

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

83 people/ **10** %



Average age

46 years old



Average tenure

18 years



Average salary

NT\$961 thousand



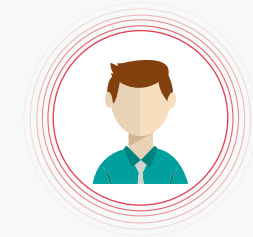
Median

NT\$907 thousand



Education higher than technical colleges

60 %



Male

746 people/ **90** %

Manpower

Number of employees:

The total number of employees is 829, with 746 males (90%) and 83 females (10%). 821 people (99%) are local hires in Taiwan, and 8 (1%) 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 4 people and the 8 foreign migrant workers who signed fixed-term contracts (a total of 12 people), the rest of CGPC's employees are on indefinite contracts.

Others

Other key summary:

2024 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, 12 persons with disabilities are employed in 2024, accounting for 1.4% 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)

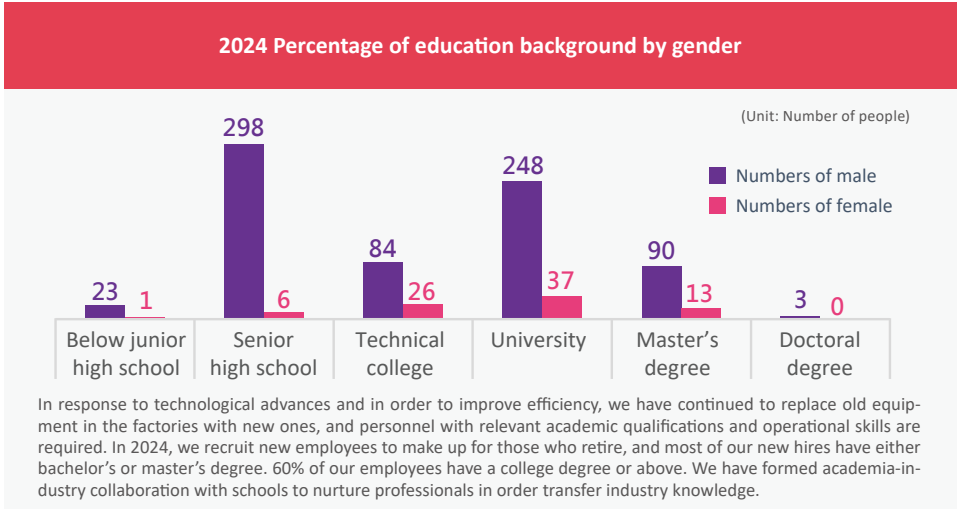
Note: Chapters 6.1 to 6.3 include companies such as CGPC, TVCM, CGPCP and GGTC.

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

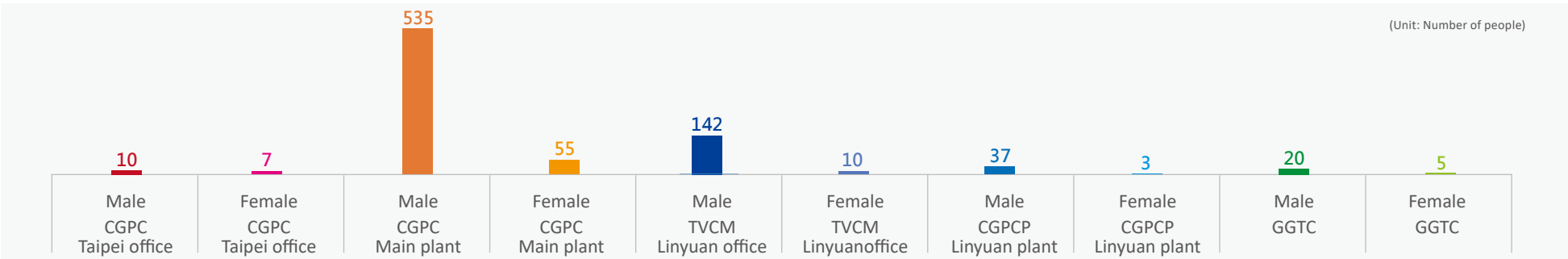
The human resources structure information disclosed in this chapter covers the actual employment of manpower in Taiwan, including full-time and contracted personnel. As it is difficult to obtain data on overseas subsidiaries, and some units have no actual operations or do not have staff establishment (such as CGA, Zhongshan Plant, BVI, etc.), the 2024 human resources statistics do not include overseas personnel information.

2024 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	Senior executive	8	1%	0	0%	8	1%
	Mid-level executive	67	9%	6	7%	73	9%
	Junior supervisor	83	11%	1	1%	84	10%
	General employees	588	79%	76	92%	664	80%
Location	Taiwan	746	100%	83	100%	829	100%
Employment Type	No fixed term or perpetual contract						
	Full-time staff	735	98%	82	99%	817	99%
	Fixed term or temporary contract						
	Contract staff	11	2%	1	1%	12	1%
Total number of employees: Full-time staff + Contract staff							829



2024 Work region 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, 2024.

Note 3: We employed 12 persons with disabilities, accounting for 1.4% of the Company's total number, which is higher than the 1% employee percentage required by the "People with Disabilities Rights Protection Act"

Note 4: The statistical scope includes full-time and contracted personnel in Taiwan, excluding overseas subsidiaries (CGA, Zhongshan Plant, BVI).













Note 5: There is no significant fluctuation in the number of employees in the past three years of human resources statistics (2024, 2023, 2022).

Note 6: Senior executive: General manager/department director and above

Mid-level executive: Section chief/director/assistant manager/manager/deputy factory director/factory director

Junior supervisor: Foreman supervisor/duty supervisor/personnel receiving supervisor allowance

Manpower structure

Age	Percentage of all employees	 <p>The percentage of male direct employees in non-supervisory positions is 59%. The percentage of male indirect employees in non-supervisory positions is 31%. Due to the nature of the petrochemical industry, the proportion of male employees is higher than that of female employees.</p>	 <p>The percentage of female direct employees in non-supervisory positions is 1%. The percentage of female indirect employees in non-supervisory positions is 9%.</p>
60 years and older	13%	 97 (Unit: Number of people)	 7 (Unit: Number of people)
51-60 years old	23%	 171	 25
41-50 years old	26%	 186	 30
31-40 years old	28%	 219	 14
21-30 years old	10%	 73	 7

By position



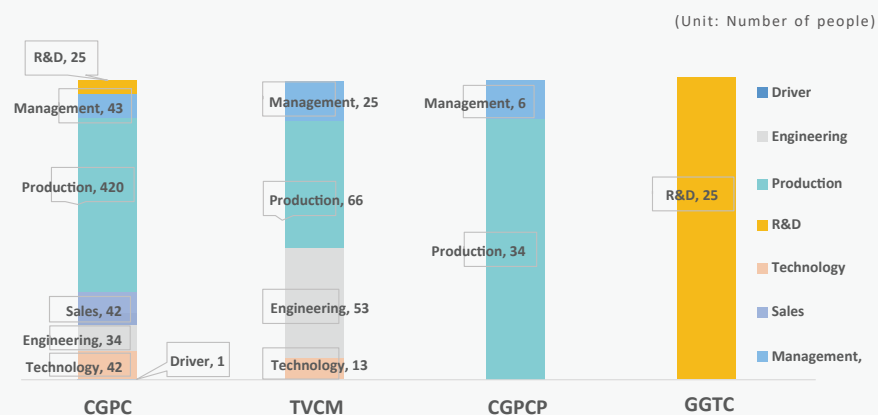
- ◆ Senior executive : 8 people
- ◆ Mid-level executive : 67 people
- ◆ Junior supervisor : 83 people
- ◆ General employees : 588 people



- ◆ Senior executive : 0 people
- ◆ Mid-level executive : 6 people
- ◆ Junior supervisor : 1 people
- ◆ General employees : 76 people

Note 1: For the definition of supervisor, please refer to the notes to human resource structure statistics.
Note 2: The proportion of female supervisors in management positions at CGPC is 4.24%.

2024 statistics by position



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

Material issue : Talent attraction and retention Main target : SDG 8.5, Secondary target : SDG 4.4, 8.2, 8.3, 8.7, 8.8



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

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Indicator items	Unit	2024 goal	2024 result	2025 goal	2027 goal	2030 goal
Employee turnover rate	%	≤ 2.90	2.90 	≤ 2.80	≤ 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

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.



6.2.1 Recruitment and Turnover

Talent recruitment

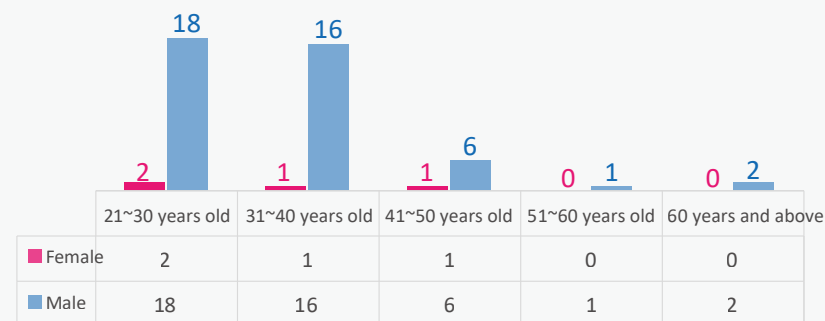
We prioritize internal recruitment and rotation within the Group when we need to fill vacancies or expand based on business needs, organizational planning or personnel resignation. When we conduct external recruitment, we search talents through human resources websites and the government's employment 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 47 new hires in 2024, accounting for 5.67% of all employees. The distribution by gender and age is as follows:

3-year comparison of new employees

Region	Age/Gender	2022		2023		2024	
		Male	Female	Male	Female	Male	Female
Taiwan	21-30 years old	18	3	13	4	18	2
	31-40 years o	16	4	19	4	16	1
	41-50 years old	7	0	4	0	6	1
	51-60 years old	0	0	0	0	1	0
	60 years and older	3	0	2	0	2	0
	Subtotal of new employees	44	7	38	8	43	4
	Total number of employees	896		859		829	
	Percentage	5.69%		5.36%		5.67%	

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, 2024.

2024 New hires statistics table



Talent turnover

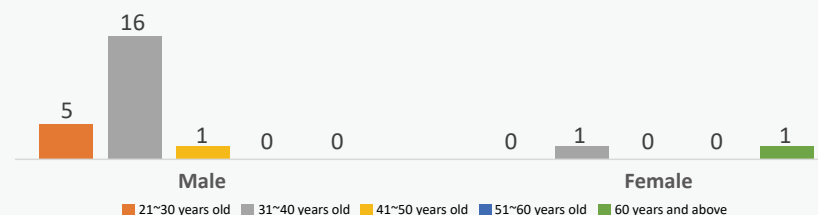
In 2024, a total of 24 people left (excluding retirement or contract expiration), who were all male, and the turnover rate (Number of people who left/Number of people at the end of the reporting year) was 2.9%. In order to reduce the brain drain rate, the personnel units have set a turnover rate target of less than 2.9% (excluding transfer or retirement) to retain talents for the Company.

Brain drain from 2022 to 2024

Item	2022	2023	2024
Outgoing employee (excluding retirees, deaths, or contract expirations)	19	24	24
Total number of employees	896	859	829
Percentage of outgoing employees to total number of employees	2.12%	2.79%	2.90%

Note: The number of resigned employees (including retirees, deaths, or contract expirations) in the years 2022, 2023, and 2024 were 63, 66, and 74, respectively. In 2024, the resigned employees accounted for 8.9% of the total workforce, which is an increase of 1.2% compared to 2023.

2024 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 2024 is about 3.08%). 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

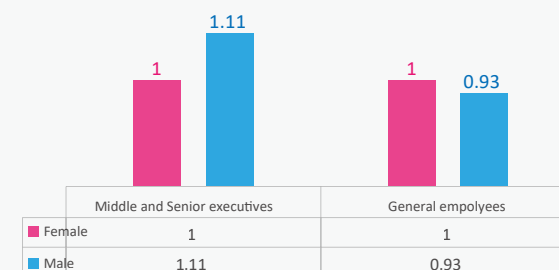
- ◆ Publicly listed companies pursuant to Subparagraph 4, Paragraph 1, Article 4 of the Rules Governing the Preparation and Filing of Sustainability Reports by TWSE Listed Companies shall disclose the following:

Item	Contents	2022	2023	2024	Difference compared with 2023
1	Number of full-time employees in non-managerial positions	661	641	613	-28
2	"Average salary" of full-time employees who are not in managerial positions (annual salary in NT\$ thousand)	942	949	961	12
3	"Median salary" of full-time employees who are not in managerial positions (annual salary in NT\$ thousand)	904	906	907	1

Note 1: This table does not include subsidiaries, only the average salary of full-time employees of CGPC who are not in supervisory positions.

Note 2: [Full-time employee salary excluding managerial positions](#) Path: Market Observation Post System > Summary Reports > Corporate Governance > Employee Benefits and Compensation Statistics > Salary information of full-time employees excluding managerial positions.

2024 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 2024, middle and senior executives refers to managers at the section chief level and above.

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.

Institutionalization of employee remuneration

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:

Employee benefits

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 2024

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	58	6	64
	Actual number of people who used parental leave without pay in the current year	3	1	4
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	2	1	3
	B) Number of people who should be reinstated after the parental leave of absence without pay	3	1	4
	Reinstatement = A/B	67%	100%	75%
Retention Status	C) Number of people still employed 12 months after reinstatement in the previous year	1	2	3
	D) Actual number of people reinstated in the previous year	1	2	3
	Retention rate =C/D	100%	100%	100%

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%

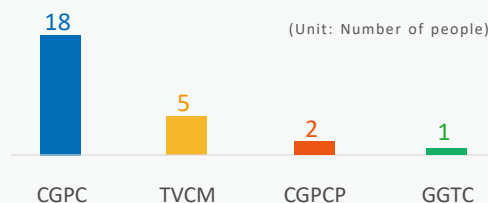
2. Retention rate: (Total number of employees who are still employed by the Company 12 months after reinstatement from parental leave/ total number of employees reinstated after taking parental leave within the last reporting period)*100%

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 46.3 years old, so the number of birth is relatively low. In 2024, a total of 26 people applied for the childcare subsidies, receiving a total of NT\$260,000.

