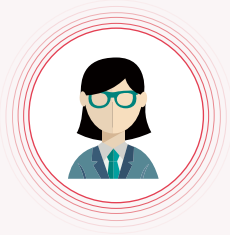




6. Social inclusion

Creating a happy workplace for our employees is our long-standing commitment. In order to fulfill the corporate social responsibility of "Love the homeland, and care for the society", we have consolidated internal and external resources to invest in social welfare activities.

▶ (GRI 2-1、2-2、2-7、2-8、2-13、201-3、401-1~401-3、403-1~403-10、404-1~404-3、405-1、405-2)



Female

86 people / 10 %



Average age

46.1 years old



Average tenure

17.9 years



Average salary

NT\$949 thousand



Median

NT\$906 thousand



Education higher than technical colleges

57.2%



Male

773 people / 90 %

Manpower

Number of employees:

The total number of employees is 859, with 773 males (90%) and 86 females (10%). 848 people (98.7%) are local hires in Taiwan, and 11 (1.3%) are migrant workers from other countries (Thailand) due to particular job demand.

Taiwanese employees are mostly located in Taipei, Miaoli and Kaohsiung, and they are all full-time regular employees. Except for 6 people and the 11 foreign migrant workers who signed fixed-term contracts (a total of 17 people), the rest of CGPC's employees are on indefinite contracts.

Others

Other key summary:

2023 CGPC companies (including subsidiaries TVCM and CGPCP, and excluding overseas investment affiliates. 100% manufactured in Taiwan, and the same applies to this section and latter).

In order to provide employment opportunities to the disadvantaged, 14 persons with disabilities are employed in 2023, accounting for 1.6% of the Company's total number, which is higher than the 1% employee percentage required by the People with Disabilities Rights Protection Act.

Issues

Material issue ▶ See each section for description for details
 Talent Attraction and Retention (See [Chapter 6.2](#) for details)
 Talent development and cultivation (See [Chapter 6.3](#) for details)
 Safe and healthy workplace (See [Chapter 6.4](#) for details)
 Transportation Safety Management (See [Chapter 6.5](#) for details)

Charity events

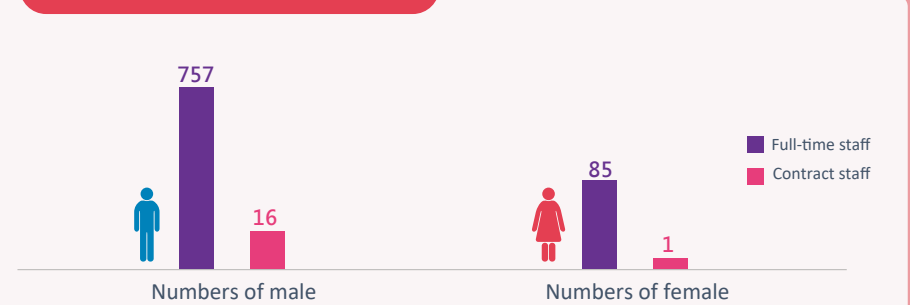
Social Participation (See [Chapter 6.6](#) for details)

6.1 Manpower Structure ▶ (GRI 2-1、2-7、405-1)

▶ 2023 Statistics by position, job location, age, education background and gender

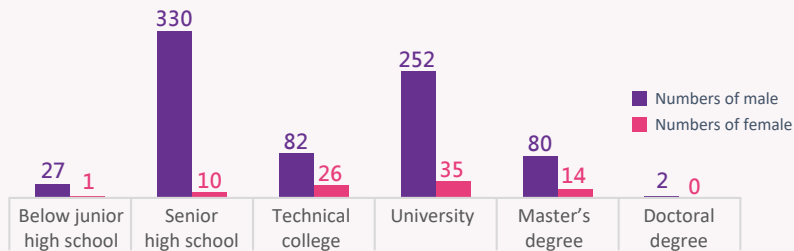
Category	Groups	Male		Female		Group subtotals and percentages	
		Number of people	Percentage of group	Number of people	Percentage of group	Number of people	Percentage of all employees
Job Title	Tier-one supervisors	29	3.8%	0	0%	29	3.4%
	Tier-two supervisors	121	15.7%	5	5.8%	126	14.7%
	General employees	623	80.6%	81	84.2%	704	82.0%
Location	Taiwan	773	100.0%	86	100.0%	859	100.0%
Employment Type	No fixed term or perpetual contract						
	Full-time staff	757	97.9%	85	98.8%	842	98.0%
	Fixed term or temporary contract						
	Contract staff	16	2.1%	1	1.2%	17	2.0%
Total number of employees: Full-time staff + Contract staff						859	

2023 Employment type statistics table



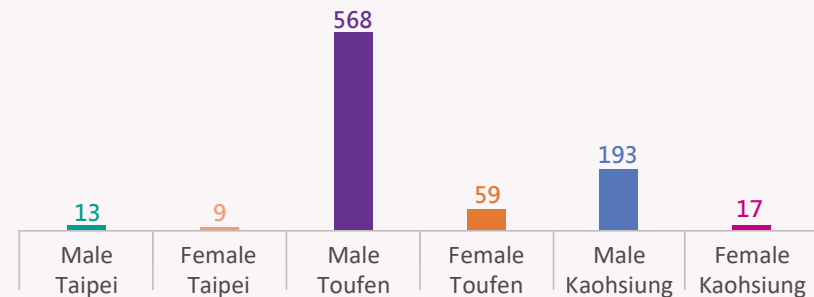
Note 1: Due to the nature of the petrochemical industry, the proportion of male employees is higher than that of female employees.
 Note 2: The employee data is compiled by the Personnel Section of each plant as of December 31, 2023.
 Note 3: We employed 14 persons with disabilities, accounting for 1.6% of the Company's total number, which is higher than the 1% employee percentage required by the "People with Disabilities Rights Protection Act".

2023 Percentage of education background by gender



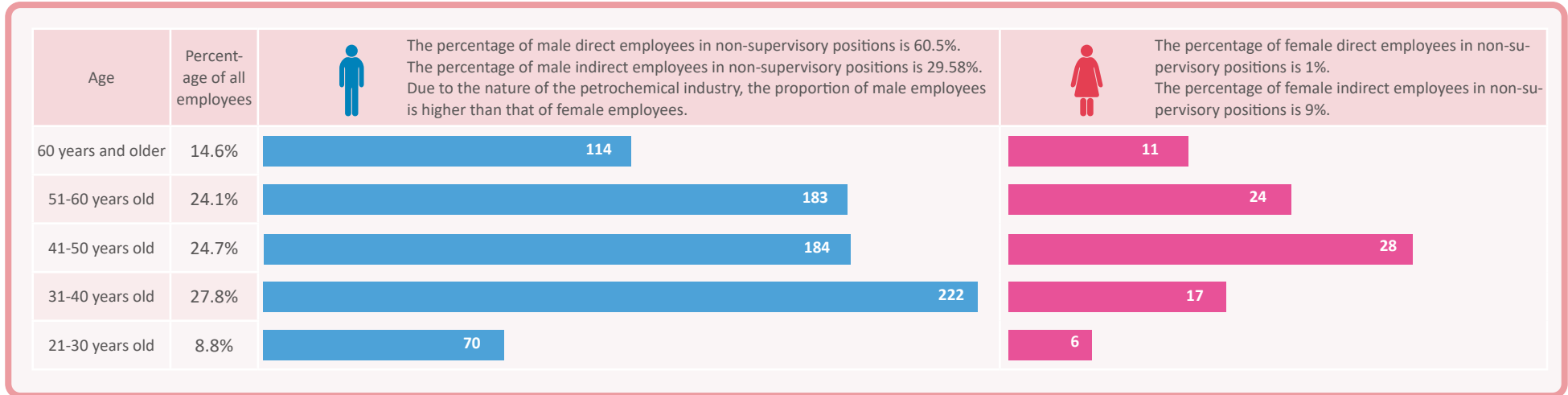
In response to technological advances and in order to improve efficiency, we have continued to replace old equipment in the factories with new ones, and personnel with relevant academic qualifications and operational skills are required. In 2023, we recruit new employees to make up for those who retire, and most of our new hires have either bachelor's or master's degree. 57.2% of our employees have a college degree or above. We have formed academia-industry collaboration with schools to nurture professionals in order transfer industry knowledge.

2023 Work region statistics table

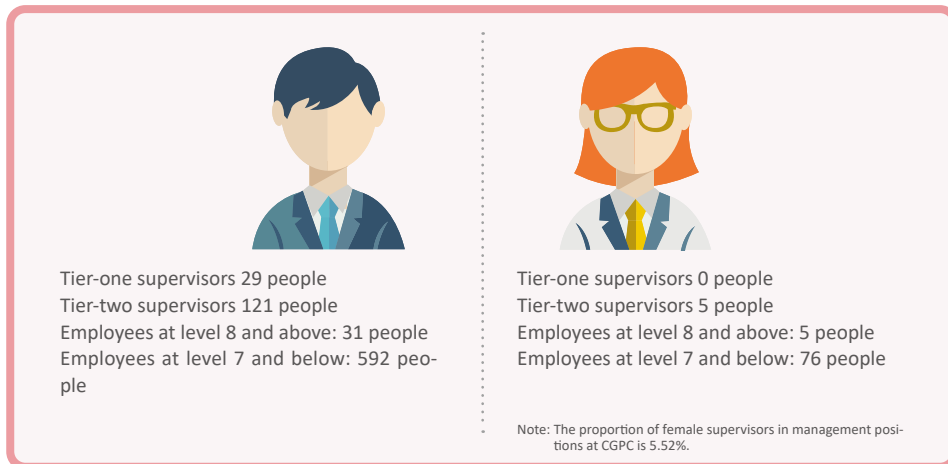


Employees are located in Taipei, Toufen and Kaohsiung. The reason for the high number of male employees: Job sites in the plants have mostly labor-intensive work.

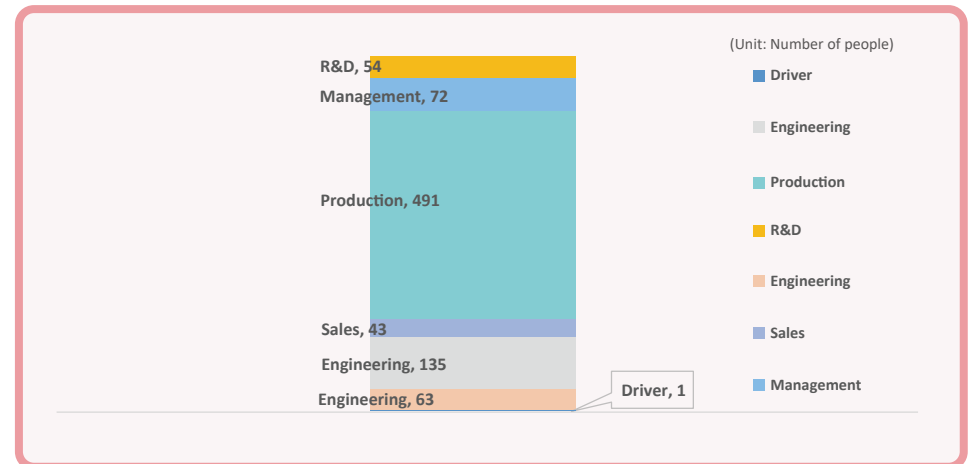
2023 Statistics of employee age by age



By position



2023 statistics by position



6.2 Talent Attraction and Retention ▶ (GRI -3-3 · 401-1)

Attract and stabilize flows of talents for the Company. Based on the capability and experience required for the positions, we regularly review the policy and reasonableness of salary and remuneration. We also strengthen employees' recognition and practices of core values, so that all employees can elaborate on their talents and have growth, and the internal integration practices create a win-win situation.

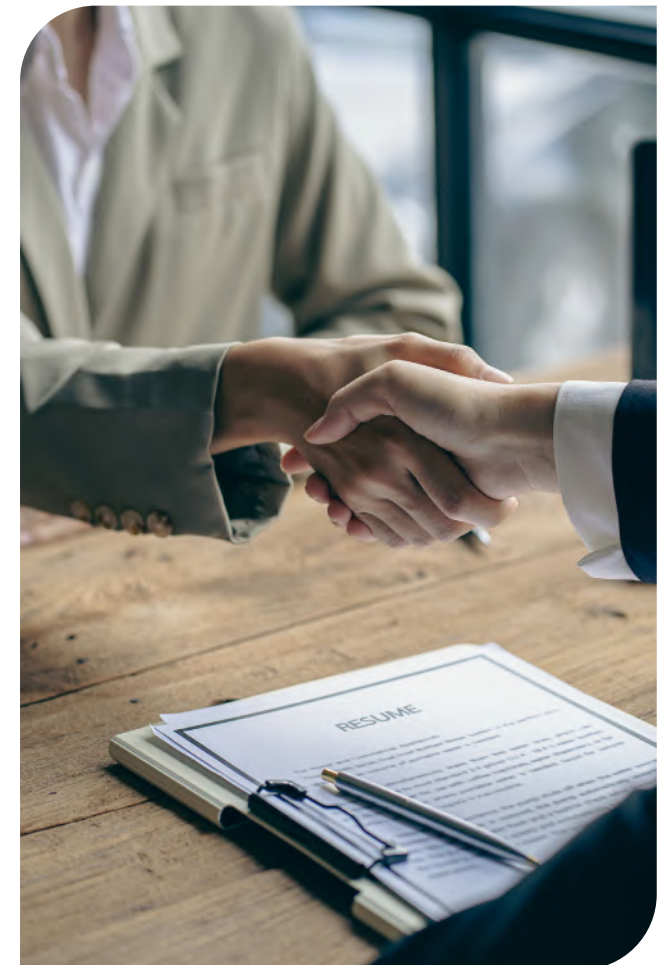
Material issue: Talent attraction and retention

- The Significance and Impact of CGPC** ← Employees are the foundation of CGPC's sustainable development, so creating a happy workplace for employees is our long-term commitment. Affected objects: employees, community residents.
- Develop Strategy** ← Value employees' rights and interests, promotion channels, and salary and benefits in line with the market.
- Policy Commitment** ← Reduce employee turnover.
- Grievance Unit** ← Personnel Section
- SASB Indicator** ← --

✔ Promotion policy	Unit	2023 goal	2023 result	2024 goal	2025 goal	2030 goal
Raise the starting salary of new hires, re-plan the ranks and promotion channels, and reduce the turnover rate	Turnover rate in %	≤2.90	2.79 🏆	≤2.90	≤2.80	≤2.70

Note: Excluding retired and resigned employees, as well as employees on fixed term or temporary contracts.

🏆 Exceeded Target ✔ Achievement ⚪ Partially achieved ⚪ Not met



6.2.1 Recruitment and Turnover ▶ Talent recruitment

We prioritize internal recruitment and rotation within the Group when we need to fill vacancies or expand based on business needs, organizational planning or personnel resignation. When we conduct external recruitment, we search talents through human resources websites and the government’s employment services center. For vacancies in Toufen or Kaohsiung, we prioritize local hiring to give back to the communities. The labor conditions set by CGPC and employees comply with the local laws and regulations, including minimum wages, working hours, overtime pay, labor insurance, health insurance severance pay/retirement payment etc., and we provide group insurance plans and a variety of employee benefits.

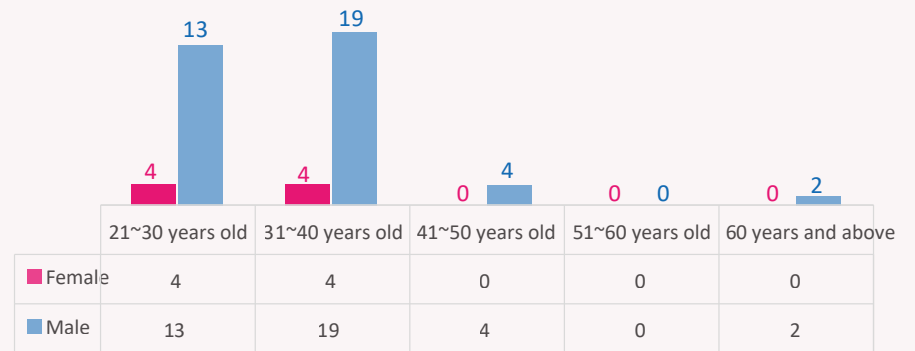
◆ CGPC employed a total of 46 new hires in 2023, accounting for 5.36% of the total number of employees, and the distribution by gender and age is shown as follows:

3-year comparison of new employees

Region	Age/Gender	2021		2022		2023	
		Male	Female	Male	Female	Male	Female
Taiwan	21-30 years old	17	0	18	3	13	4
	31-40 years old	22	3	16	4	19	4
	41-50 years old	2	0	7	0	4	0
	51-60 years old	8	1	0	0	0	0
	60 years and older	1	0	3	0	2	0
	Subtotal of new employees	50	4	44	7	38	8
	Total number of employees	908		896		859	
Percentage	5.79%		5.69%		5.36%		

Note 1: Due to the nature of the petrochemical industry, the proportion of male employees is higher than that of female employees.
 Note 2: The employee data is compiled by the Personnel Section of each plant as of December 31, 2023.

2023 New hires statistics table



▶ Talent turnover

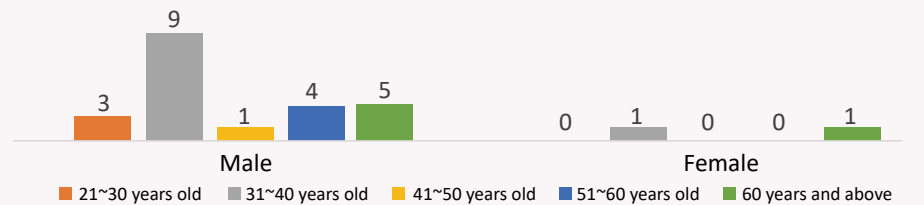
In 2023, a total of 24 people left (excluding retirement or contract expiration), who were all male, and the turnover rate (Number of people who left/Number of people at the end of the reporting year) was 2.79%. In order to reduce the brain drain rate, the personnel units have set a turnover rate target of less than 2.9% (excluding transfer or retirement) to retain talents for the Company.

Brain drain from 2021 to 2023

Item	2021	2022	2023
Outgoing employee (excluding transfer or retirement)	20	19	24
Total number of employees	908	896	859
Percentage of outgoing employees to total number of employees	2.2%	2.12%	2.79%

Note: The number of resigned employees (including retirees, deaths, or contract expirations) in the years 2021, 2022, and 2023 were 68, 63, and 66, respectively. In 2023, the resigned employees accounted for 8.04% of the total workforce, which is an increase of 0.45% compared to 2022.

2023 distribution of age and gender of employees who left



6.2.2 Salary and benefits ▶ (GRI 201-3、401-2、401-3、405-2)

▶ Salary system

The salary system reviews employees' education background, specialization or technical and tenure experience, and does not have discrepancy due to gender, religion, race, political party affiliation, etc. In addition to the base salary, employees are entitled to performance bonuses, allowances for position, transportation, shift rotation and others, full-attendance bonuses, overtime pay, fixed bonus and year-end bonus.

Due to the nature of the petrochemical industry, the salary for women and men in the Company may be slightly different for some employees. To maintain the stability of human resources and retain outstanding talents, we have annual salary adjustments based on the price index and personal performance. We participate in the salary survey for petrochemical industry peer every year and evaluate the salary level of the market, and make appropriate adjustments and plans for employee salaries (the average salary increase of employees in 2023 is about 3.03%). We give special raises to outstanding talents who have excellent performance in order to keep our salary offers competitive in the market.

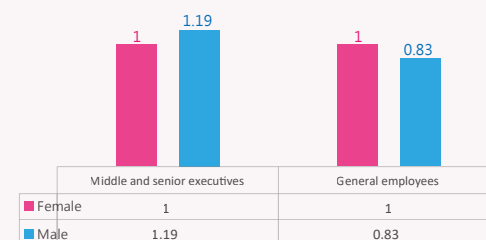
Preparation and reporting

- Publicly listed companies pursuant to Subparagraph 4, Paragraph 1, Article 4 of the Rules Governing the Preparation and Filing of Sustainability Reports by TWSE Listed Companies shall disclose the following:

Item	Contents	2021	2022	2023	Difference compared with 2022
1	Number of full-time employees in non-managerial positions	679	661	641	-20
2	"Average salary" of full-time employees who are not in managerial positions (annual salary in NT\$ thousand)	1,190	942	949	7
3	"Median salary" of full-time employees who are not in managerial positions (annual salary in NT\$ thousand)	1,165	904	906	2

Note: This table does not include subsidiaries, only the average salary of full-time employees of CGPC who are not in supervisory positions.

