



Taita Chemical Company, Limited

2025

ESG report



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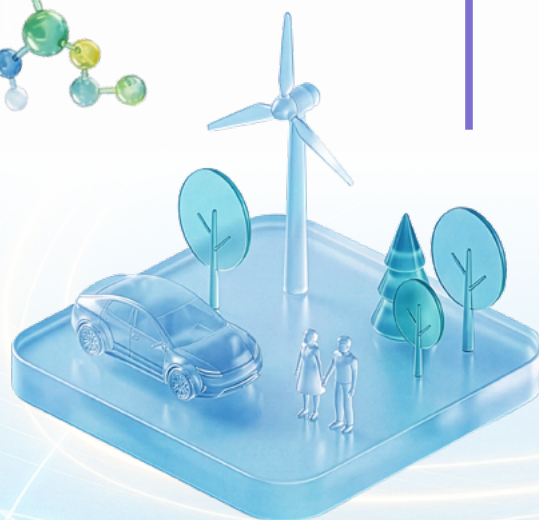
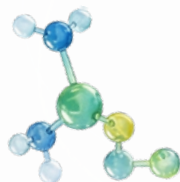
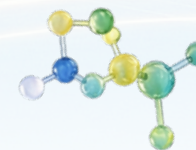
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About This Report

1. Basis of Framework

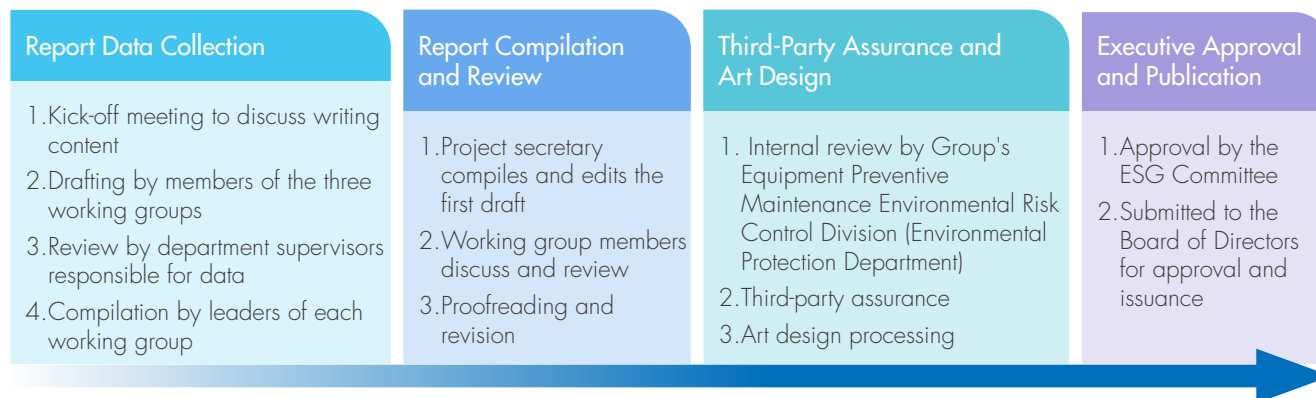
To provide all stakeholders concerned about Taita Chemical Company, Limited (TTC) with information on our implementation of corporate sustainability, the contents of this report are prepared in accordance with the 2021 version of the Global Reporting Initiative (GRI) Standards, the Sustainability Accounting Standards Board (SASB), and the Taiwan Stock Exchange Corporation Rules Governing the Preparation and Filing of Corporate Social Responsibility Reports by TWSE Listed Companies. We also referenced the framework of the Task Force on Climate-related Financial Disclosures (TCFD) and the United Nations Global Compact (UNGC) to determine the report contents, while setting targets and action plans that respond to The Sustainable Development Goals (SDGs).

2. Scope of the Report GRI 2-2 、GRI 2-3

The scope of this report covers all subsidiaries within the consolidated financial statements of TTC, including the Taipei headquarter, Qianzhen Plant, Linyuan Plant (including Kaohsiung Branch), Toufen Plant, and overseas subsidiaries—TTC (Zhongshan, Tianjin (Note), and Zhangzhou (Note)) Co., Ltd., hereinafter referred to as the Zhongshan Plant, Tianjin Plant, and Zhangzhou Plant; The environmental data covers the Qianzhen Plant, Linyuan Plant, Toufen Plant, and Zhongshan Plant. There report disclosure period is from January 1, 2025, to December 31, 2025. The contents of the report present management performance in operational, environmental, and social aspects. The financial information is consistent with the financial data audited by CPAs, and some statistical data are cited from the annual report, government agencies, and public information on relevant websites. Unless otherwise specified, the currency is in New Taiwan Dollars (NTD).

* Note: The Tianjin Plant and Zhangzhou Plant are currently not engaged in manufacturing operations, so there is no relevant information or data to disclose.

3. Report Editing and Management Process



4. Third-Party Assurance GRI 2-5

This report is prepared in accordance with GRI Standards: 2021. Deloitte Taiwan serves as the third-party assurance unit to review compliance with GRI Standards and perform limited assurance engagements on 5 ESG indicators in accordance with Assurance Standard No. 3000, issuing a limited assurance report.

5. Publication Schedule

This sustainability report is regularly published annually

- First issue time: December 2015
- Previous issue time: August 2025
- Current issue time: August 2026
- Next issue time: Scheduled for August 2027

You can download the report and related materials from the "Sustainable Development" section of TTC's website at <https://www.ttc.com.tw/zh-tw/dirCSRnew/frmReport.aspx>

6. Contact Us GRI 2-3

If you have any comments or suggestions about the content of this report, please feel free to contact Mr. Chung, ESG Committee Project Secretary

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ESG Email	esg-ttc@usig.com



Message from the Chairman

Facing the severe fluctuations of the international political and economic situation, the urgent challenges of climate change, and the structural changes faced by the petrochemical industry chain, in 2025 we continued to uphold the philosophy of "Create sustainable value for a sustainable society" to create long-term mutual benefits for all stakeholders, including customers, shareholders, employees, society, and the environment. Faced with the uncertainties of the broader environment, we deepened corporate resilience and promoted comprehensive transformation with more agile action and firm governance decisions.

» Precise Transformation, Deepening High-Value Blue Oceans

Over the past year, the general-purpose resin market faced severe overcapacity, and the petrochemical industry encountered unprecedented red ocean competition. We deeply realize that moving towards high added value is the ultimate answer to sustainable operations. Therefore, we actively invested in the development of lightweight, high-quality, and low-carbon circular material products. USI, APC, TTC, and CGPC have all passed the ISO 14021 PIR material certification and developed recycled circular products, while continuously expanding the scope of Business to Consumer (B2C) applications. We are committed to providing customers with higher quality and more innovative and competitive solutions to ensure long-term profitability for shareholders and a lasting corporate legacy.

» Agile Collaboration, Empowering Operations Management with AI

In an era where profit margins are severely compressed, we actively optimized our internal operational constitution. We are fully promoting the practical application of AI technology, introducing artificial intelligence into manufacturing, administrative management, and R&D processes, thereby significantly improving resource utilization efficiency and process yield rates through data-driven approaches. Meanwhile, we are dedicated to shaping a highly efficient "One Team" cross-departmental collaborative culture. This not only empowers all colleagues to have higher combat capability amidst changing circumstances, but we also hope to extend this efficient and lean management experience outward, driving supply chain partners to move toward modern, excellent operations simultaneously.

» Climate Resilience, Deepening Nature-Related Financial Disclosures

We profoundly understand the interdependence between business operations and the natural environment. In terms of climate action, both USI and CGPC were awarded a B-level (Management) rating in the Carbon Disclosure Project (CDP) climate change and water security questionnaires. This excellent achievement reflects the company's outstanding transparency in environmental governance, as well as our practical capability to actively respond to climate risks and implement resource management. We are even more determined in striding towards our long-term goals of a "27% carbon reduction by 2030 compared to the baseline year" and "Net Zero by 2050." To implement low-carbon operations, the Group's USI Green Energy Corporation continued to expand its green power layout. In 2025, solar grid-connected capacity increased to 9MW, with an annual power generation exceeding 11.25 million kWh, and is set to further reach an installation scale of 12MW by 2027. In addition, in response to global concerns regarding biodiversity, five listed companies within the Group have fully launched the "Taskforce on Nature-related Financial Disclosures (TNFD)" project. Through a systematic inventory of operational activities' dependencies and impacts on natural capital, we have elevated environmental risk management to an entirely new level, concretely fulfilling our commitment to protecting the ecological environment.

» Human Rights Protection and Social Inclusion

Employees are the foundation of corporate transformation. We are committed to creating a diverse, inclusive workplace that emphasizes occupational safety. Simultaneously, we share the fruits of corporate growth with society through the USI Education Foundation. In 2025, the Foundation invested a total of approximately NT\$10.04 million to continuously support multiple public welfare projects such as scholarships for outstanding students, rural education and regional revitalization in Hualien and Taitung, rural medical services, after-school tutoring for disadvantaged students, indigenous cultural revival, and coastal cleanup activities, exerting substantial and far-reaching social influence.

The company participated in the 18th "TCSA Taiwan Corporate Sustainability Awards" in 2025, winning the "Taiwan Top 100 Sustainable Companies" in the Comprehensive Sustainability Performance category, and the Platinum Award for Corporate Sustainability Report in the Sustainability Report category. In the aspect of environmental resource reuse, by combining low-carbon material development with carbon inventory technology to gradually realize practical results in low-carbon process materials, we provide high-quality low-carbon ABS material TAIECORTM, winning the "Carbon Management Award" at the 3rd SGS Green Sustainability Achievement Presentation. In terms of promoting energy conservation, carbon reduction, and Net Zero strategies, we won the "Net Zero Industry Competitiveness - Excellence Award" at the 4th 21st Century Foundation Net Zero Industry Competitiveness Awards.

Looking ahead, market challenges remain severe, but our direction forward is incredibly clear. We will continue to use action and cross-boundary cooperation as a cornerstone, steadily moving forward on the path of sustainable development. We thank all stakeholders for their long-term trust and support, and we look forward to walking hand in hand with you to co-create a more resilient and valuable long-term future.

Taita Chemical Company, Limited
Chairman
Quintin Wu



2025 Key Sustainability Performance

» Governance

Top 1% of listed companies in the market value under NT\$5 billion category in the 12th Corporate Governance Evaluation

Operating revenue of **NT\$14.5 billion**

"Traditional Manufacturing Industries - Platinum Award" of Corporate Sustainability Report Awards at the 18th Taiwan Corporate Sustainability Awards (TCSA)

"Taiwan Top 100 Sustainable Companies" at the 18th TCSA Comprehensive Performance Awards

"Carbon Management Award" at the 3rd SGS Green Sustainability Achievement Presentation

"Net Zero Industry Competitiveness - Excellence Award" at the 4th 21st Century Foundation Net Zero Industry Competitiveness Awards

» Environment

Total environmental management expenditure is **NT\$159.26 million**

Total investment in energy-saving equipment is **NT\$96.71 million**

Energy consumption per unit of product decreased by **8.14%** compared to 2017

Scope 1 and 2 greenhouse gas emissions decreased by **19.18%** compared to 2017

Water consumption per unit of product decreased by **18.71%** compared to 2017

The proper waste handling rate is **100%**

» Society

Cumulative total working hours without disabling injuries reached **9.86 million hours**

Total expenditure of the neighborhood fund is **NT\$1.73 million**

Participated in the Air Quality Purification Zone Adoption Project of the Environmental Protection Bureau, Kaohsiung City Government, **selected as an excellent adopting enterprise and awarded a certificate of appreciation**

Responded to the energy saving, carbon reduction counseling, and cross-departmental greenhouse gas cooperative reduction plan operation of the Environmental Protection Bureau, Kaohsiung City Government

Donated **NT\$2 million** to the USI Education Foundation





Corporate Sustainability Vision

1. Sustainability Vision and Business Strategy GRI 2-16、GRI 2-22、GRI 2-23、GRI 2-24

The sustainability vision of USI Group is "Creating Sustainable Value Together, Gathering for a Sustainable Society." We hope to continuously create and consolidate sustainable value with our core competencies, thereby contributing to societal sustainability.

From the sustainability vision, we developed three core strategies: "R&D and Innovation," "Steady Operation," and "Social Inclusion," looking forward to co-creating value with stakeholders. We extended the content of the core strategies to develop 7 key topics, collectively built upon the foundation of integral and reasonable partners.





As a member of USI Group, TTC will follow the Group's vision to set four major sustainability principles: "Establish Robust Governance," "Building an Innovative Supply Chain," "Creating Friendly Environments," and "Shaping an Inclusive Society," while connecting key topics and annually reviewing the consistency between material topic analysis results and the sustainability principles, as well as examining and discussing the achievement status of annual performance. TTC's sustainability strategy and its economic, environmental, and social promotion plans are as follows:

Sustainability Strategy and Short/Medium-to-Long Term Plans

Aspect	Short-Term Plan (2025)		Medium-to-Long Term Plan (2027-2030)
	Action Plan	Target	
 Governance	- Conduct production and sales budgeting - Continue planning for new capacity. - Continue debottlenecking planning. - Enhance market competitiveness and continuous profitability through AI tool solutions. - Improvement of basic performance for general-grade ABS products. - Development of ESG low-carbon ABS materials. - Improvement of particle size concentration for EPS products. - Development of high-value water material applications for GPPS materials.	90% full production and sales for ABS/SAN, 100% full production and sales for GPS, 100% full production and sales for EPS, 90% full production and sales for Zhongshan EPS, 100% full production and sales for GW. - Continuously maintain positive profitability every year. - Gross level improved to 99 GD. - Collaborate with the Innovative Application Department to commercialize. - S-material concentration > 78%. - Collaborate with the Commercial Product Development Center.	- By understanding customer demand for products, integrate the Group's functional technologies and combine products to develop products that meet customer needs. - Retain strong sales and eliminate weak ones, adjust sales strategies, and strengthen the sales of advantageous products. - R&D personnel collaborate with business units to conduct market development and expand product application fields. - Development of EPS formulas substituting raw materials limited by REACH regulations. - Development and promotion of TAIECOR™ environmentally friendly materials. - Introduce AI tools to optimize processes and product development to meet the 5-Zero goals of environmental safety (Zero Pollution, Zero Emissions, Zero Occupational Injuries, Zero Incidents, Zero Breakdowns).
 Environment	- Environmental protection regulations are becoming increasingly strict; safety and environmental protection work must never relax. Each plant manager serves as the person in charge of the plant area. - The Company and its consolidated subsidiaries introduce ISO 14064-1 greenhouse gas inventory. - Reduce the impact of energy consumption on the environment. - Set energy saving and carbon reduction targets. - Reduce the impact of air pollution emissions on the environment and residents' health. - Reduce the hazards of waste to the environment and human body.	- Safety and environmental protection are managed at hierarchical levels. - The Company and its consolidated subsidiaries complete external assurance for greenhouse gas inventory and obtain certification before Q3 of the year. - Reduce energy consumption per unit of product by 3%. - Electricity saving rate 1.5%, target annual carbon reduction achievement rate 100%. - Zero fines for exceeding air pollutant emissions. 100% proper waste disposal rate.	- Energy consumption per unit of product decreased by 6% compared to the 2017 baseline year. - Zero fines for exceeding air pollutant emissions. 100% proper waste disposal rate. - Greenhouse gas carbon emissions decreased by 27% compared to the baseline year.
 Society	- Counseling and training on PSM (Process Safety Management). - Create a happy workplace, providing employees with a safe and pleasant working environment. - Provide employees with complete education and training. - Reduce occupational hazards. - Compensation and gender equality. - Social welfare sponsorship.	- Complete the establishment of the PSM management system at Linyuan Plant and Qianzhen Plant. - Reduce the turnover rate to below 7.5%. - The per capita training target is 18.5 hours. - Zero industrial safety disasters, with 0 disabling injuries. - No violations of labor laws and human rights.	- Linyuan Plant and Qianzhen Plant continue to promote the Process Safety Management (PSM) system. - Reduce the turnover rate to below 7%. - Strengthen industrial safety inspections, aiming for zero industrial safety disasters. - Care for disadvantaged groups and fulfill social responsibilities.



2. Business Philosophy and Strategic Goals

In promoting sustainable operations, the company takes "Creating Sustainable Value Together, Gathering for a Sustainable Society" as its core philosophy, actively driving ESG strategies to respond to environmental and social challenges. We have obtained the SGS Green Mark - ISO 14021 PIR (Pre-Consumer material) validation, demonstrating our determination to commit to source reduction of industrial waste, working hand-in-hand from the supply chain to the consumer chain to walk alongside sustainability.

The company's business strategic goals: Actively expand new overseas markets, enhance the breadth of sales regions, and reduce dependence on a single market to fully leverage full production and sales.

Short-Term Goals	Medium-to-Long Term Goals
- Continue to develop advantageous markets, adjust sales strategies, and strengthen the sales of advantageous products. - Implement the management of raw materials/finished products and the supply chain. - Improve operational efficiency. - Enhance customer service quality. - Strengthen current market positions through AI solutions, developing ESG low-carbon and high-value products, and continuously saving energy and reducing carbon.	- Deeply penetrate the market to gather information, provide technical services to customers, conduct market development, and expand the application fields of products. - Grasp the current status of global bulk raw materials to optimize integrated supply chain management and profit opportunities in product sales. - Define target markets and target customers, leverage TTC's existing market advantages to enhance overall operational efficiency and profitability. - Develop new and niche products that are friendly to the environment and customers, satisfying market and customer needs, while improving technology R&D capabilities and corporate profitability. - Optimize processes and introduce AI smart manufacturing to improve efficiency and reduce costs.

Our Value Chain GRI 2-6

1. Main Products and Value Chain

TTC's main products include ABS resin, AS resin, GPS, EPS, High Impact Polystyrene (HIPS), and glass wool. For details, please refer to the product introduction on the company website.

Upstream	Midstream	Downstream
Raw Material Suppliers	TTC (Polymerization and Compounding Granulation Processes)	Processing Plants / Customers
Butadiene, Acrylonitrile, Styrene	Linyuan Plant TAITALAC ABS Resin	ABS: Applications such as battery casings, helmets, pipes, sanitary ware, and flame-retardant needs.
	Linyuan Plant TAITALAC SAN Resin	AS: Sanitary ware, packaging materials, fruit/vegetable boxes, building materials, etc.
Styrene	Qianzhen Plant TAITAREX® GPPS Resin	GPS: Home appliances, 3C accessories, light guide plates, food containers, packaging boxes, etc.
	Qianzhen/Zhongshan Plant TAITACELL EPS Expandable Resin	EPS: Packaging materials, food containers, building materials, etc.
	Qianzhen Plant TAITAREX HIPS Resin	IPS: Computer peripheral products, home appliance products, extruded board products, spools, floats, etc.
Window glass, Mineral sand, Metal oxides	Toufen Plant Glass wool / High-temperature melting / Spinning molding process	Glass wool, rolls, boards, sheets, ceilings, insulation pipes, and wrapped glass wool, etc.

» Industry Scale

ABS Products:

Production of 100,000 tons/year. SAN products: Production of 20,000 tons/year. Expanding export markets in Southeast Asia/Central and South America.

GPS Products

Production of 100,000 tons/year. Mainly exported to South Africa/Egypt/Southeast Asia markets.

EPS Products (including Mainland China region):

Production of 240,000 tons/year. Applied in the packaging material market and anti-static packaging market. Mainly exported to Central and South America/Southeast Asia/Canada/Australia markets.



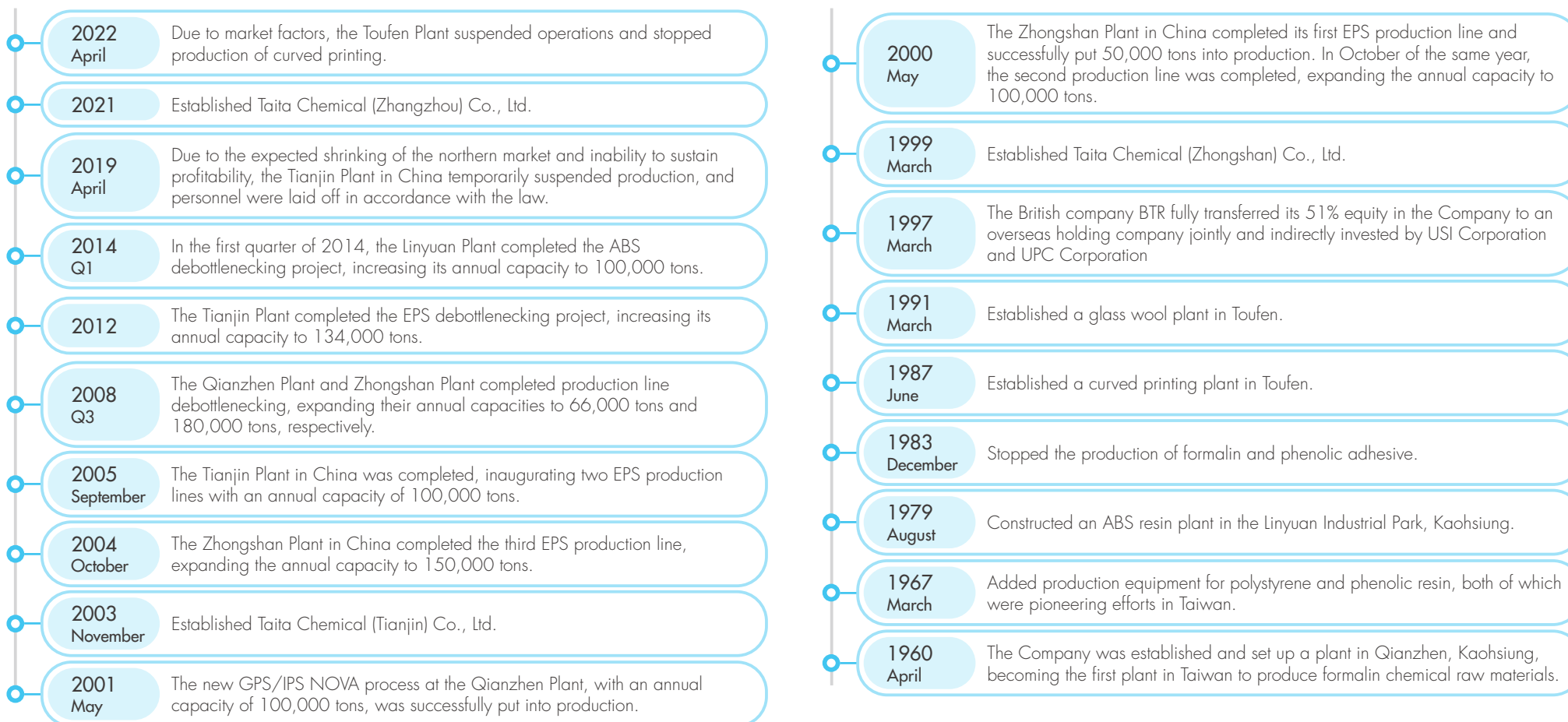
2. Company History and Operating Locations GRI 2-1

Basic Information of TTC

Company Name	Taita Chemical Company, Limited (TTC)	Capital	NT\$3.976 billion
Industry Sector	Plastics Industry / Glass Wool	Operating Revenue	NT\$14.5 billion
Headquarters Location	12F., No. 37, Jihu Rd., Neihu Dist., Taipei City	Number of Employees	471 people



* Note: The above data is collected as of December 31, 2025.



3. Participation in External Organizations GRI 2-28

Exchange is one of the active actions to promote professional growth. The Company participates in various professional groups, combines external forces to strengthen its influence, and promotes technology and capabilities in various fields through interactive sharing among public associations. We fund public associations to compile publications and organize activities, jointly committing to enhancing industrial development.

Key External Organizations Participated by TTC in 2025

Name of the Association Participated	Member	Committee	Supervisor/Director
Petrochemical Industry Association of Taiwan	●	●	●
Taiwan Synthetic Resins Manufacturers Association	●		●
Taiwan Plastics Industry Association	●		

Name of the Association Participated	Member	Committee	Supervisor/Director
Taiwan Responsible Care Association (TRCA)	●	●	
Taiwan Fire Safety & Material Association	●		

Stakeholder Engagement GRI 2-29

1. Stakeholder Communication and Participation

During business operations, stakeholders may be those affected by the Company's operations, those who proactively influence the Company's operations, or those the Company has a responsibility and obligation to respond to. Actively and broadly communicating with stakeholders to fully understand their concerned topics and thoughts, and providing timely responses, will assist us in continuous improvement and growth. Earning the trust and support of stakeholders is the driving force for TTC to move towards sustainable development.

2. Categories of Stakeholders

• Employees

Current employees and contract employees.

• Investors

General shareholders and institutional shareholders.

• Customers

Existing customers and potential customers.

• Suppliers/Contractors

Existing suppliers, existing contractors, potential suppliers, and potential contractors.

• Community Residents

Community neighborhoods, local groups, and local schools.

• Government Agencies

Local government competent authorities.

• Non-Profit Organizations

Industry associations, local public representatives, environmental groups, labor rights groups, and others.

• Peers

The industry.

• Media

Newspapers, radio stations, and magazines, etc.

• Partners

Corporate collaborating personnel.

• Academic Institutions

Academic community groups.

Every two years, an assessment form is used to survey the leaders of each working promotion group under the Sustainability Development Committee, plant supervisors, and supervisors of the Group's common service departments. Regarding the stakeholders they contact or influence in their business, such as the 11 groups and organizations mentioned above, the identification and assessment of core stakeholders are conducted based on the responsibility, influence, dependency, tension, and diverse perspectives defined in the AA1000SES (2015) (Stakeholder Engagement Standards, SES).



3. Core Stakeholder Identification and Assessment

In December 2024, after collecting 72 assessment questionnaires, the ESG Committee's Project Secretary and three team leaders held a discussion. Based on the identification scores, six categories were determined as core stakeholders: (1) Customers, (2) Employees, (3) Suppliers/Contractors, (4) Investors, (5) Government Agencies, and (6) Local Communities. These are listed as the basis for prioritizing communication between TTC and its stakeholders.

4. Stakeholder Communication Channels

Core Stakeholders	Contact Window	Phone
Employees	Administration Section Ms. Gong	07-7040988 ext. 1308
Customers	Sales Department Ms. Wu	07-7040988 ext. 6214
Investors	Spokesperson Director Huang	07-7040988 ext. 3278

Core Stakeholders	Contact Window	Phone
Government Agencies	Safety Office Mr. Yeh	07-7040988 ext. 1328
Suppliers/Contractors	Procurement Division Mr. Li	07-7040988 ext. 3786
Local Communities	Manager's Office Mr. Li	07-7040988 ext. 1322

5. Core Stakeholders' Topics of Concern, Communication Channels, and Actual Implementation Status

TTC understands the topics of concern to stakeholders through various communication channels, which serve as an important reference for the content presentation of the report and the future development of corporate social responsibility. Meanwhile, we also respond to core stakeholders through the report to promote continuous internal and external communication and achieve mutual progress and growth.

The communication status with various core stakeholders is reported annually at the Sustainable Development Committee meetings and simultaneously reported to the Board of Directors.

2025 Stakeholder Identities, Issues of Concern, Communication Channels, and Methods of Response

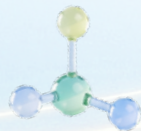
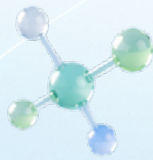
Stakeholder	Importance	Topics of Concern	Communication Channels & Frequency	2025 Engagement Results
Employees	Employees are the most important assets of the enterprise and one of the key factors for successful operations. TTC adopts the employment principle of meritocracy and putting the right people in the right places, allowing employees to work with peace of mind, fully demonstrate their expertise, and maximize their potential to achieve the company's sustainable operations goals.	- Occupational Health and Safety - Employee Benefits - Labor-Management Relations - Regulatory Compliance - Economic Performance - Talent Attraction and Retention	- EHS Management Committee (Every 2 months) - Occupational Health and Safety Committee (Quarterly) - PSM Meeting (Monthly) - Union Board of Directors and Supervisors/Welfare Committee (Quarterly) - Union Member Representative Assembly (Annually) - Labor Retirement Reserve Committee (Semi-annually) - Health Checkups and Post-Checkup Briefings (Annually) - Education and Training (Scheduled Plans) - Employee Communication Meetings (Quarterly) - Gender Equality Grievance Mailbox / Employee Grievance Mailbox / Proposal System (Anytime)	- Salary adjustments based on the price index and personal performance (The average salary adjustment for employees in 2025 was approximately 3%) - Training related to human rights protection and ethical corporate management, totaling 1,417 hours - Total employee training hours reached 14,825 hours, averaging 31.5 hours per person 0 disabling injury cases, no major occupational accidents occurred - Occupational nurses and doctors provided health education to individuals requiring follow-up based on health checkup results, totaling 105 visits - Convened various OHS and environmental meetings with relevant department heads in attendance, reviewing and communicating EHS matters through these meetings - The General Manager held an all-employee communication meeting 1 time - Contact Units: Administration Section / HR Department / Industrial Safety Office



Stakeholder	Importance	Topics of Concern	Communication Channels & Frequency	2025 Engagement Results
Customers	Customers are important partners in the operation and development of TTC. We provide satisfactory products to customers through order fulfillment and product improvement. Customer quality requirements also drive the company's technology R&D and quality management.	- Product Quality - Technology R&D - Economic Performance	- Regulatory Provisions / QA Meeting Review (Monthly) - Technical Services / Customer Factory Visits / Visiting Customers (Irregular) - Customer Satisfaction Survey (Annually) - Execute joint development of customized products (Irregular) - Company Website: Continuously update domestic and international product certification information	- Contacted, visited, and communicated with customers through various methods, and convened QA meetings for review - Continued processing of ISO 14021 PIR certification for TAIECOR products - Average customer satisfaction survey score for Linyuan/Qianzhen Plant was 93% - Toufen Plant customer satisfaction survey score was 97% - Zhongshan Plant customer satisfaction survey score was 91% - Contact Units: General Manager's Office / Sales Department / R&D Department
Suppliers/ Contractors	Excellent suppliers can provide high-quality and stable raw materials, while engineering contractors can provide professional construction or supplement the factory's construction manpower shortage. TTC hopes to assist and work together with vendors, focusing on quality, scheduling, and sustainable management to jointly complete entrusted tasks.	- Supply Chain Management - Procurement Strategy - Regulatory Compliance - Transportation Safety Management	- Quality Abnormality (Supply & Construction Quality) Tracking and Review Meeting (Irregular) - Visits, Interviews, Communication Review Meetings (Irregular) - Protocol Organization Meeting / Submit Hazard Notification Form (Before construction starts) - Contractor Communication Records / Contractor / Supplier Evaluation (Annually) - Industrial Safety Course Education and Training (Irregular) - Supplier Questionnaire Survey / Provision of Product Material Data (Irregular)	- A total of 263 suppliers were evaluated - A total of 30 contractor construction performance evaluations were conducted - Contractor safety and health education and training totaled 1,658 hours - Contact Units: Procurement Department / Industrial Safety Office
Investors	Investors are vital supporters of the company's survival and development. Through capital investment and participation in corporate governance supervision, they enable the enterprise to sustainably survive, develop, and maintain operations.	- Product Quality - Technology R&D - Economic Performance	- Market Observation Post System: (Real-time / Periodic / Updated and disclosed as regulated) - Annual General Shareholders' Meeting: (Annually) - Company Website "Investor Services" / Group Joint Shareholder Service Network (Anytime) - Hold Extraordinary Shareholders' Meeting (Irregular) - Publish Annual Report (Once a year) - Publish ESG Report (Once a year) - Publish Task Force on Climate-related Financial Disclosures (TCFD) Report (Once a year) - Publish Financial Report (Quarterly) - Institutional Investor Conference (At least twice a year) - Spokesperson Contact Information (Irregular) - Company Website Audit Committee Email (Irregular)	- Held the Annual General Shareholders' Meeting on May 28, 2025 - Held institutional investor conferences on March 25, May 20, August 26, and November 25, 2025 - Conducted education and training related to ethical corporate management, with a total of 691 employee participations and 754 total training hours - Established internal and external whistleblowing channels and processing systems to implement the code of ethical conduct and ethical corporate management best practice principles. Submitted the ethical corporate management report on November 7, 2025 - Established an Investor Section on the company website. - Contact Units: President's Office / Human Resources Department



Stakeholder	Importance	Topics of Concern	Communication Channels & Frequency	2025 Engagement Results
Government Agencies	Government agencies are important indicators for enterprise development and market expansion. Complying with and responding to government agency regulations is the basic principle of business operations.	- Regulatory Compliance - Climate Change and Energy Management - Air Pollution Control - Waste Management - Water Resource Management	- Visit relevant government departments (Irregular) - Participate in advocacy seminars, public hearings, etc., held by relevant government departments (Irregular) - Cooperate with items required by various plans of the competent authority (Irregular) - Market Observation Post System (Annually)	- A total of 180 audits were conducted by environmental/labor inspection/firefighting competent authorities - Participated in external meetings and regulatory briefing sessions held by government and public associations - The greenhouse gas emissions in 2025 were 73.9 thousand tonnes of CO₂e - Waste proper disposal rate: 100% - Water consumption: 410 million liters - Contact Units: Safety Office / Environmental Protection Department
Local Communities	Upholding the spirit of taking from society and giving back to society, TTC spares no effort in caring for local neighborhoods, community groups, and local schools. We also provide job opportunities and maintain continuous interaction and networking with local communities to sustain friendly relations and prosper the local economy. The company's core community scope is centered around its main production and operation sites (Linyuan District and Qianzhen District in Kaohsiung City, and Toufen City in Miaoli County).	- Air Pollution Control - Community Involvement and Social Public Welfare - Occupational Health and Safety	- Company Website (Anytime) - Visit local groups / Moderately sponsor local activity funds (Irregular) - Pollution Control Meeting / Safety and Health Promotion Meeting (6 times a year respectively) - Industrial Park Monitoring Connection Meeting (Quarterly) - Networking Competitions (Irregular) - PSM Meeting (Monthly)	- The company invested NT\$1.71 million in local community care sponsorships in Linyuan District - USI Education Foundation sponsored and invested NT\$2.0 million - Participated in the Kaohsiung City air quality purification adoption activity - Assisted in repairing various public facilities in Linyuan District - Visited community neighborhood chiefs, participated in local neighborhood care gatherings, activities, networking lectures, and seminar activities of community social development associations and various associations - Participated in relevant activities co-organized by the Group and local entities to promote local harmony - Continued to implement the PSM system to reduce the chance of disasters - Contact Units: Plant Manager's Office / Administration Section / Industrial Safety Office / Environmental Protection Section





Material Topics Management

The company's material topic identification and analysis are set to be conducted every two years. This year continues the material topics identified in 2024, continuously tracking and reviewing the effectiveness of achieving various goals.

1. Process to Determine Material Topics GRI 3-1 、GRI 3-2

I. Identify Key Stakeholders

Following the five dimensions of the AA1000SES Stakeholder Engagement standard principles:

Responsibility, Influence, Dependency, Diverse Perspectives, and Tension. We sent stakeholder identification questionnaires to ESG task force supervisors. After the statistical results were approved by the project secretary of the Sustainable Development Committee and team leaders, six core stakeholder groups were determined based on their identification scores: Employees, Customers, Investors, Suppliers/Contractors, Government Agencies, and Local Communities.

II. Collect ESG Topics

Referring to international sustainability norms and standards (GRI Universal Standards, SASB, SDGs, TCFD) and the company's operational goals and vision, the task force compiled 28 positive/negative actual and potential sustainability topics, including: positive actual impact topics (7), positive potential impact topics (7), negative actual impact topics (7), and negative potential impact topics (7).

III. ESG Topic Positive/Negative Impact Survey

A questionnaire survey on the 28 ESG topics was conducted among TTC's six core stakeholder groups, scoring based on the degree of positive and negative impact of the topics. A total of 72 valid responses were received.

IV. ESG Topic Positive/Negative Impact and Likelihood Survey

A questionnaire survey on the 28 ESG topics was conducted among TTC's internal unit heads and directors, scoring based on the degree of positive and negative impact of the topics and the likelihood of occurrence. A total of 25 valid responses were received for statistical analysis.

V. Determine Material Topics

The questionnaire results were charted, and based on the ESG task force's recommendation, ESG topics meeting the significance threshold were designated as "significant topics." The significant topics were categorized into environmental, social, and governance aspects, converging into 8 material topics. The results were submitted to the Sustainable Development Committee for approval and reported to the Board of Directors.