Number of applicants for childbirth subsidies in 2024



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 2024, 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



The Group's Human Resources Department conducted an employee opinion survey across all Group companies in August 2023. It was hoped that through a comprehensive survey, we could understand employees' views on the Group's management operations, identify key indicators of talent retention, and recognize areas for improvement to implement talent development projects. The survey covered both employee satisfaction and employee engagement. Satisfaction aspects included 8 dimensions: supervisors, compensation, co-workers, job content, career development, corporate culture, sustainability, and organizational commitment. CGPC had a response rate of 95%, representing a 15% increase from the previous survey. The overall satisfaction score reached 4.62 out of 6, marking a decrease of 0.14 points compared to the previous survey. In the future, our company, CGPC, will continue to listen to employee feedback and implement improvement measures based on the report findings. The next survey is scheduled to be conducted in September 2025.

Company	CGPC	CGPCP	TVCM
Participants	All employees		
Title	The survey covered 8 main dimensions, including supervisors, compensation, co-workers, job content, career development, corporate culture, sustainability, and organizational commitment. It comprised 28 sub-dimensions and a total of 60 questions.		
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">◆ Overall, the satisfaction scores are highest in "sustainability," "co-workers," and "organizational commitment."◆ Overall, the satisfaction scores are lowest in "compensation," "career development," and "supervisors."		
Enhance Improvement solutions:	<p>In the 2023 Sustainability Report, the follow-up improvement plans based on the results of the 2023 employee opinion survey were as follows: To address the relatively lower satisfaction levels in the areas of "compensation," "career development," and "supervisors" identified in the 2023 survey, CGPC launched the following improvement measures in 2024. The next employee opinion survey is scheduled for September 2025:</p> <ol style="list-style-type: none">1. Development of key talent and establishment of succession pipelines.2. Review of starting salaries for new hires and job allowances for supervisors: Adjustments were made with reference to the salary levels of benchmark companies in the same industry and CGPC's internal average salaries, taking into account factors such as span of control, scope of responsibilities, and organizational functions, in order to enhance the internal fairness and external competitiveness of the compensation system.3. Managerial competency training: Courses such as "cross-team collaboration," "key talent identification," "talent development planning for subordinates," and "communication and interpersonal skills" were conducted.4. Continued monitoring of the market competitiveness of the salary structure, alongside efforts to strengthen employee benefits. For example, the Employee Assistance Program (EAP) was introduced to enhance employees' physical and mental well-being and overall satisfaction.		

Note: Minimum 1 point, maximum 6 points.

Work environment improvement

Since its establishment in 1964, CGPC has accumulated a strong corporate culture through years of steady operations. To provide employees with a better working environment, the Company continuously promotes comprehensive planning of plant facilities and surroundings, striving to create a workplace that is safe, healthy, and filled with human warmth, demonstrating its commitment to employee well-being.

CGPC's Main Plant

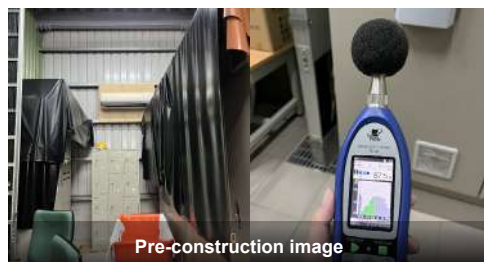
2024 Goal: Work environment improvement for the Raw Material Manufacturing Department

Improvement Project: Noise reduction in Boiler #2 control room

Completion Date: December 2024

Project Cost: Approximately NTD 485 thousand

Project Description: Due to the continuous noise generated during the startup of Boiler #2, which affected the quality of the work environment, a noise control project was implemented (such as the installation of soundproof walls). The noise level was reduced from 85.8 dB to 65 dB after the improvement, significantly better than regulatory standards and effectively enhancing workplace comfort and safety.



Improvement benefits, impact, and summary description:

All three plants have achieved their planned targets for 2024.

Upholding our commitment to employee health, safety, and environmental sustainability, the Company continues to promote workplace environment optimization and enhanced operational safety.

Through systematic planning and the annual implementation of various improvement projects, such as adding safety routes for high-risk equipment and facilities, enhancing emergency response pathways, and optimizing operational convenience and emergency response efficiency, the Company actively reduces operational risks, strengthens preventive management mechanisms, and ensures a safe and stable workplace.

These efforts not only enhance equipment performance and maintenance efficiency but also strengthen employee health protection and workplace comfort. By implementing various occupational safety action plans, the Company continues to move toward the sustainable goal of "zero workplace accidents," demonstrating its commitment to social responsibility and sustainable development.

TVCM's Linyuan Plant

Improvement Project: Installation of stairway for V-6204

Completion Date: December 2024

Project Cost: Approximately NTD 1.5 million

Project Description: V-6204 in Area 37 is classified as high-risk equipment. The existing caged ladder is not suitable for personnel to perform emergency rescue operations while wearing A/B-level SCBA protective gear, which may compromise response efficiency and personnel safety. To improve the working environment and reduce life safety risks, the installation of an additional stairway has been planned. This improvement will significantly enhance the feasibility and safety of emergency response, strengthening the protection of employee health and life.



CGPCP's Linyuan Plant

Improvement Project: Installation of three new work platforms in the drying area

Completion Date: March 2025

Project Cost: NTD 3 million

Project Description: To enhance operational safety and extend equipment lifespan, regular inspections and improvement works are carried out. Three new work platforms were installed in the drying area, along with the replacement of outdated equipment. Additional improvements included the installation of new work ladders and reflective stickers to enhance nighttime safety and effectively reduce the risk of falls. Additional works included rust removal and primer application at approximately 1,300 locations, waterproofing and cement reinforcement of steel structures, and reinforcement of equipment foundations to enhance overall structural durability.



2024 Vinyl Chain activities

◆ Chinese New Year group greeting ceremony



◆ Birthday party



◆ Commendation of model workers at Linyuan plant



◆ Year-end dinner party



◆ TVCM and CGPCP's Linyuan plant Birthday Celebration and Thanksgiving Tea Party



◆ Commendation of model workers at main plant



◆ Mid-Autumn Festival party



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



◆ Organizing the Thai Migrant Workers' Songkran Festival



6.2.3 Human rights and protection (GRI 404-2)

Human Rights Policy

To fulfill our corporate social responsibility and uphold universal human rights values, the Company formulated a Human Rights Policy in March 2018, applicable to both CGPC and affiliated companies within the USI Corporation. This policy was developed with reference to internationally recognized human rights standards, including the International Bill of Rights and the International Labour Organization's Declaration on Fundamental Principles and Rights at Work. It aims to prevent any infringement or violation of human rights and to provide a safe and healthy working environment where all employees are treated with fairness, dignity, and proper care.

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.

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.

- ◆ In 2024, CGPC organized training courses on human rights protection. For details, please see the description on the [website](#).



華夏海灣塑膠股份有限公司 人權政策與管理方案

【人權政策】

為善盡企業社會責任並落實人權保障，茲參考國際人權法典 (International Bill of Rights) 與國際勞工組織【關於工作中的基本原則與權利的宣言】(Declaration on Fundamental Principles and Rights at Work) 等國際公認之人權標準，制定適用於本公司及各關係企業之人權政策，以杜絕侵犯及違反人權的行為，除提供合理安全之工作場所，並使公司現職同仁獲得合理與有尊嚴的對待。

【人權評估】

本公司在追求企業永續經營之際，亦注重提升對人與環境的關注，承擔並促進對於員工、消費者、整體環境的社會責任。為體現提供安全與健康工作場所的承諾，除指派專人依法令規定管理員工職安衛作業，並每年定期委託專業機構，到廠檢測，鑑定業務中之環境風險。

【人權關注事項與做法】

提供安全與健康的工作環境

本公司已通過 ISO 14001 (環境管理系統)、OHSAS 18001 (職業健康與安全管理系統) 及 ISO 14064-1 之審核及驗證，提供公司員工安全之工作環境。

本公司除依法令規範提供安全與健康之工作環境外，並成立職業安全衛生專責單位與委員會組織，聘有專業醫師及護理人員，且定期辦理安全衛生、消防等相關教育訓練，採取必要之預防措施以防止職業災害發生，進而降低工作環境之危險因素。

杜絕不法歧視以合理確保工作機會均等

本公司於聘用、薪酬福利、培訓機會、升遷、解職或退休等勞動權益事項上，對於職工及求職者不以種族、階級、語言、思想、宗教、黨派、籍貫、出生地、性別、性傾向、年齡、婚姻、容貌、五官、身心障礙、星座、血型或其他歧視因素為由而有不公平的對待。

禁用童工

為確保遵守企業社會責任及道德規範，本公司於員工工作規則明訂，不雇用童工，截至 2019 年 8 月底止，職工總人數共 736 人，童工人數為 0。

禁止強迫勞動

本公司對於職工之每日、每週正常工作時間及延長工作時間、休假、特別休假及其他各種假期之規定皆符合法令規範。不強迫或脅迫任何無意願之人員進行勞務行為。

身心健康與工作平衡

- 公司提供場地或贊助經費，鼓勵員工參與健康活動，員工自組社團，透過社團活動凝聚同仁的情感。
- 舉辦尾牙、中秋晚會、猜燈謎等活動調劑員工身心與凝聚向心力外，公司並設置運動及健身設備，供員工工作之餘使用。

人權保障訓練作法

- **新人訓練** - 到職時即要求須上線進行相關法遵宣導，內容包含：性騷擾防治、反歧視、反騷擾、推行工時管理、保障人道待遇及健康與安全工作環境
- **預防職場暴力** - 透過宣導及公告聲明，使員工了解於執行職務過程中有責任協助並合理避免職場不法侵害之發生，並揭露申訴專線，以打造友善之工作環境。
- **職業安全系列訓練** - 年度教育內容包含：安全衛生教育訓練、消防安全訓練、緊急應變、急救人員訓練等。
- **誠信道德宣導** - 從日常行為與道德標準進行教育與宣導，以期提供一個健康正面的職場文化。

申訴制度

- 本公司設有暢通之申訴管道，同仁於公司內部遇有各種問題，可透過公司之申訴管道向各級主管、人力資源處提出申訴。另為維護性別工作平等及提供職工、求職者免受性騷擾之工作及服務環境，設有性騷擾防治之專屬申訴信箱與電子郵件。於申訴調查期間皆採保密方式處理，不洩漏申訴人之姓名或其他足資識別申訴人身份之相關資料，以保障申訴人。

林漢福
副董事長兼總經理
2019 年 9 月 26 日

林漢福 2619



Human Rights Due Diligence Process

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 web-site.

Human Rights Management Performance

According to the Company's Human Rights Policy Implementation Plan, a total of 14 human rights issues were identified through risk assessment and included in this year's agenda. Among them, 9 items were classified as key human rights management issues (please click [the link](#) to view). The corresponding mitigation and remediation measures for these issues are outlined as follows; In 2024, there were no significant legal violations. The Company will continue to carry out human rights-related education and training. For details on the human rights training content, please refer to [the Company's website](#).

Mitigation and Compensation Measures for Human Rights Management

Issues	Mitigation measures	Compensation Measures	Implementation rate of impact remediation (%)	Results
Excessive working hours	<ol style="list-style-type: none"> 1. The Company complies with labor laws related to working hours, and regularly reviews internal regulations to ensure compliance and proper implementation. 2. Employee attendance is accurately recorded through the attendance and overtime management system. 3. The system sends daily reminders for clock-in and clock-out delays, notifying employees of standard working hours and overtime regulations, and confirming whether extended working hours qualify as overtime. If so, employees may choose to receive overtime pay or compensatory leave. 4. Overtime situations in each department are reviewed on a regular basis. 	<ol style="list-style-type: none"> 1. Overtime pay is provided to employees in accordance with the law if they have worked overtime. 2. Understand the workload and reasons for overtime among colleagues and actively improve processes and optimize operations to enhance work efficiency. 3. Understand the workload and reasons for overtime among colleagues and actively improve processes and optimize operations to enhance work efficiency. 4. Understand employees' workload and the underlying reasons for excessive working hours, and actively improve processes and optimize operations to enhance work efficiency. 	100%	The system verifies the reasons for overtime on a daily basis. If excessive working hours have caused an impact, compensation measures will be applied, and the corresponding overtime pay or compensatory leave will be provided. Related operations and manpower allocation will also be adjusted as needed.

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 2024 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.

2024 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	607	576	595
TVCM	157	138	157
CGPCP	40	36	40

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:**

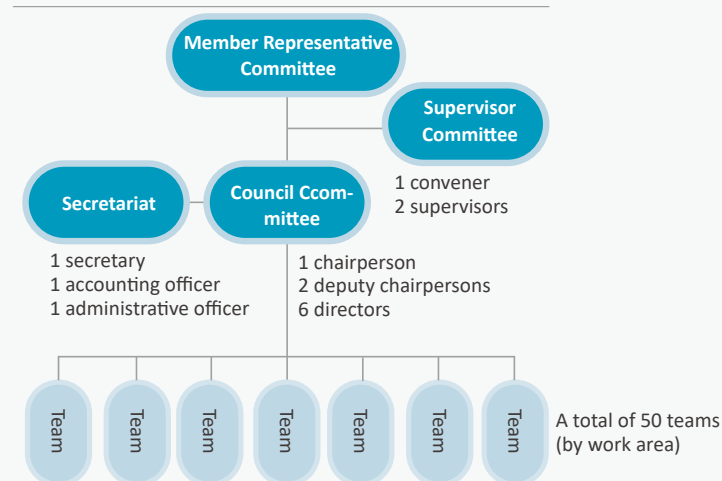
(1) For CGPC, 2 employees in Toufen, 17 in Taipei, and 12 contract personnel, for a total of 31 people.

