 2, 2025, the Ministry of Economic Affairs announced a new regulation requiring an average annual energy-saving rate of at least 1% for the period 2025–2028. The company continues to implement energy-saving measures, and the energy-saving rate is calculated in accordance with the “Energy Audit for Production-Type Industries” reporting and implementation methodology.

Item	Year	2022	2023	2024
<b>Total production</b>		20,966 tons	18,937 tons	22,142 tons
<b>Annual energy savings rate</b>		1.58 %	1.93 %	0.98 %
<b>Energy savings (kWh)</b> ※		144,227 kWh	177,367 kWh	71,827 kWh
<b>Conversion to billion joules (GJ)</b>		519 GJ	638 GJ	258 GJ
<b>Reduction of GHG emissions</b>		71.392 tCO <sup>2</sup> e	87.619 tCO <sup>2</sup> e	35.483 tCO <sup>2</sup> e

Explanation: Greenhouse gas emissions are calculated using the emission factors published by the Energy Administration, MOEA.

### Status of green energy-related investments in 2024

Content	Implementation Status	Investment Amount
<b>[Nangang Plant] Power system real-time monitoring installation (Phase 1)</b>	Under trial operation in 2025	NT\$2,430 thousand
<b>[Nangang Plant] Solar panel installation (Phase 1 and 2)</b>	Completed and commissioned on June 30	NT\$14,970 thousand
<b>Total</b>		NT\$17,400 thousand

The 2024 energy-saving plans and actual results are as follows:

Plan Description	Power Savings Amount (kWh)	Reduction of emissions (tCO <sup>2</sup> e)
<b>Solar panel installation (Phase 1 and 2)</b>	190,736	94.223
<b>Total</b>	190,736	94.223

Description The plan is the energy-saving initiative submitted to the Energy Administration, MOEA.

### Power monitoring system

This system can identify high-energy or unreasonable energy usage, providing guidance for units to inspect and implement improvements. In 2024, the Dayuan Plant recorded a total of 535 kWh of abnormal electricity usage. Upon detection, the abnormal locations were immediately identified, and the responsible units were notified to implement corrective actions. The Nangang Plant power monitoring system was installed in 2024. During the trial operation period, the following issues were identified:

1. Conduct energy-saving improvement reviews for the top ten electricity-consuming equipment. (e.g., production line air compressors, freezers, production line heaters, etc.)
2. For some equipment with no recorded cumulative electricity usage, verify whether it was

genuinely unused or if there is a monitoring anomaly.

### 3. Assess other low-energy-consuming heating and cooling equipment.

## Quality Improvement and Energy Saving

Initiated by the Quality Department, the Company investigates the causes of quality abnormalities each year. Quality issues caused by human factors are deemed preventable, so targeted improvements are implemented. By reducing the production of defective batches, energy consumption and labor costs for rework, as well as disposal and transportation fees for scrapped products, are minimized.

The Quality Department assists production units in structurally analyzing defective batches caused by human factors, examining root-cause solutions through process redesign, inspection methods, and automated checks. Quality-related targets are aligned with the ISO management system, with a strategic goal set at a cumulative defect rate of 0.34% (calculation: number of defects ÷ total production × 100) and tracked monthly.

Item	Year	2022	2023	2024
Actual defect rate (%)		0.50	0.66	0.64

## 5. Water Resources

### *Identification of Major Topics*

<i>Policy Commitment:</i>	<ul style="list-style-type: none"> <li>Manage water intake to reduce water wastage and improve water-use efficiency, continuously optimize the performance of wastewater disposal equipment, and ensure stable and compliant discharge water quality.</li> </ul>
<i>Effects and Impacts:</i>	<p>Positive actual: The on-site wastewater treatment facility uses biofilter technology to effectively remove organic pollutants, ensuring that all wastewater is discharged in compliance with environmental regulations.</p> <p>Negative potential: Improper operation of the wastewater treatment system could affect surrounding public health, violate environmental regulations, and result in fines, work stoppages, or damage to the Company's reputation.</p>
<i>Target Setting:</i>	<p>Short-term target (1-3 years): Continuously review and improve high water-consuming processes to reduce production water usage.</p> <p>Using 2022 as the base year, the 2026 target is an 11% reduction compared to the base year, with a target of 35.000 million liters.</p>
<i>Management Action and Effectiveness:</i>	<ol style="list-style-type: none"> <li>Rainwater collection for reuse in plant irrigation, control the outflow of domestic water and install water-saving faucets.</li> <li>Process water reclaimed and reuse of 0.248 million liters.</li> <li>Wastewater discharge meets regulatory standards in both annual inspections.</li> </ol>
<i>Negotiation with Stakeholders:</i>	<p><u>Government, community neighbors</u></p> <p>Water resource usage information is disclosed on the company website, annual report, and ESG report, and is also regularly monitored and reported in accordance with regulatory requirements. For reports of regulatory violations, employees and</p>

### Identification of Major Topics

	external parties can follow the “Whistleblower Channel and Protection System Operating Procedures” on the Company’s website (Path: Home → Contact Us) to access the appropriate reporting channels.
<i>Grievance Contact Point:</i>	ESH Center
<i>Disclosure Metrics:</i>	<p>GRI: GRI 303: Water and Effluents 2018            Other: Corporation Rules Governing the Preparation and Filing of Sustainability Reports by TWSE Listed Companies</p> <div style="display: flex; justify-content: space-around; align-items: center;"> <div style="text-align: center;">  <p>6 淨潔飲水與衛生設施</p> </div> <div style="text-align: center;">  <p>13 氣候行動</p> </div> <div style="text-align: center;">  <p>14 保育海洋與海洋資源</p> </div> </div>

## Climate change and water resource impacts

According to publicly available information on the website of the Climate Change Agency of the Ministry of Economic Affairs, 2023 was the warmest year on record globally. In Taiwan, the annual average temperature over the past 50 and 30 years shows an accelerated warming trend, and the frequency of low-rainfall years between 1961 and 2020 has increased significantly compared to the period before 1960.

Over the past three years, the Company’s average total production was 20,000 tons, with an average annual water intake of 40.629 million liters. Although this does not meet the threshold for major water users set by the Water Resources Agency of the Ministry of Economic Affairs, the Company still implements regular water-saving measures, divided into process water savings and domestic water savings. In terms of process water conservation, reclaimed water in process water for reuse has been implemented for many years. The research and development team continuously optimizes high-water-usage product processes. The factory also accumulates data continuously to plan and establish targets for process water recovery. In terms of residential water conservation, we continue to install water-saving devices on faucets, reduce water outflow in low-frequency water usage areas, and collect rainwater for irrigating green plants.

## Water withdrawal and water discharge

The Company’s water source is tap water, divided into production water and domestic water. Production water is primarily used for process cooling and steam boilers, so water intake is closely related to production volume.

Unit: million liters = thousand cubic meters

Item	Year	2022 (Base year)	2023	2024
<b>Water intake</b>		39.764	38.740	43.382
<b>Water discharge</b>		12.346	12.969	12.860
<b>Water consumption</b>		27.418	25.771	30.522
<b>Reuse of reclaimed process water</b>		0.177	0.138	0.248
<b>Total production (tons)</b>		20,966	18,937	22,142

Range: Nangang Factory and Dayuan Factory of Evermore Chemical Industry

After treating the Company's industrial wastewater internally, it is discharged to a wastewater treatment plant in the industrial zone. External testing is conducted 2 times a year, following the regulations outlined in the "Water Pollution Control Measures Plan and Permit Application Review and Management Regulations" and the "Water Pollution Control Measures and Test Reporting Management Regulations - Chemical Industry Discharge Standards." These tests include general water quality assessments and 44 other specified tests. In 2024, there were no incidents of non-compliance with water quality-related emission permits, standards, or regulations.

Results of general water quality tests are as follows:

Item	2022				2023				2024			
	First half of the year		Second half of the year		First half of the year		Second half of the year		First half of the year		Second half of the year	
Test results	Nangang	Dayuan	Nangang	Dayuan	Nangang	Dayuan	Nangang	Dayuan	Nangang	Dayuan	Nangang	Dayuan
pH value	8.0	7.6	8.2	7.5	8.3	7.6	8.1	7.4	8.0	7.5	7.9	6.1
Water temperature	28.8	29.5	31.0	17.5	32.4	21.8	27.1	17.4	31.8	26.2	31.0	21.5
Biochemical Oxygen Demand	13.0	2.2	63.2	<1.0	25.5	40.3	14.6	3.2	43.6	52.4	28.7	<1
Chemical oxygen demand (mg/L)	38.6	12.1	160.0	9.1	74.0	116.0	39.8	25.5	132.0	75.4	102.0	5.5
Suspended solids (mg/L)	8.7	4.0	36.0	1.1	8.0	2.1	4.9	<1.0	4.6	<1.0	17.4	1.5
True color chromaticity	44	<25	68	<25	65	30	65	<25	142	<25	82	<25
Free Available Residual Chlorine	-	<0.02	-	0.03	-	0.06		0.06	-	<0.02	-	0.02
Ammonia Nitrogen	0.79	8.91	0.46	11.20	0.82	20.40	0.48	10.60	0.38	0.2	0.35	0.44
Oil/fat	3.2	<1.0	2.2	<1.0	3.2	<1.0	3.2	<1.0	<0.5	<1	1.2	<1
Nitrate Nitrogen	2.05	0.25	2.45	0.45	2.02	0.51	3.35	0.37	1.43	0.4	4.01	0.80
Fluorine salt	0.17	0.09	0.17	0.08	<0.05	0.09	0.19	0.08	0.16	0.11	0.24	0.06
Anionic Surfactant	0.17	0.09	0.17	0.08	<0.05	0.09	0.19	0.08	0.20	<0.10	ND	<0.1
Phenols	ND	0.0126	ND	ND	ND	<1.000	0.0123	ND	0.0555	0.005	0.0213	<0.005

Description:

1. The Dayuan plant was merged in 2021, and starting from 2022, it began conducting outsourced testing in the same manner.
2. Discharge standards for wastewater treatment plants:

Item	Industrial Zone	Nangang Industrial Zone	Dayuan Industrial Zone
Chemical oxygen demand (COD)		640 mg/L	480 mg/L
Suspended solids (SS)		320 mg/L	240 mg/L

# 6. Gas Emissions and Air Pollution Control

## *Identification of Major Topics*

<i>Policy Commitment:</i>	<ul style="list-style-type: none"> <li>Comply with environmental regulations and manage potential volatile organic compounds and particulates generated during the process. Regularly maintain equipment to ensure emissions meet standards and minimize impacts on the environment and the community.</li> </ul>
<i>Effects and Impacts:</i>	<p>Positive actual: Compliance with regulations reduces regulatory risks and fines, and lowers health risks for employees and neighboring communities.</p> <p>Negative potential: Failure to implement air pollution control measures as required, or inadequate tracking of regulatory updates, may result in excessive pollutant emissions, harming the public environment and community health, and exposing the company to regulatory penalties and operational risks.</p>
<i>Target Setting:</i>	<p>Short-term target (1-3 years): Maintain legal and compliant operations of all fixed pollution sources.</p>
<i>Management Action and Effectiveness:</i>	<ol style="list-style-type: none"> <li>Continuously monitor the Company's raw material and product usage, equipment status, and regulatory compliance, and update permit applications in a timely manner.</li> <li>Conduct regular inspections and discharges in accordance with each permit and relevant regulatory requirements. No non-compliant test results or regulatory violations in emissions were recorded this year.</li> <li>Conduct an annual air pollution emergency drill simulating scenarios where process abnormalities or equipment failures lead to the release of harmful gases. This strengthens employees' response capabilities and reporting procedures, ensuring timely control and proper handling of incidents.</li> </ol>
<i>Negotiation with Stakeholders:</i>	<p><u>Employees, community neighbors, government</u></p> <p>In the event of an emergency or unexpected situation resulting in a large release of air pollutants, the Company should immediately activate emergency response measures to evacuate employees, notify neighboring facilities, and report to the competent authorities within the time frame required by regulations.</p> <p>For reports of regulatory violations, employees and external parties can follow the "Whistleblower Channel and Protection System Operating Procedures" on the Company's website (Path: Home → Contact Us) to access the appropriate reporting channels.</p>
<i>Grievance Contact Point:</i>	<p>ESH Center</p>
<i>Disclosure Metrics:</i>	<p>GRI: GRI 305: Emissions 2016</p> <div data-bbox="389 1702 536 1846">    11 永續城鎮與社區 </div> <div data-bbox="552 1702 700 1846">    13 氣候行動 </div>

The Company has established an "Air Pollution Control Management Procedure" in accordance with relevant regulations to manage process-generated emissions that may impact the environment, maintaining air quality within the plant. All production processes within the plant are managed, including operating permits, equipment components, pollution control devices, boilers, and emission outlets. Testing is conducted by qualified external contractors within the period specified

by the fixed pollution source operating permit. No instances of exceeding limits or regulatory violations in emissions were recorded this year.

## Air Pollution Emissions

In the Company's product manufacturing process, the primary air pollutants emitted are sulfur oxides (SO<sub>x</sub>), nitrogen oxides (NO<sub>x</sub>), and volatile organic compounds (VOC). For volatile organic compounds (VOC), we employ biological filter technology and humidification towers to assist in humidity control, which benefits microbial growth. To prevent the dispersion of volatile organic compounds (VOC), equipment such as waste water treatment facilities adopts air-pollution prevention equipment that uses air-tight or enclosed gas gathering system to collect and send to the biological filter.