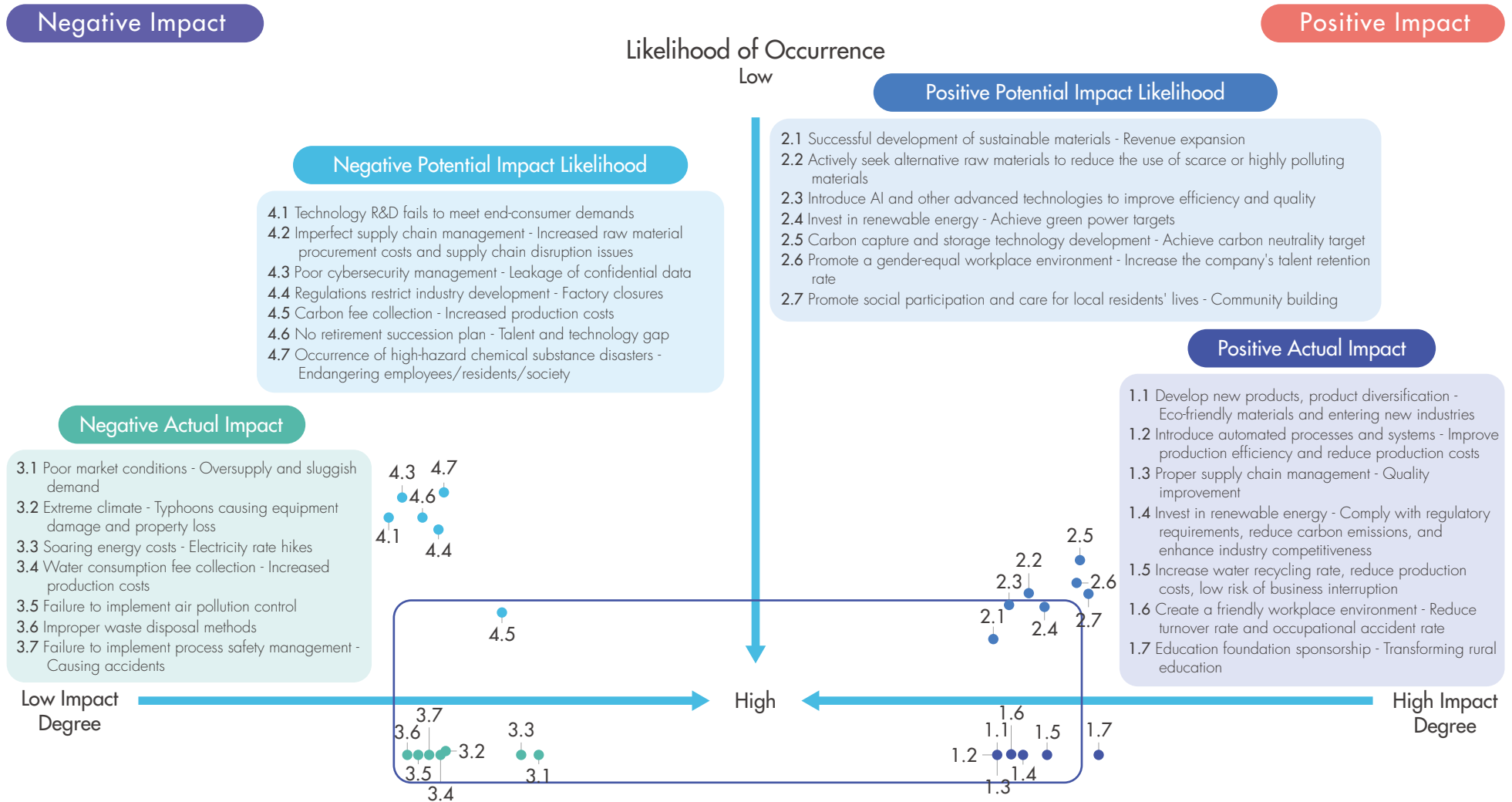
VI. Confirm Material Topic Prioritization and Disclosure Content

Based on the impact intensity and likelihood of occurrence of operational activities related to the 8 material topics on the economy, environment, and people, the ESG task force understood the impact boundary and degree of involvement of the material topics in the value chain to prioritize them.

Based on the reporting requirements of each topic, the response strategies for material topics were explained, and short-, medium-, and long-term goal results performance and management approaches were formulated. The 8 material topics correspond to 6 GRI Topic Standards.



To ensure the completeness of ESG topic coverage, referring to the requirements of the GRI Universal Standards, SASB Chemicals Industry Standards topics, The Sustainable Development Goals (SDGs), and domestic and international industry sustainability trends, we used various communication channels to collect a total of 28 "Stakeholder Topics of Concern." Scatter plots were drawn based on the "Degree of Impact" and "Likelihood of Occurrence." By setting a significance threshold (impact score above 3.4, likelihood above 3.7) according to the opinions of the ESG task force, stakeholders, and internal and external experts, 17 significant topics were selected.





The 17 significant topics were categorized by environmental, social, and governance aspects. A double materiality analysis was conducted based on the "degree of impact on company operations" and the "degree of impact on the economy, environment, and people (including human rights)," converging into 8 material topics. In addition, 1 continuous management topic was included—Talent Attraction and Retention. The results were submitted to the Sustainable Development Committee for approval and then reported to the Board of Directors.



» Governance

1. Poor market conditions - Oversupply and sluggish demand
2. Soaring energy costs - Electricity rate hikes
3. Water consumption fee collection - Increased production costs
4. Carbon fee collection - Increased production costs
5. Develop new products, product diversification, eco-friendly materials, and entering new industries
6. Introduce automated processes and systems, improve production efficiency, and reduce production costs
7. Successful development of sustainable materials - Revenue expansion
8. Introduce AI and other advanced technologies, improve efficiency and quality
9. Proper supply chain management - Quality improvement

» Environment

10. Invest in renewable energy, comply with regulatory requirements, reduce carbon emissions, and enhance industry competitiveness
11. Invest in renewable energy - Achieve green power targets
12. Extreme climate, typhoons causing equipment damage and property loss
13. Failure to implement air pollution control
14. Improper waste disposal methods
15. Increase water recycling rate, reduce production costs, low risk of business interruption

» Social

16. Create a friendly workplace environment - Reduce turnover rate and occupational accident rate
17. Failure to implement process safety management - Causing accidents



2025 Material Topics List GRI 3- 2

E Environment



- | | | |
|---|--------------------|---|
| 1 | Positive Actual | Invest in renewable energy - Comply with regulatory requirements, reduce carbon emissions, and enhance industry competitiveness |
| 2 | Negative Actual | Extreme climate, typhoons causing equipment damage and property loss |
| 3 | Positive Potential | Invest in renewable energy - Achieve green power targets |
| 4 | Negative Actual | Failure to implement air pollution control |
| 5 | Positive Potential | Improper waste disposal methods |
| 6 | Negative Actual | Increase water recycling rate - Reduce production costs, low risk of business interruption |

- ▶ Climate Change and Energy Management (GRI 302: Energy) (GRI 305: Emissions)
- ▶ Air Pollution Control (GRI 305: Emissions)
- ▶ Waste Management (GRI 306: Waste)
- ▶ Water Resource Management (GRI 303: Water and Effluents)

S Social



- | | | |
|---|-----------------|---|
| 7 | Negative Actual | Failure to implement process safety management - Causing accidents |
| 8 | Positive Actual | Create a friendly workplace environment - Reduce turnover rate and occupational accident rate |

- ▶ Occupational Health and Safety (GRI 403: Occupational Health and Safety)
- ▶ Talent Attraction and Retention (GRI 401: Employment) (GRI 404: Training and Education)

Continuous Management Tracking

G Governance



- | | | |
|----|--------------------|---|
| 9 | Negative Actual | Poor market conditions - Oversupply and sluggish demand |
| 10 | Negative Actual | Soaring energy costs - Electricity rate hikes |
| 11 | Negative Actual | Water consumption fee collection - Increased production costs |
| 12 | Negative Potential | Carbon fee collection - Increased production costs |
| 13 | Positive Actual | Develop new products, product diversification - Eco-friendly materials and entering new industries |
| 14 | Positive Actual | Introduce automated processes and systems - Improve production efficiency and reduce production costs |
| 15 | Positive Potential | Successful development of sustainable materials - Revenue expansion |
| 16 | Positive Potential | Introduce AI and other advanced technologies - Improve efficiency and quality |
| 17 | Positive Potential | Proper supply chain management - Quality improvement |

- ▶ Economic Performance (GRI 201: Economic Performance)

- ▶ Technology R&D

- ▶ Product Quality





2. Material Topics and Value Chain

The material topics with high impact on corporate governance, environment, and society, as well as high concern from stakeholders, were evaluated and determined by the Sustainable Development Committee. The corresponding material topics of the GRI Topic Standards were identified and prioritized for response and explanation in the report.

● Direct Impact ● Indirect Impact

Sustainability Principles	Material Topics	Significance and Material Reasons	GRI Topic Standards	Value Chain				Corresponding Chapters
				Supply Chain	Operations	Products	Society	
Establish Robust Governance	Economic Performance	The company's operational performance is a critical element supporting the sustainable development of the enterprise.	GRI 201 Economic Performance: 2016	●	●	●		1.2 Economic Performance
Building an Innovative Supply Chain	Product Quality	Through continuous effort and innovative technologies, we improve quality to ensure that all product quality meets customer requirements and expectations.	Custom Topic	●	●	●		2.1 Product Quality
	Technology R&D	New product technology R&D capabilities allow us to grasp market trends and enhance market competitiveness, creating high value and sustainable operations for the company.	Custom Topic	●	●	●		2.2 Technology R&D
Creating Friendly Environments	Climate Change and Energy Management	The severe climate changes caused by climate change, the increasing probability of extreme weather, greenhouse gas reduction, and the 2050 net-zero policy have significant impacts on operations.	GRI 302: Energy 2016 GRI 305: Emissions 2016	●	●	●	●	3.2 Climate Change and Energy Management
	Water Resource Management	In recent years, due to global climate change, the risks of water shortages and floods have been increasing. The amount of water resource usage also relates to production costs and the environmental impact of wastewater discharge.	GRI 303: Water and Effluents 2018		●	●	●	3.3 Water Resource Management
	Air Pollution Control	Air pollutant control is a highly valued issue by the competent authorities and is extremely important for emission control.	GRI 305: Emissions 2016		●	●	●	3.4 Air Pollution Control
	Waste Management	Existing waste landfills are becoming increasingly saturated, and finding qualified waste disposal companies is difficult, impacting the disposal of industrial waste from various factories.	GRI 306: Waste 2020		●	●	●	3.5 Waste Management
Shaping an Inclusive Society	Occupational Health and Safety	A healthy and safe working environment is the primary labor condition requirement for workers.	GRI 403: Occupational Health and Safety 2018		●	●	●	4.1 Occupational Health and Safety 4.2 Health Promotion
	Talent Attraction and Retention	High-quality human assets are one of the key factors for an enterprise's success. Meritocracy and putting the right people in the right places allow employees to work with peace of mind, fully demonstrate their expertise, and maximize their potential.	GRI 401: Employment 2016 GRI 404: Training and Education 2016		●	●	●	5.1 Talent Attraction and Retention



United Nations Sustainable Development Goals (SDGs)

As a global citizen, TTC believes that sustainable development must stem from core values and be integrated with the SDGs. We conducted SDG relevance identification in three stages and set related goals to incorporate into our operational plans.

1. SDGs Identification Process

Stage I: SDGs Understanding and Operational Development Discussion

Conduct SDGs education and training, discuss impacts on company operations
Consider the prioritization of sustainable development goals

Stage II: Identify Impacts and Opportunities

Link sustainable development goals with material topics
Identify key opportunities and resource allocation

Stage III: Respond to SDGs Goals and Actions

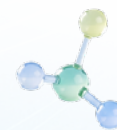
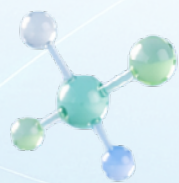
Discuss the feasibility of goal setting
Set short-, medium-, and long-term plans, discuss integration into corporate operational plans

2. Linkage between Material Topics, SDGs, and Corporate Sustainable Development Goals:

Aspect	Stakeholders	Material Topic / GRI	SDGs Goal	Indicator Item	Short-Term Goal	Medium-Term Goal	Long-Term Goal	Actual Achievement Status
					2025	2027	2030	2025
Environment	Government Agencies Local Communities	Climate Change and Energy Management GRI 201、3-3、302、305		GHG Emissions (Scope 1+2)	— 11% compared to base year	— 16% compared to base year	— 27% compared to base year	— 19.18%
				Energy Consumption per Unit of Product	— 3% compared to base year	— 4% compared to base year	— 6% compared to base year	— 8.14%
		Water Resource Management GRI 3-3、303		Water Consumption per Unit of Product	— 4% compared to base year	— 8% compared to base year	— 15% compared to base year	— 18.71%
				Water Recycling Rate (R2)	35%	37%	40%	43.52%
		Air Pollution Management GRI 3-3-305		Air Pollutant Emissions per Unit of Product	— 11% compared to base year	— 17% compared to base year	— 25% compared to base year	— 35.00%
		Waste Management GRI 3-3、GRI 306		Proper Waste Disposal Rate	100%	100%	100%	100%



Aspect	Stakeholders	Material Topic / GRI	SDGs Goal	Indicator Item	Short-Term Goal	Medium-Term Goal	Long-Term Goal	Actual Achievement Status
					2025	2027	2030	2025
Social	Employees Local Communities	Occupational Health and Safety GRI 3-3、GRI 403	3 GOOD HEALTH AND WELL-BEING	Disabling Injury Frequency Rate (FR)	0	0	0	0
				Disabling Injury Severity Rate (SR)	0	0	0	0
		Talent Attraction and Retention GRI 3-3、GRI 401	8 DECENT WORK AND ECONOMIC GROWTH	Overall Employee Turnover Rate	≤ 7.5%	≤ 7.5%	≤ 7%	2.97%
Governance	Employees Investors Customers Suppliers/ Contractors	Economic Performance GRI 3-3	8 DECENT WORK AND ECONOMIC GROWTH	Maintain positive profitability	Maintain positive profitability	Maintain positive profitability	Maintain positive profitability	— NT\$430 million
		Technology R&D GRI 3-3	9 INDUSTRY, INNOVATION AND INFRASTRUCTURE	Number of New Product Developments	1 case	1 case	1 case	3 cases
		Product Quality GRI 3-3	12 RESPONSIBLE CONSUMPTION AND PRODUCTION	Number of Product Quality Improvement Projects	1 case	1 case	1 case	2 cases





1

Establish Robust Governance

1.1 Corporate Governance	21
1.2 Economic Performance	29
1.3 Risk Management	31
1.4 Cybersecurity Management	33
1.5 Ethical Corporate Management	34

Material Issues of the Year

Economic Performance

Annual Goals

Maintain positive profitability every year

2025 Actual Performance

Did not achieve positive profitability



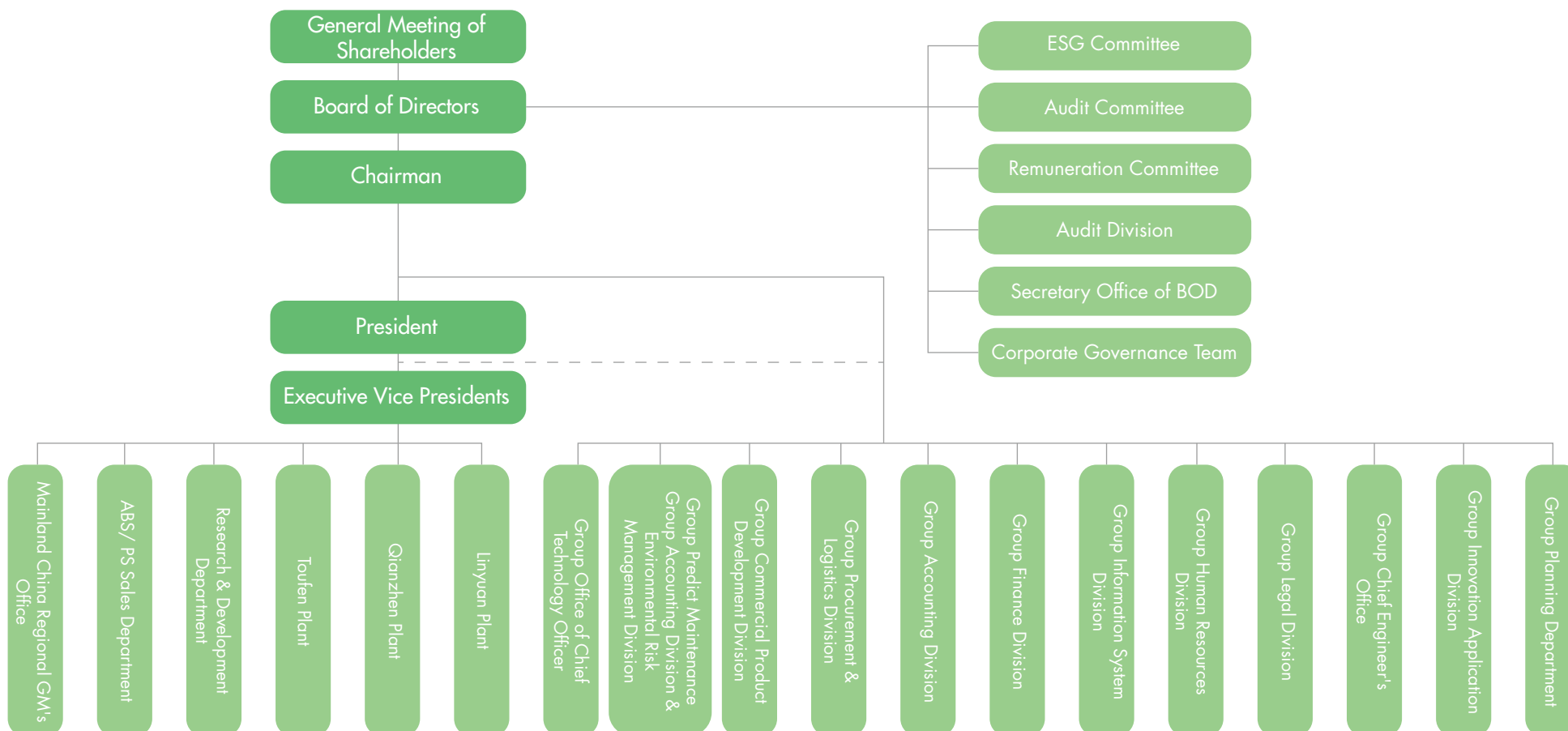


1.1 Corporate Governance

1.1.1 Governance Structure

In the 12th annual 2025 corporate governance evaluation for listed companies, ranked in the top 1% of listed companies with a market capitalization of less than NT\$5 billion.

TTC will continue to dedicate itself to protecting shareholders' equity, treating shareholders equally, strengthening the structure and operation of the Board of Directors, enhancing information transparency, and implementing sustainable development, as well as assisting investors and enterprises in understanding the implementation effectiveness of the Company's governance.





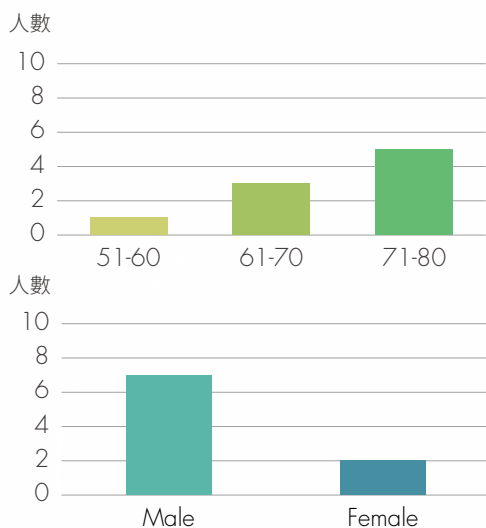
1.1.2 Board of Directors Election Information and Operations GRI 2-9 ~ GRI 2-21

The Board of Directors is the highest governance body of the Company. The Company strictly requires Board members to comply with laws and regulations, and acting in accordance with the law is the highest operational guideline. (GRI 2-17)

The election of the Company's directors (including independent directors) adopts a candidate nomination system. Shareholders holding 1% or more of the total number of issued shares and the Board of Directors may propose a roster of director candidates. After the Board of Directors approves that they meet the required qualifications for directors, the roster is proposed to the Shareholders' Meeting, and the shareholders shall elect directors from the roster of candidates.

The Board of Directors underwent a comprehensive re-election in 2024 and is composed of 9 senior directors with rich experience from various professional fields. Female directors account for 22%, and 4 independent directors are established within the director quota, bringing the ratio of independent director seats to 44% of the Board. The term of office for the Company's directors is 3 years, and they may be eligible for re-election. (Procedures for Election of Directors)

Please refer to the table below for information on Board members.



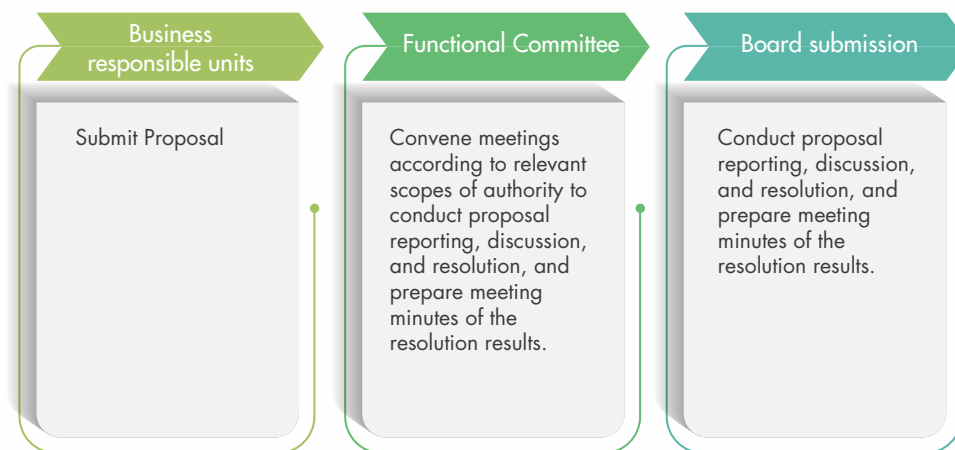
Current Term May 31, 2024 to May 30, 2027

Members

- ※ Directors: Quintin Wu (Chairman), Yi-Kung Ma, Pei-Ji Wu (President), Pao-Lo Ying, Shu-Chien Pi
- ※ Independent Directors: Tien-Wen Chen, Yung-Tu Wei, Kuo-Hsiang Li, Piao-Chun Chen

» Flowchart of Board of Directors Proposal Submission GRI 2-9、2-10、2-11、2-12、2-13、2-16

Proposals are submitted by the responsible business units to the respective functional committees for reporting, discussion, and resolution, and then presented to the Board of Directors for reporting, discussion, and resolution. After the meetings, the functional committees and the Board's administrative units shall respectively prepare meeting minutes of the discussion process and resolution results.



For important Board resolutions of 2025, please refer to the Annual Report and the Company's website. GRI 2-16

Additionally, we have established the Secretary's Office under the Board to plan and prepare matters relating to the Board meeting so as to enhance the efficiency of board meetings and help implement Board resolutions.

The Company held a total of 4 Board meetings in 2025. The in-person attendance rate of all directors (including independent directors) reached 94.44% (100% including attendance by proxy). The Board of Directors is led by the Chairman. For details on its operations, please refer to [page 20](#) of the Company's Annual Report.



» Implementation Status of the Board Member Diversity Policy GRI 2-10

I. Board Member Diversity Policy

According to Article 20 of the Company's "Corporate Governance Regulations," the composition of the Board of Directors should be diversified. In addition to the knowledge, skills and experience required for performing their duties

To achieve the ideal goal of corporate governance, the Board of Directors as a whole shall possess the following abilities:



In addition to the above eight required abilities, considering the growing global emphasis on corporate governance and environmental protection issues, it is expected that board member diversity will include professional abilities in "Law" or "Environmental Protection."

The current members all possess the knowledge, skills, and literacy necessary to perform their duties, and respectively have expertise in accounting and finance, international markets, and environmental protection.

II. Specific Management Goals for Board Member Diversity GRI 2-17

The current directors were elected on May 31, 2024. Each director possesses the abilities required for the diversified development of the Company's business. In addition to the abilities of the Board as a whole, all directors possess operational judgment, business management, crisis management, and decision-making abilities. Among them, 2 possess environmental protection abilities, having implemented the policy stipulated in the Company's Corporate Governance Best Practice Principles that the composition of the Board members should consider diversity.

The goal of board member diversity is to respond to the global trend of increasingly valuing corporate sustainable development. The Company plans to add board members who are familiar with and specialize in relevant fields to enhance the Company's sustainability competitiveness and perfect the functions of the Company's Board of Directors.

III. Implementation Status of the Board Member Diversity Policy GRI 2-17

For the diversity status of Board members, please refer to the table below:

Name of Director	Gender	Diversity of Core Competence									
		Operational Judgments	Accounting & Finance	Business Management	Crisis Management	Industry Knowledge	International Market Perspective	Leadership	Decision-making	Law	Eco-friendly
Quintin Wu	Male	V	V	V	V	V	V	V	V		
Yi-Kung Ma	Female	V	V		V				V		V
Pei-Ji Wu	Male	V		V	V	V	V	V	V		
Pao-Lo Ying	Male	V		V	V	V	V	V	V		V
Shu-Chien Pi	Female	V	V	V	V	V	V	V	V		
Tien-Wen Chen	Male	V	V	V	V		V	V	V		
Yung-Tu Wei	Male	V	V	V	V	V	V	V	V		
Kuo-Hsiang Li	Male	V	V	V	V		V	V	V		
Piao-Chun Chen	Male	V	V	V	V			V	V		



» Implementation Status of Enhancing Directors' Professional Competencies GRI 2-17

To strengthen and enhance the professional competencies of directors (including independent directors), the Company regularly provides relevant continuing education course information to directors and assists them in ongoing training. In addition, a total of 6 hours of internal training courses were planned. On July 29, 2025, a 3-hour course titled "Industry Verification of Smart Manufacturing and Digital Decision-Making" was delivered by Professor Chien Chen-Fu, Vice President of Tsing Hua University and President of Zhen Ding Technology Group; and on October 16, 2025, a 3-hour course titled "U.S.-China Economy and Taiwan Industry Outlook After the U.S. Election" was delivered by Wang Jiann-Chyuan, Vice President of the Chung-Hua Institution for Economic Research. To enhance directors' professional competencies, the Company annually arranges various training courses and hours for directors. In 2025, internal training courses totaled 6 hours, and external training courses totaled 50 hours, resulting in a combined 56 hours of internal and external training. Sustainability-related courses accounted for over 57.14% (a total of 32 hours). The training hours of all directors complied with the "Directions for the Implementation of Continuing Education for Directors and Supervisors of TWSE/TPEx Listed Companies." For detailed training courses and hours, please refer to [pages 23-24](#) of TTC's 2025 Annual Report.



On July 29, 2025, a 3-hour training course titled "Industry Verification of Smart Manufacturing and Digital Decision-Making" was delivered by Professor Chien Chen-Fu, former Vice President of Tsing Hua University and President of Zhen Ding Technology Group.

On October 16, 2025, a 3-hour training course titled "U.S.-China Economy and Taiwan Industry Outlook After the U.S. Election" was delivered by Wang Jiann-Chyuan, Vice President of the Chung-Hua Institution for Economic Research.



» Status of Recusal from Conflicts of Interest by Directors GRI 2-11、GRI 2-15

The Company attaches great importance to corporate governance. To ensure the independence and objectivity of the Board's decision-making, a comprehensive conflict of interest recusal mechanism has been established, as explained below:

- 1. Institutional Regulations:** The Company has formulated the Rules of Procedure for Board of Directors Meetings, Codes of Ethical Conduct for Directors and Managers, Ethical Corporate Management Best Practice Principles, and Procedures for Ethical Management and Guidelines for Conduct, which explicitly specify the recusal measures directors should take when facing conflicts of interest.
- 2. Meeting Procedures:** When the Board discusses proposals in which a director has a conflict of interest, recusal procedures will be strictly enforced. The meeting chair will remind the relevant director to leave the meeting, and if the chair has a conflict of interest, another director will be designated to act as the chair.
- 3. Information Disclosure:** The Board Secretarial Department records in detail the recusal status of directors in each meeting and includes relevant information in the meeting minutes.
- 4. Annual Report:** In 2025, the Company legally completed the Board's conflict of interest recusal procedures. For relevant details, please refer to the Company's Annual Report - Operations of the Board of Directors. For the Board members' responses to conflicts of interest related to stakeholders, please refer to "Member Information of the Board of Directors," "Shareholders Among the Top Ten in Shareholding Ratio" in the 2025 Annual Report, and "Related Party Transactions" in the 2025 Financial Report.
- 5. Continuous Improvement:** The Company will continuously review and perfect the conflict of interest recusal mechanism to ensure the transparency and fairness of corporate governance.

» Implementation Status of Performance Evaluation for the Board of Directors and Functional Committees GRI 2-18、GRI 2-19

To continuously strengthen the operational efficiency and functional exertion of the Board of Directors, the Company revised the "Board of Directors Performance Evaluation Guidelines" in 2025, specifying that a Board performance evaluation should be commissioned to an external professional independent institution or expert team every three years. The Company immediately appointed the "Taiwan Institute for Ethical Corporate Management" to conduct the 2025 external evaluation of Board performance, and submitted the evaluation results to the Board of Directors in November of the same year. Based on the evaluation recommendations, the Company has planned improvement measures to refine the Board's decision-making quality and enhance the Company's overall operational resilience and risk response capabilities, dedicating itself to promoting the Company's long-term sound operation and sustainable development.

In addition to periodic external evaluations, the Company conducts internal self-evaluations annually for the Board as a whole, individual Board members, and functional committees. The internal performance evaluation for 2025 was completed in early 2026. After self-evaluation by Board members, the evaluation results showed that the Board operates well, its operational efficiency is highly recognized, and it confirmed that the Board demonstrates high performance. In the future, the Company will continue to build on this foundation and strive for a higher benchmark of corporate governance performance.

The operational process of external Board performance evaluation includes: (I) Planning and Commissioning, (II) Data Preparation and Questionnaire Completion, (III) Written Review, (IV) Interview and Verification, and (V) Compilation of Report and Feedback for Improvement.

For the complete operational process, description, implementation status, and evaluation results, please refer to the Company's website (Board Performance Evaluation).



» Functional Committees GRI 2-9

Under the Board of Directors, the Company has established three functional committees according to functions: Audit Committee, Remuneration Committee, and Sustainability Development Committee, which are responsible for formulating and reviewing policies related to their respective areas of responsibility to strengthen corporate governance.

» Chief corporate governance officer (CCGO)

To protect shareholders' equity and strengthen the functions of the Board, the Company, via a Board resolution on May 9, 2019, appointed Chen Yung-Chih, Head of the Legal Division, to concurrently serve as the Chief corporate governance officer (CCGO), the highest-ranking officer responsible for corporate governance-related affairs.

Director Chen Yung-Chih possesses over 20 years of experience as a practicing lawyer and over 10 years as a legal head of a listed company. His main responsibilities include handling matters related to Board and Shareholders' meetings in accordance with the law, preparing meeting minutes for Board and Shareholders' meetings, assisting directors in assuming office and continuing education, providing materials required for directors to execute businesses, assisting directors in complying with laws, reporting to the Board the review results of whether the qualifications of independent directors during nomination, election, and their term of office comply with relevant laws and regulations, and handling matters related to director changes.

In 2025, Director Chen Yung-Chih completed 50 hours of training as the Corporate Governance Officer. For details on key business execution priorities and training in 2025, please refer to the Company's website (Corporate Governance).

» Shareholder Equity and Information Transparency

As of March 30, 2026, TTC's shareholder structure primarily consists of individuals and other legal entities. For the shareholder structure and major shareholder list, please refer to the Company's website (Shareholder Structure).

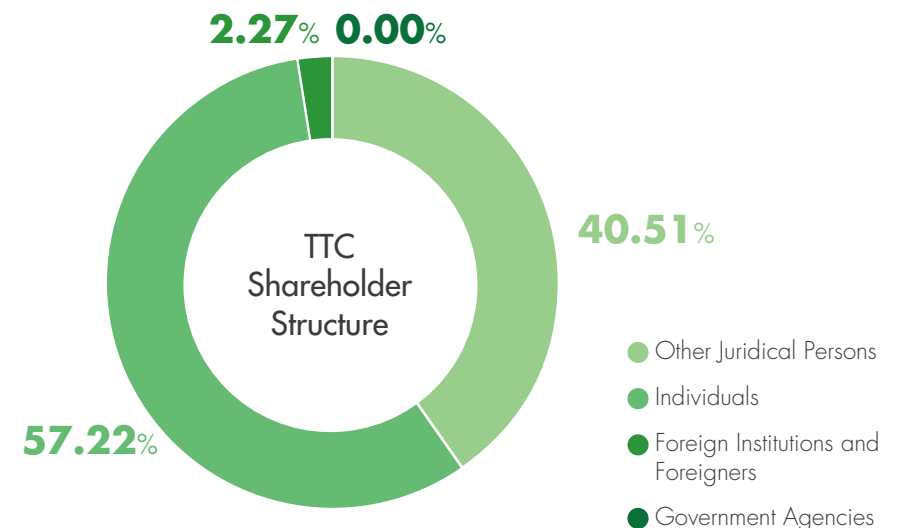
The Company is committed to providing shareholders with transparent and real-time corporate information. It regularly holds institutional investor conferences and Shareholders' Meetings annually, publishes Annual Reports and Sustainability Reports, and uploads information such as operational performance, financial data, and material information on the Market Observation Post System (MOPS) of the Taiwan Stock Exchange. It also has a bilingual "Investor Services" webpage to instantly disclose corporate governance status, business announcements, financial statements, institutional investor conferences, Group dynamic news, and other relevant information. It continuously collects shareholder opinions to feed back to the management team as a reference for decision-making.

In addition, the Company values the rights of foreign investors and the trend of corporate internationalization. Since 2018, it has strengthened the disclosure of various English information through channels such as the Annual Report, MOPS, and the Company website. It actively establishes good two-way communication channels with shareholders through various means to implement the protection of shareholders' equity.

* Note: Shareholders holding 5% or more of the shares or those ranking among the top ten shareholders by shareholding proportion.

Title	Name	Audit Committee	Remuneration Committee	Sustainability Development Committee
Chairman	Quintin Wu	—	—	Member
Director and President	Pei-Ji Wu	—	—	Deputy Chief
Independent Director	Tien-Wen Chen	Convener	Member	Member
Independent Director	Yung-Tu Wei	Member	Convener	—
Independent Director	Kuo-Hsiang Li	Member	Member	Chief
Independent Director	Piao-Chun Chen	Member	—	Member

Shareholder Structure Chart

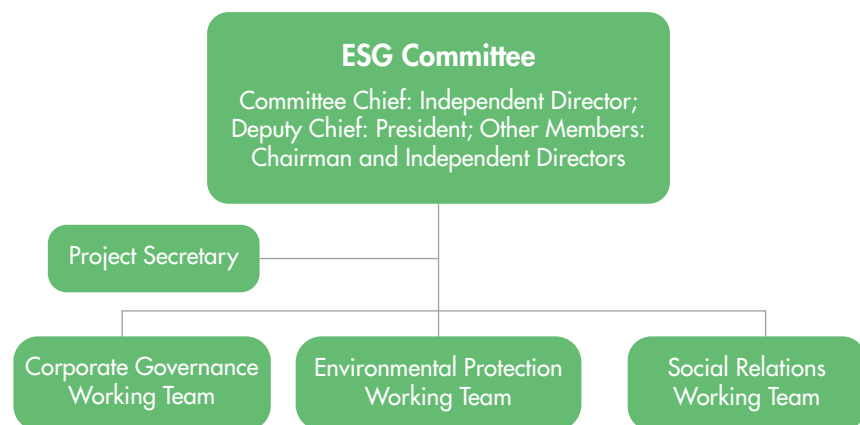




» ESG Committee GRI 2-13、GRI 2-14、GRI 2-16

To strengthen corporate governance, TTC passed a Board resolution on December 22, 2017, elevating the Corporate Social Responsibility Committee to a functional committee of the Board. On March 9, 2022, the Board resolved to change the name of the "Corporate Social Responsibility Committee" to the "Sustainability Development Committee" (referred to as the ESG Committee). The Committee is composed of the Chairman, the President, and at least 2 independent directors, with an independent director serving as the Chairperson. Under the ESG Committee, three working groups are established: "Corporate Governance," "Environmental Protection," and "Social Relations," along with one Project Secretary.

I Organizational Chart of the Sustainability Development Committee



The ESG Committee holds at least 2 meetings annually. Executing units provide sustainability-related information (including stakeholder identification results, issues of concern and responses, material issues, ESG plans, and execution results) to the ESG group leaders for compilation. The Project Secretary then reports to the ESG Committee and submits it to the Board of Directors for record.

The Board of Directors supervises and reviews the management, strategies, and goal setting across the three dimensions of governance, environment, and social. It reviews progress and performance, reviews and approves the Sustainability Report, and directs strategies and promotion directions for key material issues.

The Board's supervision of sustainability performance-related actions, Organizational Regulations of the Sustainability Development Committee, Operational Status of the Sustainability Development Committee, and Summary Table of Professional Backgrounds and Diversity of the Sustainability Development Committee.

» Key Annual Work Implementation Points of the Sustainability Development Committee's Working Groups and Work Plan for the Following Year:

Presentation of 2025 Sustainability Development Execution Results to the Board of Directors

1. Complete GHG inventory and verification operations for Linyuan Plant, Qianzhen Plant, Toufen Plant, Zhongshan Plant, and Tianjin Plant.
2. Promote energy saving and carbon reduction plans for the Company's Linyuan, Qianzhen, and Toufen plants.
3. Awards: Won the Platinum Award for Sustainability Reporting and Top 100 Sustainability Model Enterprises Award in the 18th TCSA, the "Net Zero Industry Competitiveness - Excellence Award" in the 4th 21st Century Foundation Net Zero Industry Competitiveness Awards, and the "Carbon Management Award" at the 2025 3rd SGS Green Sustainability Outcomes Presentation.
4. Publish the Chinese version of the 2024 Sustainability Report in August 2025.
5. Publish the 2024 TCFD Report in August 2025.
6. Publish the English version of the 2024 Sustainability Report in September 2025.

2025

2026 Work Plan

1. Continue promoting energy saving and carbon reduction plans at the Company's plants.
2. Continue participating in corporate sustainability-related evaluation activities.
3. Continue participating in social welfare activities.
4. Continue promoting various ISO system operations.
5. Promote the content disclosure operations for IFRS S1/S2.
6. Scheduled to publish the Chinese version of the 2025 Sustainability Report in August 2026.
7. Scheduled to publish the English version of the 2025 Sustainability Report in September 2026.
8. Scheduled to publish the 2025 TCFD Report in August 2026.
9. Promote internal control operations related to sustainability information.

