Taiwan Prosperity Chemical Corporation

2024 Sustainability Report

Environmental • Social • Governance

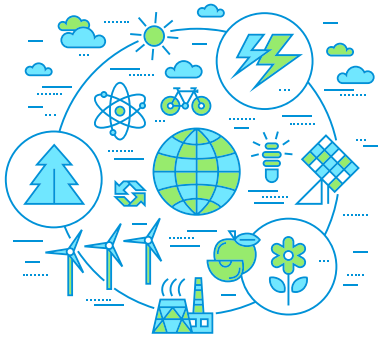
Reduce, Reuse, Recycle For A Sustainable Future

CCP Chang Chun Group

Report Profile

Over the years, TPCC has consistently focused on its main business and is committed to providing customers with products of excellent quality. TPCC was merged into Chang Chun Group (hereinafter referred to as “CCPG” or the “Group”) in 2021, and has planned for sustainable operations in accordance with Chang Chun Group's sustainability strategy. We understand that the chemical industry has many impacts on economic development, environmental sustainability, and social development. Therefore, we, as responsible citizens, demonstrate our determination to fulfill our corporate social responsibility, coexist with the environment, prosper with our partners, and pursue sustainable operations.

The 2024 Sustainability Report prepared by TPCC reveals to our stakeholders the efforts and achievements of our proactive commitment to sustainability and corporate social responsibility based on the principles of openness, transparency and honesty. This report describes the Company's organizational overview and sustainable management practices, as well as its actions in corporate governance, operating performance, product responsibility, environmental protection, employee care and corporate social responsibility.



Reporting Period and Publication Date of the Report	TPCC issues an annual sustainability report for the previous year on a in August of every year. The previous version was issued in August 2024, and the current "2024 TPCC Sustainability Report" is issued in August 2025, covering the period from January 1, 2024, to December 31, 2024. To present the trends over the years, some information in this report includes data from the previous 3 years (retrospective to 2022). If the scope of other data disclosures differs from the aforementioned, detailed annotations will be provided in the respective sections. Unless otherwise specified, all monetary amounts are in New Taiwan Dollars (NTD).
Restatements of Information	Due to errors in previous reporting periods, the energy intensity data for 2022 and 2023 have been adjusted.
Reporting Boundary	The reporting boundary of this report includes TPCC's Taipei headquarter and the Linyuan plant in Kaohsiung.
Report Preparation Principles	The content structure of this report follows the GRI Standards issued by the Global Sustainability Standards Board (GSSB) and the SASB Standards – Chemicals issued by the International Sustainability Standards Board (ISSB) for reporting and disclosing information. This fully presents TPCC's management approach and performance in key ESG topics. Please refer to the appendix for the SASB Standards and GRI Standards index tables. The financial data used in the report is based on the financial statements. The social data covers the Taipei head office and the Linyuan plant in Kaohsiung; environmental data is primarily disclosed based on the main production site at the Linyuan Plant in Kaohsiung.
Report Management Process and External Guarantee/ Assurance	This Report was compiled by the TPCC ESG editorial team in accordance with the policies of the ESG Operation Office of Chang Chun Group. The ESG editorial team was formed by the heads of all relevant departments/units of TPCC. All data is collected by the relevant departments, and has been confirmed by internal supervisors. This report has been commissioned to KPMG, which conducted a limited assurance engagement in accordance with Assurance Standard No. 3000 "Assurance Engagements Other Than Audits or Reviews of Historical Financial Information" issued by the Accounting Research and Development Foundation of the Republic of China (based on International Standard on Assurance Engagements 3000). The selected information, applicable criteria, and the limited assurance report are included in the appendix of this report.
Contact Person	Should you have doubts about or recommendations for this Report, please feel free to contact us through the following ways: Company Website: http://www.tpcc.com.tw Address: 7F., No. 301, Songjiang Rd., Zhongshan Dist., Taipei City Tel.: 02-2563-3228 E-mail: ccpgcsr@ccp.com.tw



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Decision Maker's Statement

With the rise of trade protectionism and the divergence of various technical standards and regulations, the export-driven petrochemical industry faced challenges throughout 2024 due to dramatic fluctuations in raw material prices, increasingly stringent environmental policies, and regional political disputes. Meanwhile, the improvement in production capacity in China's chemical industry led to a significant increase in bulk chemical exports, which greatly squeezed TPCC's product sales. However, by continuously expanding into new markets for product sales, optimizing product quality, and reducing production costs, TPCC's operating performance in 2024 showed a significant improvement compared with 2023.

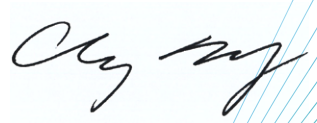
To respond to the advent of the carbon monetization era, Chang Chun Group (CCPG) introduced an internal carbon pricing mechanism in 2024 as the core of its overall carbon asset management. In 2024, TPCC reduced total emissions by 12,243 tCO_2e. Facing the forthcoming carbon fee levy to be implemented by the Ministry of Environment, we have planned a voluntary reduction program that is expected to cut emissions by about 810,000 tCO_2e by 2030. In 2024, by optimizing distillation tower operating conditions and feedstock ratios, TPCC recovered a total of 18,000 tons of steam. Additionally, by recycling wastewater from boiler area analyzers to the cooling tower for reuse, we save approximately 32,000 tons of water each year, continually demonstrating TPCC's commitment to driving carbon reduction and environmental sustainability since joining CCPG.

In addition, we have established a plant-wide VOC gas detector data visualization management platform and actively retrieve data from the regulatory authority's Special Industrial Zone Air Quality Monitoring System, transmitting it to the plant management platform to take more proactive measures, rapidly identify potential leak sources within the plant, and eliminate them. At the same time, we have stipulated a self management standard that component leak detection readings must be below 100 ppm, far exceeding the regulatory limit of 1000 ppm. This demonstrates that we not only focus on manufacturing and developing more competitive products but also are committed to environmental protection and fostering an eco-friendly environment.

In December 2024, we obtained AEO certification, which demonstrates that we have established a comprehensive risk management system and an effective and rigorous information security system, ensures that all our business activities are conducted in compliance, and exemplifies our commitment to advancing the Governance aspect of ESG.

“Talent” is one of the core driving forces of corporate sustainable development, and we recognize that valuing employee welfare and creating a safe work environment are key to talent retention. Thus, we offer new graduates salary packages that exceed industry standards, further encourage employees to participate in professional skills training and obtain certifications, and, through the CCPG's “Chang Chun e-Learning Academy” platform, provide employees with more diverse learning channels. CCPG has long been committed to fostering a diverse, equitable, and inclusive workplace, and TPCC will, in accordance with CCPG's comprehensive “selection, development, and retention of talent” system, cultivate professionals with expertise and management skills and establish a talent pool for sustainable corporate development.

TPCC upholds CCPG's spirit of continually pursuing sustainable operations after its 75 years of dedication to the petrochemical industry. In 2024, President Lin Shu-Hung received the Wealth Magazine Taiwan 50 Influence Award, symbolizing recognition of CCPG's long-term dedication to creating a safe petrochemical industry environment and enhancing product competitiveness. In the foreseeable future, operating in the petrochemical industry will become increasingly challenging. However, we fully understand that Taiwan's petrochemical sector contributes to the economy not only through its output value but also by supplying petrochemical materials locally, playing a critical role for the semiconductor, medical, energy, and consumer industries. TPCC will follow CCPG's footsteps and continue to play a leading role in carbon reduction, green technologies, AI applications and sustainable development, firmly believing that only through innovation and surpassing can we move toward a better tomorrow.

Chairman 

2024 ESG Performance

Environmental

Environmental expenditure and investment amounted to NTD **164** million.

The annual water-saving project reduced water consumption by **17.77** million liters.

The annual energy-saving project achieved **12,243** tCO_2e carbon reduction.

Social

100% completion rate of legal compliance and human rights education training.

Local employee ratio reached **82.1**%

The annual childcare subsidy disbursement amounted to **779,926** NTD.

Governance

100% signing rate of the Supplier Code of Conduct.

Local procurement ratio reached **78**%

No incidents of corruption, anti-competitive behavior, trust, or monopoly-related reports occurred in 2024.

ch 1 TPCC Profile

1. Organization Profile
2. Products and Value Chain
3. Green Processes and Sustainable Practices
4. Operating Performance



1 Organization Profile

Founded in 1991, TPCC was the first professional manufacturer of phenol/acetone products in Taiwan, belonging to the commodity chemicals manufacturing industry. In August 2021, TPCC was merged into the Chang Chun Group. The Company actively engages in system integration at all levels by drawing on CCPG's experience and strengths, in the hope of maximizing operational synergies with CCPG and providing key energy for the development of the global supply chain.

TPCC Overview

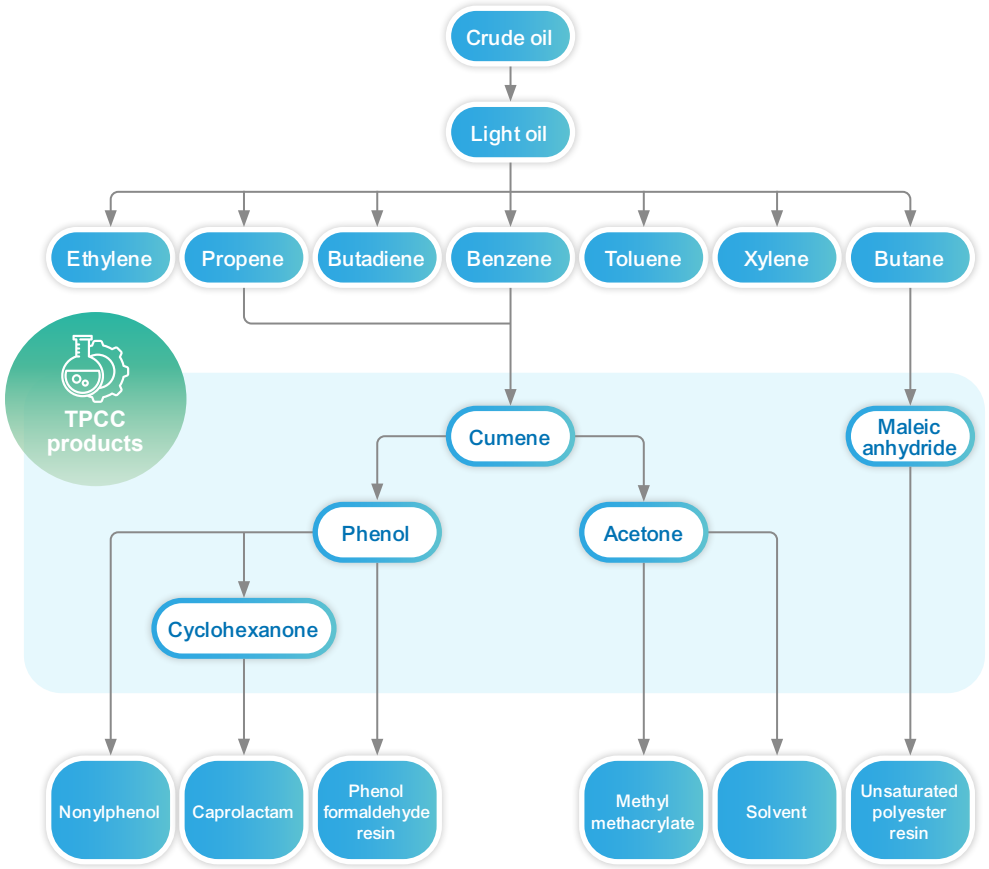
Formal Company Name	Taiwan Prosperity Chemical Corporation
Date of establishment	May 28, 1991
Location of the Headquarters	7F, No. 301, Songjiang Rd., Zhongshan District, Taipei City, Taiwan
Manufacturing Plant Address	No. 9, Gongye 3rd Rd., Linyuan Dist., Kaohsiung City
Chairman	Davy Cheng
President	Hou-Fu Chen
Capital	NT$1.052 billion

Philosophy

- Integrity
- Customer First
- Creative Innovations

2 Products and Value Chain

TPCC is engaged in the manufacture and sale of commodity chemicals, mainly phenol, acetone, cyclohexanone, and maleic anhydride, all of which are important petrochemical intermediates. The upstream raw materials come from the petrochemical industry, and the downstream applications cover a wide range, including fibers, electromechanical, construction, automobiles, printed circuit boards, engineered plastics, specialty chemicals, papermaking, pharmaceuticals, and pesticides, etc.



In accordance with the Group's customer relationship management strategy, TPCC develops product business roadmaps and, through the Group's sophisticated business strategies and comprehensive integration of upstream and downstream resources, proactively monitors market developments, plans market expansion strategies, and deepens cooperation with clients.

Applications and Markets

Major Products	Major Downstream Applications	Major Sales Regions
Phenol	Industrial raw materials, additives, dyestuffs, pharmaceutical compounds, phenolic resins, adhesives, bactericidal and antiseptic agents	Taiwan, China
Acetone	Solvents, acrylic materials	Taiwan, China, Southeast Asia
Cyclohexanone	Solvent, reaction triggering agent, Nylon 6	Taiwan, Southeast Asia
Maleic anhydride	Unsaturated polyester resin, additives, surfactants	Middle East, India

3 Green Processes and Sustainable Practices

With the goal of greening the production process, TPCC is committed to reducing energy waste and improving production efficiency in the production process, and is currently promoting the following projects at the Linyuan plant:

Process Improvement

Optimization of distillation column operating conditions

enables the recovery of approximately **10,000** tons of steam per year.

Optimization of the raw material feed ratio

enables the recovery of approximately **8,000** tons of steam per year.

Other Environmental Protection Practices

Recovering wastewater from the boiler area analyzers for reuse in the cooling water tower

saves approximately **32,000** tons of water per year.

Installing high-efficiency dehydrators enhances energy efficiency

saving **280** tons of steam per month.

4 Operating Performance

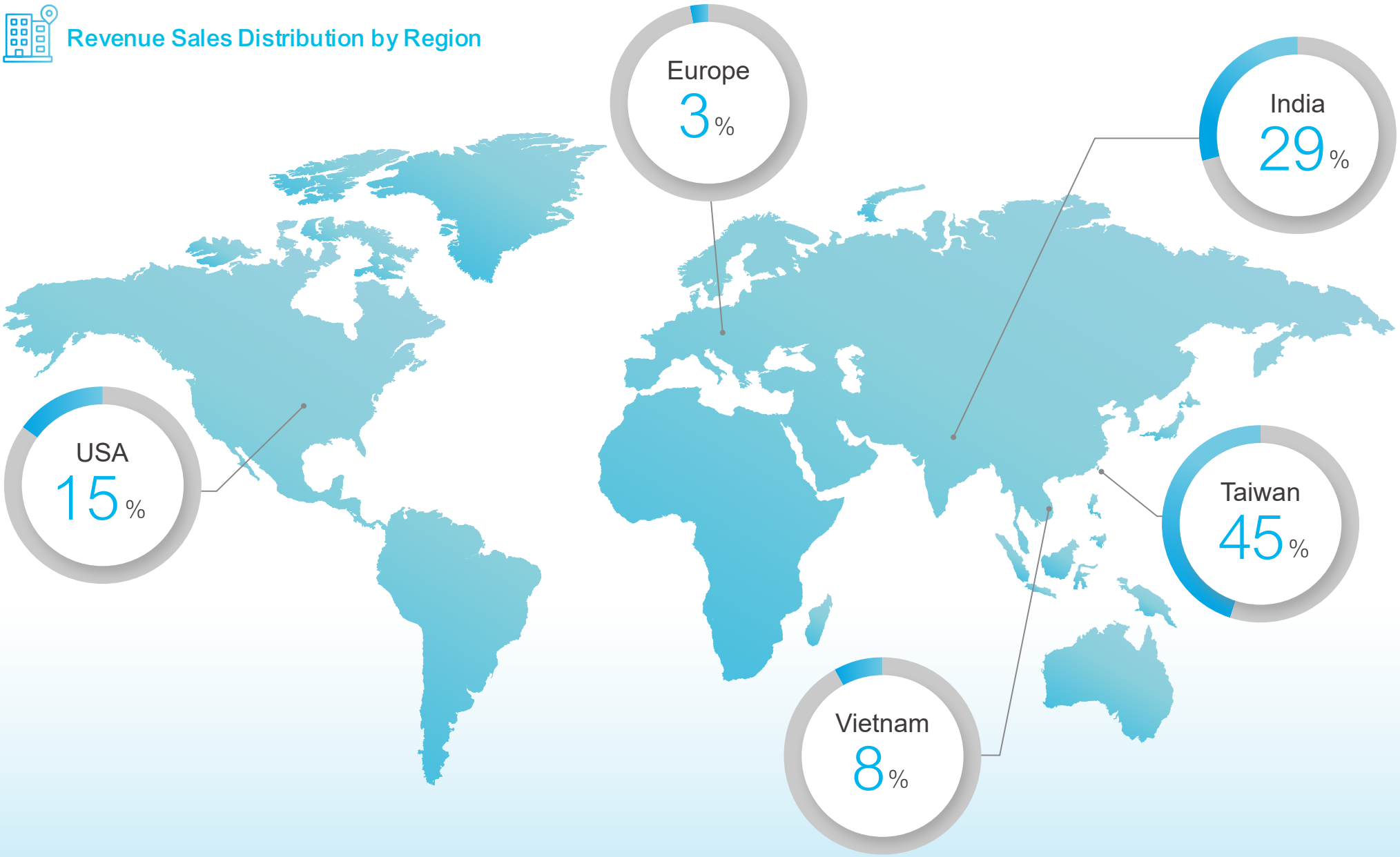
In 2024, revenue was NTD 8,160 million, a 120% increase over 2023; although net profit remained negative, the total loss narrowed by NTD 100 billion compared to 2023, demonstrating that after joining the Chang Chun Group, the initiatives to stabilize plant operating rates, optimize production costs, improve product quality, expand product sales regions and develop downstream applications have taken effect.

2022 to 2024 Operating Performance

Unit：NTD millions

Item	2022	2023	2024
Net sales (or net interest income)	10,192	3,725	8,160
Net profit for the period (before tax)	-268	-1,247	-235
Net profit for the period (after tax)	-498	-1,247	-235
Total assets	5,538	3,608	4,565
Total liabilities	867	186	370
Total shareholder equity	4,671	3,422	4,195

Revenue Sales Distribution by Region



ch2 Sustainable Management

1. ESG Governance and Management Organization
2. Stakeholder Engagement
3. Material Topic Identification and Impact Management



1 ESG Governance and Management Organization

After joining the Chang Chun Group, TPCC gradually integrated its sustainable development strategy with the Group's, following the Chang Chun Group's ESG Committee structure. Under this structure, TPCC established the ESG Operation Office and four groups: Governance, Social, Environmental, and Supply Chain Management. The heads of the primary responsible departments serve as the executive secretaries for the ESG Operation Office and each group, and also act as committee members.

The ESG Operation Office supports various coordinating departments and integrates issues with factory representatives. It reports on sustainability performance and stakeholder communication results to the ESG Committee on a quarterly basis. In 2024, the ESG Working Group held three meetings and the ESG Committee held one meeting.

Chang Chun Group Board of Directors and Supervisors

Chang Chun Group ESG Committee Chairman and three Presidents

ESG Operation Office

Governance Team Vice President of Finance Department Executive Secretary	Environmental Team Manager of Safety and Health Department Executive Secretary	Social Team Vice President of Human Resource Department Executive Secretary	Supply Chain Management Team Vice President of Procurement Department Executive Secretary
Relevant co-organizers	**Relevant co-organizers**	**Relevant co-organizers**	**Relevant co-organizers**
• Management Department • Audit Department • Legal Department • Procurement Department • Quality Assurance Department • Financial Department • Human Resource Department • Safety and Health Department • Marketing & Sales Department • Overseas Marketing & Sales Department • Chang Chun Factory Counterparts • TPCC Counterparts	• Safety and Health Department • Technology and Engineering Department • R&D Department • Product Standards Department • Marketing & Sales Department • Overseas Marketing & Sales Department • Quality Assurance Department • Chang Chun Factory Counterparts • TPCC Counterparts	• Management Department • Human Resource Department • Safety and Health Department • R&D Department • Product Standards Department • Marketing & Sales Department • Overseas Marketing & Sales Department • Quality Assurance Department • Chang Chun Factory Counterparts • TPCC Counterparts	• Management Department • Quality Assurance Department • Procurement Department • Human Resource Department • Safety and Health Department • R&D Department • Marketing & Sales Department • Overseas Marketing & Sales Department • Chang Chun Factory Counterparts • TPCC Counterparts

2 Stakeholder Engagement

The Company adopts multiple communication channels and regularly communicates with different stakeholders to obtain opinions from various parties. We also follow the suggestions of various parties to evaluate and review the direction of improvement, thus realizing two-way interaction with stakeholders.

The following table summarizes the communication with each type of stakeholders in 2024

Category	Importance of Stakeholders to TPCC	Communication Channels	Communication Frequency	2024 Communication Results
Customers	"Customer First" is TPCC's consistent business philosophy. By treating all customers with integrity, TPCC ensures that every customer can confidently receive our services, while fostering sustainable growth together with our customers.	• Phone calls, letters, faxes, web pages • Customer visits, visits to customers • Exhibitions • Customer Satisfaction Survey • Customer plant visits and evaluations • Establishment of customer complaint channels	Occasional: Communication via phone calls, emails, faxes, and web pages Occasional: Customer visits, technical services, and participation in exhibitions	1 customer satisfaction survey. Average customer satisfaction score: 4.70
Suppliers/ Contractors	Suppliers and contractors are the essential foundation for TPCC to maintain excellent product quality and service. They are also indispensable partners in achieving a sustainable supply chain.	• Phone calls, letters, faxes, web pages • Visits to and from suppliers/contractors • Education and training to suppliers/ contractors • Supplier evaluation and audit	Occasional: Mutual visits with suppliers/contractors Every year: Multiple forms of education and training are provided to suppliers/contractors Occasional: On-site audits of suppliers are conducted based on assessments of supplier importance, quality/delivery Occasional: Communication via phone calls and emails Twice a year: Transportation safety meetings are held	There are 11 qualified raw material suppliers, 4 qualified transportation suppliers, and 180 qualified contractors with whom we have transactions. Safety and health training for contractors amounted to 1,320 participants, totaling 1,320 hours. Number of corporate social responsibility risk assessments conducted on major raw material suppliers: 4, all of which were rated as low risk.
Community Residents Around the Plant	TPCC upholds the spirit of "taking from society and giving back to society." By listening to the community, engaging in positive two-way interactions, and delivering a positive impact, we aim to co-create a sustainable future together.	• Each facility offers a complaint hotline, mail, guard booths • Participate in/sponsor community events • Environmental/public facilities adoption and maintenance • Invitations to visit the factory	Occasional: Visits to community residents or invitations to tour the site Every year: Actively sponsor local events and adopt and maintain public facilities	Linyuan Petrochemical Industrial Area Neighborly Fund of NTD 2.16 million.

Category	Importance of Stakeholders to TPCC	Communication Channels	Communication Frequency	2024 Communication Results
Shareholders/ Joint ventures	Shareholders and joint venture partners support TPCC on our sustainability journey, and TPCC is committed to demonstrating corporate value through outstanding operating performance and practicing sustainable governance.	• Board of Directors (BOD) • Management meetings and monthly reports	Each year: At least four board meetings are held Monthly: Held management meetings	Held 4 board meetings
Staff	"Talent" is TPCC's most important asset. By creating a friendly and stable workplace environment, we foster employee cohesion and deepen their sense of belonging.	• Various work meetings (quality, environment, safety, production, etc.) • Employee welfare meetings • Internal meetings or seminars • Annual performance review • Education and training • Complaint mailboxes, electronic bulletin boards, questionnaires, interviews	Weekly/Monthly/Quarterly/Yearly: Work meetings Quarterly: Employee welfare meetings Every year: Held one representative meeting with each union Occasional: Communications via complaint mailboxes, electronic bulletin boards, questionnaires, interviews Every year: Performance evaluations are conducted once a year, and regular assessments are conducted four times a year	Planned training courses 6 employee welfare meetings 4 labor-management conferences 1 Pension Committee meeting 1 annual performance review
Government/ Competent Authorities	TPCC strictly adheres to legal regulations and maintains open communication channels with government authorities, jointly promoting stable and sustainable growth in the industry.	• Cooperated with the central and local authorities in the promotion and briefing sessions, reviews, audits, and conferences. • Visits by government officials • Joint firefighting drills • Official correspondence	Regular: Application review Occasional: Factory inspection by competent authorities Occasional: Correspondence and telephone communication Occasional: Visits by government officials Occasional: Participation in meetings (review meetings/ discussion meetings/briefing sessions/ seminars/forums, etc.) More than once a year	Regularly report environmental and occupational safety and health related information in accordance with the law. Cooperated with the central and local authorities in the promotion and briefing sessions, reviews, audits, and conferences. Participated in 13 emergency response drills organized by government agencies.
Trade Associations	Through various exchange and sharing activities, TPCC actively interacts with industry associations to understand market trends and sustainability directions, jointly enhancing industry competitiveness.	• Attendance at meetings organized by the associations • Taking on key communication roles in the associations	Occasional: Meeting attendance	Participated in 4 industry associations.