(2) For TVCM, 5 employees in Taipei, 14 employees in Linyuan plant, for a total of 19 people.

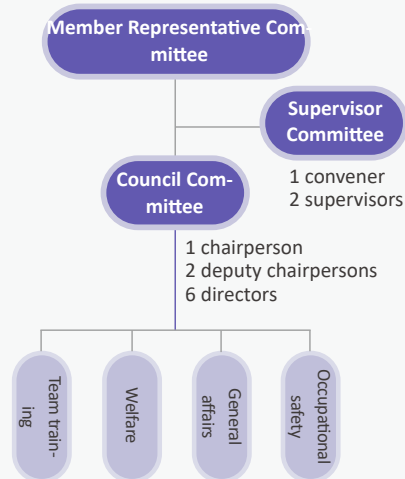
(3) For CGPCP, there are 4 people.

(4) GGTC has not established a trade union.

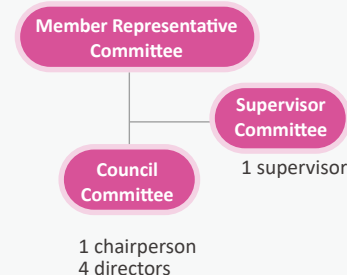
Organizational Chart for CGPC's Union



Organizational Chart for TVCM's Union



Organizational Chart for CGPCP's Union



Employee assistance program

The USI Corporation places great importance on the physical and mental well-being of employees and has carefully planned and introduced the Employee Assistance Program (EAP) to provide comprehensive, warm, and trustworthy support services. To help employees cope with pressures and challenges that may arise from work or daily life, the Group has established professional counseling channels. Employees can access one-on-one counseling sessions with certified psychologists via phone, email, or LINE. This program emphasizes confidentiality and aims to help employees clarify issues, relieve stress, enhance coping abilities and psychological resilience, thereby promoting workplace health and a sense of well-being, and creating a caring and friendly work environment. We firmly believe that this comprehensive support system not only helps employees achieve work-life balance but also unleashes their potential, enhancing overall organizational cohesion and sustainable competitiveness.



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 the 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 2024.



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.



Follow-up issue: Talent development and cultivation Main target:SDG 4.4, Secondary target:SDG 8.5, 4.5



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

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Indicator items	Unit	2024 goal	2024 result	2025 goal	2027 goal	2030 goal
Improvement training	Sessions	180	377 	200	220	250



Exceeded Target



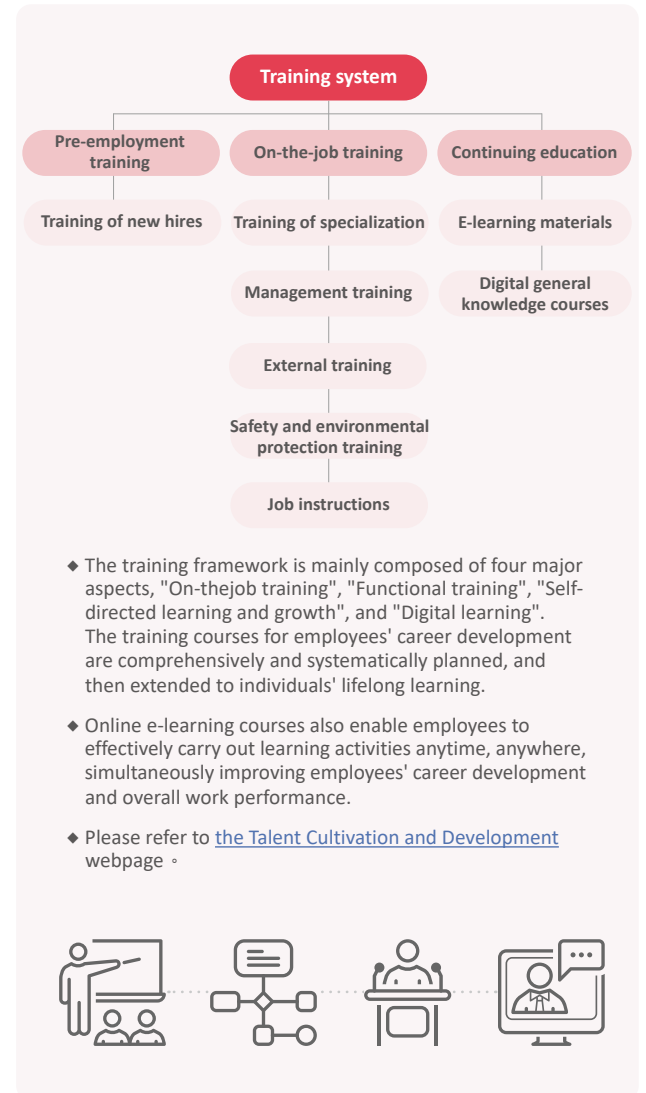
Achievement



Partially achieved



Not met



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.

2024 statistics by specialization (management, quality control, technology, safety and environment protection), internal or external training, and gender:

Year	2024	
Course categorization	Male	Female
Average training hours for management	3.9	0.9
Average training hours for quality control	0.5	0.2
Average training hours for technology	4.6	0.4
Average training hours for safety and environment protection	15.2	0.9
Total person-time	6,441	769
Total hours	20,038.5	1,994.0
Average training hours per person	26.6	
Total number of employees	829	

Training statistics for career development in the last three years

Year	Total number of people	Training hours
2022	6,279	23,264.5
2023	6,700	21,666.5
2024	5,301	22,032.5

Core training category



6.3.2 Training performance

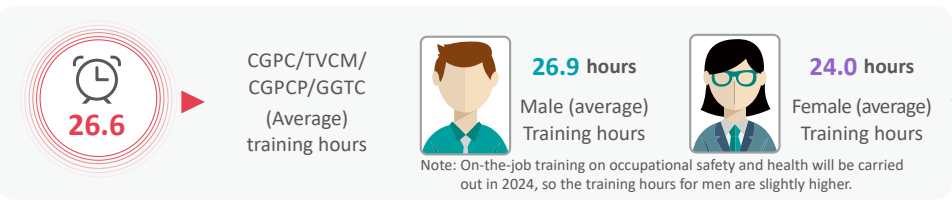
In 2024, the total training hours of CGPC employees reached 22,032.5 hours, and the average training hours per employee was 26.6 hours. For employees who have willingness to learn and development potential, we provide subsidies for on-the-job continuing education in domestic universities, supplemented 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.

2024 average training hours by position

Gender	Male		Female	
Job Title	Person-time	Training hours	Person-time	Training hours
Driver	3	6.0	0	0.0
Technical	147	772.5	14	61.5
Engineering	841	3,664.5	12	95.0
R&D	361	1,154.5	109	475.0
Sales	216	488.5	113	251.0
Production	2,819	12,003.5	128	349.0
management	394	1,949.0	169	762.5
Total	4,761	20,038.5	540	1,994.0

2024 training result

Category	"Skills credentials" Certification	Safety and Health "Completion Certificate"
Person-time	62	95



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.



2024/04/23 Successful Leadership



2024/09/26 Internal instructor training



2024/05/30 Key Talent Identification

2024 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	25.5	149	62.6	5	26.7	154	2022	26.0
Direct labor	20.7	415	137.4	6	22.4	421	2023	25.2
Indirect labor	41.9	182	11.9	72	33.4	254	2024	26.6
Average hours/number of employees	26.9	746	24.0	83	26.6	829	3-year average	25.9

Note: For the definition of supervisor, please refer to the notes to human resource structure statistics.

CGPC Awarded as an excellent training enterprise by the Taoyuan-Hsinchu-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 2024, CGPC received a total of 258 subsidies from the Workforce Development Agency of the Ministry of Labor, with a total education duration of 125 hours. (Please refer to [the attachment](#) for details)

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 2024, as high as 98% 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.



Performance appraisal

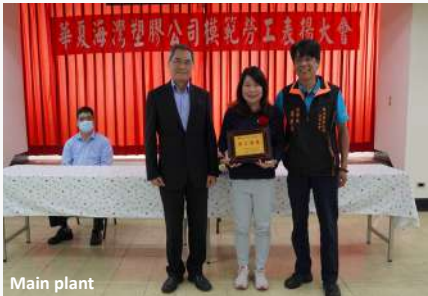
The management meeting in November 2021 requested to include ESG in the KPI

- ◆ 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 Mid and senior-level supervisors (including [senior managers](#)) in 2023.
- ◆ 100% execution rate of ESG projects incorporated into KPIs by all supervisors in 2024.

The 2024 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	143	142	99%	5	5	100%
Direct labor	421	410	97%	6	5	83%
Indirect labor	182	182	100%	72	72	100%
Remarks	<ol style="list-style-type: none">1. Period of evaluation data: 2024/01/01-2024/12/31, and the number of employees is as of 2024/12/31.2. A total of 829 people, 816 people were evaluated, and 13 did not participate in the evaluation, and the description is as follows: (1) Toufen: 13 (Chairman 1, and 12 contract personnel) (2) TVCM : 0 (3) CGPCP: 0 (4) GGTC : 03. For the definition of supervisor, please refer to the notes to human resource structure statistics.					

Model worker award in 2024









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.



<div> Material issue : Occupational safety and health</div>		Main target : SDG 3.9, Secondary target : SDG 8.8	
<div><div></div><div>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.</div></div>			
<div><div></div><div>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.</div></div>		<div><div></div><div>Policy Commitment Zero disaster and zero disabling injury incident.</div></div>	
<div><div></div><div>Grievance Unit Occupational Safety Office</div></div>		<div><div></div><div>SASB Indicator ♦ RT-CH-320a.1 ♦ RT-CH-320a.2 ♦ RT-CH-540a.1 ♦ RT-CH-540a.2</div></div>	

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.

Indicator items	Unit	2024 goal	2024 result	2025 goal	2027 goal	2030 goal
Reinforce on-site patrol inspection and improve potential hazards	Frequency of disabling injuries (F.R.)	0	0 	0	0	0
Reinforce the prevention of scrolling and pinching injuries and safety management of stackers	Severity of disabling injuries (S.R.)	0	0 	0	0	0

Note: No occupational accidents occurred in CGPC, TVCM, CGPCP and GGTC in 2024.

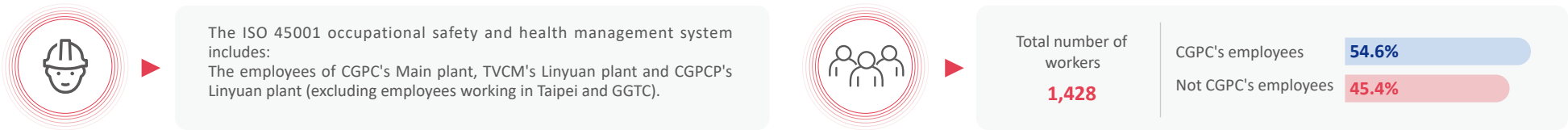
 Exceeded Target
  Achievement
  Partially achieved
  Not met

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). GGTC was established in 2024. As its business nature is non-production-related and poses relatively low risk, it is not included in the scope of ISO 45001 certification.

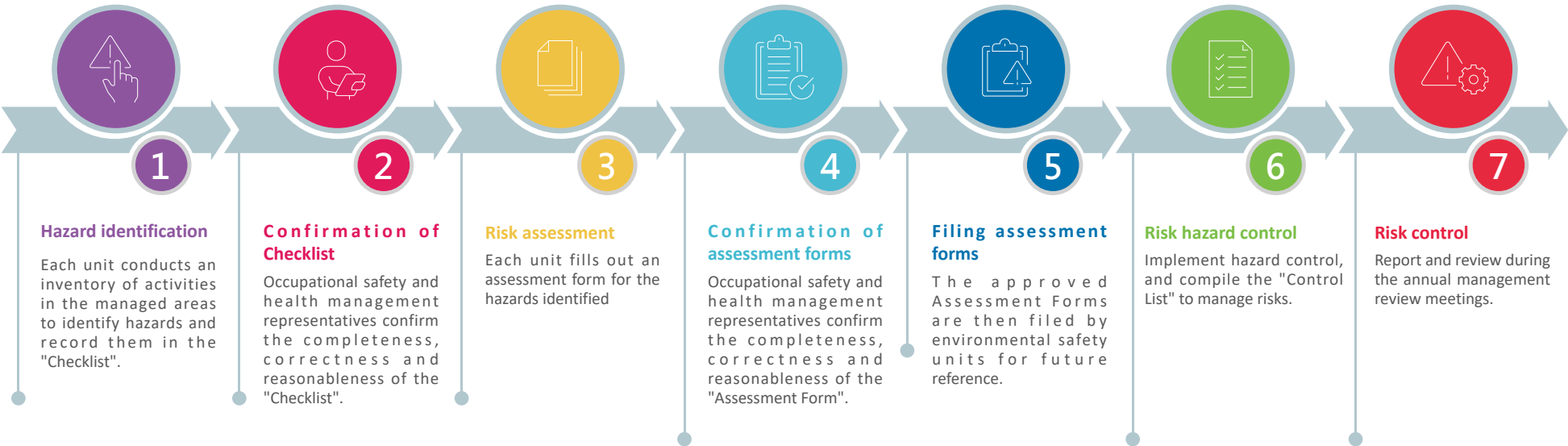
Occupational safety and health organization and operation (GRI 2-8)

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. CGPC has a total of 1,428 workers across all plants (approximately 779 Company employees and 649 contractors). Their work includes sales, production, design, development, procurement, administration, engineering, and contracting, covering 100% of the Company’s business operations.



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:



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. No accidents occurred at CGPC, TVCM, CGPCP and GGTC in 2024. CGPC aims to improve the workers' work environment (worker platform and renewed the noisy environment) in 2024 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 2024, there were no work injury compensation costs for CGPC).