Unit: kilograms

Item	Year	2022	2023	2024
<b>Sulfur oxides (SO<sub>x</sub>)</b>		166.59	323.68	444.89
<b>Nitrogen oxides (NO<sub>x</sub>)</b>		2753.25	2790.28	3441.71
<b>Volatile Organic Compounds (VOC)</b>		15073.12	14887.85	13771.60

Description: Air pollution fees are declared in accordance with regulations and calculated by the system. Emission coefficients are derived from air pollution fee declaration data.

To ensure emissions of air pollutants comply with regulations, the company will continue to review existing pollution control equipment and operational management in accordance with legal requirements, and conduct regular inspections and data reporting in coordination with the competent authorities. In the future, management measures will be adjusted as needed based on actual operations and environmental requirements to minimize environmental impact.

## 7. Waste Generation and Reduction Strategies

### *Identification of Major Topics*

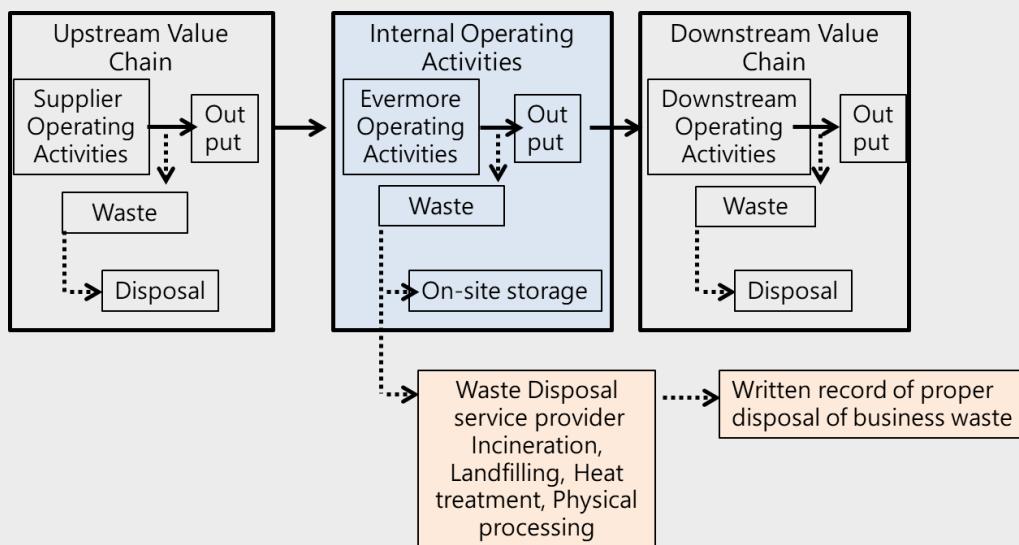
<i>Policy Commitment:</i>	<ul style="list-style-type: none"> <li>Manage waste in accordance with environmental regulations, implementing source reduction, segregation, and resource recovery, and reduce environmental impact through continuous improvement and employee participation.</li> </ul>
<i>Effects and Impacts:</i>	<p>Positive actual: Emphasizing waste segregation and lawful, compliant disposal ensures a healthy and sanitary environment for employees and neighboring communities.</p> <p>Negative potential: Failure to properly manage industrial waste according to regulations increases the risk of accidents, impacts the environmental quality of neighboring communities, and may result in fines, business suspension, or other legal liabilities.</p>
<i>Target Setting:</i>	Short-term target (1-3 years): Maintain a PE film recycling rate of over 40%.
<i>Management Action and Effectiveness:</i>	<ol style="list-style-type: none"> <li>Internally, we continue to promote waste sorting to control the quantity of waste requiring paid disposal.</li> <li>The recycling amount of PE film this year is 3.9 tons, with a recycling rate of</li> </ol>

### Identification of Major Topics

	<p>47.4%.</p> <p>3. We have signed contracts with government-approved waste disposal facilities to handle industrial waste in compliance with regulations. And continue to seek other cost-effective disposal methods.</p> <p>4. Industrial waste removal volume for the year is 990.2 tons.</p> <p><u>Collaborating partners, government, and community neighbors</u></p> <p>When contractors collect waste and find it cannot be transported, the Company will seek alternative disposal methods. The disposal process requires contractors to provide written records of proper waste handling in accordance with legal regulations for documentation and retention.</p> <p>For reports of regulatory violations, employees and external parties can follow the "Whistleblower Channel and Protection System Operating Procedures" on the Company's website (Path: Home → Contact Us) to access the appropriate reporting channels.</p>
<p><i>Negotiation with Stakeholders:</i></p> <p><i>Grievance Contact Point:</i></p> <p><i>Disclosure Metrics:</i></p>	<p>ESH Center</p> <p>GRI: GRI 305: Waste 2020</p> <p>Other: Corporation Rules Governing the Preparation and Filing of Sustainability Reports by TWSE Listed Companies</p> 

The Company, according to the Waste Disposal Plan, engages qualified contractors and disposal facilities to transport waste. The waste is treated through incineration, thermal processing, landfilling, and reclaimed for reuse. We use testing reports provided by Ministry of Environment accredited inspection units to confirm that the waste classification codes are correct and compliant. Following the "Regulations Governing Determination of Reasonable Due Care Obligations of Enterprises Commissioning Waste Clearance," once the contractor completes waste disposal, we obtain a written record of proper waste disposal and retain it for documentation purposes.

## Waste-related impacts on inputs, activities and output processes

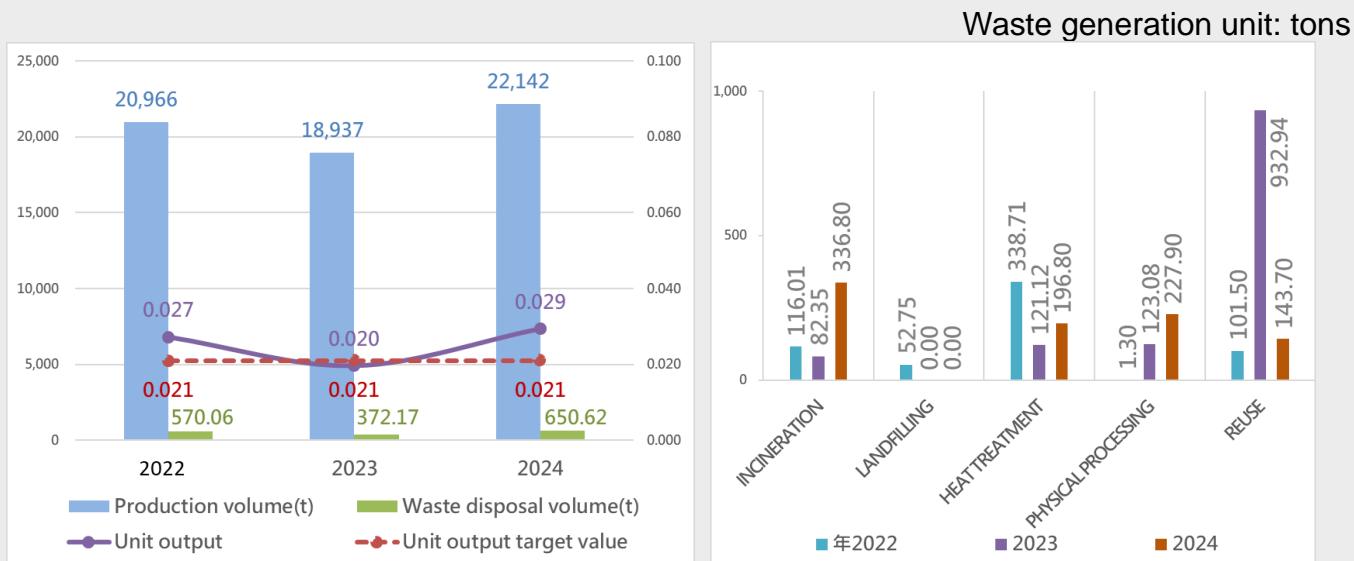


Based on the "Regulations Governing Determination of Reasonable Due Care Obligations of Enterprises Commissioning Waste Clearance," the Company completed site visits to waste disposal contractors in 2024. We documented their management practices for the storage, removal, treatment, and recycling of entrusted waste. Furthermore, we confirmed the routes of waste collection vehicles and the locations of disposal facilities using GPS tracking systems installed in the contractors' vehicles.

We have established programs such as waste reduction at the source, waste minimization in production, and waste sorting for recycling and reuse to manage waste generation. To reduce waste disposal volumes, an annual meeting is held at the end of each year to discuss waste reduction plans for the following year. In line with the ISO management system, a strategic target is set at 0.021 per unit of production (calculated as: waste disposal volume ÷ total production) and tracked monthly.

In 2024, total waste generation was 990.2 tons, of which 650.6 tons were outsourced for disposal, resulting in a waste-to-production ratio of 0.029. The current implementation status has not yet met the target. The Company continues to discuss source reduction and waste reuse; please refer to the chapter: Waste Reduction Plan.

Recent waste generation and waste-to-production ratio (Range: Nangang Factory and Dayuan Factory of Evermore Chemical Industry).



## Waste Disposal Status in 2024

Category Unit: tons	Code	Incineration	Landfill	Heat Treatment	Physical Processing	Reuse	Cleaning	Total
General Waste	Category D	329.85	0	196.80	277.91	0	35.01	839.57
	Category R	0	0	0	0	4.92	0	4.92
Hazardous Waste	C-0301	6.93	0	0	0	1.14	0	8.07
	B-0347	0	0	0	0	137.64	0	137.64
<b>Total</b>		<b>336.78</b>	<b>0</b>	<b>196.80</b>	<b>277.91</b>	<b>143.70</b>	<b>35.01</b>	<b>990.20</b>

Note: Waste generation refers to the quantity of waste that must be reported according to regulations and does not include waste classified as “prepared for reuse” or “recycled” under GRI definitions.

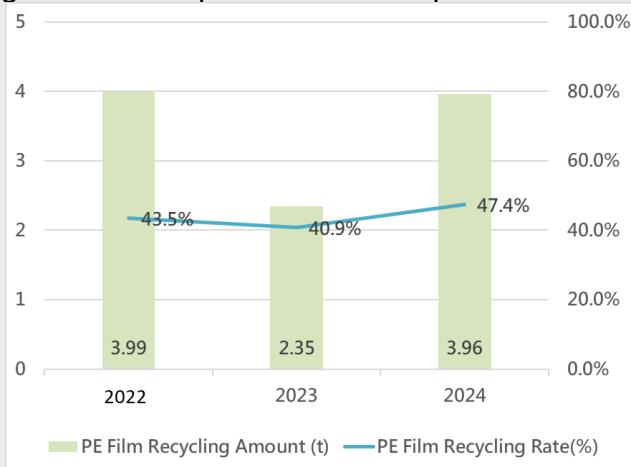
## Waste Reduction Strategies:

As of the preparation of this report, the Ministry of Environment has not yet released the national industrial waste reporting statistics for 2024. Therefore, data from the 2023 Environmental Data Open Platform is used as the assessment benchmark.

In 2023, the total reported industrial waste from the manufacturing sector was 10.76 million tons, of which the chemical materials manufacturing industry, to which the company belongs, accounted for 1.36 million tons. In comparison, the Company's outsourced waste disposal in 2024 was 650.6 tons, accounting for approximately 0.027% of the industry's total waste generation. Based on the four-year average disposal volume, the proportion is about 0.04%, slightly higher but still an extremely low percentage.

Overall, based on the available objective data, waste generation is not considered a material sustainability issue for the Company. Nevertheless, the Company remains committed to promoting waste reduction initiatives, optimizing segregation practices, and strengthening resource recycling mechanisms to continuously minimize potential environmental impacts.

1. Empty drums used for raw materials are cleaned within the factory and reused as shipping containers for our own business activities under limited product categories, reducing the need for new purchases and the production of waste metal drums.
2. Used wash tank solvents, after ensuring they do not affect the quality of subsequent products and are within the specified maximum usage limits, are reused to reduce the purchase of new solvents and the generation of hazardous industrial waste.
3. Finished products sold to customers are returned to the factory after customers use up the products, where containers are cleaned and sorted based on product characteristics. Containers are clearly labeled for reuse with compatible products, ensuring no compromise to the quality of subsequent products. This approach allows the factory to reduce new purchases of containers and helps customers minimize waste generation. The packaging containers used for these products are predominantly stainless steel 1-ton barrels and IBC barrels.
4. Implementing a waste classification policy involves collecting recyclable waste for resale, thereby reducing the amount sent for incineration and lowering disposal costs. Since the end of 2021, the implementation of in-house PE film recycling has been highly successful and has been included as an annual performance indicator. In 2024, we recycled 3.9 tons of PE film, with a recovery rate of 47.4%, significantly reducing the amount of plastic waste sent for incineration and cutting down on disposal costs. We plan to continue with this program.



Calculation method: PE film recycling volume ÷ (mixed waste plastics disposal volume + PE film

recycling volume).