3 Material Topic Identification and Impact Management

Material Topic Communication and Investigation

TPCC attaches importance to the needs and expectations of its stakeholders, and in 2024, in accordance with the Chang Chun Group, it utilized questionnaires to analyze issues of concern to stakeholders, which serve as a reference for the disclosure of information in the report and as a basis for the formulation of CSR policies, so as to facilitate effective communication with different stakeholders.

STEP 01 Identification

Through AA1000 SES 2015, we identified seven categories of stakeholders of Chang Chun Group: staff/unions, governmental/competent authorities, customers, residents of the community surrounding the plant, suppliers/ contractors, shareholders/Joint ventures, and trade associations.

STEP 02 Collection

20 Sustainability Topics

Based on feedback from internal and external stakeholders, issues related to the core business of the Chang Chun Group, ESG regulations/standards, climate related laws and regulations, sustainability trends in the petrochemical industry, and benchmark enterprises in the same industry, we consolidated 20 sustainability topics.

STEP 03 Analysis

199 Senior Executive Opinion Survey

921 Valid Questionnaires from Domestic and Oversea Stakeholders

Chang Chun Group adopts the GRI standards, adjusts the materiality questionnaire, and collects the level of concern of internal and external stakeholders for each topic as an important analytical basis for the materiality matrix.

STEP 04 Confirmation

Generated 5 Material Sustainability Topics

After consolidating the analysis results from external stakeholders and senior executives, the ESG Committee held internal discussions and gathered external expert opinions, then reported to the Chairman and the General Managers of the three companies for confirmation, The Committee then produced the Chang Chun Group materiality matrix and determined five material sustainability topics.

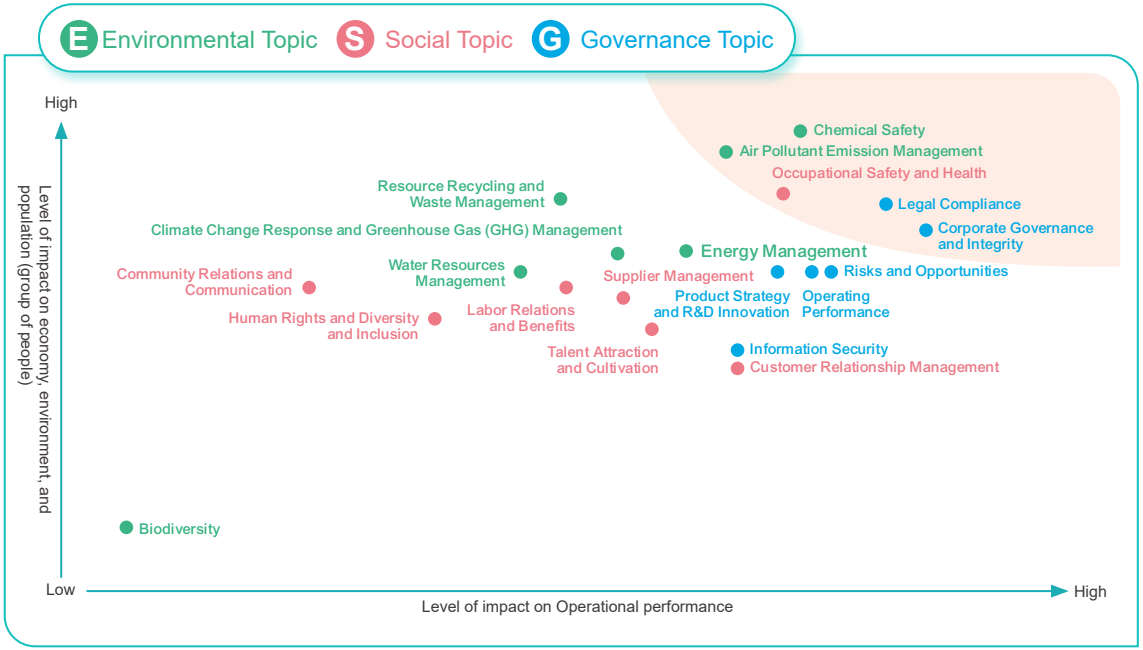
STEP 05 Prioritization

Top Three Positive and Negative Significant Impacts

According to the reporting requirements of the 2021 edition of the GRI Standards, impact assessment questionnaires were distributed to rank the five material sustainability topics by their degree of impact on the economy, the environment, and people. A total of 24 valid questionnaires were collected, confirming the Top 3 positive and negative significant impacts.

STEP 06 Disclosure

The five material sustainability topics are critical to and significant for the Chang Chun Group and are topics prioritized for disclosure. Additionally, the top three “positive” and “negative” impacts on the economy, the environment, and people are explained along with subsequent actions taken.



Top 5 Material Sustainability Topics

1 Corporate Governance and Integrity	2 Legal Compliance	3 Chemical Safety	4 Occupational Safety and Health	5 Air Pollutant Emission Management

15 General Topics

6 Operating Performance	7 Risks and Opportunities	8 Product Strategy and R&D Innovation	9 Energy Management	10 Information Security
11 Resource Recycling and Waste Management	12 Customer Relationship Management	13 Climate Change Response and Greenhouse Gas (GHG) Management	14 Supplier Management	15 Talent Attraction and Cultivation
16 Labor Relations and Benefits	17 Water Resources Management	18 Human Rights and Diversity and Inclusion	19 Community Relations and Communication	20 Biodiversity

Order of the Top 3 Positive Impacts

Impact Description

1 Legal Compliance	Establish a comprehensive regulatory identification system, thoroughly identify applicable regulations, ensure that the Company's operations comply with the relevant laws and regulations, strengthen employee compliance awareness, and reduce the risk of violations.
2 Corporate Governance and Integrity	Establish anti-corruption policies and regularly conduct anti-corruption risk assessments and audits. Internal management and business activities adhere to the principles of ethical corporate management, enhancing stakeholders' trust in the Company.
3 Occupational Safety and Health	Through workplace safety and health measures and disaster emergency preparedness and response, we integrate internal and external resources and strive to reduce employees' risk of work related injuries and occupational diseases during working hours.

Order of the Top 3 Negative Impacts

Impact Description

1 Occupational Safety and Health	Ignoring workplace safety and health measures may lead to poor physical and mental conditions among employees and contractors and prolonged exposure to hazardous environments, increasing the likelihood of accidents and the onset of occupational diseases.
2 Chemical Safety	If appropriate measures for substituting and reducing high-risk and hazardous substances are not implemented, and harmful substance emissions are not effectively controlled, it may endanger personnel health and damage the local ecosystem and biodiversity.
3 Legal Compliance	Operating activities that violate regulations carry the risk of penalties and increase the economic burden. Bearing legal responsibility may also result in loss of stakeholder trust and affect the Company's reputation.

Scope and Boundaries of Materials Topics

Topic	Corresponding GRI Standards	Significance of the Material Topics for TPCC	Stakeholders							Management Approach and Related Information
			Staff/ Union	Suppliers/ Contractors	Customers	Government/ Competent Authorities	Shareholders/ Joint ventures	Communities Around the Plant Residents	Trade Associations	Corresponding Section
Corporate Governance and Integrity	GRI 2-9	TPCC firmly believes that implementing transparent, open, and efficient corporate governance mechanisms is essential to enacting the principles and measures of corporate sustainability, protecting shareholder rights, taking into account the interests of other stakeholders, and guiding the Company toward steady and sustainable growth.		●	●	●	●			Chapter 3-2. Ethical Corporate Management
Legal Compliance	GRI 2-27 GRI 205-3	Legal compliance is TPCC's ethical mission and responsibility. Strict adherence to relevant laws and regulations is a practice of social responsibility and demonstrates our accountability to stakeholders. By maintaining the company's reputation and trust, we can lead the business towards stable and sustainable growth.	●	●	●	●	●		●	Chapter 3-3. Legal Compliance
Chemical Safety	GRI 416 GRI 417	TPCC adopts a responsible management approach and, during the stages of chemical R&D, raw material acquisition, production, use, and disposal, seeks safe substitutes for high risk and hazardous substances and reduces their use to minimize negative impacts on human health and the environment.	●		●	●	●	●	●	Chapter 3-4. Customer Relationship Management
Occupational Safety and Health	GRI 403	Through the effective promotion and implementation of workplace safety and health measures, we prevent employees and contractors from suffering accidents and occupational diseases caused by poor physical or mental conditions and prolonged exposure to hazardous environments, thereby minimizing negative impacts on the environment and society and creating a workplace where workers can perform their duties with peace of mind.	●	●		●	●	●	●	Chapter 5-6. Occupational Health and Safety
Air Pollutant Emission Management	GRI 305	TPCC is committed to creating a good living environment for everyone, ensuring that the public has clean and healthy surroundings. This dedication drives our ongoing efforts to improve water resources and reduce air pollution.				●	●	●	●	Chapter 4-3. Air Pollutant Management

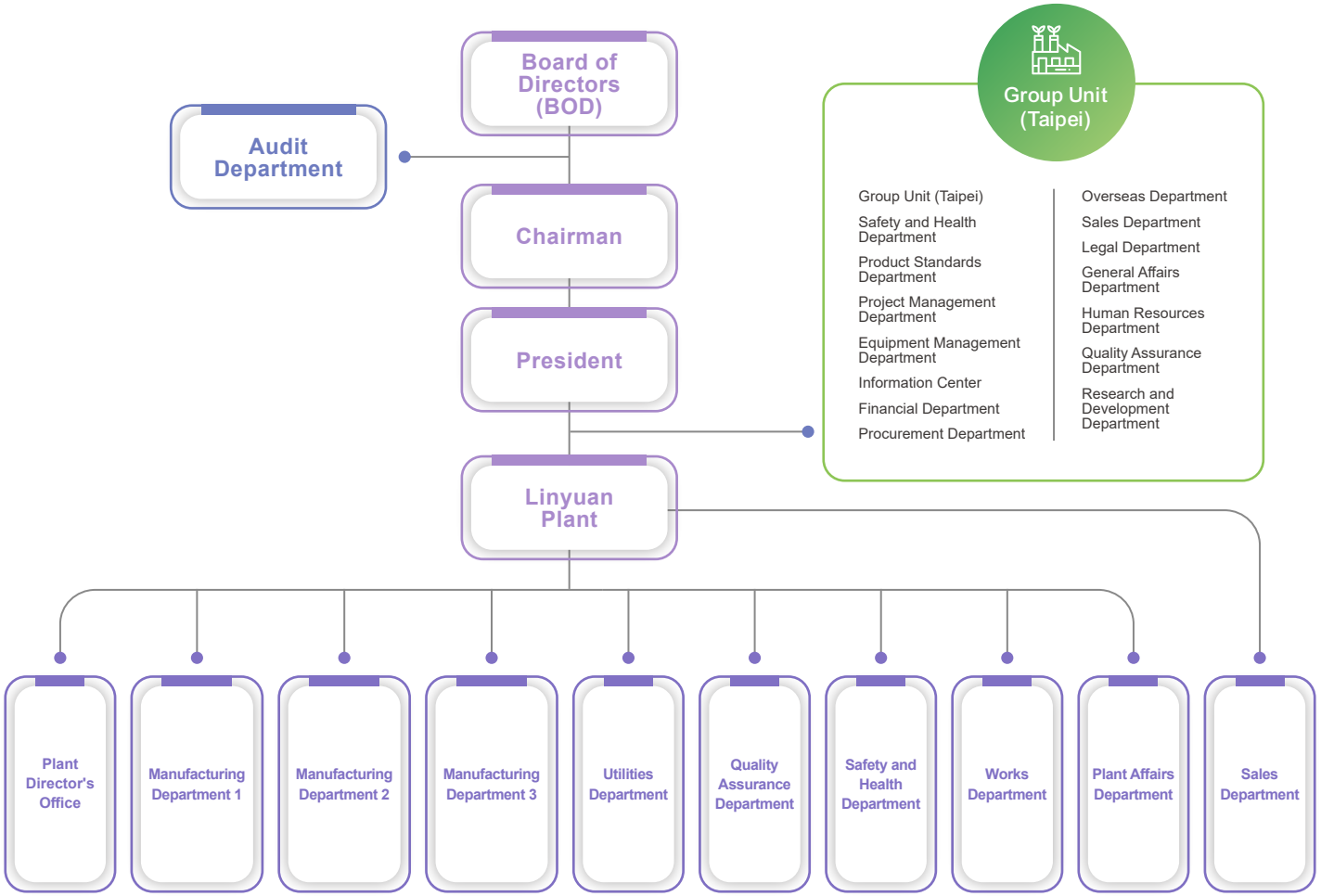
ch3 Corporate Governance

1. Governance Framework
2. Ethical Corporate Management
3. Legal Compliance
4. Customer Relationship Management
5. Customer Relationship Management



1 Governance Framework

The highest governance authority at TPCC is the Board of Directors, composed of four directors with diverse professional knowledge and skills. They supervise and guide corporate governance, impact management, and sustainability initiatives, conducting regular reviews. The Board of Directors meets quarterly and more frequently when necessary. The number of board meetings (including interim and regular board meetings) in 2024 totaled 6, with a 100% attendance rate.



Board Members

Davy Cheng	Title：Chairman Legal Entity Represented：Chang Chun Plastics Co., Ltd.
Long-Shing Liao	Title：Director Legal Entity Represented：Chang Chun Plastics Co., Ltd.
Bing-Huang Li	Title：Director Legal Entity Represented：Chang Chun Plastics Co., Ltd.
Shih-Kuang Su	Title：Supervisor Legal Entity Represented：Chang Chun Plastics Co., Ltd.

The composition of the Board of Directors takes into account professional backgrounds and specialized knowledge and skills

Core of Diversity / Name of Director	Basic Composition					Professional Background				Expertise and Skills			
	Nationality	Gender	Employee Status	Age		Industry knowledge	Chemistry and Manufacturing	Finance and Supply	Information and Technology	Business management	Crisis management	Global market perspective	Leadership and Decision-Making Capabilities
				Aged 31-50	Aged Over 51								
Davy Cheng	Taiwan	Male			V	V	V	V	V	V	V	V	V
Long-Shing Liao	Taiwan	Male			V	V	V	V	V	V	V	V	V
Bing-Huang Li	Taiwan	Male			V	V	V	V	V	V	V	V	V
Shih-Kuang Su	Taiwan	Male			V	V	V	V	V	V	V	V	V

2 Ethical Corporate Management

Management Approach for "Corporate Governance and Integrity"

Significance of the Material Topic

TPCC firmly believes that implementing transparent, open, and efficient corporate governance mechanisms is essential to enacting the principles and measures of corporate sustainability, protecting shareholder rights, taking into account the interests of other stakeholders, and guiding the Company toward steady and sustainable growth.

Policy and Commitment

"Integrity and sincerity" are the cornerstone of TPCC's corporate management. By perfecting the corporate governance framework and strengthening the functions of the Board of Directors, the Company maintains high ethical standards and effective accountability mechanisms across all operations, including anti-competitive conduct, anti-corruption, anti-fraud, avoidance of conflicts of interest, and anti-money laundering, thereby fulfilling its responsibilities to stakeholders and achieving sustainable operation.

Responsible Departments

Legal Compliance Committee, Legal Department, Audit Office, Finance Department

Review Mechanism

- Hold one ESG Committee meeting each year, hold Legal Compliance Committee meetings every six months, and convene ESG Working Team meetings quarterly for regular review.
- An annual summary evaluation of internal controls is conducted and reported to the Board of Directors; non-conformities and recommended improvements are incorporated into system controls and continuously tracked until the improvements are completed.

Target

Key Performance Indicators (KPI)	2025 Target	2030 Target
Group Internal Business Ethics Audit Compliance Rate	96%	98%
Anti-corruption Risk Assessment	Maintain a low risk of corruption each year	

Note：Business ethics audits include anti-corruption and avoidance of conflicts of interest.

Action Plans

- Hold at least one Board of Directors meeting each quarter to fulfill the responsibilities of guiding and supervising the Company's strategy, major business operations, and risk management.
- Conduct internal control audits in accordance with internal audit standards to ensure that the Group's internal control system is effectively implemented.
- Conduct a business ethics risk assessment once a year and take countermeasures or control measures for potential risks.
- Conduct one internal business ethics audit each year and implement corrective actions for non-conformities.
- Continue to publicly release financial statements and sustainability reports each year, enhancing information transparency.

2024 Outcomes

Key Performance Indicators (KPI)	2024 Target	2024 Implementation Outcome
Group Internal Business Ethics Audit Compliance Rate	96%	96%
Anti-corruption Risk Assessment	Maintain a low risk of corruption	A corruption risk assessment table was prepared in accordance with the corruption risk assessment items and actual implementation results, and the assessment for 2024 showed low corruption risk.

Communication/Complaint Mechanisms

- Each year, policy advocacy is conducted through Legal Compliance and Human Rights Education and Training
- The Group has established an "Employee Grievance Procedure Manual" internally, and externally provides a reporting mailbox on its official website: ccpgau@ccpgp.com / ccpglg@ccp.com.tw, offering channels for employees and external stakeholders to communicate and submit anonymous grievances.
- The Group's complaint investigation system, whistleblower protection mechanism, and disciplinary measures are executed in accordance with the internal "Complaint Investigation Procedure."

Policy and Commitment to Ethical Management

“Integrity and sincerity” are the cornerstone of Chang Chun Group's business operations. The Group emphasizes the importance of improving the corporate governance structure, strengthening the functions of the board of directors, and complying with laws and regulations. Inheriting the Group's belief in a transparent, open, and efficient corporate governance mechanisms and strictly complying with relevant laws and regulations, TPCC strictly prohibits unlawful acts such as insider trading, conflicts of interest, and disclosure of undisclosed or confidential information to related parties, etc. To implement the integrity management policy, TPCC follows the "Business Ethics Audit Procedure" to conduct at least one internal audit annually. Based on the audit items and actual implementation results, a business ethics compliance assessment form is prepared. In 2024, the compliance rate reached 100%.

Anti-Corruption, Anti-Competition, Anti-Trust and Monopolistic Behaviors

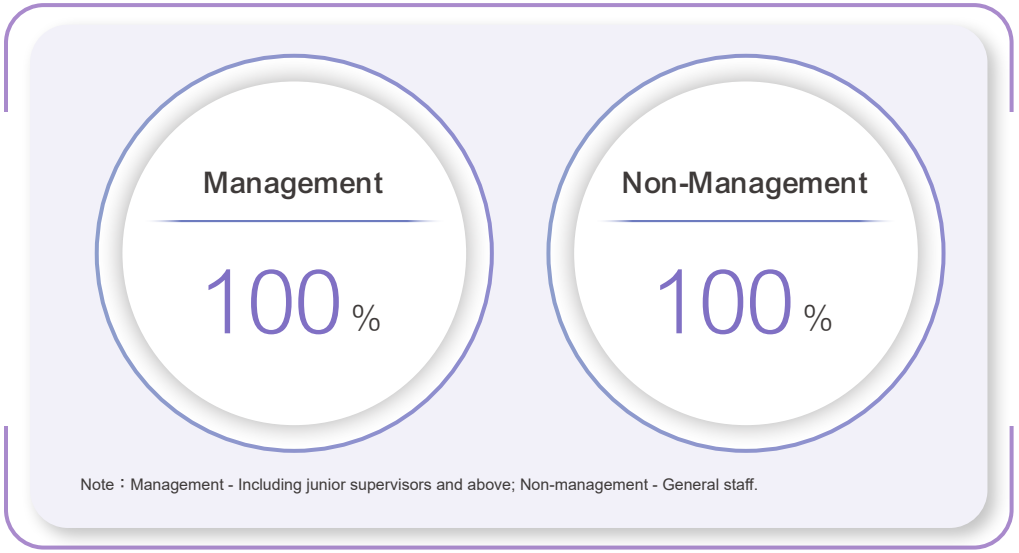
TPCC adheres to the "Integrity Clause for Chang Chun Group & Related Enterprises" and the "Chang Chun Group Anti-Bribery and Anti-Corruption Commitment," demonstrating to stakeholders our commitment to eradicating any form of bribery of corruption. These principles are also incorporated into legal compliance and human rights education training to strengthen employee awareness. Externally, suppliers and contractors are required to sign the Supplier Code of Conduct to ensure effective anti-corruption communication. For suspected incidents of involving corruption, anti-competitive behavior, antitrust, and monopolistic activities, or violations of the code of conduct, TPCC provides communication and anonymous complaint channels for employees and external stakeholders. A dedicated department is charge of investigating, deciding on punishment, and strengthening training to prevent recurrence of such incidents. The complaint investigation system, whistleblower protection mechanism, and disciplinary measures are executed in accordance with the Chang Chun Group's "Complaint Investigation Procedure." No corruption, anti-competitive behavior, trust, or monopoly-related incidents occurred in 2024.

Legal Compliance and Human Rights Training

TPCC conducts legal compliance and human rights education and training annually. In 2024, the training participation rate reached 100%, thereby ensuring the implementation of ethics and integrity.



Percentage of Employees Completing Legal Compliance and Human Rights Education and Training in 2024



Note：Management - Including junior supervisors and above; Non-management - General staff.

3 Legal Compliance

Management Approach for "Legal Compliance"

Significance of the Material Topic

Legal compliance is TPCC's ethical mission and responsibility. Strict adherence to relevant laws and regulations is a practice of social responsibility and accountability to stakeholders. By maintaining the company's reputation and trust, we can lead the business towards stable and sustainable growth.

Policy and Commitment

TPCC places great importance on local laws and regulations. We have established a regulatory identification system to assess the potential risks caused by regulatory changes, avoiding the impact of legal violations on the company and achieving long-term stable development.

Responsible Departments

Legal Compliance Committee, Legal Department

Review Mechanism

- Hold one ESG Committee meeting each year and convene ESG Working Team meetings quarterly for regular review.
- Hold Legal Compliance Committee meetings every six months and conduct a legal compliance management review each year.

Target

Key Performance Indicators (KPI)	2025 Target	2030 Target
Completion rate of legal compliance and human rights education training.	Maintain 100% every year (Excluding employees who have been with the company for less than three months, those on parental leave, and those on sick leave.)	
Tracking and revising internal systems or related contract content to comply with regulatory changes.	Number of cases actually implemented	
Providing the latest relevant legal information to each plant to ensure regulatory compliance identification rates.	Maintain 100% every year	
Number of severe violations of business ethics (with fines exceeding 1 million)	Maintain 0 every year	

Action Plans

- Risk prevention: The Group conducts annual legal compliance and human rights education and training to deepen employee understanding of legal principles. Additionally, TPCC has established the "CCPG Regulatory Identification System" to annually identify potential regulatory risks associated with various business activities.
- Risk handling: Upon the occurrence of an incident or receipt of a report, the Chang Chun Group immediately establishes a response team to handle the situation promptly and appropriately, according to the nature of the incident.

2024 Outcomes

Key Performance Indicators (KPI)	2024 Target	2024 Implementation Outcome
Completion rate of legal compliance and human rights education training.	Maintain 100% every year (Excluding employees who have been with the company for less than three months, those on parental leave, and those on sick leave.)	100%
Tracking and revising internal systems or related contract content to comply with regulatory changes.	Number of cases actually implemented	8 internal systems revised 20 standardized contract templates
Providing the latest relevant legal information to each plant to ensure regulatory compliance identification rates.	Maintain 100% every year	100%
Number of severe violations of business ethics (with fines exceeding 1 million)	Maintain 0 every year	0

Communication/Complaint Mechanisms

- Each year, policy advocacy is conducted through Legal Compliance and Human Rights Education and Training
- The Group has established an "Employee Grievance Procedure Manual" internally, and externally provides a reporting mailbox on its official website: ccpgau@ccpgp.com / CCPGLG@ccp.com.tw, offering channels for employees and external stakeholders to communicate and submit anonymous grievances.
- The Group's complaint investigation system, whistleblower protection mechanism, and disciplinary measures are executed in accordance with the internal "Complaint Investigation Procedure."