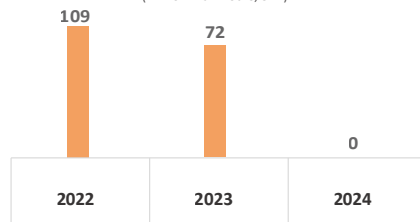
Accident Statistics of Vinyl Chain in the Past Three Years

Unit	Year Item	2022	2023	2024	Plastic and Synthetic Rubber Raw Materials Manufacturing
Million man hours	F.R. (LTIFR)	1.67	2.86	0	1.18
	S.R.	109	72	0	251
	F.S.I	0.42	0.45	0	0.54
frequen- cy	LTIR	0.33	0.57	0	-
Number of Occupational Accidents		3	5	0	-
Occupational Accident Rate		0.35%	0.60%	0.00%	-
Total Hours Worked by Employees		1,789,628.0	1,744,378.0	1,673,867.8	-

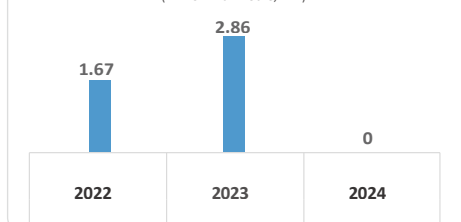
Note:

- (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 10⁵ / Total working hours
- (3) Frequency severity index (FSI) = $\sqrt{(FR \times SR)/1000}$.
- (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) In 2024, no occupational accidents will occur in CGPC, TVCM and CGPCP.
- (8) Calculation method of occupational accident rate: Number of occupational accidents/total number of employees.
- (9) The statistics include the CGPC Main plant, the TVCM's Linyuan plant, and the CGPCP Linyuan plant.
- (10) 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.

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.)



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	2022	2023	2024	2022	2023	2024	2022	2023	2024
Safety patrol inspections	1,808	820	1,555	1,265	2,160	2,675	376	520	635
Total cases of deficiencies	1,426	978	1,555	441	580	583	23	149	169
Number of cases improved	1,426	978	1,543	441	580	583	23	149	169
Number of cases improving	0	0	12	0	0	0	0	0	0
Improvement rate	100%	100%	99.2%	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.

2024 Absence statistics table

Company/Gender	Male	Female
CGPC (Main plant)	0.25%	0.21%
TVCM (Linyuan plant)	0.54%	0.79%
CGPCP (Linyuan plant)	0.55%	0.00%
GGTC	0.54%	0.13%

- Note: 1. Absence rate = Total days absent / Working days x 100%.
2. Total days absent: The total number of absence days in 2024 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 2024.

Description and Response Measures for Fire Incidents in 2024

In 2024, no incidents occurred at TVCM, CGPCP, or GGTC. Two non-injury fire incidents occurred at the CGPC Toufen main factory in the fabric coating machine plant. The fire on November 8 was caused by the rekindling of embers from the October 19 fire. Details are as follows:

1

Incident Response Description

Fires occurred at the fabric coating machine plant of the CGPC Toufen main factory on October 19 and November 8, 2024. Following the incidents, the Company immediately activated its emergency response procedures. Emergency measures routinely practiced were effectively executed during these events. Plant personnel swiftly carried out firefighting efforts and reported to the local fire department. Fortunately, no casualties were reported.

2

Related Fines

- ◆ Failure to Provide Rescue Information: On November 8, 2024, during the rekindling of embers, information such as the types and quantities of chemicals, layout diagrams, and essential rescue details was not provided. (Violation of Article 21-1, Paragraph 1, Subparagraph 1 of the Fire Services Act; fine of NTD 600,000)
- ◆ Air Pollution: On November 8, 2024, the rekindling of embers caused odors and particulate pollutants, affecting air quality in nearby areas. (Violation of Article 32, Paragraph 1, Subparagraphs 1 and 3 of the Air Pollution Control Act; fine of NTD 450,000)
- ◆ Resulting Inspection - Dike Penetrated by Pipeline: A pipeline penetrated the containment dike in the east oil tank area of the unloading station, compromising the structural integrity of the dike and reducing its capacity below that of the largest storage tank. (Violation of Articles 15 and 42 of the Fire Services Act; fine of NTD 300,000)

Note 1: Containment dikes serve as protective measures for the oil tank area.

Note 2: Following the fire incident, a fire safety inspection revealed facility violations on site. A fine of NTD 300,000 was imposed in accordance with the Fire Services Act. This was a subsequent penalty unrelated to the cause of the fire. The Company has completed the necessary improvements and reinforced its management practices.

3

Improvement measures

In response to the aforementioned fire incidents, CGPC has implemented the following improvement measures:

- ◆ Regulatory Compliance: In 2024, the Factory Management Guidance Act and the Regulations for the Declaration of Hazardous Materials in Factories were revised. The Company completed an inventory and declaration of hazardous materials within the plant, significantly increased insurance coverage, revised the upper limit of fines, and adopted dynamic declaration practices.
- ◆ Enhancement of Fire Safety:
 - ◇ In accordance with Article 9 of the newly enacted Regulations on Inspection and Reporting of Fire Safety Equipment, the Company has strengthened inspections of fire safety equipment within the plant. Repairs are conducted in advance, and any deficiencies are rectified immediately, with follow-up reports submitted to confirm full compliance and proper functionality of the equipment.
 - ◇ The Company is planning to purchase high-capacity mobile fire water cannons to enhance firefighting capabilities.
 - ◇ Class A protective gear is sent for external inspection annually to ensure proper functionality.
- ◆ Strengthening Safety Education: The Company continues to conduct fire drills and enhance emergency response capabilities, as well as reinforce employee safety awareness through training and prevention programs. Each year, two plant-wide sessions are held, comprising a total of eight rounds of self-defense firefighting team training.
- ◆ Implementation of Risk Assessment: The Company has reviewed and revised the SOPs for plant startup and shutdown procedures and the safety of thermal oil operations. Early warning and monitoring systems have been reinforced, and plant safety risk assessments are conducted annually, with enhanced management for high-risk areas.
- ◆ Other Improvement Measures: The Company continues to establish and update the H-CARD for public hazardous materials and has implemented an in-plant chemical cloud system. This system organizes chemical information, including types, quantities, layout diagrams, and essential rescue details, enabling quick access to the necessary information for emergency response and supporting the accurate formulation of sustainability strategies.

4

Care and Commitment

The Company will continue to enhance fire safety management by establishing and reinforcing long-term mechanisms to ensure that similar incidents do not occur again. We are committed to making fire safety one of the Company's highest management priorities. Necessary resources will continue to be allocated to consistently improve fire safety standards. The Company deeply regrets the impact caused by this incident and is committed to strengthening environmental protection efforts to prevent similar events from happening again, thereby fulfilling our corporate social responsibility. We sincerely thank the relevant government agencies for their guidance and accept their advice with humility. Lessons have been learned from this incident, and related personnel rewards and disciplinary actions were announced internally in December 2024.

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.

Year	Number of fire cases	Number of people injured by fire	Number of deaths in fires	Proportion
2022	0	0	0	0%
2023	0	0	0	0%
2024	2	0	0	0%

Note: The scope includes CGPC Main plant, TVCM Linyuan plant, CGPCP Linyuan plant and GGTC, and the coverage rate is 100%.
Proportion calculation method: number of casualties/total number of employees.

Statistics of safety performance indicators are as follows:

(million hours worked)

Safety performance indicators	CGPC (Main plant)	TVCM (Linyuan plant)	CGPCP (Linyuan plant)	GGTC
Frequency of disabling injuries (FR, LTIFR)	0	0	0	-
Severity of disabling injuries (SR)	0	0	0	-
Frequency severity index (FSI)	0	0	0	-
Occupational safety violation ticket	0	0	0	0
Emergency response drills	20	8	5	0
Education and training sessions	21	104	56	32
Safety patrol inspections	1,555	2,675	635	0
Completion rate of occupational safety management by objectives	100%	100%	100%	-
Violation improvement rate	99.2%	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)		GGTC	
	Total number of people	Training hours	Total number of people	Training hours	Total number of people	Training hours	Total number of people	Training hours
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	-	-
2024	2,608	9,617.5	975	3,667.5	175	963.0	44	213.0

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

Statistical table of safety and health education, training, and promotion in 2024

Course name	CGPC (Main plant)		TVCM (Linyuan plant)		CGPCP (Linyuan plant)		GGTC	
	Total number of people	Training Total hours	Total number of people	Training Total hours	Total number of people	Training Total hours	Total number of people	Training Total hours
Process safety management	286	754.5	176	480.5	40	63.5	4	6.0
Work safety training/promotion	207	620.5	165	585.0	1	8.0	1	1.0
Environmental protection training	160	803.0	67	470.0	35	363.5	32	100.0
On-the-job safety and health education and training(Including on-the-job and return training for operation supervisors)	1,002	5,006.5	52	416.0	40	297.0	5	87.0
Emergency response drills	540	1,172.0	349	1,375.0	9	18.0	0.0	0.0
Self-defense firefighting training	262	1,048.0	40	160.0	18	72.0	0.0	0.0
Firefighting training/promotion	17	34.0	12	62.0	13	70.0	0.0	0.0
Workplace health promotion seminars	131	131.0	112	112.0	8	8.0	1	1.0
First aid and vocational nursing education	3	48.0	2	7.0	11	63.0	1	16.0
Total	2,608	9,617.5	975	3,667.5	175	963.0	44	213.0

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

2. TVCM's self-defense firefighting team training has been carried out during emergency response drills.

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 2024 examination rate was 100% (covering employees in the headquarters in Taipei, CGPC Main Plant, TVCM Linyuan plant, CGPC Linyuan plant and GGTC). 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

01. 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 that the specialized health exam or the follow-up results are determined as normal by doctors. Level 2 refers to that the specialized health exam or the follow-up results are determined as abnormal but not related to the work environment by doctors. No cases of occupational disease were reported in 2024. For those who are found to show abnormality during the specialized health examination, they are arranged for return visits, and physicians of occupational medicine will give them personal health guidance.
02. The 2024 results of specialized health examination are shown as follows, and the examination rate was 100%.
03. To promote employee health, the Company provides 4 types of annual cancer screenings for all employees, including tests for alpha-fetoprotein (α -AFP), carcinoembryonic antigen (CEA for colorectal cancer), prostate cancer (for male employees), ovarian cancer (for female employees), and lung cancer. Ultrasound examinations are offered based on individual health conditions, allowing employees to choose one from abdominal, thyroid, or pelvic ultrasound. All expenses are fully covered by the Company, going beyond legal requirements to provide comprehensive health care support.
04. In 2024, a total of 71 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.
05. In 2024, workplace health seminars included topics such as an introduction to Long-Term Care 2.0, stress relief activities, awareness of workload and stress, and monthly fitness classes, all aimed at health promotion and prevention.
06. In addition to labor insurance and National Health Insurance, CGPC provides each employee with group accident insurance and group life insurance. Dependents are also eligible for coverage, ensuring more comprehensive protection for both employees and their families. (Refer to [CH 6.2.2 Employee Benefits](#))
07. To effectively safeguard employee safety and health, the Company systematically manages health examination data based on key indicators such as job type and work environment. Health trends over the past three years are monitored and analyzed, and follow-up care is provided for employees with abnormal health check results.
08. To address potential risks associated with middle-aged and older employees, the Company conducts regular personal health and workplace risk assessments for this group through hazard identification, risk evaluation, and control measures. In 2024, a total of 336 middle-aged and older employees (300 male and 36 female) underwent capability assessments. These efforts not only ensure the safety and health of middle-aged and older workers but also help improve working conditions, reduce high-risk tasks, promote labor participation and reemployment, and enhance productivity and job suitability among aging workers.
09. Creating a Friendly Workplace Environment: CGPC and TVCM provide a supportive work environment for female employees and safeguard their employment rights. Measures have been established for maternal health protection in the workplace and the promotion of breastfeeding. These include the setup of nursing rooms, job risk assessments for female employees, and physical and mental health evaluations during pregnancy. These efforts aim to create a burden-free working environment and protect the overall well-being of female employees.
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 2024, all 142 employees of TVCM received their health examination. Among them, 52 received specialized check for vinyl chloride, and appropriate health management measures are adopted for the results. In 2024, 27 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 promote a healthier workplace, TVCM holds health seminars from time to time. In 2024, four health promotion seminars were conducted on the following topics: 1. Osteoarthritis training; 2. Prevention of metabolic syndrome - managing body fat and healthy eating; 3. Travel medicine and health care; 4. How to prevent shoulder, neck, and lower back pain.
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 2024, CGPC organized a blood donation event: To fulfill its ESG sustainability principles and social responsibility, the CGPC Toufen main factory brought together employees from CGPC, Delta Chemical's Toufen plant, and contractors to participate in the "Passing on Your Love" blood donation campaign. A total of 38 people participated, donating a combined volume of 14,750 c.c. of blood.
14. TVCM participated in the "Healthy Workplace Certification - Health Initiation Label" program organized by the Health Promotion Administration of the Ministry of Health and Welfare, and successfully passed the review to receive the 2023 "[Healthy Workplace Certification - Health Initiation Label](#)."

2024 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 71 persons in 2024 (total number of people receiving health checkup in 2024 was 793 people), and the health checkup is as follows:

Number under care	Implementation Status
71	<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)		GGTC	
	Expected	Examination rate	Expected	Examination rate	Expected	Examination rate	Expected	Examination rate
Noise	167	100%	-	100%	-	100%	-	100%
Lead	26		-		-		-	
Dust	276		-		-		-	
Vinyl chloride	93		552		31		24	
Dimethylformamide	42		-		-		-	
Chromic acid and its salts	7		-		-		-	
Cadmium and its compounds	10		-		-		-	
n-hexane	1		-		-		-	
Ionizing radiation	5		-		-		-	
Arsenic	17		-		-		-	

Source: CGPC's 2024 specialized health examination report.
Note: There were no abnormal findings in the special health examinations.

Health promotion seminar, Protect employees' health

◆ Healthy Employees Make a Competitive Company!