## 8. Legal Compliance

### *Identification of Major Topics*

<i>Policy Commitment:</i>	<ul style="list-style-type: none"> <li>● Strengthen internal audit and supervisory mechanisms to proactively prevent legal compliance risks, implement pollution control and resource management, and ensure thorough occupational safety risk assessments and protective measures.</li> </ul>
<i>Effects and Impacts:</i>	<p>Positive actual: Compliance with laws and regulations forms the foundation of stable company operations.</p> <p>Negative potential: The financial impact of substantial fines and the resulting damage to the company's reputation.</p>
<i>Target Setting:</i>	<p>Short-term target (1-3 years): continue maintaining zero major occupational injuries and zero violations.</p>
<i>Management Action and Effectiveness:</i>	<ol style="list-style-type: none"> <li>1. Undergo external audits by BSI certification bodies annually for ISO 14000 and ISO 45000 standards.</li> <li>2. Conduct 6S inspections and hold regular meetings of the Occupational Safety and Health Committee to communicate regulatory updates to all units.</li> <li>3. This year, we had 3 penalty cases, with total fines amounting to NT\$220,000. All of which have been reviewed, and improvement plans have been developed.</li> </ol>
<i>Negotiation with Stakeholders:</i>	<p><u>Competent government authorities, community neighbors, employees, and suppliers</u></p> <p>For reports of regulatory violations, employees and external parties can follow the "Whistleblower Channel and Protection System Operating Procedures" on the Company's website (Path: Home → Contact Us) to access the appropriate reporting channels.</p>
<i>Grievance Contact Point:</i>	<p>ESH Center</p>
<i>Disclosure Metrics:</i>	<p>GRI: GRI 2-27 Compliance with laws and regulations</p>  

### Legal Compliance Records and Improvement Notes

The Company had a total of 3 violation and penalty cases in 2024, involving environmental management and operational procedure execution. All fines imposed by the competent authorities were fully paid within the required deadlines. After each incident occurred, the Company immediately initiated an internal review process to identify the root causes of the deficiencies. For each case, specific corrective and preventive measures were established, including strengthening employee training, revising standard operating procedures (SOPs), and enhancing early-warning mechanisms. In the future, the Company will continue to strengthen a culture of legal compliance to reduce operational risks and fulfill its corporate responsibility for integrity governance and sustainable development.

Date of the Sanctions	Factory Premises	Violated Regulations	Description of the Violation	Amount	Improvement Measures

Date of the Sanctions	Factory Premises	Violated Regulations	Description of the Violation	Amount	Improvement Measures
1/2	Nangang factory	Article 24, Paragraph 2 of the Air Pollution Control Act	During the sample inspection period, some raw materials were not used, and the zero-usage quantity was not reported as required.	NT\$100,000	Enhance training and ensure proper documentation.
1/31	Nangang factory	Article 224 of the Regulations for the Occupational Safety and Health Equipments and Measures and Article 6, Paragraph 1 of the Occupational Safety and Health Act	On the 3rd floor of the external expansion area (height difference approximately 4.7 meters), there is a risk of falling, and no compliant guardrails or other protective equipment have been installed.	NT\$60,000	Install safety barriers with appropriate strength.
12/12	Nangang factory	Article 6, Paragraph 1 of the Occupational Safety and Health Act	The anti-slip tongue of the 2-ton crane hook is defective and does not effectively prevent detachment.	NT\$60,000	Replace and repair. Any damage detected by the automatic inspection should be addressed immediately.

# Friendly Workplace

## 9. Human Rights Policy

The Company firmly believes that everyone should be respected, valued, and entitled to basic human rights. The Company adheres to the principles of the "Universal Declaration of Human Rights," respecting the dignity and worth of every individual regardless of race, religion, gender, age, nationality, or any other status. The Company also conducts supplier assessments and management to ensure that suppliers adhere to basic human rights. Compliance with these standards is a key criterion for collaboration. For more details, please refer to the chapter: Supplier Management.

### Human Rights Assessment Form

The Company refers to the UN Global Compact to evaluate potential human rights issues that may arise from our operational activities and discusses mitigation measures.

Issues of Concern	Affected Groups	Risk Mitigation Measures	2024
Workplace inclusivity	female Indigenous peoples Migrant	<ul style="list-style-type: none"> <li>Provide designated parking spaces for those in need.</li> <li>Establish a designated breastfeeding room.</li> </ul>	<ul style="list-style-type: none"> <li>The number of people in need of designated parking spaces is 2, and the number of people using it is 2.</li> </ul>

Issues of Concern	Affected Groups	Risk Mitigation Measures	2024
	workers Individuals with disabilities	<ul style="list-style-type: none"> <li>Provide seasonal ritual holiday leave for indigenous employees in accordance with regulations.</li> <li>Hold monthly meetings with migrant workers to facilitate regular internal communication.</li> <li>Hire individuals with disabilities in accordance with legal regulations and establish accessible pathways.</li> </ul>	<ul style="list-style-type: none"> <li>No need for a shared breastfeeding room.</li> <li>The number of people who are eligible for the seasonal ritual holiday leave is 1, and the number of people who use it is 1.</li> <li>The total number of employees with disabilities is equal to or greater than the legally mandated employment quota.</li> </ul>
<b>Workplace abuse Sexual harassment</b>	All employees	<ul style="list-style-type: none"> <li>Establish a "Prevention and Handling Procedure for Workplace Abuse, Sexual Harassment and Violations of Workplace Equality," including assessment forms for both general employees and managerial levels. Implement mandatory education and training sessions every three years to comply with legal requirements and promote equality awareness among all employees, fostering a healthy and harassment-free workplace.</li> <li>Establish a "Whistleblower Channel and Protection System Operating Procedures" as well as a grievance channel, encourage and standardize the reporting and handling processes for whistleblowers, ensuring confidentiality throughout the process to protect the privacy of all parties involved.</li> <li>Publish relevant policies and internal and external reporting channels on the Company's official website.</li> </ul>	<ul style="list-style-type: none"> <li>One workplace harassment incident was reported. Upon receiving the complaint, a complaint handling committee was established to investigate, conducted entirely confidentially, and the case was properly closed.</li> <li>The complaint handling committee reviews the case management procedures and proposes corrective and preventive measures. All related documents are treated as confidential and are recorded and maintained in writing.</li> <li>No incidents of sexual harassment.</li> </ul>
<b>Forced labor</b>	All employees	<ul style="list-style-type: none"> <li>Comply with relevant regulations under the</li> </ul>	<ul style="list-style-type: none"> <li>No violation cases of forced labor.</li> </ul>

Issues of Concern	Affected Groups	Risk Mitigation Measures	2024
		<p>Employment Service Act by refraining from withholding employees' or job seekers' identity documents, property, or deposits.</p> <ul style="list-style-type: none"> <li>Upon arrival, provide detailed explanations of labor conditions. Upon completion of the probationary period, request employees to submit probation reports for supervisors to review new employees' work experiences and conditions.</li> <li>The actual working conditions and wages of employees are consistent with the employment contract and work regulations, and they comply with legal requirements.</li> </ul>	
<b>Excessive working hours</b>	All employees	<ul style="list-style-type: none"> <li>Through the attendance clock-in system and overtime request process, we accurately record employees' working hours.</li> <li>Compile a monthly alert list and provide it to department supervisors.</li> </ul>	<ul style="list-style-type: none"> <li>For employees involved in shifts or overtime, appropriate overtime pay or compensatory time off has been issued. Supervisors are mindful of work distribution and manpower allocation accordingly.</li> </ul>
<b>Personal data management and privacy protection</b>	All employees	<ul style="list-style-type: none"> <li>Establish a "Personal Data Protection Management Procedure" and, before new hires commence, use a "Personal Data Collection Notification and Consent Form" to confirm their consent, outlining the purposes of data collection, internal retention periods, and ensure that data is not used for other purposes.</li> <li>When organizing employee travel activities that require providing personal data to vendors, we ensure to include confidentiality clauses related to personal data protection in</li> </ul>	<ul style="list-style-type: none"> <li>No violations related to personal data protection.</li> </ul>

Issues of Concern	Affected Groups	Risk Mitigation Measures	2024
		<p>contracts. Alternatively, we may use a "Personal Data Confidentiality Agreement" from our management procedures to guarantee the protection of employees' personal data.</p>	
<b>Occupational safety management</b>	All employees Contractors	<ul style="list-style-type: none"> <li>The international occupational health and safety management system ISO 45001 certification has been implemented.</li> <li>To ensure the health and safety of workers and prevent occupational accidents, we conduct regular monitoring of the work environment.</li> <li>Regularly conduct inspections of emergency showers, plant-wide drinking water fountains, and plant-wide fire fighting equipment.</li> <li>Enhance employee hazard recognition awareness through monthly 6S inspections and reports, regular occupational health and safety training, and the creation of internal communications materials.</li> <li>Before contractors enter the premises, the handling unit provides a "Construction Application and Hazard Notification Form" as required, ensuring hazard prevention awareness among internal and external workers.</li> </ul>	<ul style="list-style-type: none"> <li>Lost work incident: 1 case. For details, please refer to the chapter: Occupational Disaster.</li> <li>For actual incidents, accident reporting and handling have been carried out, the incident handling process has been documented, and information has been disseminated to prevent recurrence of similar events.</li> <li>Provided care for employees' recovery, and offered appropriate compensation.</li> </ul>
<b>Child labor</b>	Employed workers under the age of 16	<ul style="list-style-type: none"> <li>Employment of persons under the age of 16 is prohibited.</li> <li>Candidates will be asked to provide their date of birth and their ID will be reviewed at check-in.</li> <li>Issue a "Sustainability Procurement Guide" to suppliers, requesting them to</li> </ul>	<ul style="list-style-type: none"> <li>No such case.</li> </ul>

Issues of Concern	Affected Groups	Risk Mitigation Measures	2024
		refrain from engaging in forced labor and employing child labor	

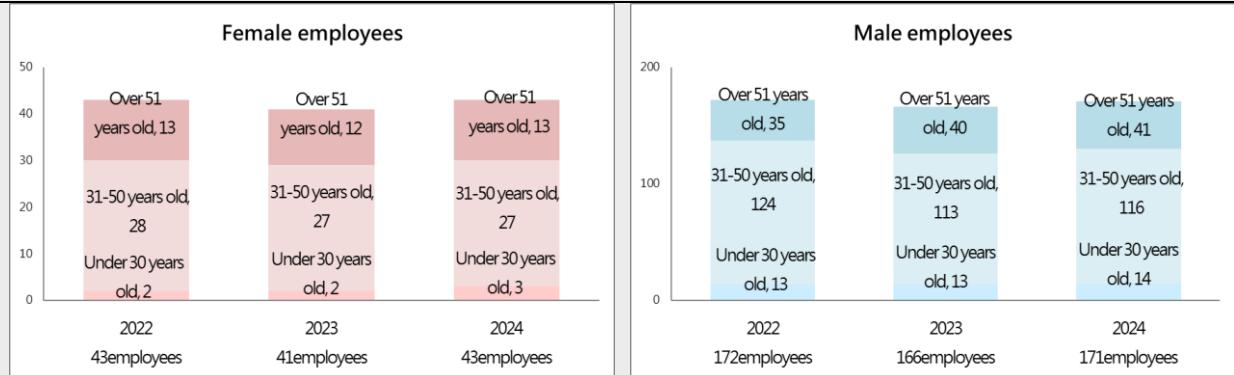
## 10. Human Resources

The Company primarily employs local residents from the operational area. As of the end of 2024, we have a total 214 full-time employees, including 28 foreign employees. We did not hire any interns this year. The number of employees with disabilities employed by the company exceeds the statutory requirement set by the People with Disabilities Rights Protection Act. The current workforce also includes Indigenous employees, demonstrating the Company's commitment to equal employment opportunities and social responsibility. By employment contract type: There are 191 employees with non-fixed term contracts, of which 5 are foreign employees. There are 23 employees on fixed term contracts, all of whom are foreign workers in the Manufacturing Department.



The Company is engaged in the manufacturing and sales of resins and chemical raw materials. Considering that production line work often requires physical labor, the current workforce is predominantly male. In 2024, the total number of male employees is 171, while that of female employees is 43.

The primary age group among employees is between 31 and 50, totaling 143 individuals. There are 17 employees under the age of 30 and 54 employees over the age of 51. The overall workforce structure has remained largely unchanged.



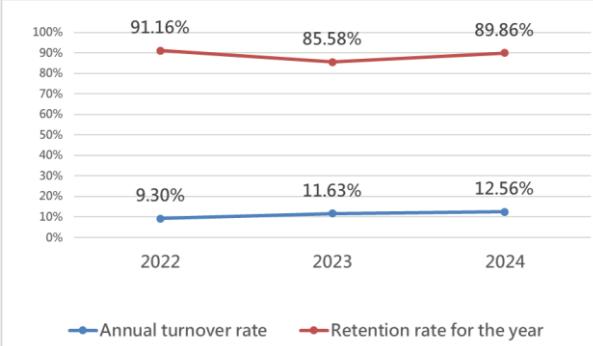
The Company values workplace diversity and welcomes employees of different genders and age groups. In 2024, there are a total of 33 new employees, including 29 males and 4 females. The majority of new employees are between 31 and 50, totaling 27 individuals, followed by 6 employees under 30.

The changes in the number, gender, and age structure of new employees reflect the Company's staffing needs and production line operations, with the overall workforce structure remaining steadily stable.



In 2024, the Company had a total of 26 employee turnover, including 24 males, primarily from production line operations. As a chemical manufacturing company, the production process involves handling chemicals, requiring high alertness and safety awareness. This is one reason some employees seek other opportunities or change jobs. Nevertheless, the Company continues to support employees in understanding work-related risks and enhancing protective awareness through training, operational safeguards, and occupational safety campaigns, ensuring their safety and well-being on the job. For more details, please refer to the chapter: Occupational Health and Safety.





- ※ Turnover rate calculation method: (Annual turnover number ÷ Number of employees at the end of the previous year) × 100.
- ※ Retention rate calculation method: {(Number of employees at the end of the year – Number of new employees) ÷ Number of employees at the end of the previous year} × 100.