2023 Salary comparison between male and female employees



Note 1: This table does not include subsidiaries. Salary is calculated based on the annual taxable income.

Note 2: Starting from 2022, middle and senior executives are classified as employees with job grades of 8 or above, while general employees are classified as employees with job grades of 7 or below, including workers.

Note 3: Due to the nature of the petrochemical industry, there is a slight difference in remuneration between male and female employees in the company.

▶ Standardization of employee ▶ Remuneration employee welfare

The Company's Articles of Incorporation has stipulated that "If the Company is profitable in the fiscal year, no less than 1% of the profit shall be offered as remuneration for employees", and all employees are entitled to the Company's operating results. In addition, the Company issues performance bonuses to employees every month, and the payment standard is based on the performance of the month's sales, gross profit, accounts receivable, productivity, yield, and unit energy consumption. We highly value employee welfare, and have introduced the following measures:

Bonus and vacation	Year-end bonus, performance bonus, full attendance bonus, allowances for meal and transportation, maternity subsidies, annual festival bonus. Vacation and leave are granted according to the Labor Standards Act.
Insurance and pension	Labor insurance, health insurance, employee/family group insurance, labor retirement fund, pension under the old system.
Promote health and activities	Regular health inspections, qualified nurses, fitness equipment and shower rooms in each plant, the employee dormitory area of Main plant has basketball court, table tennis room, social halls, game rooms, and more. Employee travel, birthday party, recognition of senior employees, recognition of model workers, etc.
Education and training	On-the-job education and training, executive training, management associate continuing education, specialization training, hierarchical training, mathematics platform learning, etc.
Others	Trade union, employee welfare committees (including: weddings and funerals, birthday gifts, children's education subsidies), employee restaurant, parking spaces, breastfeeding rooms, employee dormitories, and collaboration with childcare cultural and educational institutions to provide childcare and parenting services.

Note: This table is a key description of full-time employee welfare.

► Employees applied for parental leave in 2023

Employees can apply for parental leave any time before the child is 3 years old, and the leave can be for a maximum of 2 years.

Item		Male	Female	Total
Annual Status	Number of people who are entitled to parental leave in the current year	63	4	67
	Actual number of people who used parental leave without pay in the current year	1	2	3
Reinstated Status	A) Number of people who should be reinstated after the parental leave of absence without pay and were reinstated in the current year	1	2	3
	B) Number of people who should be reinstated after the parental leave of absence without pay	1	2	3
	Reinstatement = A/B	100%	100%	100%
Retention Status	C) Number of people still employed 12 months after reinstatement in the previous year	0	0	0
	D) Actual number of people reinstated in the previous year	0	0	0
	Retention rate =C/D	-	-	-

Note: 1. Reinstatement rate: (Total number of employees who are actually reinstated after parental leave/Total number of employees who should be reinstated after parental leave)*100%
 2. Retention rate: (Total number of employees who are still employed by the Company 12 months after reinstatement from parental leave/ total number of employees reinstated after taking parental leave within the last reporting period)*100%

► Maternity allowance

In response to the government's active promotion of fertility incentive measures to fulfill the corporate social responsibility, the Group has formulated employee fertility subsidies, which took effect on December 16, 2018. Employees or their spouses would receive a subsidy of NT\$10,000 per child. If the husband and wife both work for the Group, he/she can apply for the subsidy separately.

The average age of CGPC's employees is 46.1 years old, so the number of birth is relatively low. In 2023, a total of 22 people applied for the childcare subsidies, receiving a total of NT\$220,000.

2023 number of applicants for maternity allowances



► Pension system

We allocate monthly an amount of employees' monthly salaries and wages to employees' personal pension account in the Bureau of Labor Insurance. To ensure that employees can retire without worries, the Company has established the Pension Committee to supervise the pension plan. As of the end of 2023, the balance of the retirement fund (Please refer to the Annual [Financial Statements](#)).

Item	Labor pension	
	Old system	New system
Legal basis	Labor Standards Act	Labor Pension Act (Implemented on July 1, 2005)
Eligibility	Those who are eligible under the Labor Standards Act.	
Retirement allocation as a percentage of salary	The "Labor Pension Fund Supervisory Committee" is established to allocate 10% of employees' monthly wages to the labor retirement pension fund.	Employer: 6% of employees' monthly salary Employee: 0 to 6% of the monthly salary (can be fully deducted from the personal comprehensive income of the current year)
Income and expenditure custody unit	Bank of Taiwan	Bureau of Labor Insurance
Requisition criteria and methods	The employer pays the pension when an employee retires from the unit under which he/she serves and meets the criteria for collecting pension as stipulated by the Labor Standards Act.	An employee may apply to the Bureau of Labor Insurance for the accumulated amount in the personal account once turning 60 years old.
Employee participation in retirement planning	100%	100%

Note: 1. Under the old pension system, the shortfall in the allocation of pensions after the annual actuarial calculation is made up before the end of March of the following year, and then submitted to the Supervisory Committee of Business Entities' Labor Retirement Reserve Funds for review.
 2. The Labor Pension Act (the new system) came into effect on July 1, 2005. Those who were still working at the Company at the time could choose to adopt the new or old system or not decide right away before July 15, 2005. Those who decided not to make a selection right away will continue with the old system later. Those who chose to adopt the new system shall allocate the pension to the labor retirement new system from July 1, 2005. Those who chose to adopt the old system (including those who did not select either one right away) could re-select the new system within 5 years (before June 30, 2010). New hires who started to work for or were re-hired by the Company after July 1, 2005 were eligible for the new system.
 3. Employees who chose to adopt the pension system under the Labor Pension Act (new system) cannot switch back to the old pension system under the Labor Standards Act.



Employee Welfare Committee



- ◆ CGPC and its subsidiaries TVCM and CGPCP each has an Employee Welfare Committee, and each company allocates 0.05% to 0.15% of the revenue every month as the funding for welfare programs.
- ◆ **Payments by Employee Welfare Committee**
In addition to gifts and vouchers for members, there are allowances for employee trips, children education, marriage, maternity, medical assistance, funeral, injury and others.

Employee satisfaction



We prepared an employee opinion survey report in 2023. It was hoped that through a comprehensive survey, we could understand employees' views on the Company's management operations, identify key indicators of talent retention, and identify items that could be improved. The content covers employee satisfaction and employee engagement survey, with satisfaction from supervisors, remuneration, colleagues, work, development, corporate culture, and sustainability. The overall satisfaction score is 4.62. In the future, our company, CGPC, will continue to listen to employee feedback and implement improvement measures based on the report findings.

Company	CGPC	CGPCP	TVCM
Participants	All employees		
Title	The assessment includes 8 major dimensions and 28 sub-dimensions, aspects, supervisors, salary, co-workers, development, corporate culture, sustainability, and organizational commitment.		
Number of Participants in the Survey	220 people	18 people	79 people
Recovery rate	95%	100%	100%
Overall satisfaction (Note)	4.64	4.88	4.51
Survey results	<ul style="list-style-type: none"> ◆ Highest overall satisfaction score in "Sustainability", "Colleagues", and "Job" ◆ Lowest overall score in "Remuneration", "Development", and "Supervisor" 		
Enhance Improvement solutions:	<p>In response to the 2023 items rated lower in the satisfaction survey, "Salary", "Development" and "Supervisors", we will carry out the following improvement measures in 2024:</p> <ol style="list-style-type: none"> 1. Cultivate key talents and establish the succession team. 2. Review supervisor's job allowances: We refer to the salary level of benchmark companies in the same industry, and take into account factors such as authority of position, scope of responsibilities, organizational functions and others to make internal salary adjustments to improve the internal fairness and external competitiveness of remuneration. 3. Management skill training: Courses such as "cross-team collaboration", "key talent identification", "planning and design of talent cultivation for subordinates" and "communication and interpersonal relationship" are provided. 		

Note: Minimum 1 point, maximum 6 points.

Work environment improvement

CGPC (since 1964) has more than 50 years of history. The old factories has left traces of aging, exuding an essence of simplicity. After renovation and planning, we have built a healthy and safe workplace, so that employees can feel the Company's care for them. (For details, please refer to [e-Newsletter](#))

► **2023 Work environment improvement for employee**

◆ Improvement plan: Raw Material Storage and Transportation Division - Powder Warehouse Floor Paving EPOXY Construction Project



◆ Improvement plan: Wear-resistant coating for floors in the equipment work areas of Leather Division 1 and Division 2 + new restrooms



◆ Improvement plan: Construction of toilets in Soft Cloth Division; inspection of the air-conditioning hoods of #35, #39, and #43 Calendar.



◆ **Condition before improvement**

The workplace before the improvement was older, darker, and hotter.

◆ **Improvement solutions**

- ◆ Construction of toilets in Soft Cloth Division.
- ◆ Soft Cloth Division #35, 39, 43 Air Conditioner hood inspection.
- ◆ Floor coating in the work areas of Leather Division 1 and Leather Division 2 + new rest rooms, VIP rooms, and color matching rooms.
- ◆ EPOXY paving at the powder warehouse.

◆ **Completion date**

December 2023

◆ **Estimated costs**

The cost of this project is about NT\$10 million.

◆ **Influence**

Promote employees' physical and mental health and team cohesion.

◆ **Goal**

1. **2023 Targets:** Improve the working environment of tape and rubber factories (achieved)
2. **2024 Targets:**
 - ◆ The smoke exhaust system of the rigid cloth class was modified for power ventilation, and the metal sheet on the north roof was renewed.
 - ◆ Construction of a shelter for the waste (storage area) by General Affairs Section.
3. **2025 objectives (intermediate term):** Complete improvement to the space from the 1st to the 6th floor in the office building.
4. **2030 objectives (long-term):** Improve the office space of each job site year by year according to the needs.

◆ **Benefits after improvement**

1. The improvement to the office environment enhances employee cohesion and work efficiency.
2. The elegant and bright office environment enhances the corporate image.

► 2023 Vinyl Chain activities

◆ Chinese New Year group greeting ceremony



◆ Family day



◆ Commendation of senior employees



◆ Birthday party



◆ TVCM and CGPCP's Linyuan plant presented healthcare products to female employees on International Women's Day



◆ Commendation of model workers



◆ Mid-Autumn Festival party



◆ Organizing the Thai Migrant Workers' Songkran Festival

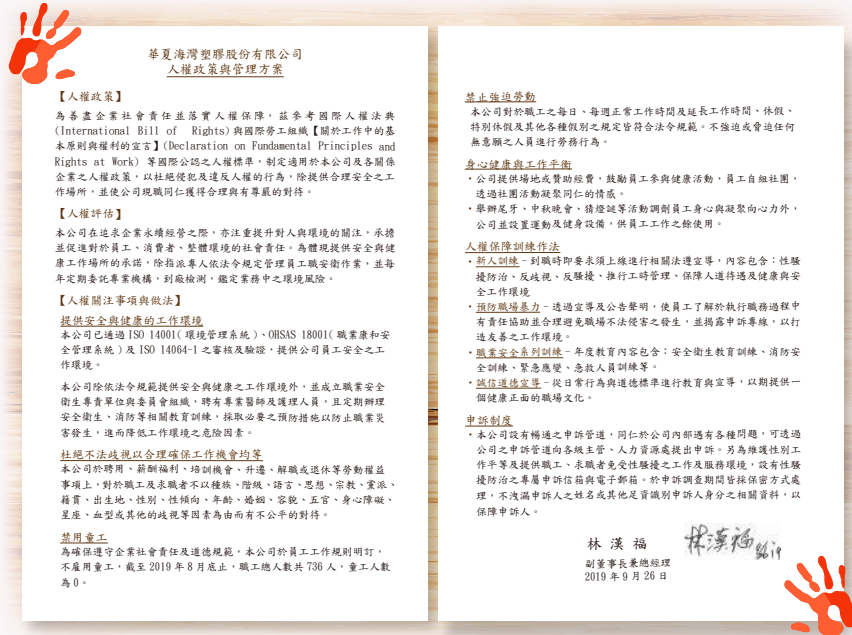


6.2.3 Human rights and protection ▶ (GRI 404-2)

▶ Human Rights Policy

In fulfilling our corporate social responsibility and ensuring human rights, we have formulated human rights policies applicable to our company and USI Group's related entities, referring to international recognized human rights standards such as the International Bill of Rights and the International Labor Organization's "Declaration on Fundamental Principles and Rights at Work". These policies aim to eliminate violations and infringements of human rights in the workplace and ensure fair and dignified treatment of our employees.

- ◆ In 2023, CGPC organized training courses on **human rights protection**. For details, please see the description on the [website](#).

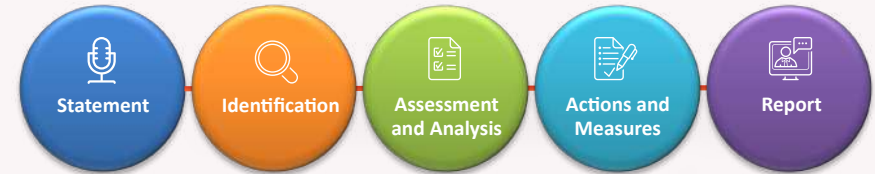


▶ Identification and assessment of human rights risks

Human Rights Risk Identification is conducted annually, and compliance checks and third-party assessments are carried out on identified human rights concerns. Based on the risk assessment results and findings from internal and external reviews, mitigation and corrective measures are taken, and continuous improvement is pursued to achieve the objective of risk management.

▶ Process for Human Rights Due Diligence Investigation

CGPC and its subsidiaries, TVCM and CGPCP, have established steps and processes for human rights management at various stages as the foundation for upholding and protecting human rights. These include the following steps:



As human rights issues involve different business departments and units, the Human Resources Division conducts human rights due diligence and risk management operations targeting different parties affected and human rights issues.

Phase	Procedure	Methods
1. Commitment	Statement	Make a public commitment to support and adhere to international standards and local laws by formulating a human rights policy.
2. Management	Identification	Identify significant human rights issues and affected stakeholders based on the nature and operations of the organization.
	Assessment and Analysis	Regularly assess human rights impacts for all employees and service processes to understand the level of risk exposure.
3. Response Measures	Actions and Measures	<ul style="list-style-type: none"> ◆ Develop different action plans based on the assessed level of human rights risks. ◆ Monitor the implementation and performance of action plans and communicate effectively to ensure the effectiveness of human rights management. ◆ Provide compensation measures from systemic improvements to material and psychological support in case of human rights violations.
	Report	Facilitate internal discussions and reporting on human rights management within the company and disclose human rights management practices and achievements on the company's website.

► Human Rights Management Performance

There were no significant legal violations this year. The company will continue to provide human rights-related education and training. For detailed information on the content of human rights training, please refer to the [Company's website](#). After conducting risk identification according to the Company's human rights policy and implementation guidelines, a total of 14 human rights issues were included this year, of which a total of 8 human rights management items are major issues of concern (Please click [the link](#) to read more). The implemented mitigation measures and impact compensation measures are as follows:

► Mitigation and Compensation Measures for Human Rights Management

Issues	Mitigation Measures	Compensation Measures
Occupational safety management	<ol style="list-style-type: none"> To protect the health and safety of employees and prevent occupational disasters, the Company regularly monitors the workplace (e.g., implementation of operating environment monitoring and certification) to ensure workplace safety. Regularly conduct quality inspections for drinking water, carbon dioxide, lighting, and firefighting equipment in the workplace. Regularly provide in-service employees labor safety and health education and training to improve their hazard identification awareness. Regularly enhance occupational safety awareness through internal promotional materials. The Company and its subsidiaries Taiwan VCM Corporation and CGPC Polymer have introduced the ISO 45001, an international occupational safety and health management system, and have successfully passed the third-party certification of BSI. In addition to complying with legal regulations to provide a safe and healthy work environment, we have established a dedicated occupational safety and health unit and committee. We employ professional physicians and nurses and regularly conduct safety, health, and fire-related education and training. Necessary preventive measures are taken to prevent occupational hazards and reduce workplace risks. 	<ul style="list-style-type: none"> In response to the actual impacts that have occurred, relevant occupational accident reporting and handling procedures have been followed, and employees have been provided with care and compensation in accordance with the law. <ol style="list-style-type: none"> Initiate occupational accident reporting and handling procedures. Take the initiative to provide care and relevant insurance information to help employees understand how to apply for relevant compensation. Adjust work arrangements as necessary based on the employees' physical and mental recovery status.
Excessive working hours	<ol style="list-style-type: none"> Overtime is obtained with the consent of employees, and they are given the option to receive overtime pay or compensatory time off after working overtime. The system daily asks employees to indicate whether the reason for staying beyond regular working hours is due to personal or official matters. The Human Resources Department regularly reviews the overtime situation in each company and tracks the reasons for its occurrence. 	<ol style="list-style-type: none"> Overtime pay is provided to employees in accordance with the law if they have worked overtime. Understand the workload and reasons for overtime among colleagues and actively improve processes and optimize operations to enhance work efficiency. Understand the workload and reasons for overtime among colleagues and actively improve processes and optimize operations to enhance work efficiency.
Sexual Harassment	<ol style="list-style-type: none"> Comply with laws and regulations related to gender equality and formulate the standard "Sexual Harassment Prevention Measures, Complaint, and Disciplinary Procedures" to provide employees, dispatched workers, and job seekers with a work and service environment free of sexual harassment, and take appropriate prevention, correction, and punishment, and handling measures to protect the rights, interests and privacy of the parties concerned. Continue to conduct online courses on sexual harassment prevention and organize relevant physical courses from time to time to enhance the concept of gender equality among supervisors and employees and promote the Company's determination to maintain a healthy workplace free of intrusiveness. We have established grievance channels through which grievances can be made in words or in writing (such as the employee grievance form, hotline for sexual harassment complaints, and dedicated mailboxes), so that employees or the concerned parties can report and express their opinions immediately. Complaints of sexual harassment shall be handled in a non-disclosure manner, reasonably ensuring the privacy of both parties concerned, and a Complaint Handling Committee will be formed to handle all cases. 	<ul style="list-style-type: none"> Immediately take effective corrective and remedial measures in accordance with the Act of Gender Equality in Employment. <ol style="list-style-type: none"> Initiate the investigation procedure and convene the Sexual Harassment Complaint Handling Committee to investigate the relevant personnel in the sexual harassment incident. Adopting appropriate segregation measures to prevent recurrence of the complainant's sexual harassment. The perpetrator is to be accompanied by his supervisor, makes a visit to the complainant's contractor company to apologize in person and promise that he would not repeat the inappropriate behavior, and to gain the understanding of the complainant and his company. If the sexual harassment is verified to be true, the perpetrator will be penalized with a demerit according to the employee work rules. Education and promotion: All employees are required to complete the group employee code of conduct test (including sexual harassment prevention) - 1 hour. Make announcements at relevant workplaces and publicly announce and promote the Company's zero-tolerance policy on sexual harassment.

Union

CGPC and subsidiaries TVCM and CGPCP have established separate unions with the purpose of improving productivity, employees' competency and welfare, communication of the government's laws and regulations and the protection of legal rights and interests of members through mutual assistance. Members at CGPC are mostly employees working in Toufen, excluding fixed-term foreign workers and contract workers, and members of TVCM and CGPCP are mostly in Kaohsiung. The 2023 statistics of members of each company is shown in the table. Employees who have not joined the labor union can report work or rights-related issues to the Company through labor representatives at the employer-employee meetings. Since CGPC has always maintained good communication with employees through the labor union and the meetings, the two parties have not made any special group agreement.

The trade union regularly convenes its director and supervisor meetings, representative meeting, team leader working meeting, etc. The relevant supervisors of the Company all attend the meetings and communicate face-to-face with the employee representatives, so as to build consensus between the two parties and enhance employer-employee cooperation. Representatives appointed by the labor union participate in the operation of the Supervisory Committee of Business Entities' Labor Retirement Reserve Funds, Employee Welfare Committee and Occupational Safety and Health Committee, and hold regular meetings to protect employees' safety and relevant rights. The labor union has established mutual assistance measures for members so they can be eligible to medical assistance, injury, funeral subsidies, loans for disasters and other benefits.

2023 Distribution of members of the union and Employee Welfare Committee by the company and work region:

Company	Total number of people	Number of members in the union	Number of members in the Welfare Committee
CGPC	645	608	628
TVCM	176	157	176
CGPCP	38	34	38
Total	859	799	842
Percentage	-	93%	98%

Note 1: Members of unions and the Employee Welfare Committee do not include foreign employees and contract personnel.