2026



» Remuneration Committee GRI 2-19、GRI 2-20、GRI 2-21

1. Current Term: June 5, 2024 to May 30, 2027. There are a total of 3 members, all of whom are independent directors.
2. The Committee holds at least 2 meetings annually. In 2025, a total of 3 meetings were held, with a 100% in-person attendance rate by members. For detailed operations of this Committee, please refer to the Company's website, Annual Report, or the Market Observation Post System.
3. The Committee regularly reviews the (1) policies, systems, standards, and structures of remuneration and (2) performance evaluations for directors and senior managers. It references the median payment levels in the same industry, the time invested by individuals, responsibilities assumed, achievement of personal goals, remuneration of peers in equivalent positions, achievement of the Company's short-term and long-term performance goals, and the Company's financial status to determine and evaluate the remuneration of directors and senior managers, subject to Board approval.(GRI 2-20)

» Remuneration

- Director remuneration includes compensation, director remuneration, and business execution expenses. Senior manager remuneration includes monthly salary, fixed bonuses, year-end bonuses, employee compensation, annual special bonuses, legally contributed pensions, and welfare funds. Among them, director remuneration and employee compensation are handled in accordance with Article 25 of the Company's Articles of Incorporation. (GRI 2-19)
- In 2025, the annual total compensation ratio was 4.41:1, and the ratio of the percentage increase in annual total compensation was 713.45%. (GRI 2-21)

» Performance Evaluation

1. Director performance evaluation dimensions cover the grasp of company goals and missions, awareness of duties, degree of participation in company operations, management and communication of internal relations, professionalism and continuing education, and internal control. There is also a separate performance evaluation for the Sustainability Development Committee.
2. Performance evaluations for senior managers cover financial aspects (operating revenue, operating profit, and net income before tax), customer aspects (customer satisfaction, service quality, key market development...), product aspects (brand management, quality innovation...), talent aspects (talent cultivation, potential development...), safety aspects (zero pollution, zero emissions, zero occupational injuries, zero accidents, zero malfunctions), and project aspects (digital transformation, energy saving and carbon reduction, circular economy, net zero emissions...), etc.
3. For indicators linked to sustainability performance, the President must plan a weight of at least 40%, including at least 15% for climate-related items. Other senior managers should plan relevant sustainability performance indicators with a weight of no less than 5%.

Target	Performance Indicators	Execution Method (Weight)
President	Financial Performance (30%)	-
	Market and Customers (30%)	-
	Sustainability Performance (40%)	• Talent Development Plan (15%) • Energy Saving and Carbon Reduction Effectiveness (15%) • Occupational Health and Safety (10%)
Senior Managers	Sustainability Performance (20%)	• Talent Development Plan (5%) • Energy Saving and Carbon Reduction Effectiveness (15%)

* Note 1: Annual total compensation ratio: Annual total compensation for the organization's highest-paid individual / median annual total compensation for all employees (excluding the highest-paid individual).

* Note 2: Ratio of the percentage increase in annual total compensation: Percentage increase in annual total compensation for the organization's highest-paid individual / percentage increase in median annual total compensation for all employees (excluding the highest-paid individual).



» Audit Committee

1. The Committee is composed of 4 independent directors appointed by Board resolution, one of whom serves as the convener. It held 4 meetings in 2025 with an actual attendance rate of 100%. For the operations of this Committee, please refer to the Company's website, Annual Report, or the Market Observation Post System.
2. Powers:
 - (1) Adoption or amendment of an internal control system pursuant to Article 14-1.
 - (2) Assessment of the effectiveness of the internal control system.
 - (3) Adoption or amendment, pursuant to Article 36-1, of handling procedures for financial or operational actions of material significance, such as acquisition or disposal of assets, derivatives trading, extension of monetary loans to others, or endorsements or guarantees for others.
 - (4) A matter bearing on the personal interest of a director.
 - (5) A material asset or derivatives transaction.
 - (6) A material monetary loan, endorsement, or provision of guarantee.
 - (7) The offering, issuance, or private placement of any equity-type securities.
 - (8) The hiring or dismissal of an attesting CPA, or the compensation given thereto.
 - (9) The appointment or discharge of a financial, accounting, or internal auditing officer.
 - (10) Review of the annual financial report signed or sealed by the Chairman, managerial officer, and accounting officer.
 - (11) Other material matters as required by the Company or the competent authority.
3. Major Review Items:
 - (1) Assess the effectiveness of the internal control system.
 - (2) Annual accounting statements and earnings distribution.
 - (3) Lifting the non-competition restriction on directors.
 - (4) Assess CPA independence and appoint CPA.
 - (5) Establish pre-approval guidelines for non-assurance services provided by the attesting CPA.
 - (6) Amendment of the internal control system.
 - (7) Endorsements and guarantees.
 - (8) Interim financial reports.
 - (9) Change of accounting officer.
 - (10) CPA compensation.
 - (11) Amend the operating procedures for transactions with related parties, specific companies, and group enterprises.
 - (12) Audit plans.
 - (13) Supervise the implementation of risk management policies.



1.2 Economic Performance GRI 3-3、GRI 201、201-1、201-4

Material Issue

Economic Performance

Reason for Materiality

Company operational performance is a critical factor supporting the sustainable operational development of the enterprise.

Impact Boundary

Directly impacts the Company and employees, and indirectly impacts investors and suppliers.

Corresponding Sustainability Principles and SDGs

Establish Robust Governance / SDG 8
Decent Work and Economic Growth

Management Approach

Purpose of the Approach	Enhance market competitiveness and sustain profitability to ensure corporate sustainable development.
Goals	Maintain positive profitability every year.
Management Plans	1. Full production and sales of all products, develop advantageous markets, adjust sales strategies, and strengthen sales of advantageous products. 2. Based on product functions and characteristics, carry out quality improvement, performance enhancement, new product development and verification, and develop high value-added products. 3. Establish long-term strategic cooperative relationships with major raw material suppliers, and establish safety stock based on the preparation schedule to ensure a smooth supply chain.
Approach Evaluation	Consolidated revenue budget target achievement rate
Evaluation Mechanism	1. Management Meeting; 2. Production and Sales Coordination Meeting; 3. Quality Meeting
Evaluation Results	1. Operating net loss in 2025 was NT\$430 million. The Company continued to strengthen sales volume, striving for a level of full production and sales. Sales volume increased, so the overall gross margin increased compared to the previous year.
Remediation and Preventive Measures for Negative Impacts	1. Soaring energy costs, electricity rate hikes, carbon fee collection - higher production costs: Coordinate with the Group's Energy and Resource Management Department to review internal energy saving and carbon reduction plans. 2. Regulations restricting industry development, factory closures: Compliance with relevant laws is implemented and continuously improved, and new regulatory information is irregularly reviewed to ensure legal compliance. 3. Water consumption fee collection - higher production costs: Coordinate with the Group's Energy and Resource Management Department to review internal water resource management plans.
Grievance Mechanism	1. Shareholders' Meeting 2. "Investor Services / Contact Window" on the Company's website.



In 2025, total assets were NT\$8.57 billion, of which current assets accounted for NT\$5.3 billion, representing approximately 62% of total assets, and non-current assets accounted for NT\$3.27 billion, representing approximately 38% of total assets.

The total asset turnover ratio in 2025 was 1.57 times.

The operating revenue in 2025 was NT\$14.5 billion, of which the operating revenue of the plastic raw materials department was NT\$13.9 billion, accounting for approximately 96% of the total operating revenue; the net loss after tax was NT\$430 million, failing to achieve the goal of maintaining sustained positive profitability every year.

Consolidated Financial Information for the Past Three Years

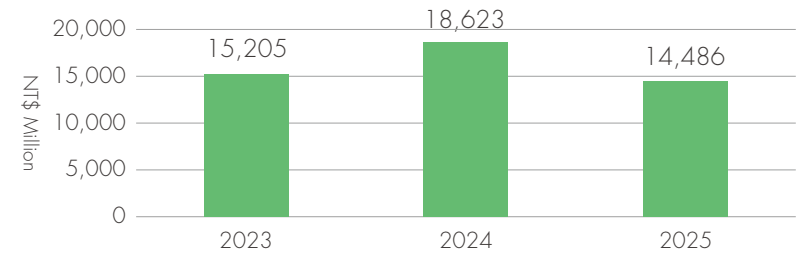
Unit: NT\$ Million

Item	Basic Element	2023	2024	2025
Direct Economic Value Generated	Sales revenue	15,205	18,623	14,486
	Financial investment income	1,115	0	0
	Asset sales income	0	0	0
	Subtotal	16,320	18,623	14,486
Economic Value Distributed	Operating costs	15,904	18,278	14,375
	Employee wages and benefits	541	559	528
	Payments to providers of capital	119	80	60
	Payments to government	147	7	6
	Community investments	2	2	4
	Subtotal	16,713	18,926	14,973
Economic Value Retained		-393	-303	-487

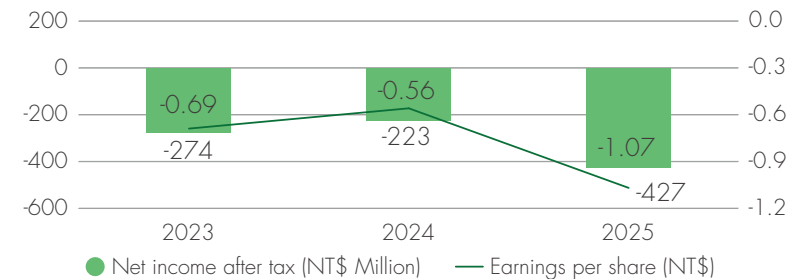
In 2025, the cost of goods sold was NT\$13.9 billion, accounting for approximately 96% of the operating revenue, of which raw material costs accounted for approximately 90% of the total manufacturing costs. TTC paid various taxes in accordance with the law, with a tax payment of NT\$6 million, accounting for 0% of the total individual operating revenue. In 2025, employee benefit expenses (including post-employment benefits, salaries, insurance, and others) amounted to NT\$530 million, accounting for approximately 4% of total costs and expenses. Financial assistance received from the government in 2025: NT\$2.71 million.

For financial information, please refer to the Market Observation Post System (Stock Code: 1309) and the 2025 Consolidated Financial Report on the company's website.

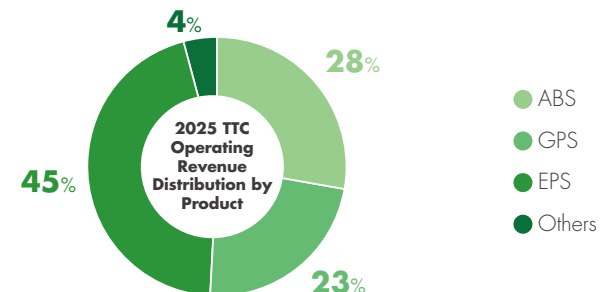
Operating Revenue



Net Income After Tax



2025 TTC Operating Revenue Distribution by Product





1.3 Risk Management

To strengthen corporate governance and reduce potential operational risks, ensuring the Company's steady operation and sustainable development, the "Risk Management Policy and SOP" was approved by the Audit Committee and the Board of Directors in December 2020. Its main contents include the risk management policy, risk management organization, risk management process, and risk management categories and mechanisms, thereby effectively controlling the risks generated by business activities, and reporting the risk management operations of the current year to the Audit Committee and the Board of Directors at least once a year.

To effectively implement the risk management mechanism, the Company promotes participation jointly through the Board of Directors, the Audit Committee, the highest direct supervisors in charge of daily affairs of each risk management unit, the Auditing Department, various risk management units, and subsidiaries.

We regularly identify, measure, and control risks for the work scope of each risk management unit every year.

The Auditing Department shall audit the Company's risk management, timely providing the management team with an understanding of existing or potential risk issues in internal control to ensure compliance with established regulations and control procedures.

1.3.1 Risk Management Process

The Company's risk management process includes: risk identification, risk measurement, risk monitoring, risk reporting and disclosure, and risk response.

1. Risk Identification: Discover risk factors that need to be managed, and design methods to identify risks based on the company's business characteristics and internal/external environments.
2. Risk Measurement: After identifying risk factors, each risk management unit sets appropriate measurement methods to serve as the basis for risk management.
3. Risk measurement includes the analysis and assessment of risks, evaluating the impact of risks on the Company through the analysis of the likelihood of risk events occurring and their negative impact if they occur, serving as a reference for subsequently establishing the priority of risk control and the selection of response measures.
4. Risk Reporting and Disclosure: To fully record the risk management process and its implementation results, the Company should regularly report the risk status to senior management for reference, ensuring the normal operation of the management structure and risk control functions.
5. Risk Response: After evaluating and compiling risks, each risk management unit should take appropriate response measures to the risks.





1.3.2 Control Mechanisms for Various Risks and Detailed Operational Status in 2025

All units of the Company manage risk assessments based on the current operational status, controlling risks at all times to protect the interests of the Company, employees, shareholders, and stakeholders, aiming to achieve the sustainability vision of "Creating Sustainable Value Together, Gathering for a Sustainable Society."



Operational Status of Various Risk Management Units

1.3.3 Internal Control and Internal Auditing Mechanism

The Company has established an independent internal auditing unit directly under the Board of Directors to evaluate the design and execution of internal controls, as well as to formulate and execute the annual audit plan.

The audit supervisor holds an international Certified Internal Auditor certification, executing audit operations adhering to principles of transcendence, independence, and integrity, and regularly attends the Board of Directors and the Audit Committee to report on major audit findings and track subsequent improvement situations.

The audit supervisor is also the dedicated receiving unit for the Audit Committee Email and the Whistleblowing Hotline, executing the handling of whistleblowing matters.

In 2025, the internal auditing unit completed scheduled audits according to the plan, issuing 52 audit reports and 5 tracking reports. All audit recommendations have been fully improved.

1.3.4 Reasons for Fines Due to Regulatory Violations and Improvements

In 2025, TTC had no incidents or fines related to product labeling regulations or laws and regulations in the social and economic fields, 1 incident of violating environmental laws and/or regulations, and no major regulatory violations. (Note: Material violations are based on the provisions of the Taiwan Stock Exchange Corporation Procedures for Verification and Disclosure of Material Information of Companies with Listed Securities.)

Plant	Penalty Authority	Reason for Penalty	Fine Amount (NT\$10,000)	Improvement Description
Qianzhen Plant	Environmental Protection Bureau, Kaohsiung City Government	The Environmental Protection Bureau of Kaohsiung City Government dispatched personnel to the plant on March 11 to conduct an inspection of equipment components. The test results found that a total of 1 equipment component had a leakage concentration exceeding the 2000ppm stipulated in the "Kaohsiung City Equipment Component Volatile Organic Compounds Control and Emission Standards," in violation of Article 20, Paragraph 1 of the Air Pollution Control Act.	16.3	The opening below the R1 reaction tank (AC-201) exceeded VOCs standards. Immediate improvements were made on March 12, and a testing company was commissioned for re-inspection, meeting the standard. The results were reported to the Environmental Protection Bureau, completing the improvement. Furthermore, the maintenance operation standards were redefined. If there are items such as maintenance, pipe dismantling, or upkeep, blind sealing must be applied immediately after dismantling, and self-testing must be conducted to ensure compliance with VOCs control standards.

* Note: Disclosure items regarding regulatory violations mainly focus on cases with fines exceeding NT\$100,000.



1.4 Cybersecurity management

Strategy and framework of cybersecurity risk management

1. Framework of cybersecurity risk management:

- (1) Information security governance organization:
The "Information Security Management Review Meeting" is held regularly every year to determine the 6 major input items of the information security management system (status of past management review proposals, changes in internal and external issues related to the information security management system, information security performance feedback, stakeholder feedback, risk assessment results and the status of risk treatment plans, and opportunities for continuous improvement) and to agree on the 2 major output items of the information security management system (decisions related to continuous improvement opportunities, any need for changes to the information security management system), to achieve the goals of the information security management system.
- (2) Information security organizational structure:
In accordance with the Company's internal standard operating procedure "Information Security Implementation Organization Regulations," an "Information Security Implementation Team" was established to supervise the operation of the Group's information security management and clearly stipulate the roles and responsibilities of each implementing organization. Meetings are held regularly once a year, and can be convened immediately when the Group experiences major information security incidents. The Director of the Information Department serves as the convener of the team, responsible for convening the Information Security Implementation Team meetings and making decisions and arbitrations on meeting opinions; department supervisors under the Information Department are members of the team. For major information security incidents, the Director of the Information Department will report to the President or relevant department supervisors.

2. Cybersecurity policy

- (1) ISO/IEC 27001 Information Security Management Systems:
We have established the ISO/IEC 27001:2013 Information Security Management System since 2014 and continuously promoted its operation, employing the external impartial unit BSI to conduct reviews. In 2025, we passed the validation for the updated ISO/IEC 27001:2022 version. To date, we have consecutively passed certification audits for 11 years (the current certificate's validity period is: July 4, 2023, to July 3, 2026).

- (2) NISTCSF cybersecurity management framework:
Incorporating the Cybersecurity Framework (CSF) developed by the National Institute of Standards and Technology (NIST) of the United States.
- (3) Taking the ISO/IEC 27001 Information Security Management System as the core, supplemented by the NISTCSF cybersecurity management framework, to strengthen risk control, enhance cybersecurity resilience, and equip the capability to endure, contain, and rapidly recover from cybersecurity incidents, to continuously provide critical operational services.

3. For specific management plans and cybersecurity risk responses, please refer to the link: [Risk Management / Cybersecurity Risk](#).

4. Resources invested in cybersecurity management:

- (1) Dedicated personnel: Establishing the "Information Security Network Section," a dedicated corporate organization with designated information security supervisors and personnel, responsible for the Company's information security planning, technology implementation, and related auditing matters, to maintain and continuously strengthen information security.
- (2) Certification: Consecutively passing the ISO/IEC 27001 information security certification for 11 years, with no major deficiencies in related information security audits.
- (3) Customer satisfaction: No major cybersecurity incidents, and no complaint cases violating the loss of customer data.
- (4) Education and training: All information personnel have completed two annual cybersecurity education training sessions and assessments. All Group employees undergo one social engineering phishing email drill annually, totaling 201 person-times.
- (5) Cybersecurity investment funds: A total of approximately NT\$981,000.
- (6) Cybersecurity announcements: A total of 8 notices were issued.

5. Personal Data Protection Management

The Company attaches extreme importance to the privacy rights of customers, employees, and suppliers, strictly abiding by the Personal Data Protection Act, with its scope of application covering all plant areas, operational sites, employees, suppliers, and customers of the Company. All collection, processing, and utilization of personal data are strictly limited to the scope of specific statutory purposes and are never sold or exchanged with third parties without authorization. We have also designated the Human Resources Division of the Group and the Information Department as dedicated units for personal data protection, regularly holding education, training, and promotional activities.

(1) Implementation Status and Effectiveness in 2025:

- Personal data breach incidents: A total of 0 incidents involving violations of the Personal Data Protection Act or customer data leaks occurred in 2025.
- Education and training: To strengthen employees' awareness of personal data protection, the 2025 Personal Data Protection Act course trained 307 employees, with a total course hours reaching 307 hours, and a 100% test pass rate.
- Auditing operations: Perform at least one internal cybersecurity audit regularly every year to ensure the effectiveness of personal data protection technology.



1.5 Integrity Management

1.5.1 Code of Conduct

» Ethical Corporate Management Best Practice Principles

To instill in all employees the Company's culture of integrity and to enhance their professional ethics and conduct, we adopted the "Integrity Management Guidelines" and "Procedures and Behavior Guidelines for Integrity Management" based on the "Listed Company Integrity Management Guidelines" issued by the Taiwan Stock Exchange. These guidelines prohibit dishonest behaviors and apply to directors, managers, employees, and those with significant control over the Company.

» Training for the Ethical Corporate Management Best Practice Principles

To ensure that colleagues understand ethical standards, new employees must sign a pledge on their first day, which clearly outlines the Company's integrity policies, and commit to adhering to them. Apart from making integrity-related regulations available on the website for employees, we also invite external scholars and experts to conduct annual integrity lectures and internal training, emphasizing the commitment, policy, preventive measures, and potential repercussions of breaches. The Company held education and training related to integrity management in 2025, with a total of 691 participating employees, totaling 754 training hours. The details are as follows:

Overview of Integrity Management Related Educational Training Programs

Course Name	Course Hours	Total Person-Times	Total Training Hours
【Integrity Lecture】 AI Trends and Legal Risk Guide	2	63	126
【Integrity Lecture】 Code of Conduct for Employees (Part 1)	1	314	314
【Integrity Lecture】 Code of Conduct for Employees (Part 2)	1	314	314
Total		691	754



Ethical Corporate Management Best Practice Principles

» Code of Ethical Conduct for Directors and Managerial Personnel

To provide a guideline for the ethical conduct of the Company's directors and managers when engaging in business activities for the Company based on their authority, this code is specifically established to prevent unethical behaviors and actions detrimental to the interests of the Company and shareholders.

The subjects applied to this code include: all directors and managers of the Company (including the President, Vice Presidents, Executive Vice Presidents, Finance/Accounting Supervisors, and others who manage company affairs and have signature authority).

The contents regulated by the code include: maintaining trade secrets, engaging in fair trade, complying with laws and regulations, and protecting and properly using company assets.

» Workplace Ethics and Professional Morality Regulations

To maintain the Company's reputation for integrity and upright management, we include workplace ethics and professional morality as training items for all employees. Any violations will be included in personal performance evaluations, and severe cases will be punished according to work rules.

In 2025, there were no illegal or unethical incidents, nor were any related reports received.



» Internal Compliance Checks GRI 2-27

In addition to implementing integrity management, the Company also values relevant regulatory compliance. Besides inviting well-known scholars, experts, and lawyers to hold educational courses on relevant regulations, we also promote the latest regulatory information through routine functional meetings, enabling employees to obtain real-time information such as new additions and amendments to regulations to facilitate compliance.

The Chief corporate governance officer (CCGO) complies with regulations to regularly (at least once a year) report to the Board of Directors. Most recently, on November 7, 2025, a report was made to the Board on the annual execution status of integrity management, including the following:

1. Establish relevant regulations implementing the integrity management policy in accordance with the legal system, and thoroughly execute them.
2. Regularly analyze and evaluate the risk of dishonest behavior within the business scope - evaluate the risk of dishonest behavior within the business scope based on the "Unethical Behavior Risk Assessment Checklist".
3. Plan the internal organizational structure and install monitoring mechanisms for business activities with a higher risk of dishonest behavior within the business scope.
4. Promotion and coordination of integrity policy advocacy training.
5. Plan a whistleblowing system and ensure the effectiveness of execution - according to statistics, no reports of illegal incidents were received this year.
6. Assist directors and the President in evaluating whether the preventive measures established for implementing integrity management operate effectively, and regularly evaluate compliance situations regarding relevant business processes to create a report.

» Whistleblowing Channels GRI 2-26

The Company has formulated the "Procedure for Handling Reports on Illegal, Unethical, or Untrustworthy Behaviors," explicitly specifying the Company's internal and external whistleblowing channels and processing systems, to thoroughly execute the ethical conduct guidelines and integrity management codes formulated by the Company, and to ensure the legal rights of whistleblowers and related personnel. Whistleblowing channels:

- 1  Personal report (Face-to-face explanation)
- 2  Whistleblowing Hotline: 02-26503783
- 3  Written report: Auditing Department, 7F, No. 37, Jihu Rd., Neihu Dist., Taipei City

For reports submitted verbally through Personal report or Whistleblowing Hotline, the responsible personnel of the receiving unit shall create a written record based on the described content and mark it as "Confidential."

The Company makes every effort to keep confidential and protect the whistleblower, the personnel participating in the investigation, and the content thereof, saving them from unfair treatment or retaliation.



2

Build Innovative Supply Chains

2.1 Product Quality	37
2.2 Technology R&D	44
2.3 Supply Chain Management	45

Material Issues of the Year

Product Quality

Management Plans

- Improvement of particle size concentration for PBDL emulsion polymerization
- Development of EPS formulas substituting raw materials limited by REACH regulations

2025 Actual Performance

Completed

Material Issues of the Year

Material Topic of the Year: Technology R&D

Management Plans

- Development of TAIECOR™ PIR ABS ESG environmentally friendly materials (YouBike)
- Development of lightweight ABS composite materials

2025 Actual Performance

Completed





2.1 Product Quality

Material Issue

Product Quality GRI 3-3

Reason for Materiality

Under the foundation of pursuing sustainable operations, we grow together with customers and suppliers and provide customers with satisfactory quality and services. Through hard work and innovative technologies, we improve quality to ensure all product qualities meet customer requirements and expectations.

Impact Boundary

Stable product quality is essential to maintain continuous customer use, enhancing performance for sustainable operations.

Impact Boundary

Employees /
Customers /
Suppliers

Corresponding Sustainability Principles and SDGs

Building an Innovative Supply Chain /
SDGs 12: Responsible Consumption
and Production

Management Approach

Purpose of the Approach	By collecting information on market development and customer needs, we develop new and niche products that are friendly to the environment and customers, fulfilling market and customer needs, while improving technology R&D capabilities and corporate profitability.
Goals	2025 Targets: 1. Improve particle size concentration for PBDL emulsion polymerization; 2. Develop EPS formulas substituting raw materials limited by REACH regulations.
	Medium-Term Targets (2027): 1. Improve gloss level of ABS products (PBDL emulsion polymerization formula development); 2. Develop drinking water material applications for PS products.
	Long-Term Targets (2030): 1. Optimize the polybutadiene emulsion polymerization process, improve product quality, and continue to meet the 5-Zero goals of environmental safety (Zero Pollution, Zero Emissions, Zero Occupational Injuries, Zero Incidents, Zero Breakdowns), providing stable product quality that complies with various countries' Quality Management Systems to enhance customer satisfaction.
Management Plans	Improve particle size concentration through PBDL emulsion polymerization formula adjustment; 2. Substitute raw materials limited by REACH regulations for EPS products, making them environmentally friendly with quality meeting customer needs.
Policy Assessment	PBDL particle size distribution concentration; 2. EPS products comply with REACH restricted substance requirements.
Assessment Mechanism	Analyze PBDL particle size using a laser particle size analyzer to effectively improve concentration.
Assessment Results	EPS products comply with REACH restricted substance requirements, providing third-party test reports.
Grievance Mechanism	If customers are dissatisfied with product quality, follow the "Customer Complaint Handling Procedure" to provide a customer grievance channel to protect customer rights.



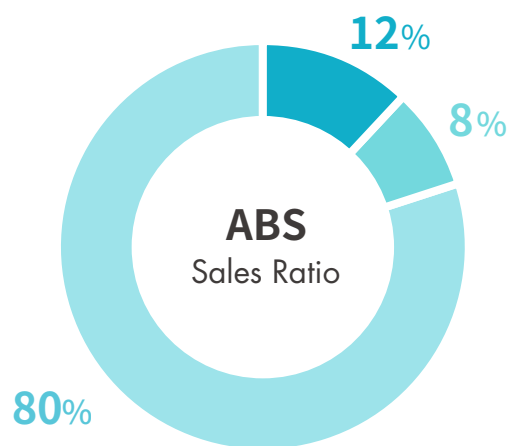
2.1.1 Main Product Sales Regions

» ABS/PS Products Produced at Linyuan Plant and Qianzhen Plant

In 2025, under an environment where massive new capacity was aggressively brought online in China, it gradually shifted from an importing country to an exporting country. In response to market changes, TTC rapidly shifted its target markets with the following results:

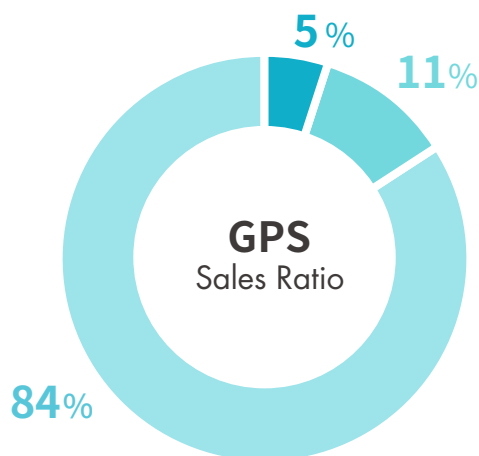
- The ABS sales ratio to the Mainland China and Hong Kong region was reduced to 12%, primarily shifting to emerging markets such as South Asia and Southeast Asia, while continuously developing deep-sea regions.
- The GPS sales market continued its deep-sea layout, with the Mainland China and Hong Kong region decreasing to 5%, while continuing to cultivate and develop other sales regions.
- EPS continued to cultivate Central and South America as well as Southeast Asia regions for stable sales.

■ Proportion of Main Product Sales Regions in 2025



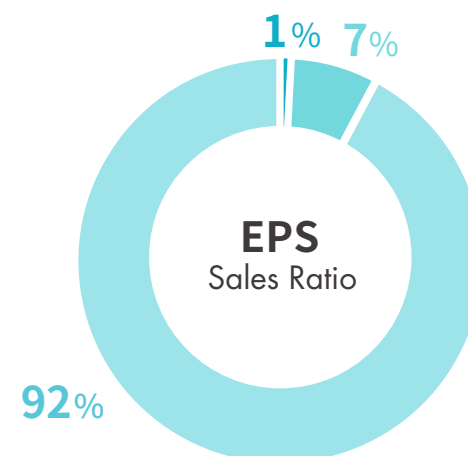
● Mainland China including Hong Kong ● Taiwan ● Others

2025 ABS Product Output: 96,706 tons



● Mainland China including Hong Kong ● Taiwan ● Others

2025 GPS Product Output: 91,385 tons



● Mainland China including Hong Kong ● Taiwan ● Others

2025 EPS Product Output: 55,639 tons



» EPS Produced at Zhongshan Plant

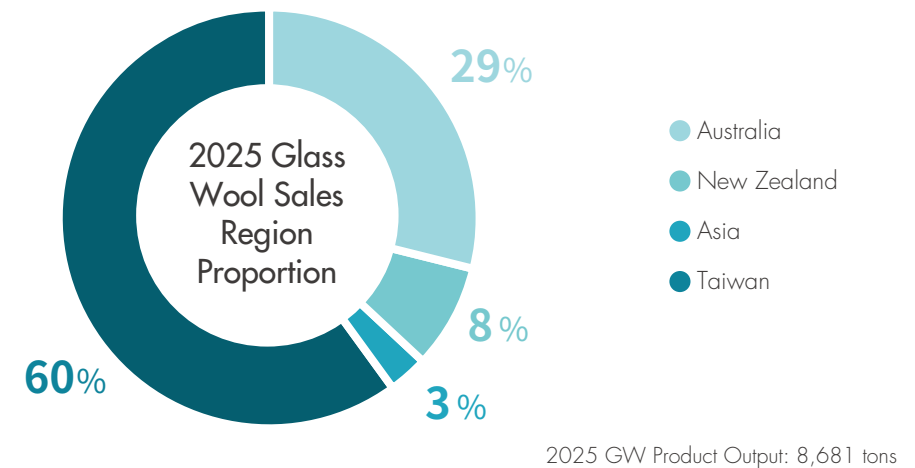
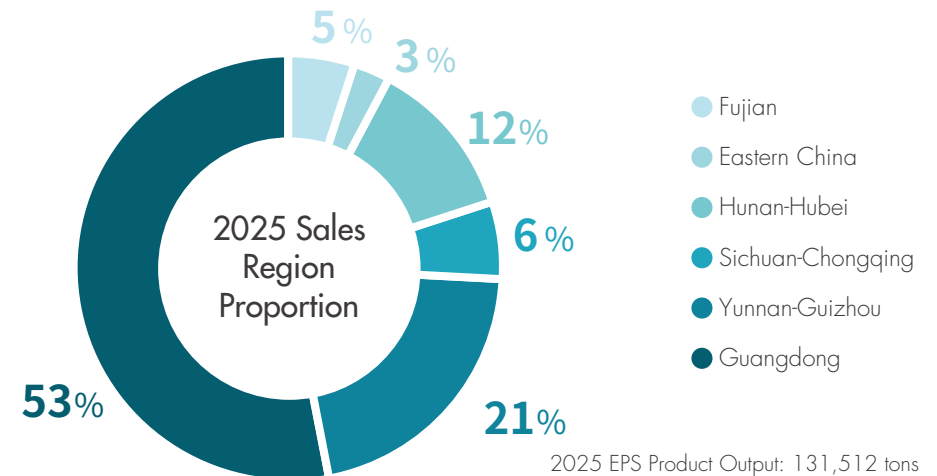
The sales of the Zhongshan Plant are all domestic sales within Mainland China. The main markets include electrical packaging, fruits and vegetables, fishing boxes, ceramics, pharmaceutical packaging, and exterior wall insulation boards. Based on the plant's geographical location, to leverage freight advantages, the main sales markets are positioned in Guangdong and Yunnan. To expand brand influence and boost sales volumes, sales in out-of-province markets with stronger growth potential have been strengthened.

The domestic economy was sluggish in 2025, and the real estate, related electrical appliances, and furniture industries continued to be depressed. In addition, the main market, Yunnan, experienced a demand drop to 40% starting in November due to climate impacts. Although domestic stimulus policies, such as appliance trade-in programs, housing and car purchase subsidies, and expanding domestic demand policies, helped market demand stop falling and stabilize, the overall demand in 2025 decreased by about 30% compared to 2024.

On the basis of stabilizing the existing customer base, the Zhongshan Plant actively explored sales markets in Eastern Pearl River Delta and out-of-province areas, increasing baseline customers and stabilizing transaction volumes to mitigate the impact of shrinking demand. Concurrently, it stabilized product quality, continuously improved particle size concentration and service awareness, and enhanced competitiveness. Although overall demand decreased in 2025, while stabilizing baseline customers in Southern China, the Zhongshan Plant massively developed customers in the Eastern Pearl River Delta and out-of-province markets.

» GW Produced at Toufen Plant

In 2025, domestic sales of GW products accounted for about 60%, while the remaining 40% was exported to New Zealand, Australia, the US, and various Southeast Asian countries. The domestic demand market for glass wool declined by 7% in 2025, with imports accounting for about 8% of the overall market, primarily from Kuwait. It is estimated that the domestic demand market in 2026 will decline by 1% compared to 2025. Due to the impact of competitive pricing from Mainland Chinese products across various regions, glass wool exports mainly focused on the higher-priced New Zealand and Australian markets. In 2025, due to the downward revision of mortgage interest rates in Australia stimulating the housing market, coupled with stable ocean freight prices, export volumes in 2025 grew by 11% compared to 2024. In response to the downturn in the construction industry and unfavorable factors such as expected increases in electricity and natural gas prices, the main goal for both domestic and export sales in 2026 is to increase sales profits; the estimated ratio of domestic to export sales in 2026 is 59% to 41%.



2.1.2 Customer Service



(1) Product manufacturing complies with local government regulatory requirements of the customers' sales regions

- In response to EU regulations, ABS/SAN/GPS/EPS comprehensively use raw materials that comply with the Restriction of Hazardous Substances (RoHS) Directive and the Registration, Evaluation, Authorization and Restriction of Chemicals (REACH) regulations.
- In response to relevant regulations in the EU and Japan, EPS switched to using non-hexabromocyclododecane (non-HBCD) (321N) fire retardant to produce fire-retardant grade EPS.
- Glass wool complies with RoHS regulations, and formaldehyde-free products ensure indoor air quality.
- Rectification of hardware equipment and process design for ABS/SAN/PS/EPS products related to Process Safety Management (PSM), ISO 50001 Energy Management Systems, and ISO 14064-1 Greenhouse Gas Inventory Standards.
- ABS products obtained Bureau of Indian Standards (BIS) certification for import licenses.
- TAIECORTM products obtained ISO 14021 recycled content certification.
- PS products obtained NSF certification for drinking water materials.

(2) Basic Product Performance Enhancement and Customer Satisfaction

Under the foundation of pursuing sustainable operations, TTC continuously dedicates itself to promoting stable product quality and performance enhancement. We faithfully execute the Quality Management Systems (ISO 9001) and have established the quality policy: QP (Quality Product, continuously improving product quality) + QS (Quality Service, continuously enhancing service quality) = Q (Satisfactory operational quality for customers). We hold monthly quality assurance meetings to discuss the current quality status of each product line, maintain stable product quality, track process capabilities and stability, and target basic product performance enhancements to provide customers with high-quality and user-friendly products, enabling customers to improve processing issues or yield rates during use, thus satisfying customer needs.

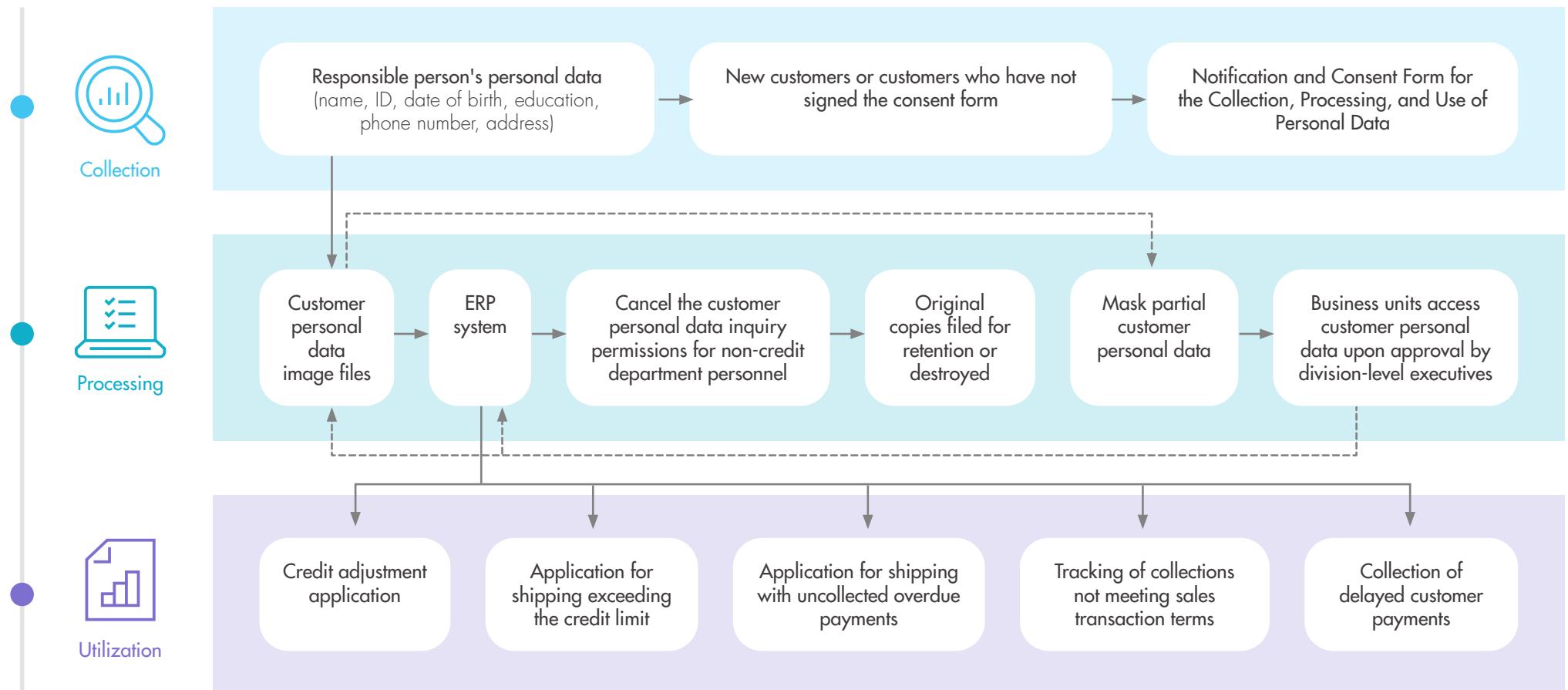


(3) In 2025, the basic product performance enhancement and quality improvement results achieved the set goals.