The Company values workforce stability and diverse development. Employees are categorized by job level into senior manager, mid-level manager, and employees to reflect the organization's governance and operational execution structure.

As of the end of 2024, there were a total of 214 employees, including 21 senior managers (95.2% based in Taiwan), 82 mid-level managers, and 111 employees. Observing personnel changes over the past three years, the number of female mid-level and senior managers has slightly increased, reflecting the company's support for equal opportunities. The chart below shows the workforce distribution by gender and job level:



Senior managers: Chairman of Board/General Manager/Deputy General Manager/Director/Factory Manager/Manager

Mid-level managers: Deputy Factory Manager/Deputy Manager/Section Manager/Deputy Section Manager

Employees: Team Leader/Lead Operator/Officer/Operator/Quality Inspector/Researcher, etc.

## 11. Talent Cultivation

**Educational Training**  
**a total of 1,258**  
**participants**  
 (Excluding pre-employment training)

**Average training**  
**15.8 hours per**  
**person**  
 (Excluding pre-employment training)

**Total investment**  
**NT\$393,086**  
 (Training costs + travel expenses)

- ※ The training includes information on factory emergency response procedures. For detailed information, please refer to the chapter: Occupational Health and Safety - Emergency Response.

To coordinate with business development and human resource planning requirements, the Company arranges orientation training, professional training, certificate training and management training etc. for employees, to enhance the expertise, attitude and skills required for accomplishing their personal and team duties, increase productivity and work quality. Simultaneously, the Company monitor course information that benefits employees' job functions and arrange for their participation in relevant training. We also encourage employees to proactively apply for and participate in relevant seminars and courses that benefit their own work. Flexible, self-directed learning is promoted to ensure employees keep their skills updated and have opportunities to expand their knowledge.

In 2024, regulatory-related training (such as license renewal courses) and department-level practical operation guidance were the primary focus areas. A total of 1,258 training attendances were recorded, amounting to 3,375 training hours (all figures exclude pre-employment training). Some training categories (such as core competency training and management training) were not conducted during the year due to practical scheduling considerations and human resources strategy planning. In the future, training programs will continue to be adjusted based on organizational development and actual needs.

Category	Description	Number of Participants	Hours (hr)	Training expenses (thousand)
<b>Pre-employment training</b>	On-the-job training for new employees during the first three months after onboarding.	33	183	--
<b>Regulatory- required training</b>	Conducting initial and refresher (retraining) courses in accordance with relevant regulatory requirements on environmental protection, safety, health, and corporate governance.	838	2581	222
<b>Core competency training</b>	To ensure the technical skills and capabilities required for organizational success. Divided into motivational competencies (workplace ethics, performance, self-management), behavioral competencies (communication and coordination, teamwork, conflict resolution), and knowledge competencies (environmental knowledge, learning and innovation, value concepts, cost awareness, issue escalation, analysis and problem-solving).	0	0	0
<b>Professional training</b>	Training aimed at enhancing departmental expertise and improving product quality. "Work guidance" refers to supervisors gathering employees to provide operational reminders and to reinforce explanations of easily overlooked points.	420	794	60
<b>ISO training</b>	Training conducted when applying for ISO international standard certification or during its revision, based on company needs.	0	0	0
<b>Management training</b>	Refers to the skills required for management to perform their duties, such as leadership, team building, work planning, and control.	0	0	0

## Average hours of training - by gender

Category	Year	2023	2024
Each female employee		15.2 hr	16.0 hr
Each male employee		13.2 hr	14.5 hr
Each employee		13.6 hr	15.8 hr

## Average hours of training - by job level

Category	Year	2023	2024
Each high-level manager		10.3 hr	3.2 hr
Each mid-level officer		17.7 hr	18.4 hr
Each employee		11.7 hr	14.3 hr

※ For job grade classification criteria, please refer to the chapter: Human Resources.

## 12. Employee Salary and Benefits

### *Material Topics Selected by EMC*

<i>Policy Commitment:</i>	<ul style="list-style-type: none"> <li>Upholding the principles of fairness, reasonableness, and respect for talent, the company is committed to providing a market-competitive salary structure and regularly reviewing and adjusting compensation levels based on employee performance and business results.</li> </ul>
<i>Effects and Impacts:</i>	<p>Positive actual: Enhances workplace morale and employee work efficiency.</p> <p>Negative potential: Failing to provide appropriate benefits may not only lead to talent attrition but also pose legal risks.</p>
<i>Target Setting:</i>	<p>Short-term target (1-3 years):</p> <p>Maintain a current employee retention rate of over 90% (Refer to chapter: Human Resources).</p> <p>Conduct employee satisfaction surveys every two years, achieving results above 75%, to establish a stable workplace and mutual trust between employees and management.</p>
<i>Management Action and Effectiveness:</i>	<ol style="list-style-type: none"> <li>Quarterly bonuses will be determined and distributed based on operating performance, inventory management, product quality, and environmental safety.</li> <li>Quarterly gatherings include dining subsidies, providing subsidies for a total of 524 persons for the quarterly gatherings this year.</li> <li>This year, the number of applicants for parental leave is 2, and all requests were approved.</li> <li>The total number of subsidies for club activities and individual external education and training was 83.</li> <li>Organize activities such as employee trips and family days to promote work-life balance and employee well-being.</li> </ol>
<i>Negotiation with Stakeholders:</i>	<p><u>Employees</u></p> <p>The employee cafeteria is equipped with a "suggestion box" where employee can submit proposals or suggestions.</p>

	<p>The Company's website provides our email address, offering stakeholders a channel to provide feedback.</p> <p>Labor-management meetings are held at least 1 time per quarter, providing a platform for communication between employees and management.</p> <p>The Employee Welfare Committee meets 1 time per quarter as a principle, or convenes meetings as needed based on actual requirements.</p>
<i>Grievance Contact Point:</i>	Administration Department
<i>Disclosure Metrics:</i>	GRI: GRI 202: Market Presence 2016, GRI 401: Employment 2016, GRI 402: Labor/Management Relations 2016, GRI 405: Diversity and Equal Opportunity 2016 <div data-bbox="385 579 874 727">  </div>

※ The Company does not have a union; labor-management communication takes place through labor-management meetings.

## Employee Salary

To ensure employees' basic living standards and enhance work engagement and stability, the Company's average annual salaries for staff each year exceed the minimum wage standards announced under Taiwan's Labor Standards Act. Taking 2024 as an example, the average salary for male employees was 1.39 times the statutory minimum wage, while that for female employees was 1.46 times, indicating that the Company's compensation system shows no significant gender disparity and continues to maintain pay levels above the basic wage.

In the future, the Company will continue to monitor external salary levels and regulatory changes, review its compensation system, and ensure employees receive fair remuneration and basic protections.

### Staff salary standards and local minimum wage comparison table

Item	Year		2022		2023		2024	
	male	female	male	female	male	female	male	female
<b>Average salary multiplier for staff</b>	1.41	1.45	1.34	1.43	1.39	1.46		
<b>Minimum wage announced by Taiwan's Labor Standards Act</b>		NT\$25,250		NT\$26,400		NT\$27,470		

## Average Salary and Median Salary

The average salary of full-time employees in non-supervisory positions in 2024 was NT\$880 thousand, an increase of 11.68% compared with 2023, and the median salary of full-time employees in non-supervisory positions was NT\$784 thousand, an increase of 11.52% compared with 2023. Overall, in addition to salary adjustments, the Company adheres to the business philosophy of profit sharing and appropriately returns the results of the Company's operations to its employees.

Unit: NT\$1,000

Item	2022	2023	2024	Year-on-year Differences
<b>Full-time employees not holding managerial positions</b>	<b>Number of People</b>	187	180	187
	<b>Average salary (NT\$thousand/person)</b>	753	788	880
	<b>Median salary (NT\$thousand/person)</b>	661	703	784

Note: According to the definition by the Stock Exchange, "Full-time employees not holding managerial positions" refer to all employees excluding those in managerial roles (managers), employees of overseas branches, part-time employees, and full-time employees that are eligible for exclusion or exemption from statistical reporting (including both Taiwanese and foreign employees).

## Annual Total Compensation Ratio

<b>The ratio of the annual total compensation of the highest-paid individual in the organization (A) to the median annual total compensation of all other employees in the organization (excluding the highest-paid individual) (B) (A/B)</b>	4.23
<b>The ratio of the annual total compensation of the highest-paid individual in the organization (A) to the median annual total compensation of all other employees in the organization (excluding the highest-paid individual) (B) (A/B)</b>	0.84

1. Compensation data are calculated using annualized salary database figures for full-time employees not holding managerial positions.

## Remuneration and Bonus System

The company's compensation system is based on the 3P theory (position, performance, and proficiency) and aligned with industry standards to ensure market-competitive pay while considering fairness and incentive effects. The bonus system includes various items such as full-attendance bonuses, holiday bonuses, quarterly bonuses, suggestion bonuses, and year-end bonuses. Additionally, in years of company profit, employee remuneration is allocated according to the Company's articles of association, providing tangible recognition of employee contributions.

Since 2015, the Company has established an employee shareholding committee, allowing employees to participate in company operations through savings, encouraging long-term savings, and strengthening retirement security. The Company contributes an additional 20% based on employees' savings as a reward, demonstrating the concept of profit sharing and achieving mutual benefits for both the Company and its employees.

## Employee Satisfaction Survey

To strengthen internal management, enhance employee well-being, and improve overall job satisfaction, the Company conducts employee satisfaction surveys every two years. The survey covers 22 items, including work environment, compensation and benefits, communication and management, and career development. responses are collected anonymously to gather genuine feedback for subsequent improvements.

In 2024, the employee satisfaction survey was conducted from December 2 to December 20, with 188 respondents, achieving a coverage rate of 87.9%. The satisfaction score was 79.0, showing little change from the previous survey. The Company continues to review and improve areas with lower scores, actively considers employee feedback, and develops concrete action plans on key

issues to enhance overall employee satisfaction and organizational cohesion, fostering a more united and sustainable workplace environment.



## Other Benefits

### Other Benefits Measures

The Company provides a diverse range of employee benefits, including allowances for weddings, funerals, and celebrations, support for talents, hobbies, and sports-related external activities, as well as subsidies for quarterly employee meals and company trips. During the monthly employee meetings, the Company celebrates employees with birthdays in that month by presenting birthday cash gifts and presents, enhancing team cohesion and a sense of belonging.

### Workplace Safety and Security

To ensure employees' personal safety in various work environments, the Company provides appropriate personal protective equipment based on workplace and job characteristics, such as helmets, safety shoes, goggles, protective aprons, earplugs, gloves, activated carbon medical masks, and reflective vests, and establishes usage guidelines to reduce operational risks. The Company also provides group medical insurance as a protective and compensatory mechanism in the event of accidents.

### Employee Health Care

The Company arranges annual regular health check-ups for all employees, with items and frequency exceeding legal standards, and designs specific examinations based on different job types and potential exposure risks. Employees can use these check-ups to monitor their health status and discuss results with occupational health staff for follow-up, reinforcing preventive medicine concepts and enhancing overall health management effectiveness.

### Proposal Bonus

To encourage employee innovation and participation in improving operational processes, the Company has a proposal bonus system. Outstanding proposals are publicly recognized during monthly employee meetings and awarded bonuses, acknowledging contributions and enhancing engagement and organizational cohesion. In 2024, a total of five proposals were submitted. Through this mechanism, the Company aims to continuously promote proactive thinking and cross-departmental collaboration among employees, further creating organizational value.

## Encouraging Childbirth

The Company values employees' family care and well-being, providing childbirth bonuses and approving paternity leave and parental leave without pay in accordance with regulations, helping employees balance family and work responsibilities and care for their children with peace of mind. In 2024, two childbirth bonuses were granted, and one employee applied for parental leave without pay. The employee was originally expected to return to work after the leave period but resigned during the leave due to personal plans.

## Retirement Benefits

The Company handles employee retirement matters in accordance with the "Labor Standards Act" and the "Labor Pension Act."

Employees who joined the company on or after July 1, 2005, are covered under the Labor Pension Act (new system). The Company contributes 6% of each employee's monthly salary to their individual retirement accounts established with the Bureau of Labor Insurance. For employees covered under the Labor Standards Act retirement system, the Company contributes 2% of their monthly salary to a designated bank account in accordance with regulations.

## Company Activities

The Company has established an Employee Welfare Committee, with members elected or voluntarily participating from each department. Company managers are invited to attend as needed to assist with resource integration and coordination, ensuring that the committee's operations balance employee interests with the overall interests of the Company.

The Welfare Committee holds regular meetings quarterly in principle, with the number of meetings adjustable based on actual needs. At the beginning of each year, an annual budget is prepared and welfare activities for the year are planned. Various employee welfare initiatives are actively promoted to foster workplace harmony and enhance employee well-being.

### (1) Employee Tour

In 2024, two themed employee tours were planned: a Guishan Island tour in Yilan (September 2023) and a blue tears experience in Matzu (May 2024).

Guishan Island is a volcanic island off the coast of Yilan, named for its turtle-like shape, and is one of Taiwan's well-known natural landscapes. In addition to guided tours on the island, participants can also observe the unique geothermal features and rich marine ecology surrounding the island. The "blue tears" are bioluminescent organisms in the waters around Matzu, which emit a faint blue glow at night when stimulated by waves or boat movement, creating a magical spectacle.

Through these two distinctive trips, employees not only connect with nature and relax, but also enhance communication and team bonding, further strengthening workplace cohesion and fostering a positive atmosphere.