Note 2: Employees in Taipei office did not join the labor union due to that the number of retirees increased year by year, and they had no desire to join the union again, so the Taipei labor union was dissolved by the resolution of the meeting.

Note 3: The managerial officers at TVCM and CGPCP are considered representatives of the management, so they do not join the labor union.

◆ **Not a member of the Welfare Committee:**

(1) For CGPC, 17 contract personnel in Toufen

◆ **Not a member of a labor union:**

(1) For CGPC, 2 employees in Toufen, 18 in Taipei, and 17 contract personnel, for a total of 37 people.

(2) For TVCM, 4 employees in Taipei, 15 employees in Linyuan plant, for a total of 19 people.

(3) For CGPCP, there are 4 people.

Employee assistance program

CGPC is a member of USI Group's affiliates, and is entitled to the services of the Employee Assistant Program Service Center (EAPC) of USI Group. The EAPC is committed to improving employees' quality of life, health and happiness, and has continued to promote employee assistance programs, organize various networking activities, and provide counseling, so that employees can receive comprehensive care and help in psychological adjustment, career development, health promotion and quality of life.

The company has established an Employee Counseling Policy to provide counseling, necessary training, and support for employees with poor performance or competency gaps, aiming to improve their skills and enhance job performance. Additionally, a job rotation mechanism has been established to ensure that employees are assigned to positions that align with their capabilities and characteristics.

The company has also implemented an Employee Talent Development, Training, On-the-Job Learning, and Job Rotation Policy to enhance employees' work capabilities and quality, unleash their potential, cultivate outstanding talents, and plan a comprehensive career system and promotion system. This policy assists employees in career planning and advancement.

Grievance channels

◆ **Union**

All union members can respond through the union if they have various suggestions for the Company or have questions about their own rights and interests. In the monthly committee member meetings, the directors respond issues to the Company's representatives, and the committee makes the proposal into meeting minutes and follow up the issues to protect members' rights and interests.

◆ **Labor-management meetings**

CGPC holds employer-employee meetings in accordance with the law, which is attended by the management and labor representatives. The meetings are held every 3 months. The management representative can explain the current status of the Company's operation, and the labor representatives reflect the voice of the employees, which is of positive help for the communication between the employer and employees.

◆ **Employee grievance mailbox**

In order to protect the rights and interests of employees and resolve labor problems, CGPC has set up grievance filing measures. If employees are unfairly or unreasonably treated or have their rights and interests harmed at work, they can report the incidents to their supervisors, or to the employer-employee meetings or union representatives, or directly file grievances orally or in writing with the Company and the mailbox on the website to seek more explanation or help. After receiving he complaints, the Company will assign relevant personnel to conduct investigation, depending on the severity, and contact the parties involved to provide explanations. Grievance cases must be resolved within 3 months in order to build a fair and reasonable work environment and a healthy promote employer-employee relationship.

◆ **Employee complaint channel**

CGPC - Feng-Kai Hsiao fkhsiao@cgpc.com.tw

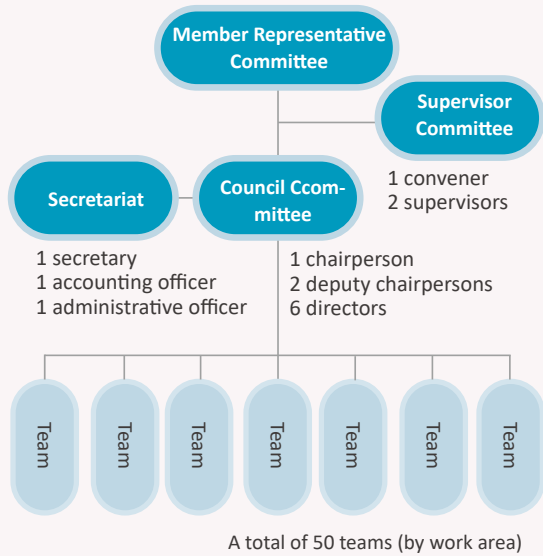
TVCM, CGPCP - Hsien-Wen Lu hunterlu@tvcm.com.tw

Audit Committee's email

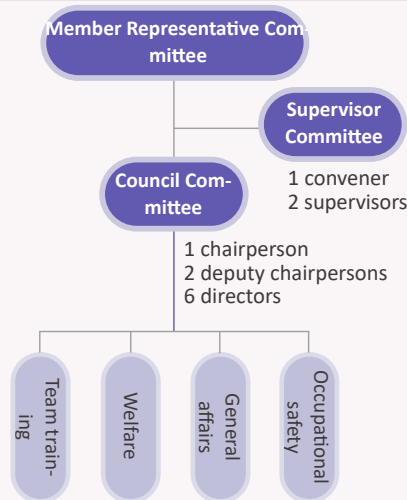
CGPC has set up an "Audit Committee's email" in June 2016 to accept reporting cases related to the obligations and powers of the Audit Committee. On November 9, 2017, the board of directors and the Audit Committee approved the "Measures Handling Reporting of Illegal and Unethical or Dishonest Behaviors", which specify the reporting procedures and relevant confidentiality practices. The grievance channels include reporting in person or by phone and correspondence, and dedicated units are assigned to handle such cases. For the whistleblowers, participating investigators and the case content, we spare no efforts in confidentiality and protection to prevent them from unfair treatments or retaliation. If the whistleblower is an employee, we guarantee that the person will not be mistreated. No grievances were received in 2023.

Organization chart of the labor union of CGPC, TVCM, and CGPCP

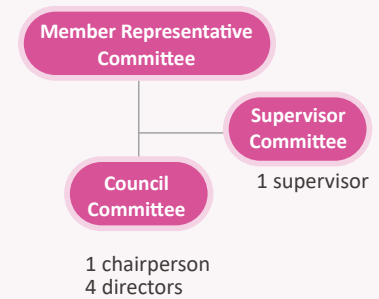
Organizational Chart for CGPC's Union



Organizational Chart for TVCM's Union



Organizational Chart for CGPCP's Union



6.3 Talent Development and Cultivation ▶ (GRI 3-3、404-1、404-2、404-3)

CGPC provides a safe, harmonious and innovative environment emphasizing on learning and growth environment. The Company's education and training courses are in line with the external environment, business policies, segment performance goals and employees' career development needs to build a comprehensive education and training system needed to nurture all-round talents. In addition to in-house materials, there are excellent training courses made by other businesses at home and abroad to improve employees' capacity and overall competitiveness.

✔

Material issue: Talent development and cultivation

The Significance and Impact of CGPC

◀ We want to provide a safe, harmonious and innovative environment emphasizing on learning and growth environment. Only with the continuous improvement of the capabilities of all employees can we take a step forward. Affected objects: employees, community residents.

Develop Strategy

◀ The Company's education and training courses are in line with the external environment, business policies, segment performance goals and employees' career development needs to build a comprehensive education and training system needed to nurture all-round talents.

Policy Commitment

◀ Increase the number of training sessions.

Grievance Unit

◀ Personnel Section

SASB Indicator

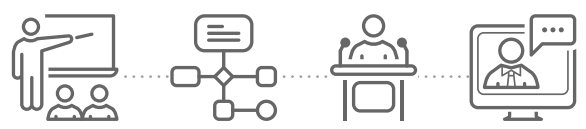
◀ --

✔ Promotion policy	Unit	2023 goal	2023 result	2024 goal	2025 goal	2030 goal
Improvement training	Sessions	130	291	180	200	220

Exceeded Target
 Achievement
 Partially achieved
 Not met



- ◆ The training framework is mainly composed of four major aspects, "On-the-job training", "Functional training", "Self-directed learning and growth", and "Digital learning". The training courses for employees' career development are comprehensively and systematically planned, and then extended to individuals' lifelong learning.
- ◆ Online e-learning courses also enable employees to effectively carry out learning activities anytime, anywhere, simultaneously improving employees' career development and overall work performance.
- ◆ Please refer to [the Talent Cultivation and Development](#) webpage.



6.3.1 Diversity on-the-job training program

To systematize, document, and digitize on-the-job training in alignment with the organization, and to integrate with the knowledge platform to store and pass on the professional knowledge for each position, the aEnrich digital training platform was introduced in 2022 to integrate four major systems: Competency integration, development mapping, learning management, and mobile performance support. We also introduced the Commonwealth Learning Center (CWLC) for online and action learning.

2022 statistics by specialization (management, quality control, technology, safety and environment protection), internal or external training, and gender:

Year	2023	
Course categorization	Male	Female
Average training hours for management	3.9	1.2
Average training hours for quality control	0.6	0.1
Average training hours for technology	6.6	0.7
Average training hours for safety and environment protection	11.3	0.9
Total person-time	5,828	872
Total hours	19,290.5	2,457
Average training hours per person	25.2	
Total number of employees	859	

Training statistics for career development in the last three years

Year	Total number of people	Training hours
2021	4,581	17,887.0
2022	6,279	23,264.5
2023	6,700	21,666.5

Core training category



6.3.2 Training performance

In 2023, the total training hours of CGPC employees reached 21,666.5 hours, and the average training hours per employee was 25.2 hours. For employees who have willingness to learn and development potential, we provide subsidies for on-the-job continuing education in domestic universities, supplemented by the experience of job rotation, to cultivate corporate talents. CGPC's training units often invite professional lecturers to conduct classes in the Company so that employees can learn new professional knowledge and management skills.

2023 average training hours by position

Gender	Male		Female	
	Person-time	Training hours	Person-time	Training hours
Job Title				
Driver	4	4.5	0	0.0
Technical	333	1,022.5	123	312.5
Engineering	1,092	3,642.5	50	253.0
R&D	455	1,600.5	151	444.0
Sales	187	463.5	131	281.5
Production	3,097	10,347.5	142	373.0
management	660	2,128.5	275	797.0
Total	5,828	19,209.5	872	2,457.0

Note: 1. The statistics of the number of supervisors include the managerial officers and employees who are appointed as managers (inclusive) and above. 2. The statistics table includes the training hours for retired, transferred and resigned employees for the year.

2023 training result

Category	"Skills credentials" Certification	Safety and Health "Completion Certificate"
Person-time	59	36



Note: Female lectures were held in 2023, so the training hours of females are slightly higher.

Talent development plan

In accordance with the guidelines for the reserve of key personnel and the annual performance evaluation results, potential key talents are identified and corresponding development plans are arranged to cultivate managerial talents for the organization. The development plan includes guidance from workplace mentors to understand one's strengths and weaknesses, as well as strengthening managerial and professional skills through curriculum arrangements, job rotations, and project assignments. The managerial skills are divided into five major functions: leadership, planning, organization, personnel management, and control. Different managerial skills are established for different levels of supervisors, and through competency-based development plans, the managerial capabilities of supervisors are strengthened. Before being promoted to a supervisor position, employees must complete the relevant managerial skills courses at each level to be eligible for promotion. Other than providing digital courses for all levels of management function on the internal learning platform for self-improvement for supervisors, in 2023, physical courses were also provided for some key points, such as "Job Education and Subordinate Cultivation", "Process Improvement and Innovation", "Management by Objectives and Performance Evaluation", "Emotion Management and Stress Relief", "Time Management", "Road to Successful Management", "Successful Presentation Skills" and other courses.

2023 number of employees and average training hours							Average training hours the most recent 3 years	
Gender	Male		Female		Total male and female		Year	Average training hours (hour)
Job type	Average training hours (hour)	Number of people	Average training hours (hour)	Number of people	Average training hours (hour)	Number of people		
Supervisors	29.1	150	39.8	5	29.4	155	2021	22.6
Direct labor	16.7	434	11.6	8	16.6	442	2022	26.0
Indirect labor	40.3	789	29.7	73	37.4	262	2023	25.2
Average hours/number of employees	24.9	773	28.6	86	25.2	859	3-year average	24.6

Description: Female lectures were held in 2023, so the training hours of females are slightly higher.



July 26, 2023: Successful Presentation Skills



August 15, 2023: Job Education and Subordinate Cultivation



September 14-15, 2023: Road to Successful Management

CGPC Awarded as an excellent training enterprise by the Taoyuan-Hsin-chu-Miaoli Branch of the Workforce Development Agency, Ministry of Labor

In order to incorporate the government's resources into the on-the-job training for employees to continue improving the quality of manpower, we have begun to participate in the Enterprise Human Resources Improvement Program promoted by the Workforce Development Agency, the Ministry of Labor since 2010. In 2012, due to our eligibility to the Industry Impacted by the ECFA, we have applied to the Recharge and Take-Off Program since then, and introduced the TTQS (Talent Quality-Management), to ensure the reliability and correctness of the training process, regular TTQS assessments are conducted to continuously improve the quality of training and enhance the operational efficiency of the human resources training system. In 2023, CGPC received a total of 249 subsidies from the Workforce Development Agency of the Ministry of Labor, with a total training duration of 67 hours.

華夏海灣塑膠股份有限公司
以教育訓練提升員工專業 並帶動企業轉型發展

Source of the report:
The Enterprise Human Resources Improvement Program and the Recharge and Take-Off Program promoted by the Taoyuan-Hsinchu-Miaoli Branch of the Workforce Development Agency, Ministry of Labor.
The National Association of Small & Medium Enterprises.

CGPC was invited to share successful case studies in the "Industry Innovation Lecture" Recharge and Takeoff Program

In 2022, the National Association of Small and Medium Enterprises of the Republic of China was entrusted by the Taoyuan-Hsinchu-Miaoli Regional Branch of the Ministry of Labor's Workforce Development Agency to organize the Industry Innovation Lecture series. Our company was invited to share successful case studies during the program. The aim was to provide insights into sustainable development and the latest trends in human resource management under the context of sustainable development. Through this sharing, we aimed to assist more enterprises in understanding the importance of sustainable development and human resources engaging in advanced exchanges with other companies to improve their overall organizational capacity.

產業創新講座
ESG
人才永續

勞動部勞動力發展署桃竹苗分署
感謝狀
茲感謝 華夏海灣塑膠股份有限公司 積極投入訓練資源，促進人力資源發展，擔任產業創新系列講座企業代表分享辦訓經驗，內容精闢，助益良多，特頒此狀，以表謝忱。
分署長林淑媛
中華民國 111 年 7 月 22 日

6.3.3 Performance evaluation

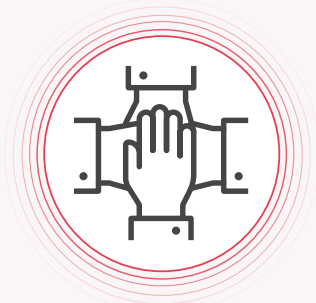
We conduct employee performance appraisal in January every year, hoping that it can help employees' personal development, as well as the Company's human resources and skills management. The personnel to be evaluated do not include foreign workers and fixed-contract personnel. In 2023, as high as 97.2% of CGPC employees accepted performance appraisal.

Legal basis:

Sustainable Development Best Practice Principles for TWSE/TPEX Listed Companies

Amended in accordance with Article 9 of the Sustainable Development Best Practice Principles for TWSE/TPEX Listed Companies, the employee performance appraisal system should be integrated with the sustainability policy, and a clear and effective reward and penalty system should be established.

▲
Management by object



Performance appraisal
▼

The management meeting in November 2021 requested to include ESG in the KPI

In order to ensure that all units can implement the ESG plan, it will be officially incorporated into part of the KPI items starting 2022.

Managers who are heads of sections or above work with personnel who prepare the sustainability report to include the ESG as part of the 2022 KPI. The net zero, recycling and re-use and other items related to their current functions are part of the evaluation items. 100% execution rate of ESG projects incorporated into KPIs by supervisors in 2023.

The 2023 male-female ratio of employee performance appraisal is as follows:

Gender	Male			Female		
	Total number of people	Actual number of people assessed	Ratio	Total number of people	Actual number of people assessed	Ratio
Supervisors	150	149	99.3%	5	5	100.0%
Direct labor	434	418	96.3%	8	7	87.5%
Indirect labor	189	189	100.0%	73	73	100.0%
Remarks	1. Period of evaluation data: 2023/01/01-2023/12/31, and the number of employees is as of 2023/12/31. 2. A total of 859 people, 840 people were evaluated, and 19 did not participate in the evaluation, and the description is as follows: (1) Toufen: 18 (Chairman 1, and 17 contract personnel) (2) TVCM: 0 (3) CGPCP: 0					

Model worker award in 2023



Main plant



Linyuan plant

6.4 Safe and Healthy Workplace ▶ (GRI 2-8、3-3、403:2018)

We understand that employees, suppliers and contractors are the most important assets in the sustainable development of the Company. Therefore, the processes of research and development, manufacturing, testing and sales of the Company's products need to comply with occupational safety and health regulations and other relevant requirements, and a good safety and health protection framework must be provided to prevent accidents, continuously improve safety and health and ensure compliance with regulations, so that there are no unsafe behaviors and environment and equipment condition causing occupational disasters, further fulfilling the responsibility of protecting employees' safety and health.

✔

Material issue : Occupational safety and health

The Significance and Impact of CGPC

Enable employees and contractors abide by the requirements of safety and health regulations and standards, build a zero-disaster work environment, and ensure a comprehensive system for workers' safety and health and achieve sustainable development. Affected objects: employees, community residents, government agencies, suppliers/contractors, investors.

Develop Strategy

The occupational safety and health policy of full participation is carried out in accordance with the ISO 45001 occupational safety and health management system for performance measurement and continuous improvement.

Policy Commitment

Zero disaster and zero disabling injury incident.

Grievance Unit

Occupational Safety Office, Environmental and Safety Courses

SASB Indicator

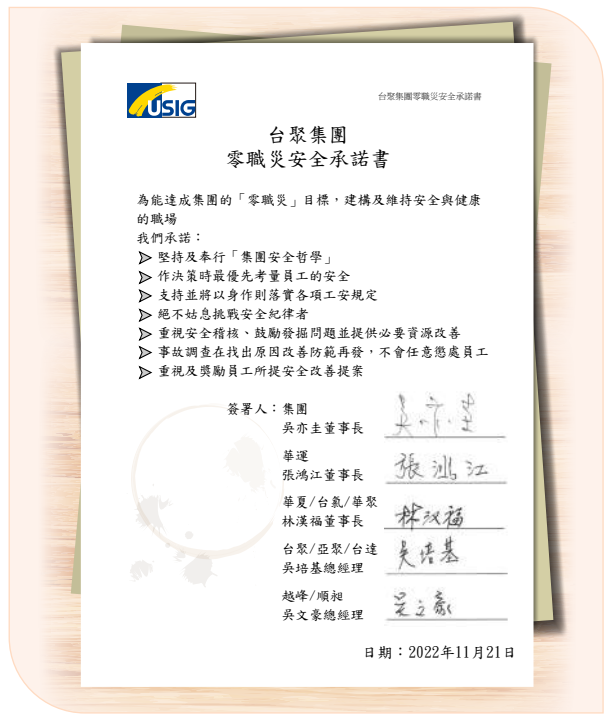
RT-CH-320a.1、RT-CH-320a.2、RT-CH-540a.1、RT-CH-540a.2。

✔ Promotion policy	Unit	2023 goal	2023 result	2024 goal	2025 goal	2030 goal
Reinforce on-site patrol inspection and improve potential hazards	Frequency of disabling injuries (F.R.)	0	2.86 ⊖	0	0	0
Reinforce the prevention of scrolling and pinching injuries and safety management of stackers	Severity of disabling injuries (S.R.)	0	72 ⊖	0	0	0

Reasons for failure to achieve: Relevant units have proposed countermeasures to strengthen job safety analysis to prevent potential hazards from occurring.
 Details: Occupational Safety and Disaster Management, 2023 Accident and Injury Statistics, Occupational Safety - Explanation of Care.

⊖ Exceeded Target
 ✔ Achievement
 ⊖ Partially achieved
 ⊖ Not met

▶ USIG Zero Occupational Incident Letter of Commitment



- ◆ CGPC's management objective for occupational disaster is zero occupational incident. Frequency and severity of disability injuries are key indicators for assessing employees' health and safety.
- ◆ We have formulated the Safe Work Hours Incentive Measures to motivate employees to maintain work safety.
- ◆ We have formulated the Operating Guidelines for Occupational Safety and Health Hazard Risk Identification, Opportunity Evaluation and Control Management, which uses hierarchical management and control to minimize risks.

CGPC organizes training courses on human rights protection every year, please see the [website](#) for details.