- PBDL particle size was analyzed using a laser particle size analyzer, effectively improving the concentration.
- EPS products met the requirements for REACH restricted substances, and third-party testing reports were provided.

(4) Customer data control and protection operations

Customer Personal Data Control Operations





2.1.3 Customer Satisfaction

TTC values customer opinions and collects their feedback and suggestions on various products and services as a reference for internal operational improvement; meanwhile, in line with the Quality Management Systems (ISO 9001) commitment to customer quality and the spirit of valuing customer satisfaction, it conducts annual customer satisfaction surveys for domestic and export customers, takes necessary corrective actions for items causing customer dissatisfaction, and submits review reports at internal management meetings (such as production and sales meetings, business management meetings, and management review meetings). Provide good customer service and enhance customer satisfaction with products to win customers' trust in the Company.



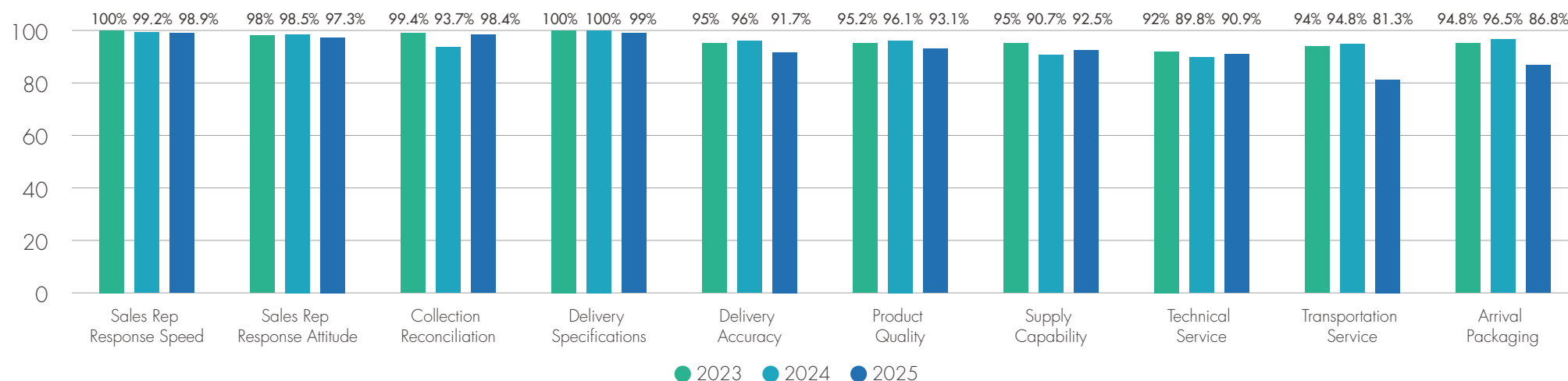
» ABS/PS produced by Linyuan Plant and Qianzhen Plant

The customer satisfaction survey items for ABS and Polystyrene (PS) products cover: sales representative service quality, product quality, supply capability, technical service, transportation service, and arrival packaging bags.

Selection of targets for the customer satisfaction survey: Sampling is conducted based on customers accounting for 70% of the total sales volume of each domestic and export sales department (a total of 184 companies).

A total of 1 satisfaction survey was conducted in 2025, with an average customer satisfaction rate of 93%.

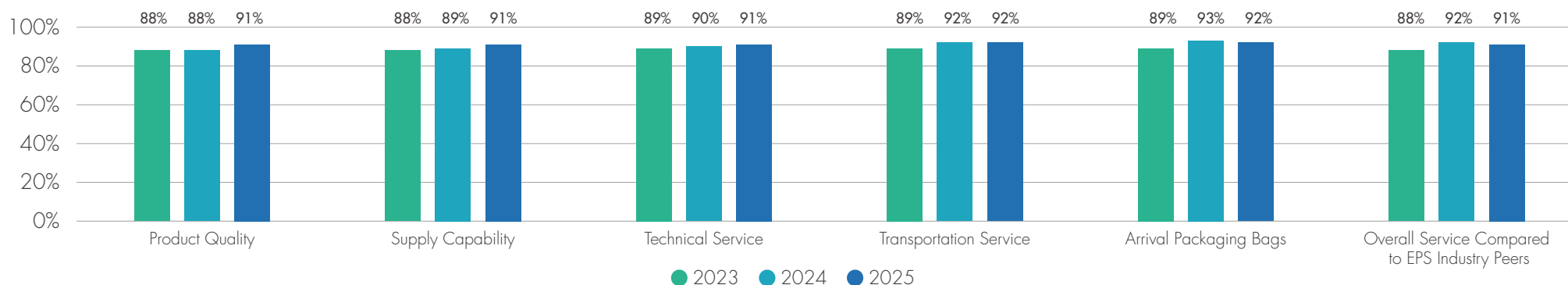
All indicators were rated excellent, except that typhoons affected delivery dates, leading to complaints from some customers about arrivals.





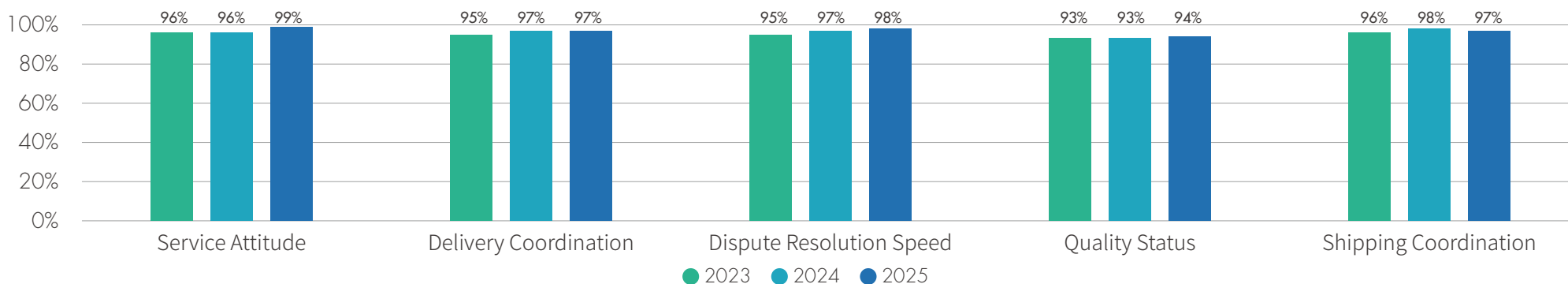
» EPS produced by Zhongshan Plant

The customer satisfaction survey items for EPS products cover 6 categories: product quality (30%), supply capability (30%), technical service (20%), transportation service (10%), arrival packaging bags (5%), and overall service compared to EPS industry peers (5%). Selection of survey targets: Sampling is based on customers accounting for 85% of the sales volume (a total of 111 companies). A total of 2 satisfaction surveys were conducted in 2025, with an average customer satisfaction rate of 91%, achieving the set goal; customer satisfaction with product quality increased slightly, and quality stability improved compared to 2024; technical service and transportation service remained basically flat year-on-year; arrival packaging slightly declined, and in the future, we still need to continuously improve particle size concentration, stabilize product quality, increase industry competitiveness, and continuously improve arrival packaging and transportation services to enhance overall service quality.



» GW produced by Toufen Plant

The customer satisfaction survey for glass wool covers: service attitude, delivery coordination, dispute resolution speed, quality status, and shipping coordination; a total of 1 satisfaction survey was conducted in 2025, with an average customer satisfaction rate of 97%, achieving the set goal of 90%; based on the top 70% customer base representing the highest proportion of domestic and export turnover in the previous year (31 companies surveyed in 2025), customer responses were compiled and a customer satisfaction survey report was submitted. By providing good customer service, we enhance customer satisfaction to win customers' trust in the Company.





2.2 Technology R&D GRI 3-3

Material Issue

Technology R&D

Reason for Materiality

New product technology R&D capabilities can grasp market trends and enhance market competitiveness, serving as the primary capability for corporate growth and continuous development; only with technology development capabilities can the Company continue to create high profitable value and sustainable operations.

Impact Boundary

- Impact boundary: Employees, Customers, Investors.
- Technology R&D capabilities affect product competitiveness, directly impacting the Company's operational/profit growth and customer development requirements.

Corresponding Sustainability Principles and SDGs

Build an Innovative Supply Chain / SDG 9 Industry, Innovation and Infrastructure

Management Approach

Purpose of the Approach	Collect information on market development and customer needs to develop new products that are eco-friendly and customer-friendly, satisfy market and customer demands, and enhance technology R&D capabilities and corporate profitability.
Goals	2025 Goals: 1. Development of TAIECOR PIR ABS ESG eco-friendly materials (Smile Bike); 2. Development of lightweight ABS composite materials. Medium-term Goals 2027: 1. Development and promotion of TAIECOR PIR ABS ESG eco-friendly materials; 2. Development of high-value SAN water material applications. Long-term Goals 2030: 1. Development of high-value applied materials conforming to ESG development trends; 2. AI smart management operations for process optimization and product development.
Management Plans	Control product development progress according to the "Standard Operating Procedure for Raw Material/Formula Modification and On-site Testing," and report and review R&D progress and effectiveness at the monthly R&D meeting.
Approach Evaluation	1. Report and review R&D progress at the monthly R&D meeting; 2. New product development progress is included in Key Performance Indicators (KPI) evaluation;
Evaluation Mechanism	1. Sales progress of TAIECOR PIR ABS ESG eco-friendly materials (Smile Bike); 2. Physical property indicators/on-site material testing for lightweight ABS composite material development.
Evaluation Results	1. TAIECOR PIR ABS ESG eco-friendly materials (Smile Bike) have been procured and launched into the market; 2. Lightweight ABS composite material development has completed material testing.
Approach Adjustment	1. Comprehensive market information collection and utilization of Group/industry-academia R&D resources to shorten the market promotion timeline and enhance market competitiveness. 2. Pre-Consumer material (ISO 14021 PIR) certification and carbon reduction analysis for low-carbon products of TAIECOR PIR ABS ESG eco-friendly materials.





2.2.1 Technology R&D

For TTC's R&D colleagues, continuous development of new and niche products, coupled with the integration of the Group's R&D resources, is essential to creating high profitable value and sustainable operations for the Company.

In the early stages of market growth, TTC actively focuses on product functions and characteristics, carrying out a series of performance enhancements and new product developments to accelerate customers' R&D progress. When customers' new products face processing issues or bottlenecks in process capability enhancement, we provide better technical services to accelerate the mass production timeline of customers' new products and improve their production yield, ultimately making the newly launched products competitive in the market and satisfying customer needs.

Over the years, TTC has been dedicated to technology R&D, effectively developing new products and niche products that are eco-friendly and customer-friendly, satisfying market and customer demands, enhancing technology R&D capabilities, and increasing revenue, with outstanding performance. In addition to cooperating with local plants to improve process technologies, establishing independent core technologies, and enhancing differentiated innovation capabilities, TTC invested R&D funds of NT\$15.83 million, NT\$16.37 million, and NT\$17.71 million in 2023, 2024, and 2025, respectively.

2.2.2 Successfully Developed Technologies or Products

- (1) Development of TAIECOR PIR ABS ESG eco-friendly materials (Smile Bike).
- (2) Development of lightweight ABS composite materials.
- (3) Development of substitute formulas for REACH restricted substances in EPS products.

2.2.3 Plans Under Research and Development

- (1) Development and promotion of TAIECOR PIR ABS ESG eco-friendly materials.
- (2) Development of high-value SAN water material applications.
- (3) Improvement of ABS product glossiness (development of PBDL emulsion polymerization formula).
- (4) Development of PS product applications for drinking water materials.

2.3 Supply Chain Management

2.3.1 Supply Chain Sustainable Development

Based on long-term sustainable operations, TTC is committed to establishing good communication channels with long-term cooperating suppliers and values the operational safety of construction contractors in the plant area, thereby establishing a stable, mutually trusted, and sustainably operating supply chain relationship, growing together with the goals of respecting human rights, reducing occupational safety hazards, and emphasizing environmental protection.

» (1) Supply Chain Sustainable Development Goals and Strategies:



Establish smooth communication
channels
Enhance long-term cooperation
models



Strengthen the implementation
of occupational safety drills
Create a safe working
environment



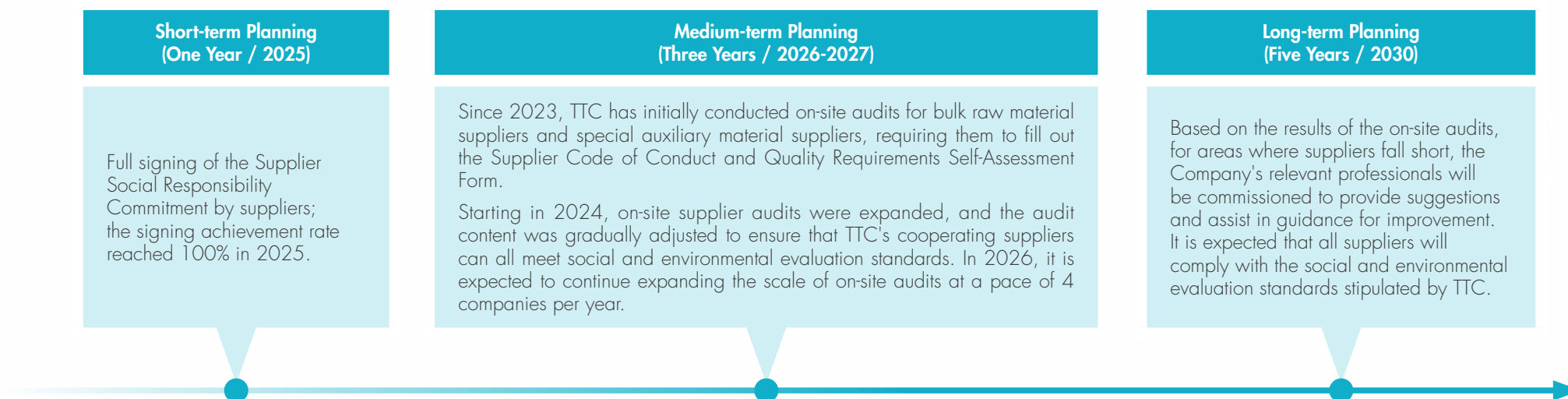
Implement and maintain
environmental protection
Share sustainable
development resources



» (2) Supply Chain Sustainable Development Execution Content and Planning:

TTC is committed to promoting sustainable business operations. Since 2018, it has drafted a "Supplier Social Responsibility Commitment" for long-term cooperating raw material suppliers, requiring them to make commitments regarding labor and human rights, health and safety, the environment, information security and privacy protection, and business ethics, and has begun to gradually promote the signing process.

Meanwhile, since 2023, an evaluation form has been formulated for on-site supplier audits. Searches are conducted across the Ministry of Environment, local Environmental Protection Bureaus, and public information websites to determine if suppliers have violated local environmental regulations. Search results are included in subsequent risk assessments. The relevant execution content and future planning are as follows:



* Note: The Supplier Code of Conduct and Quality Requirements Self-Assessment Form includes five survey categories: Labor and Human Rights, Health and Safety, Environment, Information Security and Privacy Protection, Business Ethics, and Management and Quality Systems.

Labor and Human Rights	No forced labor, prohibition of child labor, provision of proper wages and benefits, protection of labor working hours and rest times, elimination of workplace sexual harassment, bullying, and workplace discrimination, and non-use of conflict minerals, etc.
Health and Safety	Includes obtaining relevant certifications (e.g., Occupational Health and Safety Management Systems ISO 45001), or specifically proposing necessary measures such as occupational safety, emergency response, industrial hygiene, machine guarding, public health and accommodation, and health and safety information.
Environment	Includes obtaining relevant certifications (e.g., ISO 14001), or proposing specific practices for relevant environmental operation permits, pollution prevention and resource conservation, hazardous substances, wastewater, non-hazardous solid waste, noise, exhaust gas emissions, and the reduction of energy/resource consumption and greenhouse gas emissions.
Ethical Standards	Includes ethical corporate management, respecting intellectual property rights, complying with relevant confidentiality agreements, protecting privacy, avoiding conflicts of interest, etc.
Information Security and Privacy Protection	Includes obtaining relevant certifications (e.g., Information Security Management Systems ISO/IEC 27001), or specifically proposing practices including the establishment of cybersecurity management policies, strengthened verification, cybersecurity advocacy, and access control monitoring; and the handling of personal privacy data implemented in accordance with relevant regulations.



» (3) Supply Chain Risk Management Process

TTC has established a comprehensive electronic procurement process based on the principles of fairness, impartiality, and openness to eliminate procurement fraud and favoritism;

In addition, through irregularly held supplier exchange meetings and on-site supplier audits to promote sustainability issues and conduct due diligence, the Company also irregularly checks the Transparent Footprint website to query whether suppliers have material violations of the aforementioned terms or related news events. This is to assess whether it will cause negative or potential impacts on the Company (such as being fined or suspended by competent authorities) and to track, guide, or provide improvement suggestions for their violations or impacts. In response to potential raw material supply crises, relevant risk control response measures are formulated, maintaining smooth communication channels with suppliers to reduce supply risks. As sustainable supply chain risk assessment, prevention, and response measures, the execution plan for growing together with suppliers is as follows:

Risk Assessment and Prevention	Impact Response	Future Planning
In addition to supply chain safety requirements, the identification of special conditions for chemical suppliers is as follows: 1. Risks of chemical process leaks and pollution. 2. Risks of occupational safety and environmental pollution in workplaces with high dust, high temperature, high noise, or high humidity. 3. Risks of aerial work. 4. Occupational safety risks from cutting or welding. 5. Risks of fugitive Volatile Organic Compounds (VOCs). 6. Labor-intensive industries. 7. Risks of supply chain and engineering interruption/delayed delivery and completion. 8. Raw material and engineering quality risks. 9. Preventive practices are as follows: (1) Introduce supplier sustainability self-assessment questionnaires to provide initial risk identification information. (2) Establish long-term cooperative relationships with suppliers, develop other suppliers and maintain cooperation, and coordinate a long-term material preparation system. (3) Establish an internal safety stock mechanism and set requisition reference points based on the supply schedule to avoid the risk of material shortages. (4) Procurement personnel conduct supply chain sustainability education and training. (5) Contractor environmental, health, and safety education and training.	Adjust supplier supply ratios, and supplement and reallocate among other suppliers in a timely manner. For the engineering part, the environmental, health, and safety unit immediately convenes an investigation into personnel safety, equipment damage, and environmental impact, which is compiled and handed over to relevant units for response and understanding.	In addition to highlighting chemical suppliers as a priority, a risk assessment mechanism will be established based on procurement amounts, engineering contract amounts, or the level of engineering importance, incorporating the on-site audit results of the aforementioned sustainability development strategy. According to the aforementioned risk assessment mechanism and the assessed level of risk, management and guidance will be provided.

Risk Items and Attributes	Suppliers (Chemicals)	Engineering Contractors	
	Environment (E), Social (S), and Corporate Governance (G)		
Potential Risks	• Chemical processes (E) • Workplaces with high dust, high temperature, high noise, or high humidity (E) • Risks of fugitive VOCs (E)	• Labor-intensive industries (S) • Risks of supply chain interruption/delay (G) • Quality risks (G)	• Workplaces with high dust, high temperature, high noise, or high humidity (E) • Risks of aerial work (E, S) • Labor-intensive (S) • Occupational safety risks from cutting or welding (S) • Risks of engineering interruption/delayed completion (G) • Engineering quality risks (G)
Number of Audits and Visits	4 companies		
Audit Details	• Environmental Dimension (E): Whether the manufacturing and storage of environmentally restricted substances are implemented according to regulations. • Governance Dimension (G): Quality, production, and order management, customer complaints and satisfaction tracking, employee education and training, external processing management.		Conducted jointly with the engineering construction assessment of contractors
Number of Qualified Companies	4 companies (100% pass rate)		



2.3.2 Supplier Management Mechanism

To sustain sustainable business operations, TTC regularly executes supplier evaluation operations annually, formulating evaluation management mechanisms for raw material suppliers and engineering contractors to reduce and prevent potential risks from occurring, which is divided into raw material supplier evaluation and engineering contractor evaluation management.

» (1) Raw Material Supplier Evaluation Management

TTC establishes long-term strategic cooperation relationships with major raw material suppliers and establishes safety stock based on the material preparation schedule to ensure a smooth supply chain.

To encourage continuous optimization by suppliers, enabling the Company to obtain high-quality raw materials and services timely, adequately, and reasonably priced, the Group Material Planning Division uniformly conducts supplier evaluation operations annually, aligning with production operations and environmental policies, based on items such as quality, delivery, environmental protection and occupational safety, packaging, quality certification, and service. The detailed evaluation mechanism and process are as follows:

- The selection of qualified suppliers for raw materials/OEM products is made by one or a combination of the following methods:
 - Having credibility or an excellent reputation domestically and abroad.
 - Qualified suppliers registered by certification bodies, such as ISO certifications (ISO 9001, ISO 14001, and Occupational Health and Safety Management Systems ISO 45001, etc.), or compliance with the EU Restriction of Hazardous Substances (RoHS) directive.
 - Having a good past supply quality record or delivery record.
 - Brands specified by the technology provider.
 - Providing raw materials as an exclusive supplier.
- Samples provided by new suppliers of raw materials/OEM products undergo inspection and testing by R&D and relevant units. After evaluation and trial use, if the submitted report meets requirements and is confirmed by the product improvement meeting, the procurement unit includes them in the approved supplier roster. This is submitted to each Plant Manager and the President for approval to serve as a reference for procurement.
- Filing: File the relevant data of qualified suppliers for raw materials/OEM products into the approved supplier roster for raw materials/OEM products, maintaining complete records for timely review and updating.

I Evaluation Items for Annual Supplier Evaluation Operations



* The main evaluation items for environmental protection and occupational safety refer to ISO 14001 and ISO 45001.

* (E), (S), and (G) respectively represent the environmental, social, and governance evaluation dimensions.

The passing threshold for the annual evaluation operation of raw material suppliers is 75 points or above. Except for suppliers whose evaluation scores exceed 85 points for three consecutive years (who are exempt from evaluation), the evaluation pass rate for raw material suppliers across all plants reached 100% in 2025, and the evaluated suppliers accounted for 100% of the trading suppliers in 2025.

I Results of Raw Materials Supplier Evaluation 2023-2025

Year	2023	2024	2025
Number of Evaluated Companies (including Zhongshan Plant)	250	210	263
Pass Rate	100 %	100 %	100 %

* For those with evaluation scores below 59 points, transactions with the supplier will be revoked or suspended according to regulations.

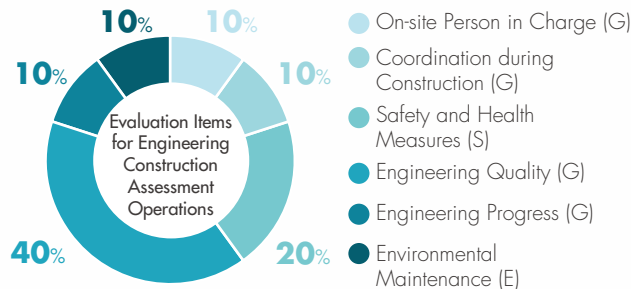


» (2) Engineering Contractor Evaluation Management

The engineering contracting policy focuses mainly on local contractors, establishing contractor profiles, and evaluating and grading them based on their engineering capabilities and quality to serve as recommendations and references for engineering contract inquiries.

During the construction process, construction quality relies on the supervision and management of on-site plant personnel. Management items include environmental safety, occupational safety, human rights, and labor practice issues, which are regularly reported back to the head office to understand the situation.

Evaluation Items for Engineering Construction Assessment Operations



1 Develop Contractors

New contractor selection - Send the "Engineering Contractor Questionnaire" to contractors

2 Qualification Certification

File approved contractors - "Engineering Contractor Questionnaire Classification Catalog"

3 Continuous Updating

Irregularly update contractor file data - corrections for changes in equipment, capabilities, expertise, etc.

4 Assessment Operations

Engineering construction assessment operations - "Construction Assessment Form"

* (E), (S), and (G) respectively represent the environmental, social, and governance evaluation dimensions.

The passing threshold for the engineering construction assessment operations for engineering contractors is 50 points or above. TTC's engineering construction assessment pass rate across all plants reached 100% in 2025, and the evaluated contractors accounted for 100% of the trading contractors in 2025.

Construction Assessment Results from 2023 to 2025

Year	2023	2024	2025
Number of Evaluated Companies	60	27	30
Pass Rate	100 %	100 %	100 %

Our company's Supplier Human Rights Due Diligence Process is outlined below:

1 Human Rights Issue Identification & Risk Assessment

Identify key human rights issues with reference to international human rights guidelines and benchmark peers in domestic and international industries. Conduct risk assessments through questionnaires distributed to suppliers and contractors.

2 Prevention & Mitigation Measures

Focus on preventive and mitigation measures. If violations or issues have already occurred, execute effective remedial actions for remediation.

3 Grievance Mechanism

Provide accessible, transparent, and responsive grievance and guidance channels.

4 Information Disclosure

Periodically disclose process outcomes, metrics, and progress in the company's ESG Report.

By referencing international human rights standards and the human rights issues prioritized by benchmark companies in the industry—both domestic and international—the Company has identified the following human rights issues concerning suppliers:

Regarding Tier 1 suppliers, the Company has identified the following three human rights issues:

1. Occupational Health and Safety Management 2. Working Hours and Leave Management 3. Workplace Unlawful Infringement Prevention Management

Based on the identified human rights issues, the Company will issue risk assessment questionnaires to Tier-1 suppliers in 2026 to conduct risk surveys and evaluations. Corresponding mitigation measures are outlined below:

	Risk Mitigation Measures
Occupational Health & Safety Management	Require suppliers and contractors to establish occupational health and safety management systems or relevant policies. Require suppliers and contractors to periodically conduct hazard identification, safety education and training, and safety audits. Periodically review whether suppliers and contractors have been penalized by regulatory authorities due to violations of working hours or overtime management regulations.
Working Hours & Leave Management	Require suppliers and contractors to manage regular working hours, overtime, and leave in strict compliance with local labor laws and regulations. Require suppliers and contractors to establish working hours and overtime management systems and periodically review their implementation status. Periodically review whether suppliers and contractors have experienced major occupational accidents or received administrative penalties from competent authorities as a result.
Workplace Unlawful Infringement Prevention Management	Require suppliers and contractors to establish policies or management systems for preventing unlawful workplace infringement (including workplace bullying and violence). Require suppliers and contractors to provide employee grievance, investigation, and protection measures, and conduct regular awareness training. Periodically review whether suppliers and contractors have experienced major workplace unlawful infringement incidents.

To ensure effective tracking of due diligence implementation, the Company will periodically evaluate the effectiveness of mitigation and remedial measures, reporting the outcomes to the Sustainability Committee. The Company has established comprehensive grievance mechanisms and channels enabling suppliers and contractors to report illegal acts or human rights violations.

Supplier & Contractor Grievance Channels : (02)-8751-6888 ; Supplier Grievance Email: troychen@usig.com



2.3.3 Procurement Strategy

Under the sustainable development business model, TTC continues to commit to promoting quality, capability, service, and environmental protection and occupational safety supervision, ensuring the life safety and health of workers, in order to establish a stable, mutually trusted, and sustainable supply chain relationship, and grow together with high-quality suppliers.

» Support for Local Procurement

TTC's operating locations are distributed in Taiwan and Zhongshan, China, with Taiwan as the main operation base.

Adhering to the spirit of upgrading local industries in Taiwan, under similar product quality and procurement conditions, priority is given to local suppliers in Taiwan to establish good cooperative relationships and promote the stable development of Taiwan's economy. In 2025, the local procurement amount ratio of TTC's Taiwan plants accounted for 87% of the total procurement amount (excluding bulk raw materials, including auxiliary materials, equipment, and contracting), and the local procurement ratio of the Zhongshan plant in China was 100%.

Among them, TTC signed fixed contracts with local suppliers in Taiwan for the bulk raw materials styrene, acrylonitrile, and butadiene required for production, and based on market conditions, partially imported from abroad to maintain stable supply. In 2025, the local procurement amount of bulk raw materials of TTC accounted for 100%, with a total of 7 bulk raw material suppliers, all of which are Taiwanese suppliers.

2025 Distribution of Local Procurement Amount for Bulk Raw Materials in Taiwan

Location / Raw Material	Styrene	Acrylonitrile	Butadiene
Taiwan	100%	100%	100%
Non-Taiwan	0%	0%	0%
Supply Source	2 domestic companies	2 domestic companies	3 domestic companies
	0 Foreign Suppliers	0 Foreign Suppliers	0 Foreign Suppliers

2025 Distribution of Local Procurement Amount for Bulk Raw Materials in Zhongshan Plant

Location / Raw Material	Styrene (Zhongshan)
China	100%
Non-China	0%
Supply Source	8 domestic companies
	0 Foreign Suppliers

» Growing Together with Suppliers

Currently, TTC's key raw material suppliers, including CPC Corporation, FCFC, Formosa Plastics, and CPDC, have all obtained ISO 14001 and ISO 45001 certifications. These certifications meet the Company's requirements for environmental management and occupational health and safety management, making them excellent partners for sustainable development. Regarding the practice of investigating suppliers with potential negative impacts, the company also adopts proactive risk management. Besides irregularly reviewing manufacturers' environmental violation records published on government websites or online media to check if suppliers have major violations of the aforementioned clauses or news events, the company conducted supplier on-site audits on 4 suppliers in 2025, paired with physical visits using the supplier code of conduct and quality requirement self-assessment form, to evaluate whether they pose negative or potential impacts to the company (such as being fined by competent authorities or suspending work). For those with excellent performance or potential negative impact risks due to violations or deficiencies, specific practices are proposed as follows: Violation or deficiency records: Counseling and improvement on violated or deficient items; if maliciously uncooperative or unable to improve over time, risk control response measures such as lowering scores or selecting alternative manufacturers will be adopted. Those with no violations and deficiency records and excellent performance: Exchange meetings are held between both parties to communicate and exchange opinions on the strengths of both sides.



3

Creating Friendly Environments

3.1 Environmental Friendly Management	55
3.2 Climate Change and Energy Management ★	56
3.3 Water Resource Management ★	71
3.4 Air Pollution Control ★	75
3.5 Waste Management ★	78

2025Annual Goals

Climate Change and Energy Management

- Reduce energy consumption per unit of product by 3%
- Reduce greenhouse gas emissions by 11% compared to the base year

Water Resource Management

- Reduce water consumption per unit of product by 4% compared to the base year
- Effluent water quality meets standards

Air Pollution Control

- Number of fines for exceeding air pollutant emission limits is 0
- VOCs emissions per unit of product decreased by 11% compared to the base year

Waste Management

- Implement the waste audit and inspection system
- Proper waste disposal rate of 100%

2025 Actual Performance

✓ 2025 actual performance: Reduced by 8.14%

✓ 2025 actual performance: -19.18%

✓ 2025 actual performance: Reduced by 18.71%

✓ 2025 actual performance: Meets emission standards

X 2025 actual performance: 1 violation

✓ 2025 actual performance: - Decreased by 35%

✓ 2025 actual performance: 20 times

✓ 2025 actual performance: 100%





Creating Friendly Environments

TTC deeply realizes the importance of biodiversity protection in maintaining the stability of the global ecosystem and the sustainable well-being of mankind. Therefore, it actively promotes various actions to reduce the impact of operational activities on the ecological environment.

Regarding pollution control, TTC's plants continue to add or update equipment, such as adding exhaust gas denitrification control equipment to boilers, updating baghouse dust collectors in incinerators, and modifying gas collection hoods in process areas to improve collection efficiency and effectively reduce pollution emissions. In addition, through the proper maintenance, regular calibration, and replacement of consumables for air pollution control equipment, pollutant emissions are effectively controlled. Furthermore, TTC also values the transparency of environmental information, strengthens communication with various stakeholders, improves climate-related risk management and response measures, and actively participates in local environmental protection activities to improve the local ecological environment and promote sustainable community development through practical actions.

» TTC ESH Policy



- Strictly comply with relevant government regulations



- Fulfill corporate social responsibility



- Effectively implement management cycles



- Prevent hazards and reduce risks



- Implement the Responsible Care philosophy



- Value the needs of employees and the public



- Continuously improve and enhance performance



- Ensure corporate sustainable operations



Biodiversity Policy and Initiatives

Biodiversity is the core foundation for maintaining the stable operation of the Earth's ecosystem, having a critical impact on key ecosystem services such as climate regulation, water cycling, soil productivity, and food supply, and further affecting the long-term development and health and well-being of human society. In 2022, countries around the world reached a consensus at the Conference of the Parties to the Convention on Biological Diversity (COP15), aiming to clearly set the global action direction and management goals for biodiversity conservation by 2030 through the new Global Biodiversity Framework (GBF).

Faced with the challenges brought by climate change and the continuous loss of biodiversity, the pressure on natural resources is increasingly high. Starting from the perspective of risk management and sustainable operations, TTC actively strengthens natural capital management and introduces Taskforce on Nature-related Financial Disclosures (TNFD) for the first time. While formulating the "Biodiversity and Zero Deforestation Policy," it follows international conventions and initiatives such as the "United Nations Convention on Biological Diversity" and the "Kunming-Montreal Global Biodiversity Framework," joining hands with upstream suppliers and important business partners to create a sustainable future, gradually achieving "No Net Loss (NNL)" and moving towards "Net Positive Impact (NPI)."

Taskforce on Nature-related Financial Disclosures

TTC follows the LEAP methodology of the Taskforce on Nature-related Financial Disclosures (TNFD) to systematically identify and assess nature-related risks and opportunities. The company recognizes that the correlation between the state of natural capital and operational activities largely depends on the "geographic location" of operational sites and the "extent of dependence and impact" on the ecosystem. Whether it is the operation of its own production sites or the supply and manufacturing process of upstream raw materials in the chemical industry, it may have direct or indirect impacts on the local ecosystem. Based on this, the company uses scientific methods to inventory important operational sites and value chain activities, assess their dependence and impact on natural resources, and further identify high-risk areas and key issues as the basis for subsequent risk management and action strategies, with specific practices as follows. For detailed information, please refer to the [2025 Climate and Nature-Related Disclosures Report](#):

TNFD LEAP Step instructions

Locate Step	Assessment Results
L1: Identify Business Footprint and Value Chain	TTC's value chain is located in the mid-to-upstream of the chemical industry. The upstream covers petrochemical raw material suppliers, while the downstream extends to plastic product manufacturers and end consumers, completely connecting the industry chain from raw material acquisition to product application. In defining the assessment scope, the company centers on each operational site, designating a 1-kilometer radius buffer zone as the analysis area, incorporating potential impacts on stakeholders around the plant area and nearby ecosystems, and regarding it as an indirect impact area to ensure the completeness and representativeness of the natural capital impact scope. After converging the aforementioned scope, TTC has inventoried 4 main operational sites in total. Their operational attributes cover functions such as production manufacturing and raw material storage and transportation. The characteristics of relevant sites will serve as an important basis for subsequent assessment of natural resource dependence and environmental impact.
L2: Screen Value Chains with High Dependence and Impact	Using the ENCORE database recommended by TNFD, we compiled ecosystem services and impact drivers that are dependent on the value chain industry of TTC. The identification results for ecosystem services and impact drivers categorized as moderate and above are as follows: • Ecosystem services of concern: Stable water supply, water flow regulation, soil and sediment retention, flood control, rainfall pattern regulation, water purification, and storm mitigation. • Impact drivers of concern: Disturbances, greenhouse gas emissions, land use, solid waste generation and emission, air pollutant emissions, soil and water pollutant emissions, and water consumption.



Locate Step	Assessment Results
L3: Connect with Natural Ecology Interfaces	TTC utilizes international and national-level spatial databases for biodiversity, combined with the buffer zone scope defined in the L1 stage, to systematically analyze the spatial correlation between each operational site and the surrounding ecosystems. By integrating key indicators such as important areas for biodiversity, water stress, and ecological integrity, we evaluate the location sensitivity and species sensitivity of the buffer zone for each site, thereby identifying whether it belongs to an ecologically sensitive area.
L4: Identify Priority Locations in the Value Chain	TTC screens priority locations of concern in the value chain based on two major assessment factors: "Identification of High Dependence and High Impact Industries" and "Ecologically Sensitive Areas." After incorporating the buffer zone analysis of each operational site, a priority classification mechanism is established, divided into first to third priority levels of concern. The assessment results show that two operational sites of TTC are listed as secondary priority locations of concern.