TPCC manages and audits HSE regulations through the internal "Regulatory Identification System." Each case's deficiencies are reviewed for improvement and progress is tracked. We strive towards the goal of zero fines, taking responsibility for the community and the surrounding environment.

2022 to 2024 Statistics of Environmental Violations and Fines

Unit：NTD 10,000

Item/Year	TPCC					
	2022		2023		2024	
	Number of Cases	Amount	Number of Cases	Amount	Number of Cases	Amount
Air Pollution	1	10	1	15	2	30
Total	1	10	1	15	2	30

Note 1：The major deficiencies disclosed here are incidents with fines exceeding 100,000 NTD.

Note 2：Other pollution items not listed in the table indicate no violations for that year.

2024 Description of Environmental Violations and Improvement Plans

1

Description of Violation

The liquid surface of the pump well in the wastewater treatment facility is exposed to the atmosphere, causing VOC concentrations to exceed regulatory standards.

Improvement Plan

- Any deficiencies are immediately addressed and reported back to the Department of Environmental Protection.
- Identified and documented 14 odor sources at the wastewater treatment facility, totaling 491 points; from May 22, regular self monitoring operations have been implemented, and when VOC ≥ 100 ppm, corrective measures are immediately taken to prevent recurrence.

2

Description of Violation

VOC emissions from equipment components exceed regulatory standards.

Improvement Plan

- Immediately implement corrective measures for the deficiencies and successfully complete the retesting.
- Replace the flange gasket and retighten it, include the related areas in high-risk control, and verify whether similar issues occur at the corresponding locations.

4 Customer Relationship Management

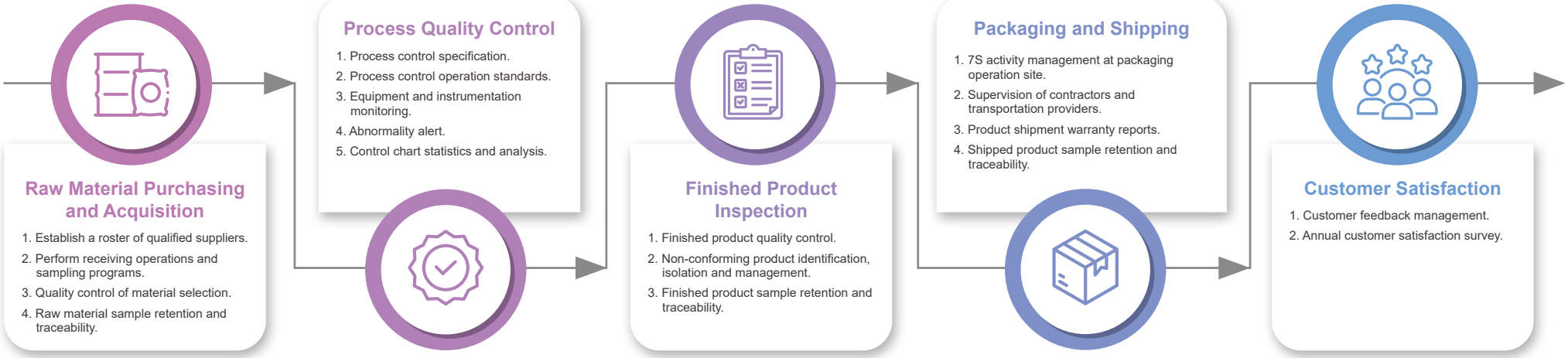
TPCC places great emphasis on customer-oriented quality management and customer relationship management. We regularly track and maintain good communication with customers through client visits, customer satisfaction surveys, feedback forms, and the CRM system. Based on customer feedback, we make adjustments or develop new solutions to reduce defect rates and customer complaints.

Quality Management

TPCC follows the quality policy of "Make continuous improvements; honor our commitments; improve our quality; satisfy our customers," and is committed to providing satisfactory products and services to our customers. To ensure quality and supply stability, we implement rigorous quality management and strengthen process control. Additionally, we have established a supplier management system to promote sustainable development of the supply chain.

We conduct thematic audits annually, review quality-related issues and management systems monthly, and thoroughly discuss quality improvement plans, new product development, and the application of existing products and new specifications through internal management meetings and various product production and sales activities. By continuously improving and innovating, we aim to enhance product quality and competitiveness, thereby increasing customer trust and satisfaction with our products.

Quality Management Procedures



Product Safety Management and Labeling

Management Approach for "Chemical Safety"

Significance of the Material Topic

TPCC adopts a responsible management approach and, during the stages of chemical R&D, raw material acquisition, production, use, and disposal, seeks safe substitutes for high risk and hazardous substances and reduces their use to minimize negative impacts on human health and the environment.

Policy and Commitment

By 2030, significantly reduce the number of deaths and illnesses caused by hazardous chemicals and by air, water, and soil pollution.

Responsible Departments

Product Standards Department, Safety and Health Department

Review Mechanism

Hold one ESG Committee meeting each year, hold Legal Compliance Committee meetings every six months, and convene ESG Working Team meetings quarterly for regular review.

Target

Key Performance Indicators (KPI)	2025 Target	2030 Target
Completion the product inventory and hazard identification	100%	100%
Internalize chemical use safety information as product safety responsibility	100%	100%
Complete the international chemical registration/notification for products pursuant to law and perform an exposure assessment	Number of cases actually expected pursuant to law	

2024 Outcomes

Key Performance Indicators (KPI)	2024 Target	2024 Implementation Outcomes
Completion the product inventory and hazard identification	100%	100%
Internalize chemical use safety information as product safety responsibility	100%	100%
Complete the international chemical registration/notification for products pursuant to law and perform an exposure assessment	Number of cases actually expected pursuant to law	1 case compliant with regulations

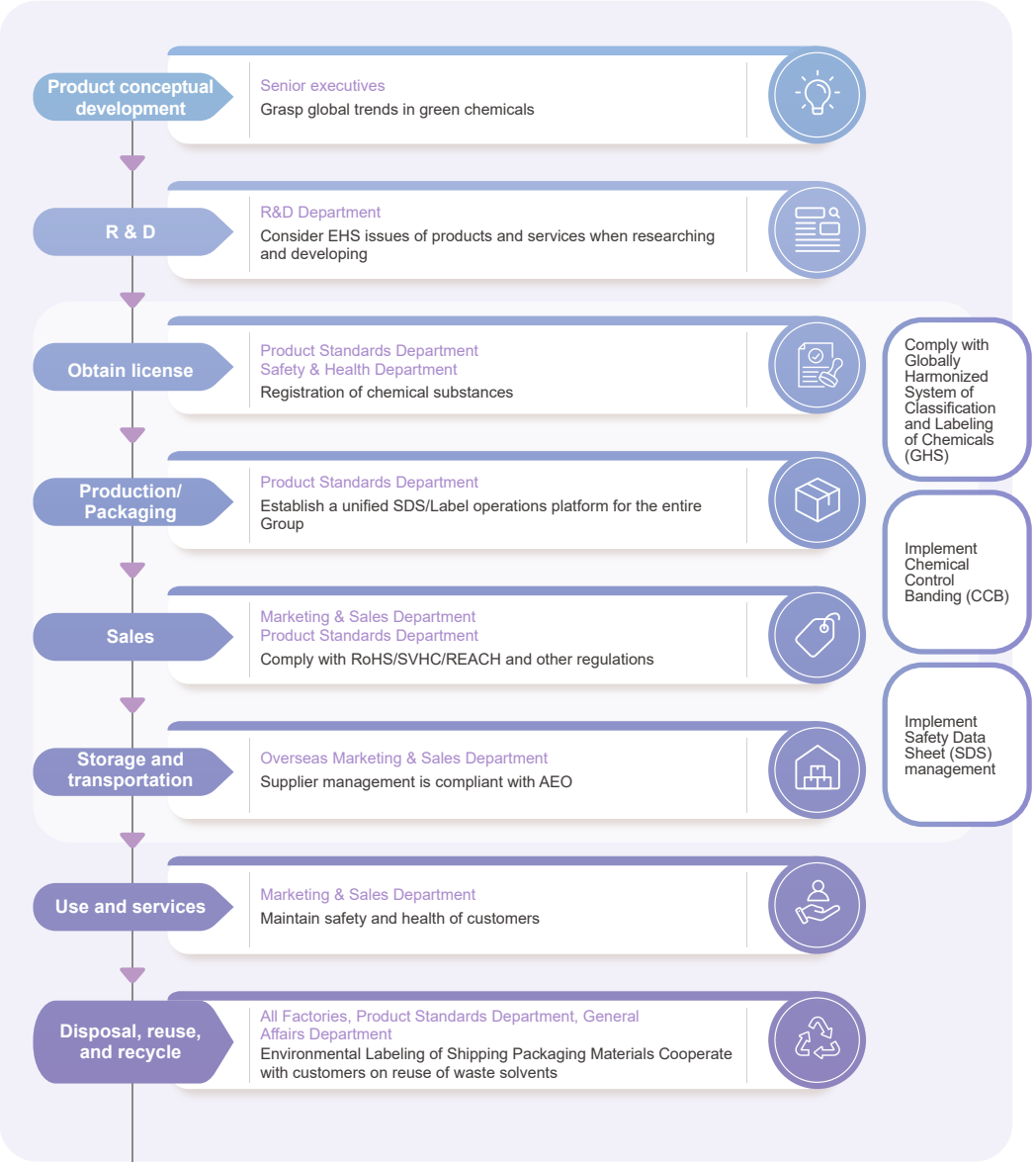
Action Plans

- Joint Organizational Control of Toxicity and Chemical Substances of Concern
- Standard registration of existing chemical substances in Taiwan
- Monitoring the current status of GHS hazards for the Group's raw materials
- Conduct product safety assessments and communicate the results to customers
- Implement chemical registrations in various countries
- Enhance Group employee awareness of chemical regulations

Communication/Complaint Mechanisms

- Each year, policy advocacy is conducted through Environmental Safety and Health Introduction Education and Training
- Communication or grievances can be made through the customer hotline, the Chang Chun Group website's customer section, and email
- For the Group's products, hazard and safe-use information are conveyed through hazardous goods labels, GHS labels, and safety data sheets

CCPG Chemical Management Value Chain



Results of Chemical Registration, Notification, and Verification as of 2024

Item	Number of cases completed in 2024	Cumulative number of completed cases
BIS certification in India	1	2
Standard registration of existing chemical substances in Taiwan	0	3

Control Mechanisms for the Distribution Scope of Toxicity and Chemical Substances of Concern

To prevent Category 1 to 3 toxic chemicals or chemicals of concern from being distributed to customers outside the approved scope of the Joint Prevention Organization and thus violating regulations, a Joint Prevention Organization distribution scope control mechanism was added to the sales system to ensure compliance with regulatory requirements.

Internal Management Process for Substances of Very High Concern (SVHC)

For chemicals of concern, we conduct system-based reviews twice a year and, when issuing raw material safety data sheets or preparing product safety data sheets, we incorporate a review mechanism to monitor raw material usage and product residues, and, in line with international regulatory trends, propose internal substitution recommendations to reduce the potential hazards these chemicals pose to health and the environment.

Supply Chain Contact and Legal Compliance Survey

The system obtains supply chain compliance information through upstream supplier raw material regulatory compliance surveys or downstream customer REACH importer information notifications, before it is consolidated and analyzed to execute the Group's supply chain management efficiently.

Strengthen Education, Training, and Advocacy on Chemical Regulations

Each year, the Group issues regular training courses, publishes at least one thematic introduction on key regulations, releases six updates on chemical regulations per month, and continuously reviews whether corresponding management measures need to be initiated, incorporating compliance, green chemistry and sustainable chemistry into the Group's education and advocacy policies and programs.

Automated Control of the Sales System

In response to the rapid changes in the global trade environment, the Group has established an automated control system to strengthen sales management and reduce regional risks.

Product Safety and Customer Service

TPCC is committed to implementing the concept of the Globally Harmonized System (GHS) of Classification and Labelling of Chemicals to reduce the hazards posed by chemicals to humans and the environment. A dedicated department is responsible for planning and executing the GHS-related processes and operations for the group.

Key management focus

- Establish GHS hazard classification for all products (to monitor the usage of chemicals classified as health and environmental hazards of Category 1 and 2).
- Standardize the preparation and compliance promotion of Safety Data Sheets (SDS) and labels by integrating reliable data with classification logic.
- Engage external professional organizations to provide emergency consulting services and introduce external systems to strengthen management.

Results of Hazard Information Dissemination and Compliance Implementation in 2024

	Number of cases completed in 2024	Cumulative number of completed cases
Product Hazard Identification	2	18
Maintenance and Updating of Product SDS	8	18
Production and Issuance of GHS Labels for Products	1	9
Submission of MSDS updates to the Korean Occupational Safety and Health Agency (K-OSHA)	2	3

Compliance Measures for Biocide Regulations

To comply with biocide regulations in the EU and Korea, the Group conducted an inventory of its biocide treated products this year, carried out supply chain surveys of the biocidal products used to ensure they are approved in the EU and Korea, prepared labels for biocide treated products that meet regulatory requirements, and simultaneously reinforced advocacy through education and training courses.



Group System Development and Optimization

<BIS India Order Verification System>: Ensure that every order subject to BIS regulation is provided with the required documents and packaging labels, and that relevant records are retained for official audits meet India's BIS certification requirements.

<PCN ERP Order Control System>: Ensure that every order shipped to the Group's affiliates in Europe complies with the EU Poison Centers Notification obligation.

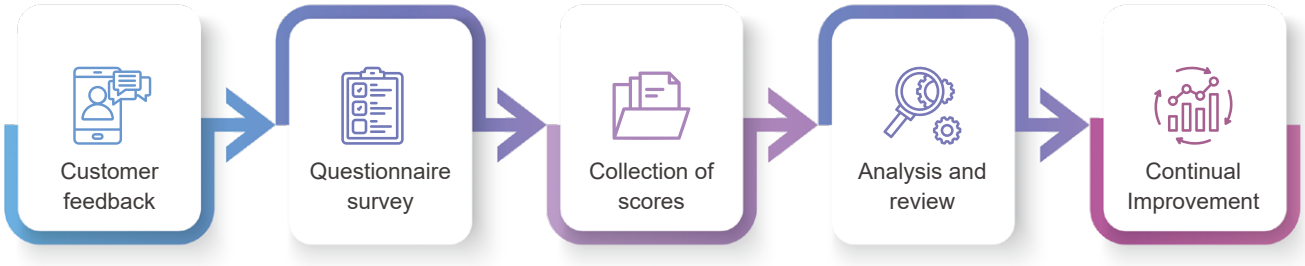
Product Information Disclosure

The company's official website provides detailed product information for customers. Customers can request product specifications and material safety data sheets (SDS), or raise any questions about the products through the website. The responsible department will respond to the relevant inquiries and feedback.

Customer Satisfaction

TPCC places great importance on customer feedback and conducts an annual customer satisfaction survey. The survey targets the top ten customers by sales volume or those who have raised complaints during the year. Through the survey results, we collect feedback to help us continuously improve, adhering to the principle of customer satisfaction as the highest priority. This helps maintain good relationships and communication channels with our customers.

Customer Satisfaction Survey Model



Customer Satisfaction Survey: ① Service ② Quality ③ Delivery time ④ Overall Impression

Note：The average of each item is taken, with the full score being 5.

In 2024, TPCC conducted customer satisfaction surveys for its six main products and received a total of 66 responses. The average satisfaction score for 2024 reached 4.70. For lower-scoring items within each product category, we communicated with customers and conducted internal reviews to make improvements. Customer information is strictly controlled, and there have been no incidents of customer privacy breaches or data loss.

Customer Feedback Handling Procedures

To understand the valuable feedback of customers, TPCC has established clear channels for customer complaints, return and exchange procedures, and compensation application processes. Feedback is collected through customer visits, email, and other channels, and all relevant feedback is entered into the customer feedback system.



2024 Shares of Customer Feedback

In 2024, no customers raised issues of concern to TPCC; TPCC will continue to enhance product quality and meet customer requirements.

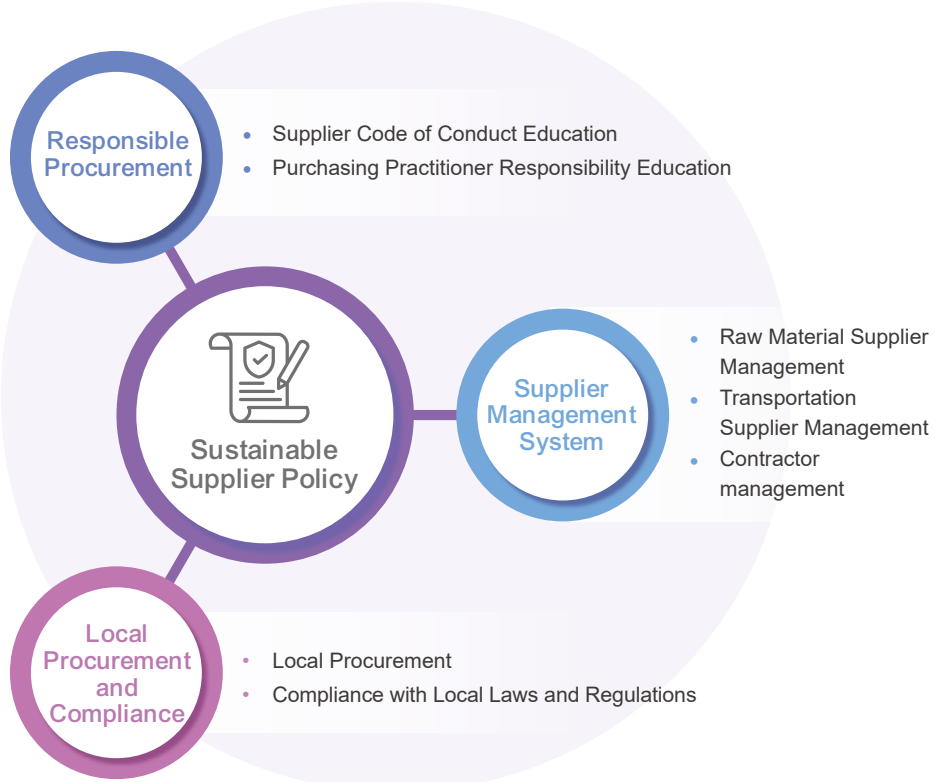
Customer Privacy Management

Starting from 2024, TPCC has fully implemented the Group's ERP system, which has been certified by ISO 27001 for 11 consecutive years and is capable of safeguarding customer privacy and information security. There were no violations of customer privacy or loss of customer information in 2024.

5 Supplier Management

TPCC is committed to practicing responsible supply chain management, adhering to ethical standards and local regulations. With a core focus on sustainable development, we collaborate with supply chain partners to reduce labor, environmental, and safety risks within the supply chain, aiming to achieve sustainable business operations.

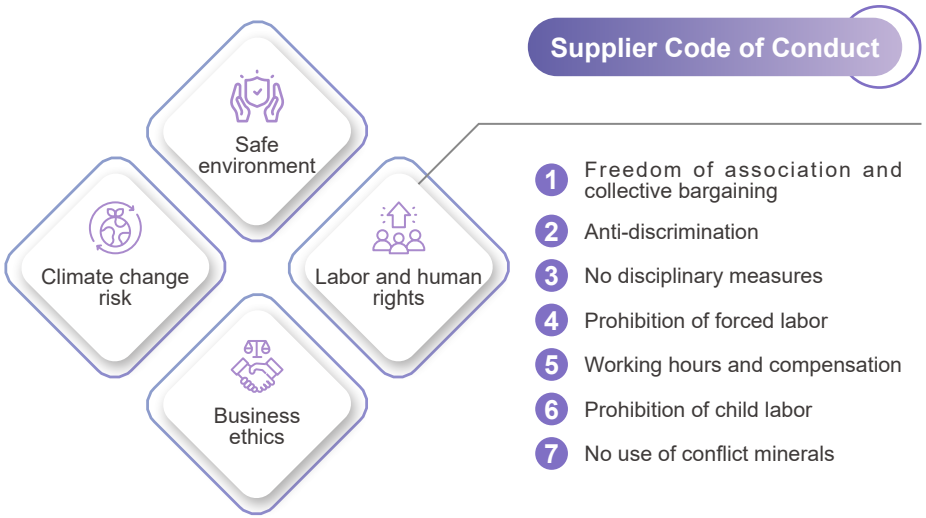
Sustainable Supplier Risk Management



Supplier Code of Conduct

To enhance the corporate social responsibility awareness of our supplier partners, TPCC promotes labor rights, human rights issues, and business ethics to all suppliers. We encourage three types of suppliers—key raw material suppliers, transportation suppliers, and contractors—to sign the Supplier Code of Conduct. Suppliers are recognized as having signed the Code of Conduct when: (1) suppliers announce it on their website, (2) suppliers have their own version, or (3) suppliers sign TPCC's version. In 2024, TPCC had a total of 238 suppliers across these three categories, with 220 suppliers completed the signing of the Supplier Code of Conduct, achieving a signing rate of 92%.

Supplier Code of Conduct Focus Areas



Risk Assessment of Supplier Social Responsibility

TPCC conducts a corporate social responsibility (CSR) risk assessment for key raw material suppliers. The assessment mechanism is as follows:

Evaluation Targets

- Suppliers are ranked based on the raw material procurement amounts from October of the previous year to September of the assessment year. Suppliers with a combined procurement amount exceeding 70% of the total raw material procurement amount are evaluated, excluding intra-group purchases within Chang Chun Group. If no purchases were made from a supplier during the assessment year, they are excluded from the evaluation.
- Added Conditions: If there are fewer than three suppliers after excluding intra-group purchases, suppliers with a raw material procurement share of 3% or more are included.

Evaluation content

- Stage 1: Identify the public disclosure status of ESG or CSR information of key raw material suppliers. Suppliers who actively disclose ESG or CSR information and statements are classified as low risk.
- Stage 2: For suppliers with low ESG or CSR disclosure in the first stage, a CSR risk questionnaire is distributed. The questionnaire investigates the suppliers' performance in quality, safety, environmental protection, human rights, and social aspects, and requests supporting documents. Based on the questionnaire results, the CSR risk level of each supplier is determined.

Investigation Frequency

Once a year

Evaluation and Disposition

After a two-stage assessment, suppliers identified as medium or high risk are scheduled for on-site audits within the following year. Through on-site visits and interactions, recommendations are provided, deadlines for improvements are set, and the effectiveness of these improvements is tracked.

TPCC conducted a "CSR Risk Assessment for Key Raw Material Suppliers" following the assessment mechanism. In 2024, four key raw material suppliers were evaluated, and all were found to be low risk.

Authorized Economic Operator (AEO)

On December 13, 2024, TPCC successfully obtained AEO certification. Through professional training, the company has strengthened its security management mechanisms and integrated raw material and transportation suppliers into its business partner management procedures. We regularly and proactively review the security operating procedures and facilities of our business partners, ensuring their security standards meet requirements to mitigate logistics risks. This achievement highlights our commitment to enhancing supply chain security and operational efficiency.

TPCC's AEO Policy



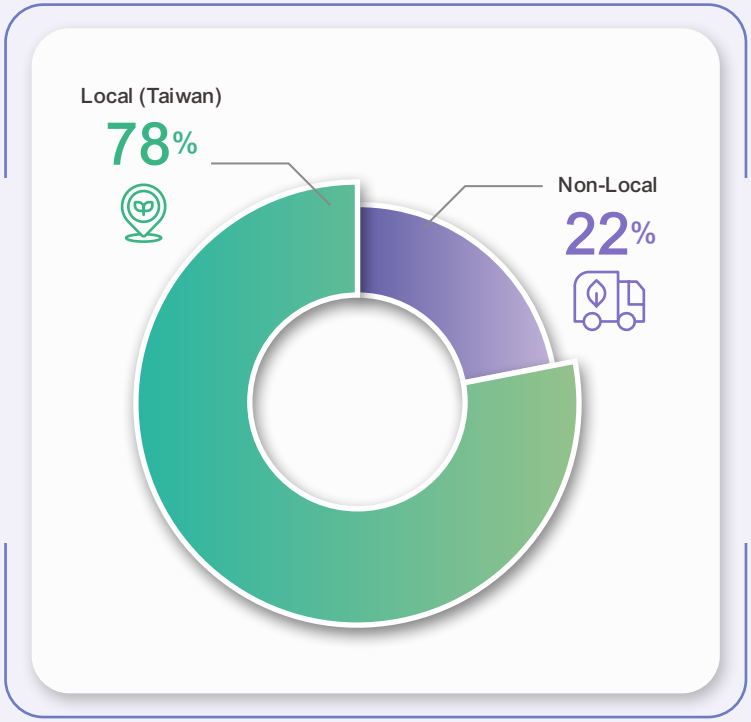
AEO Certificate



AEO kick-off meeting and business partner conference

Local Procurement

In the process of purchasing raw materials or contracting for projects, we try our best to prioritize procurement from local businesses, with a view to co-prosperity with local businesses under the premise of both quality and cost.