6.4.1 Occupational safety management ▶ (GRI 403-1、403-2、403-4、403-7、403-8、403-9)

We have established the ISO 45001 occupational safety and health management system, CGPC, TVCM, and CGPCP have passed the ISO 45001 occupational safety and health management system verification in 2020 and 2019, respectively. (The certificate is still valid)

▶ Occupational safety and health organization and operation (GRI 2-8)

Each plant of CGPC separately participates in the Toufen, Zhunan, Linyuan Industrial Parks Safety and Health Promotion Association; the Toufen and Zhunan Industrial Park Manufacturers' Association; regional joint defense organizations; the Taiwan Responsible Care Association (TRCA); and the vinyl chloride and chlorine operation joint defense organizations to observe and learn from one another in occupational safety, health and environmental protection, etc. and improve the safety and health of operators, and regularly hold fire drills and environmental safety and health education and training sessions every year to foster employees' capabilities responding to emergencies and implementing self-directed safety management. In 2023, we joined the project organized by the Occupational Safety and Health Administration to promote safe and healthy working environment in traditional plastics-related industries to improve the working environment for workers. Through continuous improvement, we provide a safer, more comfortable, and healthier working environment for workers to develop steadily. CGPC was also invited to participate in the meeting to share its successful experience in improvement of working environment results, operation and management, and promotion of overall improvement and upgrading.



The ISO 45001 occupational safety and health management system includes:
The employees of CGPC's Main plant, TVCM's Linyuan plant and CGPCP's Linyuan plant (excluding employees working in Taipei).



Total number of workers **1,037**
CGPC's employees **80%**
Not CGPC's employees **20%**

A total of 1,037 employees (Company's employees, 830 people, and contractors have about 207 people) reviewed by external agencies, and their jobs include sales, production, design, development, procurement, administration, engineering, contracting, etc., covering 100% of the Company's business areas.

▶ Identification of occupational safety

We have formulated the "Operating Guidelines for Occupational Safety and Health Hazard Risk Identification, Opportunity Evaluation and Control Management", which ensure that personnel (including high risk workers, middle-aged workers and foreign workers), venues and facilities that may be affected by the organizational operations or indirectly controlled by the organization follow the Guidelines. The main implementation procedures are as follows:

- 1 **Hazard identification**
Each unit conducts an inventory of activities in the managed areas to identify hazards and record them in the "Checklist".
- 2 **Confirmation of Checklist**
Occupational safety and health management representatives confirm the completeness, correctness and reasonableness of the "Checklist".
- 3 **Risk assessment**
Each unit PVC leather in an assessment form for the identified hazards.
- 4 **Confirmation of assessment forms**
Occupational safety and health management representatives confirm the completeness, correctness and reasonableness of the "Assessment Form".
- 5 **Filing assessment forms**
The approved Assessment Forms are then filed by environmental safety units for future reference.
- 6 **Risk hazard control**
Implement hazard control, and compile the "Control List" to manage risks.
- 7 **Risk control**
Report and review during the annual management review meetings.

► **Healthy workforce sustainability leader**

In 2023, the Occupational Safety and Health Administration selected 10% of outstanding companies with excellent performance, and CGPC was selected as an outstanding company in the “Outstanding Enterprise in Voluntary Evaluation of Occupational Health and Safety Indicators in Corporate Sustainability Reporting” and participated in the selection of “Leading Enterprise in Sustainable Healthy Workforce” organized by the Administration of Occupational Safety and Health, Ministry of Labor for the first time, and was selected as the “2023 Sustainability Leading Enterprise” at the top of the list (chemical industry), and the “Best Practice Sharing” was published to attend the event.



Deputy Director-General of the Occupational Safety and Health Administration, Ministry of Labor, Chin-Lung Chu, and the award recipients of 2023 Sustainable Pioneering Enterprise Representative posing for a group photo.



On November 26, 2023, CGPC Chi-Hung Hu was invited to share a case study.

Occupational safety and disaster management

We have set our occupational disaster management objective as “Zero incident. Zero disaster”. In order to prevent occupational disasters, protect the safety and health of workers, and achieve the objectives and standard of safety and health management, we have established the Safety and Health Work Rules, and require all employees to abide by them. CGPC aims to improve the workers’ work environment (worker platform and renewed the noisy environment) in 2023 to reduce the hazard factors such as slipping and hearing loss and prevent their recurrence. Reduce the estimated costs of occupational injuries and illnesses and the estimated impact on the company’s profitability, according to payment of personal injury assessment of OSHA safety, and based on the assessment of personal injuries caused by slips and falls (lacerations, burns, scalds, fractures) and work environment (hearing loss) of the estimated cost impact on profitability, through which [estimation tools](#) to understand the impact of occupational injuries and illnesses on the company’s bottom line. (In 2023, there were no work injury compensation costs for CGPC, and Vinyl Chain’s occupational safety are lower than the industrial accident rate in FR, SR, and FSI.)

Accident Statistics of Vinyl Chain in the Past Three Years

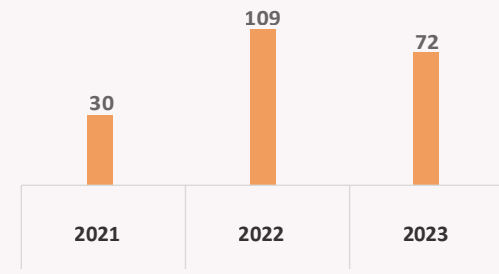
Unit	Item	Year	2021	2022	2023	Plastic and Synthetic Rubber Raw Materials Manufacturing
Million man hours	F.R. (LTIFR)		2.16	1.67	2.86	1.04
	S.R.		30	109	72	299
	F.S.I		0.25	0.42	0.45	0.55
frequency	LTIR		0.43	0.33	0.57	-
Number of Occupational Accidents			4	3	5	-
Occupational Accident Rate			0.46%	0.35%	0.60%	-
Total Hours Worked by Employees			1,851,972.0	1,789,628.0	1,744,378.0	-

Note:

- (1) Frequency of disabling injuries (FR, LTIFR) = Number of injuries x 10⁶ / Total working hours
- (2) Severity of disabling injuries (SR) = Number of days lost due to accidents x 10⁶ / Total working hours
- (3) Frequency severity index (FSI) = √ [(FR x SR)/1000].
- (4) Male-female ratio: Male 100%; Female 0%.
- (5) Data source: Monthly report of occupational hazard statistics
- (6) LTIR: Lost Working Time Rate Due to Occupational Injury = Number of injuries x 200,000/Total working hours.
- (7) Please see 6.4.1 [Injuries caused by accidents](#) description.
- (8) Number of occupational accidents in 2023: 5 employees of CGPC, 0 employees of TVCM, and 0 employees of CGPCP.
- (9) Calculation method of occupational accident rate: Number of occupational accidents/total number of employees.
- (10) The statistics include the CGPC Main plant, the TVCM’s Linyuan plant, and the CGPCP Linyuan plant.
- (11) Indicators for the same industry are based on the aggregate injury index of each industry for the past three years as announced by the Occupational Safety and Health Administration.
- (12) Vinyl Chain’s occupational safety are lower than the industrial accident rate in FR, SR, and FSI.

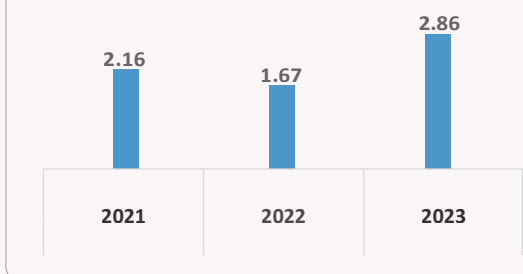
Comparison of severity of disabling injuries (S.R.)

(Million man hours, S.R.)



Comparison of frequency of disabling injuries (F.R.)

(Million man hours, F.R.)



► 2023 Injuries caused by accidents

In 2023, there were no accidents occurred in TCVM and CGPC. There were five industrial safety accidents at CGPC in 2023. The types of injuries included three slip and fall, one crush injury, and one fell. After the accident, CGPC Main plant actively reviews the causes of accidents, reduces the hazard factors, prevents recurrence, and immediately proposes countermeasures and cares for employees. The improvement measures are described as follows:

2023 accident injuries (CGPC)		
By company	Disaster Type	Improvement Measures
CGPC Main plant	Slip and fall	Eliminate hazard factors for the places and equipment that are prone to slipping and falling in the operation environment: 1. Engineering improvement: Improvement of the personnel working platform. 2. Administrative management: Safety publicity, revision of operational procedure documents, improvement of the effectiveness of personal protective equipment, and re-evaluation of risk and hazard identification within the unit. 3. Others: Implementation of sorting and rectification, supervision and management by supervisors, irregular safety observation, and concern for and care of injured employees.
	Crushing injury	Carry out the overall and parallel implementation of equipment improvement and eliminate hazard factors: 1. Engineering improvements: The operator’s working platform is renewed, and support brackets are installed where the equipment covers are removed. 2. Administrative management: Safety publicity, revision of operational procedure documents, and re-evaluation of risk and hazard identification within the unit. 3. Others: Supervision and management by supervisors, irregular safety observation, and concern for and care of injured employees.
	Falling incident	Eliminate hazard factors by changing personnel loading and unloading operations to machine loading and unloading: 1. Engineering improvements: (Pallet truck) Use iron pallets with remaining waste on the trailer, and then return the pallet after unloading by the manufacturer. (Grab crane) Since the residual waste (rubber) materials are gathered in the open space, the manufacturer clamps the remaining waste (rubber) materials into the grab crane, and assigns a commander to monitor the surrounding conditions during the operation. 2. Others: Machines are used to replace manual operations to reduce the hazards of personnel contact, concern and care of injured employees.

Statistics of safety patrol inspections and improvement cases for the most recent 3 years

Company	CGPC (Main plant)			TVCM (Linyuan plant)			CGPCP (Linyuan plant)			
	Year	2021	2022	2023	2021	2022	2023	2021	2022	2023
Safety patrol inspections		1,028	1,808	820	556	1,265	2,160	298	376	520
Total cases of deficiencies		1,328	1,426	978	251	441	580	298	23	149
Number of cases improved		1,328	1,426	929	251	441	580	298	23	149
Number of cases improving		0	0	49	0	0	0	0	0	0
Improvement rate		100%	100%	95%	100%	100%	100	100%	100%	100%

Note: 1. The number of patrol inspections includes the number of safety and health patrol inspections carried out by the site supervisor and the number of environmental safety and health inspections carried out by the safety and environmental protection units and industrial safety officers in the past 3 years.
2. The incomplete cases go to the next year, and we follow up the cases until the improvement rate reaches 100%.
3. Source: Environmental safety and health management platform.

2023 Absence statistics table

Company/Gender	Male	Female
CGPC (Main plant)	0.50%	0.24%
TVCM (Linyuan plant)	2.47%	5.58%
CGPCP (Linyuan plant)	7.10%	0.63%

Note: 1. Absence rate = Total days absent / Working days x 100%.
2. Total days absent: The total number of absence days in 2023 is calculated based on the actual sick leave, public holiday and injury leave.
3. The number of working days: Actual number of working days in 2023.

Fire injury statistics in the past three years

The Company strengthen personnel’s capability to respond to emergencies, determine correct handling procedures, and familiarize the use of safety protection equipment to ensure personnel and environmental safety and normal plant operation, further reducing the potential loss from accidents to a minimum, we continuously strengthen fire prevention management, implement fire drills, fire equipment inspection, and manage flammable substances in the plant to enhance employees’ awareness of fire prevention. In August 2023, the Company dispatched personnel to participate in the fire and chemical disaster rescue training course of the Fire Department Training Center, National Fire Agency.

Year	Number of fire cases	Number of people injured by fire	Number of deaths in fires	Proportion
2021	0	0	0	0%
2022	0	0	0	0%
2023	0	0	0	0%

Note: The scope includes CGPC Main plant, and TVCM Linyuan plant and CGPC Linyuan plant, and the coverage rate is 100%.

Statistics of safety performance indicators are as follows:

Safety performance indicators	(million hours worked)		
	CGPC (Main plant)	TVCM (Linyuan plant)	CGPCP (Linyuan plant)
Frequency of disabling injuries (FR, LTIFR)	3.88	0	0
Severity of disabling injuries (SR)	97	0	0
Frequency severity index (FSI)	0.61	0	0
Occupational safety violation ticket	0	0	0
Emergency response drills	31	13	5
Education and training sessions	106	78	28
Safety patrol inspections	820	2,160	520
Completion rate of occupational safety management by objectives	100%	100%	100%
Violation improvement rate	95%	100%	100%

Note: 1. Occupational safety fines. Please see [3.4 Regulatory compliance](#)
 2. The incomplete violation improvements go to the next year, and we follow up the cases until the improvement rate reaches 100%.

Safety and health education, training, and promotion for the past three years

Year	CGPC (Main plant)		TVCM (Linyuan plant)		CGPCP (Linyuan plant)	
	Total number of people	Training hours	Total number of people	Training hours	Total number of people	Training hours
2021	2,289	8,053.0	1,016	3,865.5	173	865.0
2022	2,644	9,062.5	996	4,900.0	184	996.0
2023	2,089	7,520.5	1,099	4,404.5	211	1,264.5

Note: The scope includes CGPC Main plant, and TVCM Linyuan plant and CGPCP Linyuan plant, and the coverage rate is 100%.

Statistical table of safety and health education, training, and promotion in 2023

Course name	CGPC (Main plant)		TVCM (Linyuan plant)		CGPCP (Linyuan plant)	
	Total number of people	Training Total hours	Total number of people	Training Total hours	Total number of people	Training Total hours
Process safety management	291	891.0	106	504.0	36	219.0
Work safety training/promotion	280	2,575.5	31	236.0	37	264.0
Environmental protection training	263	1,052.0	161	681.0	19	222.5
On-the-job safety and health education and training(Including on-the-job and return training for operation supervisors)	3	12.0	120	796.0	49	293.0
Emergency response drills	693	1,207.0	442	1,690.0	25	100.0
Self-defense fire formation training	258	1,032.0	52	265.0	24	139.0
Firefighting training/promotion	290	583.0	182	189.5	18	18.0
Workplace health promotion seminars	11	168.0	5	43.0	3	9.0
First aid and vocational nursing education	2,089	7,520.5	1,099	4,404.5	211	1,264.5
Total						

Note: 1. First aid and vocational nurses are required to take a 3-hour training course over 3 years.
 2. Data source: Annual training schedule.

6.4.2 Occupational health management ► (GRI403-3、403-4、403-6、403-8、403-10)

CGPC conducts annual [operational environment monitoring and chemical classification management](#) (Please refer to [5.1.1 Hazardous substances and waste disposal and management](#)). We commission large hospitals to conduct health examination every year to protect the health of employees, and report the results to the competent authority for future reference. The 2023 examination rate was 100% (covering employees in the headquarters in Taipei, CGPC Plant, TVCM Linyuan plant and CGPC Linyuan plant). The jobs that require specialized health examination include works involving noise, lead, dust, vinyl chloride, dimethylformamide, chromic acid and its salts, cadmium and its components, n-hexane and ionizing radiation.

Operations of occupational health and safety

- (1) We adopt a hierarchical health management, and all conditions are divided into either Level 1 or Level 2 after examination by doctors. Level 1 refers to the specialized health exam or the follow-up results being determined as normal by doctors. Level 2 refers to the specialized health exam or the follow-up results being determined as abnormal but not related to the work environment by doctors. There were no cases of occupational diseases in 2023. For those who are found to show abnormalities during the specialized health examination, return visits are arranged for them and physicians of occupational medicine will give them personal health guidance.
- (2) The 2023 results of specialized health examinations are shown as follows, and the examination rate was 100%.
- (3) To take care of the health of employees, additional cancer screening tests are provided every year for all employees: alpha-fetoglobulin (alpha-AFP), carcinoembryonic antigen (colorectal cancer) CEA, prostate cancer (men), ovarian cancer (women), pancreatic cancer, and other 4 types of cancer. The examination expenses are entirely borne by the Company, and we provide comprehensive health care that exceeds the legal spirit.
- (4) In 2023, a total of 51 employees received health care services through the implementation of health care programs. Occupational medical specialists were commissioned to visit the company on a monthly basis to provide health services to employees, aiming to enhance their physical and mental well-being.
- (5) For the 2023 workplace health lectures, courses on the incidence of the top ten cancers, four types of cancer screening, women's cancers, and common women's diseases will be held to promote or prevent them.
- (6) In addition to labor insurance and national health insurance, CGPC purchases group accident insurance and group life insurance for each employee (the family members can also purchase additional insurance) to provide comprehensive protection for the employees and their family members. (See [CH 6.2.2 Employee benefits](#))
- (7) To effectively protect the safety and health of employees, the health check data of workers will be systematically managed according to important indicators such as work type and work environment. The trend will be grasped for the most recent three years and analyzed to track employees with abnormal results from the health checkups fulfilling the implementation of health care.
- (8) The company regularly conducts personal illness/workplace health risk assessments for middle-aged and elderly workers through hazard identification, risk assessment, and control measures in response to the hazards that may arise in middle-aged and elderly workers. The middle-aged and elderly work capability assessment is under implementation in 2023, and an estimated 336 candidates (men: 300 persons, women: 36 persons) were evaluated. Apart from ensuring the safety and health of elderly and middle-aged workers, we can also improve the work environment and reduce high-risk tasks, promote the participation and reemployment of the elderly, and enhance the productivity and work fitness of the elderly.
- (9) Creation of a Friendly Workplace Environment: CGPC and TVCM provide female employees with a friendly work environment and protect their work rights. We have formulated “measures for maternal health protection in the workplace” and the “promotion of breastfeeding (collecting) milk”. By setting up nursing rooms and offering physical and mental health assessment during pregnancy to create an employment environment for female employees to work without burden, we can protect the physical and mental health of female employees. Moreover, in 2023, we organized a course on sexual harassment prevention to prevent illegal abuse in the workplace, with a total of 88 colleagues participating.
- (10) TVCM promote labor health services, conduct health risk assessment and management, and take measures related to health promotion, as well as workplace selection, assignment and reinstatement of work. These measures improve physical and mental health of employees and create a healthy workplace. We arrange occupational specialists to come to the Company every 3 months to conduct health consultation to help employees know their health status, and implement four main programs. Every employee receives one health examination per year, and the items checked and frequency are better than the regulatory requirements. In 2023, all 164 employees of TVCM received their health examination. Among them, 51 received specialized checks for vinyl chloride, and appropriate health management measures are adopted for the results. In 2023, 12 people were placed in Level 2 for their specialized work, and all have completed the health interview, for a completion rate of 100%.
- (11) To make the workplace healthier, TVCM holds health seminars from time to time. The four health promotion seminars to be held in 2023 are as follows: 1. Build a healthy life - stay away from chronic diseases 2. Courses for plantar health 3. On-site health checkup and analysis 4. CPR+AED trainings.
- (12) CGPC and TVCM have collaborated with the Occupational Safety and Health Administration to implement testing the fit of respirators for the respiratory protection program. Workers who work in hazardous environments are required to take proper respiratory protection measures based on the characteristics of the harmful substances in the air in the work environment. We have established and promoted a respiratory protection program, and all on-site operators have qualified the tests, ensuring their respiratory protection during operations.
- (13) In 2023, CGPC organized a health promotion activity - weight loss. The event lasted for four months. Effective weight loss can improve the related diseases, and a weight loss bonus was provided to employees to encourage employees to participate in the activity. We are committed to physical and mental health activities. In 2023, our budget targets and implementation rate were 100%, and we organize health activities to engage our colleagues to improve their health and quality of life.
- (14) With the aim of safeguarding employee health, TVCM has installed three AEDs and encouraged employees to participate in CPR operation training courses in September 2023. The total number of participants was 82 persons.
- (15) TVCM's participation in the “Badge of Accredited Healthy Workplace” organized by the Health Promotion Administration, Ministry of Health and Welfare, and passed the review. It was awarded the [“Badge of Accredited Healthy Workplace”](#).

► 2023 Health caring implementation status

◆ Health care operation process:

Previous Year's Health Check Report→According to the overall analysis of the report, abnormal findings were classified into three levels→(1) Level A to B: Plant care and support, (2) Level C: Arrangement of plant medical care. When providing plant care and support, if it is found that an employee's health condition requires more specialized diagnosis, they are referred to the plant medical care.

◆ Health checkup of 51 persons in 2023 (total number of people receiving health checkup in 2022 was 837 people), and the health checkup is as follows:

Number under care	Implementation Status
51	<ul style="list-style-type: none"> ◆ The employees are assessed by occupational physicians and occupational health nurses together. They are arranged to meet in a conference room, where the occupational physician provides one-on-one health care and guidance based on the nature of their work. ◆ After the health care session, employees gain a better understanding of their own physical condition and make efforts to improve any health abnormalities.