Evaluate Step	Assessment Results
E1: Identify Natural Capital, Ecosystem Services, and Impact Drivers	Using the map resources referenced in the Locate stage to identify surrounding natural capital, and referring to literature on ecosystem services potentially provided by specific ecosystem communities, we further expanded the ecosystem services that TTC may depend on or impact.
E2: Establish Dependency and Impact Pathways of Operational Activities	To understand the interactive relationship between dependencies and impacts and us, we referred to the Natural Capital Protocol and TNFD guidelines to establish the Dependency Pathway and Impact Pathway of operational activities for each plant. The relevant explanations are as follows: Dependency Pathway: When potential external environmental or social changes occur, they may impact the state of nature, causing the ecosystem services we depend on to change, thereby affecting TTC's operational activities. Impact Pathway: Impact drivers from operational activities lead to changes in the state of nature, causing a reduction or loss of ecosystem services, thereby triggering external environmental or social changes.
E3: Measure Dependencies and Impacts	Based on the characteristics of each operational site, TTC assessed its degree of dependence on specific ecosystem services, as well as the potential impacts of relevant impact drivers on surrounding stakeholders and the environment, conducting systematic analysis and classification through a four-quadrant matrix. The analysis results for ecosystem services are as follows: Areas requiring monitoring: Stable water supply Low-risk areas: Water flow regulation, soil and sediment retention, flood control, rainfall pattern regulation, water purification, storm mitigation The analysis results for impact drivers are as follows: General monitoring areas, disturbances, greenhouse gas emissions, land use, solid waste generation and emission, air pollutant emissions, soil and water pollutant emissions, water consumption
Assess and Prepare Steps	Assessment Results
A: Assess Risks and Opportunities	Based on the TNFD risk and opportunity framework and international report analysis, we have identified and preliminarily evaluated potential risk and opportunity issues in the value chain. For detailed contents, please refer to the company's thematic report on nature-related disclosures. According to our risk and opportunity assessment process, we manage identified risks and opportunities ranked moderate and above. For detailed contents, please refer to the company's thematic report on nature-related disclosures.
P: Prepare to Respond and Report	In response to material risks and opportunities, we have formulated corresponding response strategies to address related impacts, and regularly follow up on progress with responsible units to evaluate the implementation of strategies. For detailed contents, please refer to the company's thematic report on nature-related disclosures. In setting nature-related metrics and targets, TTC prioritizes climate change, the primary driver, and has set specific and aggressive carbon reduction targets to respond to related risks and opportunities. At the same time, regarding air pollutant emissions, corresponding management goals and control measures have been established to continuously reduce environmental impact and strengthen overall environmental management performance.



3.1 Environmental Friendly Management

Environmental protection and pollution prevention are an important part of the company's business management strategy. TTC established the ISO 14001 Environmental Management Systems in June 1998 to provide a good environmental protection framework for each plant, control and reduce impacts on the environment, prevent accidents from causing environmental effects, and ensure regulatory compliance.

We integrated the environmental management system and the occupational health and safety system, formulated the ESH policy, and regularly conduct ESH training to build a safe and healthy working environment.

According to product importance and its production process, TTC conducts systematic process evaluations such as hazardous substance management, pollution prevention, energy conservation, water conservation, and low carbon to achieve high safety and low pollution production. In addition, it sets environmental goals and targets, management plans, or other improvement measures, and continuously executes improvement and review tracking.

3.1.2 ESH Grievance Mechanism GRI 2-25

TTC has formulated the "Regulations for OSH, Environment and Energy Information Collection and Communication" to establish, implement, and maintain the channels and methods of communication, participation, and consultation regarding OSH and environmental issues for internal (employees, unions, welfare committees, labor-management meetings, and ESH and energy executive team meetings, occupational safety and health committee meetings, etc.) and external (customers, suppliers, competent ESH authorities, community residents, and environmental groups, etc.) parties.

Internal grievance and communication handling methods

1. Employees can consult and communicate on matters related to occupational health, safety, and the environment through channels such as the occupational health and safety committee meetings, ESH meetings, and employee grievance mailboxes.
2. When employees have suggestions regarding occupational safety and health or environmental issues, they can also proceed according to the proposal improvement system regulations.
3. When employees have complaints about occupational safety and health or the environment, they can follow the administrative system or directly reflect them to the ESH unit for handling.

External grievance and communication handling methods

1. External units can raise ESH-related grievances via phone (07-7040988), verbally, or in writing. After receiving them, any unit in TTC's plants forwards them to the responsible department to verify the content of the grievance, registers them in the "OSH, Environment, and Energy Information Collection and Communication Handling Record Form," and provides appropriate responses and handling.
2. Materials related to the ESH policy are placed on the TTC website to provide external parties with requests or consultations.

3.1.1 Environmental Management Organization

To effectively implement the ESH management system and achieve the goal of elevating employee ESH awareness, an ESH Management Committee was established, chaired by the President, with ESH Management Teams established underneath (each plant setting up its own).

The ESH Management Committee convenes a management review meeting once a year to review the annual ESH management performance. In addition, the management team of each plant holds an occupational health and safety committee meeting every three months and an ESH and energy executive team meeting every two months to regularly discuss ESH-related issues, review internal and external impact issues, and regulatory compliance. Any deficiencies or non-compliances are continuously tracked for improvement to enhance the company's ESH performance, reduce impacts, and fulfill the spirit of sustainability.

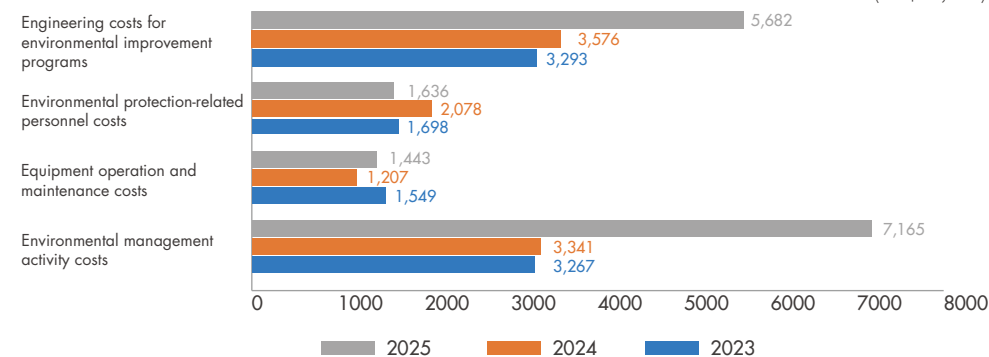
3.1.3 Environmental Protection Investments

In 2025, TTC's total environmental protection expenditure was NT\$159.26 million, an increase of 56.1% compared to 2024.

The categories of expenses generated by TTC for environmental management are as follows:

Environmental management expenditure in the past three years

(NT\$10,000)



* Note 1: Environmental management activity costs: Include air pollution control, water pollution prevention, waste treatment, noise prevention, and other related expenses (such as air pollution control fees, soil and groundwater pollution prevention fees, Linyuan Industrial Park air quality monitoring facility setup and maintenance fees, etc.).

* Note 2: Environmental protection-related personnel costs: Include personnel expenses and environmental protection-related training expenses.

* Note 3: Equipment operation and maintenance costs: Include the operation, maintenance, and upkeep expenses for environmental protection-related prevention and control equipment.



3.2 Climate Change and Energy Management GRI 201(201-2) 、GRI 3-3 、GRI 302(302-1 、302-3 、302-4) 、GRI 305(305-1 、305-2 、305-3 、305-4 、305-5)

Material Issue

Climate Change and Energy Management

Reason for Materiality

Climate change is causing the global average temperature to rise continuously, highly correlated with energy consumption. TTC is an energy-intensive industry, so the energy efficiency of our production processes is a focal point of our concern. In addition to active internal management at the plants, with competent authorities intensifying carbon emission supervision, we will continuously promote energy conservation and carbon reduction measures to cope with future impacts.

Impact Boundary

Impact Boundary:
Government agencies, partners, communities, and employees

Corresponding Sustainability Principles and SDGs

Creating Friendly Environments /
SDGs 13 Climate Action

Management Approach

Purpose of the Approach

Reduce the environmental impact of energy and greenhouse gas emissions, comply with national statutory reduction requirements, and meet the Group's energy conservation and carbon reduction targets, setting short-, medium-, and long-term reduction targets using 2017 as the base year.
2017 Base Year: The base year defined considering better capacity utilization rates of each plant.

Goals

2025 Targets: (1) Reduce energy consumption per unit of product by 3%; (2) Reduce greenhouse gas emissions by 11% compared to the base year.
Medium-term Target 2027: (1) Reduce energy consumption per unit of product by 4%; (2) Reduce greenhouse gas emissions by 16% compared to the base year.
Long-term Target 2030: (1) Reduce energy consumption per unit of product by 6%; (2) Reduce greenhouse gas emissions by 27% compared to the base year.
Ultimate Goal: Achieve carbon neutrality by 2050.

Management Plans

1. Add or upgrade equipment to reduce energy consumption; 2. Strictly control energy consumption of plant equipment, and repair or update equipment immediately upon any abnormalities.

Approach Evaluation

List "energy consumption per unit of product" and "annual greenhouse gas emission reduction rate" as Key Performance Indicators, submit review reports to the management level, and convene a review meeting annually to examine the past year's performance, thereby proposing improvement measures and verifying the effectiveness of improvement measures.

Evaluation Mechanism

1. Conduct monthly statistical analysis of energy consumption to systematically manage and understand the reasons for energy consumption increases or decreases.
2. Establish monitoring and testing equipment and estimation methods to examine plant energy consumption, enabling real-time control and elimination of abnormalities.
3. Continually promote the ISO 14064-1 greenhouse gas verification system to systematically inventory greenhouse gas emissions and formulate various energy conservation and carbon reduction plans through rolling reviews.
4. Continually promote the ISO 50001 Energy Management Systems to manage energy loss systematically.

Evaluation Results

1. Energy consumption per unit of product; 2. Greenhouse gas emissions

Remediation and Preventive Measures for Negative Impacts

1. Insufficient power supply leading to production interruption: Generator equipment has been planned and installed to ensure backup power is available in case of power supply interruption.
2. Participate in the Group's energy and resource integration meetings, and formulate various energy conservation and carbon reduction plans through rolling reviews.

Approach Adjustment

Propose improvement plans for unachieved targets and review them during management review meetings.

Grievance Mechanism

Also detailed in the section 3.1.2 ESH Grievance Mechanism.



3.2.1 Climate Change

» Climate Change Risk Management

In the face of the impacts of climate change, carbon reduction has become a globally shared goal. In early 2022, TTC set a 2030 carbon reduction target: "Reduce carbon emissions by 27% compared to 2017 by 2030," and further established "carbon neutrality by 2050" as the company's long-term goal in 2023.

To achieve the vision of corporate sustainability, USI Corporation practically and actively promotes corresponding response strategies and management mechanisms. The Group comprehensively implements ISO 14064-1 greenhouse gas inventory and verification/assurance, plans and executes carbon reduction programs, and actively develops external renewable energy plants. By the end of 2025, the cumulative grid-connected capacity of invested solar plants has reached 9MW, generating approximately 11.25 million kWh of green electricity annually.

TTC relies on The Board's supervision of sustainability performance-related actions, with the subordinate ESG Committee serving as the highest organization for climate management, chaired by independent directors, annually reviewing the company's climate change strategies and goals, managing actions for climate change risks and opportunities, tracking implementation status, and reporting to the Board of Directors.

Relevant information summarized from various work meetings is as follows:

1. Business Management Meeting: Chaired by the Chairman, it irregularly conducts promotion planning and performance reporting for major policies on energy conservation and carbon reduction.
2. Group's Equipment Preventive Maintenance Environmental Risk Control Division (Environmental Protection Department) Quarterly Report Meeting: As the highest unit executing energy management in USI Corporation, it reports promotion plans and progress to the Chairman every quarter and makes decisions.
3. The Audit Committee under the Board of Directors annually submits the risk management team's identification results to the Board of Directors, covering risks caused by global climate change, energy, and related tax issues.

The Remuneration Committee annually assesses and reviews the ESG-related performance of managers (including the management of climate change-related issues) and incorporates climate-related targets into the performance evaluation and remuneration system for top executives to monitor the achievement of climate-related targets. Given the growing global emphasis on related issues such as E (Environmental), S (Social), and G (Governance), the company promotes the disclosure of greenhouse gas inventory and assurance information by listed companies in stages according to the "Sustainable Development Roadmap for Listed Companies" issued by the Financial Supervisory Commission to build corporate greenhouse gas inventory capabilities, etc. The company has completed the inventory and assurance operations for the consolidated company and specifically reports the promotion of various measures annually, with directors providing suggestions.

In addition to continuously improving corporate governance effectiveness, the company is also prudently planning and executing strategies for implementing carbon reduction targets and developing green electricity to assist the company in mitigating problems and risks, expecting to meet international standards to achieve the grand goal of corporate sustainable development.

TTC actively responds to climate change challenges by incorporating them into the company's core governance framework. The company regards the Board of Directors as the highest governance body, with the subordinate "Sustainability Development Committee" responsible for strategic review and supervision, and implements risk monitoring through the "Risk Management Team." In addition, Our Company also integrates ESG performance into the remuneration system for top executives to strengthen accountability for organizational climate action.

In terms of strategy and risk management, TTC refers to the IFRS S2 standards to establish a sound process for identifying, evaluating, and financially impacting climate risks. To achieve the sustainability vision, the company has explicitly set the consolidated company's carbon reduction pathway: using 2017 as the base year, targeting a 27% carbon reduction by 2030, and moving towards carbon neutrality by 2050. Through specific corresponding actions such as equipment replacement, renewable energy installation, and production optimization, and regular disclosure of carbon emission data, TTC demonstrates its determination to build climate resilience and value chain sustainability.



Climate Change Management Framework

Category	Management Strategy and Action
Governance	< Governing Body > TTC regards the Board of Directors as the highest governance body responding to climate change, undertaking The Board's supervision of sustainability performance-related actions. The subordinate ESG Committee is chaired by independent directors, annually reviewing the company's climate change strategies and goals, managing climate change risks and opportunity actions, tracking implementation status, and reporting to the Board of Directors. < Management > - Group Business Management Meeting: Chaired by the Chairman, irregularly reviewing major energy-saving and carbon-reducing policies, promoting planning, and reporting performance. - Group's Equipment Preventive Maintenance Environmental Risk Control Division (Environmental Protection Department) Quarterly Report Meeting: As the highest unit executing energy management for USI Corporation, it reports promotion plans and progress to the Chairman every quarter and makes decisions. - Risk Management Team: Submits risk identification results to the Board of Directors annually, covering risks stemming from global climate change, energy, and related financial and tax issues. - Remuneration Committee: Annually reviews top executives' ESG-related performance (including climate change issues) and integrates climate-related goals into their performance evaluation and remuneration systems to oversee the achievement of climate-related targets.
Strategy	- Identify Risks and Opportunities: Identify material items based on the likelihood and impact of risk and opportunity items. - Assess Potential Financial Impact: Conduct potential financial impact assessments on the identified material risks and opportunities. - Scenario Analysis: Set up scenarios to achieve net-zero plans under different contexts.
Risk Management	- IFRS S2: Refer to the IFRS S2 framework to identify risks and opportunities, communicate with responsible units, and have top executives confirm annual promotional items. - Based on the nature, likelihood, and potential impact of risks, the company sets qualitative and quantitative evaluation criteria, and identifies, assesses, prioritizes, and monitors climate-related risks and opportunities. - Identification Results: Evaluate climate-related risks and opportunities that can reasonably be expected to impact the company, along with information on current and anticipated impacts on business models and value chains.
Metrics and Targets	- Group Carbon Reduction Targets: Set 2017 as the base year, reduce carbon emissions by 27% compared to the base year by 2030, and achieve carbon neutrality by 2050. - Climate Response Strategies: Equipment replacement, installation of renewable energy equipment, production scheduling optimization, building air-conditioning planning, Energy Management Systems, extreme climate emergency response plans. - Greenhouse Gas Emission Disclosure: Annually disclose Scope 1, Scope 2, and Scope 3 emission data in the ESG report and regularly review the causes of increase or decrease.

Identification of Climate Risks and Opportunities

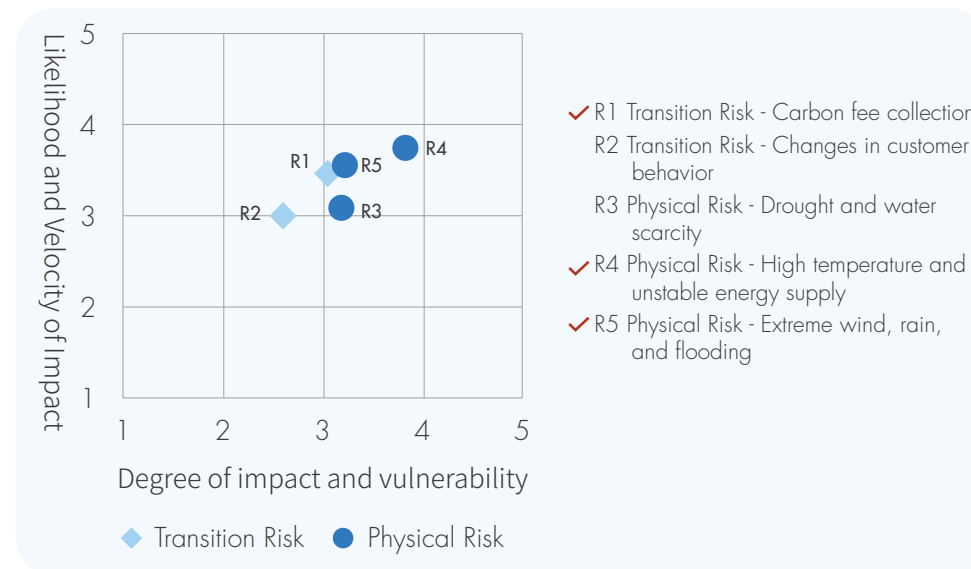
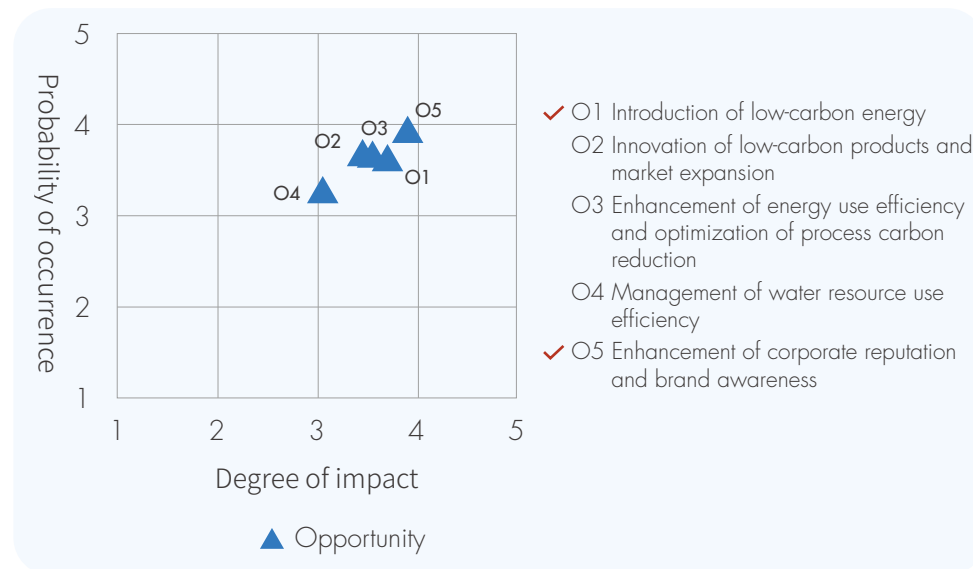
To strengthen climate risk management and align with international standards, the company references the IFRS S2 "Climate-related Disclosures" standards to assess the impact of climate-related risks and opportunities on corporate strategy and financial status. By identifying key drivers through scenario analysis, response measures are incorporated into the business decision-making process.

Physical risks refer to the Taiwan Climate Change Projection Information and Adaptation Knowledge Platform (TCCIP) "Taiwan Climate Change Key Indicator Atlas: AR6 Statistical Downscaling Version" and research data from the National Science and Technology Center for Disaster Reduction, adopting the IPCC AR6 scenario combined with "Shared Socioeconomic Pathways (SSP)" and "Representative Concentration Pathways (RCP)." The company chose the SSP5-8.5 (very high greenhouse gas emissions) scenario as the baseline, projecting that carbon dioxide emissions will double by 2050, and conducted financial impact analyses on disasters such as "high temperatures," "flooding," and "droughts."

Transition risks refer to the World Energy Outlook (WEO) published by the International Energy Agency (IEA) in 2021. The report divides scenarios into three types based on different energy trends and climate policies: STEPS (Stated Policies Scenario), APS (Announced Pledges Scenario), and NZE (Net Zero Emissions). Among them, NZE assumes all countries will achieve net-zero emissions by 2050, representing the scenario with the most aggressive promotion of reduction measures. In addition, we also refer to the "Taiwan 2050 Net-Zero Emissions Pathway and Strategy Outline" published by the National Development Council in 2022 to respond to the national carbon reduction path and ensure the company maintains sustainable operational resilience under the impact of extreme climate change.

To ensure the evaluation results align with operational practices, the company distributed questionnaires to top executives, assessing 5 climate risks across four dimensions: "Impact Extent," "Occurrence Probability," "Vulnerability," and "Impact Speed"; simultaneously assessing 5 climate opportunities based on "Impact Extent" and "Occurrence Probability."

Following questionnaire statistics and quantitative model analysis, and plotting a two-dimensional scatter plot, 5 key material issues that need to be prioritized in risk management and strategic planning were ultimately identified:



- 3 High-Priority Risks: R1 Transition Risk - Carbon fee collection, R4 Physical Risk - High temperature and unstable energy supply, R5 Physical Risk - Extreme wind, rain, and flooding.
- 2 High-Potential Opportunities: O1 Introduction of low-carbon energy, O5 Enhancement of corporate reputation and brand awareness.

In response to the above major climate issues, TTC has launched scenario simulations and financial impact assessments, and formulated corresponding response strategies and management mechanisms. To ensure the effectiveness of risk management, the company conducts regular annual monitoring of climate change-related risks, summarizes the execution results into the company's risk management operations, and reports to the Audit Committee and Board of Directors annually, ensuring the effective implementation of risk management measures to accurately grasp and reduce the operational impacts brought by extreme climates, committing to building a resilient climate change culture.

In response to the uncertainties brought by climate change, TTC has identified major physical climate risks, transition risks, and climate-related opportunities associated with operations, and evaluated their potential impacts on the company's business, operational strategy, and financial performance across different time scales.

Based on its operational characteristics and industry environment, the company defines the time scales as follows:

- Short-term: Under 1 year: 2026
- Medium-term: Over 1 year to under 5 years: Before 2030
- Long-term: Over 5 years: 2030 to 2050



Sustainability and Climate-related Risks and Opportunities Reasonably Expected to Affect the Company

Type	Item	Description	Time Horizon of Potential Impact	Location within the Business Model / Value Chain	Impact on the Business Model / Value Chain
Transition Risk	Carbon fee collection	According to the "Climate Change Response Act," Taiwan will officially levy a carbon fee starting in 2025, targeting enterprises with annual carbon emissions exceeding 25,000 tonnes. TTC's Linyuan Plant is subject to the carbon fee. The high annual carbon fee will increase operating expenses, but continuously expanding low-carbon and energy-saving projects can reduce the impact of this risk.	Short-term, Medium-term, and Long-term	- Suppliers - Own operations - Customers	Current business model and value chain - Formulate low-carbon transition plans. - Establish an internal carbon pricing mechanism, incorporate potential carbon fee expenditures into the annual operating cost budget, and assess their specific impact on gross profit and cash flow. - Actively plan and implement the "Voluntary Reduction Plan." Expected business model and value chain - Accelerate the promotion of the company's low-carbon transition policy. - Upstream suppliers may pass on carbon fee costs, leading to increased raw material procurement costs (green premium). - Downstream customers have increasingly strict requirements for "low-carbon products" or "green supply chains." Failure to meet carbon reduction requirements may lead to the risk of losing orders.
Physical Risk	High temperature and unstable energy supply	As climate change intensifies, the continuous rise in annual average temperatures and a significant increase in high-temperature days have become a common global trend. According to Central Weather Administration data, Taiwan's annual average temperature and the frequency of high-temperature events show a significant upward trend, indicating that high summer temperatures may become a routine source of risk in the future. High temperatures increase the risk of unstable power supply in the public electricity sector. Electrical equipment will be regularly maintained to enhance resilience against power instability.	Long-term	- Suppliers - Own operations - Customers	Current business model and value chain - Need to strengthen the inspection and maintenance of backup generators or uninterruptible power supply (UPS) systems in the plant to cope with sudden power supply load shedding or power outages. Expected business model and value chain - Increased cooling demands in factories and offices lead to higher electricity consumption and daily operating costs (electricity bills). - Need to budget capital expenditures to replace old, energy-intensive equipment and introduce smart Energy Management Systems to improve energy efficiency. - The costs invested by upstream suppliers to enhance climate resilience may lead to rising procurement costs. - If downstream customers are forced to halt work due to high-temperature power rationing or sudden power outages, it may reduce procurement volumes and delivery frequencies.
Physical Risk	Extreme wind, rain, and flooding	According to observations from the Central Weather Administration and IPCC reports, typhoons, heavy rainfall, and localized rainstorm events in Taiwan have increased significantly in recent years. This not only causes repeated flooding in urban and low-lying areas but also brings immediate and severe impacts on industrial operations, classifying it as an acute physical risk.	Medium-term, Long-term	- Suppliers - Own operations - Customers	Current business model and value chain - Inventory the flooding potential of operational sites, incorporate potential flood control facility construction, disaster recovery expenses, and insurance costs into the annual operating cost budget, and assess their specific impact on gross profit and cash flow. Expected business model and value chain - Accelerate the upgrade of protection resilience at the company's operational sites and the promotion of climate adaptation policies. - Upstream suppliers may suffer plant damage or traffic interruptions due to extreme rainfall and flooding, causing delays in raw material supply and supply chain disruption risks, resulting in increased procurement and transportation costs. - Downstream customers have increasingly strict requirements for "supply chain climate resilience" and "stable delivery capabilities." If extreme weather leads to a halt in production capacity or delayed delivery times, there may be risks of breach of contract compensation or loss of orders.



Type	Item	Description	Time Horizon of Potential Impact	Location within the Business Model / Value Chain	Impact on the Business Model / Value Chain
Opportunity	Introduction of low-carbon energy	Driven by increasingly strict global climate policies and the 2050 net-zero carbon emissions target, the energy use structure of enterprises is undergoing rapid transition. The introduction of renewable energy has become an important opportunity for enterprises to fulfill carbon reduction commitments and maintain international competitiveness. For carbon-intensive manufacturing industries, through self-building or purchasing renewable energy such as solar, wind, and geothermal energy, indirect energy greenhouse gas emissions generated during electricity use can be effectively reduced.	Short-term, Medium-term, and Long-term	- Suppliers - Own operations - Customers	Current Business Model, Value Chain - Inventory the potential for renewable energy installations in plant areas, and incorporate the capital expenditures for related equipment installations and green power procurement costs into the annual operational budget. Expected Business Model, Value Chain - Expand the proportion of low-carbon and renewable energy use. - Upstream suppliers may face pressure from brand manufacturers to increase the proportion of green power used, prompting them to increase renewable energy procurement, which in turn leads to a rise in operational costs. - With downstream customers' strong demand for "green manufacturing" and "low-carbon products," by providing products with low-carbon dividends, we prioritize securing green procurement opportunities and expanding market share.
Opportunity	Enhancing corporate reputation and brand awareness	Through the R&D and promotion of low-carbon, environmentally friendly innovative products and services, we actively respond to the rising green demands of consumers. This action not only serves as a way for the enterprise to explore emerging sustainable markets but also enables it to stand out in fiercely competitive existing markets by relying on the differentiated advantages of green value, comprehensively enhancing market competitiveness.	Short-term, Medium-term, and Long-term	- Own operations - Customers	Current Business Model, Value Chain - Invest R&D resources in sustainability-related products. Expected Business Model, Value Chain - As market demand for low-carbon and energy transition rises, continuously develop various emerging sustainable products. - With downstream customers' strong demand for "green manufacturing" and "low-carbon products," by providing low-carbon products, we prioritize securing green procurement opportunities and expanding market share.



Strategic Decisions and Financial Impacts of Sustainability and Climate-Related Risks and Opportunities

Type	Item	Financial Impact	Response Strategies and Decision Impacts
Transition Risk	Carbon fee collection	The potential impact timeframe for this risk is short-term, medium-term, and long-term. The relevant financial impacts for the current period are as follows: - TTC Linyuan Plant meets the "high carbon leakage risk" certification standards of the Ministry of Environment, has submitted a voluntary reduction plan that passed the review, and has obtained a preferential carbon fee rate of NT\$100 per ton. This year, based on the carbon fee collection regulations announced by the Ministry of Environment, the estimated carbon fee expenditure (operating expense) calculated by emissions amounts to NT\$688,000. - To reduce carbon emissions and cope with the impact of the carbon fee, this period invested NT\$39,013,000 in capital expenditure and NT\$291,000 in operating expenses for the replacement of old motors, boilers, chillers, and other energy-saving equipment, resulting in an increase in non-current assets and cash outflows from investing activities. - Although depreciation expenses and cash outflows increase in the short term due to equipment investments, in the long term, the reduced electricity expenses and carbon fee costs achieved through energy efficiency improvements will help optimize overall operational efficiency and maintain profitability.	- The Company has introduced internal carbon pricing, set via a shadow pricing approach, to incorporate carbon costs into investment assessments, enhancing the execution opportunities of carbon reduction projects. - Continuously plan energy saving and carbon reduction measure programs from 2025 to 2030, executing plans such as replacing old plant equipment and improving energy efficiency. In 2025, 15 energy saving and carbon reduction measures have been executed, saving 2.11 million kWh of electricity and reducing 981.8 tons of CO₂e emissions. - Directly submit a voluntary reduction plan application to the Ministry of Environment to strive for the preferential carbon fee rate.
Physical Risk	High temperature and unstable energy supply	The potential impact timeframe for this risk is long-term. The relevant financial impacts for the current period are as follows: - To ensure the operational stability of production equipment under extreme climates, this period strengthened the routine maintenance and calibration of core equipment such as substations, generators, and chillers, with total capital expenditure of NT\$365,000 and maintenance costs of NT\$1,851,000. - Considering the long-term trend of global warming and power supply resilience, this period invested NT\$4,538,000 in capital expenditure for the installation and replacement of electromechanical and air-conditioning equipment to strengthen long-term operational stability, leading to an increase in non-current assets. - By strengthening energy infrastructure and equipment resilience, although capital expenditures and maintenance costs increase in the short term, it can effectively reduce business interruption losses caused by future high-temperature shutdowns or power rationing.	- Systems and equipment such as air compressors, chillers, and power generators are subject to regular annual maintenance. - Air compressor, chiller, and power generator systems and equipment undergo replacement of the old with the new. - Generator equipment undergoes annual emergency response drills and training.
Physical Risk	Extreme wind/rain and flooding	The potential impact timeframe for this risk is medium-term and long-term. The relevant financial impacts for the current period are as follows: - In response to the potentially increased risk of flooding under the long-term trend of climate change, this period executed regular desilting projects for the plant's drainage systems, paying related maintenance fees of NT\$231,000; additionally, to reduce the financial risk of disasters caused by extreme weather, insurance investments this period increased by NT\$3,776,000 compared to last year. - Considering the protection needs against long-term physical risks, relevant investments this period included NT\$1,000,000 in capital expenditures and NT\$307,000 in maintenance costs for drainage system upgrades and flood prevention facility improvement projects, reinforcing the plant's operational resilience and resulting in an increase in non-current assets. - Through preventive desilting, insurance transfers, and hardware facility enhancements, the Company is committed to lowering recovery costs and business interruption risks when medium-to-long-term extreme climate events occur, safeguarding long-term financial stability.	- Improve wastewater recovery systems and strengthen operational management to increase recovered water volume and reduce water consumption. - Improve process equipment and operations to reduce steam volume. - Continuously formulate plans for water consumption reduction and water conservation. - Regularly inspect and maintain the catch basin/trench systems within the plant.
Opportunity	Introduction of low-carbon energy	The impact timeframe for this opportunity is short-term, medium-term, and long-term. The relevant financial impacts for the current period are as follows: - To achieve the annual carbon reduction target, this period executed a green power procurement plan, with related power purchase expenditures totaling NT\$4,362,000, reflected in the annual operating expenses. - Through green power procurement, although the Company increased power purchase costs in the short term, in the long term it reduces reliance on traditional fossil energies, effectively hedging against the impact of future carbon fee cost increases, and elevates corporate green competitiveness and brand value.	- Prioritize natural gas as the source for steam supply. - Monitor and participate in the renewable electricity market.
Opportunity	Enhancing corporate reputation and brand awareness	The impact timeframe for this opportunity is short-term, medium-term, and long-term. The relevant financial impacts for the current period are as follows: - As market demand for transition rises, the operating revenue contribution corresponding to sustainability-related products this period (including fast-molding EPS packaging raw materials and wrapped glass wool) amounted to NT\$888,457,000. - This period invested NT\$2,050,000 in R&D expenses for sustainability-related products under development and sustainable brand promotion expenses.	Develop various new products, actively transforming to capture the Business to Consumer (B2C) market: - Development of products with ISO 14021 international recycling certification. - NSF composite material certification and product development. - Continuously develop applied materials such as building heat insulation and thermal preservation using recycled glass as a raw material.



Resilience Assessment of Climate-Related Risks

Risk	Key Assumptions	Selected Scenario	Assessment Impacts and Resilience Capacity
Transition Risk - Carbon fee collection	1. Taiwan will continue to adopt the "2050 Net-Zero Emissions Pathway." The Company expects to reduce carbon by 27% by 2030 and achieve Net Zero by 2050.	1. Stated Policies Scenario (STEPS) 2. Net Zero Emissions (NZE) scenario by 2050	1. Assessment Impact - STEPS: The deliberation committee of the Ministry of Environment preliminarily suggests a phased increase in carbon fees, expecting the rate to rise to between NT\$1,200 and NT\$1,800 after 2030. - NZE: According to IEA research, the effective carbon price in developed countries should reach US\$140 (approximately NT\$4,500) per ton by 2030. 2. Resilience Capacity - Strictly execute the proposed voluntary reduction plan to meet the eligibility criteria for the preferential rate from the Ministry of Environment, reducing the financial impact of carbon fee expenditures. - Actively introduce high-efficiency energy-saving equipment and low-carbon energy, transforming the pressure of carbon neutrality into a driving force for process optimization, and consolidating the Company's competitive advantage in international low-carbon supply chains.
Physical Risk - High temperature and unstable energy supply	2. The Company submitted a voluntary reduction plan and met the designated reduction targets, complying with the "Regulations on Technical Benchmark Designated Reduction Rates in Appendix II of the Announcement on Designated Greenhouse Gas Reduction Targets for Levy Subjects". 3. According to official reports such as the Taiwan Climate Change Projection Information and Adaptation Knowledge Platform (TCCIP) and national meteorological observations, in terms of climate patterns, Taiwan's winter will gradually shorten, total annual rainfall will gradually increase, and torrential rain intensity shows an increasing trend.	SSP 5-8.5	1. Assessment Impact - The increase in the number of consecutive extreme high-temperature days will cause cooling demand to remain high for extended periods, significantly accumulating the burden of electricity expenditures. Furthermore, the threat of power rationing or tripping due to regional grid overloads increases, which may cause unplanned production line shutdowns and yield losses. - Long-term high-temperature environments increase the risk of heat hazards in the workplace; besides affecting the health of frontline personnel, it may also shorten the service life of machinery due to prolonged full-load operation of cooling equipment. 2. Resilience Capacity - Implement equipment maintenance: Strengthen routine maintenance of core equipment such as compressors, generators, and air compressors to ensure operational stability of production equipment under extreme climates. Through equipment replacement, effectively reduce business interruption losses caused by future high-temperature shutdowns or power rationing. - Strengthen plant heat insulation and pipeline thermal preservation efficiency: Continuously execute plant heat-insulation paint projects and pipeline thermal/cold preservation renewal operations to reduce energy consumption.
Physical Risk - Extreme wind/rain and flooding			1. Assessment Impact - The substantial increase in the intensity and frequency of extreme rainfall may cause insufficient drainage around the plant areas, triggering flood disasters and directly resulting in physical losses from damaged production equipment and raw materials. - Damaged transportation infrastructure and paralyzed logistics triggered by extreme wind and rain will lead to interrupted raw material supplies and the inability to ship finished products in a timely manner, further affecting overall operational performance and customer fulfillment capabilities. 2. Resilience Capacity - Strengthen flood-prevention infrastructure in the plant areas and implement elevation projects for critical equipment rooms to lower the risk of damage to physical assets from extreme flooding events. - Optimize supply chain diversification and Business Continuity Plans (BCP): Establish cross-regional backup supplier lists and logistics supporting plans to respond to supply chain disruption crises triggered by extreme wind and rain.

Group Promotes Internal Carbon Pricing

To proactively respond to the government's carbon fee policy, effectively tackle climate change, and reduce carbon risks, USI Group introduced an internal carbon pricing system in 2024. The implementation scope covers all plant areas in Taiwan. The price references the domestic carbon fee pricing basis, initially set at NT\$300 per ton, and will be rolled over for phased increases upon review. This system mainly integrates carbon costs into corporate decision-making and investment assessment processes, evaluating the impact of carbon emissions on business operations, accelerating the execution of carbon reduction measures, and driving low-carbon investments.

To ensure the effective implementation of the mechanism, the Group regularly manages and confirms the execution status every year. In May 2025, it completed the verification of the actual performance of various units incorporating carbon pricing into project assessments, ensuring that the mechanism can be substantially transformed into a driving force for low-carbon transition, thereby achieving the enterprise's long-term sustainable development goals.