To encourage regular exercise and promote employee health, CGPC Toufen main factory held fitness classes on May 16, June 13, and July 18, 2024. The classes covered "aerobic exercise and cardiovascular endurance," "muscle shaping and strengthening," and "flexibility and stretching," with each session lasting one hour. A total of 64 participants attended. (For event photos, please refer to [the company newsletter](#).)

- ◆ To enhance physical and mental well-being, reinforce health concepts, and support effective weight and fat reduction, the "2024 Weight Loss Program" was specially held at the Toufen main factory. Please refer to [the company newsletter](#) for details.
- ◆ For other activities, please refer to [CH6.6.2 Employee Health Promotion and Exercise Culture Promotion](#).



Occupational Physician Consultations - Provides employees with health consultation



"Introduction to Long-Term Care 2.0" Seminar



Monthly Health Column
(Promoting awareness on smoking cessation, betel nut cessation, and common diseases)



Monthly Fitness Classes

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

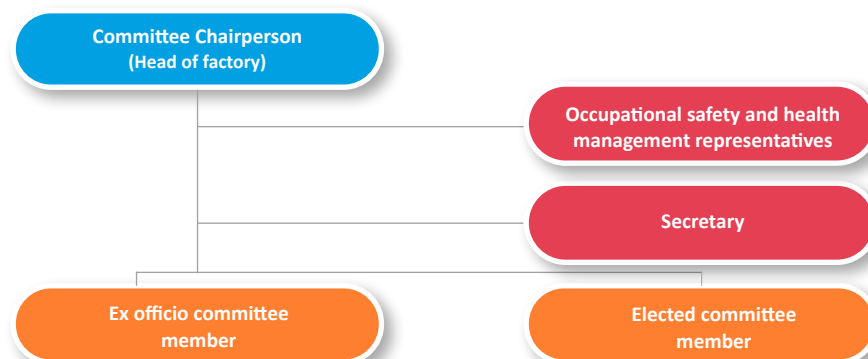
We have established the Occupational Safety and Health Committee in accordance with the occupational safety and health management measures (CGPCP has less than 100 employees, and there is no need to establish such committee). Labor representatives are appointed by unions, and the proportion of committee 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 2024 occupational safety and health committee members

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	39%
	Ex officio committee member (employer's representative)	14	61%
	Total	23	100%

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

CGPC (Main plant), TVCM (Linyuan plant) Organizational chart of the Occupational Safety and Health Committee



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.

Implementation of contractor management (GRI 2-8)

Safety education and training for contractors

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 2024, a total of 4,091 person-time attended the safety education and training for contractors before they enter the plant for work.

2024 number of sessions and participants of the contractor work safety and health field visit and promotion education and training at each plant

Company	Number of sessions	Participating person-time
CGPC (Main plant)	339	1,500
TVCM (Linyuan plant)	100	1,797
CGPCP (Linyuan plant)	188	794
Total	627	4,091



Accident statistics of contractors in the past three years

Item/year	2022	2023	2024
F.R.(LTIFR)	0.00	0.00	0.00
S.R.	0	0	0
F.S.I	0.00	0.00	0.00
LTIR	0.00	0.00	0.00
Number of Occupational Accidents among Contractors	0	0	0
Total Hours Worked by Contractors	372,246.0	842,264.0	495,346.0

Note:
 1. Frequency of disabling injuries (FR, LTIFR) = Number of injuries x 10⁵/Total working hours
 2. Severity of disabling injuries (SR) = Number of days lost due to accidents x 10⁵/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 2022 to 2024, there were no contractor accidents in TVCM and CGPCP for three consecutive years.

Outline of discussion topics of the Occupational Safety and Health Committee in 2024

01. Workplace Environment Monitoring, Assessment, and Planning Briefing
02. Application for Addition/Modification of Chemicals
03. In-plant Chemical Classification Management Assessment Overview
04. Data setup of personnel for the contractor onboarding facial recognition system
05. 2024 Weight Loss Program
06. USI Corporation Training and Learning Platform Launched
07. Summary of Reporting Targets, Methods, and Content for Incidents Occurring at Locations Specified in Article 19 of the Fire Services Act
08. Amendment to the Factory Hazardous Materials Regulations
09. Regulations on Designation and Operational Management of Priority Controlled Chemicals
10. Health Promotion Seminars
11. Amendment to the Occupational Safety and Health Facility Regulations
12. Revised Work Safety Permit
13. License and Certification Management
14. Group Audit Office Inspection
15. Group Insurance Broker (Marsh) Site Survey
16. 2024 Health Checkup Reminders
17. Guidelines for Accountability in Issuing Improvement Notices



6.4.5 Emergency response

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 2024). 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. (As its business nature is non-production-related and poses relatively low risk, it is not included in the scope of emergency drills.) The Company has established a comprehensive emergency response mechanism. Relevant procedures and response operations at each stage can be found in the ESG section of the official website ([click here for details](#)).

Emergency Drill Statistics for the Year 2024

Company	Number of sessions	Participating person-time
CGPC (Main plant)	20	540
TVCM (Linyuan plant)	8	137
CGPCP (Linyuan plant)	5	42
Total	33	719



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	673	2,869	3,542
		Female	50	210	260
	Total person-time		724	3,079	3,802
	Hours	Male	2,609.5	11,071.5	13,681.0
		Female	119.5	660.5	780.0
	Total hours		2,729.0	11,732.0	14,461.0

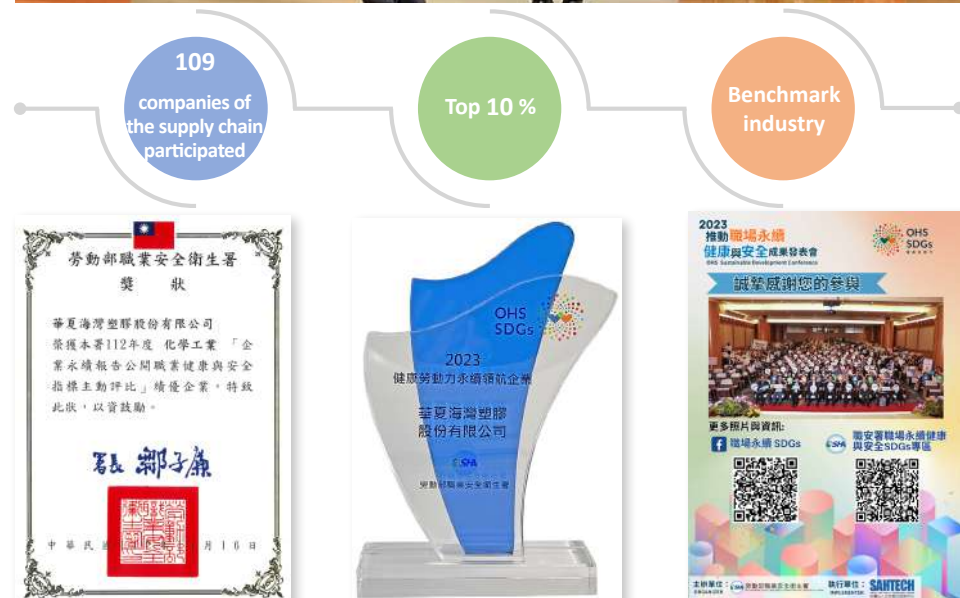


Note 1: This table includes CGPC, TVCM, CGPCP and GGTC.

Note 2: For the definition of supervisor, please refer to the notes to the human resources structure statistics.

CGPC received recognition from the Occupational Safety and Health Administration

Founded in 1964, CGPC is approaching its 60th anniversary. While the aging plant bears the marks of time, it continues to embody a spirit of humility and simplicity. In order to preserve this legacy and support the government's promotion of Occupational Health and Safety (OHS), CGPC adheres to standards such as GRI 403, SASB, and the SDGs, embedding ESG thinking into all aspects of its sustainability strategies. The Company advances its sustainable development goals through the promotion of "a friendly environment and green economy; circular innovation and smart manufacturing; an inclusive workplace and lasting legacy." CGPC remains committed to employee care, the gradual improvement of the working environment, and expanding its positive impact on society, striving to become a leading enterprise in sustainability.



"2023 Healthy Workforce Sustainability Pioneering Enterprise Award, Industry Enterprise Sustainability Report Disclosure of Occupational Health and Safety Indicators Proactive Rating of Outstanding Enterprises"



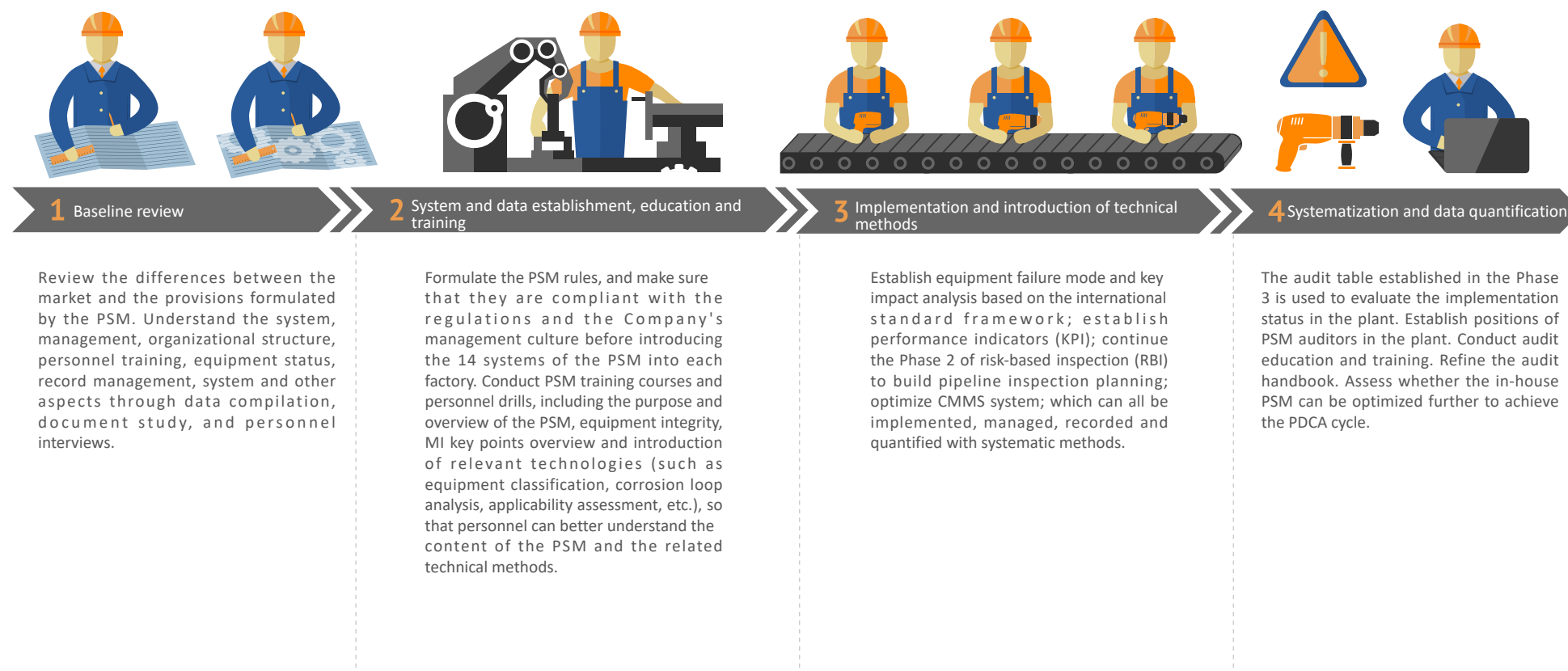
"A top performer in the 2024 Sustainability Report Disclosure Occupational Health and Safety Indicators Proactive Evaluation"

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

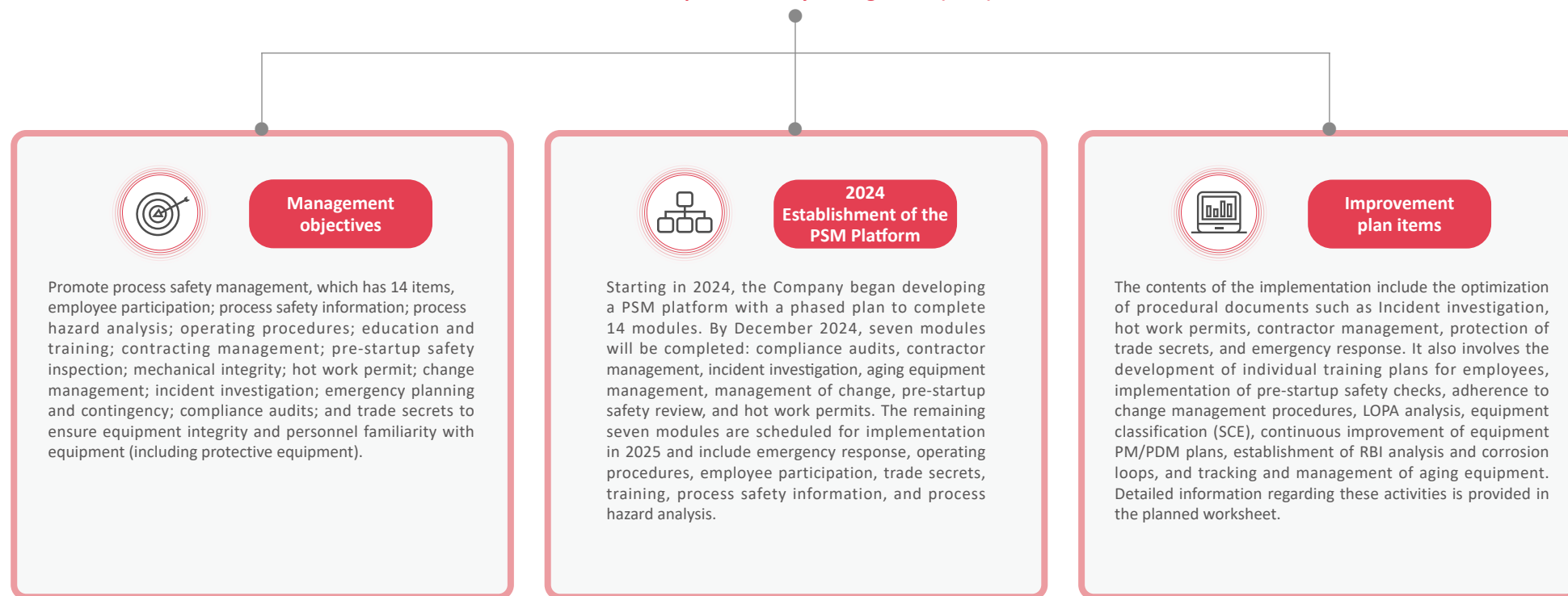
CGPC's hazardous work locations include the plant in Toufen and the PVC resin processing area in CGPC's Linyuan plant, which are considered Type C hazardous workplace. TVCM's Linyuan plant has Type A and C hazardous workplaces spread out in the manufacturing area, filling area, storage tank area, etc. 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.