2023 Status on specialized health checkup

(Unit: people)

Company	CGPC (Main plant)		TVCM (Linyuan plant)		CGPCP (Linyuan plant)	
	Expected	Examination rate	Expected	Examination rate	Expected	Examination rate
Noise	201	100%	--	100%	--	100%
Lead	21		--		--	
Dust	307		--		--	
Vinyl chloride	94		51		31	
Dimethylformamide	46		--		--	
Chromic acid and its salts	12		--		--	
Cadmium and its compounds	10		--		--	
n-hexane	1		--		--	
Ionizing radiation	2		--		--	

Source: CGPC's 2023 specialized health examination report.
Note: There were no abnormal findings in the special health examinations.

Health promotion seminar, Protect employees' health



Common Infectious Diseases and Vaccination Course



Occupational medical interviews



"Join Hands with the Public Sector for a Better Nut-Free Workplace Certification" campaign



Eat Smart and Enjoy Life Course



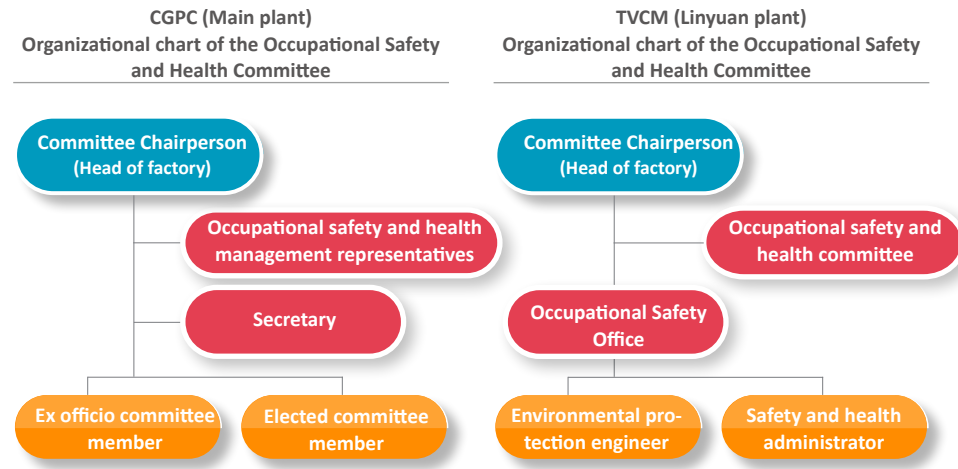
CPR+AED first aid training



Health Seminar - Cancer Prevention Seminar

6.4.3 Occupational safety and health organizations ▶ (GRI 403-1、403-4)

We have established the Occupational Safety and Health Committee in accordance with the occupational safety and health management measures (CGPCP has less than 100 employees, and there is no need to establish such committee). Labor representatives are appointed by unions, and the proportion of committee members is higher than the one-third standard set by the laws and regulations. The committee meets once a quarter on a regular basis, with labor representatives speaking out for all employees and discussing issues related to environmental protection, safety and health, etc. with the management.



Proportion of 2023 occupational safety and health committee members

By company	Committee member type	Number of people	Percentage
CGPC (Main plant)	Elected committee member (labor representative)	9	39%
	Ex officio committee member (employer's representative)	14	61%
	Total	23	100%
TVCM (Linyuan plant)	Elected committee member (labor representative)	9	35%
	Ex officio committee member (employer's representative)	17	65%
	Total	26	100%

Note: The elected members are labor representatives who are workers performing works at the workplace controlled by the organization.

6.4.4. Contractor safety management ▶ (GRI 403-1、403-5、403-8)

We have established the Contractor Environmental Safety and Health Management Guidelines, which includes arranging education and training before work, holding communication and coordination meetings, and giving hazard notifications. Before work starts, it must pass safety inspection, and a work safety permit must be signed. Safety supervision during the work must be enforced. We also cooperate with the Occupational Safety and Health Administration to invite contractors to join the Safety and Health Family initiative, so as to improve the overall self-directed safety and health management standard of contractors.

Passed the ISO 45001 2018 Occupational safety and health management system verification



▶ Implementation of contractor management (GRI 2-8)

Implementation of contractor management

Every year, contractors must be informed of hazards before entering the plant for work. Before the Lunar New Year holidays, a joint operation coordination meeting and education and training promoting safety of contracting works must be held. In 2023, a total of 4,343 person-time attended the safety education and training for contractors before they enter the plant for work.

2023 number of sessions and participants of the contractor work safety and health field visit and promotion education and training at each plant

By company	Number of sessions	Participating person-time
CGPC (Main plant)	361	1,655
TVCM (Linyuan plant)	104	2,013
CGPCP (Linyuan plant)	195	675
Total	660	4,343

Accident statistics of contractors in the past three years

Item/year	2021	2022	2023
F.R.(LTIFR)	4.96	0.00	0.00
S.R.	1,488.00	0.00	0.00
F.S.I	2.71	0.00	0.00
LTIR	0.99	0.00	0.00
Number of Occupational Accidents among Contractors	1	0	0
Total Hours Worked by Contractors	201,584.0	372,246.0	842,264.0

Note:
 1. Frequency of disabling injuries (FR, LTIFR) = Number of injuries x 10⁶/Total working hours
 2. Severity of disabling injuries (SR) = Number of days lost due to accidents x 10⁶/Total working hours
 3. Frequency severity index (FSI) = √ [(FR x SR)/1000].
 4. LTIR: Lost Working Time Rate Due to Occupational Injury = Number of injuries x 200,000/Total working hours.
 5. The statistics include the contractors of CGPC Main plant, TVCM Linyuan plant, and CGPCP Linyuan plant.
 6. From 2021 to 2023, there were no contractor accidents in TVCM and CGPCP for three consecutive years.
 7. From 2022 to 2023, the Company had no contractor accidents for two consecutive years.
 8. In 2023, due to the demolition of the Film and Sheet plant and the construction of new equipment (new natural gas boiler, hydrochloric acid furnace, VOC control equipment, etc), the worker-hours of contractors increased from the previous two years.

Outline of discussion topics of the Occupational Safety and Health Committee in 2023

01. Revised work safety permit
02. Helmet promotion plan
03. Principles for management of environmental safety and health incidents
04. Operating environment monitoring, assessment, review, and planning meeting
05. Hearing protection and health promotion education and training
06. 2023 health promotion-weight loss activities
07. Commissioned the Training Center of the Fire Department of the Ministry of the Interior to organize the petrochemical disaster rescue training course
08. Forward driving warning sound for electric forklifts
09. When the Company's organizational tasks, responsibilities, personnel changes (including new hires) changes, the head of each unit should identify the unit/personnel license needs, and submit a "Safety and Environmental Protection License Registration Form" to be set up in the Permit Management section according to the registration form submitted by each unit.
10. Employees hired by contractors should be equipped with labor insurance for discussion.
11. Revision of the Fire Services Act
12. Chemical system interface operation and user instructions
13. Advocate of the explosion at Launch Technologies Co., Ltd. Pingtung Factory
14. Contingencies related to solar power generation facilities
15. On-site counseling by the Occupational Safety and Health Technical Center and consultants hired by the Occupational Safety and Health Administration
16. USI Group's Zero-Tolerance Industrial Safety Policy
17. Green factory visits
18. Signing ceremony for a Betel Nut-Free Workplace in 2023
19. Article 19-1 of the Fire Protection Act stipulates that in the event of a fire, explosion, dangerous public goods, or the escape of flammable high-pressure gas, the management rights holder shall immediately complete the notification according to the Central Competent Authority's regulations and regulations for the target, method, and content of the announcement.

6.4.5 Emergency response ▶ (GRI 403-7、403-5)

We have established the Emergency Response Plan Guidelines, and regularly organize emergency response drills according to the hazard characteristics of each process (such as the number of emergency drills to be run and the number of people in each plant in 2023). The main purpose is to strengthen personnel's capability to respond to emergencies, determine correct handling procedures, familiarize the use of safety protection equipment, and provide timely action guidelines in the event of a disaster to ensure personnel and environmental safety and normal plant operation, further reducing the potential loss from accidents to a minimum.

Emergency Drill Statistics for the Year 2023

By company	Number of sessions	Participating person-time
CGPC (Main plant)	31	530
TVCM (Linyuan plant)	13	442
CGPCP (Linyuan plant)	5	42
Total	49	1,014



Name, person-time, hours of training courses

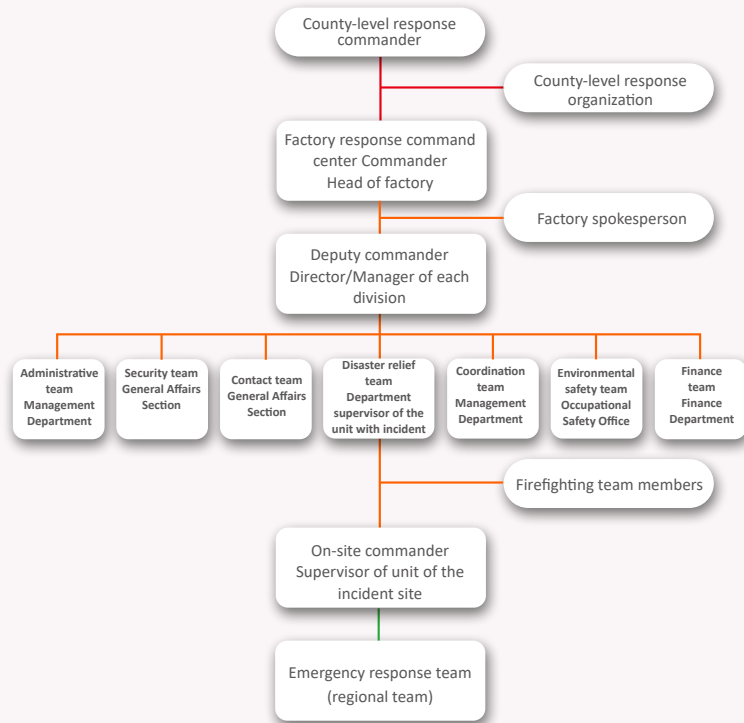
Course name	Person-time/hours	Gender	Supervisors	Not supervisors	Total
Self-defense fire team training, emergency response drills, process safety, safety and health education and training, operation safety, fire prevention promotion, etc.	Person-time	Male	481	2,224	2,705
		Female	13	117	130
	Total person-time		494	2,341	2,835
	Hours	Male	2,017.0	8,893.5	10,910.5
		Female	46.0	430.0	476.0
	Total hours		2,063.0	9,323.5	11,386.5



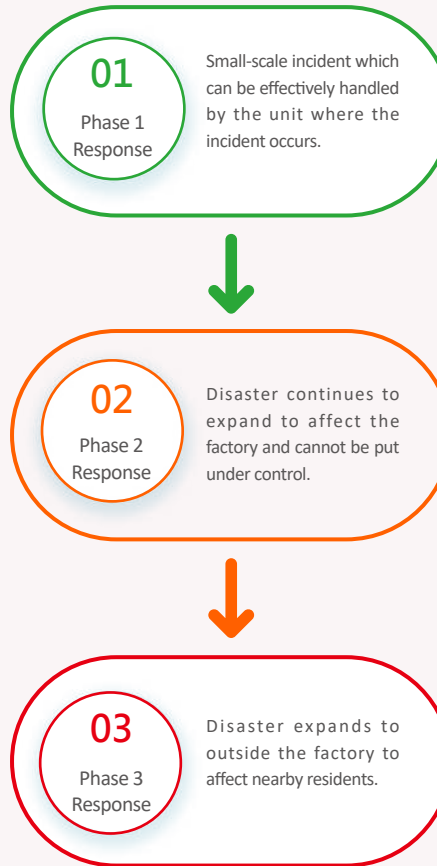
Emergency response process and implementation of the emergency response procedures at various phases

1. Emergency Response Organizational Structure

- Contingency framework for the Phase 1 (can be effectively handled by the unit where the incident occurs)
- Contingency framework for the Phase 2 (disaster continues to expand to affect the factory and cannot be put under control)
- Contingency framework for the Phase 3 (disaster expands to outside the factory to affect nearby residents)



2. Emergency Response Process



3. Procedures for actual implementation of emergency response

- 01

Phase 1 Response

Small-scale incident which can be effectively handled by the unit where the incident occurs.
 - 02

Phase 2 Response

Disaster continues to expand to affect the factory and cannot be put under control.
 - 03

Phase 3 Response

Disaster expands to outside the factory to affect nearby residents.
-
- 01

Disaster On-site

(a) Confirm status
(b) Quarantine the disaster area
(c) Incident notification
 - 02

Disaster Situation assessment

(a) Phase 1: Establishment of a crisis response team; Phases 2 and 3: Establishment of a crisis command center.
(b) Identify scale and hazard of disaster
(c) Plan response actions
 - 03

Carry out response actions Action

Implement various responses. For example: Alarm and notification, notification system, in-plant notification procedures, off-site notification procedures, effective notification methods to achieve timeliness, protective measures and rescue, evacuation, etc.

Status of emergency response training and drills at each plant

CGPC: Strengthen personnel's capability to respond to emergencies, determine correct handling procedures, and familiarize the use of safety protection equipment to ensure personnel and environmental safety and normal factory operation, further reducing the potential loss from accidents to a minimum. The Company sent personnel to participate in the fire and chemical disaster rescue training course of the Fire Department Training Center in August.



CGPC emergency drills (indoor classes and rehearsal)



CGPC emergency drills (dress drills)



CGPC emergency drills (outdoor drills)

TVMC: Each shift holds emergency response drills every half a year according to the hazard characteristics of each process. The main purpose is to strengthen personnel's capability to respond to emergencies, determine correct handling procedures, familiarize the use of safety protection equipment, and provide timely action guidelines in the event of a disaster to ensure personnel and environmental safety and normal factory operation, further reducing the potential loss from accidents to a minimum.



TVMC emergency drills

25/04/2023 13:49



CGPCP emergency drills

CGPCP: CGPCP holds emergency response drills twice a year in accordance with the Enforcement Rules of Fire Services Act, and emergency response drill once a year in accordance with the Regulations Governing Toxic Chemical Substances Risk Prevention and Response Plans, and the two can be held at the same time.

Awards and recognitions

CGPC was presented with (1) "Outstanding Enterprise in Voluntary Evaluation of Occupational Health and Safety Indicators in Corporate Sustainability Reporting" and (2) "2023 Sustainable Pioneering Enterprise Award" from the Occupational Safety and Health Administration, Ministry of Labor, and was invited to attend the ceremony on November 16, 2023. The award ceremony was held at the "Promoting Workplace Sustainable Health and Safety Achievements Conference" and the "Best Practice Sharing" was presented.

In 2023, the Occupational Health and Safety Administration initiated to evaluate 633 corporate sustainability reports and selected 10% of the outstanding companies. The selected industries include electronics, finance, building materials and construction, chemical industry (widely included in the plastics, textile, and rubber industries), the food industry, and 62 companies in other industries. CGPC was selected as an outstanding company in the "Outstanding Enterprise in Voluntary Evaluation of Occupational Health and Safety Indicators in Corporate Sustainability Reporting" and participated in the selection of "Leading Enterprise in Sustainable Healthy Workforce" organized by the Administration of Occupational Safety and Health, Ministry of Labor for the first time, and was selected as the "2023 Sustainability Leading Enterprise" at the top of the list (chemical industry), and the "Best Practice Sharing" was published to attend the event.

Established in 1964, CGPC is about to enter its 60th anniversary. As its old factory leaves traces of its old age, it still maintains its down-to-earth atmosphere. In order to continue to pass on this down-to-earth spirit and support the government's promotion of OHS, CGPC complies with the GRI 403, SASB, SDGs and other standards, deepening ESG thinking in various sustainable development strategies to promote "environmentally friendly, green economy, circular innovation, smart production, inclusive workplace, sustainable development" as the sustainable development goals. We will continue to care for our employees, gradually improve the working environment, and expand our positive influence in society to build a sustainable pilot company.

109
companies of
the supply chain
participated

Top 10 %

Benchmark
industry



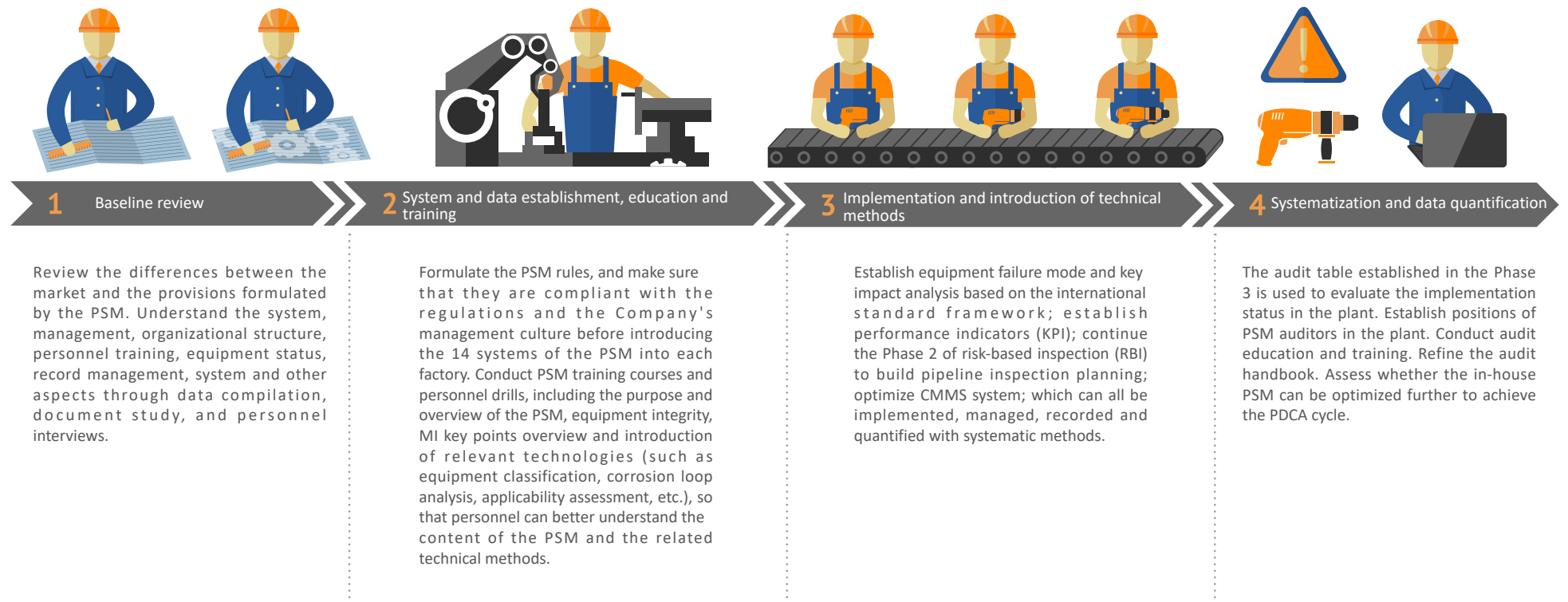
6.4.6 Process safety management ▶ (GRI 2-8、403-4、403-5、403-7)

CGPC's hazardous work locations include the plant in Toufen and the PVC resin processing area in CGPC's Linyuan plant, which are considered Type C hazardous workplace. TVCM's Linyuan plant has Type A and C hazardous workplaces spread out in the manufacturing area, filling area, storage tank area, etc. We apply to the competent authority for permit in accordance with the Hazardous Work Place Review and Inspection Regulations to obtain approval documents. Due to that our factories are close to the urban area, we have implemented the process safety management (PSM) to reduce the risk of failure of various protective measures and prevent disasters which may affect in-house employees or even residents nearby.

Implement process safety information and assessment, labor participation, hot work permit, change management, incident investigation, compliance audit and other major items to understand the best state of equipment and personnel in the plant in process operation and reduce the occurrence of various types of risks, and prevent false alarm events from becoming disasters.

▶ Promote process safety management (PSM)

Vinyl Chain three plants implemented the PSM, and Chairman Han-Fu Lin of TVCM led all employees to participate and implement the project. Hired external consulting teams which adopted the industry-academia collaboration to help us implement the PSM project, including system establishment, technological methods, etc., which was divided into four phases.



Management objectives

Promote process safety management, which has 14 items, employee participation; process safety information; process hazard analysis; operating procedures; education and training; contracting management; pre-startup safety inspection; mechanical integrity; hot work permit; change management; incident investigation; emergency planning and contingency; compliance audits; and trade secrets to ensure equipment integrity and personnel familiarity with equipment (including protective equipment).