» Response to IFRS Sustainability Disclosure Standards

Following the "Roadmap for Promoting the Adoption of IFRS Sustainability Disclosure Standards in Taiwan" issued in August 2023, listed companies in Taiwan will apply the IFRS Sustainability Disclosure Standards in three phases starting from 2026. USI Group established a cross-departmental IFRS project task force in 2024 and reports the execution status quarterly to the Board of Directors of USI Corporation for control. The organization of the IFRS project task force is comprehensively led by the Group's Chief Financial Officer. Through cross-departmental collaboration between the "Operational Impact Task Force" and the "Financial Impact Task Force," it evaluates the potential financial impacts and effects caused by material risks and opportunities on the company. TTC is a member of the Operational Impact Task Force. Phase two items were completed in 2025, and relevant information is expected to be disclosed in the sustainability information chapter of the annual report published in 2029.

Implementation Schedule of the Work Plan

Phase Task	Phase 1 Analysis and Planning (Completed)	Phase 2 Design and Implementation (Completed)			Phase 3 Implementation	Phase 4 Adjustment and Improvement
Timeline	2024 Q4	2025 Q2	2025 Q3	2025 Q4	2028 Q3 ~ Q4	2029 Q1
Summary of Implementation Items	- Establish a cross-departmental task force for adopting IFRS Sustainability Disclosure Standards. - Preliminarily identify material differences and impacts between current sustainability information and IFRS Sustainability Disclosure Standards. - Preliminarily identify the reporting entity's implementation plan. - Formulate the implementation plan.	- Identify sustainability-related risk and opportunity topics. - Evaluate the potential impact of sustainability-related risks and opportunities on current and expected financial conditions. - Evaluate whether sustainability-related information constitutes material financial information to be incorporated into disclosure aspects such as metrics and targets, risk management, and strategy.	- Inventory the sustainability-related data required to be collected within the company's reporting boundaries and value chain. - Establish links between sustainability-related data and data used for financial reporting information (e.g., input values and parameters).	Revise and adjust company processes, financial and non-financial reporting processes, information systems, supply chain management processes, internal controls, and daily operations of each department.	- Pilot compilation of the sustainability information chapter for the annual report. - Continuously update internal control operation manuals related to IFRS sustainability information and conduct education and training.	Disclose relevant information in the sustainability information chapter of the 2026 annual report in accordance with IFRS Sustainability Disclosure Standards, and complete the public announcement and filing simultaneously with the 2026 financial statements.

Establishment of Carbon Data Management Platform

To enhance the real-time availability and accuracy of carbon emission data, USI Group has promoted the establishment of a carbon data management platform since 2024, strengthening the Group's internal carbon inventory processes and data integration capabilities. The first phase of the platform covers five plants in Taiwan, with the TTC Linyuan Plant being the applicable plant area for the first phase, mainly targeting systematic collection of Scope 1 and 2 carbon emissions, and gradually incorporating certain Scope 3 items, and plans to expand coverage to the Qianzhen and Toufen plants in 2025. The system design integrates the existing monthly reporting mechanism and voucher upload process to ensure the consistency and traceability of activity data and raw data. The platform features flexible output functions, supporting the output of corresponding formats for different regulatory requirements. Through the establishment of this platform, USI Group can manage carbon emissions more efficiently, demonstrating its determination to drive carbon management with data, enhance information transparency, and improve climate resilience.

3.2.2 Energy Use and Management

» TTC Energy Management Targets

We voluntarily set energy management targets in 2016. Following Taiwan's energy development policies, we continuously track international trends and national regulations for dynamic reviews. After weighing internal and external factors, we set the 2030 carbon reduction target in early 2022 and further established the 2050 Net Zero target in 2023. Since 2018, three domestic core production plants in Taiwan have successively introduced Energy Management Systems (ISO 50001) and obtained certificates to effectively manage energy performance and continuously implement energy saving and carbon reduction improvement actions, hoping to exert influence and thereby reduce environmental impacts.

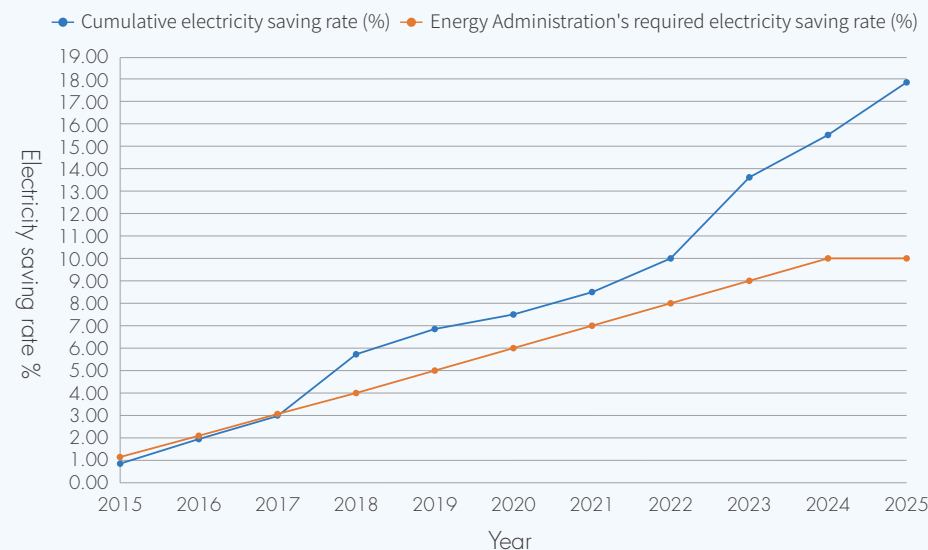
» Group Technology Exchange Meeting

TTC participates in the annual "plant technology exchange meeting" and several "northern/Kaohsiung plants resource integration meetings" convened by USI Group. Through technical sharing and problem-solving discussions among plant areas, resource sharing is achieved, elevating the actual performance of energy conservation and carbon reduction. The 2025 plant technology exchange meeting was held in October, conducting case presentations in a competition format with "industrial safety and environmental protection," "equipment preventive maintenance," and "energy saving and carbon reduction" as core themes. Following plant technology case submissions and written reviews, 7 cases finally entered the presentation finals. The top three outstanding cases were jointly voted by the Group's senior executives and presenting plant areas, with certificates and prize money awarded by the Chairman. Through selection rewards and exchange learning, the Group's technical level is jointly elevated.



» TTC Implements Group Energy Management Targets

TTC actively invests in energy saving and carbon reduction plans. The electricity saving rate performance of Taiwan plants is shown in the figure below. Among them, complying with the Energy Administration's major electricity consumer regulations, the annual average electricity saving rate from 2025 to 2028 should reach a target of over 1.5%. Therefore, in 2025, TTC continued its efforts to promote energy saving projects. Each plant planned measures such as the replacement of high-efficiency energy-saving motors and the renewal of old blowers, which are continuously underway and reviewed irregularly, with the expectation to further achieve the Group's energy saving and carbon reduction targets.



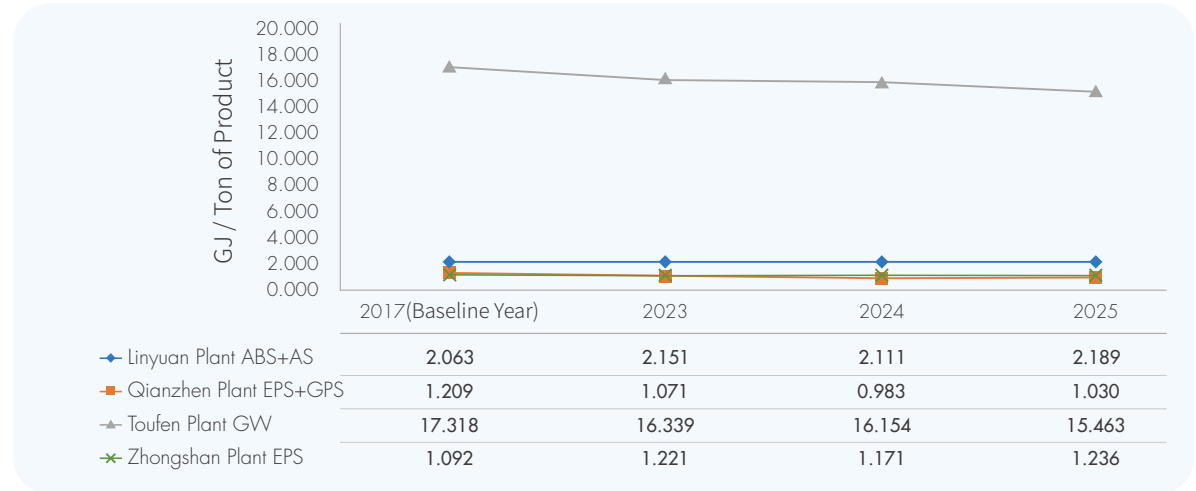


Cumulative Electricity Saving Rate (Taiwan Plants)

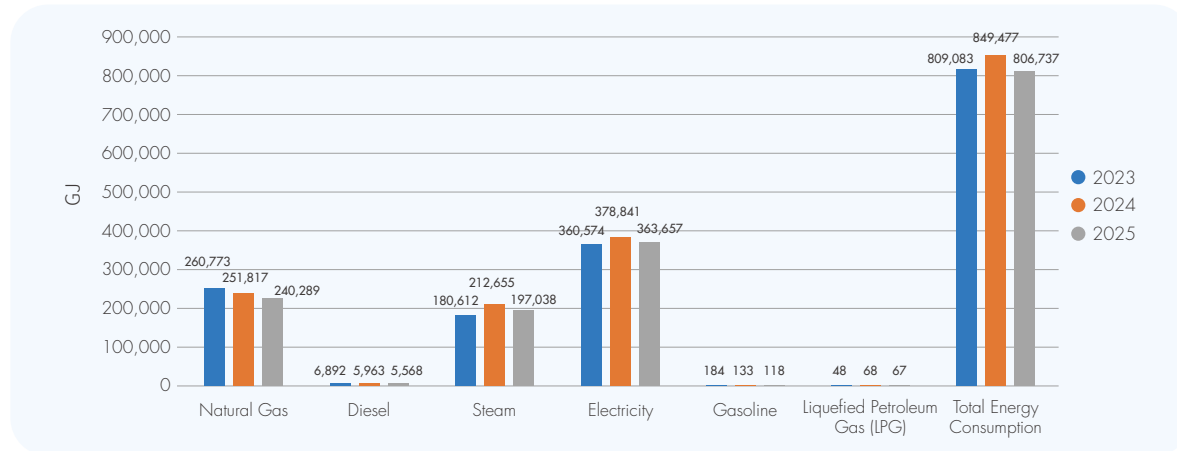
» Energy Use Status

TTC's energy consumption calculation in 2025 covers the Linyuan Plant, Qianzhen Plant, Toufen Plant, and Zhongshan Plant, with a coverage rate of 100%. Compared to 2024, the total energy consumption in 2025 dropped by approximately 5.03%. Regarding energy consumption per unit of product, except for the Toufen Plant, the energy consumption per unit of product across all plants increased slightly compared to 2024, mainly due to the impact of market orders causing production capacity to fall short of targets. However, compared to the 2017 baseline year, the overall average energy intensity decreased by 8.14%, achieving the target of reducing energy consumption per unit of product by 3%.

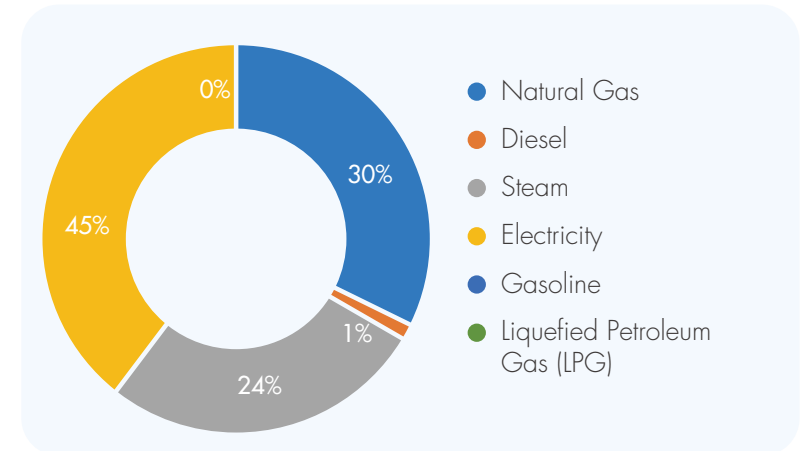
Energy Consumption Intensity of Various Products



Energy Use Status over the Past Three Years



2025 Total Energy Consumption Category Distribution Chart



* Note 1: Referencing the energy usage conversion factors announced by the Energy Administration, Ministry of Economic Affairs: natural gas 8,710 Kcal/m³, electricity 860 Kcal/kWh, diesel 8,629 Kcal/L, gasoline 7,520 Kcal/L, LPG 5,958 Kcal/L, and steam 674 kcal/kg, where 1 Kcal = 4.187 KJ.

* Note 2: The data source for the energy consumption and production output listed in the above table is derived from the on-site unit consumption reports.

* Note 3: The percentages of grid electricity, renewable energy, and total self-produced energy account for 45.08%, 0.37%, and 0 GJ of the Company's total energy usage, respectively.

* Note 4: Gasoline and LPG have been included in the statistics since 2023.

* Note 5: Renewable energy (green power) has been declared for use starting in 2025.



3.2.3 Greenhouse Gas Management

TTC set the 2030 carbon reduction target in early 2022, requiring greenhouse gas emissions to decrease by 27% compared to the 2017 baseline year. It further set the 2050 Net Zero target in 2023. The carbon reduction pathway is reviewed to confirm the achievement rate of the annual target emissions. Through the execution of various energy-saving improvement plans to reduce greenhouse gas emissions, each plant proposes improvement measures such as process energy consumption reduction, waste heat recovery and reuse, equipment efficiency enhancement, and energy management, moving towards cross-plant and cross-company energy and resource integration plans to achieve reduction goals.

Following the Group's 2030 carbon reduction target to plan the carbon reduction pathway, the consolidated company's Scope 1 emissions for 2025 totaled 17,592 tons CO₂e, and Scope 2 emissions were 56,345 tons CO₂e, amounting to 73,937 tons CO₂e. An external assurance report was obtained, and emissions decreased by 2.2% compared to 2024. All plant areas continuously execute energy saving and carbon reduction plans, monitor the latest dynamics of carbon emission regulations, and conduct rolling reviews of internal carbon reduction guidelines. The medium-term carbon reduction strategy will proceed towards low-carbon energy transition, energy efficiency enhancement, intelligent monitoring, and the installation and use of renewable energy. The Linyuan Plant began purchasing and declaring the use of 830,000 kWh of green power in 2025. The long-term carbon reduction strategy will continue to focus on low-carbon fuels, carbon capture and utilization technologies, and negative carbon emission technologies to implement the Net Zero target and promote sustainable development.

TTC started promoting the implementation of ISO 14064-1:2018 greenhouse gas inventory operations in 2021 (the consolidated subsidiary Zhongshan Plant and Tianjin Plant completed verification operations in 2024). Through third-party counseling and assurance to confirm the accuracy and reasonableness of greenhouse gas emission data, the total emissions (Scope 1 + Scope 2) in 2025 decreased by 19.18% compared to the baseline year, achieving the target of an 11% reduction in greenhouse gas emissions compared to the baseline

year. The overall company average carbon emission per unit of product decreased by 23.7% compared to the baseline year.

Scope 3 other indirect emissions cover the Taipei headquarter, Qianzhen Plant, Linyuan Plant, Toufen Plant, Zhongshan Plant, and Tianjin Plant, including greenhouse gas emissions generated by the organization's outsourced upstream and downstream supply chains, raw material and goods transportation and distribution, product use and disposal, as well as the organization's business travel and employee commuting items.

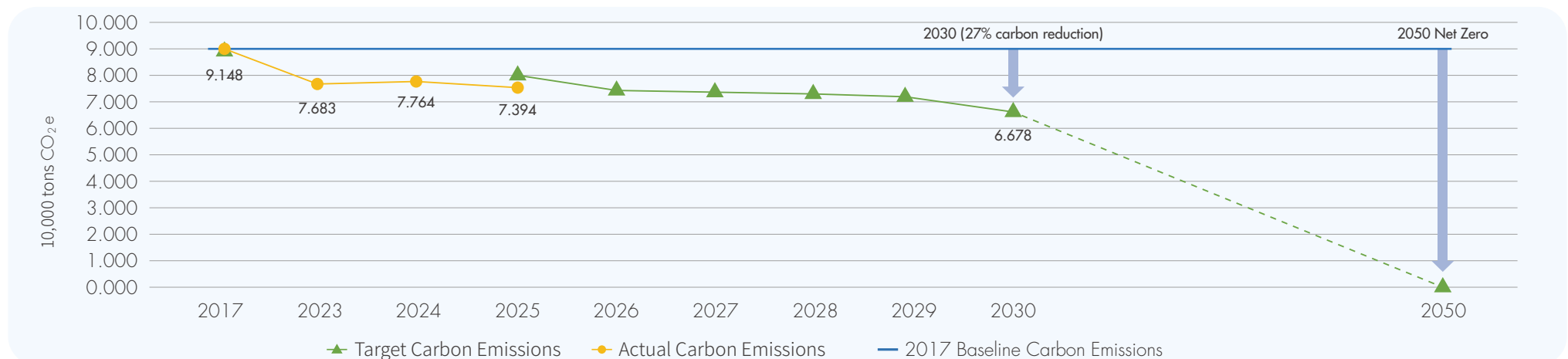
In 2025, Scope 3 emissions were 77,312 tons CO₂e/year, a decrease of 7.91% compared to 2024.

TTC Carbon Reduction Pathway Target Achievement Status (10,000 tons CO₂e)

2025			2026
Target Emissions	Actual Emissions	Achievement Rate	Target Emissions
8.021	7.394	108%	7.347

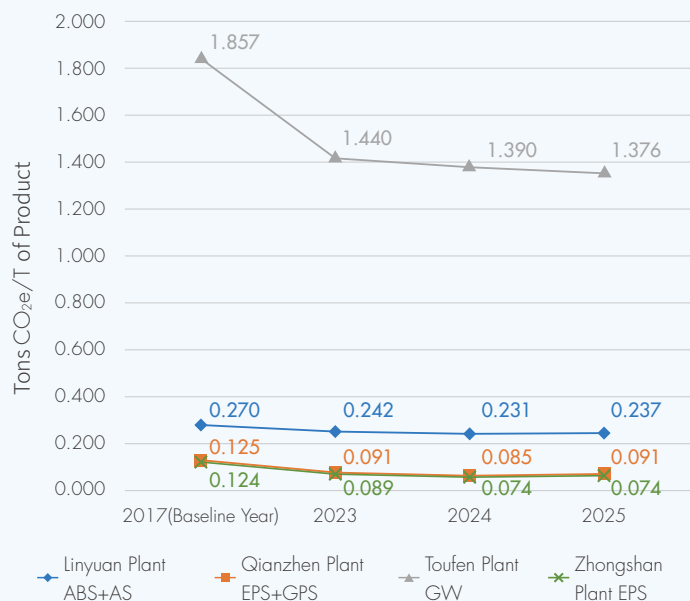
* Note: Achievement rate = 2025 target emissions / 2025 actual emissions

TTC Carbon Reduction Pathway Target Chart





Carbon Emission Intensity of Various Products



* Note 1: The carbon emissions per unit of product disclosed in this report are calculated based on a self-inventory;

* Note 2: The 2017 baseline carbon emissions were re-estimated internally based on external verification calculation methods and have not been third-party verified;

List of GHG Emissions by Business Site of TTC

Plant/Office	Scope Category	2023 (tons CO ₂ e)	2024 (tons CO ₂ e)	2025 (tons CO ₂ e)
Taipei headquarter	Scope1	0.0000	0.0000	0.0000
	Scope2	32.7340	32.7340	32.7340
	Scope3	40.5171	33.5400	33.5400
Linyuan Plant	Scope1	5,510.1460	7,245.7470	7,223.4761
	Scope2	32,782.3505	32,754.1095	31,670.4761
	Scope3	10,700.5715	13,092.0300	12,983.7936
Qianzhen Plant	Scope1	5,821.2813	5,030.1822	5,641.1222
	Scope2	8,257.5064	8,101.9872	7,686.6966
	Scope3	33,633.7402	31,335.2200	31,727.1965
Toufen Plant	Scope1	4,315.8065	4,302.9867	4,305.8308
	Scope2	8,604.2176	8,200.3984	7,642.3281
	Scope3	978.9109	1,070.6600	1,061.0421
Zhongshan Plant	Scope1	429.8086	409.2206	420.6856
	Scope2	11,062.7335	11,548.7074	9,299.0732
	Scope3	35,087.6567	38,424.9000	31,507.0351
Tianjin Plant	Scope1	0.9758	0.9758	0.9758
	Scope2	14.0493	14.0493	14.0493
	Scope3	0.0000	0.0000	0.0000
Zhangzhou Plant	Scope1	0.0000	0.0000	0.0000
	Scope2	0.0000	0.0000	0.0000
	Scope3	0.0000	0.0000	0.0000
Scope 1 Total		16,078.0182	16,989.1123	17,592.0905
Scope 2 Total		60,753.5913	60,651.9858	56,345.3573
Scope 3 Total		80,441.3964	83,956.3500	77,312.6073
Scope 1 + Scope 2 Total		76,831.6095	77,641.0981	73,937.4478

* Note: The inventory calculations adopt the ISO 14064-1:2018 standards. If a surveyed site's carbon emissions account for less than 5% of the total emissions in the 2025 fiscal year, and there are no major operational changes, the emission data from the previous year will be used for calculations.



» Promotion of Energy Saving and Carbon Reduction Projects

All TTC Taiwan plant areas have established an energy saving and carbon reduction team, regularly convening energy and resource integration meetings to exchange experiences, jointly promote practical and effective energy saving and carbon reduction plans, set energy saving and carbon reduction schemes along with whole-plant targets, and review implementation effectiveness on a quarterly basis.

The EHS management team at each plant holds an EHS implementation team meeting every two months to track the progress of energy saving and carbon reduction plans, regularly evaluates regulatory compliance regarding applicable legal requirements, and actively demands each plant to fulfill its energy saving and carbon reduction responsibilities. The Zhongshan Plant in Mainland China regularly holds an annual energy saving and carbon reduction meeting. In line with government energy saving and carbon reduction policies, it sets plans and targets for all units, reporting to the Zhongshan Development Zone Government every year.

In 2025, Taiwan plant areas executed a total of 15 electricity and energy saving and carbon reduction plans, with the implementation results described in the table below:

2025 Target Carbon Reduction (tons CO ₂ e)	2025 Actual Carbon Reduction (tons CO ₂ e)	Achievement Rate
1,001	981.8	98.08%

* Note: Achievement rate = 2025 actual carbon reduction / 2025 target carbon reduction

2025 Implemented Energy Saving and Carbon Reduction Measures and Performance Overview

Plant	Measure	2025 Performance	
		Electricity Savings (kWh)	Carbon Reduction (tons CO ₂ e)
Linyuan Plant	1. Area 26 (ABS Process Area) B2644A-1 Roots blower replacement 2. Area 34 (SAN Storage Tank Area) B3403-3 Roots blower spec-change replacement 3. Area 34 (SAN Storage Tank Area) B3403-4 Roots blower spec-change replacement 4. Area 34 (SAN Storage Tank Area) B3403-5 Roots blower spec-change replacement 5. Area 82 (Wastewater Treatment Area) B-line flotation tank bottom discharge pipeline modification and partial modification of Area 82 B-line wastewater flow	278,430	129.7
Qianzhen Plant	1. Replaced EPS reactor reducer motors with IE3 motors (total 4 units) 2. Replaced air storage tank drains with zero-air-loss automatic drains (total 5 units) 3. Old cooling tower replacement with energy-saving and carbon-reduction efficiency	472,836	220.3
Toufen Plant	1. #1 Air compressor 200HP replacement using IE3 motor 2. Office 2F: Two chillers' pipelines merged and changed to one operating/one standby (12.8kw) 3. Lighting improvement (Factory high bay lights 100W replaced with 80W * 10 fixtures) 4. Selection of IE3 high-efficiency energy-saving motors (19 units totaling 59.5HP) 5. #1 Air compressor cooling water system energy-saving improvement 6. Overall furnace reconstruction to improve production efficiency 7. Main furnace transformer replacement	1,355,698	631.8
Total		2,106,964	981.8

* Note 1: Unit conversion factor: 1 kWh = 0.466 kgCO₂e



The 2026 energy conservation and carbon reduction plan for the Taiwan plants is expected to implement 10 measures, with the projects summarized in the table below:

List of Planned Energy Conservation and Carbon Reduction Measures for 2026

Plant	Measures	2026 Targets	
		Electricity Saved (kWh)	Carbon Reduction (tonnes CO ₂ e)
Linyuan Plant	1.Area 24 (TORAY SAN process) P2427-1 water circulation pump replaced with high-efficiency pump 2.Area 24 (TORAY SAN process) P2427-2 water circulation pump replaced with high-efficiency pump 3.Area 26 (ABS process area) P2622A-1 replaced with high-efficiency pump 4.Area 26 (ABS process area) P2611A-1 replaced with high-efficiency pump 5.Utility area chiller (M6301-4) replaced with magnetic levitation chiller	268,871	125.3
Qianzhen Plant	1.NOVA uses IE3 high-efficiency energy-saving motors	259,608	120.9
Toufen Plant	1.Power equipment replaced with IE3 motors 2.Lighting improvement (Plant high bay lights reduced from 100W to 80W) 3.Improvement of automatic switching control system for office 2F chiller 4.Rectification of air compressor and chiller circulation system	121,220	56.5
Total		649,699	302.7

* Note 1: Unit conversion factor: 1 kWh = 0.466 kgCO₂e





3.3 Water Resource Management GRI 3-3、GRI 303(303-1、303-2、303-3、303-4、303-5)

3.3.1 Water Resource Management

Material Issue

Water Resource
Management

Reason for Materiality

Water resources are important natural resources for operational development. With the risk of water shortages and floods increasing, stable water supply has become a critical issue facing the company. In recent years, wastewater discharge has exceeded the self-purification capacity of receiving water bodies, leading to water pollution problems that affect the utilization of water resources

Impact Boundary

Impact Boundary:
Government agencies,
communities, and employees

Corresponding Sustainability Principles and SDGs

Creating Friendly Environments /
SDGs 6 Clean Water and Sanitation

Management Approach

Approach Objective

Reduce the use of water resources, lower production costs, and minimize the environmental impact caused by wastewater discharge, setting short-, medium-, and long-term reduction targets with 2017 as the base year.

Goals

2025 Targets: (1) Reduce water consumption per unit of product by 4% compared to the base year; (2) Effluent water quality meets standards.
Medium-term Target 2027: (1) Reduce water consumption per unit of product by 8% compared to the base year; (2) Effluent water quality meets standards.
Long-term Target 2030: (1) Reduce water consumption per unit of product by 15% compared to the base year; (2) Effluent water quality meets standards.

Management Plans

1. Add or upgrade equipment, recycle and reuse wastewater to reduce water consumption; 2. Strictly control water usage in the plant to avoid water waste and increased drainage.

Approach Evaluation

List "water consumption per unit of product" and "ratio of effluent water quality exceeding limits" as Key Performance Indicators, submit review reports to the management level, and convene a review meeting annually to examine the past year's performance, thereby proposing improvement measures and verifying the effectiveness of improvement measures.

Evaluation Mechanism

Continually promote the ISO 14001 Environmental Management Systems to systematically manage water resource usage.

Evaluation Results

1. In 2025, water consumption per unit of product decreased by 18.71% compared to 2017, achieving the target; 2. The wastewater quality discharged by all plants met statutory emission standards.

Remediation and Preventive Measures for Negative Impacts

1. Insufficient reservoir water source causing production interruption: Participate in public sector water conservation planning and seek alternative water source pathways; 2. Review improvement plans for water resource reduction.

Approach Adjustment

Propose improvement plans for unachieved targets and review them during management review meetings.

Grievance Mechanism

Also detailed in section 3.1.2 ESH Grievance Mechanism.



TTC adopts the water risk assessment tool developed by the World Resources Institute (WRI) and incorporates the local water source distribution of the plants, using the Aqueduct Tool as the water risk assessment method to identify the Water Stress condition at the water withdrawal locations of the plants. The analysis results identify the Linyuan Plant and Qianzhen Plant as relatively high-risk areas for TTC. In addition to adopting the TCFD framework to assess the impact of climate change on water resources, TTC continues to increase its internal water recycling ratio to enhance its adaptive capacity in the face of risks. The water withdrawal sources for all plants in Taiwan are tap water plants, while the Zhongshan Plant purchases and supplies through local neighboring plants. Among these, the company defines areas with a water stress condition exceeding 40% as areas with water resource stress, serving as an important basis for water management and risk response.

Plant	Linyuan Plant	Qianzhen Plant	Toufen Plant	Zhongshan Plant	Total
Main water source	Fengshan Reservoir	Fengshan Reservoir	Yongheshan Reservoir	Hengmen Waterway	
Water stress level	Low-Medium (10~20%)	Low-Medium (10~20%)	Low-Medium (10~20%)	Low (<10%)	
Water withdrawal (million liters)	559	263	19	187	1,028

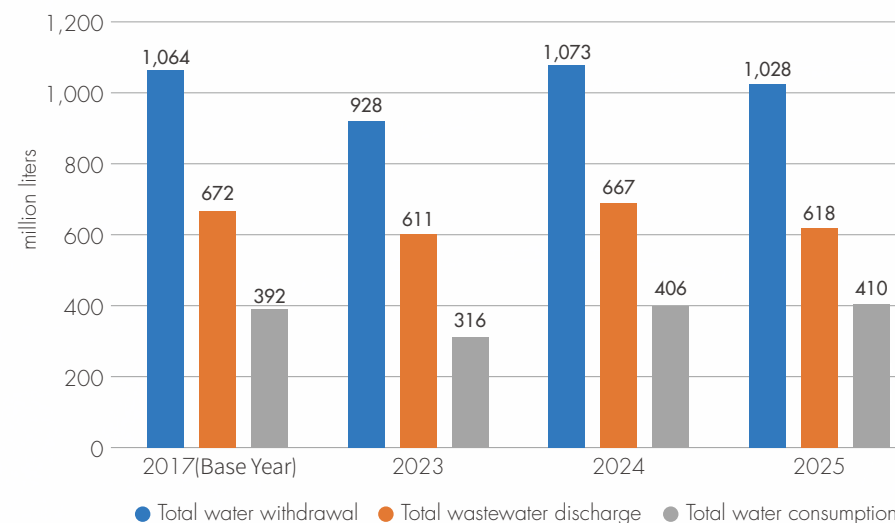
* Note 1: The WRI (World Resources Institute) Aqueduct Tool is adopted for water risk assessment. <http://www.wri.org/our-work/project/aqueduct/aqueductatlas>

The scope of water resources management covers the Linyuan Plant, Qianzhen Plant, Toufen Plant, and Zhongshan Plant, with a coverage rate of 100%. Following the principles of source management, process waste reduction, and end-of-pipe control, it aims to reduce water resource demand, strengthen water resource reuse, and accelerate the recycling and treatment process.

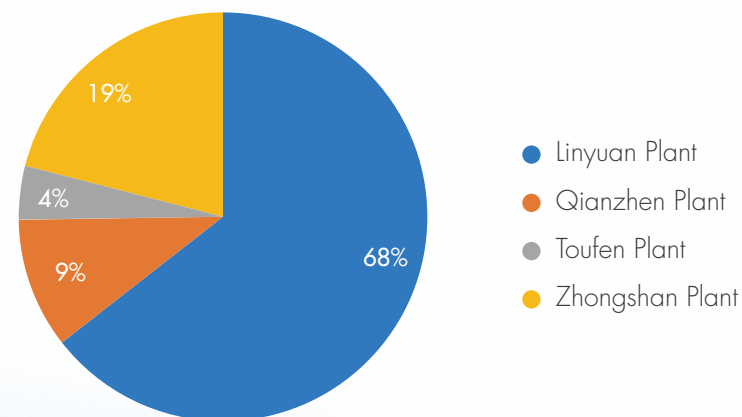
In 2025, total water withdrawal was 1,028 million liters, total wastewater discharge was 618 million liters, and total water consumption was 410 million liters. Compared to the 2017 base year, water consumption increased by approximately 4.65%, mainly affected by product specification changes at the Linyuan, Qianzhen, and Zhongshan Plants.

Regarding the water consumption situation across various plants, the Linyuan Plant accounted for the highest proportion of water consumption at approximately 67.9%, followed by the Zhongshan Plant, which accounted for approximately 18.7%.

Water usage in the past three years



Percentage Distribution of Water Consumption by Plant in 2025

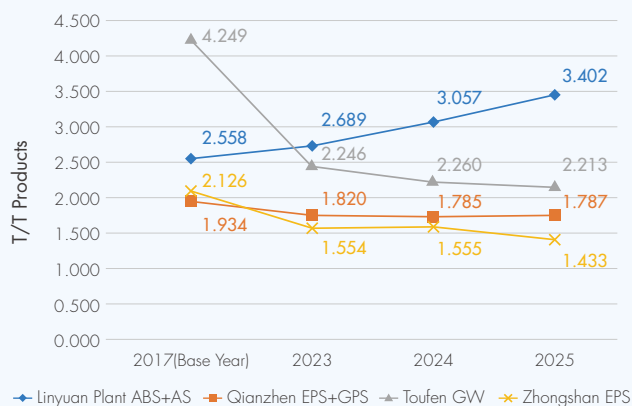




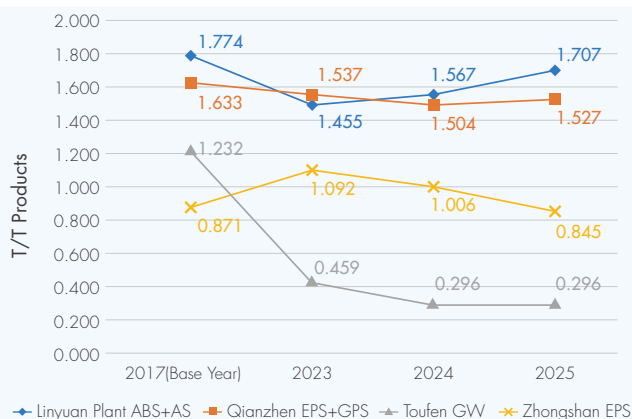
» Water Intensity

In 2025, compared to 2024, the water consumption per unit of product and wastewater discharge per unit of product decreased or remained flat across all plants except the Linyuan Plant, which saw an increase. The overall average water consumption per unit of product decreased by 18.71% compared to the 2017 base year, achieving the target of a 3% reduction in water consumption per unit of product compared to the base year. The overall average wastewater discharge per unit of product decreased by 20.60% compared to the 2017 base year.

Water Intensity of Various Products



Wastewater Discharge Intensity of Various Products



» Water Conservation Actions

TTC actively manages water resources, achieving water conservation results through methods such as saving water in the process, wastewater recycling and reuse, and rainwater collection and reuse.

Through various programs such as process improvement for water conservation and wastewater recycling and reuse, the wastewater recycling and reuse rate has significantly increased. In addition to implementing water conservation programs, water usage has been further incorporated into monthly KPI monitoring for statistical analysis and comparison. If any water usage abnormality is discovered, cause investigation and improvement are conducted immediately.

2025 TTC Water Recycling and Reuse Percentage

Linyuan Plant	Total volume of water recycled and reused (tonnes)	432,073
	Water recycling rate R2 (%)	43.52

* Note: The water recycling rate R2 is calculated based on the water recycling rate formula of the Water Resources Agency.

All TTC plants properly treat process wastewater and other wastewater. In terms of wastewater discharge, treatment and discharge operations are conducted under standards superior to statutory regulations. The wastewater from the Toufen Plant is entrusted to CGPC for treatment. In 2025, the water quality across all plants had no violations or limit exceedances, achieving the goal of effluent water quality meeting standards.

Wastewater discharge status by plant

Plant	Wastewater effluent standards	Discharge destination
Linyuan Plant	Secondary biological treatment to meet the influent standards of the industrial park's joint wastewater treatment plant.	Connected via underground pipelines to the joint wastewater treatment plant for subsequent treatment and ocean outfall.
Qianzhen Plant	Secondary biological treatment to meet effluent standards.	Discharged into open ditches outside the plant, then discharged into Kaohsiung Port.
Toufen Plant	The glass wool process is an eco-friendly zero-wastewater process. Water used in the process is filtered and recycled into the process. Rainwater is also filtered and used in the glass wool process. Wastewater generated from the curved printing process is entrusted to CGPC for treatment to meet effluent standards.	Co-discharged with CGPC into the Zhonggang River.
Zhongshan Plant	Treated to meet the national standard GB31572-2015 "Emission Standard of Pollutants for Synthetic Resin Industry".	Discharged into the Hengmen Waterway.



In 2025, TTC's total wastewater discharge decreased by 7.32% compared to 2024, but all plants conducted wastewater treatment operations at standards superior to regulations. In addition to regular reviews, improvement programs are formulated annually. Main water quality test results over the past three years all met statutory emission standards.