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.



Promote process safety management (PSM)



The process safety performance indicators for the past three years are as follows:

Item	Code	Content of indicators	2022	2023	2024
Process Safety and Emergency Response	RT-CH-540a.1	Process safety incident counts (PSIC)	0	1	0
		Process safety incident counts (PSTIR)	0%	8%	0%
		Process safety incident severity rate (PSISR)	0	0	0
	RT-CH-540a.2	Number of transportation incidents	0	0	0

Note:

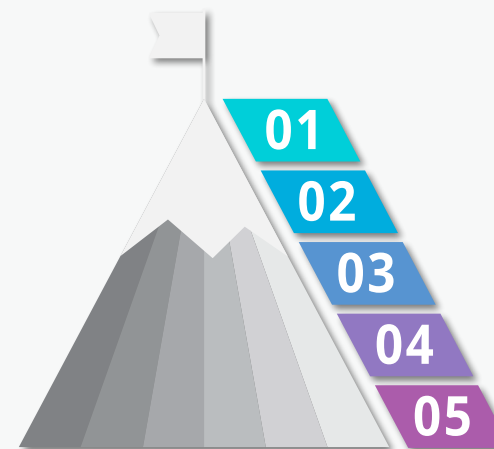
(1) Statistics of the process safety incidents (PSIC) meeting the following four criteria:

- 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.
- (2) Process safety total incident rate (PSTIR) (= Process safety incident cases x 200,000/Total employee work hours (employees, contractors))
- (3) Process safety incident severity rate (PSISR) (= Total severity score for all process safety incidents x 200,000/Total employee work hours (employees, contractors))
- (4) 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
Optimization of PSM Procedure Documents	The execution details of PSM have been enhanced by introducing a new work instruction for hazard analysis and optimizing procedures for incident investigation, hot work permits, contractor management, and emergency response to ensure greater clarity in implementation.
Education and training	Develop individual training plans based on employee responsibilities to enhance knowledge of process safety and operational skills.
Pre-startup Safety Review	For new equipment or major process modifications, a pre-startup safety review is conducted before commissioning or operation to ensure safety.
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	For equipment renewal projects involving aging facilities and high-risk work areas, Hazard and Operability Study (HAZOP) and Layer of Protection Analysis (LOPA) are conducted to ensure that protective measures are appropriate and effective. In the event of a near-miss incident, the hazard analysis will also be reviewed and reassessed accordingly.
PSM Audit	In accordance with the Process Safety Assessment Guidelines, an annual audit plan is developed to regularly review 14 procedures and standards. The audit checklists and depth of audits are continuously optimized based on recommendations from sources such as the American Petroleum Institute (API) 581, the Industrial Development Administration's petrochemical supervision program, and the Linyuan Comprehensive Inspection conducted by the Industrial Park Administration.
Equipment management	1. Identify and classify Safety Critical Elements (SCE), and update the list in real time.
	2. Establish maintenance plans for safety critical equipment to ensure equipment integrity.
	3. Plan and implement Failure Mode, Effects and Criticality Analysis (FMECA), prioritizing critical equipment.
	4. Review the maintenance management system and maintenance history records, and provide improvement recommendations.
	5. Inspect and track the condition of aging equipment.
Explosion-proof Electrical Equipment Management	Establish and regularly review explosion-proof electrical equipment in accordance with domestic explosion-proof electrical regulations.
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



ISO 55000~55002 Asset Management
Asset management practice and implementation

EN 13306 Maintenance terminology
Maintenance terminology

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

EN 15341 Maintenance Key Performance Indicators Maintenance and reliability indicators

EN 16646 Maintenance within Asset Management
Maintain physical asset management

Promotion objectives and achievement results

2024 Objective



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.

Continue advancing PSM implementation and optimizing audit content. Through cross-plant audits within the Group, areas for improvement during PSM implementation are identified, and best practices are shared among plants. Develop a PSM platform to digitize the 14 PSM processes in phases. This platform integrates the interconnection of each module, enabling quantification of PSM-related KPIs and effective monitoring of implementation status across the plant. CGPC has initiated the first phase of PSM implementation in its processing operations, focusing on equipment integrity, worker participation, process safety information, training, contractor management, and hot work permits.

2024 Performance



Key implementation projects include: API 585 compliance, education and training for compliance audits, internal audits, and cross-plant audits; establishing a PSM platform electronic form. Approval process for compliance audits, contractor management, incident investigations, change management, and tracking of aging equipment; and integrating/reviewing/updating PSM's 14 information management items to document implementation processes and quantify plant management goals.

2025 Objective



◆ PSM Audit Form Optimization:

Based on the Periodic Implementation Methods for Process Safety Assessments, OSHA 1910.119, CCPS Risk-Based Process Safety Management (RBPS), API 581, and recommendations from the Department of Industrial Development and the Parks and Parks Administration, the Group's PSM Audit Form has been optimized.

◆ PSM Group Cross-Plant Audits:

Beginning in 2022, USI Group will collaborate with BSI, a certification body, and PSM academic experts to conduct PSM auditor training. They will also form a group PSM audit team to conduct visits to partner factories.

◆ PSM platform education and training.

◆ PSM Information Platform Development and Intelligent Technology Introduction:

This year, we will focus on implementing intelligent technologies related to process safety management (PSM). In accordance with the Department of Industrial Development's Intelligent Technology Introduction Plan, we will promote the application of six intelligent technologies: gas detection data analysis, human, vehicle, and environmental image recognition, abnormal personnel identification and location, equipment and pipeline monitoring, a plant operations management platform, and an intelligent inspection system. These technologies will enhance safety, environmental protection, and fire emergency response management, foster a high-quality workplace, and move towards sustainable operations.

◆ Implement CMMS systematic management system

2026 Objective (intermediate term)



◆ Refine and optimize the functionalities of various modules within the PSM platform.

◆ CGPC has launched the third phase of PSM implementation in its processing operations, covering emergency response, process hazard analysis, trade secrets, and compliance audits.

◆ Introduction of PSM-related technical methods, such as FMECA Failure Mode Effects and Criticality Analysis Procedural HAZOP and training on the PSM platform.

2030 Objective (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 2024, USIG 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)



Follow-up issue: Transportation safety management

Main target :SDG 3.6 · Secondary target :SDG 11.2 · 11.6



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 section



SASB Indicator

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Indicator items	Unit	2024 goal	2024 result	2025 goal	2027 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 transportation

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%).

Grievance mechanism

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 (sees 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.

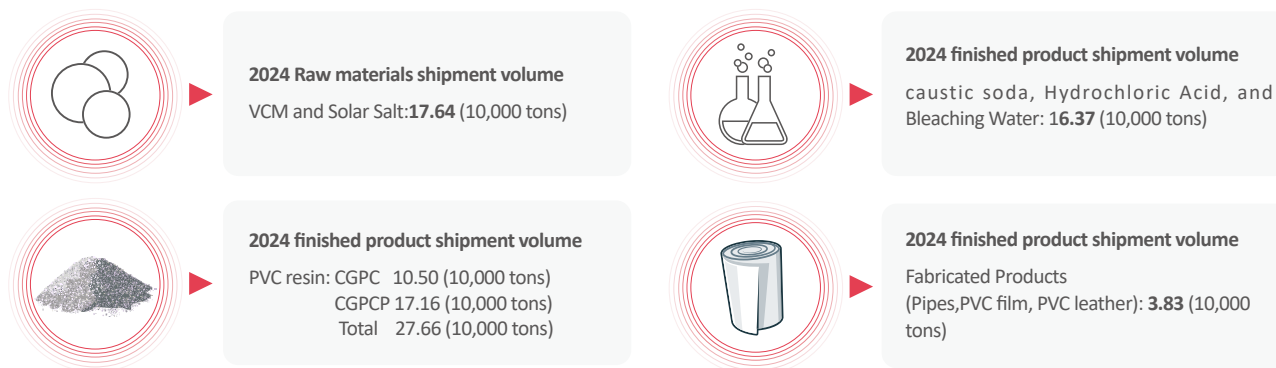
Annual qualification review items of transportation

- ◆ 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.

Company	Descriptions	Item	2022	2023	2024
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

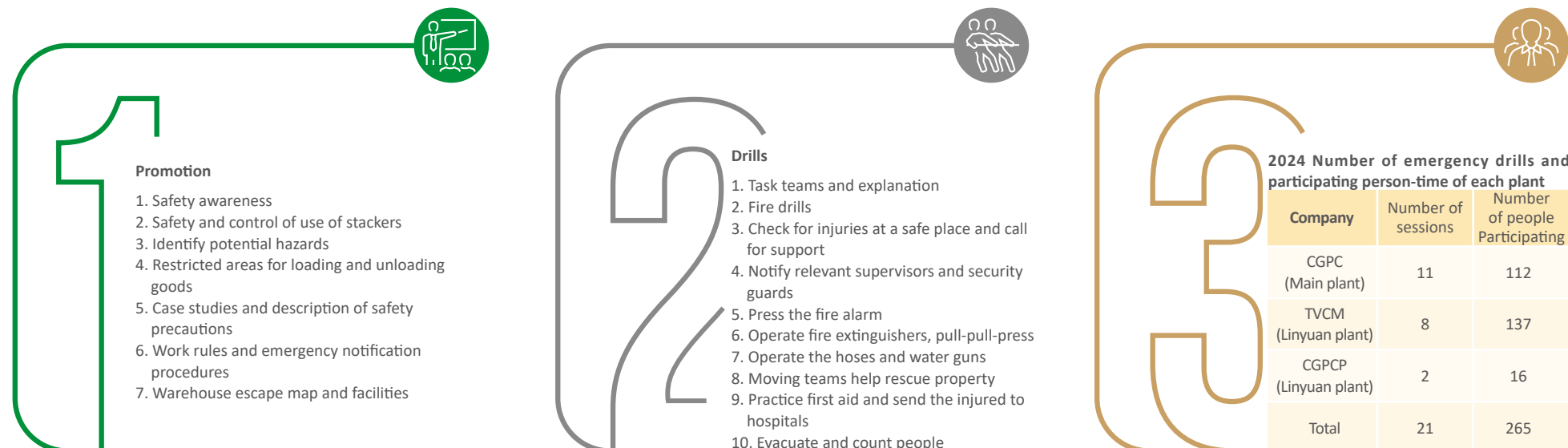


2024 Improvement rate of deficiencies found by transportation safety inspection and audit

Company	Total cases of deficiencies	Number of cases improved	Improvement rate
CGPC (Main plant)	25	25	100%
TVCM (Linyuan plant)	17	17	100%
CGPCP (Linyuan plant)	5	5	100%
Total	47	47	100%

Inspection and audit found 47 cases of deficiencies in transportation safety, and a total of 47 cases have been improved for an improvement rate of 100%.

6.5.2 Emergency response planning and training



Emergency drills and promotion



Promotion description



Operate fire-fighting facilities



Area Isolation Drill



Training of contractors



Incident Reporting Drill



Facility Operation Drill

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.



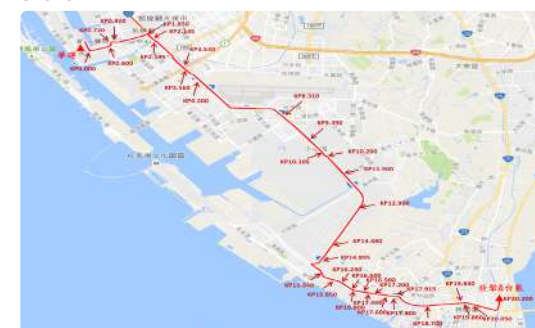
6.5.3 Pipeline maintenance plan

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.