### (2) Company's Year-End Banquet

To show appreciation for employees' hard work throughout the year, the Company holds an annual year-end banquet before the lunar new year, inviting employees and their family members to join the celebration. The event features a variety of activities, allowing employees to enjoy good food and social interaction in a relaxed and joyful atmosphere, further strengthening team cohesion and reflecting the Company's culture of valuing employees and their families.

### (3) Quarterly Gatherings & Family Day

The Welfare Committee provides quarterly subsidies for employee meals, allowing colleagues to organize by themselves. Unlike regular work settings, these meal gatherings allow employees to interact in a relaxed atmosphere, fostering interpersonal connections and team spirit both within and across departments. In 2024, a total of 524 employees participated in meal gatherings, making them an important form of regular interaction and relationship-building among employees.

The Company organizes large-scale family-friendly activities based on operational circumstances, encouraging employees to participate with their families and promoting work-life balance. In 2024, the Family Day was held at the "Duck Box" park in Sanyi, Miaoli, featuring activities such as wood carving and painting DIY and park tours. The event provided employees and their families with a joyful experience, with a total of 160 participants.

### (4) Club Activities and Individual External Education and Training

To support employees in pursuing personal growth and diverse interests, the Welfare Committee provides monthly subsidies for club activities, encouraging participation in various external courses and activities such as photography, cooking, and sports, catering to different learning and lifestyle needs. In 2024, a total of 9 applications were submitted for individual external training subsidies, while club activity subsidies were utilized 74 times, demonstrating the Company's support for employees' personal and professional development.

## 13. Occupational Safety and Health

### *Identification of Major Topics*

<i>Policy Commitment:</i>	<ul style="list-style-type: none"> <li>Identify and assess occupational hazards and risks in the workplace, provide regular education and training to equip employees with proper safety and health knowledge and response capabilities, and ensure compliance with relevant labor safety and health regulations and other applicable requirements.</li> </ul>
<i>Effects and Impacts:</i>	<p><b>Positive actual:</b> Foster a strong workplace safety culture, protects employee safety, and enhances efficiency and corporate value.</p> <p><b>Negative potential:</b> Employee exposure to unsafe environments may increase physical and mental strain, raise the risk of accidents, and affect business operational stability.</p>
<i>Target Setting:</i>	<p><b>Short-term target (1-3 years):</b></p> <ul style="list-style-type: none"> <li>Maintain zero occupational accidents.</li> <li>Maintain proper use of PPE.</li> <li>Maintain safety orientation for new employees.</li> </ul>
<i>Management Action and Effectiveness:</i>	<ol style="list-style-type: none"> <li>Implementing ISO 45001:2018 standards, the latest certification is valid until November 2026.</li> <li>Established a Health and Safety Committee and held 4 meetings this year to formulate, plan, supervise, and promote improvements in potential unsafe conditions.</li> <li>This year, on-site health consultations provided by medical personnel totaled 153 cases, with no maternity protection cases reported.</li> </ol>

## Identification of Major Topics

<b>Negotiation with Stakeholders:</b>	<p>4. Emergency response-related education and training were completed, with a total of 516 participants.</p> <p>5. There was 1 work safety accident this year, resulting in a loss of 6 workdays.</p> <p><u>Employees</u></p> <p>Continuing to promote the 6S methodology within the factory, with weekly patrols and 2 meetings per month to present self-inspection and cross-inspection results, followed by improvement initiatives.</p>
<b>Grievance Contact Point:</b>	<p>Factory office, ESH center</p>
<b>Disclosure Metrics:</b>	<p>GRI: GRI 403: Occupational Health and Safety 2018, GRI 416: Customer Health and Safety 2018, GRI 417: Marketing and Labeling 2018</p> 

To enhance autonomous management and continually improve occupational health and safety performance, reduce occupational hazards, and safeguard the safety and health of employees and contractors. The Company obtained OHSAS 18001 certification in 2005 and has since conducted hazard assessments, identification, awareness, and management of the work environment, machinery and equipment, and chemical substances. In 2020, the system was upgraded to ISO 45001 (2018 version). In addition to occupational health and safety, the Company has also obtained ISO 9001 quality certification and ISO 14001 environmental certification. The latest certification validity period for all certificates is from November 2023 to November 2026.



▲ Quality certification: ISO 9001:2015



▲ Environmental certification: ISO 14001:2015



▲ OHS certification: ISO 45001:2018

## Product Safety and Responsibility

The Company ensures that product packaging is correctly classified and labeled in accordance with the United Nations' Globally Harmonized System of Classification and Labeling of Chemicals (GHS). During the shipping preparation stage, the Company provides complete product labeling information and Safety Data Sheets (SDS) in accordance with relevant regulations, using appropriate languages, hazard statements, and label sizes as required by domestic and international laws. Additionally, product inspection reports and certificates of conformity issued by the company are included with shipments to help customers understand and correctly use the products.

In 2024, the Company did not violate any regulations related to product and service information labeling, nor were there any breaches of marketing and communication regulations.

## Hazard Identification, Risk Assessment and Accident Investigation

The Company operates in accordance with ISO management systems, conducting hazard and risk assessments of the work activities and the environment, classifying the impact of workers' injuries and illnesses, the scope of environmental hazards, and the hazards of chemicals. Based on identified risks related to safety and health hazards, management plans, operational controls, emergency responses, and education training programs are established.

When changes occur in processes, activities, or services that involve conditions, methods, raw materials, machinery or equipment, facilities, or utilities affecting the process, a "Change Request and Evaluation Form" should be submitted. Simultaneously, hazard identification and risk assessment for the changed operations should be conducted. This includes updating or establishing relevant documents, conducting personnel notification and training after the change, and performing safety inspections before implementation to control the change effectively.

Regarding occupational accident investigation, proactive indicators (near-miss incidents and safety proposals), along with reactive indicators (past accident experiences, penalties, and audit results), are incorporated into routine 6S inspection themes. Inspectors are tasked with conducting self-inspections, and regular meetings of the Health and Safety Committee are held to report on occupational accident statistics, promote safety and health, review workplace inspections, corrective and preventive measures. Potential unsafe conditions are logged for improvement and tracking to prevent and mitigate occupational injuries. In 2024, 4 Health and Safety Committee meetings were convened.

## Contractor Management

To ensure contractors' operational safety and environmental protection responsibilities while working with the Company, clear management mechanisms are established for outsourced projects and contracted operations:

### Pre-operation Notification and Briefing

All contractors must understand and comply with the Company's "Safety, Health, and Environmental Regulations" before project contracting and construction, and are responsible for providing thorough briefings and training to their own personnel.

## Contracts and Commitment Documents

After signing the subcontracting agreement, contractors must sign the “Outsourced Work Safety Contract” before commencing work on-site to confirm both parties’ responsibilities and cooperation regarding safe operations.

## Control and Permitting of High-risk Operations

For high-risk operations (such as fire work, confined spaces, working at heights, lifting operations, pipeline interruptions, excavation, and operations in tank storage areas), contractors must submit a “Safety Work Permit” in advance, which must be reviewed and issued by the Company’s relevant units before work can proceed. This system effectively controls potential risks, preventing occupational accidents and environmental impacts.

## Supervision During Operations

During the execution of the project, the Company assigns personnel to conduct regular on-site inspections and safety audits. Any abnormalities identified are reported immediately, and corrective actions are required to ensure that operations comply with occupational safety and environmental protection requirements.

# Emergency Response

### *Identification of Major Topics*

<i>Policy Commitment:</i>	<ul style="list-style-type: none"> <li>Establishing emergency response plans and reporting mechanisms to prevent and properly handle potential accidents. Conducting regular risk assessments and drills to ensure that employees possess the correct emergency response knowledge and skills.</li> </ul>
<i>Effects and Impacts:</i>	<p>Positive actual:</p> <p>All employees receive training in fire safety, hazardous substances, and first-aid knowledge and skills. This not only effectively reduces workplace accident risks, but also enables them to bring the latest safety concepts and emergency response techniques back to their homes and communities, helping to build a safer living environment.</p> <p>Negative potential:</p> <p>If emergency response drills and proper reporting channels are not effectively implemented, employees may lack basic knowledge of chemical handling and disaster evacuation. In the event of a major incident, the impact could extend to numerous families and surrounding communities, causing significant disruption to business operations.</p>
<i>Target Setting:</i>	Short-term target (1-3 years): Continue conducting two fire and emergency response drills each year.
<i>Management Action and Effectiveness:</i>	<ol style="list-style-type: none"> <li>Establish emergency response procedures and plan appropriate handling measures for different types of incidents.</li> <li>Conduct two fire and emergency response drills each year in accordance with regulations.</li> <li>Regularly inventory emergency response equipment to ensure it remains in good working condition.</li> </ol>
<i>Negotiation with Stakeholders:</i>	<p><u>Employee, community</u></p> <p>During regular drills, allow employees to handle fire-fighting equipment and emergency response tools to ensure they can operate them effectively in an actual</p>

<b>Grievance Contact Point:</b>	emergency. Establish a community notification system to alert surrounding units immediately in the event of a disaster.
<b>Disclosure Metrics:</b>	Factory office, ESH center  GRI: GRI 403: Occupational Health and Safety 2018
	 

The Company has established emergency response procedures, conducting fire and hazardous chemical disaster drills two times annually in accordance with the regulations to ensure employees understand evacuation routes and contingency procedures on-site. Additionally, external education and training programs are implemented according to regulatory requirements and educational plans. These include fire drills, hazardous substances emergency drills, respiratory protection programs, general chemical hazard awareness training for employees, forklift accident prevention, and certification required by law. These measures aim to mitigate the impact on personnel and the community in the event of a disaster.

### Emergency Response-related Education and Training

Item	Year	2022	2023	2024
<b>Number of internal trainers</b>		666	705	451
<b>Number of external trainers</b>		38	66	65
<b>Total number of persons</b>		704	737	516

## Occupational disaster

In the event of an occupational accident, the incident is reported promptly according to regulations, and relevant personnel immediately undertake necessary actions. After immediate containment is completed, follow-up investigation and analysis of causes are conducted. Depending on the findings, hazard identification and risk assessment are reviewed, and preventive measures are formulated. The incident is then reported by the responsible unit at the monthly employee meeting to inform all employees about the causes of the disaster and the measures taken to prevent its recurrence.

In 2024, 1 occupational safety incident was reported, resulting in 6 lost workdays. The incident involved an employee who came into contact with a corrosive chemical but did not wash immediately; after some time, the affected area became dehydrated, causing a corrosive burn that required medical treatment. All personnel have been briefed on unsafe behaviors, disposable protective aprons have been added, and employees are now strongly required to follow company procedures in situations with safety concerns, emphasizing the seriousness of health hazards. In 2024, there were 1 incident of employees being involved in traffic accidents during their commute to and from work.

Item	Year	2022	2023	2024
<b>Average number of persons per year</b>	persons	212	204	211
<b>Hours of sick leave</b>	hours	1,298.5	1,819.0	1,153.5
<b>Absence Rate *Note 1</b>	%	0.31	0.45	0.27
<b>Occupational Injury *Note 2</b>	cases	2	1	1
<b>Occupational disease</b>	cases	0	0	0
<b>Lost working day</b>	days	6	5	6
<b>Total working hours *Note 3</b>	hours	434,458	413,336	450,202
<b>Injury Rate (IR)</b>	%	0.92	0.48	0.44
<b>Occupational disease rate</b>	%	0	0	0
<b>Injury frequency rate (FR)</b>	%	4.60	2.42	2.22
<b>Severity (SR)</b>	%	13.81	12.09	13.33
<b>Number of deaths on duty</b>	cases	0	0	0

Note 1: The calculation method for absence rate: [Days Absent (Occupational Accident Injury + Sickness)/Total Days Worked] x 100%; excluding commuting accidents

Note 2: Occupational injuries: exclude commuting traffic accidents

Note 3: Total hours worked: including overtime hours. The data is based on the declaration of "the Ministry of Economy and the General Accounting Office of the Executive Yuan Manufacturing Salary Express Report for Employees", but does not include the employees who left the company in the current month.

## Employee Health Check-ups and Maternal Health Protection

### *Identification of Major Topics*

<i>Policy Commitment:</i>	<ul style="list-style-type: none"> <li>● Ensure employees' physical and mental health by creating a safe, healthy, and vibrant work environment, protecting the health and workplace rights of female employees during pregnancy and childcare, and fostering a gender-friendly workplace culture.</li> </ul>
<i>Effects and Impacts:</i>	<p><b>Positive actual:</b> Fulfils legal responsibilities, demonstrates the foundation of human care and compassion, attracts talented personnel, and enhances the Company's competitiveness for sustainable development.</p> <p><b>Negative potential:</b> Neglecting employee health may harm labor-management relations, increase absenteeism affecting work efficiency, and even impact workforce structure.</p>
<i>Target Setting:</i>	<p><b>Short-term target (1-3 years):</b> Maintain annual health check-ups for all employees, with an overall participation rate of over 90%.</p>
<i>Management Action and Effectiveness:</i>	<ol style="list-style-type: none"> <li>1. Maintain good communication with department heads to promptly address any incidents involving employees. This includes injuries, reoccurrence of old injuries, or female employees entering pregnancy. Immediate concern or arrangement for nurse consultations should be provided to offer the most reassuring support.</li> <li>2. Health check-ups are conducted annually. This year, a total of 185 employees underwent health check-ups, with a participation rate of 92.0%.</li> </ol>

## Identification of Major Topics

<b>Negotiation with Stakeholders:</b>	<p>3. Consultation sessions with doctors and nurses are arranged for employees. This year, a total of 153 employees received health consultations, with no maternal health protection consultations received.</p> <p><u>Employees</u></p> <p>Occupational health nurses visit the plant four times a month, and doctors visit twice a year, providing employees with opportunities to better understand their health status. For health check-related recommendations, employees can consult the ESH Center.</p>
<b>Grievance Contact Point:</b>	<p>Administration Department, ESH Center</p>
<b>Disclosure Metrics:</b>	<p>GRI: GRI 403: Occupational Health and Safety 2018</p> 

The Company, in accordance with the "Occupational Safety and Health Act" and the "Regulations on Labor Health Protection," conducts annual employee health check-ups. The frequency and scope of these check-ups exceed current regulatory standards with the participation rate maintaining over 90%.