Promoted the establishment of CMMS in 2023

The implementation of CMMS was completed in 2023, consisting of a total of 12 modules, including: 1.Equipment Management Module, 2.Maintenance Work Order Module, 3.Personnel Management Module, 4.Coding Maintenance Module, 5.Maintenance Scheduling Module, 6.Inspection Management Module, 7.Shutdown Management Module, 8.Spare Parts Management Module, 9.Procurement Management Module, 10.Reporting Module, 11.FMECA Module, 12.KPI Module: The aim of this technical implementation is to optimize equipment management and maintenance, thereby reducing losses and preventing incidents caused by equipment abnormalities

Improvement plan items

The contents of the implementation include the optimization of procedural documents such as Incident investigation, hot work permits, contractor management, protection of trade secrets, and emergency response. It also involves the development of individual training plans for employees, implementation of pre-startup safety checks, adherence to change management procedures, LOPA analysis, equipment classification (SCE), continuous improvement of equipment PM/PDM plans, establishment of RBI analysis and corrosion loops, and tracking and management of aging equipment. Detailed information regarding these activities is provided in the planned worksheet.

2023 Process safety performance indicators are shown as follows:

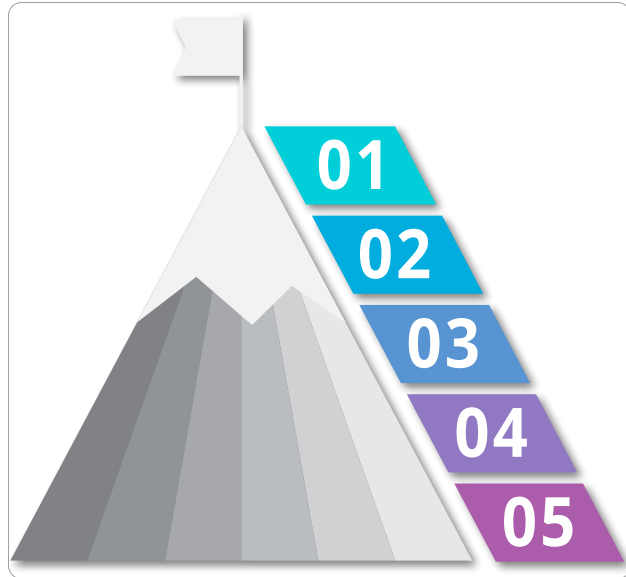
Item	Code	Content of indicators	2021	2022	2023
Process safety and emergency response	RT-CH-540a.1	Process safety incident counts (PSIC)	1	0	1
		Process safety incident counts (PSTIR)	10%	0	8%
		Process safety incident severity rate (PSISR)	29%	0	0
	RT-CH-540a.2	Number of transportation incidents	0	0	0

- Note:
- Statistics of the process safety incidents (PSIC) meeting the following four criteria:
 - Related to manufacturing process;
 - Chemical spills which exceed the minimum reporting requirements, resulting in death or injury to employees or contractors or hospitalization of a third person (not employees or contractors), official declaration of community evacuation or shelter-in-place, the direct loss of the Company caused by a fire or explosion exceeds US\$25,000, any of which needs to be reported.
 - The incident occurs in a production, distribution, storage, public or pilot plant.
 - Serious spills in which the amount of leakage exceeds the allowable limit in any one hour.
 - Process safety total incident rate (PSTIR) (= Process safety incident cases x 200,000/Total employee work hours (employees, contractors))
 - Process safety incident severity rate (PSISR) (= Total severity score for all process safety incidents x 200,000/Total employee work hours (employees, contractors))
 - Cause of the accident: The electrolytic cell was damaged by fire, and no one was injured. Improvement measures:
 - Replace the existing card backplane to avoid poor backplane contact.
 - Add a hard-wired loop to the emergency button to connect the process trip points.
 - Add a silicon rectifier single-point power-off independent system to avoid power-off control due to card failure.

Plan work:

Plan work:	Descriptions
Procedural documents	Optimization of incident investigation, hot work permits, contractor management, trade secrets, and emergency response procedures documents.
Education and training	Based on job responsibilities, individual training plans for employees are established.
Pre-startup Safety Review	Prior to the commissioning or operation of new equipment or process units within the facility, a pre-startup safety review is conducted to ensure compliance with safety protocols.
Process Change Management	When there are changes or modifications to process technology, operating procedures, process equipment, hazardous areas, facilities affecting the process, or the use of legally required hazardous machinery or equipment within the facility, change management procedures are strictly followed.
Process safety assessment	2023 Personnel and Environment A conduct LOPA analysis, 2024 Personnel and Environment B conduct LOPA analysis. ♦ Personnel, environment A, and B all need to conduct LOPA analysis.
Follow-up audit	According to the annual audit plan, internal audits are conducted within the facility, and any identified deficiencies are tracked and reviewed for further investigation.
Equipment management	1. Take inventory of equipment and classify them, and verify in-house SCE equipment. ♦ (Safety Critical Elements · SCE).
	2. Establish a corrosion handbook, screen out the key equipment/pipelines, and establish a corresponding inspection plan.
	3. Propose recommendations for system improvement based on the in-house maintenance management system and maintenance records.
	4. Audit and tracking management of aging equipment items.
Explosion-proof Electrical Management	In accordance with the regulations on explosion-proof electrical in our country, the establishment and review of existing explosion-proof electrical are carried out.
Performance Indicator Procedure Development	Based on process safety management objectives, procedures and standards for implementing various performance indicators are established.

► **A good basis leads to a good system**



1. ISO 55000~55002 Asset Management

Asset management practice and implementation

2. EN 13306 Maintenance terminology

Maintenance terminology

3. ISO 14224 Petroleum, petrochemical and natural gas industries -- Collection and exchange of reliability and maintenance data for equipment

Petroleum, petrochemical and natural gas industries – Collection and exchange of reliability and maintenance data for equipment

4. EN 15341 Maintenance Key Performance Indicators

Maintenance and reliability indicators

5. EN 16646 Maintenance within Asset Management

Maintain physical asset management

► **Promotion objectives and achievement results**

Establish a management system that complies with the PSM and regulations, reduce the probability of equipment abnormalities, train personnel to take response measures, prevent disasters or obtain immediate control in the early phase to prevent expansion of incident, and ensure the safety and health of personnel inside and outside the plant to achieve sustainable business operations.

2023 Objectives	Carry out auditing of the 14 items of the PSM, and learn clearly what needs to be optimized during the current PSM implementation. Incorporate the use of CMMS system, and manage it electronically. Analyze equipment information and carry out maintenance management. Systematically implement equipment failure analysis to estimate its remaining service life.
2023 Performance	Phase 3 (24 months, completion date: December 31, 2023): Key implementation items: process hazard analysis, aging equipment management, review of explosion-proof hazardous areas, continuous optimization of procedures. Internal audits and cross-plant audits, PSM Data is continuously collated and collected, and PSM performance indicators are established. After completing the establishment of the CMMS system, equipment information is analyzed and managed electronically.
2024 Objectives	<ul style="list-style-type: none"> ◆ Optimization of the PSM Audit Form Based on the Regulations for Periodic Process Safety Assessment, OSHA 1910.119, CCPS Risk Based Process Safety Management (RBPS), API 581, and the recommendations of the Park Service members, etc, to optimize the Group's PSM audit form. ◆ PSM Group Cross-Plant Audit Starting from 2022, USI Group, the BSI accreditation body, and PSM academic experts jointly organize PSM auditor training. PSM auditor training is held regularly every year. ◆ Development of PSM Information Platform Digitalize the 14-item PSM operational process to connect the correlations among the items and quantify the PSM-related KPIs to effectively grasp the implementation status of each PSM item in the plant. Main functions: (1) Collect/review/update the 14 information management items of PSM to keep track of the current situation. (2) Documentation of PSM Implementation. (3) The electronic form sign-off process is adopted for items such as compliance audit, contractor management optimization, accident investigation, change management, and aging equipment management and tracking to improve efficiency.
2025 Objectives (Intermediate-term)	Introduce PSM-related technologies and methods, optimize the systematic management of CMMS and the PSM education and training platform.
2030 Objectives (Long-term)	Each PSM work item complies with the Recognized And Generally Accepted Good Engineering Practices (RAGAGEP) to have a common language with international standards. Complete the following tasks: (1) Implement the PSM work as the company's work culture and language, and achieve feasibility (2) Based on the quantified results of the PSM KPIs, we enhance the key points of implementation and find the factory's own best management practices. (3) Refine PSM technology and keep up with international practices for a shared language. (4) CMMS systematically manages equipment, establishes the Group's reliability data, and keeps track of equipment status. (5) For PSM auditing work, regularly schedule audits and inspect the areas that need to be optimized and improved in the plant to achieve the PDCA cycle.

Key promotion items

1 Senior executives' commitment and support



For the implementation of the PSM, Chairman Han-Fu Lin of TVCM presides over meetings to regularly review the progress.

2 Regularly hold education and training sessions



In order to enable employees to understand the importance of PSM, review and establish labor participation programs so that they can fulfill their respective responsibilities in line with the principles of labor participation in the 14 items of the PSM. Arrange joint participation of employers and employees in the planning, development, implementation and improvement of safety programs in the Company, further achieving process safety management. In 2023, CGPCP organized [PSM Auditor Training](#), taking a leading position in the industry.

3 Periodically review/revise process-related operating procedures

Process safety events have high-risk hazards in nature. Therefore, operation phases in addition to normal operations, such as emergency operations, should be considered, and corrective measures should be identified in advance for all deviations. Prepare operating procedures in writing can help us further understand the process, and Improve process safety for more efficient operations, thereby reducing downtime and improving quality.

4 Contractor management


In order to prevent contractors from having catastrophic leakage that leads to catastrophic incidents during the contract period, a series of management process and follow-up, such as contractor assessment, contractor agreement organization meeting, factory entry management, toolbox meeting, process overview of hazard notification, etc., should be carried out from the beginning.



5 Participation in external activities


Regularly participate in PSM-related seminars and presentations held by government agencies/academia/third-party organizations, so as to learn about the best PSM practices from international factories and industry peers, and refine our in-house process safety management.


6.5 Transportation Safety Management ▶ (GRI 3-3)

Material issue: Transportation safety management


- 
The Significance and Impact of CGPC


Transportation safety management complies with domestic laws and regulations. Prevent traffic accidents caused by man-made errors or equipment problems and environmental pollution harming the health of the public and causing life and property losses. Affected objects: employees, community residents, government agencies, customers, investors.
- 
Develop Strategy
 1. Formulate management standards for vehicle transportation, loading and unloading management, emergency equipment and detection systems.
 2. Annual qualification review of transportation contractors and drivers.
 3. Regular promotion, drills, spot checks and audits.
 4. Ensure the operation of pipeline safety management system (PSMS), establish pipeline integrity management plan and implement pipeline risk management.
- 
Policy Commitment

Ensure that all transportation complies with regulations, improve personnel training and safety testing, and achieve the goal of zero disasters and zero accidents.
- 
Grievance Unit

Storage and Transportation Division
- 
SASB Indicator

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Promotion policy	Unit	2023 goal	2023 result	2024 goal	2025 goal	2030 goal
Annual review rate of transportation contractors and tanker trucks	%	100%	100% 	100%	100%	100%
Improvement rate of deficiencies found by transportation safety inspection and audit	%	100%	100% 	100%	100%	100%
Inspection rate of pipeline adopting cathodic corrosion	%	100%	100% 	100%	100%	100%
Zero transportation disaster and accidents	Times/Year	0	0 	0	0	0

 Exceeded Target
  Achievement
  Partially achieved
  Not met

We maintain the attitude of "Speed. Safety. Responsibility", and make sure that our transportation safety and environmental protection management comply with domestic laws and regulations. In order to ensure the safety of transportation and reduce road accidents, we have established standard operating procedures for transportation of goods, tanker trucks, and loading/unloading, and prepared defensive drills and emergency response plan for risk control of transportation safety management. We are committed to transportation safety and the prevention of traffic accidents caused by manmade errors or equipment problems and environmental pollution harming the health of the public and causing life and property losses.



We carefully employ good drivers and effectively use various management measures to improve traffic safety and reduce the occurrence of accidents. Creating a safe traffic environment to achieve "Safety first. Customer first. Value employees and contractors. Zero disaster". Our intermediate to long-term objectives are to help transportation contractors implement management measures and also make zero incident as their goals.

Description of CGPC's transportation (including subsidiaries TVCM and CGPCP)

1. CGPC's Main plant / CGPCP's Linyuan plant :

All of CGPC's main raw materials are transported to the factory by the suppliers. The products produced and a small part of the raw materials imported from abroad are transported by qualified contractors. CGPCP's Vinyl Chloride Monomer (VCM) is directly transported from TVCM's spherical storage tanks, and TVCM is responsible for operating the pipelines and managing maintenance works.

2. TVCM's Linyuan plant :

Ethylene (22%) is transported by pipelines, and ethylene dichloride (EDC) and chlorine gas are transported by tanker trucks (78%), and the transportation of chlorine gas tanker trucks is managed by the seller. Part of Vinyl Chloride Monomer (VCM) and industrial hydrochloric acid are transported by tanker trucks (55%), the transportation of hydrochloric acid tanker trucks is managed by buyers. The rest of Vinyl Chloride Monomer (VCM) is transported from TVCM's spherical storage tanks to CGPCP through above-ground pipelines (45%).

申訴機制

1. Internal grievances:

File environmental safety and health-related grievances with meetings of the Occupational Safety and Health Committee and occupational safety and warehousing and transportation units.

2. External grievances:

The occupational safety (environmental safety) and warehousing and transportation units verify the content of complaints with the unit being questioned after the complaints are received through the website, telephone, correspondence or transportation safety meetings, and the records are kept in the information reception/communication records or presented in the transportation safety meetings. If the complaints are confirmed, proper replies are provided or recorded in the meeting minutes for further actions.

► Transportation safety risk management and control process

- 1 Establish transportation safety standards, prepare qualified inspection documents and follow relevant control regulations and measures.
- 2 Set transportation safety goals and action plans (see description of major issues).
- 3 Joined the joint defense organization and served as the core enterprise of the inauguration meeting of the Safety and Health Family initiative, helping small and medium-sized enterprises improve the work environment.
- 4 Regularly evaluate whether the contractor's vehicles are inspected in accordance with regulations, and hold safety meetings.
- 5 Formulate and promote corresponding risk control countermeasures (emergency response plan).

Transportation Safety Management and Evaluation

1. Vehicles and equipment:

- 1-1 Formulate specific rules for handling accidents of Vinyl Chloride Monomer (VCM) road tanker transport, specifications for the use of fronts and tanks, and control standards for leakage control at the loading and unloading ports of tanker trucks.
- 1-2 Management rules for Vinyl Chloride Monomer (VCM) emergency response equipment and detection system.
- 1-3 Regularly check the repair and maintenance records of the transportation contractors.

2. Drivers:

- 2-1 In addition to the basic licenses, new and old drivers are required to have more than 4 hours of road driving probation or training. They need to have experience in transporting high-pressure tank trucks, pass fifteen times of evaluation of on-site operations with a grade of at least an A before being allowed to enter the factory to conduct operation.
- 2-2 Regularly disseminate case studies to the drivers, and conduct irregular inspection of tank trucks and regular audit of drivers.

3. Handling of goods:

- 3-1 Commission qualified contractors to perform transportation tasks.
- 3-2 Raw materials and products are transported by pipelines and tank trucks, and the related operations are carried out according to the operating standards.

4. Road transportation:

- 4-1 Apply for permit for road transportation of dangerous goods (Vinyl Chloride Monomer (VCM) according to law.
- 4-2 Monitor by using external GPS and DVR, retain the records, prepare monthly reports and follow up the progress of improvement.

5. Safety audit:

- 5-1 Review the qualifications of transportation contractors every year, establish communication channels with transportation contractors, raise the qualifications requirements of new drivers to transport VCM, or conduct regular sampling inspections before and after tanker trucks loading and unloading to improve the reliability of loading and unloading ports. The 2023 review rate for transportation contractors and tanker trucks is 100%. Inspection and audit found 64 cases of deficiencies in transportation safety, and a total of 64 cases have been improved for an improvement rate of 100%.
- 5-2 Regularly promotion and drills and update emergency response plans. (Minimize the impact when accidents occur). In 2023, there were 0 transportation disasters and accidents.

Transportation contractors are reviewed once a year.

Review qualifications of transportation contractors:

- ◆ A transportation company registered with the government.
- ◆ Has trained and qualified safety and health management specialists.
- ◆ Evaluate its capacity, efficiency and cooperation, and work quality every half a year, and propose improvement plans based on transportation issues reported by customers through transportation meetings.
- ◆ Regular inspection of contractors' transportation vehicles according to regulations.
- ◆ The transportation contractors shall hold a safety meeting every quarter to ensure that the products can be safely transported to the destination and minimize the environmental impact of transportation.

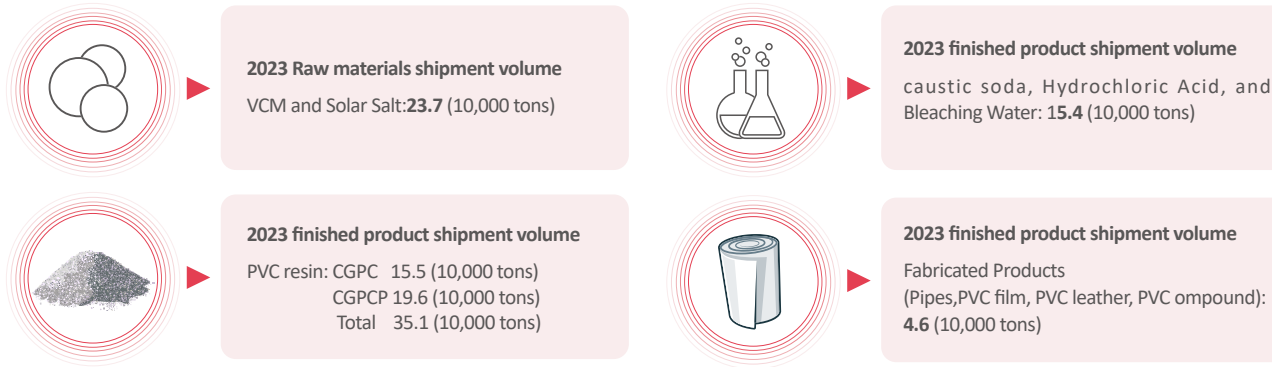
Annual qualification review items of transportation

- ◆ A transportation company registered with the government.
- ◆ Roster of work personnel accessing the factory.
- ◆ Contractors' letter of commitment to work safety and health.
- ◆ Designated labor safety and health personnel certificate.
- ◆ Labor insurance card or occupational disaster insurance card of each personnel accessing the factory.
- ◆ Employer's liability insurance for more than NT\$ 4 million for each personnel accessing the factory.
- ◆ Information of personal data for contracted work.
- ◆ Minutes of the environmental safety and health coordination meeting.
- ◆ Hazard notification records.
- ◆ Test form of hazard notification for accessing the factory.
- ◆ Re-contract affidavit.
- ◆ Driver license.
- ◆ Job safety analysis.
- ◆ Certificate of criminal records (no more than three times of drunk driving).

Number of inspections of transportation contractors of CGPC's raw materials and finished goods in the past 3 years.