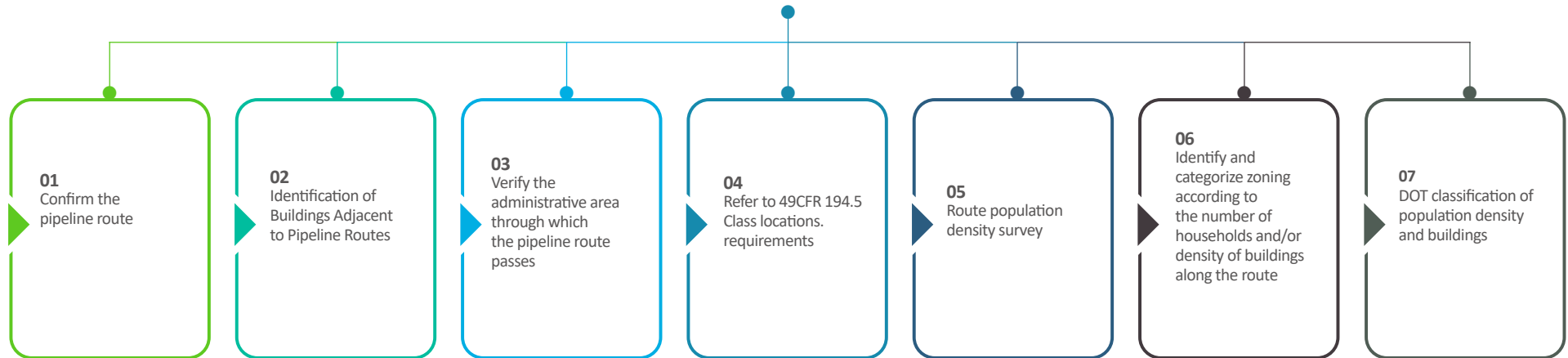
In order to identify and assess the hazards and potential risks of off-site underground pipelines and implement necessary control methods, we have established risk management measures of pipeline integrity management (PIM) based on international standards, which can eliminate or reduce the risk of unacceptable 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

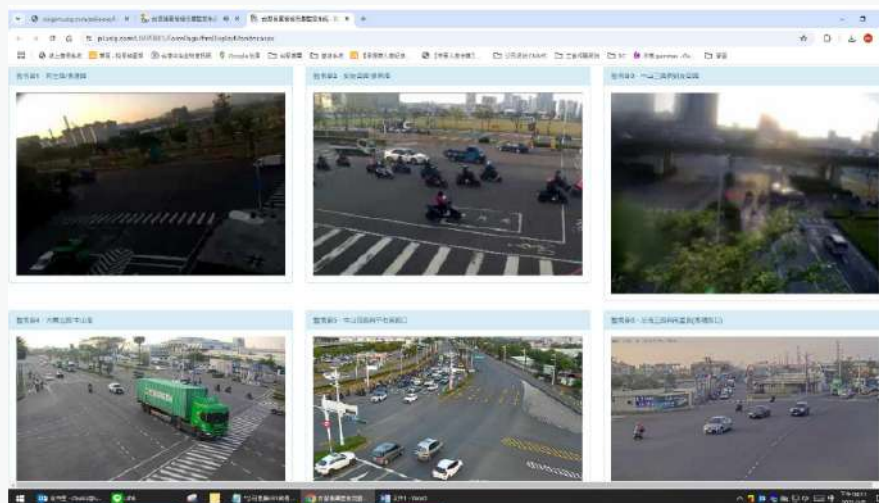


Risk assessment and countermeasures

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.

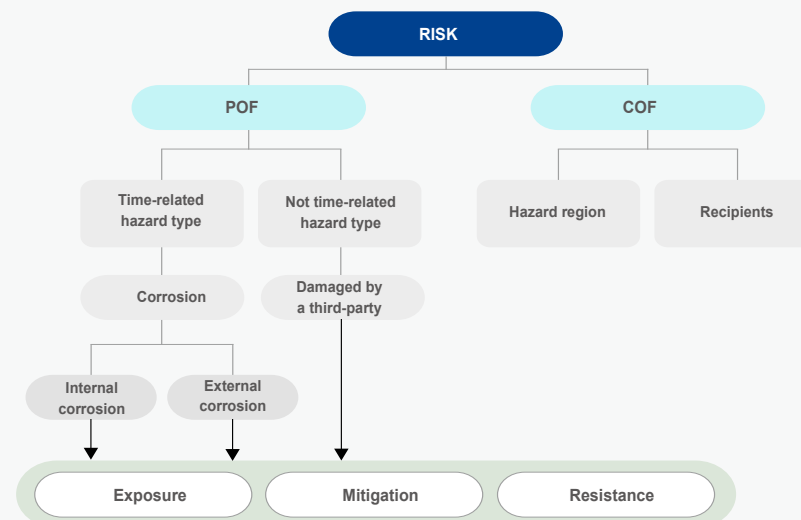
Therefore, high consequence areas along underground pipelines were identified, followed by hazard identification and risk assessment. A third-party organization was commissioned to review and verify the risk assessment report. In the same year, the government promoted the construction of the Kaohsiung Intercontinental Container Center. In response, USI Corporation planned and began the construction of storage tanks, with safety as the primary consideration and the introduction of smart equipment to lay a solid foundation for future operational 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 ILI 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 2024 was successfully completed on November 8)

Underground pipeline detection target achievement rate

		
Cathodic protection testing	Visual patrol inspection	Testing and patrol inspection conducted by engineers
Result : 4 times / year	Result : 1 time / day	Result : 6 times / year
Achievement rate : 100%	Achievement rate : 100%	Achievement rate : 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".



2024 Social welfare Key Descriptions

Environmental protection

◎ Beach clean-up

Conduct beach cleaning activities at Longfeng Fishing Port on September 21, 2024, mobilizing a total of 208 participants. The cleanup efforts resulted in the removal of 974.2 kilograms of waste. Since 2017, a total of 1,226 individuals have participated in these events, and a cumulative total of 4,187.6 kilograms of waste have been cleared.

Education and activities

◎ Event descriptions

1. In 2024, the USI Education Foundation spent a total of NT\$9.72 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.
2. 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 2024, there have been a cumulative total of approximately 865 participants.

◎ Adoption of street lights and parks

A total of NT\$1.5 million has been donated to the adoption of 15 consecutive years. A total of 3,000 street lights have been adopted, and the park adoption maintenance has accumulated a total of 844 person-times.

◎ Charity Club community care activities

In 2024, there were 7 visits conducted, making a cumulative total of 116 visits for 15 years.

◎ Promoting Health and Exercise Culture

1. The tennis championship tournament is held once a year. The 22nd tournament was held in 2024, and the tournament has drawn participation of a total of about 4,600 person-times over the years.
2. Starting 2020, the USI slowpitch softball friendship tournament would be held every year. The purpose is to develop team work and improve employees' cohesion.
3. Since 2023, the "USI Corporation Charity Basketball Game" has been held to promote employees' physical and mental well-being while supporting charitable causes. The 2024 event marked the second edition.
4. Employees were encouraged to participate in the Taipei Tech Earth Day Charity Run, and the USI Corporation organized the "USI Walk" (charity walk event) to promote health and public welfare.

◎ Blood Donation Activities

In February and August of 2024, the Company organized the 10th and 11th Neihu Technology Park Thousand People Blood Drive (USI Corporation was the co-organizer): 93 people; donated a total of 146 bags of blood (250cc/bag).

In December 2024, the CGPC Toufen main factory held its first "Passing on Your Love" blood donation event. Actual number of blood donors: 38 people donated a total of 59 bags of blood (250cc/bag).



6.6.1 Environmental protection

Beach clean-up

© Beach cleanup activity at the Long Fong Fishing Port

Since 2017, CGPC has supported the marine environmental policy of the Miaoli County Government Environmental Protection Bureau by adopting a 500-meter section of the Longfeng Fishing Port beach in Zhunan Township (please refer to [the Beach Cleaning and Adoption System](#)). Through beach cleanup activities, the Company aims to raise employees' environmental awareness and deepen their understanding of the harmful effects of plastics and marine debris on the environment and aquatic life. The initiative highlights the ecological crisis caused by marine waste and encourages the reduction of single-use plastic products, as well as proper waste sorting and recycling, to bring meaningful change to our environment. This year, CGPC once again collaborated with TTC's Toufen plant to co-host a beach cleanup event on September 21, 2024, to help maintain the cleanliness of the marine environment. This marked CGPC's seventh beach cleanup event in support of the "Love the Ocean" initiative. Led by Vice Chairman Han-Fu Lin and President Chi-Hung Hu, more than 200 employees participated enthusiastically, removing a total of 974.2 kilograms of waste in a collective effort to protect our beaches and oceans.

[ESG Event Video:](#)

1. Remarks from President Hu on the significance of the event;
2. Footage of employees participating in the beach cleanup.

Category	Weight (kg)
PET bottle	34.4
Glass bottle	73.0
Tin can	6.5
Fishing net/Fishing gear	430.0
Styrofoam	53.0
Bamboo and Wood	77.3
Other General Waste	300.0
Total	974.2



© Taoyuan-Hsinchu-Miaoli Regional Joint Autumn Beach Cleanup Event

CGPC actively participated in the Taoyuan-Hsinchu-Miaoli Regional Joint Autumn Beach Cleanup Event, which was held concurrently on Saturday, September 28, 2024. Prior to that, CGPC had already organized its own beach cleanup at Longfeng Fishing Port on September 21. In support of the government's initiative on September 28, the Company mobilized 49 volunteers to join the joint event, which involved approximately 800 participants. The team collected around 1,300 kilograms of general waste and 300 kilograms of recyclable materials. CGPC calls on everyone to join hands in protecting our oceans.



6.6.2 Community building and welfare

Streetlight and park adoption

◎ 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 15 consecutive years from 2010 to 2024, donating NT\$100,000 a year to Toufen Township Office to care for 200 street lights. Accumulating an amount of NT\$1.5 million and 3,000 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 15 years, from 2010 to 2024. Cleaning four times a month, for a total of about 844 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

© 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 2024, about 865 person-time has been mobilized to participate in beach cleaning, community environment cleaning, park maintenance, street cleaning, etc.



Employee Health Promotion and Exercise Culture Promotion

USI Corporation upholds the belief that “employees are the foundation of the enterprise” and is committed to fostering a healthy and positive workplace culture. To promote employees’ physical and mental well-being, relieve work-related stress, and advocate the positive impact of exercise, the Group has long supported a variety of sports activities. These initiatives not only enhance employee welfare but also strengthen team cohesion.



◎ Combining Charity and Sports - “USI Corporation Charity Basketball Game”

Since 2023, plants across the Linyuan area have jointly organized the “USI Corporation Charity Basketball Game,” combining employee wellness with social engagement. The 2024 second edition was hosted by APC, with teams from USI, TTC, TVCM, and CGPCP participating. After covering event expenses, each team voluntarily donated NTD 20,000 to support the Kaohsiung Municipal Renwu Senior High School basketball team and assist underprivileged student-athletes. In appreciation of the Group’s generous support, Renwu Senior High School presented a certificate of gratitude to the participating plants. This event not only strengthened camaraderie among employees but also embodied the Group’s commitment to caring for the underprivileged and fulfilling its corporate social responsibility. For event photos, please refer to [the company newsletter](#).

◎ Full participation in building a healthy workplace culture

USI Corporation encourages employees to take the initiative in forming sports clubs. Currently, a variety of groups have been established, including badminton, table tennis, yoga, and aerobic dance. The Taipei plant is also equipped with fitness equipment, allowing employees to exercise before or after work. This convenient setup fosters a healthy environment and helps cultivate a corporate culture of regular physical activity.

◎ Encouraging participation in sports activities to enhance employee engagement

- ◆ USI Cup Tennis Tournament: Initiated in 2003 and organized by the Linyuan Tennis Association under the commission of TVCM, the tournament reached its 22nd edition in 2024. Each year, the event attracts around 200 employee participants, with a total attendance of over 4,600 since its inception.
- ◆ USI Group Slow-Pitch Softball Friendship Tournament: Launched in 2020 and hosted in rotation by TVCM, CGPCP, TTC, USI, and APC, the 2024 tournament gathered around 70 employee participants, bringing the cumulative number of participants to over 440. In this year’s event, the joint team of TVCM and CGPCP competed against other plant teams. The lively atmosphere highlighted the spirit of teamwork and the strong unity within the Group. To add even more meaning to the event, Children Are Us Foundation was invited to provide snacks for participating employees. For event photos, please refer to [the company newsletter](#).
- ◆ For other activities, please refer to [CH6.4.2 Health Promotion Activities](#).

Community building and welfare

◎ Charity Club

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 2024, the Club organized 7 visits of community care, and a total of 116 visits have been organized from 2010 to 2024. 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.



◎ 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.



Community building and welfare

◎ 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.

◎ 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 21 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.



◎ Genesis Social Welfare Foundation

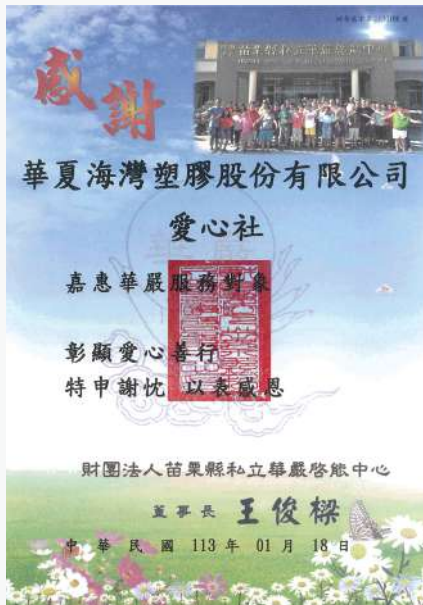
CGPC Charity Club has been actively supporting the Genesis Social Welfare Foundation through long-term donations, even during the pandemic period. The Genesis Social Welfare Foundation is dedicated to providing the best "care" for individuals in a vegetative state. They believe that these individuals, 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.



Community building and welfare

◎ Hwa Yen Development Center



◎ New Miaoli Children's Home



◎ 2024 Taipei Science Cup Love Earth Charity Run

The Taipei NeiHu Science Park Development Association, a registered nonprofit organization, held the "4th Taipei Science Cup Love Earth Charity Run" on April 21st. 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.



◎ 2024 USI Corporation "USI Walk" Achievement Showcase

The Group hopes that all employees can pay more attention to their health amidst their busy work schedules, maintain physical and mental well-being, and contribute to energy conservation and carbon reduction for the planet. To support this goal, USI Corporation collaborated with Walkii, Taiwan's largest sports platform, to launch the 2024 "USI Walk" event. Held over a three-month period starting in September, the event aimed to encourage employees to incorporate more walking into their daily lives and reduce vehicle use. Through this incentive-based program, the Group promoted awareness of regular physical activity and the habit of "walking more and driving less." ([Newsletter](#)) A total of 620 trees will be planted as part of this event, with 24 trees contributed through the efforts of USI Corporation employees who successfully met the activity goals ([see location map](#)).