The results of annual health check-ups are retained and maintained by the ESH Center. Based on the health check-up results, employees with abnormalities are promptly advised to visit a hospital for further examination. Additionally, when health services are provided by on-site nursing staff, consultations and follow-up arrangements are scheduled. The frequency of on-site health services is conducted according to regulations, with physicians visit the plant 2 times a year, while nursing staff visits 4 times a month.

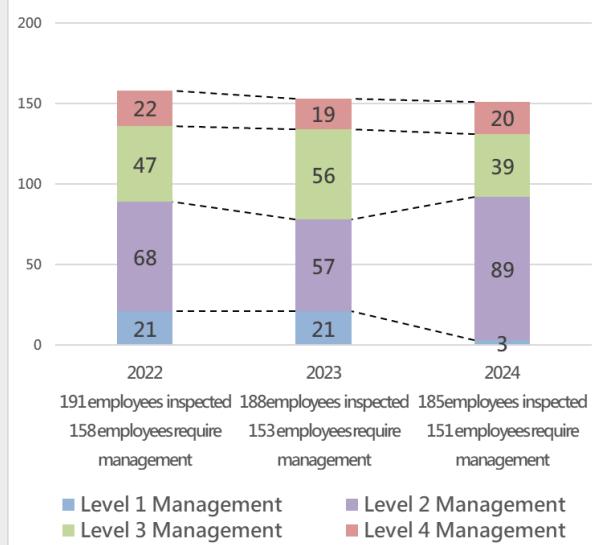
Regarding maternal protection, upon notification from the department supervisor, the employee is scheduled for consultations with nursing staff during early, mid, and late pregnancy to monitor physical changes, provide pregnancy-related information, and establish psychological support. In 2024, no maternity protection cases were recorded.

Item	Year	2022	2023	2024
<b>The number of persons who undergo health check-ups</b>		191	188	185
<b>Percentage of total employees</b>		92.0%	93.1%	92.0%
<b>The number of persons who undergo health consultation</b>		77	104	153
<b>The number of persons who undergo maternal health consultations</b>		2	4	0

## Graded Management of Employee Health Status

### Level management of regular on-the-job health check-up results for general employees

In 2024, a total of 185 employees underwent health check-ups, of which 151 required level management. Distribution of health levels in recent years and explanations of the changes are as follows:



Level	Definition	Description of changes compared with the previous year
<b>Level 1 Management</b>	Can be managed by employees themselves	The changes in employee numbers here are due to the contracted medical institution reviewing the grading of each examination item annually and appropriately adjusting the management approach, resulting in distribution changes as the items vary.
<b>Level 2 Management</b>	Recommend re-examination and provide health education	
<b>Level 3 Management</b>	Requires medical consultation and treatment	The decrease in employee numbers here is due to actual improvements in health conditions, such as reduced proportions of abnormal blood pressure and lipid levels. The Company will continue to monitor and steadily maintain employee health.
<b>Level 4 Management</b>	Requires immediate medical attention and consultation with a physician	No significant change in the number of employees.

※ The levels in this table are defined by the contracted nursing institution.

※ From 2022 to 2024, the contracted nursing institution was Tai-An Hospital Shuang Shi Branch.

### Level management of health check-ups for particularly hazardous operations

The Company analyzes and manages employee health check-up results in accordance with the "Labor Health Protection Rules" and arranges for occupational health nurses to provide follow-up guidance or refer employees to specialized medical resources. In 2024, 185 employees underwent health check-ups, of whom 78 were subject to particularly hazardous operations health examinations. Since an individual may be involved in multiple hazardous tasks, level management is calculated based on the number of cases rather than individuals.



Level	Definition
<b>Level 1 Management</b>	Results from special health checks or health follow-up checks are either entirely normal or show some abnormalities, but the physician's comprehensive assessment deems them as non-abnormal.
<b>Level 2 Management</b>	Results from special health checks or health follow-up checks show partial or complete abnormalities, but the physician's comprehensive assessment deems them as abnormal and unrelated to work.
<b>Level 3 Management</b>	Results from special health checks or health follow-up checks show partial or complete abnormalities. The physician's comprehensive assessment deems these results as abnormal, and the relationship between the abnormalities and work cannot be determined. Further evaluation by a specialist in occupational medicine is required.
<b>Level 4 Management</b>	Results from special health checks or health follow-up checks show partial or complete abnormalities, and the physician's comprehensive assessment deems them as abnormal and related to work.

※ The level definitions in this table are based on the "Guidelines for Health Examinations for Particularly Hazardous Operations" issued by the Occupational Safety and Health Administration, Ministry of Labor.

The Company will continue to optimize its health management system, strengthen preventive healthcare awareness, create a safe and healthy work environment, and ensure that health risks are identified early and properly managed.

## 14. Community Communication

To reduce and mitigate the impact of business activities on the community, the Company continuously assesses potential environmental impacts, particularly on air quality, water quality, and noise, and conducts regular, strict monitoring and management in accordance with relevant regulatory requirements. Additionally, the Company provides multiple convenient communication channels, such as phone and email, allowing nearby residents to voice opinions or raise questions at any time, promoting transparent two-way communication and fostering a harmonious and

mutually supportive community environment.

Item	Location	Nangang factory	Dayuan Plant
		Nangang Industrial Zone	Dayuan Industrial Zone
Air		With the application, change and extension of permits and outsourcing of volatile organic compounds emission testing. In 2024, all tests met the regulatory standards.	
Water		In accordance with the Water Pollution Control Measures and Test Reporting Management Regulations, we conduct external testing 2 times a year. In 2024, both tests met the required standards.	
Noise		In accordance with the Implementation Measures for Labor Environmental Monitoring, we conduct regular external testing each year. For 2024, all tests met the required standards.	

Stakeholder complaint channel: <https://www.twemc.com/contact-us>

## Chapter 4 Appendices

### 1. Appendices 1 GRI General Disclosures

Statement of Use	Evermore Chemical Industry Co., Ltd. has reported the information cited in this GRI content index for the period January 1, 2024, to December 31, 2024 with reference to the GRI Standards.
GRI 1 used	GRI 1: Foundation 2021
Applicable GRI Industry Standard(s)	None

### GRI 2: General Disclosure 2021

Number		Disclosure Metrics	Corresponding Chapter	Page
1. The organization and its reporting practices	2-1	Organization details	Company Profile	7
	2-2	Entities included in organization's sustainability reporting	Group Locations	10
	2-3	Reporting period, frequency and contacts	About the Report	3
	2-4	Restatements of information	About the Report	3
	2-5	External assurance/assurance	About the Report	3
2. Activities and workers	2-6	Activities, value chain and other business relationships	Company Profile	7
	2-7	Employees	Human Resources	70
	2-8	Workers who are not employees	Human Resources	70
3. Governance	2-9	Governance structure and composition	Board members and their professional backgrounds	18
	2-10	Nomination and selection of the highest governance body	Board members and their professional backgrounds	18
	2-11	Chair of the highest governance body	Board members and their professional backgrounds	18
	2-12	Role of the highest governance body in overseeing the management of impacts	ESG Center	41

Number	Disclosure Metrics		Corresponding Chapter	Page
4. Strategy, policies and practices	2-13	Delegation of responsibility for managing impacts	ESG Center	41
	2-14	Role of the highest governance body in sustainability reporting	ESG Center	41
	2-15	Conflicts of interest	Recusal of directors for conflicts of interest	20
	2-16	Communication of critical concerns	Integrity Operation	25
	2-17	Collective knowledge of the highest governance body	Board members and their professional backgrounds	18
	2-18	Evaluation of the performance of the highest governance body	Performance Evaluation of the Governance Body	24
	2-19	Remuneration Policies	Remuneration Policies	23
	2-20	Process to determine remuneration	Remuneration Policies	23
	2-21	Annual Total Compensation Ratio	Employee Salary and Benefits	25
5. Negotiation with Stakeholders	2-22	Statement on sustainable development strategy	Business Philosophy and Sustainability Policies	8
	2-23	Policy commitment	Letter from the Chairman & General Manager	5
	2-24	Embedding policy commitments	Letter from the Chairman & General Manager	5
	2-25	Processes to remediate negative impacts	Whistleblowing Channels	27
	2-26	Mechanisms for seeking advice and raising concerns	Whistleblowing Channels	27
	2-27	Legal compliance	Legal Compliance	85
	2-28	Membership associations	External Participation	14
	2-29	Approach to stakeholder engagement	Negotiation with Stakeholders	43
	2-30	Collective bargaining agreements	Employee Benefits	78

## 2. Appendices 2 GRI 200, 300 and 400 Topic-specific Standards

### GRI 3: Material Topics 2021

Number	Disclosure Metrics	Corresponding Chapter	Page
3-1	Process to determine material topics	Process for identification for stakeholders:	43
3-2	List of material topics	List of material topics	47
3-3	Management of material topics	List of material topics	47

### GRI 200, 300 and 400 Topic-specific Standards

Category	Disclosure Metrics		Corresponding Chapter	Page
201: Economic Performance 2016	201-1	Direct economic value generated and distributed	Business Performance	13
	201-2	Financial implications and other risks and opportunities due to climate change (TCFD)	Climate Risk and Opportunity Identification Table	48
	201-3	Defined benefit plan obligations and other retirement plans	Retirement Benefits	78
	201-4	Financial assistance received from government	Product Research and Development and Improvement	36
202: Market Presence 2016	202-1	Ratios of standard entry level wage by gender compared to local minimum wage	Grassroots salary standards and local minimum wage comparison table	76
	202-2	Proportion of senior management hired from the local community	Human Resources	70
204: Procurement	204-1	Proportion of spending on local suppliers	Raw Material Procurement Management	28

Category	Disclosure Metrics		Corresponding Chapter	Page
<b>Practices 2016</b>				
<b>205: Anti-corruption 2016</b>	205-1	Operations assessed for risks related to corruption	Risk assessment for dishonest conduct	26
	205-2	Communication and training about anti-corruption policies and procedures	Continuous promotion	26
	205-3	Confirmed incidents of corruption and actions taken	Whistleblowing Channels	27
<b>GRI 302: Energy 2016</b>	302-1	Energy consumption within the organization	Energy usage and intensity	51
	302-2	Energy consumption outside of the organization	Energy consumption outside the organization has not yet been calculated.	--
	302-3	Energy intensity	Energy usage and intensity	51
	302-4	Reduction of energy consumption	Energy-saving initiatives and implementation status	55
	302-5	Reductions in energy requirements of products and services	Energy-saving initiatives and implementation status	55
<b>GRI 303: Water and Effluents 2018</b>	303-1	Interactions with water as a shared resource	Water Resources	57
	303-2	Management of water discharge-related impacts	Water Resources	57
	303-3	Water intake	Water Resources	57
	303-4	Water discharge	Water Resources	57
	303-5	Water consumption	Water Resources	57
<b>GRI 305: Emissions 2016</b>	305-1	Direct (Scope 1) GHG emissions	Greenhouse Gas Emissions	54
	305-2	Energy indirect (Scope 2) GHG emissions	Greenhouse Gas Emissions	54
	305-4	GHG emissions intensity	Greenhouse Gas Emissions	54
	305-5	Reduction of greenhouse gas emissions	Greenhouse gas reduction indicators and targets	55
	305-7	Nitrogen oxides (NOx), sulfur oxides (SOx), and other significant air emissions	Air Pollution Emissions	61
<b>GRI 306: Waste 2020</b>	306-1	Waste generation and significant waste-related impacts	Waste-related impacts on inputs, activities and output processes	62
	306-2	Management of significant waste-related impacts	Industry Waste Generation and Reduction Strategies	64
	306-3	Waste generated	Waste-related impacts on inputs, activities and output processes	62
	306-4	Waste diverted from disposal	Waste Disposal Data	63
<b>GRI 308: Supplier Environmental Assessment 2016</b>	308-1	New suppliers that were screened using environmental criteria	New supplier evaluation	30
	308-2	Negative environmental impacts in the supply chain and actions taken	Supplier Management	28
<b>GRI 401: Employment 2016</b>	401-1	New employee hires and employee turnover	Human Resources	70
	401-2	Benefits provided to full-time employees that are not provided to temporary or part-time employees	Employee Benefits	78
	401-3	Parental leave	Encouraging Childbirth	78
<b>GRI 403: Occupational Health and Safety 2018</b>	403-1	Occupational Health and Safety Management System	Occupational Safety and Health	85
	403-2	Hazard Identification, Risk Assessment and Accident Investigation	Hazard Identification, Risk Assessment and Accident Investigation	82
	403-3	Occupational Health Services	Employee Health Check-ups and Maternal Health Protection	85
	403-4	Worker participation, consultation, and communication on occupational	Employee Health Check-ups and Maternal Health Protection	85