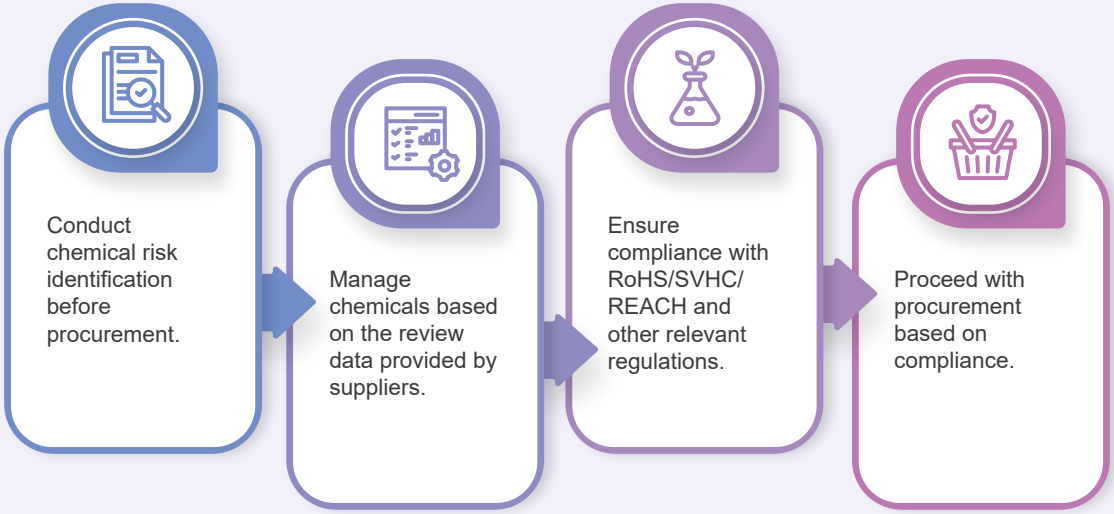


Compliance with Local Laws and Regulations

To comply with the EU regulations on REACH and RoHS and mitigate the impact of chemicals on ecosystems, TPCC has developed a chemical management mechanism based on the nature of its products. This mechanism involves reviewing the following information from raw material suppliers:

- ICP-AES test data for detectable substances or analysis reports from third-party certification bodies (such as SGS) for the 10 hazardous substances required by RoHS.
- Safety Data Sheets (SDS).

Chang Chun Group's Environmental Substance Management Procedure



ch4 Environmental Co-Prosperity

1. Sustainable Environmental Management
2. Water Resources Management
3. Air Pollutant Emission Management
4. Energy Management and GHG Emission
5. Waste Management
6. Hazardous Substance Management



1 Sustainable Environmental Management

Chang Chun Group Environmental, Safety and Health, and Energy Policy Statement

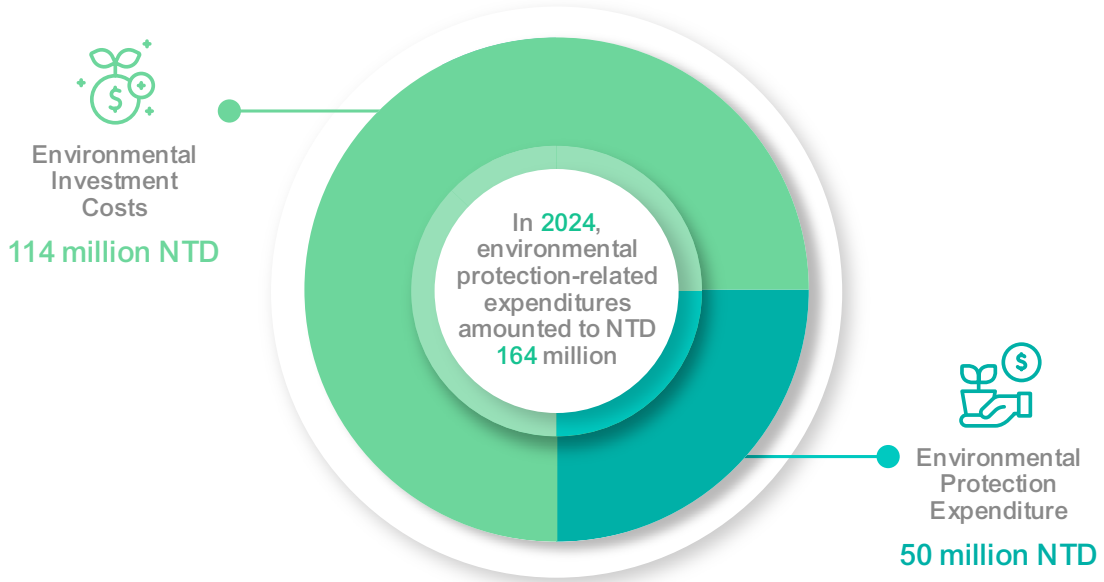
Sustainable Environmental Management Policy

TPCC deeply recognizes that a company should not only pursue profits but also fulfill its corporate social responsibilities. Therefore, we prioritize "environmental protection" and firmly believe that good management systems can improve the environment and enhance quality of life.

TPCC's management goal is to meet or exceed legal standards and implement relevant environmental protection measures. We aim to improve waste recycling and production efficiency at all plants, invest in pollution control and process improvement equipment, and conduct maintenance, upgrades, and additions to equipment.

Environmental Cost Investment

In line with Chang Chun Group's philosophy of sustainability, TPCC has been progressively increasing its environmental investments and expenditures, and improving resource productivity, with the aim of reducing the impact of production processes on the environment by taking precautionary measures to minimize the amount of business waste and conserve energy. In 2024, environmental protection-related expenditures amounted to NTD 164 million, an increase of NTD 93 million compared with 2023.



2 Water Resources Management

TPCC recognizes the importance of water resources and therefore our water resources management policy includes the following:

Our water resources management policy

- Water resource use and management must comply with regulatory requirements and fulfill environmental impact assessment commitments.
- Establish, implement, and maintain water resource efficiency.

Our management actions

- In 2024, the plant improved the hardware facilities of its on-site rainwater recycling system, recovering a total of 11,000 m3 of rainwater and applying it to on-site production, thereby reducing tap water consumption.
- In 2024, the total volume of reclaimed water reached 10,395 thousand m3, three times the 3,080 thousand m3 recorded in 2023, demonstrating TPCC's determination to invest in the effective cyclical use of water resources.
- Each quarter, energy saving and carbon reduction meetings are held, chaired by the Chairman and the General Manager, to review the progress of targets, including the water recycling rate and rainwater recycling performance, and to oversee monitoring and measurement management at each plant. In 2024, the water recycling rate was 87%.

Water Resources Management Information

Unit：Million liters (thousand cubic meters)

	Item	2022	2023	2024
Water withdrawal	(+) Tap water	1,847	977	1,487
	(+) Reservoir water	-	-	-
	(+) River water	-	-	-
	(+) Groundwater	-	-	-
	(+) Rainwater	-	-	11
	(+) Purchased water	-	2	3
	Total water intake (A)	1,847	979	1,502
Water recovery	Total water recovery (B)	910	3,080	10,395
Water recycling rate (B + rainwater)/(A + B)		33%	76%	87%
Water discharge	(+) Surface water	-	-	-
	(+) Seawater	-	-	-
	(+) Third-party water	608	344	416
	Total water discharge (C)	608	344	416
	Total COD (kg)	41,053	15,153	18,836
Total water consumption (A-C)		1,239	635	1,086

Note 1：There is no seawater in the water intake items, and no groundwater in the discharge items.
Note 2：Both water intake and discharge items are fresh water with total dissolved solids (TDS) ≤ 1,000 mg/L.
Note 3：This table presents only data for the Linyuan plant.

Water Resource Risk Management

TPCC used the World Resources Institute's (WRI) Water Risk Assessment Tool to identify potential water stresses at the Linyuan Plant, and the water stress risk was rated as low to moderate. In 2024, although TPCC's Linyuan plant did not experience water shortages. Given the limited national water resources and the increasing frequency of intense rainfall, we continue to review water management, and develop and implement water-saving projects to avoid operational impacts caused by water shortages. In 2024, 4 water-saving projects were completed, including: reducing the wash water usage of wash tower, recovering steam condensate discharge from chiller, reducing the makeup water volume for azeotropic distillation column, and configuring rainwater recycling pipelines. Altogether, these projects reduced water consumption by a total of 17.77 million liters.

3 Air Pollutant Emission Management

"Air Pollutant Emission Management" Management Approach

Significance of the Material Topic

TPCC is committed to creating a good living environment for everyone, ensuring that the public has clean and healthy surroundings. This dedication drives our ongoing efforts to improve water resources and reduce air pollution.

Policy and Commitment

TPCC closely monitors domestic and international regulatory requirements and implements self-monitoring and management. We adopt the approach of "effective reduction of pollution sources and optimization of control equipment" as the basic standard for improving air pollution emissions.

Responsible Departments

Business management departments, such as the Plant Director's Office, Utilities Department, and Safety and Health Department.

Review Mechanism

Hold 1 ESG committee meeting annually and the ESG Working Team meeting quarterly for regular review

Target

Key Performance Indicators (KPI): Percentage reduction of SOx, NOx, and VOCs

Pollutant Factors	Base Year 2021 (metric tons)	2025 Target (reduction)	2030 Target (reduction)
SOx	52	3%	3%
NOx	124	3%	3%
VOCs	39	15%	20%

Action Plans

- Setting and reviewing technical feasibility and regulatory compliance.
- Convene and establish project teams at each plant to promote and implement the initiatives.
- Reviewing and tracking the progress and effectiveness of program improvements.

2024 Outcomes

Key Performance Indicators (KPI): Percentage reduction of SOx, NOx, and VOCs

Pollutant Factors	2024 Target (reduction)	2024 Outcome (reduction)	2024 Outcome (tons)
SOx	3%	73%	14
NOx	3%	42%	71
VOCs	10%	46%	21

Communication/Complaint Mechanisms

- If any environmental, safety and health issues, or injustices are discovered, employees can report them to the nearest safety and health supervisor. For comprehensive issues, reports can be made to the Taipei headquarters to ensure effective resolution.

Pollution prevention and control is divided into water and air pollution prevention, which are described in the following two parts:

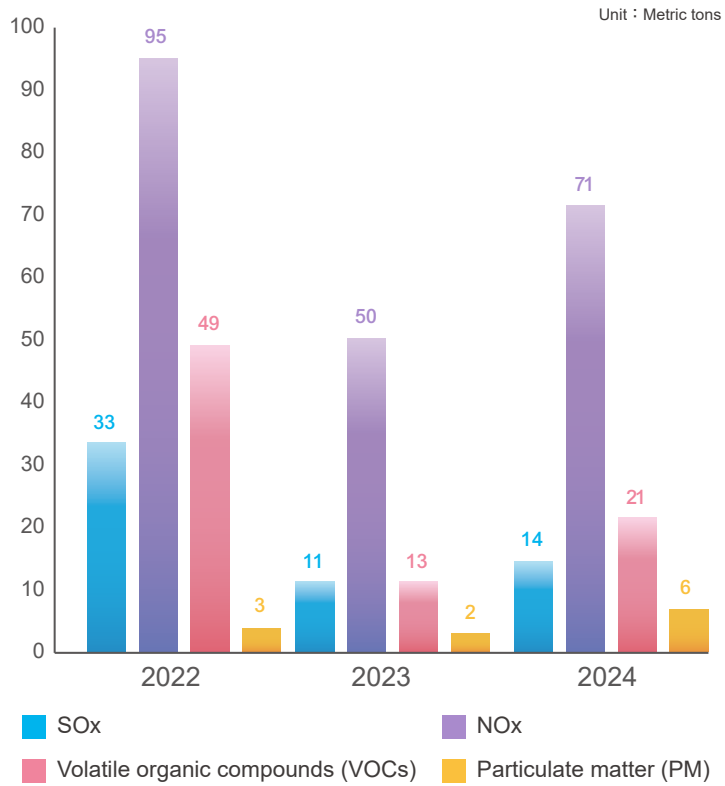
Air Pollution Prevention Measures

TPCC is committed to improving and reducing air pollution, and follows a Russian proverb that is a favorite of the President: "The best fertilizer for a farm is the owner's footsteps. The more footsteps, the better the harvest." Within the plant, management has been reinforced; an automated alarm system and inspection reporting mechanism have been established, and stricter standards have been set for equipment components, with more frequent testing and odor patrols, to reduce and prevent pollutant emissions and accidents.

We have fully adopted the best available control technology (BACT) to properly treat exhaust gases, and all emission ducts are regularly tested by third-party agencies; the results comply with and surpass the pollutant emission standards set by government regulations.

Establish an Automated Alarm System and Inspection Reporting Mechanism	Continuous emission monitoring systems (CEMS) for flues and exhaust gas combustion towers	By enforcing stricter data management standards for external connections and promptly notifying supervisors at all levels for preventive management, the occurrence of abnormal incidents can be reduced.	
	Management of VOC gas detectors with visualization	Establish a visualization system displaying detector locations and real-time data (CCP MAP) to enhance on-duty personnel's ability to monitor on-site abnormal leak conditions and take preemptive measures.	
	Industrial Park Air Quality Monitoring System	Actively capture data from the regulatory authority's Special Industrial Zone Air Quality Monitoring System to more proactively identify potential leak sources within the plant.	
Strengthen Management of Monitoring and Inspection Operations	Regular testing of emission ducts	Through comprehensive monitoring and inspection operations, the status of air pollution emissions inside and outside the plant is effectively monitored to maintain performance that exceeds emission standards.	
	Stricter standards for equipment components, increased testing frequency, and enhanced odor patrols	• Set stricter leak control limits for equipment components, and for components regularly opened during operations, reinforce tube wrapping and plugging to seal them, preventing VOCs emissions. • Use an infrared gas imaging leak detector (GasFindIR) to scan process components, assisting personnel with on-site inspections and enabling early detection of abnormal leak sources.	 

Air Pollution Emissions Statistics From 2022 to 2024



4 Energy Management and GHG Emission

"Energy Management and GHG Emissions" Management Approach

Policy and Commitment

Complying with government energy-related regulations, TPCC continuously promotes energy-saving and carbon reduction initiatives, while advancing low-carbon energy transition and expanding the use of renewable energy. We support low-carbon design, procure energy-efficient equipment, and utilize effective technologies and management systems to monitor changes in greenhouse gas emissions. These efforts aim to reduce environmental impact and enhance energy performance.

Responsible Departments

Safety and Health Department

Review Mechanism

Hold quarterly energy saving, carbon reduction, and carbon neutrality meetings for regular review.



Target

Key Performance Indicators (KPI)	2025 Target	2030 Target
Reduction of Greenhouse Gases (Scope 1 and 2), with 2021 as the baseline: 271 $ktCO_2e$	13%	30% By 2050: Achieve net-zero carbon emissions in line with government requirements
Water usage per unit	3.02 tons/ton	2.39 tons/ton
Steam usage per unit	1.79 tons/ton	1.41 tons/ton
Electricity usage per unit	0.31 thousand kWh/ton	0.25 thousand kWh/ton

Communication/ Complaint Mechanisms

If any environmental, safety, and health issues or injustices are discovered, employees can report them to the nearest safety and health supervisor. For comprehensive issues, reports can be made to the Taipei headquarters to ensure effective resolution.

Action Plans and Implementation Results

Quarterly review of the achievement of sustainability goals through the ESG Committee.

Carbon Reduction Strategies	Measures	Corresponding Section
Energy efficiency improvement	• Heat integration • Steam system improvement • Low-pressure steam recovery and utilization • Optimization and improvement of cooling towers • Energy-saving pumps • Efficiency enhancement of process equipment • Utility equipment energy-saving	Chapter 4 Section 4: Energy management and GHG emission
Circular economy	• Sale of replaced process activated carbon to recycling companies • Packaging material reduction	Chapter 4 Section 5: Waste management

Key Performance Indicators (KPI)	2024 Target	2024 Outcomes
Reduction of Greenhouse Gases (Scope 1 and 2), with 2021 as the baseline: 271 $ktCO_2e$	7%	49%
Water usage per unit	3.11 tons/ton	4.46 tons/ton
Steam usage per unit	1.84 tons/ton	2.01 tons/ton
Electricity usage per unit	0.32 thousand kWh/ton	0.41 thousand kWh/ton

Energy Management System

In 2022, TPCC implemented the ISO 50001 Energy Management System and obtained third-party certification. Through systematic energy management, we continuously improve energy usage and efficiency, reducing carbon emissions. In 2023, to enhance employee education, we offered the Chang Chun Group's ISO 50001 Energy Management online courses, which consist of six foundational management system courses, enabling employees to proficiently execute the management system.

Energy Consumption Statistics From 2022 to 2024

Unit：Gigajoules(GJ)

Source of Energy		2022	2023	2024
Fossil Fuels	Diesel	493	885	1,456
	Natural Gas	2,158,765	1,107,955	2,022,373
	Heavy Oil / Fuel Oil	0	0	0
	Coal	0	0	0
	Purchased Electricity	518,124	303,186	508,225
	Purchased Steam	208,692	6,165	9,689
	Sold Electricity	0	0	0
	Sold Steam	0	0	0
Renewable Energy	Renewable Energy Usage (including wind, solar, biomass, etc.)	0	0	22
Total Energy Consumption		2,886,074	1,418,191	2,541,765
Self-Generated Energy (Fossil Fuels)	Self-Generated Steam	1,531,084	764,859	839,223
	Self-Generated Electricity	0	0	0
Percentage of Renewable Energy		0%	0%	0.001%
Percentage of Grid Electricity Consumption		18%	21%	20%

Note 1：Total energy consumption = diesel + natural gas + heavy oil/fuel oil + coal + purchased electricity + purchased steam - sold electricity - sold steam + renewable energy.

Note 2：The conversion factors for calorific values are based on the 2023 Heat Content of Energy Products by the Bureau of Energy, Ministry of Economic Affairs.

Note 3：Percentage of renewable energy = Renewable Energy Usage / Total Energy Consumption.

Note 4：Percentage of grid electricity consumption = Purchased Electricity / Total Energy Consumption.

Note 5：This table presents only data for the Linyuan plant.

Note 6：In 2024, TPCC's self-generated and self-consumed renewable energy: 0 GJ.

Energy intensity from 2022 to 2024

Year	2022	2023	2024
Total Energy Consumption (GJ)	2,886,074	1,418,191	2,541,765
Total Product Production(Metric Tons)	600, 109	218,369	519,190
Energy intensity (GJ/Metric tons of production)	4.81	6.49	4.44

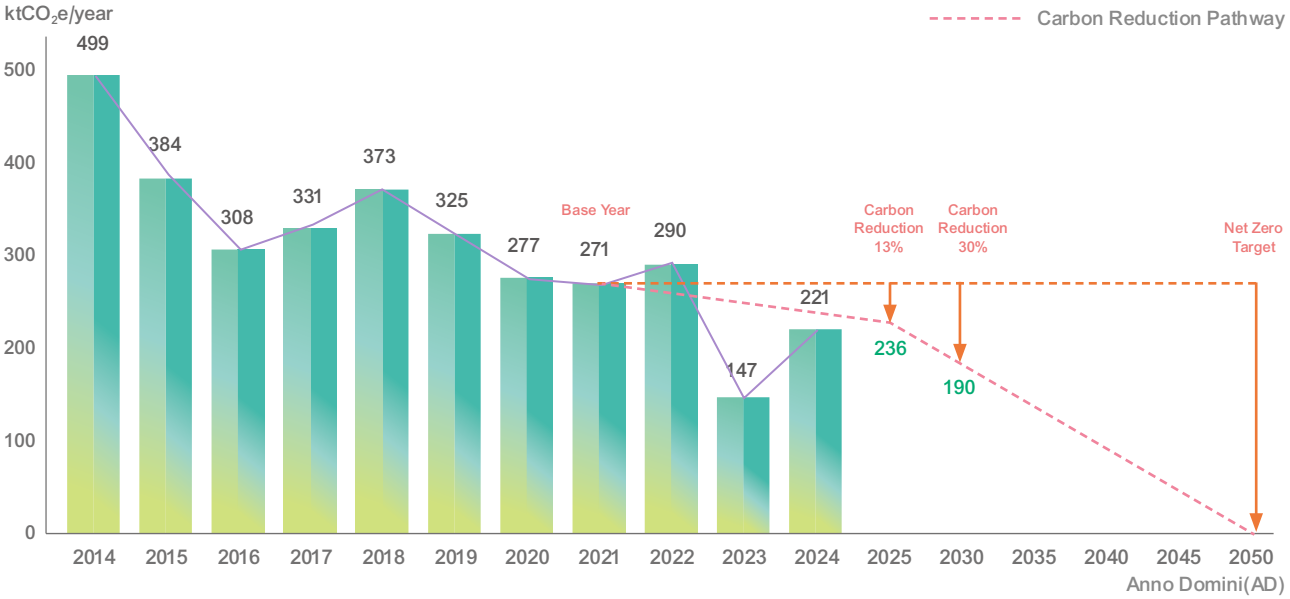
Note：Due to errors arising during the previous reporting period, the energy intensity data for 2022 and 2023 have been adjusted.

In 2024, several energy-saving projects were completed, including replacing outdated chillers with new units, conducting hydraulic analysis of the warm water system, optimizing process control parameters, recovering low-pressure steam, and replacing moisture separators, resulting in a reduction of approximately 496,201 GJ in energy consumption. In addition, TPCC has formulated and launched multiple energy-saving projects, including pump model replacement, compressor type upgrade, pump impeller resizing, and power-saving solutions for water supply equipment. Upon completion, these projects are expected to reduce annual energy consumption by 55,485 GJ, with a carbon reduction benefit of approximately 12,243 tCO_2e per year.

GHG Emissions Management

Short-, Mid- and Long-term Carbon Reduction Pathways

Using 2021 as the baseline year, TPCC has set carbon reduction targets of 13% by 2025 (short-term goal), 30% by 2030 (medium-term goal), and plans to achieve net-zero carbon emissions by 2050 (long-term goal)—in line with government requirements. To achieve these targets, various carbon reduction strategies will be continuously promoted.



TPCC conducts GHG inventories in accordance with the Climate Change Response Act, the Regulations for the Management of Inventory and Registration of GHG Emissions, the GHG Emissions Inventory Guidelines issued by the Ministry of Environment of the Executive Yuan, and the latest relevant regulations of the Corporate GHG Emissions Information Platform. In 2024, economic recovery and increased production capacity resulted in total emissions rising by 33.5% compared with 2023. TPCC will more actively promote energy saving and carbon reduction projects to ensure the reduction pace meets the planned targets.

GHG Management Performance From 2022 to 2024

Unit：$ktCO_2e$

Type of Greenhouse Gas Emission	2022	2023	2024
Direct GHG Emissions (Scope 1)	202.228	105.400	154.008
Indirect GHG Emissions (Scope 2)	87.876	42.082	67.637
Other Indirect GHG Emissions (Scope 3)	345.924	137.489	308.998
Total Emissions ($kt\ CO_2e$)	600.109	218.369	519.190
GHG Emission Intensity ($ktCO_2e/kt$)	0.48	0.68	0.43

Note：The formula for calculating GHG emission intensity is (direct GHG emissions + indirect GHG emissions) / total emissions.

Promoting Carbon Footprint Inventory for Products

To address international climate issues and carbon reduction responsibilities, TPCC has initiated a product life cycle carbon footprint inventory, analyzing and calculating carbon emissions from raw material extraction to the manufacturing process (including on-site waste treatment). To continuously enhance the reliability of the product carbon footprint, TPCC purchased SimaPro and Gabi life cycle assessment software and, leveraging the audit experience of third-party verification bodies, participated in related training activities organized by the Group to improve TPCC's capability to conduct product carbon footprint inventories.