Self-testing results of main water quality items by plant over the past three years

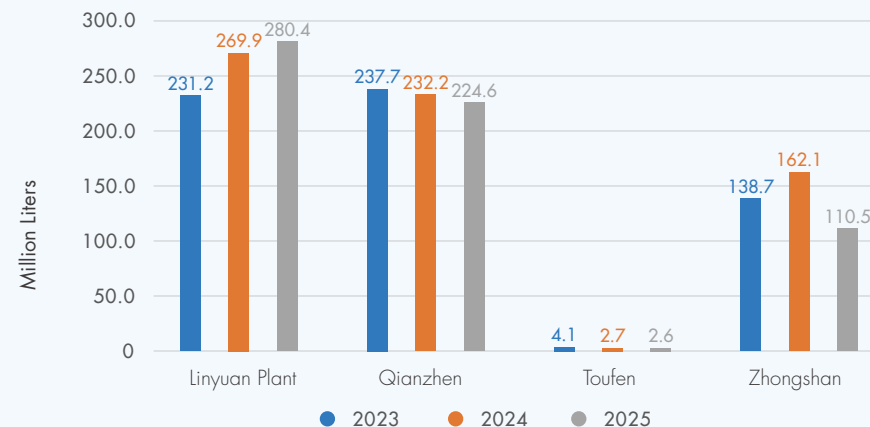
Plant	Water quality item	2023	2024	2025	Effluent standard
Linyuan Plant	pH value	7.1	7.3	7.0	6~9
	Chemical Oxygen Demand (COD) (mg/L)	38.6	68.9	60.7	100
	Suspended Solids (SS) (mg/L)	9.1	11.4	8.5	30
Qianzhen Plant	pH value	7.3	7.3	7.1	6~9
	Chemical Oxygen Demand (COD) (mg/L)	24.3	17.45	38.75	100
	Suspended Solids (SS) (mg/L)	5.65	4.65	7.75	30
Zhongshan Plant	pH value	7.2	7.4	7.2	6~9
	Chemical Oxygen Demand (COD) (mg/L)	29.4	20.93	24.79	60
	Suspended Solids (SS) (mg/L)	9	4	4	30

* Data source: Industrial and Sewerage System Waste (Sewage) Water Management System. The data boundary excludes the Taipei headquarter.

* Note: The wastewater discharged after treatment from all TTC plants is freshwater.

* Note: The water quality test values entered are the averages of the bi-annual test results.

Wastewater discharge volume by plant



Wastewater improvement planning programs

Plant	2025 Promotion improvement programs	2026 Expected promotion improvement programs
Linyuan Plant	Continuously process the addition of sand filtration equipment for the effluent in Area 82 to reduce the amount of suspended solids (SS) in the effluent.	The project to add sand filtration equipment for the effluent in Area 82 will be completed in 2026.
Qianzhen Plant	1. Update process cooling water towers to reduce water loss from drift 2. Update deteriorated resin in the soft water system	Update deteriorated MB1 resin in the pure water system
Toufen Plant	1. Add covers to GW domestic wastewater pools	1. Purchase of vibrating screen backups for east and west sides of wash water filtration 2. New installation of air compressor soft water system
Zhongshan Plant	Technical improvement project for reclaimed water reuse (approx. 46%) in wastewater treatment plant	None



3.4 Air Pollution Control GRI 3-3 • GRI 305(305-7)

Material Issue

Air Pollution
Control

Reason for Materiality

Air pollution emissions have always been a highly valued issue by government agencies and the public. As a traditional manufacturing factory, TTC emits air pollutants, including Particulate Matter (PM/Par), Sulfur Oxides (SOx), Nitrogen Oxides (NOx), Volatile Organic Compounds (VOCs), and Hazardous Air Pollutants (HAPs), during the process of using raw materials and manufacturing procedures at each plant. The management of emission sources is also an important responsibility and obligation of the company.

Impact Boundary

Impact Boundary: Government agencies, communities, and employees.
Air pollution emitted from the manufacturing process can have a huge impact on the environment and human health. Among them, fine suspended particulates have been identified in recent years as having a profound impact on human health. Nitrogen oxides appear reddish-brown in the air and cause acid rain, potentially leading to respiratory diseases in humans.

Corresponding Sustainability Principles and SDGs

Creating Friendly Environments
/ SDGs 11 Sustainable Cities and Communities

Management Approach

Purpose of the Approach	Reduce the environmental impact of air pollutant emissions, and minimize hazard factors affecting the health of employees and residents near the plant areas during operations as much as possible; the base year for emissions is 2017.
Goals	2025 Targets: The number of fines for exceeding air pollutant emission limits is 0; VOCs emissions per unit of product decreased by 11% compared to the base year. Medium-term Target 2027: The number of fines for exceeding air pollutant emission limits is 0; VOCs emissions per unit of product decreased by 17% compared to the base year. Long-term Target 2030: The number of fines for exceeding air pollutant emission limits is 0; VOCs emissions per unit of product decreased by 25% compared to the base year.
Management Plans	1. Add or upgrade equipment to reduce pollutant emissions; 2. Strictly control the quality of flue gas emissions in the plant and strengthen autonomous management of VOCs fugitive emissions.
Approach Evaluation	List "the number of fines for exceeding emission limits for various air pollutants" and "the number of abnormally large emission incidents" as Key Performance Indicators, submit review reports to the management level, and convene a review meeting annually to examine the past year's performance, thereby proposing improvement measures and verifying the effectiveness of improvement measures.
Evaluation Mechanism	1. Continually promote the ISO 14001 Environmental Management Systems to systematically manage emission conditions; 2. Regularly test plant emission concentrations to control emission conditions in real-time and eliminate abnormalities.
Evaluation Results	1. VOCs emissions per unit of product decreased by 35%; 2. One air pollution-related fine ticket.
Grievance Mechanism	As detailed in section 3.1.2 ESH Grievance Mechanism.



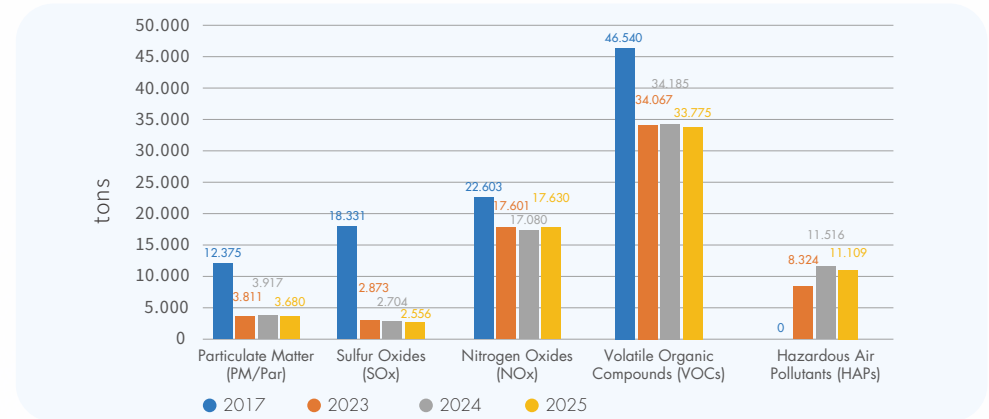
TTC's air pollutant emission sources are described in the table below. The petrochemical plants are all equipped with Regenerative Thermal Oxidizer (RTO) control equipment to ensure the reduction of Volatile Organic Compounds (VOCs). Additionally, in response to the competent authorities' management of Hazardous Air Pollutants (HAPs) in recent years, the disclosure of HAPs emissions has been added.

List of main air pollutant types and sources by plant

Plant	Main air pollutants	Main sources
Linyuan Plant Qianzhen Plant	- Particulate Matter, Sulfur Oxides, Nitrogen Oxides - Volatile Organic Compounds, Hazardous Air Pollutants	Generated from thermal fluid boilers, incinerators, and flare stacks. Emissions from flare stacks, storage tanks, equipment components, process emission pipelines, wastewater treatment plants, and regenerative thermal oxidizer waste gas incinerators, etc
Toufen Plant	Particulate Matter, Sulfur Oxides, Nitrogen Oxides, Volatile Organic Compounds, Hazardous Air Pollutants	Emitted from glass fiber forming and curing oven forming
Zhongshan Plant	Sulfur Oxides, Nitrogen Oxides, Volatile Organic Compounds	Styrene, etc., escaping during the process, self-tested by the company annually through outsourcing, with emission results complying with the "Emission Standard of Pollutants for Synthetic Resin Industry" (GB 31572-2015)

Comparing the 2025 emissions of various air pollutants from Taiwan plants with the 2017 base year, Particulate Matter decreased by 70.26%; Sulfur Oxides decreased by 86.06%; Nitrogen Oxides decreased by 22.00%; Volatile Organic Compounds decreased by 27.43%. The Zhongshan Plant in mainland China has been monitoring Sulfur Oxides and Nitrogen Oxides in accordance with local regulations since 2024. Meanwhile, the addition of RTO equipment has significantly reduced VOCs emissions, of which 2025 saw a further 4.68% decrease compared to 2024.

Air pollutant emissions of various types in Taiwan plants

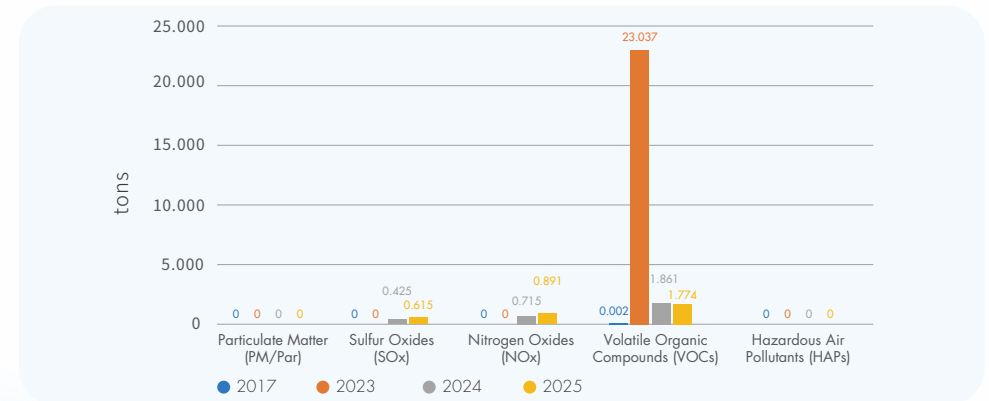


* Data source: Air Pollution Fee and Emission Declaration Integrated Management System

* Note 1: The data boundary excludes the Taipei headquarter.

* Note 2: Hazardous Air Pollutants (HAPs) are statistically derived from the declared emissions of additionally charged individual species specified in the Ministry of Environment's "Air Pollution Control Fee Collection Regulations."

Air pollutant emissions of various types in Zhongshan plant, Mainland China

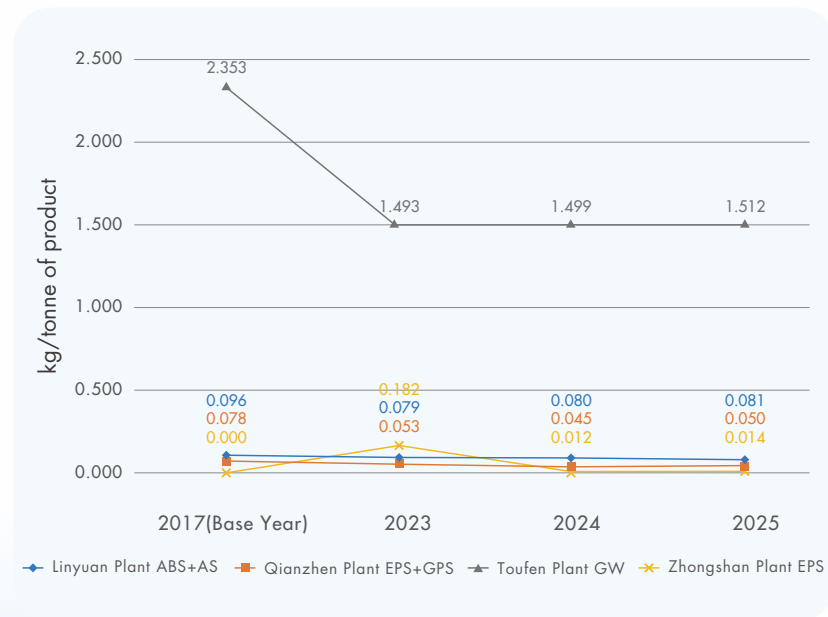


* Note: There is no HAP regulatory mechanism established in mainland China, so there is no statistical data disclosure for HAPs at the Zhongshan Plant.



Regarding VOCs emissions per unit of product, compared to the 2017 base year, the overall average for Taiwan plants decreased by 35.00%, achieving the target of reducing VOCs emissions per unit of product by 11% compared to the base year.

VOCs Emission Intensity of Various Products



* Note: Zhongshan Plant has no VOCs emission data for 2017.

TTC had 1 air pollution violation incident at the Qianzhen Plant in 2025, failing to achieve the target of 0 fines for exceeding air pollutant emission limits. The violation and improvement descriptions are as follows:

Plant	2025 Situation	Description (including reasons for non-achievement)	Improvement Plan
Qianzhen Plant	1 incident	On March 11, the Environmental Protection Bureau, Kaohsiung City Government dispatched personnel to the plant to conduct equipment component inspection and testing. The test results found that a total of 1 equipment component leakage concentration exceeded the 2,000 ppm limit set by the "Kaohsiung City Equipment Component Volatile Organic Compound Control and Emission Standards," violating Paragraph 1, Article 20 of the Air Pollution Control Act.	The VOCs opening below the R1 reactor (AC-201) exceeded the standard, which was immediately improved on March 12. A testing company was commissioned to re-inspect and confirm compliance with standards, and the results were reported to the Environmental Protection Bureau to complete the improvement. Maintenance operation standards were re-regulated; if there are work items such as maintenance, pipe dismantling, or upkeep, blind flanges must be immediately applied after dismantling, and self-testing must be conducted to ensure compliance with VOCs control standards.

Air Pollutant Emission Planning Improvement Programs

Plant	2025 Promotion improvement programs	2026 Expected promotion improvement programs
Linyuan Plant	- Continuously process the addition of exhaust gas denitrification control equipment (selective catalytic reduction) to boilers to reduce the nitrogen oxide emission concentration from boilers. - Improve the exhaust gas fugitive emission collection system in the process area to prevent odors from spreading to the surrounding environment.	The engineering improvement project to add exhaust gas denitrification control equipment (selective catalytic reduction) to boilers will be completed in 2026.
Qianzhen Plant	Clean insulators of electrostatic precipitator	Annually periodically dismantle and clean particulate matter inside Regenerative Thermal Oxidizer (RTO) ducts to enhance exhaust gas treatment efficiency.
Toufen Plant	- WL production line P006 & P007 chimney emission improvement - Packaging machine PE film edge heating changed to infrared electric heating - Resin pipe replacement - Post-oven cooling fan (update/backup)	- Replace rusted duct before static separator - Purchase inverter for forming fan #2 - Replace spinning machine monitoring and gas automatic adjustment system - Replace west side gas combustion auxiliary fan
Zhongshan Plant	None	None



3.5 Waste Management GRI 3-3、GRI 306(306-1、306-2、306-3、306-4、306-5)

Material Issue

Waste Management

Reason for Materiality

The government strictly requires the industry to carry out proper waste disposal and flow tracking management. However, existing waste landfills are becoming increasingly saturated, treatment plant prices are rising daily, and qualified waste treatment companies are not easy to find, impacting the industrial waste treatment of each plant.

Impact Boundary

Impact Boundary: Government agencies, communities, and employees
If the waste emitted from the manufacturing process is not properly disposed of, it will impact the environment.

Corresponding Sustainability Principles and SDGs

Creating Friendly Environments / SDGs 12 Responsible Consumption and Production

Management Approach

Purpose of the Approach	Follow waste-related regulations, fulfill the duty of due care, and reduce waste emitted from the manufacturing process.
Goals	2025 Targets: Implement the waste audit and inspection system; proper waste disposal rate of 100%. Medium-term Target 2027: Implement the waste audit and inspection system; proper waste disposal rate of 100%. Long-term Target 2030: Implement the waste audit and inspection system; proper waste disposal rate of 100%.
Management Plans	1. Establish a waste management verification system. 2. Strictly control the waste disposal of factories, entrusting legal manufacturers for cleanup. 3. Add or upgrade equipment, and promote waste reduction planning to reduce waste volume.
Approach Evaluation	Implement autonomous inspections of industrial waste and clear and dispose of industrial waste in accordance with the law. Submit review reports to the management level during the annual management review meeting to examine the past year's performance, thereby proposing improvement measures and verifying the effectiveness of improvement measures.
Evaluation Mechanism	Continually promote the ISO 14001 Environmental Management Systems to systematically manage waste disposal conditions.
Evaluation Results	Annual waste generation volume, proper waste disposal rate
Approach Adjustment	For unachieved targets/proposed improvement plans, review and adjust them during management review meetings.
Grievance Mechanism	Also detailed in section 3.1.2 ESH Grievance Mechanism.



TTC generates waste during the manufacturing and disposal processes of products such as production and processing. In response to the increasingly stringent entry specifications of clearance and treatment operators in recent years, in addition to strengthening the promotion and management of waste classification, storage, and labeling, each plant also strives to plan to reduce waste output to ensure that the disposal of generated waste complies with legal regulations.

Following waste-related management regulations, TTC entrusts clearance and treatment institutions with qualified license qualifications to carry out waste clearance and treatment operations, requires treatment operators to provide proper treatment documents, regularly visits the entrusted waste operation and management situations, and declares the clearance and treatment volumes. By utilizing the Global Positioning System (GPS) installed on waste cleanup vehicles, it confirms whether the clearance route matches the location of the arriving treatment manufacturer, conducts irregular onboard or follow-up inspections, and establishes an autonomous waste audit and inspection operation to implement waste clearance and treatment management, thereby fulfilling the duty of due care. In 2025, a total of 20 audits and inspections were conducted, with all check results complying with relevant legal regulations, continuously implementing the waste inspection system; the waste generation volume and proper treatment ratio counted in all plants was 100% (Note: Proper waste disposal rate refers to the proper treatment of industrial waste from all plants entrusted to qualified clearance and treatment operators according to regulations), achieving the target of 100% proper waste disposal rate.

» Waste Output and Treatment Flow

In 2025, TTC's total company-wide waste generation volume was 4,995.1 tonnes, an increase of 35.3% compared to 2017. Since previous years mainly tallied the bulk waste produced by each plant, to effectively grasp the flow of waste starting from 2023, the quantities declared on the waste declaration website are fully included in the statistics. Moreover, the waste generated by each plant is mainly non-hazardous waste. The disposal methods for general industrial waste mainly account for incineration (excluding energy recovery) at 16.32%, landfilling at 14.79%, and other disposal operations at 0.41%. For the recovery operations portion, preparation for reuse is 0%, recycling is 65.96%, and other recovery operations are 2.52%, making the recovery percentage 68.48%.

Waste generation, transfer, and disposal volume of TTC plants in the past three years

Unit: Tonnes (T)

Plant	Hazardous/ Non-hazardous	Disposal Category	Disposal Method	2023	2024	2025
Linyuan Plant	Non-hazardous Waste	Direct Disposal (General Industrial Waste)	Incineration (excluding energy recovery)	316.1	641.5	594.4
			Landfilling	10.0	4.2	3.1
			Other disposal operations	0.0	0.0	0.0
		Direct Disposal (General Industrial Waste)		326.1	645.7	597.5
		Recovery Operations	Preparation for reuse	0.0	0.0	0.0
			Recycling	907.0	1,166.2	1,566.1
			Other recovery operations	20.2	84.4	60.3
			Recovery Operations	1,253.2	1,896.3	2,223.9

Plant	Hazardous/ Non-hazardous	Disposal Category	Disposal Method	2023	2024	2025
Qianzhen Plant	Non-hazardous Waste	Direct Disposal (General Industrial Waste)	Incineration (excluding energy recovery)	83.6	88.4	92.2
			Landfilling	0.0	0.0	0.0
			Other disposal operations	0.0	0.0	0.0
		Direct Disposal (General Industrial Waste)		83.6	88.4	92.2
		Recovery Operations	Preparation for reuse	0.0	0.0	0.0
			Recycling	324.0	341.2	355.3
			Other recovery operations	82.5	60.2	62.6
			Recovery Operations	490.2	489.8	510.1

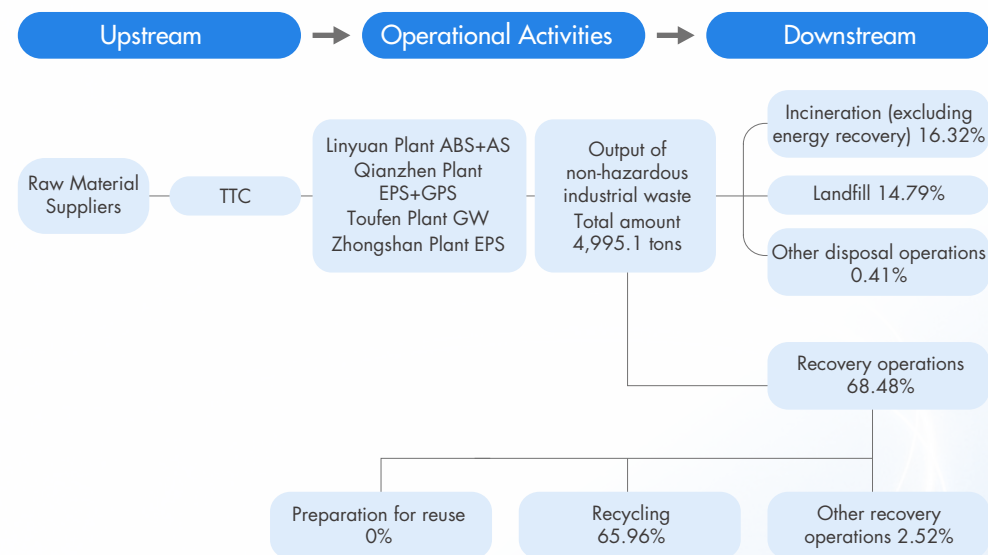


Plant	Hazardous/ Non-hazardous	Disposal Category	Disposal Method	2023	2024	2025
Toufen Plant	Non-hazardous Waste	Direct Disposal (General Industrial Waste)	Incineration (excluding energy recovery)	39.3	26.7	12.4
			Landfilling	0.0	0.0	0.0
			Other disposal operations	0.0	0.0	0.0
		Direct Disposal (General Industrial Waste)		39.3	26.7	12.4
			Preparation for reuse	0.0	0.0	0.0
		Recovery Operations	Recycling	1,106.5	1,355.0	1,373.4
			Other recovery operations	10.6	10.8	3.1
			Recovery Operations	1,156.4	1,392.5	1,388.9
Zhongshan Plant	Non-hazardous Waste	Direct Disposal (General Industrial Waste)	Incineration (excluding energy recovery)	162.3	174.9	116.4
			Landfilling	924.8	719.8	735.5
			Other disposal operations	0.0	23.2	20.3
		Direct Disposal (General Industrial Waste)		1,087	917.9	872.2
			Preparation for reuse	0.0	0.0	0.0
		Recovery Operations	Recycling	0.0	0.0	0.0
			Other recovery operations	0.0	0.0	0.0
			Recovery Operations	1,087	917.9	872.2

* Data Source: Industrial Waste Reporting and Management Information System

* Note 1: Sludge resource recovery in other recovery operations is handed over to qualified treatment plants for thermal treatment and then used as related cement blending materials (not TTC products).

* Note 2: The data boundary excludes the Taipei headquarter.





» 2025 Taita Chemical Company, Limited Waste Generation and Flow Chart

Waste Management Operations

In terms of the circular economy, the Company actively promotes circular economy policies, building low-carbon green products through raw material recycling and reuse, process improvements, and resource circulation management mechanisms, while promoting internal and external circulation mechanisms. To implement this policy, the Company established an innovation team in 2024, officially dedicating itself to the development and certification of recycled plastic products. The concrete implementation achievements of the circular economy in 2025 are as follows: We have invested heavily in research and development expenses and certification costs for products such as fast-molding EPS packaging and recycled glass raw materials, and successfully obtained ISO 14021 international recycling certification. In addition, we are actively conducting NSF composite material certification and product development, and continue to develop construction insulation, thermal retention, and other application materials using recycled glass as a raw material. Regarding waste management, we set a target of 100% proper disposal of waste generated annually, and reduce waste generation through measures such as installing sludge plate-and-frame systems, sludge drying systems, and recycling and reprocessing secondary materials generated from processes, actively implementing waste reduction at the source, achieving a 100% proper waste disposal rate in 2025.

- Linyuan Plant: Since 2018, wastewater sludge has been dewatered using a plate-and-frame dehydrator, and a dryer was added to further reduce moisture content to achieve sludge reduction; Some process secondary materials (aggregates) are sold to manufacturers as raw materials, which can reduce the generation of waste aggregates. In addition, ABS powder in the process area wastewater is recycled back into the process for reuse, reducing the generation of waste sludge. In 2024, production residual recycled materials were effectively used for other product grades, and the recycled materials obtained ISO 14021 certification, increasing the reuse volume of residual materials.
- Qianzhen Plant: Since 2018, the dosage ratio of coagulants for wastewater sludge has been optimized to further improve the efficiency of the belt filter dehydrator; Plans are made for the internal reuse of waste within the plant to reduce waste generation.
- Tufen Plant: In 2015, a reuse method for waste glass wool was successfully developed, significantly reducing the need for waste landfilling. Since 2016, waste has been reduced through process improvements, and poorly packaged products are repackaged; usable wool after quality control inspection is gifted back to the production line for packaging to reduce waste treatment, leading to a continuous decline in waste clearing and disposal volume. The suspension of the curved surface printing process in 2022 can reduce waste generation.
- Zhongshan Plant: Generated waste wood is sold externally by the management unit for incineration treatment; general domestic waste is uniformly collected and incinerated by the government environmental unit; sludge is handed over to a third-party company for landfill treatment; hazardous waste is transferred to a qualified company for treatment upon approval by Zhongshan Municipal Bureau of Ecology and Environment.

Waste Management Improvement Plan

Plant	Implemented Improvement Plan	Expected Improvement Plan
Linyuan Plant	Process residual materials are recycled and re-manufactured, effectively utilizing residual waste as other product grades, and the recycled materials obtained ISO 14021 certification	Continue to conduct process residual material recycling and reuse plans to increase the reuse volume of residual materials.
Qianzhen Plant	Conduct recycling and reuse of pallets from raw material suppliers.	EPS large particle size off-cuts are remelted and used for finished product production.
Tufen Plant	1. Add new recycling and treatment vendors 2. Plan the establishment of a waste storage yard for centralized classification management.	1. Add new recycling and treatment vendors 2. Plan the establishment of a waste storage yard for centralized classification management. (Engineering project is applying for a building permit)
Zhongshan Plant	1. Strengthen process management to reduce end-of-pipe treatment. 2. Non-compliant EPS particle size materials are remelted and reused, and off-cuts are regularly resold to downstream manufacturers.	1. Strengthen process management to reduce end-of-pipe treatment. 2. Non-compliant EPS particle size materials are remelted and reused, and off-cuts are regularly resold to downstream manufacturers.



4

Creating a Safe Workplace

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Material Issues of the Year

Occupational Health and Safety

Annual Goals

- 0 disabling injuries
- Disabling Injury Frequency Rate (FR) = 0
- Disabling Injury Severity Rate (SR) = 0

2025 Actual Performance

- 0 disabling injuries
- Disabling Injury Frequency Rate (FR) = 0
- Disabling Injury Severity Rate (SR) = 0





4.1 Occupational Health and Safety GRI 3-3、GRI 403 (403-1、403-2、403-3、403-4、403-5、403-6、403-7、403-8、403-9、403-10)

Material Issue

Occupational Health and Safety

Reason for Materiality

A healthy and safe working environment is the primary working condition requirement for workers; therefore, we must continuously reduce occupational health and safety risks, prevent and reduce occupational injuries, continuously improve occupational health and safety performance, and demonstrate our commitment to safety and health.

Impact Boundary

Impact Boundary: Government agencies, communities, and employees

Corresponding Sustainability Principles and SDGs

Shaping an Inclusive Society / SDGs 3: Good Health and Well-being

Management Approach

Policy Objectives	Continuously reduce occupational health and safety risks, prevent and reduce occupational injuries, and promote employee health.
Target	2025 Targets: 0 disabling injuries, 0 incidents of occupational accidents
	Medium-Term Targets (2027): 0 disabling injuries, 0 incidents of occupational accidents
	Long-Term Targets (2030): 0 disabling injuries, 0 incidents of occupational accidents
Management Plans	Addition or renewal of equipment to reduce OHS-related risks.
Policy Assessment	Statistically calculate the "number of disabling injuries" annually, and submit a review report to the management team at the annual management review meeting to examine last year's performance, thereby proposing improvement measures and verifying their effectiveness.
Evaluation Mechanism	Continuously implement the ISO 45001 Occupational Health and Safety Management Systems to thoroughly execute systematic OHS governance.
Assessment Mechanism	Number of disabling injuries over the past three years.
Negative Impact Remediation and Preventive Measures	Process Safety Management not implemented causing accidents: The Company has introduced the Process Safety Management (PSM) system to prevent the occurrence of accidents through systematic management.
Grievance Mechanism	Detailed in section 3.1.2 EHS Grievance Channels.



TTC's Occupational Health and Safety and Environmental Policy is detailed in the contents of Chapter 3 Environmental Protection. We continuously reduce OHS-related risks through the following management actions to achieve our set targets:

» Promotion and Implementation of Occupational Health and Safety Management:

- Execute the ISO 45001 standards to thoroughly implement risk management and the continuous improvement and disaster prevention of safety, fire protection, health, and environmental protection through the institutionalized Plan-Do-Check-Act (PDCA) management cycle, while emphasizing the prevention of physical/mental injuries and diseases among employees.
- TTC's Linyuan Plant, Qianzhen Plant, and Toufen Plant have passed ISO 45001 standard validation. Although the Zhongshan Plant has not been validated, it executes operations based on company regulations and statutory policies. All TTC employees and contractors participate in internal and external audits. In 2025, the number of workers covered by the occupational health and safety management system (including fire safety management) was 471 (employees) + 125 (contractors), achieving a coverage percentage of 100%.
- Select the best available technologies and management practices, devoting efforts to housekeeping, process waste reduction, pollution prevention, and safeguarding the health and safety of employees, contractors, and neighboring communities.
- Continually conduct employee training, communication, and consultation, encouraging full participation, and strengthening communication with contractors and customers to ensure they fully understand the Company's OHS and environmental policies.
- Regarding fire safety management audits, all plants have legally appointed statutory fire safety management personnel (fire prevention managers/security supervisors), thoroughly implementing the maintenance and management of fire protection systems and equipment, and regularly conducting fire self-defense group training and drills.
- Formulate operational procedures for corrective measures addressing OHS, environmental, and energy non-conformities, as well as operational procedures for environmental safety inspections. We assign personnel on a rotational basis for weekly inspections and perform monthly on-site compliance checks against industrial safety and fire protection regulations; Additionally, in coordination with the annual cross-plant audit plan designed by USI Group, industrial safety, environmental, and fire protection supervisors or senior engineers from each plant in the Group form a cross-plant audit team. The audit content includes: compliance with industrial health and safety, environmental protection, and fire protection regulations that must be observed; compliance with external commitments made regarding industrial health and safety, environmental protection, and fire protection; compliance of corrective actions for violations in these areas; and compliance of corrective actions for incidents in these areas. For deficiencies found during the Group's cross-plant audits, we propose corrective measures, follow up on improvements, and conduct reviews and tracking at EHS meetings or OHS meetings.

» Promotion and Implementation of Process Safety Management (PSM) System:

- The Company's Linyuan Plant, Qianzhen Plant, and Toufen Plant started promoting the introduction and establishment of the PSM management system in 2021. Using methods such as Plan-Do-Check-Act (PDCA), we progressively promoted the PSM system and strengthened the safety management of process operations, expecting to construct and thoroughly implement a factory safety culture and system from senior management to employees, and from equipment to personnel.
- The overall plan completed the establishment of the complete PSM management system in 2023. After actual operations, the degree of implementation is regularly reviewed through a compliance audit system. USI Group has also begun planning PSM cross-plant audits. From the Group's annual PSM auditor training, cross-plant PSM audit teams are formed based on professional competence, department categories, and familiarity with PSM to inspect the PSM execution status at each plant. Corrective measures are proposed and followed up for deficiencies discovered during these cross-plant audits. Non-conformity items raised by internal and external audits are brought up for review and tracking at monthly PSM meetings. Among them, 11 items have been improved, and 3 items at the Qianzhen Plant are still undergoing continuous improvement.
- Regarding Process Safety Management (PSM) audits, to confirm that PSM is properly executed and that all procedures and regulations are observed, the Process Safety Management Compliance Audit Regulations have been established, and an annual PSM compliance audit schedule has been formulated. Compliance audit operations are conducted for the execution status of PSM, and corrective measures and improvement follow-ups are proposed for any deficiencies found, achieving various performance goals of process safety management.
- The audit frequency is divided into regular and irregular. Regular audits are based on the periodic implementation measures for process safety assessments; at least every three years, the appropriateness and compliance of all procedures and regulations (PSM 14 elements) developed from process safety assessments must be confirmed, gradually completing the compliance audit of the 14 major PSM elements. Irregular audits are triggered when there are major internal deficiencies, such as process safety incidents, industrial safety and environmental accidents, or occupational injuries. A PSM audit should be initiated to find and improve management and technical issues targeting the related deficiencies.
- Related audit operations will be processed and tracked through the PSM Compliance Audit Information Management Platform System.



» Occupational Health and Safety Organization

TTC's Linyuan Plant, Qianzhen Plant, and Toufen Plant all have unions. Each plant has also established an "Occupational Health and Safety Committee" based on occupational health and safety management regulations, with labor representatives elected and appointed by the union; The committee convenes a meeting once a quarter, where labor representatives speak on behalf of all employees to jointly discuss EHS-related topics with the management team.

The Zhongshan Plant has established a Safety and Health Section as a dedicated occupational safety and production management department, carrying out daily occupational health and safety management work. It holds a monthly EHS meeting to review issues related to occupational safety management.

The proportion of labor representatives on the Occupational Safety Committee in each plant area is 65% for the Qianzhen Plant, 36% for the Linyuan Plant, and 33% for the Toufen Plant. In 2025, there were a total of 68 health and safety proposals, with 5 items still continuously being executed.

» Workplace Health and Safety Operations

TTC's Linyuan Plant and Qianzhen Plant obtained OHSAS 18001 Occupational Health and Safety Management System validation in July 2001, and completed the transition to ISO 45001 (including the Toufen Plant) on August 16, 2020. Each plant assigns personnel to conduct various regular industrial safety inspection and audit operations weekly. Meanwhile, we promote the "Group Safety and Health Partner Regional Joint Defense" system, where the Group's affiliated enterprises mutually supervise and exchange experiences, sending auditors to each other to conduct cross-audits, further implementing safety and health management. In 2025, the Qianzhen Plant, Linyuan Plant, and Toufen Plant had a total of 19 ISO and Group audits.

The Zhongshan Plant has not yet implemented the ISO 45001 EHS management system but still executes operations in accordance with relevant occupational safety regulations and TTC's OHS and environmental policies.

» OHS Risk and Opportunity Assessment and Control Procedures

TTC has established a comprehensive hazard identification and risk assessment procedure for occupational safety, fire protection, chemicals, and public hazardous materials. All assessment personnel have participated in risk assessment training courses to ensure their capabilities and awareness. The assessment method allows plant colleagues (including contractors) or stakeholders from external units to submit proposals to their unit supervisors, which are then compiled, reviewed, evaluated, and tracked for related improvement plans by the implementation team. In addition, by establishing internal and external communication procedures, we allow employees to participate in incident investigations and the determination of hazard risk assessments and control methods. This enables all relevant employees, contractors, suppliers, and stakeholders to understand the Company's OHS and environmental policies and the current operational status of various management system requirements in a timely manner.

To prevent the Company from endangering the safety and health of personnel due to operations, activities, services, or facilities, causing harm to the safety and health of in-plant personnel or financial losses to the Company, we pre-emptively resolve improvement opportunities for OHS risks. The control methods determined after risk assessments are (a) Elimination, (b) Substitution, (c) Engineering controls and work reorganization, (d) Use of administrative controls including training/signs/warnings/administrative controls, and (e) Personal protective equipment (PPE). The control methods adopted based on the assessment are considered in order of priority from (a) to (e), determining the best control method to reduce risks to an acceptable level.

Hazard identification and risk assessment performance statistics: In 2025, there were a total of 12 countermeasures derived from unacceptable OHS risks identified through hazard identification.

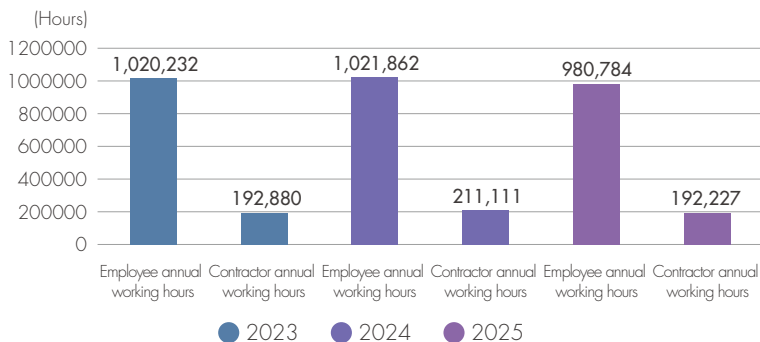
TTC's occupational injury management goal is the "Zero Occupational Injuries and Zero Incidents" of the Group's 5-Zero goals. A low occupational injury rate is one of the key indicators for evaluating the health and safety of the organization's employees. Therefore, each plant area assigns personnel to regularly conduct various industrial safety, environmental protection, and fire protection inspection and audit operations, and has formulated performance evaluation methods for inspectors. All inspection deficiencies are incorporated into the EHS management platform for tracking and management to ensure improvements and prevent recurrences. In 2025, TTC had no industrial safety incidents, zero fire accidents, and no chemical leakage accidents, achieving the goals of zero disabling injuries and zero incidents of occupational accidents.



» Employee OHS Performance Statistics (as of December 31, 2025)

1. Employee and contractor annual working hours statistics

Working hours over the past three years

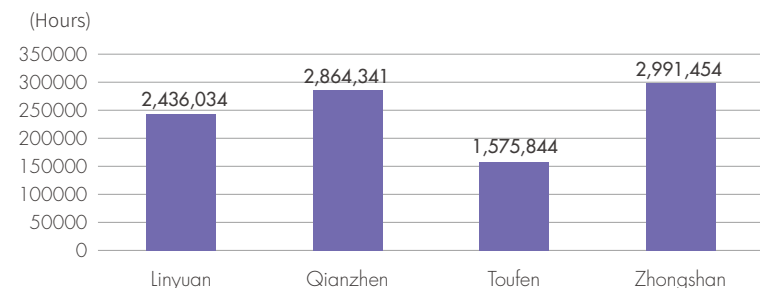


* Note 1: Lost working hours caused by commuting traffic accidents are not included in the disabling injury statistics.