Category	Disclosure Metrics		Corresponding Chapter	Page
<b>GRI 403: Health and Safety 2016</b>	403-5	health and safety		
	403-5	Worker training on occupational health and safety	Employee Health Check-ups and Maternal Health Protection	85
	403-6	Promotion of worker health	Employee Health Check-ups and Maternal Health Protection	85
	403-7	Prevention and mitigation of occupational health and safety impacts directly linked by business relationships	Hazard Identification, Risk Assessment and Accident Investigation	82
	403-8	Workers covered by an occupational health and safety management system	Occupational disaster	84
	403-9	Work-related injuries	Occupational disaster	84
	403-10	Work-related ill health	Occupational disaster	84
	404-1	Average hours of training per year per employee	Talent Cultivation	73
	405-1	Diversity of governance bodies and employees	Human Resources	70
	406-1	Incidents of discrimination and corrective actions taken	Human Rights Assessment Form	67
<b>GRI 408: Child Labor 2016</b>	408-1	Operations and suppliers at significant risk for incidents of child labor	Human Rights Assessment Form	67
<b>GRI 409: Forced or Compulsory Labor 2016</b>	409-1	Operations and suppliers at significant risk for incidents of forced or compulsory labor	Human Rights Assessment Form	67
<b>GRI 413: Local Communities 2016</b>	413-2	Operations with significant actual and potential negative impacts on local communities	Community Communication	88
<b>GRI 414: Supplier Social Assessment 2016</b>	414-1	New suppliers that were screened using social criteria	Supplier survey	29
	414-2	Negative social impacts in the supply chain and actions taken	Supplier Management	28
<b>GRI 417: Marketing and Labeling 2016</b>	417-1	Requirements for product and service information and labeling	Product Safety and Responsibility	82
	417-2	Incidents of non-compliance concerning product and service information and labeling	Product Safety and Responsibility	82
	417-3	Incidents of non-compliance concerning marketing communications	Product Safety and Responsibility	82
<b>GRI 418: Customer Privacy 2016</b>	418-1	Substantiated complaints concerning breaches of customer privacy and losses of customer data	Customer Service and Privacy Protection	73

### 3. Appendices 3 Items disclosed pursuant to the "Corporation Rules Governing the Preparation and Filing of Sustainability Reports by TWSE Listed Companies"

## (I) Article 4, Schedule 1-2 Sustainability Disclosure Indicators - Chemical Industry

Number	Indicator	Disclosed Content in 2024		
I	Total energy consumption, Percentage of purchased electricity, percentage of renewable energy and total amount of self-generated energy	Total energy consumption:		
		Product electricity consumption	40,640	GJ
		Diesel for power equipment	541	GJ
		Natural gas consumption	60,349	GJ
		Steam consumption	1,777	GJ
		Gasoline consumption for trucks and vehicles	667	GJ
		Percentage of purchased electricity	38.92	%
		Percentage of renewable energy	0.44	%
		Total amount of self-generated energy	456	GJ
II	Total water intake, consumption and discharge of waste (sewage) water required by laws and regulations or disclosed voluntarily	Total water intake	43.382	Thousand m <sup>3</sup>
		Total water consumption	30.522	Thousand m <sup>3</sup>
		Discharge of waste (sewage) water	12.860	Thousand m <sup>3</sup>
III	The total amount of hazardous waste produced in the production process of products according to the requirements of laws and regulations or voluntarily disclosed and recovery percentage	Total amount of hazardous waste	145.71	Tonne
		Waste Reuse	95.24	%
IV	Number of occupational injuries and the injury rate	Number of People	1	persons
		The Injury Rate (IR)	0.44	%
V	Operations with significant actual and potential negative impacts on local communities	Corresponding chapter: Community Communication (P.88)		
VI	Specific and effective mechanisms and actions taken by the enterprise itself and its suppliers to reduce the negative impact on the environment of society	Corresponding chapter: Supplier Management (P.28~31)		
VII	The amount of product produced by product category	PU synthetic resin	15,353	Tonne
		Polyester Polyol Resin	1,534	Tonne

※ The total self-generated energy is calculated in accordance with the definitions in the “Renewable Energy Development Act,” the “Regulations on Renewable Energy Certificates,” or related sub-regulations.

※ Percentage of purchased electricity = Product electricity consumption ÷ Total energy consumption ×100

## (II) Article 4-1, Schedule 2 - Climate-related Information for Listed Companies

	Item	Corresponding Chapter	Page
1	Describe the oversight and governance of climate-related risks and opportunities by the Board and management	Sustainable Environment	40
2	Describe how the identified climate risks and opportunities impact your business, strategy and finances (short, medium and long term)	Climate Related Risks and Financial Impact Analysis	49
3	Describe the financial impact of extreme weather events and transition actions	Climate Related Risks and Financial Impact Analysis	49
4	Describe how climate risk identification, assessment and management processes are integrated into the overall risk	Climate risk management	48

	Item	Corresponding Chapter	Page
	management system		
5	If scenario analysis is used to assess resilience to climate change risks, the scenarios, parameters, assumptions, analytical factors and major financial impacts used should be stated.	Not configured yet	--
6	Where there is a transformation plan to address climate-related risks, describe the content of the plan and the indicators and targets used to identify and manage physical and transformation risks.	Climate Related Risks and Financial Impact Analysis	49
7	If internal carbon pricing is used as a planning tool, the basis for setting the price should be explained	Not configured yet	--
8	If climate-related targets are set, information such as the activities covered, greenhouse gas emission ranges, planning schedules, progress achieved each year, and, if carbon credits or renewable energy certificates (RECs) are used to achieve the targets, the source and quantity of carbon credits or the quantity of renewable energy certificates (RECs) that are offset.	Not configured yet	--
9	The details of the greenhouse gas inventory and assurance, as well as reduction targets, strategies, and specific action plans, are provided in sections 1-1 and 1-2.	According to the Sustainable Development Guidemap for TWSE- and TPEx-Listed Companies published by the Financial Supervisory Commission, the Company is scheduled to complete verification by 2028.	

## 1-1 The Company's greenhouse gas inventory and assurance status for the past two years

1-1-1 GHG inventory information: Describe the greenhouse gas emissions for the last two years (in metric tons of CO<sub>2</sub>e), intensity (in metric tons of CO<sub>2</sub>e per NT\$ million), and data coverage scope.

Item	Year	2023	2024
<b>Scope 1 (tco<sub>2</sub>e)</b>		3380.208	3543.903
<b>Scope 2 (tco<sub>2</sub>e)</b>		4981.760	5518.222
<b>Scope 3 (tco<sub>2</sub>e)</b>		67822.622	90929.421
<b>Operating income (NT\$million)</b>		1478.090	1691.203
<b>Emissions Intensity of Scope 1</b>		2.2867	2.0955
<b>Emissions Intensity of Scope 2</b>		3.3704	3.2629
<b>Emissions Intensity of Scope 3</b>		45.8853	53.7661

Range: The Company only

The Scope 3 inventory standards and emission measurement items include: Category 1 Purchased goods and services, and Category 12 End-of-life treatment of sold products.

1-1-2 GHG assurance information: Provide a description of the status of the most recent two-year assurance, including the scope of the assurance, the assurance organization, the assurance criteria, and the opinion of the assurance.

The Company has not yet verified its GHG emissions. According to the Sustainable Development Guidemap for TWSE- and TPEx-Listed Companies published by the Financial Supervisory Commission, the Company is scheduled to complete verification by 2028.

1-2 Greenhouse gas reduction targets, strategies, and specific action plans: Describe the base year of greenhouse gas reduction and its data, reduction targets, strategies and specific action plans and achievement of reduction targets.

For detail information, please refer to the chapters: ESG Center (P.37), Energy Management (P.47)

## 4. Appendices 4 Accounting Standard 2 SASB

Code	Disclosure metrics	Chapter	Page
RT-CH-110a.1	Scope 1 greenhouse gas emissions (tons CO2e) Scope 1 Percentage of greenhouse gas emissions subject to emission limit regulations (%)	Greenhouse Gas Emissions	54
RT-CH-110a.2	Management strategies or plans for greenhouse gas emissions in scope 1, including emission reduction targets, performance analysis, etc.	Greenhouse gas reduction indicators and targets	55
RT-CH-120a.1	Air Pollutant Emissions: 1. Nitrogen oxides (NOx) 2. Sulfur oxides (SOx) 3. Volatile Organic Compounds (VOCs) 4. Hazardous air pollutants (HAPs)	Air Pollution Emissions	61
RT-CH-130a.1	1. Total energy consumed 2. Percentage of grid electricity 3. Percentage of renewable energy 4. Total self-generated energy	Energy usage and intensity	52
RT-CH-140a.1	1. Total water intake 2. Total water consumption	Water Resources	57
RT-CH-140a.2	Number of incidents of non-compliance with water quality-related emission permits, standards, or regulations.	Water Resources	57
RT-CH-140a.3	Descriptions of water management risks and discussion of strategies and practices to mitigate those risks	Water Resources	57
RT-CH-150a.1	Amount of hazardous waste generated, percentage recycled	Industry Generation and Reduction Strategies	61
RT-CH-210a.1	Discussion of engagement processes to manage risks and opportunities associated with community interests	Community Communication	88
RT-CH-320a.1	1. Employee and contractor total recordable incident rate (TRIR): (number of recordable incidents × 200,000) / total hours worked 2. Fatality rate	Occupational disaster	84
RT-CH-320a.2	Description of efforts to assess, monitor, and reduce exposure of employees and contract workers to long-term (chronic) health risks	Employee Health Check-ups and Maternal Health Protection	85
RT-CH-410a.1	Revenue from products designed for usephase resource efficiency	Product Categories	64
RT-CH-410b.1	1. Percentage of products that contain Globally Harmonised System of Classification and Labelling of Chemicals (GHS) Category 1 and 2 Health and Environmental Hazardous Substances 2. Percentage of such products that have undergone a hazard assessment		
RT-CH-410b.2	Discussion of strategy to (1) manage chemicals of concern and (2) develop alternatives with reduced human and/or environmental impact	Product Research and Development and Improvement	36
RT-CH-410c.1	Percentage of products by revenue that contain genetically modified organisms (GMOs)	Evermore chemical has no such products	--
RT-CH-530a.1	Discussion of corporate positions related to government regulations and/or policy proposals that address environmental and social factors affecting the industry	Sustainable Environment	40
RT-CH-540a.1	Process Safety Incidents Count (PSIC), Process Safety	Occupational disaster	84

Code	Disclosure metrics	Chapter	Page
	Total Incident Rate (PSTIR), and Process Safety Incident Severity Rate (PSISR)		
RT-CH-540a.2	Number of transport incidents		

## 5. Appendices 5 TCFD Climate-Related Financial Disclosure Recommendations

Aspect	Item	Corresponding Chapter	Page
<b>Governance</b>	a) Describe how the Board oversees climate-related risks and opportunities. b) Describe the role of management in assessing and managing climate-related risks and opportunities.	Sustainable Environment	40
<b>Strategy</b>	a) Describe the climate-related risks and opportunities the organization has identified over the short-, medium-, and long-term. b) Describe the impact of climate-related risks and opportunities on the organization's business, strategy, and financial planning. c) Describe the resilience of the organization's strategy, taking into consideration different climate-related scenarios, including a 2°C or lower scenario.	Climate Related Risks and Financial Impact Analysis Climate Related Risks and Financial Impact Analysis	49 49
<b>Risk Management</b>	a) Describe the organization's processes for identifying and assessing climate-related risks. b) Describe the organization's processes for managing climate-related risks. c) Describe how the processes for identifying, assessing, and managing climate-related risks are integrated into the organization's overall risk management framework.	Climate risk management	48
<b>Indicators and Objectives</b>	a) Disclose the metrics the organization uses to assess climate-related risks and opportunities in line with its strategy and risk-management processes. b) Disclose Scope 1, Scope 2, and, if appropriate, Scope 3 greenhouse gas (GHG) emissions, and the related risks. c) Describe the targets the organization uses to manage climate-related risks and opportunities, and the performance in achieving these targets.	Sustainable Environment Greenhouse Gas Emissions ESG Center Energy Management	40 54 40 51

# 6. Appendices 6 Accountant Independent Assurance Report



安永聯合會計師事務所

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## English Translation of a Report Originally Issued in Chinese

### **Independent Auditor's Limited Assurance Report**

To: Evermore Chemical Industry Co., Ltd.

#### **Scope**

We have been engaged by Evermore Chemical Industry Co., Ltd. (“Evermore Chemical”) to perform a “limited assurance engagement”, as defined by Standards on Assurance Engagements issued by the Accounting Research and Development Foundation in Taiwan, here after referred to as the engagement, to report on Evermore Chemical’s selected sustainability performance indicators (“the Subject Matter”) in Evermore Chemical’s 2024 ESG Report (“the Report”).

#### **Selected Information and the Applicable Criteria**

Regarding the Subject Matter and the applicable criteria (“Criteria”), please refer to Appendix 1.

#### **Management's Responsibility**

Evermore Chemical’s management is responsible for selecting the Criteria, including referencing to the *Taiwan Stock Exchange Corporation Rules Governing the Preparation and Filing of Sustainability Reports by TWSE Listed Companies* and *GRI Standards 2021* issued by the Global Reporting Initiative (“GRI”), and the other criteria developed by the Entity for the selected Subject Matter, based on the Entity’s industry characteristics, and for presenting the Subject Matter in accordance with that Criteria, in all material respects. This responsibility includes establishing and maintaining internal controls, maintaining adequate records and making estimates that are relevant to the preparation of the subject matter, such that it is free from material misstatement, whether due to fraud or error.