5 Waste Management

Waste Management Approach

Policy and Commitment

Complying with government regulations on waste management, TPCC aims to enhance resource utilization efficiency in production activities, advocate for industrial waste reduction and sustainable resource use, and continuously develop waste resource recovery technologies. The goal is to build an environmentally friendly, green technology-based circular economy.

Responsible Departments

Safety and Health Department

Review Mechanism

Hold 1 ESG committee meeting annually and an ESG Working Team meeting quarterly for regular review



Action Plans

Quarterly review of the achievement of sustainability goals through the ESG Committee.

Autonomous waste inspection and audit	Packaging material reduction and recycling	Evaluation of waste disposal, treatment, and recycling institutions	Sludge Reduction
Conduct quarterly self-inspections of waste storage conditions	Continuously assess appropriate transportation and packaging methods for recycling and reuse within the Group and with customers	Conduct at least one annual inspection of key waste contractors to assess their operational management of entrusted waste storage, removal, treatment, and reuse	All sludge is dried before transportation for disposal

Targets and Implementation Outcomes

Key Performance Indicators (KPI)	2024 Target	2024 Outcomes	2025 Target	2030 Target
Total amount of waste	Reduced to 929 tons.	Reduced to 370 tons.	Maintain 370 tons	Maintain 370 tons

Communication/Complaint Mechanisms

If any environmental, safety, and health issues or injustices are discovered, employees can report them to the nearest safety and health supervisor. For comprehensive issues, reports can be made to the Taipei headquarters to ensure effective resolution.

Waste Environmental Impact Assessment and Management Mechanism

To comply with environmental protection regulations and reduce pollution risks, the Group centrally manages waste treatment processes and standardizes plant operational procedures to reduce environmental impacts.

01 Implement management in accordance with the Industrial Waste Clearance Plan.

Each plant conducts waste classification, storage, removal, and treatment in accordance with the Industrial Waste Clearance Plan, ensuring that operations comply with statutory standards and minimize environmental impacts.

02 Develop waste management procedures

Through the "Waste Management Procedures", the Group standardizes waste classification, temporary storage, removal, and treatment processes across all plants, improving management efficiency and reducing environmental risks.

03 Establish a contractual mechanism for waste removal and treatment

Sign contracts with qualified removal and treatment organizations, entrusting authorized entities to carry out waste collection and treatment to prevent pollution from illegal disposal or improper handling.

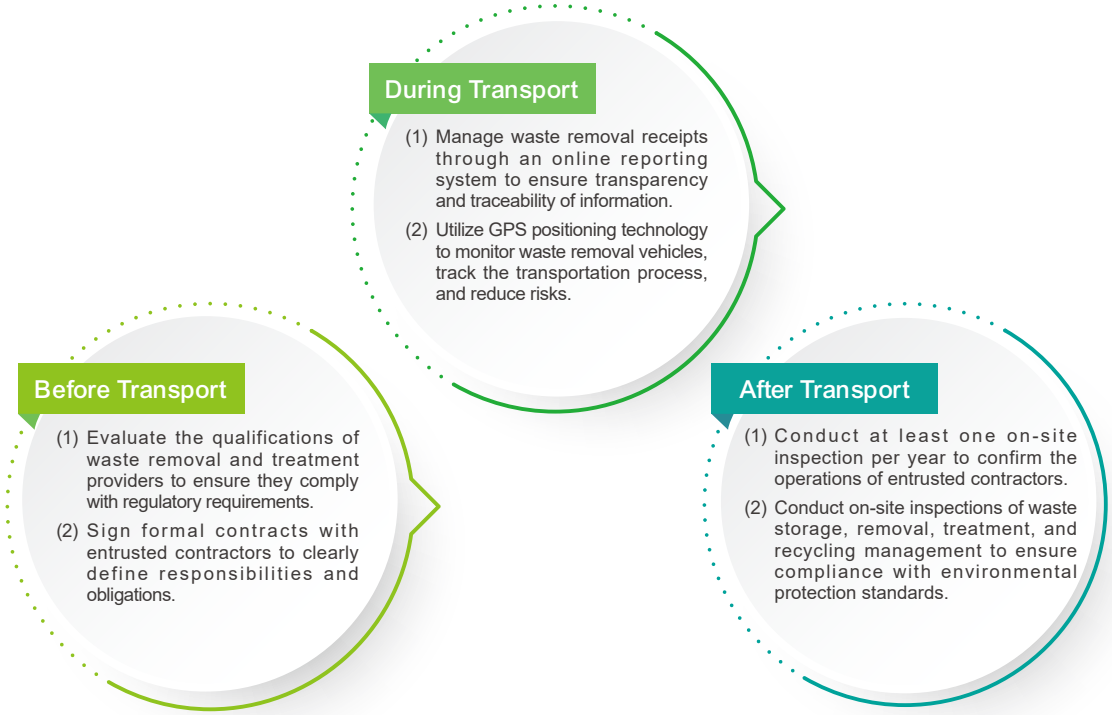
04 Online transmission and tracking of waste disposal reporting

Through an online system for reporting disposal information, the Group tracks waste flow and final disposal status, enhances management transparency, and prevents environmental pollution risks.

Waste Contractor Management and Audit Mechanism

To ensure the legal compliance of the entrusted waste disposal process and reduce environmental impacts, the Group has established a comprehensive waste contractor management mechanism and formulated the "Waste Entrusted Disposal Inspection Form." Through on-site audits and data tracking, it ensures that the storage, quantity, and flow of waste and resource materials comply with regulations, thereby guaranteeing transparency and regulatory compliance in the waste disposal process and achieving environmental sustainability goals.

Waste Contractor Management Procedures



Waste Statistics From 2022 to 2024

Unit：Metric tons

Classification	2022	2023	2024
General Business Waste Generation	989	733	367
Hazardous Business Waste Generation	25	3	3
General Business Waste Recovery Rate	4%	11%	16%
Hazardous Business Waste Recovery Rate	8%	0%	0%
Waste Recovery Rate	4%	11%	16%

Waste in 2024 Categorized by Disposal Method

Unit：Metric tons

Item		General Industrial Waste	Hazardous Industrial Waste
Recyclable Waste Output	Recycled	59	0
Non-recyclable Waste Output	Landfill	0	0
	Incineration	141	2.67
	Other disposal methods	166	0

Note 1：Other disposal methods for general business waste: thermal treatment, curing treatment, physical treatment, chemical treatment, etc.
Note 2：Other disposal methods for hazardous business waste: thermal treatment, high-temperature wet oxidation treatment.

Waste in 2024 Categorized by Disposal Location

Unit：Metric tons

Item		General Industrial Waste	Hazardous Industrial Waste
On-site	Transferred disposal	0	0
	Direct disposal	0	0
Off-site	Transferred disposal	59	0
	Direct disposal	307	2.67

Note 1：According to GRI 306:2020 definitions, transferred disposal includes preparation for reuse and recycling. TPCC does not prepare waste for reuse.
Note 2：According to GRI 306:2020 definitions, direct disposal includes incineration (including energy recovery) and other disposal operations such as landfilling.

2024 Process Gas and Liquid Energy Recovery

Note：The process gas and liquid recovery volume is the amount of fuel input used for internal energy recovery within the process.

Process Gas & Fluid Recovery

10,455 Metric tons

Packaging material reduction and recycling

Upholding Chang Chun Group's principle of implementing packaging material reduction and recycling. In 2024, TPCC successfully recovered 1.7 metric tons of wooden pallets used for carrying raw materials for internal reuse within the plant; additionally, 626 raw material PE drums were recovered and reused. These specific actions have effectively reduced waste generation at the source.

6 Hazardous Substance Management

TPCC is concerned about the potential impact of high-concern chemicals on human health and the environment. From early-stage product assessments and new product development, TPCC prioritizes reducing the use of high-concern chemicals. For existing products, the company seeks alternatives to replace these chemicals. When the use of high-concern chemicals is unavoidable, TPCC adheres to the regulations of the Toxic and Concerned Chemical Substances Control Act for proper management. This includes the daily recording of operation quantities, monthly maintenance of monitoring and alarm equipment, annual application for toxic substance permits, and reporting of toxic substance release volumes. Compliance with these regulations is further ensured through internal audits or inspections by regulatory authorities. We have established a transportation declaration and product tracking system in accordance with the law for the toxic chemical products we produce. When selling our products, we shall confirm that domestic customers have export and sales permits before we can provide the products, while foreign customers are required to record the name of the company and the location of the shipment in order to grasp the flow of the products to avoid improper use and even environmental impacts.

ch5 Quality Workplace

1. Human Rights Policy
2. Employee Diversity
3. Employee Benefits
4. Talent Development
5. Critical Incident Management and Response
6. Occupational Health and Safety
7. Staff Health Management



1 Human Rights Policy

Chang Chun Group Human Rights Policy

Human Rights Policy and Commitment

TPCC adheres to the Universal Declaration of Human Rights (UDHR), the United Nations Global Compact (UNGC), the United Nations Guiding Principles on Business and Human Rights (UNGPs), the ILO Declaration on Fundamental Principles and Rights at Work, and the Responsible Business Alliance (RBA) Code of Conduct. Guided by the Chang Chun Group's human rights policy, TPCC regards fundamental human rights as its highest priority and commits to upholding corporate responsibility in relation to fundamental human rights. This commitment is deeply embedded in TPCC's core values and applies to all types of workers, business partners, suppliers, and contractors.

Human Rights Issue Management Mechanism

Employees

Daily human rights issues related to employees are managed by the Human Resources Department. They follow the collective agreement, work rules, and internal regulations such as the "Chang Chun Group Child Labor Prevention and Remediation Measures" and the "Chang Chun Group Prohibition of Forced Labor Measures" to ensure compliance with human rights policy and relevant legal standards.

Suppliers/Contractors

The Procurement Department formulates the "Chang Chun Group Supplier Code of Conduct" and requires suppliers to sign it, ensuring that they do not violate the provisions related to "Labor and Human Rights."

Chang Chun Group Supplier Code of Conduct

	Human Rights Issues	Risk Assessment and Audit	Mitigation and Remedial Measures	Complaint Channel
Employees	Prohibition of Child Labor and Protection of Rights for Underage Workers	We regularly conduct labor and human rights risk assessments using ISO 45001 standards, and review potential risks and take corresponding measures based on the current internal and external environment and relevant legal regulations. Additionally, we ensure compliance with related issues and continuous improvement through regular internal audits.	• Chang Chun Group Child Labor Prevention and Remediation Measures	Complaint Email Address: CCPGHR@ccpgp.com Complaint Hotline: +886-2-7701-8936
	Employment Freedom		• Implement Chang Chun Group's Prohibition of Forced Labor Measures • Hold labor-management meetings to promote communication and understanding	
	Working Hours, Wages, and Benefits		• Comply with laws related to working hours, and immediately rectify and review if any violations occur • Strengthen labor-management communication and dialogue mechanisms • Organize various hiking, recreational, and sports activities based on employee feedback • Chang Chun good mood hotline • Childbirth incentives and childcare subsidy measures • New labor pension system self-contribution incentive scheme 6+1 project	
	Humane Treatment		• Implement workplace sexual harassment prevention measures, complaints, and disciplinary procedures • Sexual harassment prevention education and training	
	Diversity and Anti-Discrimination		• Design a religious activity request form, allowing all employees to submit their needs • Increase the total number of employees with disabilities every year • Encourage departments to diversify their hiring to include talents from different ethnic groups	
	Freedom of Association and Collective Bargaining		• Strengthen labor-management communication and dialogue mechanisms • If changes to labor conditions are involved, separate coordination meetings shall be held.	
	Occupational Health and Safety		• Occupational OH&S education and training • On-site healthcare professionals to provide immediate health-related services • Develop management tools to enhance real-time management • Health management promotion plan • Organize health seminars	
Contractors	Occupational Health and Safety	• Regularly review potential risks and implement corresponding measures through “Safety and Health Hazard Identification and Risk Assessment” and “Contractor Evaluation Procedures”. • Regularly conduct safety and health inspections to ensure that relevant operations comply with regulations and are continuously improved. • Require contractors to perform a Job Safety Analysis (JSA) before executing hazardous operations to identify and confirm operational safety risks.	• If unsafe conditions are found during safety and health inspections, immediate improvement or suspension of operations will be required. Work can only continue once improvements are completed. • Hold regular contractor coordination meetings and conduct safety inspections before, during, and after daily operations, communicating environmental hazard factors and preventive measures. • Establish an emergency preparedness and response plan to prevent and mitigate potential personnel, equipment, and property losses.	Complaint Email Address: CCPGHR@ccpgp.com Complaint Hotline: +886-2-7701-8936

	Human Rights Issues	Risk Assessment and Audit	Mitigation and Remedial Measures	Complaint Channel
Transportation Suppliers	Working Hours	Regularly review driver work reports and driving records to ensure compliance with labor laws	Require transport suppliers to implement the following measures: • Install suggestion boxes and conduct regular communication, allowing drivers to report work arrangement issues at any time	Complaint Email Address: CCPGHR@ccpgp.com Complaint Hotline: +886-2-7701-8936
	Occupational Health and Safety	• Require transport suppliers to monitor whether drivers have occupational diseases and regularly check on their physical and mental well-being • Inspect on-site to ensure personnel work environment safety complies with regulations	Require transport suppliers to implement the following measures: • Require drivers to follow up on health check-up reports as per medical advice and provide proof, which will then be included in employee evaluations • Add rest rooms at work sites • Include additional inspection items and review mechanisms for personal protective equipment at depots and on vehicles • Install advanced driver assistance systems (ADAS) in vehicles • Equip vehicles with real-time tire pressure and temperature monitoring systems	
Suppliers	Working Hours, Wages, and Benefits Prohibition of Child Labor and Protection of Rights for Underage Workers Occupational Health and Safety	Conduct ESG risk assessments for major raw material suppliers. After a two-stage evaluation, suppliers identified as medium or high-risk are subject to on-site audits. Through on-site visits and exchanges, recommendations are provided, improvements are required within a specified timeframe, and the effectiveness of these improvements is monitored.	• Regularly track deficiencies to ensure supplier improvements • Provide education and training on human rights issues related to child labor, forced labor, and conflict minerals, and enforce compliance requirements	Complaint Email Address: CCPGHR@ccpgp.com Complaint Hotline: +886-2-7701-8936

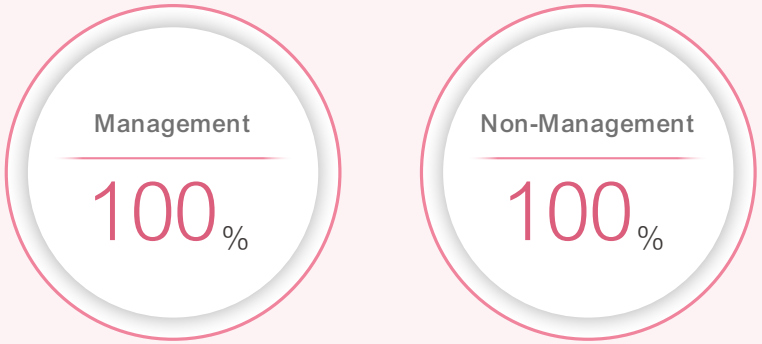
We work with our employees, business partners, suppliers, and contractors to ensure the labor rights of all individuals, and we make our human rights policy public so that our suppliers are aware of our stance and requirements with regard to freedom of association and collective bargaining. The Company has established various channels for submitting concerns or complaints, which can be done anonymously or formally. Upon receiving such information, the relevant department will actively investigate and handle the matter. Based on the reported content, the company will review existing processes and continuously improve them. If a complaint is substantiated, the Company shall hold the parties concerned accountable in accordance with its internal regulations and relevant laws and regulations. We are also committed to ensuring that the identity of any person who asks or reports a concern or seeks assistance on a matter related to this policy is treated with the strictest confidence. The Company strictly prohibits retaliation against persons who report potential or actual violations in good faith, or who participate in investigations of violations. TPCC had no human rights violations in 2024.

Aspect	Complaint Channel	Handling Procedures	Outcome
Corporate Human Rights and Labor Conditions (including issues like child labor and forced labor, etc.)	Complaints via labor-management platform, union organization, telephone, fax, letter, or email HR mailbox: CCPGHR@ccpgp.com	Upon receiving a complaint, the HR department will actively investigate and handle the matter. If the complaint is verified, responsibility will be pursued according to work regulations and relevant laws. If it is a false accusation or frame-up, the complainant will be disciplined according to work regulations.	No complaints related to labor conditions were received in 2024.

Human Rights Training

To implement human rights policy, “Compliance and Human Rights Education and Training” is promoted as a mandatory annual course for employees. The completion rate for employees in 2024 reached 100%.

Percentage of Employees Who Completed Legal Compliance and Human Rights Training in 2024



Note 1：Management - Including junior supervisors and above; Non-management - General staff.

Note 2：If there are new personnel who have not yet completed human rights-related education and training, such as those on unpaid parental leave, new employees, or those newly appointed as consultants, they will complete the training as their system access becomes effective.



2 Employee Diversity

The inclusion of high-quality and diverse talent is fundamental for TPCC to respond to international competition. In 2024, TPCC participated in 14 university recruitment seminars, allowing more students to learn about the chemical engineering industry and TPCC's culture. This fully demonstrates TPCC's active efforts to attract and recruit outstanding talent.

TPCC employs 100% local Taiwanese employees and gives priority to local residents during recruitment, concretely demonstrating the concept of deep-rooted engagement in the community. However, due to the characteristics of the chemical raw material manufacturing industry, the overall proportion of male employees is higher than that of female employees, and the majority of employees are aged 30 to 50. The overall average employee age is approximately 40, with an average tenure of more than 10 years, representing a young and middle aged workforce with rich experience and strong physical capabilities. Furthermore, 100% of the management level originates from the Group's entry level positions.

Percentage of Local Employees in 2024

Number of Employees in Service	Number of Local Employees	Percentage of Local Employees	Remarks
195	160	82.1	Kaohsiung Region

Workforce Composition from 2022 to 2024

Unit：Number of people

Contract Type		2022		2023		2024	
		Male	Female	Male	Female	Male	Female
Fixed-term Contract Contract Employees	Part-time Workers, Contract Drivers, Consultants	12	3	14	3	5	0
Open-ended Contract	Other Employees	164	14	192	11	180	10
Total		176	17	206	14	185	10

Note 1：Fixed-term contract employees listed in this table are considered temporary employees according to the GRI 2-7:2021 definition; open-ended contract employees are considered permanent and full-time employees according to the GRI 2-7:2021 definition.

Note 2：TPCC does not have part-time employees or zero-hour contract employees as defined by GRI 2-7:2021.

Senior Management Distribution from 2023 to 2024

Unit：Number of people

	2023	2024
Total Number of Senior Management	3	3
Local Senior Management	3	3
Rate	100%	100%

Note：Senior management includes deputy plant managers, managers, and above.

Employee Diversity Distribution from 2022 to 2024

Unit：Number of people

Diversity Category	2022		2023		2024	
	Management	Non-Management	Management	Non-Management	Management	Non-Management
Persons with Disabilities	0	3	0	2	0	2

Employee Age Distribution from 2022 to 2024

Unit：Number of people

Age Distribution	2022		2023		2024	
	Management	Non-Management	Management	Non-Management	Management	Non-Management
Aged Under 30	0-	34	0	56	0	34
Aged 30-50	10	89	6	102	5	98
Aged Over 50	3	57	1	55	1	57
Total	13	180	7	213	6	189

Note：Management - Including junior supervisors and above; Non-management - General staff.

Age Distribution of New Employees from 2022 to 2024

Unit：Number of people

Age Distribution	2022		2023		2024	
	Male	Female	Male	Female	Male	Female
Aged Under 30	8	3	11	0	0	0
Aged 30-50	0	0	8	0	0	0
Aged Over 50	2	0	1	0	0	0
Total	10	3	20	0	0	0

Age Distribution of Resigned Employees from 2022 to 2024

Unit：Number of people

Age Distribution	2022		2023		2024	
	Male	Female	Male	Female	Male	Female
Aged Under 30	1	1	4	0	3	0
Aged 30-50	14	5	16	2	10	1
Aged Over 50	3	1	0	1	0	0
Total	30	7	32	6	13	1

Note：The number of departures excludes retirements, layoffs, deaths, non-renewal of student or consultant contracts, and inter-company transfers within the group.

Employee Distribution by Job Level from 2022 to 2024

Unit：Number of people

Grade	2022		2023		2024	
	Male	Female	Male	Female	Male	Female
Executive Managers	0	0	0	0	0	0
Senior Managers	0	0	0	0	0	0
Mid-Level Managers	1	0	0	0	1	0
Junior Managers	9	3	6	1	4	1
General Staff	166	14	200	13	180	9
Total	176	17	206	14	185	10

Number of Contractors in 2024

Unit：Number of people



Note：Calculated based on system entry records; the same person entering multiple times in the same year is counted as one.

Harmonious Labor-management Relations and Channels for Communication Based on Mutual Trust

In 2006, TPCC established a labor union, with employee participation reaching 79.2%. Labor-management meetings are held quarterly. To ensure smooth and transparent communication and effective dissemination of major event information, TPCC has established diverse labor-management communication channels to fully resolve disagreements and safeguard and enhance employee rights and interests. In addition to the annual Union Member Representatives Meeting, the Union Board of Directors and Supervisors Meeting, the Pension Supervisory Committee Meeting, and the labor-management meetings, employees can also communicate through plant-level supervisors and union officers via telephone, email, fax, or face-to-face channels. Employees may also use the employee grievance channel to provide feedback and suggestions. TPCC has not yet signed a collective agreement with the union. We will evaluate and discuss an appropriate collective agreement with union representatives.

TPCC 2024 Union Membership Composition

Date of Establishment	2006
Number of Union Members	152
Percentage of Employee	79.2%

3 Employee Benefits

Under the philosophy of sustainable and stable development, TPCC offers competitive salaries and benefits, a diverse range of employee assistance programs, and a worry-free retirement system, creating a happy life chapter for every TPCC employee.

"Bonus-related" Benefits

Salary Bonuses

- Mid-Autumn Festival, Dragon Boat Festival, Labor Day bonuses
- Red envelopes for the start of the new work year after the Lunar New Year
- Attendance bonus for working during the Spring Festival
- Dividends
- Year-end bonus
- Annual salary adjustments
- Shift allowances
- Emergency call allowances

Special Awards and Grants

- Overtime pay calculation superior to Labor Standards Act requirements
- A commemorative gold coin awarded to retiring employees
- One month's full salary as a wedding gift for employees
- Employee childbirth incentives and childcare subsidy
- Condolence payments for the death of the employee or their family members
- Interest-free salary advances for employee emergency assistance
- New labor pension system self-contribution incentive scheme 6+1 project

"Non-bonus-related" Benefits

Healthcare

- Labor insurance and pension contribution levels calculated based on full salary
- Group insurance for employees
- Free annual health check-ups
- Regular specialized health check-ups
- "Chang Chun good mood hotline" consultation and two free professional counseling sessions per year
- Various stress relief and fitness classes offered periodically
- Emergency overseas assistance services for employees
- In addition to existing life insurance, accident insurance, and occupational injury insurance, group medical and hospitalization insurance, as well as cancer insurance for employees and their families, was introduced in 2021.

Work Benefits

- Free uniforms and protective gear for employees
- Priority hiring for employees' children

Self-Growth

- Diverse internal training within the group
- External professional training
- Free English and Japanese online courses
- Online courses taught by internal instructors
- Courses for senior employees mentoring new hires
- Online courses for digital course material creation
- Presentation skills courses
- Chang Chun EMBA magazine online courses

Parent-Child Life

- Chang Chun Group family sports day
- Chang Chun Group ball games competition
- Chang Chun Group fun runs and healthy activities
- Chang Chun Group "Big Hand Holding Little Hand" beach cleanup event
- Chang Chun Group parent-child coloring and drawing event
- Discounts on tuition fees at partner kindergartens
- Group parent-child education seminars
- Unpaid parental leave

Enriched Life

- Establishment of an Employee Welfare Committee, allocating welfare funds in accordance with the law
- Two days of paid travel leave annually
- Subsidies for employee participation in various sports events and activities
- Subsidies for various club activities

Secure Retirement Assurance

A secure retirement life is a concrete and long-term manifestation of TPCC's commitment to employee care. The company strictly adheres to local government regulations to ensure the security of employees' retirement lives.

Employees Under the New Labor Pension System

We have established the "6+1 Project" incentive plan. If employees voluntarily contribute 6% of their salary to their pension, the company's statutory contribution rate will be increased from 6% to 7% as a reward.