By company	Descriptions	Item	2021	2022	2023
CGPC	Product transportation	Number of inspections	3	3	3
		Qualified rate	100%	100%	100%
TVCM	Transportation of raw materials	Number of inspections	7	7	7
		Qualified rate	100%	100%	100%
CGPCP	Product transportation	Number of inspections	1	1	1
		Qualified rate	100%	100%	100%
Total		Number of inspections	11	11	11
		Qualified rate	100%	100%	100%

6.5.1 Transportation safety management of raw materials and finished products

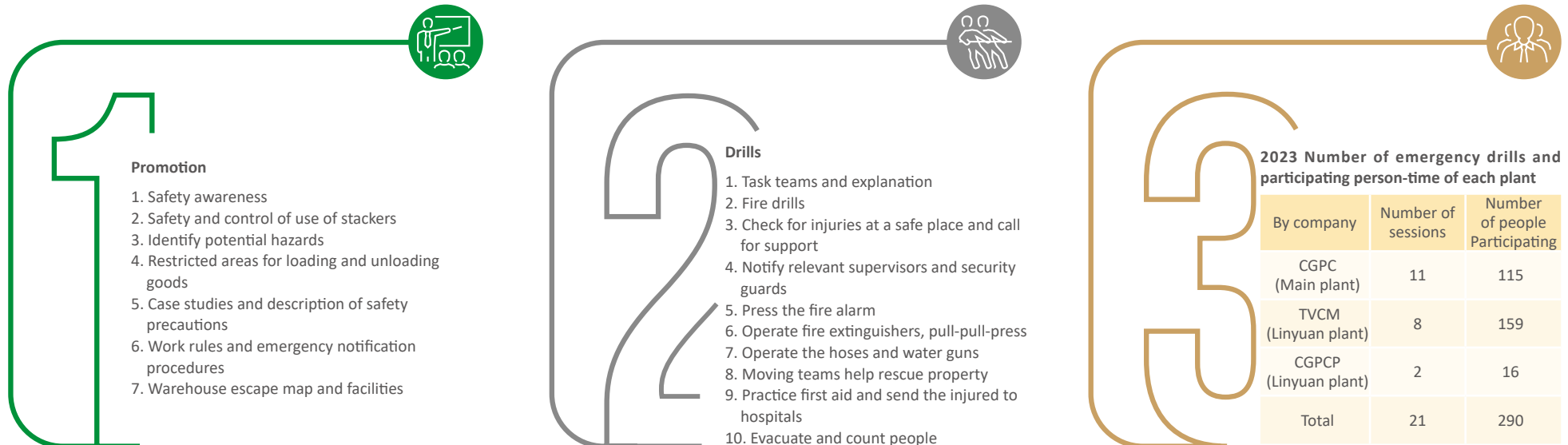


2023 Improvement rate of deficiencies found by transportation safety inspection and audit

By company	Total cases of deficiencies	Number of cases improved	Improvement rate
CGPC (Main plant)	20	20	100%
TVCM (Linyuan plant)	38	38	100%
CGPCP (Linyuan plant)	6	6	100%
Total	64	64	100%

Inspection and audit found 64 cases of deficiencies in transportation safety, and a total of 64 cases have been improved for an improvement rate of 100%.

6.5.2 Emergency response planning and training



► **Emergency drills and promotion**



Publicity and explanation



Operate fire protection equipment



Protective clothing for firefighting facilities operation



Contractor training



Forklift safety drills



Close the raw material gate valve

► **Meeting of the Storage and Transportation Units and Transportation Contractors - Environmental, Health, and Safety Agreement Organizational Meeting**

CGPC has established an agreement organization to reduce operational conflicts between the storage and transportation units and the transport contractors. Regular meetings are scheduled with the contractors for the purpose of conducting “Environmental, Health, and Safety Agreement Organizational Meetings”.

The contractors are required to comply with environmental, health, and safety regulations during their operations. Feedback from the contractors is discussed, and continuous communication and discussion are emphasized to achieve the goal of safe transportation.



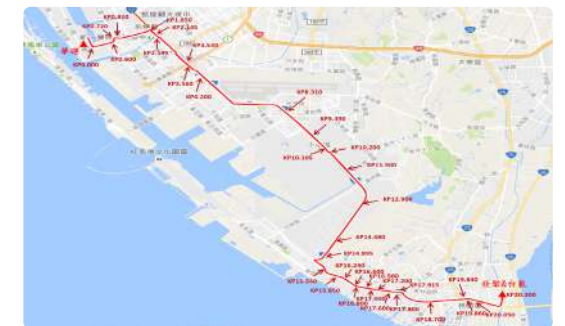
6.5.3 Pipeline maintenance plan

We have formulated the Maintenance Plan for Existing Industrial Pipelines, which cover safety management systems, information management systems and integrity management plan for pipelines, patrol inspection plans, repair, maintenance and inspection, operations and management of control room in order to improve the transportation safety of underground pipelines, effectively manage underground pipeline facilities outside the factory and establish proper management procedures to prevent potential disasters from occurring due to pipeline corrosion inside and outside the factory and improper digging of external units, and adopt proper measures to reduce environmental pollution and prevent losses of human life and properties.

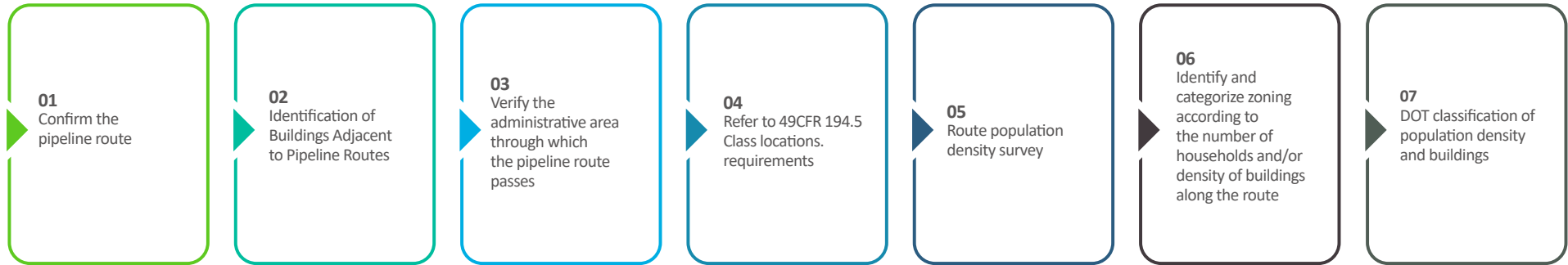
In order to identify and assess the hazards and potential risks of off-site underground pipelines and implement necessary control methods, we have established risk management measures of pipeline integrity management (PIM) based on international standards, which can eliminate or reduce the risk of unacceptable hazards and ensure the safety of underground pipelines. We have carried out a comprehensive inspection and risk analysis of the safety of the underground pipelines, and formulated relevant mitigation measures for the parts with higher risks.

The long-distance external underground pipelines at the TVCM Linyuan Plant China General Terminal & Distribution Corporation → TVCM Linyuan Plant to transport raw ethylene.

Pipeline risk quantitative level/Population density chart



► Identification steps of TVCM's pipelines



- Evaluate the high consequence areas (HCA) along the pipelines divided into 15 sections according to 7 steps. The whole section has 19.94 kilometers in the high consequence area, and only a section of 0.36 kilometers is not a high consequence area.

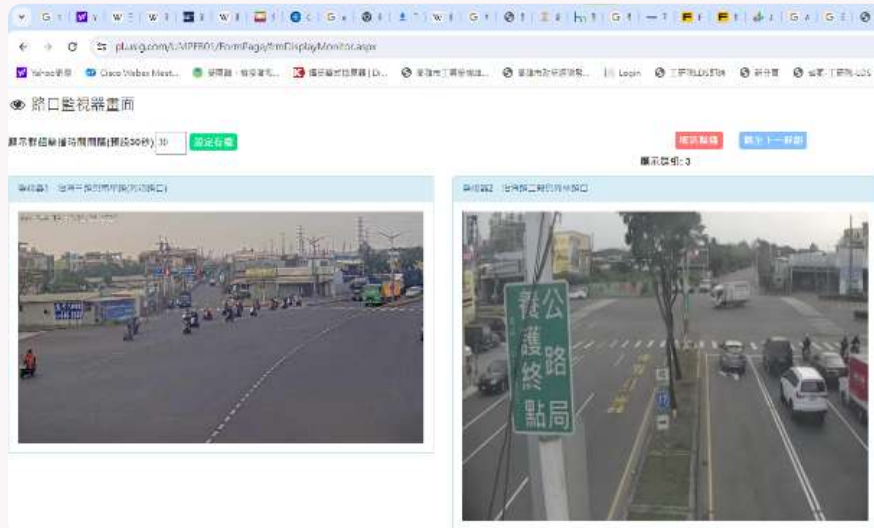
► Pipeline maintenance and management flow chart



Risk assessment and countermeasures

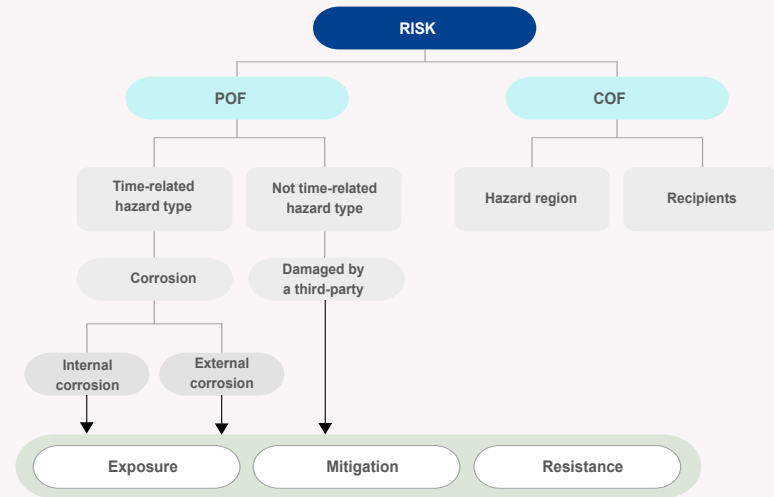
The results of the risk assessment show that the two pipelines currently in use in the factory are at high risk because they pass through areas with high population density, indicating a greater potential impact on the environment and population caused by pipeline leakage. We identified high consequence areas and hazards, and then completed the risk assessment of underground pipelines. The results were submitted to a third party for review and verification of risk assessment report in 2017. In the same year, the government also promoted the construction of the Kaohsiung Intercontinental Container Center, and USI Group has planned and constructed storage tanks. Smart equipment has been installed for safety to lay the foundation for future operation and development.

Presentation of Real-time Road Images of Pipeline Routes



TVCM's Linyuan plant adopts the boundary connection technique on the route of the underground pipelines to transmit the CCTV images to the USIG on control room, achieving monitoring of the environmental change and road condition of the route.

Risk assessment framework for TVCM pipelines



Conduct leakage discharge simulation testing with the existing real-time monitoring system



Performance of risk assessment for pipelines

Conduct overall risk assessment and judgment of risk levels based on four main risk indicators, pipeline design, corrosion, improper operation and destruction by a third party, coupled with leakage impact factors.

Performance of risk assessment for pipelines

Implementation effect of pipeline risk assessment: Commission DNV to review the existing risk assessment methods and results and develop a new version of risk assessment model based on the results of ILL implementation.

In the maintenance and operation review briefing held on December 3, 2020, the Economic Development Bureau of the City Government of Kaohsiung proposed to reinforce the leak detection system (LDS) in accordance with Article 10 of the Measures for Management and Maintenance of Existing Industrial Pipelines in Kaohsiung City. The implementation included the existing monitoring system and simulation test of leak discharge. (The emission simulation testing for the year 2023 was successfully completed on October 17)

Underground pipeline detection target achievement rate

Detection target	result	Achievement rate
Cathodic protection testing	Four times a year	100%
Visual patrol inspection	Once per day	100%
Testing and patrol inspection conducted by engineers	Six times a year	100%

6.6 Social participation

CGPC follows the USI Group's sustainability vision and goals, and builds relationships of inclusion, respect and harmony between people, the environment and the society focusing on human-centered social welfare.

CGPC commits itself to social welfare with its core competency in plastics manufacturing, and environmental protection, community building and welfare, and education and activities are the three main points of its social welfare efforts.

We continue to consolidate internal and external resources to promote local environmental protection activities to reduce the ecosystem damage caused by marine plastic waste; community building by cleaning environment in the neighborhood of local factories and maintaining street lighting equipment, etc.; and support of education platforms and nearby schools' digital education resources as education welfare to achieve the Group's vision and goals of "Sustainability value to create a sustainable society".



► 2023 Social welfare Key Descriptions



Environmental protection

Beach clean-up, wetland adoption

- ◆ Conduct beach cleaning activities at Longfeng Fishing Port on September 16, 2023, mobilizing a total of 204 participants. The cleanup efforts resulted in the removal of 310.5 kilograms of waste. Since 2017, a total of 1,018 individuals have participated in these events, and a cumulative total of 3,213.4 kilograms of waste have been cleared.
- ◆ The adoption of wetland by Dong-Hsing Bridge earned the Company a certificate of appreciation issued by the County Government of Miaoli. The Company donated NT\$100,000 in 2023, and has adopted the wetland for 10 consecutive years, from 2014 to 2023, donating a total of NT\$1,000,000.



Education and activities

Event Descriptions

- ◆ In 2023, the USI Education Foundation spent a total of NT\$10.41 million in various sponsorships, including scholarships and grants, university service clubs, the Alliance Cultural Foundation and Junyi School of Innovation in Taitung and other educational welfare activities.
- ◆ Started sponsoring Toufen Junior High School to implement the Junyi Academy education platform in 2017, and donated 30 units of iPad in 2021 as part of the education resources package.

Note:

The USI Education Foundation aims to engage in education based on social welfare, and has implemented the following programs:

1. Sponsoring education in remote areas.
2. Setting up scholarships.
3. Holding speeches, seminars or other social education public welfare activities.
4. Sponsoring schools or educational groups at all levels to help them participate in literature, sports, music, dance, art, drama and other activities.
5. Industry-academia collaboration.
6. Other related public welfare education programs in line with the purpose of the establishment of the Foundation.



Community building and welfare

Volunteer team Street Cleanup

- ◆ From 2010 to 2023, there have been a cumulative total of approximately 820 participants.

Adoption of street lights and parks

- ◆ A total of NT\$1.4 million has been donated to the adoption of 14 consecutive years. A total of 2,800 street lights have been adopted, and the park adoption maintenance has accumulated a total of 796 person-times.

Charity Club community care activities

- ◆ In 2023, there were 7 visits conducted, making a cumulative total of 109 visits for 13 years.

USI Cup tennis championship, slow pitch softball friendship tournament

- ◆ The tennis championship tournament is held once a year. The 21st tournament was held in 2023, and the tournament has drawn participation of a total of about 4,400 person-times over the years.
- ◆ Starting 2020, the USI Group slowpitch softball friendship tournament would be held every year. The purpose is to develop team work and improve employees' cohesion.

Donation of Police Residential Devices

- ◆ Donated 100 residential fire alarms to the Kaohsiung City Government Fire Department.

Thousand people donation campaign in Neihu Technology Park

- ◆ In February and August of 2023, the Company organized the 8th and 9th Neihu Technology Park Thousand People Blood Drive (USI Group was the co-organizer): 90 people; donated a total of 127 bags of blood (250cc/bag).

“Give Blood, Spread Love” Blood Donation Event

- ◆ In November 2023, Linyuan Industrial Park held its first “Give Blood, Spread Love” blood donation drive. The Company encourages employees to participate in blood donation. The number of people who have donated: 22 persons. The actual volume of blood donated: 58 bags (23,500cc).

6.6.1 Environmental protection

Beach clean-up

Through beach cleanup activities, CGPC raises employees' awareness of environmental protection and pays attention to the ecological crisis caused by marine debris. They also reflect on the possibility of reducing marine debris in all aspects of life and contribute to the environment. In response to World Cleanup Day this year, CGPC and TTC Toufen plant jointly organized the "Earth Today, Start Net Zero from the Beach" environmental protection activity on September 16, 2023 to keep the sea environment clean. This year was the 6th beach cleanup organized by CGPC. This time, Vice Chairperson and President Han-Fu Lin of CGPC hosted the beach cleanup in support of the Love the Sea Initiative. 204 employees actively participated in this activity and 310.5 kilograms of waste was cleared.



The statistics of 2023 beach cleaning activities are as follows:

Category	PET bottle	Glass bottle	Tin can	Bamboo and Wood	Fishing net Fishing gear	Other waste	Styrofoam	Total
Weight (kg)	26.5	17.5	24.0	55.0	31.5	139.5	16.5	310.5

Dong-Hsing Bridge on Jhonggang River

Wetland park by Dong-Hsing Bridge on Jhonggang River: We have made annual donations of NT\$100,000 for adoption and maintenance since 2014. The wetland park is located about 1.5 kilometers downstream of Dong-Hsing Bridge. It is hoped that the wetland system can effectively purify the water quality of Jhonggang River. The wetland provides an ecosystem for living creatures and birds to rest, and also serves as a leisure place for local residents, achieving the purposes of water purification, ecological regulation, recreation, education, landscaping, etc.



6.6.2 Community building and welfare

Street lights in Toufen

For the safety of local residents in Toufen, CGPC has adopted the street lights of Minzu Road and Ziqiang Road for 14 consecutive years from 2010 to 2023, donating NT\$100,000 a year to Toufen Township Office to care for 200 street lights. Accumulating an amount of NT\$1.4 million and 2,800 street lights.



Yongzhen Temple Park in Toufen



Park space in Toufen Industrial Park

There is a small park by the Toufen Industrial Park Service Center, which serves a leisure place for employees in the area. Park adoption has lasted 14 years, from 2010 to 2023. Cleaning four times a month, for a total of about 796 person-time.

A company's operations must take into consideration of caring for employees and the local environment and promoting the community development to provide a better environment. CGPC has adopted Yongzhen Temple Park, park space in Toufen Industrial Park and street lights in Toufen, provided services of volunteering teams and assisted in care for employees' health, Safety and Health Family, pandemic control management, sponsorship in the dodgeball team of Shin-Shing Elementary School, blood drive, improvement of workplace, etc. through donation or scheduled maintenance.



Volunteer team services

In order to raise the community's awareness of the environment and maintain the community environment, CGPC established a volunteer team in 2010 to encourage employees to participate in community maintenance and cleaning services in their spare time. The volunteer team has about 60 members and regularly organizes activities. The team usually has 10 to 15 people attending each activity. From 2010 to 2023, about 820 person-time has been mobilized to participate in beach cleaning, community environment cleaning, park maintenance, street cleaning, etc.



Promote sports culture and care for employees' health

The 21st USI Cup tennis championship in 2023



2023 USI Corporation (5 factories in southern region) slowpitch softball friendship tournament

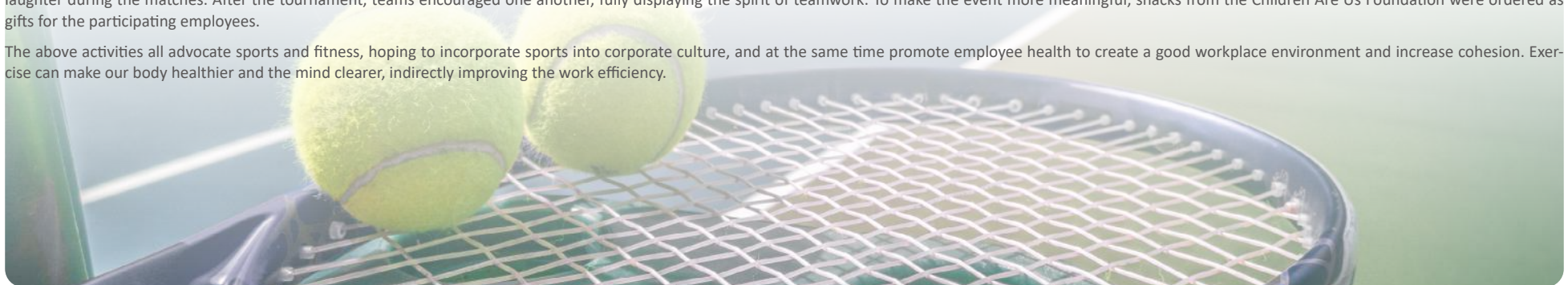


Employees are the cornerstone of a company. For employees' health and development, we adopted the "Let's get moving" slogan to advocate for exercises and the changes they bring to the society and encourage the young workers to learn not to give up and relieve their work pressure and cultivate the Company's culture of fitness. Currently, employees have formed badminton, billiard, yoga and aerobic dance teams, and the Group office in Taipei also provided the employees in Taipei with fitness equipment, so they can exercise either before or after work at their convenience.

For years, employees at Linyun plant of TVCM, USI Corporation, Asia Polymer Corporation, and Taita Chemical Company have participated in the "USI Cup tennis championship" organized by Linyuan Tennis Association. The tournament is in its 21st year in 2023. A total of 200 people are in this year's competition, and a total of 4,400 people have participated in the tournament over the years.

Since 2020, TVCM, CGPCP, TTC, USI, APC have jointly organized the USI Group Slowpitch Softball Friendship Tournament. This year, a total of 70 employees from the companies participated in the tournament, and a total of 370 person-time have participated in the tournament since its inception. TVCM and CGPCP formed a team to start friendly matches with other peer factories. All teams gave their best, and there were constant cheers and laughter during the matches. After the tournament, teams encouraged one another, fully displaying the spirit of teamwork. To make the event more meaningful, snacks from the Children Are Us Foundation were ordered as gifts for the participating employees.