#### **EY's responsibilities**

Our responsibility is to express a conclusion on the presentation of the Subject Matter based on the evidence we have obtained.

We conducted our engagement in accordance with *Assurance Engagements Other than Audits or Reviews of Historical Financial Information ('TWSAE 3000')* issued by the Accounting Research and Development Foundation in Taiwan. Those standards require that we plan and perform our engagement to express a conclusion on whether we are aware of any material modifications that need to be made to the Subject Matter in order for it to be in accordance with the Criteria, and to issue a report. The nature, timing, and extent of the procedures selected depend on our judgment, including an assessment of the risk of material misstatement, whether due to fraud or error.



We believe that the evidence obtained is sufficient and appropriate to provide a basis for our limited assurance conclusions.

#### **Our independence and quality management**

We have maintained our independence and confirm that we have met the requirements of the *Code of Ethics for Professional Accountants* issued by the International Ethics Standards Board for Accountants, and the *Norm of Professional Ethics for Certified Public Accountant of the Republic of China* (NCPAAROC Code), and have the required competencies and experience to conduct this assurance engagement.

We also apply *Standard on Quality Management 1, "Quality Management for Firms that Perform Audits or Reviews of Financial Statements, or Other Assurance or Related Services engagements,"* issued by the Accounting Research and Development Foundation in Taiwan which requires that we design, implement and operate a system of quality management including policies or procedures regarding compliance with ethical requirements, professional standards and applicable legal and regulatory requirements.

#### **Description of procedures performed**

Procedures performed in a limited assurance engagement vary in nature and timing from and are less in extent than for a reasonable assurance engagement. Consequently, the level of assurance obtained in a limited assurance engagement is substantially lower than the assurance that would have been obtained had a reasonable assurance engagement been performed. Our procedures were designed to obtain a limited level of assurance on which to base our conclusion and do not provide all the evidence that would be required to provide a reasonable level of assurance.

Although we considered the effectiveness of management's internal controls when determining the nature and extent of our procedures, our assurance engagement was not designed to provide assurance on internal controls. Our procedures did not include testing controls or performing procedures relating to checking aggregation or calculation of data within IT systems.

A limited assurance engagement consists of making enquiries, primarily of persons responsible for preparing the selected sustainability performance indicators and related information, and of applying analytical and other appropriate procedures.

Our procedures included:

- Conducted interviews with Evermore Chemical's personnel to understand the business and reporting process.



- Through interviews and inspection of relevant documents, to understand the key stakeholders of Evermore Chemical, the expectations and needs of the key stakeholders, and the communication channels between the two parties, and how Evermore Chemical responds to such expectations and needs ;
- Conducted interviews with Evermore Chemical's key personnel to understand the process for collecting, collating and reporting the subject matter during the reporting period.
- Checked that the calculation criteria have been correctly applied in accordance with the methodologies outlined in the Criteria.
- Undertook analytical procedures of the data and made inquiries of management to obtain explanations for any significant differences we identified.
- Identified and tested assumptions supporting calculations.
- Tested, on a sample basis, underlying source information to check the accuracy of the data.
- Read the Report to ensure the implementation of overall sustainable responsibility and reporting process is consistent with our understanding.

#### **Inherent Limitations**

Considering non-financial information contains within the Report are subject to measurement uncertainties, the selection of different measurement techniques can result in materially different measurement. Also, assurance engagements are based on selective testing of information being examined, and it is not possible to detect all existing material misstatements whether resulting from fraud or error.

#### **Conclusion**

Based on our procedures and the evidence obtained, we are not aware of any material modifications that should be made to the selected sustainability indicators, in order for it to be in accordance with the Criteria.

Ernst & Young, Taiwan

Chen, Ming Hung

29 July 2025

#### *Notice to Readers*

*The reader is advised that the assurance report has been prepared originally in Chinese. In the event of a conflict between the assurance report and the original Chinese version or difference in interpretation between the two versions, the Chinese language assurance report shall prevail.*



Appendix 1 : Information on the subject matter selected by Evermore Chemical and its applicable standards. In accordance with Article 4, Appendix1-2(hereinafter referred to as the " Rules ") of the " Rules Governing the Preparation and Filing of Sustainability Reports by TWSE Listed Companies ", emphasize the disclosure of information and the summary of selected subject matter information.

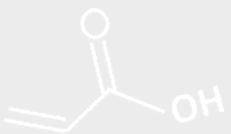
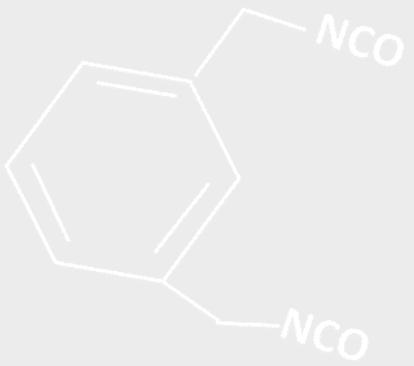
No.	Page	Content title	Subject matter information	Applicable criteria																																	
1	53、 91- 92	Sustainable Environment	<p>Evermore Chemical's 2024 energy consumption is as follows :</p> <table border="1" style="margin-left: auto; margin-right: auto;"> <thead> <tr> <th colspan="3">Unit : GJ</th> </tr> <tr> <th>Item</th> <th>2024</th> <th></th> </tr> </thead> <tbody> <tr> <td>Electricity and refrigeration consumption</td> <td>40,640</td> <td></td> </tr> <tr> <td>Diesel for power equipment</td> <td>541</td> <td></td> </tr> <tr> <td>Natural gas consumption</td> <td>60,349</td> <td></td> </tr> <tr> <td>Steam consumption</td> <td>1,777</td> <td></td> </tr> <tr> <td>Gasoline consumption for trucks and service cars</td> <td>667</td> <td></td> </tr> </tbody> </table> <table border="1" style="margin-left: auto; margin-right: auto;"> <thead> <tr> <th>Quantitative Indicator</th> <th>Unit</th> <th>2024</th> </tr> </thead> <tbody> <tr> <td>Percentage of purchased electricity</td> <td>%</td> <td>38.92</td> </tr> <tr> <td>Percentage of renewable energy</td> <td>%</td> <td>0.44</td> </tr> <tr> <td>Total amount of self-generated energy</td> <td>GJ</td> <td>456</td> </tr> </tbody> </table> <p>Note: The total amount of self-generated energy is based on the definition of the "Renewable Energy Development Act", "Implementation Regulations Governing Renewable Energy Certificates ", or related sub-laws.</p>	Unit : GJ			Item	2024		Electricity and refrigeration consumption	40,640		Diesel for power equipment	541		Natural gas consumption	60,349		Steam consumption	1,777		Gasoline consumption for trucks and service cars	667		Quantitative Indicator	Unit	2024	Percentage of purchased electricity	%	38.92	Percentage of renewable energy	%	0.44	Total amount of self-generated energy	GJ	456	Evermore Chemical's 2024 energy management statistics
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2	58、 91- 92	Sustainable Environment	<p>Evermore Chemical's 2024 water withdrawal is as follows :</p> <table border="1" style="margin-left: auto; margin-right: auto;"> <thead> <tr> <th colspan="2">Unit : m<sup>3</sup></th> </tr> <tr> <th>Item</th> <th>2024</th> </tr> </thead> <tbody> <tr> <td>Water withdrawal</td> <td>43,382</td> </tr> <tr> <td>Water consumption</td> <td>30,522</td> </tr> <tr> <td>Water discharge</td> <td>12,860</td> </tr> </tbody> </table> <p>Note: Water withdrawal = Water consumption plus Water discharge</p>	Unit : m <sup>3</sup>		Item	2024	Water withdrawal	43,382	Water consumption	30,522	Water discharge	12,860	Evermore Chemical's 2024 water withdrawal and wastewater discharge statistics																							
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3	63-64、91-92	Sustainable Environment	<p>Evermore Chemical's 2024 waste reusing percentage is as follows :</p> <table border="1" style="width: 100%; border-collapse: collapse;"> <thead> <tr> <th colspan="4" style="text-align: right;">Unit : Tons</th> </tr> <tr> <th>Category</th> <th>code</th> <th>Processing method</th> <th>Clearance volume</th> </tr> </thead> <tbody> <tr> <td rowspan="3" style="text-align: center;">Hazardous Waste</td> <td rowspan="2" style="text-align: center;">C-0301</td> <td style="text-align: center;">Incineration</td> <td style="text-align: right;">6.93</td> </tr> <tr> <td style="text-align: center;">Reuse</td> <td style="text-align: right;">1.14</td> </tr> <tr> <td style="text-align: center;">B-0347</td> <td style="text-align: center;">Reuse</td> <td style="text-align: right;">137.64</td> </tr> <tr> <td colspan="2" style="text-align: right;">Subtotal</td> <td style="text-align: right;">145.71</td> <td></td> </tr> <tr> <td colspan="2" style="text-align: right;">Percentage of Recycled Waste</td> <td style="text-align: right;">95.24%</td> <td></td> </tr> </tbody> </table> <p>Note : Percentage of Recycled Waste= Reuse of Hazardous Waste/Total of Hazardous Waste</p>	Unit : Tons				Category	code	Processing method	Clearance volume	Hazardous Waste	C-0301	Incineration	6.93	Reuse	1.14	B-0347	Reuse	137.64	Subtotal		145.71		Percentage of Recycled Waste		95.24%		Evermore Chemical's 2024 waste generation and reduction statistics
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4	84、91-92	Friendly Workplace	<p>Evermore Chemical's occupational injury status for employees in 2024 is as follows :</p> <table border="1" style="width: 100%; border-collapse: collapse;"> <thead> <tr> <th>Item</th> <th>Unit</th> <th>2024</th> </tr> </thead> <tbody> <tr> <td>Absence rate</td> <td>%</td> <td style="text-align: right;">0.27</td> </tr> <tr> <td>Lost working days</td> <td>Days</td> <td style="text-align: right;">6</td> </tr> <tr> <td>Occupational disease</td> <td>cases</td> <td style="text-align: right;">1</td> </tr> <tr> <td>Injury rate (IR)</td> <td>%</td> <td style="text-align: right;">0.44</td> </tr> <tr> <td>Occupational disease rate</td> <td>%</td> <td style="text-align: right;">0</td> </tr> <tr> <td>Number of deaths on duty</td> <td>Number</td> <td style="text-align: right;">0</td> </tr> </tbody> </table> <p>Note :</p> <ol style="list-style-type: none"> <li>1. Absence rate%=[Days Absent (occupational accident injury + sickness)/total days worked] ×100%; exclude commuting accidents.</li> <li>2. Total hours worked: including overtime hours. The data is based on the declaration of "the Ministry of Economy and the General Accounting Office of the Executive Yuan Manufacturing Salary Express Report for Employees", but does not include the employees who left the company in the current month.</li> </ol>	Item	Unit	2024	Absence rate	%	0.27	Lost working days	Days	6	Occupational disease	cases	1	Injury rate (IR)	%	0.44	Occupational disease rate	%	0	Number of deaths on duty	Number	0	Evermore Chemical's 2024 occupational safety and health statistics				
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5	87-88、91-92	Friendly Workplace	<p>Evermore Chemical conducts regular inspections and management of air quality, water quality, and noise in accordance with relevant regulations set by the competent authorities. For air quality, odor pollutants from stack P701 are tested annually by an external contractor; wastewater is tested twice a year by external contractor; and noise levels are also inspected annually by an outsourced provider. In 2024, there was no failure to pass the tests for air quality, water quality, and noise.</p>	Evermore Chemical's 2024 community communication statistics																									



No.	Page	Content title	Subject matter information	Applicable criteria																								
6	30-31、91-92	Corporate Governance	<p>Evermore Chemical's supplier evaluation results in 2024 are as follows :</p> <table border="1"> <thead> <tr> <th>Level</th><th>Score</th><th>Number of Supplier Transactions</th><th>Percentage</th></tr> </thead> <tbody> <tr> <td>Level A</td><td>90 points (inclusive) and above</td><td>193</td><td>94.15%</td></tr> <tr> <td>Level B</td><td>80 points (inclusive) ~ 89 points</td><td>12</td><td>5.85%</td></tr> <tr> <td>Level C</td><td>60 points (inclusive) ~ 79 points</td><td>0</td><td>0.00%</td></tr> <tr> <td>Level D</td><td>Below 60 points</td><td>0</td><td>0.00%</td></tr> <tr> <td>Total</td><td></td><td>205</td><td>100%</td></tr> </tbody> </table>	Level	Score	Number of Supplier Transactions	Percentage	Level A	90 points (inclusive) and above	193	94.15%	Level B	80 points (inclusive) ~ 89 points	12	5.85%	Level C	60 points (inclusive) ~ 79 points	0	0.00%	Level D	Below 60 points	0	0.00%	Total		205	100%	Evermore Chemical's 2024 supplier management statistics
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7	11、91-92	About Evermore Chemical Industry	<p>Evermore Chemical's net product output by item in 2024 is as follows :</p> <table border="1"> <thead> <tr> <th>Item</th><th>2024</th></tr> </thead> <tbody> <tr> <td>Polyurethane (PU) Resin</td><td>15,353</td></tr> <tr> <td>Polyester Polyol (PE)</td><td>1,534</td></tr> </tbody> </table>	Item	2024	Polyurethane (PU) Resin	15,353	Polyester Polyol (PE)	1,534	Evermore Chemical's 2024 product categories statistics																		
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**日勝化工股份有限公司**

**EVERMORE CHEMICAL INDUSTRY CO., LTD.**