Employees Under the Old Labor Pension System

We have established the "Labor Retirement Reserve Fund Supervisory Committee" to oversee the use of employee retirement funds. The committee conducts regular actuarial calculations of retirement funds to ensure that the company's contributions are sufficient to cover employee pensions.

Remuneration System

TPCC complies 100% with local minimum wage standards. In 2023, the average monthly salary of newly hired entry-level colleagues was 174% of the 2024 statutory minimum wage, and actual salary determinations were adjusted based on each individual's education and experience background.

Unit：New Taiwan Dollars

Minimum monthly wage announced by the Ministry of Labor in 2024	Average monthly salary of new entry-level employees at TPCC in 2023
NTD 27,470	NTD 47,795

Note：As there were no new hires in 2024, the 2023 data is presented.

TPCC has a salary survey and adjustment procedure. Each year, the adjustments consider the minimum living expenses published by the Central Bureau of Statistics, the minimum wage approved by the Executive Yuan, the CPI price index, industry conditions, company affordability, and employee performance assessments. Over the past ten years, employees have received an average annual salary increase of 3%; in 2024, the number of non-management full-time employees was 180, and the median annual salary was NTD 931,272.

Annual Total Compensation Ratio Note 1	Annual Percentage Increase in Total Compensation Ratio Note 2
1.62	134.4 %

Note 1：$\frac{\text{The highest individual annual total remuneration}}{\text{The median annual total remuneration of other employees}}$

Note 2：$\frac{\text{The highest individual annual total remuneration increase percentage}}{\text{The median annual total remuneration increase percentage of other employees}}$

Note 3：Other employees do not include the highest-paid individual.

Childbirth Incentive and Parental Leave Policy

In line with the government's policy, the Company encourages childbirth by allowing employees to apply for unpaid parental leave with a 100% approval rate and 100% reinstatement to their original position. Additionally, a childbirth incentive and childcare subsidy policy has been established, including a childbirth incentive of NT$20,000 per child and a monthly childcare subsidy of NT$3,000 until the child reaches 4 years old, providing full support to employees in their parenting journey. In 2024, 4 childbirth incentives were disbursed, totaling NTD 80,000, and childcare subsidies disbursed amounted to approximately NTD 779,926.

Analysis of Unpaid Parental Leave from 2022 to 2024

Item	2022		2023		2024	
	Male	Female	Male	Female	Male	Female
Number of Employees Eligible for Parental Leave in the Current Year (A)	14	1	21	1	15	0
Number of Employees Who Actually Applied for Parental Leave in the Current Year (B)	0	0	0	0	0	0
Number of Employees Due to Return from Parental Leave in the Current Year (C)	0	0	0	0	0	0
Number of Employees Who Actually Returned from Parental Leave in the Current Year (D)	0	0	0	0	0	0
Return Rate (D/C)	-	-	-	-	-	-
Number of Employees Who Returned in the Previous Year (E)	0	0	0	0	0	0
Number of Employees Who Stayed for One Year After Returning (F)	0	0	0	0	0	0
Retention Rate (F/E)	-	-	-	-	-	-

Note 1：Return Rate = Number of Employees Who Actually Returned from Parental Leave in the Current Year / Number of Employees Due to Return from Parental Leave in the Current Year.

Note 2：Retention Rate = Number of Employees Who Stayed for One Year After Returning / Number of Employees Who Returned in the Previous Year.





Care for Employees' Families and Well-being

The Company is committed to creating a balance between work and family life through mental and physical health management and work-life balance, fostering a friendly work environment that strengthens employee loyalty and deepens their sense of belonging.

CCPG Good Mood

We encourage employees to maintain balanced physical, mental, and spiritual development by introducing the Group's "Chang Chun Good Mood Hotline" for counseling and support. Employees can use the telephone, LINE, WeChat, or other communication channels to consult professional psychological counselors on health, personal, or work-related issues. All consultations are kept strictly confidential. In 2024, the Group conducted a total of 10 telephone counseling sessions and 8 psychological counseling sessions to help employees address mental and emotional concerns and foster a supportive and harmonious workplace.



Painting CCPG - Parent-child Painting Activity

TPCC began participating in Chang Chun Group's "Painting CCPG - Parent-child Painting Activity" in 2022. The drawing theme for 2024 was "Healthy Painting, Vibrant Chang Chun," with a total of 19 submissions. All participating children expressed their understanding and emphasis on issues related to energy conservation, carbon reduction, and sustainable environmental protection through their drawings.



Lower Grades Group



Middle Grades Group



Senior Grades Group

Sports Promotion Campaign

TPCC continues to promote various internal sports and club activities each year, highlighting the group's culture of health and its commitment to employee well-being.

OPEN RUN Marathon

In 2024, TPCC held the OPEN RUN marathon event, giving employees the opportunity to work up a sweat and enhance interpersonal connections during their leisure time, with over 44 employees participating.





4 Talent Development

TPCC's sustainable operation relies on continuous accumulation and sustained cultivation of high caliber talent. We expect every TPCC employee to contribute and be a part of the workplace culture, adhere to the same code of conduct, and demonstrate consistent professional competencies and work values. Using the three approaches of "Downward Rooting", "Upward Succession", and "Cross-Level Development" to conduct employee rotation, placement, and development training.



Rooting Downwards

1. "New Employee Orientation Training"

Provide new employees with essential foundational training and implement a "Buddy System," assigning more experienced colleagues in the same department to mentor new employees and help them integrate more quickly into the Group. In 2024, TPCC had no new hires. In 2025, TPCC will continue to follow Chang Chun Group's new hire orientation training system to further deepen its talent pool.



New Employee Orientation Training



Chang Chun Group New Employee Rights and Obligations Online Course

2. "Professional Training for In-service Employees"

In 2024, TPCC held over 330 courses. Each professional course was crafted by experienced colleagues, combining their professional knowledge and work experience to create in-person or digital courses for new employees to learn in a timely manner. The Group has also established the "CCPG Chu-Ren Award" to encourage the spirit of mutual teaching and learning; in 2024, a total of four outstanding instructors and their teaching materials were nominated. Furthermore, through the internal learning platform, structured online learning channels for various professional roles were launched, including "Sales Product Series," "Chemical Regulatory Compliance," and "Quality Assurance Library." In addition, the Company fully subsidizes employees with professional training needs to participate in external courses, with total subsidies exceeding NTD 395,000 in 2024.



Shu-Ren Award Recognition



Pump Completion Data Review Guidelines Course

Rooting Downwards

3. "Core Training for All Colleagues"

We expect every colleague to share a common cultural context, consistent behavioral standards, and aligned values. Focusing on various core competencies, we promote physical and digital course resources each year to deepen these core competencies as the collective DNA of the Chang Chun Group.





▶ Employee Workplace Etiquette Online Course



▶ New Employee Workplace Communication Course

Reserving Upwards

1. Management Training

For individuals in different management roles, corresponding management competency training is provided to equip them with the knowledge and skills required for their tasks and to demonstrate these through their personal management behaviors, thereby enhancing the management capabilities of supervisors and colleagues both domestically and abroad.

Foreman	Newly Appointed Section Chief	All Section and Department Heads	All Departmental Heads
TWI Foreman Management Training	**New Section-level Management Training**	**Guidance and Communication Skills**	**Labor Policies and Labor-management Relations**
• Work Instruction • Work Improvement • Work Relations	• Management and Leadership Fundamentals • Efficient Execution Skills • Subordinate Training and Instructions • Team Building and Collaboration	• Subordinate Development • Coaching Leadership • Communication and Coordination	• Safeguard the Rights and Interests of Both Labor and Management • Stable Labor-management Relations • Labor and Management Jointly Create Sustainability

Cross-Level Training

Reserve Engineer Development

Each year, Chang Chun Group arranges professional training courses related to the job categories of foremen with excellent job performance ratings and a willingness to take on engineer positions, ensuring that they can be fully equipped for engineer-level roles in advance.

Average Education and Training Hours Per Person in 2024

Management	69 Hours	71 Hours
Non-management	125 Hours	66 Hours

Note：Management - Including junior supervisors and above; Non-management - General staff.

Average Training Hours per Employee
120

Diverse Self-motivated Learning Channels

The Chang Chun e-Academy online learning system integrates educational training databases from various factories, allowing historical courses to be collected, analyzed, and integrated as reference information for next year's educational training course planning. Currently, there are over 900 online courses, either self-produced or in collaboration with other units/institutions, and an app is available for employees to watch and learn in real-time.



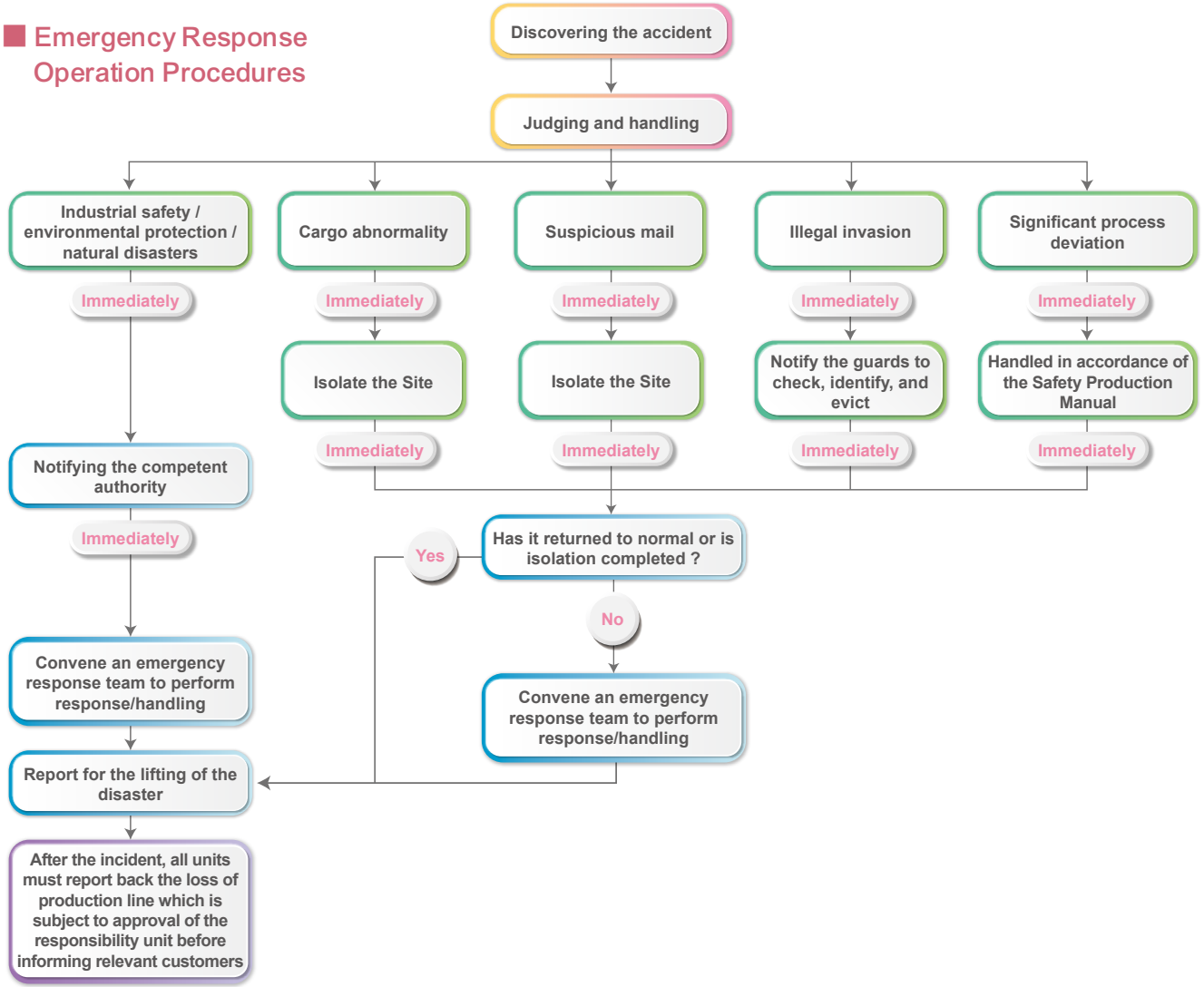






5 Critical Incident Management and Response

Emergency Response Operation Procedures



Emergency Response Focus Plan

Industrial Park Joint Defense



TPCC



OUCC

Firefighting communication training with OUCC

Road Transportation Joint Defense



Identify the location of the leak on the tanker



Conduct verification of leak sealing effectiveness

Nation-wide Benzene Toxic Disaster Response Drill

Emergency Response Drill

To ensure that employees have a comprehensive understanding of occupational safety and are able to enhance related skills, we regularly simulate various potential disaster scenarios and plan corresponding emergency response drills. These drills teach employees and on-site contractors how to respond correctly and provide experience operating various protective equipment, allowing them to become familiar with all response procedures. In 2024, a total of 13 emergency response drills for different unforeseen events were conducted.

- Firefighting: 8
- Toxic Chemical Substances: 4
- Evacuation and Escape: 1

Toxic Disaster Response Management

In order to cope with unexpected accidents resulting in the leakage of toxic chemicals or disasters in the plant, we have formulated relevant contingency and disaster prevention management measures, regularly examined the functions of disaster protective equipment, strengthened emergency response training, reinforced personnel's knowledge of disaster prevention, and implemented mobile management and maintenance of the plant's detectors. At the end of each year, we evaluate all incidents, actual or potential, relating to the leakage of toxic chemicals or disasters in the current year, and review the areas that can be further improved.

2024 External Toxic Disaster Response Activities

Disaster Drills

- Group Transportation Toxic Disaster Drill
- Regional joint defense unannounced toxic chemical accident drills.
- Kaohsiung City Department of Environmental Protection Toxic Disaster Drill

Case Study Seminars

- Participated in the Kaohsiung City Toxic Chemical Accident Case Study Seminar.
- Participate in Toxic Chemical Joint Defense Team Training

Proposals

- Submitted response devices and detection and alarm equipment proposal.
- Submit the Emergency Response Plan for Toxic Chemical Plants (Sites)
- Submit the Emergency Response Plan for Toxic Chemical Transportation

6 Occupational Health and Safety

"Occupational Safety and Health" Management Approach

Significance of the Material Topic

By effectively promoting and implementing workplace safety and health measures, we aim to prevent employees and contractors from accidents or occupational diseases arising from poor physical or mental condition or prolonged exposure to hazardous environments, thereby minimizing negative environmental and social impacts and creating a workplace where workers can devote themselves with peace of mind.

Policy and Commitment

Comply with government occupational safety and health regulations and reference international standards, improve equipment and processes to reduce safety and health risks, and responsibly ensure the safety and health of employees, contractors, the plant, and the community.

Responsible Departments

Safety and Health Department

Review Mechanism

Hold 1 ESG committee meeting annually and the ESG Working Team meeting quarterly for regular review

Target

KPI: Number of Tier 1 and Tier 2 process safety incidents

Process safety incident	2025 Target	2030 Target
Tier 1	Less than 1 case	Less than 1 case
Tier 2	Less than 3 case	Less than 2 case

Action Plans

Quarterly review of the achievement of sustainability goals through the ESG Committee.

External

- Collaborate with external organizations to enhance safety and health standards through training, expert guidance, and audits.
- Participate in external PSM seminars and certification training to continuously develop PSM professionals.

Internal

- Continuously conduct touring courses on safety culture development to foster a safety culture among personnel and reduce occupational accidents.
- Implement the Process Safety Engineer system to safeguard plant process safety.
- Implement various information systems to manage the effectiveness of PSM initiatives.
- Through digital management of the operational environment, various hazardous factors within the plant are effectively addressed, eliminating opportunities and possibilities for personnel exposure.

2024 Outcomes

KPI: Number of Tier 1 and Tier 2 process safety incidents

Process safety incident	2024 Targets (cases)	2024 Implementation Results (cases)
Tier 1	Less than 1 case	0
Tier 2	Less than 4 case	0

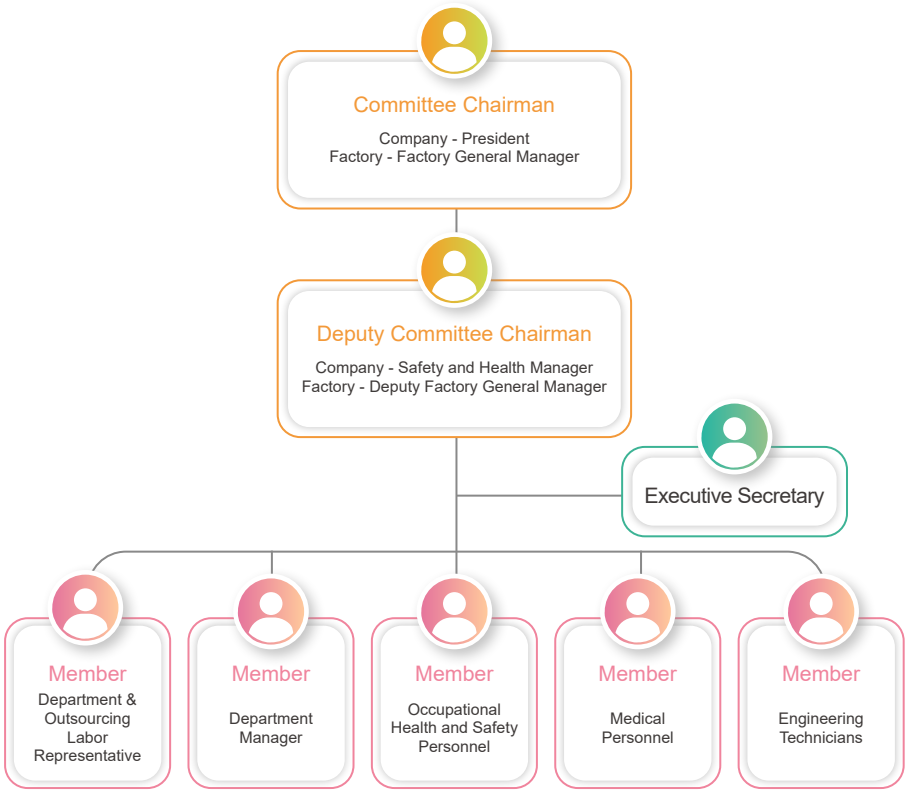
Communication/Complaint Mechanisms

- Policy promotion is conducted quarterly through the" Occupational Safety and Health Committee"
- If any environment, safety and health issues, or injustices are discovered, they may be reported to the safety and health supervisor at the nearest plant; for issues of a broader scope, they may be reported to the Safety and Health Department of the Taipei office to ensure effective resolution.



Occupational safety and health is a significant issue that cannot be ignored in the chemical industry. TPCC has fully implemented the Occupational Health and Safety Management System (ISO 45001), actively promoting Process Safety Management (PSM), and continuously improving management systems and response measures to achieve the goal of zero accidents. In addition, we are committed to optimizing manufacturing processes, improving protective facilities, promoting pollution prevention and preventing occupational hazards, and establishing a safe, healthy and comfortable workplace through a continuous review and improvement implementation strategy.

Occupational Safety and Health Committee



In 2024, the Occupational Health and Safety Committee comprised a total of 20 members, including 7 labor representatives, accounting for 35% of all members. The committee is responsible for drafting, coordinating, and supervising environmental, safety and health, and hygiene-related matters at each plant. The committee holds quarterly meetings to ensure employee consultation and participation.

Issues for Discussion at the Occupational Safety and Health Committee Meeting

- Occupational health and safety policy recommendations
- Coordination and recommendations for occupational health and safety management plans
- OH&S education and training action plans
- Monitoring of the working environment, results, and measures taken
- Health management, prevention of occupational diseases and health promotion
- Various health and safety proposals
- Automated inspections and safety and hygiene audits
- Preventive measures for hazards related to machinery, equipment, or raw materials
- Occupational accident investigation report
- Reviewing health and safety management performance
- Safety and health management for contracted work
- Other occupational health and safety management matters

Special Health Hazard Working Environment Management

TPCC is committed to identifying particularly hazardous working environments and has commissioned professional monitoring agencies to conduct tests in accordance with regulatory requirements. These tests ensure valid data for evaluations on the execution, management, and effectiveness of short- and mid-term improvement plans. In addition, we also collaborated with a team of professors and experts from National Cheng Kung University to achieve the following results:

1. Implementation of a division of labor mechanism and outcome review for workplace environment monitoring. This includes the completion of audits for workplace environment monitoring plans, proposals, onsite sampling, monitoring, and reports, as well as evaluations of contractors conducting workplace environment monitoring, achieving a 100% implementation rate for the monitoring process.
2. Establishment of labor exposure parameters and results aggregation modules. These encompass the labor exposure survey report, physical and chemical sampling, sample analysis records, and statistical data analysis forms, with the completion of an operational manual for the module.
3. Verification of the effectiveness of improvements in high-risk areas of workplace environment monitoring (areas exceeding 1/10 of the permissible concentration standard) includes evaluating high-risk areas that require priority improvements, executing improvement plans, and completing onsite visits and inspections to assess the effectiveness of these improvements for 1 specific case.

Measurement Items and Frequency in 2024

Item	Carbon Dioxide	Organic Solvents	Specific Chemical Substances	Noise	High Temperature Operations
Number of Measurements	2	2	2	2	1

High-Risk Operations Permit Management

Prior to the commencement of operations, high-risk operations require a permit that explains the risks and protective measures for the operation, and the responsible unit shall confirm that the relevant protective measures have been completed before the operation is allowed. Since 2022, TPCC has made high-risk applications electronic and increased the number of inspections and audits during operations to ensure that all operations are carried out in accordance with the rules and regulations, and that protective measures are implemented to reduce the risk of hazards.

Equipment and Instrument Management

TPCC manages certificates of conformity and type certifications for hazardous machinery and equipment (such as boilers, first-class pressure vessels, and specific high-pressure gas equipment) as well as for items like forklifts and explosion-proof electrical apparatus. It has formulated "Construction Equipment Inspection Procedures" and "Occupational Safety Automatic Inspection Procedures" to conduct automatic inspections, focused inspections, and operational checkpoints, effectively controlling equipment maintenance schedules and regular servicing. TPCC also performs comprehensive inventories to replace malfunctioning or obsolete instruments, enhancing instrument reliability and ensuring proper equipment performance and safety protection.

Safety and Health Training Hours Statistics for Contractors

Each worker entering the factory for operations must undergo labor safety and health education courses. They are allowed to enter the factory for work only after completing the training. If they need to enter the factory again after the training's validity period, they must retrain. This practice effectively promotes safety awareness among supplier personnel and reduces the risk of accidents.

Training Hours for Contractors From 2022 to 2024

Year/Gender / Hours/Number of People	2022			2023			2024		
	Male	Female	Total	Male	Female	Total	Male	Female	Total
Training Hours	757	84	841	1,091	87	1,178	1,245	75	1,320
Number of People at the End of the Year	757	84	841	1,091	87	1,178	1,245	75	1,320
Average Hours	1	1	1	1	1	1	1	1	1

Occupational Injury Statistics

In 2024, TPCC recorded a total of 3 occupational injury incidents. The frequency rate (FR) for disabling injuries in 2024 was 7.11.

Note：FR = total number of disabling injury cases / total working hours × 1,000,000.

Accident Prevention Measures

Traffic accidents

Create specialized instructional materials and continuously promote the following through departmental meetings and electronic media to reduce traffic accidents

- Traffic accident cases
- Defensive driving concepts
- Commuting safety awareness



In-plant occupational injuries

Implement the following measures to prevent similar accidents from reoccurring

- Enhance training on standard operating procedures.
- Ensure personnel consistently wear safety protective gear.
- Reevaluate the Job Safety Analysis (JSA).
- Develop optimal risk reduction measures.



Occupational Injury Statistics and Indicators from 2022 to 2024

Year	2022			2023			2024		
Gender	Male	Female	Total	Male	Female	Total	Male	Female	Total
Number of deaths	0	0	0	0	0	0	0	0	0
Number of high-consequence work-related injuries	0	0	0	0	0	0	0	0	0
Number of recordable work-related injuries	0	0	0	2	0	2	3	0	3
Mortality rate due to work-related injuries	0.00	0.00	0.00	0.00	0.00	0.00	0	0	0
High-consequence work-related injury rate	0.00	0.00	0.00	0.00	0.00	0.00	0	0	0
Recordable work-related injury rate	0	0	0	1.02	0	0.95	1.50	0	1.42
Total working hours	390,396	34,530	424,926	391,521	30,642	422,163	401,274	20,481	421,755

Note 1：No occupational disease incidents occurred from 2023 to 2024.