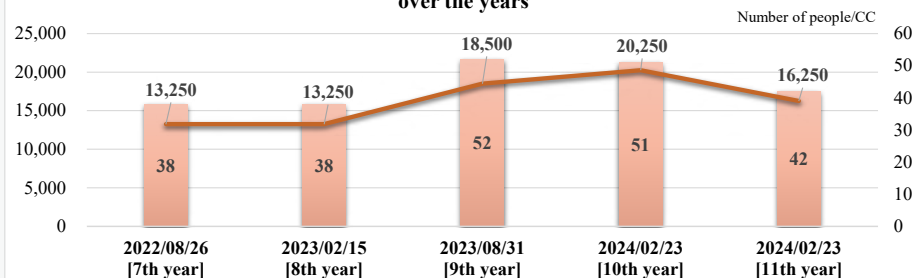
Blood Donation Event

◎ “Thousand people donation” campaign in Nei-Hu Technology Park

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



Results of thousand-people blood donation in Nei-Hu Technology Park over the years



◎ “CGPC Toufen Main Factory Blood Donation” Event

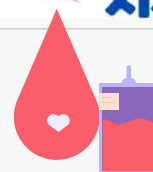
To fulfill its ESG sustainability principles and social responsibility, the CGPC Toufen main factory brought together employees from CGPC, Delta Chemical’s Toufen plant, and contractors to participate in the “Passing on Your Love” blood donation campaign. The blood donation event was held on December 3, 2024, from 13:00 to 16:00. A total of 38 people donated 59 bags of blood (250c.c. each), with a combined total of 14,750 c.c. donated.



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2024/12/03



6.6.3 USI Education foundation

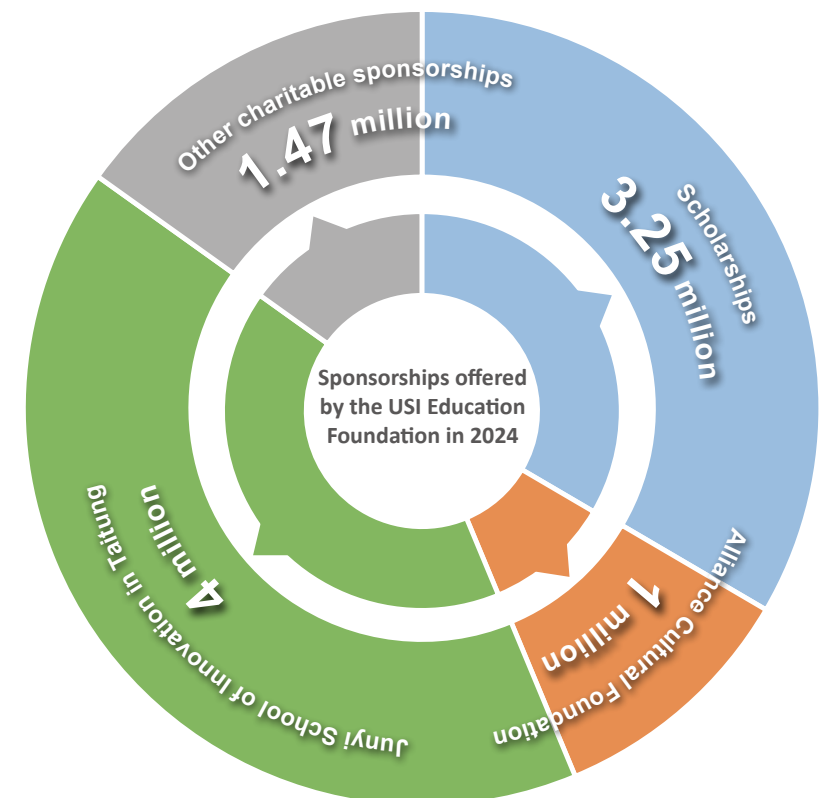
The USI Education Foundation was established on December 30, 2011, funded by the joint donation of USI Corporation and Asia Polymer Corporation. The Foundation officially started operation in 2012. It promotes educational charitable affairs, with focus on the education for the vulnerable and the rural 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 2024

In 2024, CGPC donated NTD 2 million to the USI Education Foundation. Through the Foundation, approximately NTD 9.72 million was allocated to various charitable initiatives, including NTD 3.25 million in scholarships and grants, NTD 1 million to the Alliance Cultural Foundation, and NTD 4 million to the Junyi School of Innovation in Taitung. Other charitable sponsorships amounted to approximately NTD 1.47 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	



Scholarships

◎ 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 13th year of the scholarship. A total of NT\$23 million has been awarded to over 330 students.

In 2024, a total of NT\$3 million was awarded to a total of 30 students from 18 departments of 11 public and private universities, including 3 doctoral students, 12 master's students, and 15 university students, of whom 20 were disadvantaged students. On December 6, 2024, 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. 「Be an angel in your own life and in the lives of others」

2024 Scholarship award ceremony



2024 Scholarship commendation luncheon



Dr. Han-Tai Liu, Chief Technology Officer, shared insights on career planning and encouraged the scholarship recipients

◎ 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 5 students have received the award.

Intelligent Scholarship Award Ceremony



Donations to Charitable Organizations

◎ The Alliance Cultural Foundation

To channel more resources into rural education and the sustainable development of the Hualien and Taitung regions, the Alliance Cultural Foundation (hereinafter referred to as “the Alliance”) and the Junyi School of Innovation in Taitung (hereinafter referred to as “Junyi School”) have long been the primary beneficiaries of the Foundation’s support. This year marks the 15th anniversary of the Alliance’s establishment, and its development efforts in the Hualien and Taitung regions have entered a stage of integration. The “Hualien-Taitung Sustainability Blueprint” laid out by the Alliance is built on three key pillars: cultivating local talent for sustainable development, establishing Junyi School as a model base for transformative education, and promoting international engagement in the region through the Paul Chiang Art Center.

The cultivation of local talent for sustainable development focuses on nurturing professionals through vocational education and supporting the deep-rooted cultural heritage of the mountains and the sea. Examples include the Bagelang Boat-shaped House project in Changbin, the Pisirian Cultural Center renovation and capacity-building program in Sanxiantai, support for the Cotton & Hemp House in Longchang which showcases a unique aesthetic and weaving craftsmanship, the Luanshan Forest Cultural Museum in Aliman, the Mountain Forest Base in Mazhongyuan of Fengbin Township, and the Saksaluan Hunter School of Xinchulan. The Alliance also introduced professional instructors from the industry to teach semester-long courses at National Cheng Kung Commercial & Aquaculture Senior Vocational High School, using local rice and seafood to teach Japanese cuisine and provide training in hospitality and travel planning. In addition, tour guide talent has been developed to transform Chenggong township from a stopover destination into one for in-depth tourism. Vocational cooperation projects that began more than a decade ago, such as mechanical processing, carpentry, and construction courses at Catholic St. Joseph Technical High School, have also been reinforced. These efforts have connected scattered initiatives into cohesive networks, leading to the formation of the “BINBIN Ecotourism Alliance” among local businesses in Changbin and Fengbin, and the “Island Living Co-Learning Network” that links Taiwan’s east coast, rift valley, and South-Link regions. Since 2014, the Alliance has supported the development of the Paul Chiang Art Center, with the aim of creating a space where visitors can engage with art and personally experience the harmony between nature and architecture. After a thousand days of construction, the art center is scheduled to officially open in the spring of 2025. The Alliance will support the center in exhibition planning and management, and will promote broader public engagement through various art and aesthetic education programs. It is hoped that in the near future, with the emerging talents cultivated by Junyi School, the artistic vision of Paul Chiang, and the collective efforts and resources coordinated by the Alliance, the center will become a key platform for international artistic exchange and establish the Hualien-Taitung region as a model for sustainable tourism.



Paul Chiang Art Promotion



Japanese Cuisine Course Support at National Cheng Kung Commercial & Aquaculture Senior Vocational High School

◎ Teach for Taiwan

Teach for Taiwan 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. Through training outstanding young talents and placing them in remote elementary schools for a minimum of two years, the program addresses the long-standing challenges faced by rural schools in Taiwan, such as difficulties in recruiting and retaining qualified teachers due to limited resources and frequent teacher turnover.

Since the launch of the first TFT cohort, the program has reached over 7,000 children, serving more than 1,000 students each year. According to an internal study conducted during the 2021 academic year, nearly 70% of the students taught by TFT participants demonstrated basic proficiency for their grade level. In addition to academic skills, the high-quality learning environments and teaching practices created by TFT participants have also helped nearly 70% of students develop strong non-cognitive skills, such as self-management, self-efficacy, grit, and emotional regulation. The program supports children in building capabilities beyond academics, empowering them to create change for their own futures.



Donate to charity groups

© Junyi School of Innovation

Taitung has a population of only around 200,000, accounting for just one percent of Taiwan's total population. Over 55% of elementary schools in the county have fewer than 60 students, resulting in limited and fragmented educational resources. As a result, meaningful change in the Hualien-Taitung region must begin with education. The core mission of Junyi School is to nurture young people with the competencies and values needed for character, life, and work. "Character" refers to character education, which encompasses responsibility, ethics, empathy, a sense of justice, independent thinking, and teamwork. Educators must guide students in developing a character-based outlook on life and a strong sense of civic responsibility. Junyi School emphasizes cross-disciplinary learning that integrates the arts and academic subjects, encouraging students to discover and develop their individual strengths. This approach helps them understand themselves, find direction in a rapidly changing world, and cultivate a rich inner life.

Dormitory life plays a crucial role in rural education, especially in Hualien and Taitung, where children often have to leave their hometowns after elementary or junior high school to pursue further education in urban areas. Junyi School provides a supportive dormitory environment that fosters students' independence, shapes their character and attitude toward life, and enhances their ability to live autonomously. Foreign teachers are stationed on campus to help students use English in their daily lives. Various dormitory activities, both active and reflective, allow students to develop self-leadership and teamwork skills through weekend activity planning and routine-based training. This dormitory model has become a hallmark of Junyi's educational approach.

To fulfill the vision of international education and nurture global talent, Junyi School launched the "Innovative Study Abroad Program" in 2017. Today, its students have studied in 15 countries. The school's diverse faculty and student body, combined with a variety of learning approaches, expand every student's capacity for inclusion and understanding, helping them interact meaningfully with people from different cultural backgrounds.

To make full use of its dormitory space during summer vacation, the Alliance collaborates annually with external partners such as Taipei American School, the C.H. Foundation, the Fruits Educational Foundation, and ShanGeng365 to organize free residential themed camps. These camps provide students with limited resources the opportunity to build confidence and enrich their learning in a caring and passionate environment through group living, singing, drama, and various activities. They also foster a spirit of volunteer service among university student volunteers in Taiwan.



Junyi Elementary Field Trip



Junyi Junior High School Social Exploration Program



Junyi School - Internationalized Campus Dormitory Life

© Boyo Social Welfare Foundation

Boyo Social Welfare Foundation was established in 2002 under the leadership of President Lee Chia-Tung, upholding the belief that "we must not allow poor children to remain trapped in poverty." For years, the foundation has provided free after-school tutoring and educational support materials for disadvantaged children in rural areas, aiming to break the cycle of inherited poverty through education. Through the dual approach of social work and educational services, Boyo offers care and guidance. Social workers help children break free from emotional and psychological burdens, while teachers assist them in understanding academic challenges. Everyone works together toward the same goal. This integrated approach is a key reason for the success of Boyo's after-school programs. 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. The goal is to help children become self-reliant and break free from poverty as they grow up, empowering them to choose their own careers and ways of life, and ultimately achieve the vision of "bringing hope home through knowledge."



Sponsor educational charity events

◎ Medical and Health Education Public Welfare Activities

Although the National Health Insurance program has made healthcare highly accessible and people no longer need to worry about medical expenses, and although it ensures that the public receives comprehensive medical care with peace of mind, the humanistic care provided by student medical service teams in remote areas represents the core value of medical education and healthcare professionals. These teams not only offer much-needed medical resources and knowledge to underserved communities, but also provide emotional support and companionship. More importantly, through the guidance of medical professionals, medical students are able to integrate their classroom knowledge into real-life practice and, through these non-commercial, purely service-oriented experiences, discover a sense of mission.

To encourage medical universities to organize medical service teams that bring healthcare services, health education campaigns, and free medical consultations to remote areas with insufficient medical resources, the Foundation provided partial funding for five medical and health education public service camps in 2024. These five service teams involved over 500 participants and served more than 2,600 people.

School	Club	location	Number of people Participating	Number of people served
Taipei Medical University	First Social Medical Service Team	Dacheng Township and three other townships in Changhua	110	300+
	Green Cross Medical Service Team	Shuilin and Yuanchang Townships in Yunlin	120	400+
	Mountain Region Social Medical Service Group	Ren'ai and Puli Townships in Nantou	70	400+
	TMU Maple Medical Youth Service Corps	Ren'ai and Puli Townships in Nantou	220	1,000+
China Medical University	Oral Health Education Service Team	Manzhou Township in Pingtung	30	500+

Taipei Medical University First Social Medical Service Team Clinic team members conducted initial consultations for local residents



Taipei Medical University First Social Medical Service Team



Taipei Medical University Feng-Hsing Sociomedical and Medical Knowledge Promotion Service Group - Recreational Camp



◎ 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. Specialized choir teachers nurtured by the Harvest365 Foundation, together with music teachers at Toufen Junior High School, instruct the Harmony Choir, which is composed of 7th and 8th grade students. The choir consists of nearly 30 students who, in addition to regular club hours, also use their after-school time for practice. Through vocal arts, the program aims to accompany students in their growth and, by performing on stage at the annual Harvest365 Music Festival, inspire their motivation to learn and help them build self-confidence.

Some students who originally lacked confidence in their singing have found joy and self-assurance through singing with their peers in the choir, and have even become braver. There are even students who practice singing so diligently at home that their parents have learned the songs too. Passionate teacher Chu Yu-Ching said, "The students' real progress does not lie in musical technique, but in their understanding of what 'chorus' truly means." Immersed in the atmosphere of music, students feel the strength of one another, and we hope they will continue to express themselves with confidence on their future paths!