The above activities all advocate sports and fitness, hoping to incorporate sports into corporate culture, and at the same time promote employee health to create a good workplace environment and increase cohesion. Exercise can make our body healthier and the mind clearer, indirectly improving the work efficiency.



Community welfare

CGPC (including its subsidiaries TVCM and CGPCP, excluding overseas affiliates) adheres to the principles of giving back to the community, caring for community development, and participating in local activities. The Company provides sponsorships and equipment to neighborhoods around the factories, community development associations, cultural associations, schools, and government agencies (graduation ceremonies, school anniversaries, etc), local festivals (Double Ninth Festival, Mid-Autumn Festival, Ghost Festival, etc.) and scholarships and grants for disadvantaged students.



Sponsored the table tennis team of Datong High School



Sponsoring Hakka opera activities



Sponsored the Mid-Autumn Festival Evening Party in Tianliao Village



Co-organize the community care activity in Dongzhuang

Donation of police residential devices

We donated 100 residential fire alarms to the Kaohsiung City Government Fire Department, hoping to raise awareness and help the public's attention to fire prevention at home. Fire alarms are a powerful weapon in disaster prevention, as they can be used to warn and remind people in the early stage of a fire to reduce casualties.

TVCM and CGPCP were awarded a certificate of appreciation from the Kaohsiung City Government Fire Department



Community building and welfare

◆ Charity Club community care activities

CGPC's Charity Club was established in Toufen Main plant in 1972. It gathered donations from employees, and its club members sent the donations to those in need. In 1995, the head office established the Taipei branch of the CGPC Charity Club. There are now 72 members. In 2023, the Club organized 7 visits of community care, and a total of 109 visits have been organized from 2010 to 2023. Adhere to the philosophy of "Spread love and care for society", and CGPC takes the initiative to do good for society to fulfill corporate citizenship.

◆ Support disadvantaged children

Children are the future pillars of the nation. The welfare program helps disadvantaged and impoverished children or children with broken families have a healthy environment for growth and opportunities for education and a happy learning life, and improves their living condition. The Charity Club has collaborated with the Taiwan Fund for Children and Families to adopt two domestic children in poverty for a long time, and frequently donates to St Francis Girls' Home, St Francis Nursing Home, World Vision Taiwan, Miaoli County Family Support Center, children's homes, and other institutions.

Children's Homes



St Francis Xavier's Teenage Girls' Home, St Francis Xavier's Children's Home



◆ **Concord Charity Foundation Winter Warmth Campaign**

Concord Charity Foundation, established in the year 2001, has been actively engaged in various charitable activities such as providing lunch subsidies for students, delivering meals to elderly individuals living alone, offering winter assistance to low-income households, and distributing essential supplies or financial aid to underprivileged and emergency cases. These dedicated philanthropic efforts have been widely recognized and appreciated.

Every year on the eve of the Lunar New Year, Concord Charity Foundation organizes a Winter Warmth Sending activity to care for the disadvantaged families. For the 20th year in a row, the Foundation will use a common public welfare platform every year to gather many caring enterprises and the public to care for the disadvantaged families together. CGPC Caring Club has been involved in this event for a long time, hoping to send warmth to the disadvantaged at the end of the year in the cold winter.

Winter Warmth

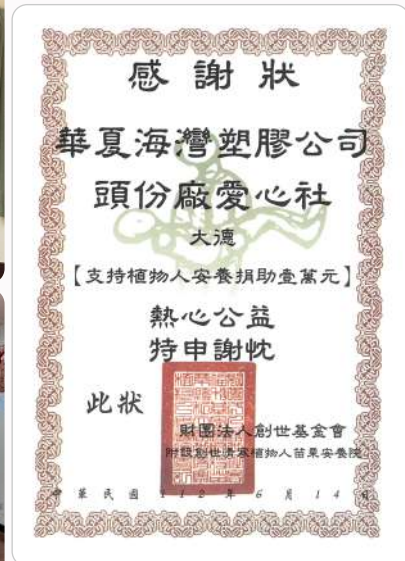


◆ **Genesis Social Welfare Foundation**

CGPC Charity Club has been actively supporting the Genesis Social Welfare Foundation through long-term donations, even during the pandemic period. The Genesis Social Welfare Foundation is dedicated to providing the best “care” for individuals in a vegetative state. They believe that these individuals, despite their lack of consciousness, should not be denied their basic human rights.

The Love Society sincerely invites all colleagues to join hands and contribute with kindness by donating funds for this worthy cause.

Genesis Social Welfare Foundation



Hwa Yen Development Center



New Miaoli Children's Home



2023 Taipei Science Cup Love Earth Charity Run

The Taipei Neihu Science Park Development Association, a registered nonprofit organization, held the "3rd Taipei Science Cup Love Earth Charity Run" on April 16th. The event attracted 9,000 participants who started their run at the Dazhi Meiti Riverside Park. The event fulfilled its corporate social responsibility by combining health, outdoor activities, family bonding, environmental protection, and charity. It not only promoted the physical and mental well-being of employees in the Neihu Science Park but also donated the event proceeds to disadvantaged groups in society.

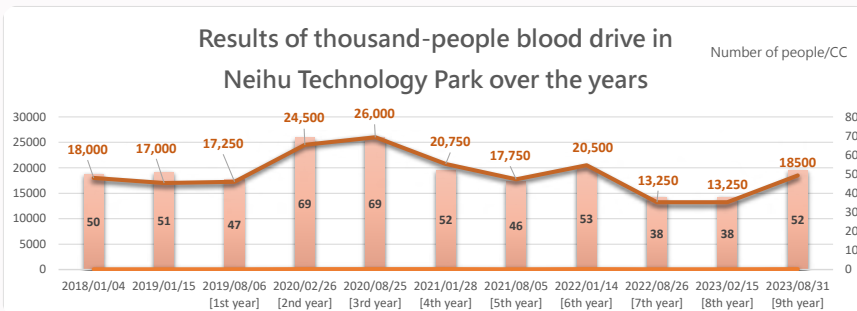
USI Group actively sponsored this charity run and encouraged employees to participate with their families. A total of 55 colleagues enthusiastically took part, injecting more energy into the event and demonstrating their passion for philanthropy and alignment with the company's culture.



"Thousand people donation" campaign in Neihu Technology Park

In order to fulfill corporate social responsibility, USI Group has collaborated with the Neihu Technology Park Development Association to organize the Neihu Technology Park Thousand People Blood Drive (USI Group was the co-organizer). The statistics of participation in each year is shown as follows:

Item	Description/Date	August 31, 2023 [Ninth term]
Actual Number of Blood Donors	Number of people this time	52
	Cumulative number of people	565
Actual number of blood donation bags (250cc/bag)	Bag Quantity	74
	Cumulative Bag Quantity	827
Blood donation count in cc	Number of cc this time	18,500
	Cumulative cc count	206,750



"Give Blood, Spread Love" Blood Donation Event

In November 2023, the Linyuan Industrial Park Service Center held its first blood donation drive, "Give Blood, Spread Love". About 58 people (approximately 23,500 cc) donated blood, pouring love.

Date	Blood donation	250 (CC)	500 (CC)	Total
2023 / 11 / 27	Number of people	22	36	58
	Quantity (CC)	5,500	18,000	23,500



6.6.3 USI Education foundation

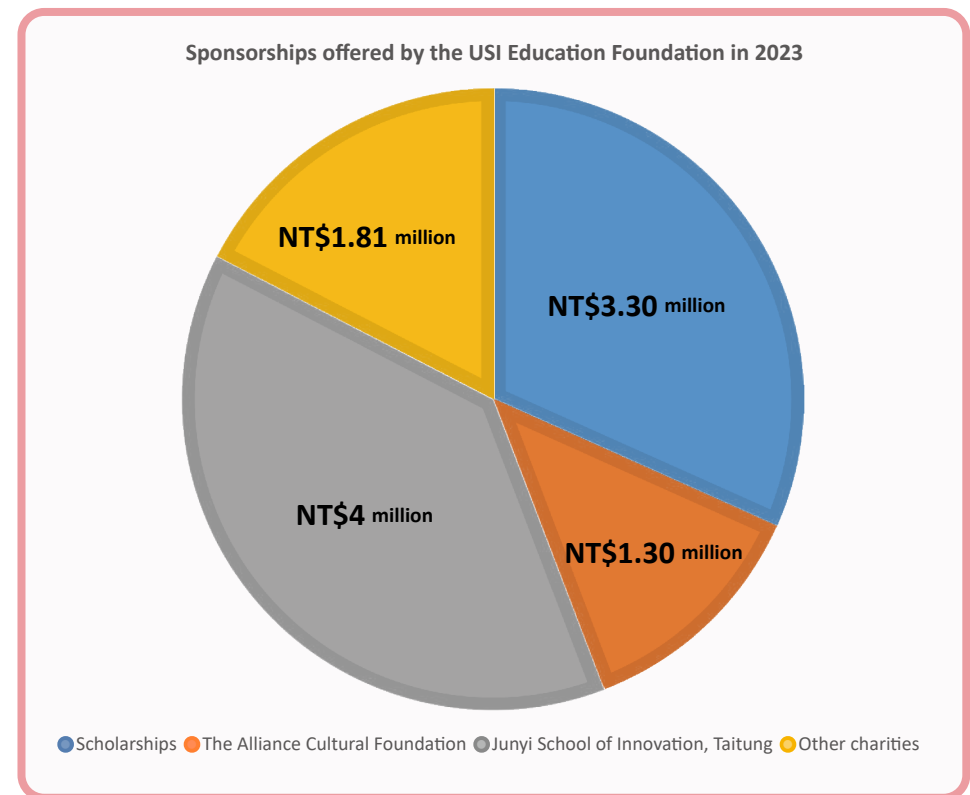
The USI Education Foundation was established on December 30, 2011, funded by the joint donation of USI Corporation and Asia Polymer Corporation. The Foundation officially started operation in 2012. It promotes educational charitable affairs, with focus on the education for the vulnerable and the rural and the care for environmental protection. The foundation advances its goals by establishing scholarships and grants, donating to charities, and sponsoring educational and charitable activities to enhance the energy and efficiency of service.

In order to expand the scale of public welfare, CGPC and TVCM joined the sponsorship efforts in 2017, and Taita also participated in the sponsorship program in 2018 to show its support, enabling the USI Education Foundation to commit more resources in education in remote areas, sustainability and other public welfare to give back to the society.

Major Sponsorships in 2023

In 2023, USI Education Foundation spent a total of NT\$10.41 million on various charitable sponsorships, including NT\$3.3 million for scholarships, NT\$1.3 million for the Alliance Cultural Foundation, NT\$4 million for Taitung Junyi International Experimental High School. The expenditure on other public welfare sponsorship was NT\$1.81 million.

Scholarships	Donations to Public Welfare Groups	Sponsoring education and public welfare activities
Merit Scholarship	The Alliance Cultural Foundation	Toufen Junior High School's music project
Artificial Intelligence Scholarship	Taitung Junyi International Experimental High School	Beach cleanup activity at the Long Fong Fishing Port
	Teach for Taiwan Foundation	Public welfare activities on medical care and education
	BOYO Social Welfare Foundation	Pandemic prevention equipment for medical and teaching fields



Merit Scholarship

For students who show outstanding academic performance in chemical engineering, materials, chemistry and applied chemistry, and other related fields in the specified 15 domestic public and private universities, the Company provides scholarships to encourage students studying for bachelor's or master's degrees to grow into industry talents. This year is the 12th year of the scholarship. A total of NT\$20 million has been awarded to over 300 students.

In 2023, a total of NT\$3 million was awarded to a total of 30 students from 17 departments of 11 public and private universities, including 9 doctoral students, 10 master's students, and 11 university students, of whom 23 were disadvantaged students. On December 8, 2023, a scholarship award ceremony and commendation luncheon were held to recognize the award-winning students at Taipei Marriott Hotel. The Group's supervisors were also invited to participate in the event to interact with the students, and encourage students to continue learning to exert a positive influence on society and give back to society. Lastly, Chairperson Stanley Yen of the Alliance Cultural Foundation, shared his life experience and wisdom, and encouraged the award-winning students to "learn to live, learn life, and learn to do things" and to be "ordinary but not mediocre" and have the power to enrich their lives.

Artificial Intelligence Scholarship

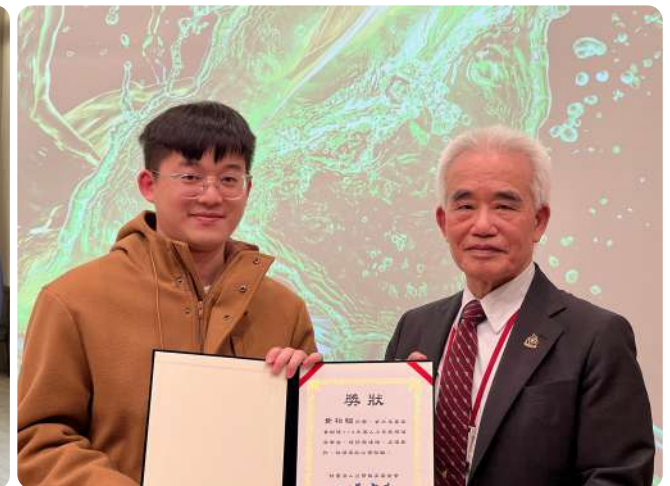
To encourage domestic outstanding research students in participating in various artificial intelligence (AI) application research and development with the purpose to close the gap between industry and academic, and to cultivate chemical industry talents with AI professional background, the Foundation has established this program to reward outstanding graduate students master's and doctoral candidates with research topics focusing on AI applications for smart production systems, process control, and saving energy and costs. The program started on a trial basis in 2022 for a period of five years. The award-winning students received a scholarship of NT\$50,000 per semester. After regular review, the recipient will be granted a scholarship for a maximum of four consecutive semesters. A total of 4 students have received the award.



R&D Chief Dr. Han-Tai Liu shares his career plans and encourages the award-winning students



2023 Scholarship Award Ceremony and Commending Luncheon



2023 AI Scholarship Award Ceremony

Taitung Junyi School of Innovation

One of the missions of Junyi School is to become a base for experimental education in remote townships. The experimental education curriculum is designed based on global education trends and the particularity of the local environment of Huatung. The elementary school begins with the Rudolf Steiner education philosophy as the starting point, allowing children to learn the perception of art and aesthetics, as well as the ability to live in harmony with nature, through a large number of hands-on activities. The middle school emphasizes interdisciplinary courses, developing students' innovative thinking, and solving methods through "life exploration", "arts and humanities", "creative clusters (including international hospitality, contemporary art, green energy architecture)", and other experimental courses to cultivate students with innovative thinking and problem-solving abilities.

For the school to serve more students in remote townships, we link resources to the school, organize various summer residential camps, and share with the Junyi Wonderland Center for Teaching and Learning to exert a greater influence. Besides allowing the children of Huatung to engage in different ways of learning, it also allows tertiary institution volunteers, instructors, and students from all over Taiwan to learn in a two-way manner, thereby establishing a connection with Taitung City through their life experiences. There were five camps in 2023, including the "Huatung Choir Camp", "Fruit Art Creation Camp", "Huatung English and Arts Camp", "A Cappella Youth Camp", and "VAFex Vocal Art Camp". There were about 800 volunteers and instructors.



Summer Camp - 2023 Huatung Choir Camp



Junyi Holiday After-school Learning and Life Course - Visit to Coconut Coast Homestay



Junyi Junior High School - Agriculture Section

The Alliance Cultural Foundation

The Alliance Cultural Foundation and the Junyi School of Innovation in Taitung are the long-term recipients of the Foundation's sponsorships aiming to bring more resources to rural education and the sustainable development in Huatung areas. After experiencing the challenge of COVID-19, in 2023, public welfare platforms not only resumed holding various projects, but also actively moved towards the revised "Huatung Sustainability Blueprint" based on the past experiences.

The "Huatung Sustainability Blueprint" consists of the Alliance Cultural Foundation, Junyi School of Innovation, and Jiangxian'er Art Park, which are closely linked to fully integrate talents and resources to maximize performance. The Alliance Cultural Foundation has always supported the inheritance of indigenous cultures, encourages youth to return to their hometowns, cultivates local talents, and provides resources to cultivate the expertise of the people. Its mission is to build an "ecosystem of co-prosperity with mountains and seas, slow living, and a harmonious life". The teaching profession enables students to go international while combining local advantages and sharing the concepts and practices of Junyi experimental education to build an "education ecosystem of innovative teaching" and structurally establish innovative models for rural education as its direction of effort. The Alliance Cultural Foundation also actively prepares for the "Paul Chiang Art Center", which is expected to open next fall. The goal is to become a local and international art landmark, attracting international tourists who are interested in art and nature to see the uniqueness and diversity of Taitung.



Paul Chiang Art Promotion "2023 Paul Chiang Solo Exhibition"

Toufen Junior High School's Music Project

The Foundation collaborated with the Harvest365 Foundation of Chiayi City and Toufen Junior High School to establish the music education project at the school in September 2021.

The Harmony choir, composed of grade 7 and grade 8 students, was taught by the professional choir teachers nurtured by Harvest365 and the music teacher of Toufen Junior High School.

The team consisted of nearly 30 students. In addition to the routine club time, they also used after-school time for exercises.

We hope to accompany the students through the art of singing and perform on stage at the annual Harvest365 Music Festival to stimulate motivation to learn and build self-confidence.



Harmony Choir of Toufen Junior High School

BOYO Social Welfare Foundation

The BOYO Social Welfare Foundation was established in 2002 to provide free “Remedial Teaching” homework guidance for elementary and junior high school children from economically disadvantaged families. We also provide “caring guidance” to provide every disadvantaged child with an appropriate parenting environment and train them with the basic skills so as to enhance their social competitiveness and give them the opportunity to lift themselves out of poverty in the future. Since its establishment 20 years ago, Boyo has continued to commit lots of manpower and resources to course design, supplementary learning materials, and the training of parents in communities. There are 17 tutoring locations, and they have served more than 2,000 students.

Teach for Taiwan Foundation

Teach for Taiwan (TFT) was established in 2013. It is a non-profit organization dedicated to solving the difficulty of educational inequality, hoping to create equal opportunities for every child. By training outstanding young people to teach in elementary schools in remote areas for at least two years, the difficulties faced by schools in remote townships due to difficulty in recruiting and frequent teacher turnover have been resolved. TFT has sent 355 young people to travel to rural areas. They have gone to schools in Taitung, Tainan, Pingtung, Yunlin, Hualien, and Nantou, helping more than 6,700 disadvantaged school children.

Public Welfare Activities on Medical Care and Education

In the past two years, due to the impact of the pandemic, it was very difficult for colleges and universities to organize camp activities. After the pandemic eased, club activities began to resume. With the aim to encourage medical universities to organize camps and teams to go deep into remote townships with scarce medical resources and promote public welfare services such as medical care and health education, the Foundation sponsored six camps teams to perform free medical consultations and part of the health education services in remote townships. The 6th Battalion had more than 300 members and served more than 2,400 people.

School	Clubs	Location	Number of people participating	Number of people served
	TMU Fenglin Team	Kinmen	34	170
	Green Cross Medical Service Team	Yunchang Township, Sihu, Yunlin City	116	217
Taipei Medical University	114 Medical Service Team	Townships in Beigan, Nangan, Dongyin, and Juguang	35	311
	Health and Social Care Literature and Art Service Team of Xinqing Recreational Club	Jinfeng Township, Taitung City	41	225
	Mountain Community Medical Service Mission	Renai Township, Nantou	70	1,000+
China Medical University, Taiwan	Medical Service Team	Fengbin Township, Hualien	26	500+

TMU Fenglin Team - Senior High School Medical Biology Camp



Taipei Medical University Green Cross Medical Service Team - Medical practitioners measure blood pressure



Pandemic Prevention Equipment for Medical and Teaching Fields

To strengthen epidemic prevention and public health in the fields of medical education and learning and to protect doctors, nursing staff, medical interns, and the public from being exposed to high risk of infection, the Foundation donated the “UVC deep-ultraviolet light” that can effectively control the amount of bacteria in the air. “Central Air Conditioning Sterilizer” was provided to Taipei Medical University and installed in the clinic, the waiting area, and the women's toilet in the 1F orthopedic outpatient area of the First Medical Building, Taipei Medical University Hospital. The UVC sterilizer is installed in the air conditioning duct. It does not shine at the human body, but directly disinfects the air. Through the continuous circulation of air in the air conditioning duct, it efficiently kills bacteria in the air, so it can effectively improve the safety of medical and teaching environments.