Note 2：Mortality rate due to work-related injuries = Number of deaths caused by work-related injuries / total working hours x 200,000*.

Note 3：High-consequence work-related injury rate (excluding deaths) = Number of high-consequence work-related injuries (excluding deaths) / total working hours x 200,000*.

Note 4：High-consequence injury is defined as work-related injury causing workers unable or difficult to recover to the health state before the injury within six months.

Note 5：Recordable work-related injury rate = Number of recordable work-related injuries / total working hours x 200,000* 。

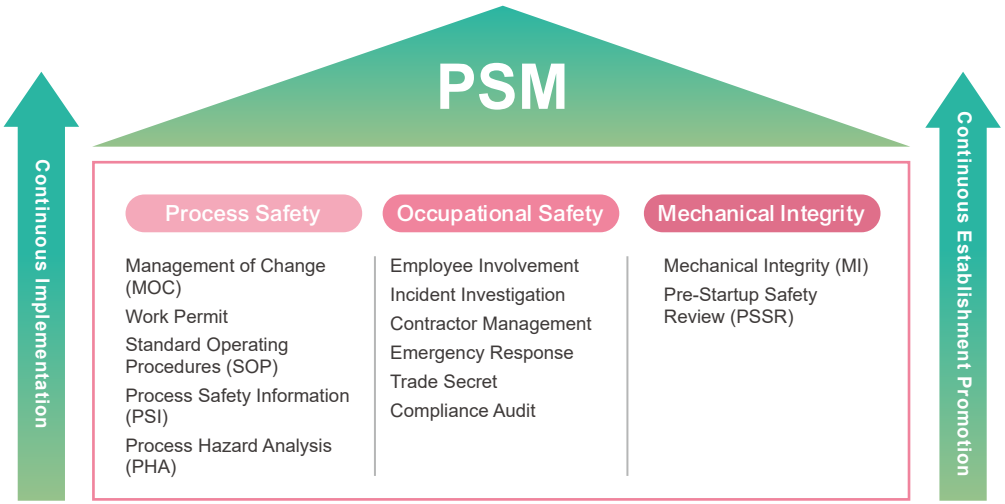
Note 6：Recordable work-related injury is defined as injuries reported monthly to the Ministry of Labor's Occupational Safety and Health Administration in the occupational injury statistics form.

*：This calculation is based on a rate per 100 employees, assuming 50 weeks per year and 40 hours per week.

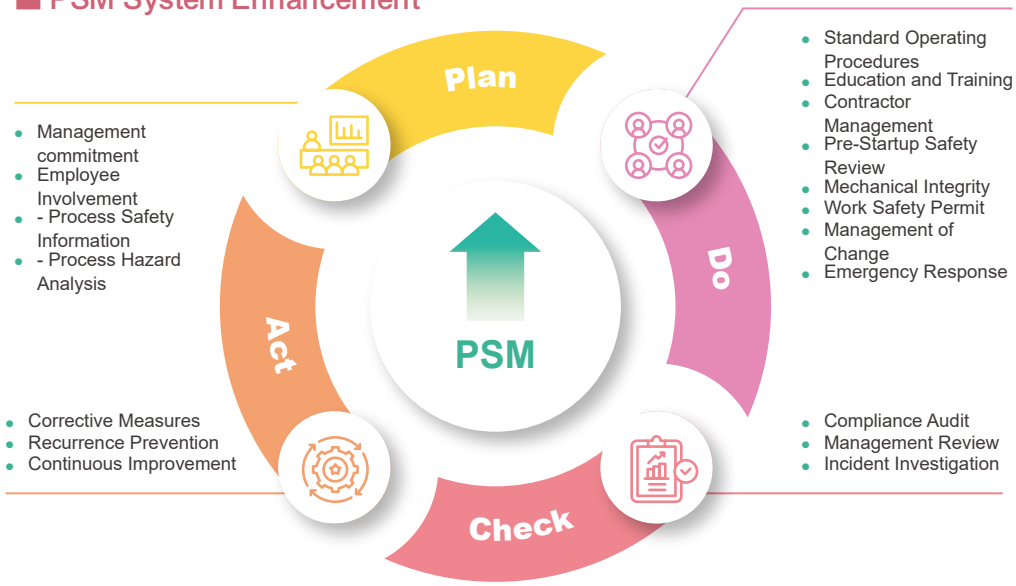
Process Safety Management

Through the three main aspects of Occupational Safety, Process Safety, and Mechanical Integrity, 14 management units have been structured to incorporates overall PSM performance indicators, audits, management meetings, and related technologies into the management system. With the commitment of the senior management and the participation of all employees, we combine the elements of PSM to build a more comprehensive safety protection network, and make continuous improvements through the PDCA process.

Build a PSM-based Security Management System -



PSM System Enhancement



Process Hazard Analysis (PHA)

PHA is fundamental to enhancing process safety, enabling TPCC to identify hazards early and implement improvements in personnel training, operations, process optimization, equipment maintenance, and emergency response scenarios. In 2024, a total of 5 process safety engineers were dedicated to promoting and implementing process safety management. PHA team members consist of professionals from process engineering, mechanical, instrumentation, and safety and health disciplines. Through collaborative brainstorming, they identify potential hazards in the process and manage them through a comprehensive risk management system.

Manufacturing risk management process

Collect process safety information
- Maintain chemical data sheets
- Maintain piping and instrumentation diagrams
- Keep other relevant data

Form a PHA team
- Include process safety engineers as skilled team members

Conduct PHA
- Identify hazards
- Evaluate existing protective layers

Document records
- Summarize PHA analysis results
- Compile improvement suggestions

Manage risks
- Review improvement suggestions
- Management of change

Implement an Alarm Management System

According to the US CSB accident investigation report, one of the main causes of accidents is control personnel overlooking alarms. Excessive non-critical alarms in the process can cause control personnel to miss crucial alarms, preventing timely decision-making based on standard operating procedures and past experiences. To reduce the impact of non-critical alarms on process safety, alarm management is conducted according to ISA-18.2. Departments integrate and categorize process alarms, and use an intelligent system to generate daily reports. Personnel can review these reports to reduce the number of non-critical alarms, with daily alarms per person decreasing from 1.30 every ten minutes to 0.89 every ten minutes. Additionally, an independent critical alarm panel has been established to prevent control personnel from ignoring key alarms, thereby enhancing process safety and emergency response capabilities.

Process Safety Performance Indicator

Monitoring and measuring process safety performance metrics can track the effectiveness of process safety management. In 2024, there were zero process safety incidents. For each process safety event and near miss, an incident investigation team is formed to conduct a thorough investigation, identify the root cause, and prevent recurrence.

2024 Process Safety Metrics

2024
0
Process Safety Event

Tier 1 Process Safety Events (PSE1)	0
Tier 2 Process Safety Events (PSE2)	0
Tier 1 Process Safety Event Rate (PSE1R)	0.00
Tier 2 Process Safety Event Rate (PSE2R)	0.00
Tier 1 Process Safety Event Severity Rate (PSE1SR)	0.00
Reported Near Misses (number of cases)	15

Note 1：The English abbreviations here are based on the Center for Chemical Process Safety (CCPS) definitions, which are consistent with but different from the SASB abbreviations (PSE, PSE1R, PSE1SR are referred to as PSIC, PSTIR, PSISR in SASB).

Note 2：Process Safety Event Rate (PSE1R) = Annual number of Tier 1 process safety events x 200,000* / Total working hours by all employees and contractors.

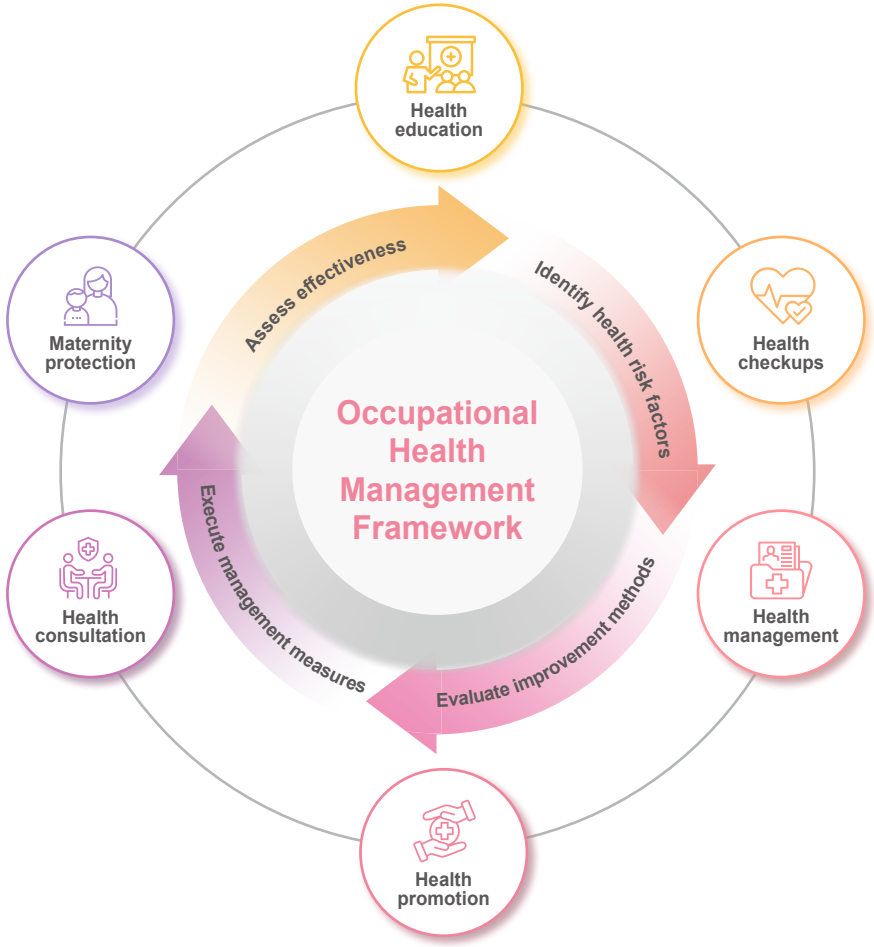
Note 3：Process Safety Event Rate (PSE2R) = Annual number of Tier 2 process safety events x 200,000* / Total working hours by all employees and contractors.

Note 4：Process Safety Event Severity Rate (PSE1SR) = Annual total severity score of Tier 1 process safety events x 200,000* / Total working hours by all employees and contractors (the annual total severity score of process safety events is graded according to the process safety event severity level table).

*：This calculation is based on a rate per 100 employees, assuming 50 weeks per year and 40 hours per week.

7 Staff Health Management

To implement a healthy workplace, a systematic occupational health management framework is established. This framework provides comprehensive management and execution standards, covering the identification of health risk factors, evaluation of improvement methods, execution of management measures, and assessment of effectiveness. It ensures a healthy working environment for employees and includes health-related operating procedures to implement employee health measures to achieve these goals.



Health Education

To implement the occupational health management framework, efforts are made to promote health education and training. For topics including health education promotion, human factor hazard prevention, disease prevention from abnormal work loads, prevention of illegal occupational injuries, maternal health protection, and triage and AED operation, TPCC conducts health education and training by publishing health education information in CCP NEWS, holding health seminars on an irregular basis, and offering in-person courses.



Prevention of the Three Highs Seminar



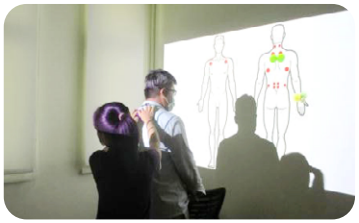
Workplace Unlawful Infringement Seminar



Road Safety Lecture



Triage and AED Operation Education and Training



Soreness OUT! Work More Smoothly and Healthily Seminar



Weight Loss Activity - Physical Fitness and Health Seminar

TPCC Linyuan Plant

Obtaining AED safety certified location badge

Total number of people trained in CPR + AED **189**

Health Checkup

We prioritize the physical health of all employees, providing comprehensive health checkups annually and regularly monitoring their physical and mental health. In 2024, the health checkup rate reached 100%. Additionally, as required by law, special health hazard examinations are conducted annually for employees exposed to health hazards in the workplace. For employees with abnormal checkup results, recommendations from physicians are followed, and these include improving the inherent risk sources and reassigning job positions. In 2024, TPCC achieved 100% coverage in conducting special health hazard inspections, with a total of 93 inspections carried out with no abnormal findings.

Health Management

We have planned short-, medium-, and long-term health management plans for employees and contractors. The medium-term plan involves a comprehensive investigation and assessment of chemical hazard factors in employees' workplaces, with exposure levels regulated to be below 10% of the control value. The long-term plan aims to establish trend analyses for the top five high-prevalence diseases, allocating corresponding health management resources to address high-risk diseases and creating a healthy workplace environment.

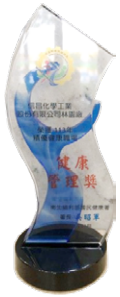
Employee Health Management System

The company's internal database (ERP) includes an employee health management system that tracks employees' historical health data, allowing them to monitor changes in their health status and stay informed about their well-being. Health check-up data is categorized and grouped for preliminary analysis against clinical standards to evaluate the effectiveness of health management.



Health Promotion

Dedicated to the planned and effective promotion of workplace health with outstanding results, we have held numerous health promotion activities. In 2024, we received the "Outstanding Healthy Workplace - Health Management Award" from the Health Promotion Administration, Ministry of Health and Welfare; the "Zhigo Xiong Jiankang" Workplace Employee Health Promotion Program - Health Group Award from the Kaohsiung City Government Health Bureau; and the "Healthy Workplace Certification - Health Promotion Mark" from the Health Promotion Administration, Ministry of Health and Welfare. Through the effect of the healthy workplace certification, we have enhanced our company as a friendly workplace and improved the health protection of our employees. This allows the industry, suppliers, and external auditors to inspect the care and effort the plant puts into its employees, thereby strengthening CCPG's competitiveness.



Outstanding Healthy Workplace - Health Management Award



"Zhigo Xiong Jiankang" Workplace Employee Health Promotion Program - Health Group Award



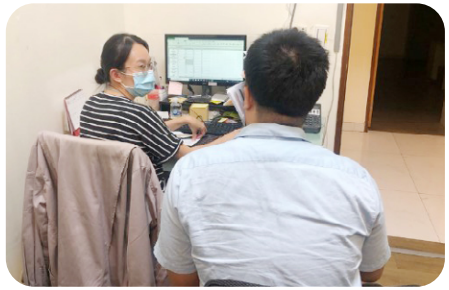
Healthy Workplace Certification - Health Promotion Mark



Influenza Vaccination Program

Health Consultation

Every month, an occupational medicine specialist conducts on-site services to manage employee health based on annual health check-up reports. Along with factory nurses, they provide health consultations to help employees understand their health status and suggested improvements. They offer medical assistance and regular check-up reminders. Based on risk levels, they provide health guidance, work risk assessments, and job adjustments to ensure comprehensive care and follow-up services.



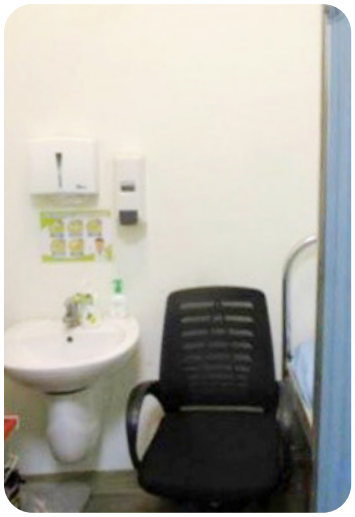
On-site occupational medicine specialist services

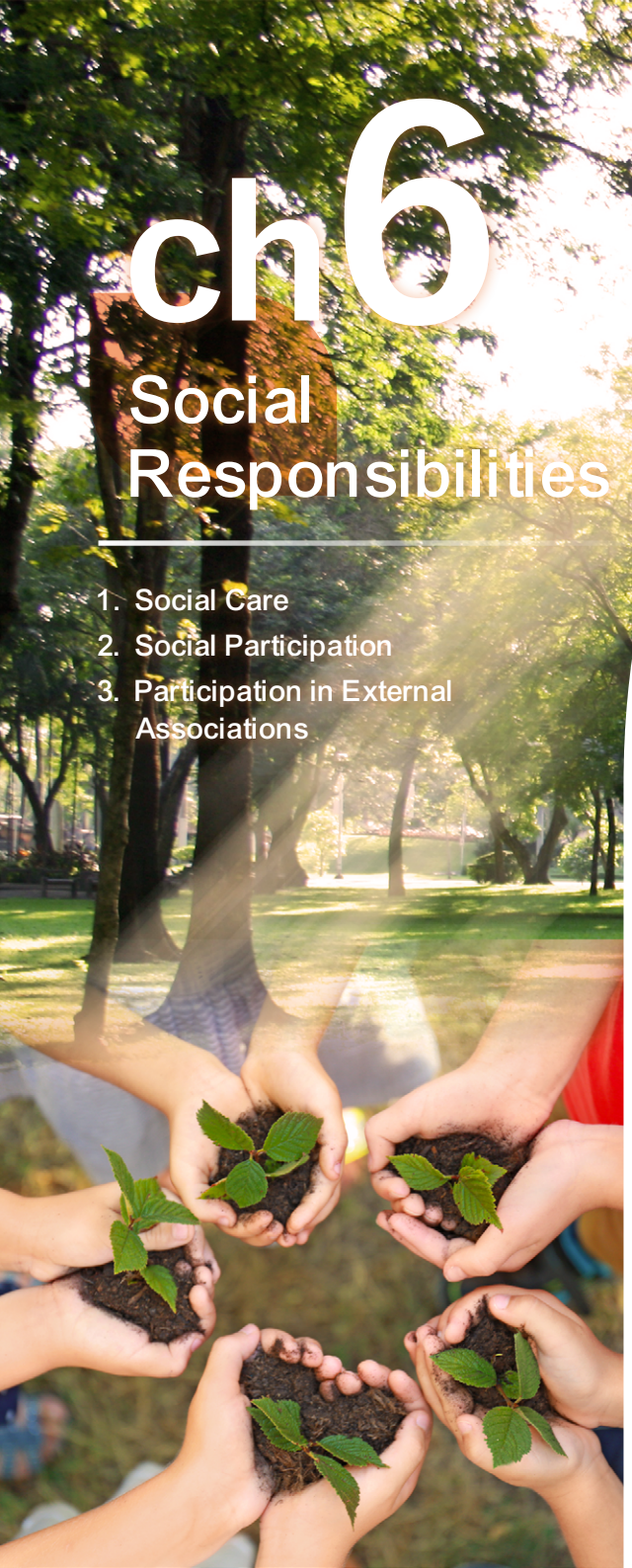


Maternity Protection

The company has established a quality maternal health environment for female employees by setting up lactation rooms, offering a comfortable and private space for pregnant and breastfeeding employees, contractors, or visitors.

The company has implemented the group's “Female Workers' Maternal Health Protection Operational Procedures,” which includes hazard assessments, control measures, and graded management for jobs posing potential maternal health risks. Particularly, tasks that might adversely affect embryo development or maternal/infant health during pregnancy/breastfeeding are managed with job adjustments or relocations based on assessments by on-site occupational physicians, ensuring ongoing care and health education.





ch6 Social Responsibilities

1. Social Care
2. Social Participation
3. Participation in External Associations

1 Social Care

TPCC continues to proactively participate in local community activities based on community needs, bridging the gap with residents. We maintain diverse and smooth communication channels with neighborhood chiefs, community units, and residents, providing students and local residents with a good environment.

Local Community Communication and Management

Ensuring Neighborhood Safety

In the course of factory operations, the following measures are taken to ensure neighborhood safety:

Reducing pollution emissions

Minimize environmental impact as much as possible through the use of more environmentally friendly processes and technologies. Environmental protection procedures are established to ensure neighborhood safety, providing local residents with high-quality environmental standards.

Regular inspection of production equipment

Conduct regular equipment inspections to ensure proper operation and timely repair of any damages or malfunctions, following relevant procedural documents to guarantee neighborhood safety. In 2023, TPCC reported no major equipment anomalies, effectively providing local residents with a safe living environment.

Providing production safety training for operators

Ensure production safety by offering necessary safety training to employees, ensuring adherence to best safety practices during operations, and preventing potential accidents. The "Chang Chun e-Academy" established by Chang Chun Group offers training courses in chemical processes, environmental protection, safety and health, instrumentation control, mechanical maintenance, and technical design for operators. Training progress is managed through individual learning maps, with regular notifications for retraining, assessments, and evaluations incorporated into HR evaluations.

Ensuring Neighborhood Safety

Cooperation with local governments

Maintain ongoing communication with the government to understand local regulations and legal requirements, ensuring factory operations comply with local environmental and safety standards.

Neighborhood communication channels

Keep communication channels open with local residents, actively responding to their questions and feedback to strengthen community trust in the factory, and understanding the needs and concerns of local residents. When handling abnormal information from community complaints, the discoverer or recipient of the information notifies the plant or relevant department via email or phone for immediate and appropriate action. Complaints from the public are handled, responded to, and recorded by the plant manager's office, management representative, and plant operations department.



Implementing Environmental Protection

Taiwan Prosperity Chemical is engaged in the manufacturing of chemical products, and its processes generate waste gas, wastewater, waste liquids and waste materials that need to be treated by environmental facilities. Evaluations indicate that potential impacts on the local community primarily occur in environmental aspects, including air pollution control and water pollution prevention. To implement environmental protection, regular environmental quality monitoring is conducted, and environmental monitoring stations are independently established. In the event of any anomalies, relevant units are immediately notified to take emergency response measures, effectively reducing the environmental impact during operational activities.

Regular environmental monitoring projects inside and outside the plant:

Air quality

During factory operations, air and operational environment pollution are controlled in accordance with the Air Pollution Control Act, its enforcement rules, the Management Regulations for Installation, Operation, and Fuel Use Permits of Stationary Pollution Sources, and the Emission Standards for Stationary Pollution Sources, to comply with environmental regulations and reduce environmental and health impacts. During operation and maintenance, pollution sources and control equipment are regularly maintained, inspected, and operation records are kept in compliance with the law. For new processes or equipment, applications for new installation, modification, or changes to permits for stationary pollution sources are handled according to the aforementioned regulations.

Noise and Vibration Monitoring

The main sources of noise generated during plant operations are the air compressors and emergency generators. Noise reduction and soundproofing facilities have been installed around these equipment, effectively reducing noise and vibration. There were no significant noise and vibration anomalies in 2024, and the factory's surroundings were not affected.

Water Monitoring

TPCC has its own wastewater treatment plant and regularly performs maintenance and upkeep. During operation, water quality is regularly monitored to ensure it does not pollute surface water. The wastewater treatment plant is also equipped with an automatic continuous monitoring system to continuously monitor the quality of discharge water, ensuring that the water discharged to the joint sewage treatment plant meets the park's discharge standards. Additionally, TPCC regularly monitors the raw wastewater generated by each process. If abnormalities are detected at the wastewater source, immediate measures are taken to prevent impacts on the operation of the wastewater treatment plant.

Maintaining Neighborhood Relations

TPCC has long supported and sponsored local community activities, establishing good communication and interaction channels with the communities surrounding the plant.

Linyuan Petrochemical Industrial Area Neighborly Fund

In 2024, TPCC sponsored NTD 2.16 million to the Linyuan Petrochemical Industrial Area Neighborly Fund through the Linyuan District Office to support local activities, with an aim to improve Linyuan Industrial Park's care for the health of the residents in the surrounding area, reward outstanding and disadvantaged students, and support community culture issues.



In 2024, TPCC sponsored NTD 2.16 million

2 Social Participation

TPCC has always been committed to social welfare and making positive contributions of resources and efforts to the community. Employees of the Company also participate in this endeavor, spreading their love and care to more people in need. In 2024, TPCC brought warmth and care to the community by organizing public welfare activities such as "Donating Old Clothes to Extend Love" and "Collecting Second-hand Paper and Recyclable Items."

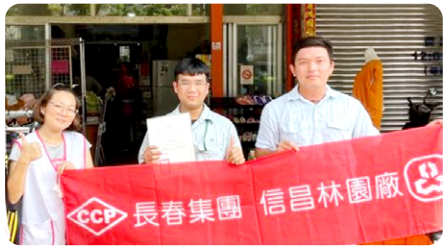
I. Donating Old Clothes to Extend Love

TPCC upholds the concepts of "implementing environmental protection" and "fulfilling social responsibility," and holds the "Donating Old Clothes to Extend Love" activity every year, receiving enthusiastic responses from all employees. All collected clothing is donated to the Garden of Hope Foundation, extending their service life while reducing the burden on the environment.


感謝狀

感謝
信昌化學工業股份有限公司
熱心公益，捐贈二手衣物
一批，支持勵馨基金會物
資分享服務工作，以行動
回饋社會，善惠弱勢家庭
特致謝忱

董事長 潘瑋琬



II. Collecting Second-hand Paper and Recyclable Items

In 2024, TPCC donated 3,400 kilograms of second-hand paper and recyclable items to the Tzu Chi Linyuan Recycling Station. This action demonstrates our commitment to waste reduction by transforming items that might otherwise be discarded into renewable resources, thereby reducing the demand for new resources and making a tangible contribution to environmental protection.


慈濟林園環保站
感謝狀

站長 林健芳

III. Chang Chun Group "DIY Family Day"

In 2024, we participated in the "DIY Family Day" event organized by Chang Chun Group, attracting more than 250 employees and family members. The event combined the Group's epoxy resin products with creative handicrafts and incorporated the promotion of green living concepts, allowing participants not only to experience the joy of creative making but also to gain a deeper understanding of Chang Chun Group's ideas and practices in sustainable development. At the same time, the factory tour arranged during the event gave family members the opportunity to gain deeper insights into the chemical industry.



IV. "Blood Donation Event"

2024 Blood Donation Event

By taking practical action through blood donation, a total of 24 bags of blood (6,000 c.c.) were donated, gathering everyone's enthusiasm to do their part and spread love to those in need.





3 Participation in External Associations

In 2024, TPCC participated in a total of 3 industry associations and 1 other association. Additionally, it held significant positions in two organizations, actively engaging with external entities to greatly benefit the company's sustainable development.

Industry Associations	Description
Taiwan Responsible Care Association	President Chen Hou-Fu served as a member of council
Petrochemical Industry Association of Taiwan	Chairman Davy Cheng served as a member of council
Nature of Membership	
Taiwan Chemical Industry Association	
Importers & Exporters Association of Taipei	



Appendices: GRI Standards Comparison Table

General Disclosures

GRI Standards	Disclosure Items	Chapter	Page
GRI 2: General Disclosures 2021	**Organizational Reporting and Practice**		
	2-1 Organizational details	Report Profile Chapter 1-1. Organization Overview	02 06
	2-2 Entities included in the organization's sustainability reporting	Report Profile	02
	2-3 Reporting period, frequency and contact point	Report Profile	02
	2-4 Restatements of information	Report Profile	02
	2-5 External assurance	Appendix: Third Party Assurance Statement	69
	Events and Workers		
	2-6 Activities, value chain and other business relationships	Chapter 1-2. Products and Value Chain	07
	2-7 Employees	Chapter 5-2. Employee Diversity All TPCC personnel adhere to the standard working hours stipulated by regulations and are not subject to the equivalent full-time calculation method.	43
	2-8 Workers who are not employees	Chapter 5-2. Employee Diversity All TPCC personnel adhere to the standard working hours stipulated by regulations and are not subject to the equivalent full-time calculation method.	43
	Governance		
	2-9 Governance structure and composition	Chapter 3-1. Governance Structure	16
	2-10 Nomination and selection of the highest governance body	Chapter 3-1. Governance Structure	16
	2-11 Chair of the highest governance body	Chapter 3-1. Governance Structure	16
	2-12 Role of the highest governance body in overseeing the management of impacts	Chapter 2-3. Material Topic Identification and Impact Management	13
	2-13 Delegation of responsibility for managing impacts	Chapter 2-3. Material Topic Identification and Impact Management	13
	2-14 Role of the highest governance body in sustainability reporting	Chapter 2-1. ESG Governance and Management Organization	10
	2-15 Conflicts of interest	Chapter 3-2. Ethical Corporate Management	18
	2-16 Communication of critical concerns	Chapter 2-2. Stakeholder Engagement	11

GRI Standards	Disclosure Items	Chapter	Page
GRI 2: General Disclosures 2021	2-17 Collective knowledge of the highest governance body	Chapter 3-1. Governance Structure	16
	2-18 Evaluation of the performance of the highest governance body	No disclosure due to company policy	-
	2-19 Remuneration policies	No disclosure due to company policy	-
	2-20 Process to determine remuneration	No disclosure due to company policy	-
	2-21 Annual total compensation ratio	Chapter 5-3. Employee Benefits	45
	Strategies, Policies and Practices		
	2-22 Statement on sustainable development strategies	Decision Maker's Statement	04
	2-23 Policy commitments	Chapter 3-2. Ethical Corporate Management Chapter 4-1. Sustainable Environmental Management Chapter 5-1. Human Rights Policy	18 30 40
	2-24 Embedding policy commitments	Chapter 3-2. Ethical Corporate Management Chapter 4-1. Sustainable Environmental Management Chapter 5-1. Human Rights Policy	18 30 40
	2-25 Processes to remediate negative impacts	Chapter 2-3. Material Topic Identification and Impact Management	13
	2-26 Mechanisms for seeking advice and raising concerns	Chapter 2-2. Stakeholder Engagement	11
	2-27 Legal Compliance	Chapter 3-3. Legal Compliance	20
	2-28 Membership associations	Chapter 6-3. Participation in External Associations	62
	Stakeholder Engagement		
	2-29 Approach to stakeholder engagement	Chapter 2-2. Stakeholder Engagement	11
	2-30 Collective bargaining agreements	Chapter 5-2. Employee Diversity	43

Materials Topic

GRI Standards	Disclosure Items	Chapter	Page
GRI 3: Material Topics 2021	**Material Topic Disclosure**		
	3-1 Process to determine material topics	Chapter 2-3. Material Topic Identification and Impact Management	13
	3-2 List of material topics		
	3-3 Management of material topics		

Topic Guidelines *Material topic

GRI 200: Economics

Topic	GRI Standard		Disclosure Items	Chapter	Page
Labor Relationships and Benefits	GRI 201: Economic Performance 2016	201-3	Defined benefit plan obligations and other retirement plans	Chapter 5-3. Employee Benefits	45
Market Presence	GRI 202: Market Presence 2016	202-2	Proportion of senior management hired from the local community	Chapter 5-2. Employee Diversity	43
Legal Compliance*	GRI 3: Material Topics 2021	3-3	Management of material topics	Chapter 3-3. Legal Compliance	20
	GRI 205: Anti-corruption 2016	205-2	Communication and training about anti-corruption policies and procedures	Chapter 3-2. Ethical Corporate Management	18
		205-3	Confirmed incidents of corruption and actions taken	Chapter 3-2. Ethical Corporate Management	18

GRI 300: Environment

Topic	GRI Standard		Disclosure Items	Chapter	Page
Energy Management	GRI 302: Energy 2016	302-1	Energy consumption within the organization	Chapter 4-4. Energy management and GHG emission	34
		302-3	Energy Intensity		
		302-4	Reduction of energy consumption		
		302-5	Reductions in energy requirements of products and services		
Climate Change Response and Greenhouse Gas (GHG) Management	GRI 305: Emissions 2016	305-1	Direct (Scope 1) GHG emissions		
		305-2	Indirect (Scope 2) GHG emissions		
		305-3	Other indirect (Scope 3) GHG emissions		
		305-4	GHG emissions intensity		
		305-5	Reduction of GHG emissions		
Water Resources Management	GRI 303: Water and Effluents 2018	303-2	Management of water discharge-related impacts	Chapter 4-2. Water Resources Management	31
		303-3	Water withdrawal		
		303-4	Water discharge		
		303-5	Water Consumption		

Topic	GRI Standard		Disclosure Items	Chapter	Page
Air Pollutant Emission management*	GRI 3: Material Topics 2021	3-3	Management of material topics	Chapter 4-3. Air Pollutant Emission Management	32
	GRI 305: Emissions 2016	305-7	Nitrogen oxides (NOX), sulfur oxides (SOX), and other significant gas emissions		
Resource Recycling and Waste Management	GRI 306: Waste 2020	306-2	Management of waste-related significant impacts	Chapter 4-5. Waste Management	37
		306-3	Waste generation		
		306-4	Waste disposal and transfer		
		306-5	Direct disposal of waste		

GRI 400: Social

Topic	GRI Standard		Disclosure Items	Chapter	Page
Labor Relationships and Benefits	GRI 401: Employment 2016	401-1	New employee hires and employee turnover	Chapter 5-2. Employee Diversity	43
		401-2	Benefits provided to full-time employees (excluding temporary or part-time workers)	Chapter 5-3. Employee Benefits	45
		401-3	Parental leave		
Occupatinal Safety and Health*	GRI 3: Material Topics 2021	3-3	Management of material topics	Chapter 5-6. Occupational Health and Safety	52
	GRI 403:Occupational Health and Safety 2018	403-1	Occupational health and safety management system		
		403-2	Hazard identification, risk assessment and incident investigation		
		403-3	Occupational health services	Chapter 5-7. Personnel Health Management	56
		403-4	Worker participation, consultation and communication on occupational health and safety	Chapter 5-6. Occupational Health and Safety	52
		403-5	Worker training on occupational health and safety	Chapter 5-5. Critical Incident Management and Response Chapter 5-6. Occupational Health and Safety	50 52
		403-6	Promotion of worker health	Chapter 5-6. Occupational Health and Safety	56
		403-7	Prevention and mitigation of occupational health and safety impacts directly linked by business relationships	Chapter 5-7. Personnel Health Management	52
		403-8	Workers covered by the occupational health and safety management system	Chapter 5-6. Occupational Health and Safety	52
		403-9	work-related injuries		
		403-10	Occupational diseases		

Topic	GRI Standard	Disclosure Items		Chapter	Page
Talent attraction and cultivation	GRI 404: Training and Education 2016	404-1	Average hours of training per year per employee	Chapter 5-4. Talent Development	48
		404-2	Enhancing employee competencies and transition assistance programs		
		404-3	Percentage of employees receiving regular performance and career development reviews		
Human rights and diversity and inclusion	GRI 405: Diversity and Equal Opportunity 2016	405-1	Diversity of governance bodies and employees	Chapter 5-2. Employee Diversity	43
	GRI 406: Non-discrimination 2016	406-1	Discrimination incidents and improvement actions taken by the organization	Chapter 5-1. Human Rights Policy	40
	GRI 408: Child Labor 2016	408-1	Significant risks of child labor at operational sites and suppliers		
	GRI 409: Forced or Compulsory Labor 2016	409-1	Operational sites and suppliers with significant risks of forced and compulsory labor incidents		
Community relations and communication	GRI 414: Supplier Social Assessment 2016	414-2	Negative social impacts in the supply chain, and actions taken	Chapter 6-1. Social Care	59
Chemical Safety*	GRI 3: Material Topics 2021	3-3	Management of material topics	Chapter 3-4. Customer Relationship Management	22
	GRI 416: Customer Health and Safety 2016	416-1	Assess the health and safety impacts of product and service categories		
	GRI 417: Marketing and Labeling 2016	417-1	Requirements for product and service information and labeling		
Customer Relationship Management	GRI 418: Customer Privacy 2016	418-1	Substantiated complaints of violation of customer privacy or loss of customer data	Chapter 3-4. Customer Relationship Management	22

TPCC Specific Topics

Topic	GRI Standard	Disclosure Items		Chapter	Page
Corporate Governance and Integrity*	GRI 3: Material Topics 2021	3-3	Management of material topics	Chapter 3-1. Governance Structure	16

SASB Standards Disclosure Comparison Table

Disclosure Topic	Code	Indicator	Corresponding Section	Page
GHG Emissions	RT-CH-110a.1	Scope 1 greenhouse gas emissions (tons CO_2e); percentage of scope 1 greenhouse gas emissions subject to carbon trading regulations (%)	Chapter 4-4. Energy management and GHG emission	34
	RT-CH-110a.2	Management strategies or plans for Scope 1 Greenhouse Gas Emissions, including long-term and short-term reduction targets, and performance.	Chapter 4-4. Energy management and GHG emission	34
Air quality	RT-CH-120a.1	Emissions of the following air pollutants: (1) Nitrogen Oxides (NOx) (2) Sulfur Oxides (SOx) (3) Volatile Organic Compounds (VOCs) (4) Hazardous Air Pollutants (HAPs)	Chapter 4-3. Air Pollutant Emission Management	32
Energy Management	RT-CH-130a.1	(1) Total energy consumed (GJ) (2) Proportion of grid electricity usage (%) (3) Proportion of renewable energy usage (%) (4) Self-produced energy (GJ)	Chapter 4-4. Energy management and GHG emission	34
Water Management	RT-CH-140a.1	(1) Water intake (2) Water consumption (3) Operational sites located in areas of "high" or "very high" water scarcity and percentage of (1) and (2)	Chapter 4-2. Water Resources Management	31
	RT-CH-140a.2	Number of cases of non-compliance with water quality related discharge permits, standards and regulations	Chapter 3-3. Legal Compliance	20
	RT-CH-140a.3	Describe water management risks and strategies, and risk mitigation practices	Chapter 4-2. Water Resources Management	31
Hazardous Waste Management	RT-CH-150a.1	Total amount and recycled percentage of hazardous business waste generated by the company	Chapter 4-5. Waste Management	37
Community Relations	RT-CH-210a.1	Discuss the process of engaging in the management of risks and opportunities related to community interests	Chapter 6-1. Social Care	59
Labor Health and Safety	RT-CH-320a.1	For direct and contract employees': (1) Total recordable incidence rate (TRIR) (2) Fatality rate	Chapter 5-6. Occupational Health and Safety	52
	RT-CH-320a.2	Description of the assessment and monitoring of health risks for direct and contract employees (to reduce exposure to long-term/chronic health risks)	Chapter 5-6. Occupational Health and Safety	52
Product Design for Improved Efficiency at the Utilization Stage	RT-CH-410a.1	Revenue from products that enhance resource efficiency at the utilization stage	No revenue from sustainable products, with 0% share.	-
Chemical Safety and Environmental Management	RT-CH-410b.1	Percentage of revenue from products containing chemicals classified as health and environmental hazards by GHS Hazard Classification 1 and 2 (%), and percentage of products for which hazard analyses were conducted (%).	There are currently no related statistics. For more information on Chang Chun's management of GHS chemical substances in products, please refer to Chapter 3-4. Customer Relationship Management.	-
	RT-CH-410b.2	Development strategies for chemicals of high concern and alternative products that can reduce human and environmental impacts.	Chapter 4-6. Hazardous Substance Management	39
Genetically Modified Products	RT-CH-410c.1	Genetically modified products as a percentage of overall revenue.	No use of genetically modified materials	-
Regulations and Policy Management	RT-CH-530a.1	The company's position on government regulation and policy planning for environmental and social issues.	Chapter 2-2. Stakeholder Engagement	11
Occupational safety and Emergency Response	RT-CH-540a.1	PSIC, PSTIR, PSISR	Chapter 5-6. Occupational Health and Safety	52
	RT-CH-540a.2	Number of transportation incidents	No transportation incidents occurred in 2024.	-

Third Party Assurance Statement

KPMG

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Independent Limited Assurance Report

To Taiwan Prosperity Chemical Corporation:

We were engaged by Taiwan Prosperity Chemical Corporation ("TPCC") to provide limited assurance over the selected information ("the Subject Matter Information") on the 2024 Sustainability Report of TPCC ("the Report") for the year ended December 31, 2024.

Applicable Criteria of the Subject Matter Information

TPCC shall prepare the Subject Matter Information in accordance with applicable criteria required by Article 4 of Taiwan Stock Exchange Corporation Rules Governing the Preparation and Filing of Sustainability Reports by TWSE Listed Companies ("the Rules") as set forth in Appendix I.

Management's Responsibilities

TPCC is responsible for determining its objectives with respect to sustainable development performance and reporting, including the identification of stakeholders and material aspects, and using the applicable criteria to fairly prepare and present the Subject Matter Information. TPCC is also responsible for establishing and maintaining internal controls relevant to the preparation and presentation of the Subject Matter Information that is free from material misstatement, whether due to fraud or error.

Our Responsibilities

We performed our work in accordance with the Standard on Assurance Engagements TWSAE3000 "Assurance Engagements Other than Audits or Reviews of Historical Financial Information" issued by the Accounting Research and Development Foundation in Taiwan and to issue a limited assurance conclusion on whether the Subject Matter Information is free from material misstatement. Also, we have considered appropriate limited assurance procedures according to the understanding of relevant internal controls in the circumstances, but not for the purposes of expressing a conclusion as to the effectiveness of the internal control over the design or implementation of the Report.

Independence and Standards on Quality Management

We have complied with the independence and other ethical requirements of the Code of Professional Ethics for Certified Public Accountant in the Republic of China, which is founded on the fundamental principles of integrity, objectivity, professional competence and due care, confidentiality, and professional behavior. In addition, we applied Standards on Quality Management. Accordingly, we maintained a comprehensive system of quality management, including documented policies and procedures regarding compliance with ethical requirements and professional standards as well as applicable legal and regulatory requirements.

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Summary of Work Performed

As stated in applicable criteria of the Subject Matter Information paragraph, our main work on the selected information included:

- Reading the Report of TPCC;
- Inquiries with responsible management level and non-management level personnel to understand the operational processes and information systems used to collect and process the Subject Matter Information.
- On the basis of the understanding obtained mentioned above, perform analytical procedures on the Subject Matter Information and if necessary, inspect related documents to gather sufficient and appropriate evidence in a limited assurance engagement.

The work described above is based on professional judgment and consideration of the level of assurance and our assessment of the risk of material misstatement of the Subject Matter Information, whether due to fraud or error. We believe that the work performed and evidence we have obtained are sufficient and appropriate to provide a basis of our conclusion. However, the work performed in a limited assurance engagement varies in nature and timing from, and is 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.

Inherent limitations

The Report for the year ended December 31, 2024 includes the disclosures of non-financial information that involved significant judgments, assumptions and interpretations by the management of TPCC. Therefore, the different stakeholders may have different interpretations of such information.

Conclusion

Based on the work we have performed and the evidence we have obtained, as described above, nothing has come to our attention that causes us to believe that the Subject Matter Information has not been properly prepared, in all material aspects, in accordance with the applicable criteria.

Other Matters

We shall not be responsible for conducting any further assurance work for any change of the subject matter information or the criteria applied after the issuance date of this report.

The engagement partner on the assurance resulting in this independent auditors' report is Yu-Ting Huang.

KPMG

Taipei, Taiwan (Republic of China)
Aug 29, 2025

Notes to readers

The limited assurance report and the accompanying selected information are the English translation of the Chinese version prepared and used in the Republic of China. If there is any conflict between, or any difference in the interpretation of, the English and Chinese language limited assurance report and the selected information, the Chinese version shall prevail

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Appendix I：Summary of the Subject Matter Information

No.	Corresponding Section	Subject Matter Information	Applicable Criteria
1	Chapter 4 Environmental Co-Prosperity 4. Energy Management and GHG Emission	■ 2024 Energy Consumption Statistics ➢ Unit：Gigajoules (GJ) - Fossil Fuels • Diesel：1,456 • Natural Gas：2,022,373 • Heavy Oil / Fuel Oil：0 • Coal：0 • Purchased Electricity：508,225 • Purchased Steam：9,689 - Renewable Energy • Renewable Energy Usage (including wind, solar, biomass, etc.)：22 - Total Energy Consumption：2,541,765 - Percentage of Renewable Energy：0.001% - Percentage of Grid Electricity Consumption：20% ➢ Note 1：Total energy consumption = diesel + natural gas + heavy oil/fuel oil + coal + purchased electricity + purchased steam − sold electricity − sold steam + renewable energy. ➢ Note 2：The conversion factors for calorific values are based on the 2023 Heat Content of Energy Products by the Bureau of Energy, Ministry of Economic Affairs. ➢ Note 3：Percentage of renewable energy = Renewable Energy Usage / Total Energy Consumption. ➢ Note 4：Percentage of grid electricity consumption = Purchased Electricity / Total Energy Consumption. ➢ Note 5：This table presents only data for the Linyuan plant. ➢ Note 6：In 2024, TPCC's self-generated and self-consumed renewable energy: 0 GJ.	The Rules Appendix 1-2 No.1 Total energy consumption, percentage of purchased electricity, utilization rate (renewable energy/total energy), and total self-generated and self-use energy

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No.	Corresponding Section	Subject Matter Information	Applicable Criteria
2	Chapter 4 Environmental Co-Prosperity 2. Water Resources Management	■ Water Resources Management Information ➢ Unit：Million liters (thousand cubic meters) ➢ 2024 - Total water intake：1,502 - Total water discharge：416 - Total water consumption：1,086	The Rules Appendix 1-2 No.2 Total water withdrawn, total water consumption, mandatorily or voluntarily disclosed total wastewater (sewage) discharged
3	Chapter 4 Environmental Co-Prosperity 5. Waste Management	■ 2024 Waste Statistics ➢ Unit：Metric tons ➢ 2024 - Hazardous Business Waste Generation：3 - Hazardous Business Waste Recovery Rate：0%	The Rules Appendix 1-2 No.3 Total quantity of hazardous wastes generated during the production process of products required to be disclosed under the law or to be disclosed voluntarily.
4	Chapter 5 Quality Workplace 6. Occupational Health and Safety	■ In 2024, TPCC recorded a total of 3 occupational injury incidents. The frequency rate (FR) for disabling injuries in 2024 was 7.11. ➢ Note: FR =total number of disabling injury cases / total working hours × 1,000,000. ■ 2024 Occupational Injury Statistics and Indicators ➢ Gender：Male - Number of recordable work-related injuries：3 - Recordable work-related injury rate：1.50 - Total working hours：401,274 ➢ Gender：Female - Number of recordable work-related injuries：0 - Recordable work-related injury rate：0 - Total working hours：20,481 ➢ Gender：Total - Number of recordable work-related injuries：3 - Recordable work-related injury rate：1.42 - Total working hours：421,755 ➢ Note : Recordable work-related injury rate = Number of recordable work-related injuries / total working hours x 200,000.	The Rules Appendix 1-2 No.4 Number of employees in and rate of occupational accidents

No.	Corresponding Section	Subject Matter Information	Applicable Criteria
5	Chapter 6 Social Responsibility 1. Social Care	■ **Implementing Environmental Protection** Taiwan Prosperity Chemical is engaged in the manufacturing of chemical products, and its processes generate waste gas, wastewater, waste liquids and waste materials that need to be treated by environmental facilities. Evaluations indicate that potential impacts on the local community primarily occur in environmental aspects, including air pollution control and water pollution prevention. To implement environmental protection, regular environmental quality monitoring is conducted, and environmental monitoring stations are independently established. In the event of any anomalies, relevant units are immediately notified to take emergency response measures, effectively reducing the environmental impact during operational activities. Regular environmental monitoring projects inside and outside the plant: 1. Air quality During factory operations, air and operational environment pollution are controlled in accordance with the Air Pollution Control Act, its enforcement rules, the Management Regulations for Installation, Operation, and Fuel Use Permits of Stationary Pollution Sources, and the Emission Standards for Stationary Pollution Sources, to comply with environmental regulations and reduce environmental and health impacts. During operation and maintenance, pollution sources and control equipment are regularly maintained, inspected, and operation records are kept in compliance with the law. For new processes or equipment, applications for new installation, modification, or changes to permits for stationary pollution sources are handled according to the aforementioned regulations. 2. Noise and Vibration Monitoring The main sources of noise generated during plant operations are the air compressors and emergency generators. Noise reduction and soundproofing facilities have been installed around these equipment, effectively reducing noise and vibration. There were no significant noise and vibration anomalies in 2024, and the factory's surroundings were not affected.	The Rules Appendix 1-2 No.5 Operations with significant actual and potential negative impacts on local communities.

5

No.	Corresponding Section	Subject Matter Information	Applicable Criteria
		3. Water Monitoring TPCC has its own wastewater treatment plant and regularly performs maintenance and upkeep. During operation, water quality is regularly monitored to ensure it does not pollute surface water. The wastewater treatment plant is also equipped with an automatic continuous monitoring system to continuously monitor the quality of discharge water, ensuring that the water discharged to the joint sewage treatment plant meets the park's discharge standards. Additionally, TPCC regularly monitors the raw wastewater generated by each process. If abnormalities are detected at the wastewater source, immediate measures are taken to prevent impacts on the operation of the wastewater treatment plant.	

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CCP
Chang Chun Group
Taiwan Prosperity Chemical Corporation