* Note 2: The cumulative total working hours without disabling injuries for contractors in 2025 was 192,227 hours.

2. Cumulative safe working hours without disabling injuries by plant

2025 cumulative safe working hours without disabling injuries by plant



3. TTC absentee rate in 2025 was 0.445%

* Note: Absentee Rate = (Total absentee hours / Total scheduled working hours) × 100%. Total absentee hours are based on the actual statistics from the Human Resources Division of the Group for 2025 (using sick leave and occupational injury leave as the basis for calculating absentee hours). Total scheduled working hours represent the actual working hours in 2025.

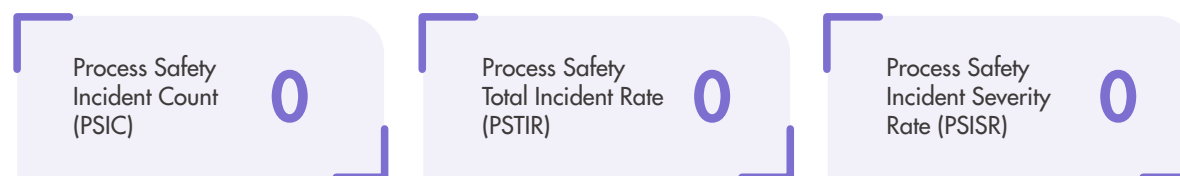
4. OHS performance statistics table over the past three years

Item		2023	2024	2025
TTC	F.R.	0	0	0
	S.R.	0	0	0
	F.S.I.	0	0	0
	TRIR	0	0	0
	Occupational injury death rate	0	0	0
Contractors	F.R.	0	0	0
	S.R.	0	0	0
	F.S.I.	0	0	0
	TRIR	1.04	0	0
	Occupational injury death rate	0	0	0

- * Note¹ Disabling Injury Frequency Rate (FR) = Number of disabling injuries × 10⁵ / Total working hours
- ² Disabling Injury Severity Rate (SR) = Total lost workdays × 10⁶ / Total working hours
- ³ Frequency-Severity Indicator (FSI) = $\sqrt{[(FR \times SR) / 1,000]}$
- ⁴ Total Recordable Incident Rate (TRIR) = Number of injuries × 200,000 / Total working hours
- ⁵ According to statistics from the Occupational Safety and Health Administration (OSHA), Ministry of Labor, for the plastics and synthetic rubber raw materials manufacturing industry over the past three years, the FR was 1.18, SR was 251, and FSI was 0.54.
- ⁶ For the number of contractor injuries and improvement measures, please refer to the Contractor Safety Management Description.
- ⁷ Occupational injury death rate calculation formula = Number of occupational injury deaths × 200,000 / Total working hours

5. Process Safety Management Performance

2025 Process Safety Management Performance



* Note 1: Employees only include formal employees. The total working hours in 2025 were 980,784 hours.

* Note 2: Process Safety Total Incident Rate (PSTIR) = Process safety incident count × 200,000 / Total working hours of workers

* Note 3: Process Safety Incident Severity Rate (PSISR) = Total severity score of process safety incidents × 200,000 / Total working hours of workers



4.2 Health Promotion

» Employee Health Care

New employees must undergo health examinations at labor physical and health examination medical institutions recognized by government agencies according to regulations before entering the plant. Active personnel are commissioned to undergo annual health examinations at qualified large hospitals to protect employees' physical health, and reports are submitted to the competent authorities for reference as required. The health examination coverage rate for all plants in 2025 reached 100%.

After the health examination is completed, employees are issued a health examination report that lists physical examination data from the past three years, allowing employees to understand the changes in various test items over the three years. In addition, personal historical health examination report files are established for individual employees to review. Special health examinations are implemented for workers engaged in operations with particular health hazards; a health management database has been established, and health grading management is implemented according to regulations. Based on the examination results, health grades, and physicians' recommendations, workers with abnormal examination results are managed through health education, health re-examinations, tracking, and treatment methods, or are transferred to other workplaces.

■ List of operations requiring special health examinations by plant

Plant	Types of Operations Requiring Special Health Examinations
Linyuan Plant	Noise operations, Dimethylformamide (DMF) operations, laboratory potassium dichromate operations
Qianzhen Plant	Noise operations, Ionizing radiation operations, laboratory benzene operations
Toufen Plant	Noise operations, Dust operations
Zhongshan Plant	Noise operations

Although the failure rate of health examination results has a direct or indirect relationship with age, personal lifestyle habits, and other objective factors, we still strengthen the promotion of employee health promotion matters for those with higher failure rates. We formulate annual health promotion plans to execute various health promotion programs accordingly. The program methods are as follows:

- After each physical examination, we invite hospital physicians to hold physical examination briefing sessions, allowing employees to understand their own physical conditions, communicate face-to-face with physicians, and receive physicians' recommendations regarding their physical conditions post-examination.
- To enable employees to have appropriate activities to stretch their bodies and minds, the Employee Welfare Committees and unions at each plant organize annual travel activities in batches, ensuring that all employees have the opportunity to participate and promoting employee health.





» Occupational Disease Prevention Management

TTC implements and complies with occupational health and safety. In accordance with the Occupational Safety and Health Act, relevant preventive measures have been taken for operation categories with health hazards as follows. The number of occupational disease casualties in 2025 was 0.

Category	Hazard Factor	Possible Occupational Disease	Preventive Management Measures
Physical	Noise	Occupational hearing loss	Formulate hearing protection plans, provide education and training, and provide PPE for use.
	Sun exposure environment	Heatstroke, heat exhaustion	Indoor setups, air conditioning, fans, water dispensers, work scheduling, and rest time planning.
Chemical	Organic solvents	Liver/kidney damage, dermatitis	Brief exposure times, setup of local exhaust ventilation devices, and providing PPE for use.
	Dust	Respiratory tract irritation, occupational asthma	
Ergonomic	Heavy lifting	Lumbar disc herniation	Formulate ergonomic hazard prevention plans, keep usage frequency brief, try to replace manpower with machinery, and advocate correct posture for operations.
	Poor posture	Shoulder/neck and other musculoskeletal pain	
Social/ Physiological	Overwork	Cardiovascular disease	Formulate plans to prevent diseases triggered by abnormal workloads, control attendance times, advocate the improvement of bad habits, and provide correct health postures.
	Psychological stress	Occupational mental illness	Formulate prevention and management plans against unlawful infringement during duty execution, and provide counseling and guidance by on-site physicians and nurses.

Occupational Disease Statistics

Item / Year	Employees		Contractors	
	Male	Female	Male	Female
Number of recordable occupational diseases	0	0	0	0
Number of occupational disease deaths	0	0	0	0

» Health Promotion Management

In addition to committing to corporate management, TTC also places great emphasis on employees' physical and mental health. All plant areas regularly organize activities such as group tours or participation in public welfare activities, encouraging employees to participate more. We also regularly arrange for on-site physicians and nurses to perform clinical services, providing free medical consultation and health guidance for employees to help them understand physical or psychological health issues, promoting employees' awareness and action in health management.

For abnormal items in general health examinations, health education is provided to individual employees. In 2025, occupational nurses and physicians conducted a total of 105 health education and guidance sessions.



4.3 Emergency Response

In response to potential emergency incidents such as raw material leakage, fires, explosions, or earthquakes that may occur during plant operations, TTC plants have standardized emergency response operational processes. Incidents are categorized into three stages, and different incidents are handled with different response methods. As the severity of an incident escalates, the response method must change accordingly.

In addition to coordinating with fire drills, each plant has also established an annual emergency response drill plan, aiming to familiarize personnel with the handling procedures through continuous practice.

Three-Stage Emergency Response Operation Process

1

Situation

- Small amount of hazardous substance leakage or small fire in the plant

Response method

- The foreman serves as the on-site commander, directing the unit's personnel in the rescue

2

Situation

- Large amount of hazardous substance leakage or large fire in the plant; the incident unit's response team cannot effectively control the disaster, and the plant's response organization must be mobilized for support

Response method

- The foreman reports the incident to the unit supervisor to request support, and mobilizes the response organization according to the alarm and notification procedures
- Direct disaster relief work, request off-site support as needed, and notify relevant agencies
- Determine whether emergency shutdown and isolation of the incident area are required
- Command responsibilities are borne by the incident unit or department supervisor until taken over by the plant manager or proxy
- Establish a response command center to collect the latest disaster information, present it to the chief commander for decision-making, and relay orders to the response organization

3

Situation

- Response actions when an incident in the plant may spread outside and has caused impacts outside the plant

Response method

- The plant manager or proxy serves as the chief commander of the response, directing the in-plant response plan, and notifying local competent authorities of the disaster
- If the disaster cannot be controlled and may endanger employees' lives, an evacuation order will be issued immediately

Furthermore, all Taiwan plant areas participate in the Taiwan Responsible Care Association (TRCA), Industrial Park Safety and Health Promotion Association, and Pollution Control Coordination Team. Through mutual observation and learning in areas such as industrial safety, environmental protection, fire protection, and health, we enhance the safety and health protection of operational personnel. We regularly hold emergency response and fire drills, as well as industrial safety education and training every year. In 2025, a total of 127 emergency response and fire drills and education/training sessions were executed, covering 2,851 person-times, cultivating employees' emergency response and self-safety management capabilities.



Photos Related to Emergency Response Drills



Linyuan Plant - Toxic chemical emergency response drill in Area 13 and Area 27



Toufen Plant - Ammonia leakage emergency response drill



Qianzhen Plant - Fire emergency response to leakage at the LNG metering station



Zhongshan Plant - Styrene pipeline leakage drill in the tank area





» EHS Education and Training

EHS education, training, and advocacy are the foundations for enhancing the safety and health awareness of employees and contractor personnel. TTC's plants have established relevant management regulations, organizing corresponding knowledge and skill training for various employee categories and contractor personnel based on practical needs.

In 2025, the total training person-times reached 6,348, with a total of 17,249.5 training hours.

2025 Statistics of EHS Education and Training Person-Times and Hours for Various Personnel

Plant	Linyuan Plant		Qianzhen Plant		Toufen Plant		Zhongshan Plant	
Category	Person-Times	Total Hours	Person-Times	Total Hours	Person-Times	Total Hours	Person-Times	Total Hours
New Hires	7	608.5	2	68.0	20	60.0	1	30.0
Employee On-the-Job Education	2,071	6,929.5	718	2,518.5	597	1,293.0	1,919	4,084.0
Contractor Employees	608	912.0	326	489.0	59	177.0	20	80.0
Total	2,686	8,450.0	1,046	3,075.5	676	1,530.0	1,940	4,194.0

Photos Related to EHS Training



Linyuan Plant - Industrial safety lecture for all employees



Toufen Plant - Fire safety promotion, contractor safety and health lecture



Qianzhen Plant - EHS and fire protection education and training



Zhongshan Plant - Education and training on determination standards for potential hazards of major incidents





» Contractor Safety Management

TTC has established contractor management operating procedures for the management of contractors, explicitly stipulating that contractors must receive safety education lectures upon entering the plant, and hazard notifications are provided. This facilitates contractors in fully understanding the safety of the construction environment and safety measures before they are allowed to operate in the plant. Prior to operations, safety inspections are conducted to ensure the safety of the work site and to thoroughly implement the responsibilities of occupational health and safety management. During operations, irregular on-site safety operation inspections are conducted; if there are violators, they are immediately requested to stop construction and may only resume operations after improvements are completed. In addition, an engineering safety and joint operation agreement organization meeting is convened for contracting cases, explicitly demanding in-plant safety regulations, precaution requirements, and measures such as emergency responses. Through two-way communication at the meeting, we ensure the operational safety of all contracting operations and reduce the occurrence of incidents. **In 2025, the number of contractor incidents was 0.**

» Raw Material Transportation Safety Management

(1) Tank Truck Management

All plants use tank trucks for raw material transportation. Considering the safety of vehicle transportation, raw material warehousing, and unloading operations, each plant establishes relevant management regulations for chemical tank truck transportation and finished product transportation, raw material warehousing management operating procedures, unloading-related operating procedures, and operational management regulations related to the unloading and storage of tank truck or barreled raw materials according to their needs, to regulate relevant operational guidelines.

Tank trucks used for transportation are all screened vehicles with qualified inspections, possessing comprehensive emergency response capabilities and plans, and complying with the provisions of relevant control regulations and management measures. Furthermore, because acrylonitrile and butadiene are listed as toxic and concerned chemical substances announced by the Ministry of Environment, transportation hazard prevention and response plans have been established respectively. We have joined the national disaster response joint defense organizations for toxic and concerned chemical substances for acrylonitrile and butadiene, and coordinated with competent authorities and public associations to participate in emergency response drills for tank truck transportation. **In 2025, the number of tank truck transportation incident events at the Linyuan Plant, Qianzhen Plant, Toufen Plant, and Zhongshan Plant was 0.**

(2) Pipeline Management

Besides storage tank trucks, raw material transportation also involves pipeline delivery. To ensure pipeline transportation safety, all plants have established standard management operating procedures for pipeline transportation to confirm that long-distance pipeline delivery operations meet the monitoring standards of each line. The safety management actions for aboveground or underground pipelines are as follows:

Linyuan Plant

The underground pipelines transporting butadiene and styrene are entirely located within the Linyuan Industrial Park and do not pass through Kaohsiung downtown. The "Raw Material Transportation Pipeline Management Standard Procedure" has been formulated to regulate the operational guidelines related to preventive maintenance, daily inspections, and abnormality management for underground pipelines owned inside and outside the plant area. Aboveground pipelines within the plant area also undergo testing inspections and anti-corrosion maintenance according to relevant preventive maintenance operating guidelines. Additionally, the transportation pipelines are equipped with flow and pressure monitoring devices for the pipelines, and personnel in our control room and the supplier's control room mutually grasp the flow and pressure values of the transportation pipelines. During material transfer, flow and pressure are monitored at all times. If abnormal flow and pressure values occur, the monitoring system will automatically issue an alarm signal to warn related personnel, constantly verifying flow variations between the output and input ends. In case of anomalies, relevant emergency response handling operations are executed.

Qianzhen Plant

Styrene is transported directly from CGTDC's tanks to the Qianzhen plant processing area through above-ground pipelines. The entire transportation route is within the boundaries of both plants. A "Maintenance and Management Procedure for SM Transparent Pipes from CGTDC to TTC Process" has been established. Staff from each shift use Personal Digital Assistants (PDAs) for inspections, checking for pipeline leaks. Pipeline thickness is measured annually to evaluate any thinning of the pipe walls. If abnormalities in styrene transportation status are discovered during production, there are monitoring screens and alarms in both the Qianzhen Plant control room and the Hwa Fong control room; abnormal situations are handled immediately, and Hwa Fong personnel will also arrive on-site for support.

Zhongshan Plant

For aboveground pipelines, tank area operators conduct inspections to check for pipeline leaks; The pipeline capable of transporting styrene and pentane from the storage tank area to the process area is an underground pipeline. According to the provisions of the "Special Equipment Safety Supervision Regulations", this underground pipeline is a pressure pipeline. The Zhongshan Special Equipment Inspection Institute conducts online testing for pressure pipelines in use every year; after comprehensive inspection, a qualified report is issued, and it is legally used after the Quality and Technical Supervision Department issues a "Special Equipment Use Registration Certificate". **In 2025, the number of pipeline transportation incidents at the Linyuan Plant, Qianzhen Plant, and Zhongshan Plant was 0.**

(3) Product Transportation Safety Management

Linyuan Plant

Product road transportation safety is entrusted to contracted transporters responsible for transportation safety. Upon entering the plant, vehicles must be controlled in accordance with relevant management regulations, and loading/unloading operations and safety management are conducted for trucks entering the plant area for loading. We also require all diesel vehicles belonging to transportation contractors to join the Kaohsiung City Diesel Vehicle Autonomous Management System and obtain the qualified smoke emission test mark before they are allowed to enter the plant for operations.

Qianzhen Plant

The product appearance is granular. For domestic transportation, paper bags and jumbo bags are transported using general trucks, while bulk shipments use dedicated tank trucks for road transport; For overseas customers, products are packed in containers, towed by trailers to the dock, and then transported by sea freight. The "Standard Operating Procedure for Finished Product Transportation Management" has been established. Personnel are regularly dispatched every year to audit contracted transportation companies, and all diesel vehicles belonging to transportation contractors are required to join the Kaohsiung City Diesel Vehicle Autonomous Management System and obtain the qualified smoke emission test mark before they are allowed to enter the plant for operations.

Toufen Plant

Product road transportation safety is entrusted to contracted transporters responsible for transportation safety. Upon entering the plant, vehicles must be controlled in accordance with relevant management regulations, and loading/unloading operations and safety management are conducted for trucks entering the plant area for loading.

Zhongshan Plant

Finished product transportation mainly relies on trucks. Detailed regulations and corresponding penalty clauses have been established for loading/unloading and transportation safety to guarantee transportation safety. All vehicles must follow access-related management regulations upon entering the plant, executing entry registration, inspection, and operations, and loading/unloading operations and safety management are conducted for trucks entering the plant area for loading, ensuring their safety within the plant area.





5

Shaping an Inclusive Society

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5.3 Social Engagement	110

Continuously Tracked Material Topic

Talent Attraction and Retention

Annual Targets

Turnover rate (including fixed-term contract employees and retired employees) $\leq 7.5\%$

2025 Actual Performance

2.97%





5.1 Talent Attraction and Retention GRI 3-3、GRI 401(401-1、401-2、401-3)

Material Issue

Talent Attraction and Retention

Reason for Materiality

High-quality human assets are one of the critical keys to corporate success. Employing based on merit and placing the right talent in the right positions serve as our employment principles. Allowing employees to work with peace of mind, fully demonstrating their expertise, and exerting their maximum potential is the consistent pursuit goal of the Company's sustainable operations. Therefore, the Company is committed to establishing a harmonious and stable working atmosphere, providing various welfare measures so that employees have no worries behind, growing and thriving synchronously with the Company. If employees cannot work with peace of mind, besides the inability to demonstrate corporate performance, it causes a high employee turnover rate, affecting the Company's overall operational performance.

Impact Boundary

Impact Boundary:
Employees, investors, and partners.

Corresponding Sustainability Principles and SDGs

Shaping an Inclusive Society / SDGs 8:
Decent Work and Economic Growth

Management Approach

Policy Objectives	Provide various welfare measures to make employees enjoy the workplace and work with peace of mind.
Policy	Happy Workplace
Commitment	Establish comprehensive welfare measures, create a happy and harmonious workplace environment, promote employee stability, and reduce the turnover rate.
Target	2025 Targets (including indefinite-term contract employees and retired employees): Turnover rate $\leq$ 7.5%
	Medium-Term Targets (2027): Turnover rate $\leq$ 7.5%
	Long-Term Targets (2030): Turnover rate $\leq$ 7.0%
Management Plans	Provide employees with bonuses, leave, insurance, dining, transportation, and entertainment benefits.
Remediation and Preventive Measures for Negative Impacts	Talent recruitment difficulties - causing manpower shortage: To stabilize human resources and retain outstanding talents, in addition to annual salary adjustments based on the price index and personal performance, the Company participates in the petrochemical industry salary survey every year to assess market salary levels, make appropriate adjustments and plans for employee salaries, and give special consideration for the promotion of outstanding talents with excellent performance, to maintain the market competitiveness of salaries.
Grievance Mechanism	Corporate union communication channels, employee grievance hotline, employee suggestion box



» Manpower Structure GRI 2-7

In 2025, the total number of TTC employees was 471, including 405 males (86.0%) and 66 females (14.0%). Due to the characteristics of the petrochemical industry, the proportion of male employees is higher than that of females, and TTC's senior management levels are all hired locally from Taiwan.

In 2025, 331 domestic employees were hired in Taiwan (accounting for 70.3%), respectively affiliated with the Taipei headquarter, Toufen Plant, Linyuan Plant, and Qianzhen Plant, among which 329 were indefinite-term contract employees (99.4%) and 2 were fixed-term contract employees (0.6%); There were 23 migrant workers (accounting for 4.9%), all of whom were fixed-term contract male employees hired by the Toufen Plant. 117 local employees were hired in the Mainland China region (24.8%), all of whom were full-time indefinite-term contract employees affiliated with the Zhongshan Plant.

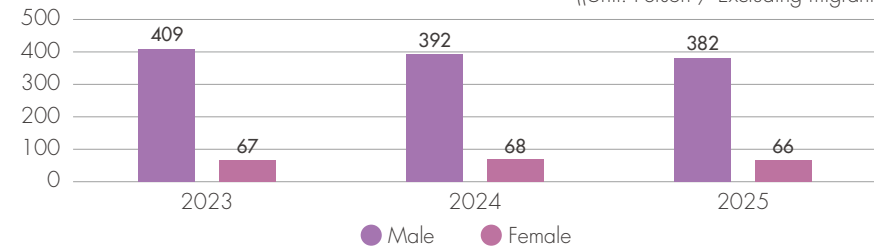
Overview of Employee Categories over the Past Three Years

Year		2023		2024		2025	
Category		Number of People	Proportion	Number of People	Proportion	Number of People	Proportion
Indefinite-term contract employees	Male	407	82.1%	392	81.3%	382	81.1%
	Female	66	13.3%	66	13.7%	64	13.6%
Fixed-term contract employees	Male	22	4.4%	22	4.6%	23	4.9%
	Female	1	0.2%	2	0.4%	2	0.4%
Total (Number of People)		496		482		471	

* Note: The employee statistics period is up to December 31, 2025.

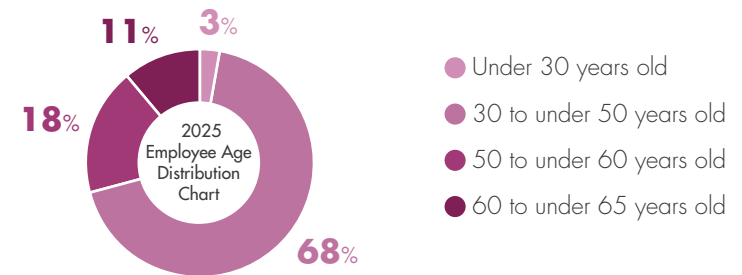
Employee Gender Distribution Chart over the Past Three Years

((Unit: Person / Excluding migrant workers))



2025 Employee Age Distribution Chart

(Unit: Person / Excluding migrant workers)



At TTC, the workforce under 30 years old accounts for 3%, those 30 to under 50 years old account for approximately 68%, those 50 to under 60 years old account for 18%, among which the workforce approaching retirement in the next 5 years (60 to under 65 years old) accounts for 11%. In recent years, TTC has continuously maintained the stability of its manpower structure, recruiting and retaining excellent talents, and arranging talent cultivation plans.

New hires undergo pre-employment training and internal Training Within Industry (TWI) in accordance with employee training operation regulations, providing the skills needed to execute business. We select excellent and competent talents through a fair, open, and just selection system, while balancing diversity and equal opportunities, and does not discriminate or treat differently based on race, class, language, ideology, religion, political affiliation, place of origin, birthplace, gender, sexual orientation, age, marital status, pregnancy, appearance, facial features, physical/mental disabilities, zodiac sign, blood type, etc.

Non-employee workers: mainly focusing on the statistics of contractor numbers affecting production, sales, environment, and engineering maintenance; Taiwan region: 87 people, Mainland China region: 38 people.

2025 Number Statistics of Non-Employee Workers (Contractors)

Nature of Work	Linyuan Plant	Qianzhen Plant	Toufen Plant	Zhongshan Plant	Total
	Number of People	Number of People	Number of People	Number of People	
Container transportation		6		17	23
Finished product storage / Container loading and shipping	15	10	14	7	46
Finished product packaging	5	11		9	25
Material preparation / Compounding	2	6		2	10
Plant cleaning	2	2		2	6
Engineering construction and maintenance					0
Environmental maintenance				1	1
Equipment overhaul / disassembly and assembly	5				5
Residual material processing	3				3
Wastewater plant assisted operation		1			1
Incinerator operation	2				2
Civil / Thermal insulation engineering	3				3
Total	37	36	14	38	125
	Taiwan Region			Mainland China Region	
	87			38	

» New Hire Status

Recruitment methods include newspapers, HR websites, HR consulting companies, schools, and employment service stations. If the vacancy belongs to a plant area, local community talents are given priority consideration, providing local employment opportunities to give back to the local area. In 2025, 100% of the new hires at Taiwan plant areas were local talents.

In 2025, TTC hired 17 new employees, accounting for 3.61% of the total employees.

Overview of New Hires' Gender Distribution over the Past Three Years

(Unit: Person)

Category	2023	2024	2025
Male	28	12	14
Female	1	3	3
Number of new hires	29	15	17
Number of employees at year-end	496	482	471
Annual new hire rate	5.85%	3.11%	3.61%

* Note 1: Includes indefinite-term contract employees and fixed-term contract employees.

* Note 2: Annual new hire rate = Number of new hires / Number of employees at year-end.

Overview of 2025 New Hires' Region and Age Distribution

(Unit: Person)

Region		Taiwan Region		Mainland China Region	
Age Group	Gender	Male	Female	Male	Female
	Under 30 years old	2	1	1	0
	30 to under 50 years old	11	2	0	0
	50 years old and above	0	0	0	0
Total		16		1	
Total number of people at year-end		354		117	
Annual new hire rate		4.52%		0.85%	

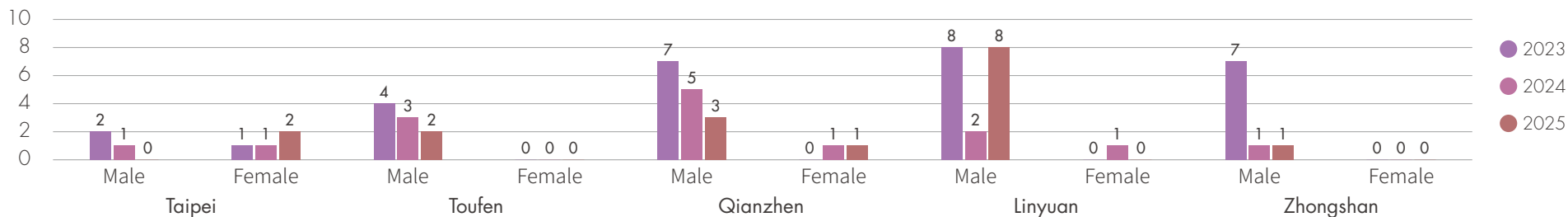
* Note 1: Includes indefinite-term contract employees and fixed-term contract employees.

* Note 2: Annual new hire rate = Number of new hires / Number of employees at year-end.



New Hires' Regional Distribution Chart over the Past Three Years

(Unit: Person)



Overview of 2025 New Hires' Local Employment Status

Operating Location	Taipei		Toufen Plant		Qianzhen Plant		Linyuan Plant		Zhongshan Plant		Subtotal		
Gender	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Total
Number of new employees	0	2	2	0	3	1	8	0	1	0	14	3	17
Number of local hires	0	2	2	0	3	1	8	0	0	0	13	3	16
Proportion of new employees hired locally	—	100%	100%	—	100%	100%	100%	—	0%	—	93%	100%	94%

* Note 1: Calculated based on indefinite-term contract employees in the county/city where the employing plant is located.

* Note 2: Due to the vast territory of the Mainland China region, talents come from various provinces and regions, making the proportion of local employment relatively lower.

» Talent Turnover Status

All TTC employees have the right to voluntarily and at any time propose to terminate their employment relationship according to the law. Their working conditions comply with the provisions of local laws and regulations, including minimum wage, working hours, overtime pay, labor insurance, health insurance, and pension payments, and we provide group insurance and various employee benefits.

In 2025, a total of 28 people resigned from TTC, with a turnover rate of 5.94%; 14 people actually retired. If the number of retirees is deducted, the turnover rate would be 2.97%, achieving the target of turnover rate $\leq 7.5\%$.

The turnover rate data shows a downward trend from 2023 to 2025. In addition to annual salary adjustments based on the price index and personal performance, the Company also participates in the petrochemical industry salary survey to assess market salary levels, making appropriate adjustments and plans for employee salaries, and giving special consideration for the promotion of outstanding talents with excellent performance, to achieve a market-competitive salary level; Furthermore, various activities or measures are established to assist employees in maintaining physical and mental health and a work-life balance; In addition, through the annual employee satisfaction survey, we improve the working environment and supervisors' management styles, reducing interpersonal friction. Through the above strategies, we stabilize and retain excellent talents.

Overview of Resigned Personnel's Gender Distribution over the Past Three Years

(Unit: Person)

Category	2023	2024	2025
Male	38	28	23
Female	4	3	5
Number of resignations	42	31	28
Number of employees at year-end	496	482	471
Annual turnover rate	8.46%	6.43%	5.94%

* Note 1: Includes indefinite-term contract employees, fixed-term contract employees, and retired employees.

* Note 2: Annual turnover rate = Number of resignations / Number of employees at year-end.

Overview of 2024 and 2025 Resigned Personnel's Region and Age Distribution

(Unit: Person)

Region		Taiwan Region				Mainland China Region			
		2024		2025		2024		2025	
Age Group	Gender	Male	Female	Male	Female	Male	Female	Male	Female
	Under 30 years old	2	0	0	1	4	0	0	0
	30 to under 50 years old	10	1	4	3	4	0	5	0
	50 years old and above	9	0	13	1	0	1	1	0
Total		22		22		9		6	
Total number of people at year-end		360		354		122		117	
Annual turnover rate		6.11%		6.21%		7.38%		5.13%	

* Note 1: Includes indefinite-term contract employees, fixed-term contract employees, and retired employees.

* Note 2: Annual turnover rate = Number of resignations / Number of employees at year-end.

» Salary System

Upholding the concept of profit-sharing with employees, TTC attracts, retains, cultivates, and motivates outstanding talents from all sides by providing a diversified and competitive salary system. The salaries of new hires are all higher than the statutory minimum wage standards. Various allowances vary depending on the position, education, and experience. Performance bonuses are distributed monthly based on employees' performance, and year-end bonuses are distributed annually according to the Company's operational status, without any differences due to gender.

To stabilize human resources and retain outstanding talents, in addition to annual salary adjustments based on the price index and personal performance, the Company participates in the petrochemical industry salary survey every year to assess market salary levels, making appropriate adjustments and plans for employee salaries, and giving special consideration for the promotion of outstanding talents with excellent performance, to maintain the market competitiveness of salaries.

» Salaries of Full-Time Employees Not in Supervisory Roles

The number of "full-time employees not in supervisory roles" refers to the total number of full-time employees (including Taiwanese and foreign employees) out of all employed employees (or regularly employed employees) in the enterprise, excluding those in supervisory roles, employees of overseas branches, part-time employees, and personnel who qualify for exemption from the statistics.

Statistics of Salaries for Employees Not in Supervisory Roles over the Past Three Years

Item	2023	2024	2025	Difference between 2025 and the previous year
Number of full-time employees not in supervisory roles	351	352	338	-14
Average salary of full-time employees not in supervisory roles (NT\$1,000)	1,031	1,031	1,025	-6
Median salary of full-time employees not in supervisory roles (NT\$1,000)	968	987	998	11

The path for salary information of "full-time employees not in supervisory roles":

MOPS > Summarized Reports > Corporate Governance > Employee Welfare and Compensation Statistics > Salary of Full-Time Employees Not in Managerial Positions / Salary Information of Full-Time Employees Not in Supervisory Roles



» Employee Benefits GRI 201-3

We uphold the philosophy of profit-sharing with employees to attract, retain, cultivate, and motivate outstanding talents from all fields. The company provides a diversified and competitive salary system to share its operational success with colleagues, and regarding health care benefits, it offers health examination items that exceed regulatory requirements; For maternity and marriage support, we provide female employees with a warm and private dedicated nursing room to support maternal health, and we collaborate with childcare and educational institutions to offer childcare and after-school services. In addition, to echo the government's active promotion of childbirth incentive measures and enhance employee benefits, the company has specifically formulated an employee childbirth subsidy policy, providing a subsidy of NT\$10,000 per birth, with a proportionally increased subsidy for twins or more; Furthermore, the Welfare Committee provides marriage bonuses and childbirth bonuses. In 2025, a total of 11 marriage bonuses and 9 childbirth subsidies were issued, with the total subsidy amount reaching NT\$174,000.

Employees hired by the company who engage in work and receive wages are entitled to:

Overview of TTC Employee Benefits

Remuneration System	Healthcare Benefits	Education and Training
Provide a fixed salary for a total of 12 months a year 1. Issue bonuses in June and December based on labor conditions 2. Issue festival bonuses according to company regulations 3. Issue special year-end bonuses based on company operating conditions, individual employee performance, and labor contract provisions	1. Provide health check-up items that exceed regulatory requirements 2. Establish a Welfare Committee and related systems to provide flexible and diversified services 3. Marriage bonuses, funeral condolence money 4. Provide employee childbirth subsidies 5. Establish dedicated nursing rooms and specialized equipment 6. Organize regular employee travel activities 7. Service seniority awards 8. Provide employee purchasing benefits for affiliated company products	Provide comprehensive education, training, and further learning opportunities • Provide orientation training for new hires • Provide on-the-job education and training for employees • Provide external/online learning courses for employees • Enterprise subsidizes external training for employees

2025 Employee Parental Leave Application, Usage, and Reinstatement Statistics Table

Parental Leave Usage Statistics	Total Number of Employees Entitled to Parental Leave	Total Number of Employees Who Actually Used Parental Leave	Total Number of Reinstated Employees After Leave	Total Number of Employees Still Employed 12 Months After Reinstatement	Reinstatement and Retention Rate of Employees After Leave
Male	22	1	1	1	100%
Female	2	0	—	—	—

» Human Rights Policy and Management Scheme

Human Rights Policy

To fulfill corporate social responsibility, implement human rights protection, and realize the universal value of human rights, the company refers to internationally recognized human rights standards such as the International Bill of Rights and the International Labour Organization's Declaration on Fundamental Principles and Rights at Work. In March 2018, we formulated a human rights policy applicable to the company and all affiliated enterprises of the USI Group to eliminate human rights violations and infringements, and to provide a safe and healthy working environment, ensuring that company colleagues receive reasonable and dignified treatment and care.

Human Rights Risk Identification and Assessment

Conduct human rights risk identification annually, execute compliance checks and third-party assessments on identified human rights issues of concern, and adopt mitigation and corrective measures based on risk assessment results and deficiencies found in internal and external audits to continuously improve and achieve risk management objectives.

Human rights issues involve different business departments and units; through the Human Resources Division of the Group, human rights due diligence and risk management operations are conducted targeting different affected subjects and human rights issues.



The company has established the steps and deployment process for each stage of human rights management as the foundation for maintaining and protecting human rights, with the process as follows:

Stage	Step	Practice
Stage 1: Commitment	Statement	Externally commit to supporting and complying with international norms and local laws, and formulate a human rights policy.
Stage 2: Management	Identification	Confirm the material human rights issues and affected targets based on organizational attributes and operational models.
	Assessment and Analysis	Regularly assess human rights impacts on all employees and service processes to understand the level of risk exposure.
Stage 3: Response Measures	Actions and Measures	- Formulate different action plans based on the regularly assessed level of human rights risks. - Track the execution extent and performance of action plans, and communicate concurrently to ensure the effectiveness of human rights management. - If a human rights violation event occurs, provide compensation measures from the aspects of systemic improvement, material, and psychological counseling.
	Reporting	Conduct discussions and reporting on human rights management internally, and publicly disclose human rights management practices and effectiveness on the company website.

» Human Rights Concerns and Practices

Providing a Safe and Healthy Working Environment

To maintain employee workplace safety, in addition to establishing various pollution prevention and fire safety equipment, the company has passed the audits and verifications of ISO 14001 Environmental Management Systems, ISO 45001 Occupational Health and Safety Management Systems, and ISO 50001 Energy Management Systems. Besides actively promoting improvement activities such as energy conservation, carbon reduction, disaster prevention, and pollution prevention, we reasonably ensure the provision of a safe working environment. Furthermore, following the USI Group's carbon reduction goal of "reducing carbon emissions by 27% by 2030 compared to 2017," we track and review the progress annually, and timely execute specific measures such as phasing out old equipment, building green power, and procurement.

In addition to providing a safe and healthy working environment in accordance with legal regulations, the company has established a dedicated occupational health and safety unit and committee organization, hired professional physicians and nursing staff, and regularly organized relevant education and training on safety, health, and fire fighting, taking necessary preventive measures to prevent occupational disasters and thereby reduce risk factors in the working environment.

Friendly Workplace

Diversity, Equity, and Inclusion (DEI) The company respects different genders, ages, and cultures to build a friendly workplace environment where everyone can utilize their strengths. We embrace people of different backgrounds, races, genders, sexual orientations, abilities, and perspectives in the workplace, creating a diversified environment; And through fair and inclusive practices of equal pay for equal work, we provide transparent employment conditions, promotion opportunities, and salary treatments for employees, bridging the gap between different groups to ensure that every employee and contractor partner is respected and accepted, enabling their full participation and contribution.

Each year, we continuously implement the gender equality policy and prevent illegal infringements in the workplace through promotional posters, advocacy lectures, and various educational trainings, striving to provide employees and contractor partners with a dignified and friendly working environment.

Eliminating Illegal Discrimination to Reasonably Ensure Equal Employment Opportunities

The company implements the human rights policy into internal control procedures. In labor rights matters such as employment, remuneration and benefits, training opportunities, promotion, dismissal, or retirement, employees and job seekers will not be treated unfairly based on race, class, language, ideology, religion, political affiliation, ancestry, place of birth, gender, sexual orientation, age, marital status, pregnancy, appearance, facial features, physical or mental disability, astrological sign, blood type, or other factors.

Prohibition of Child Labor

To ensure compliance with corporate social responsibility and ethical norms, the company explicitly prohibits child labor starting from recruitment. As of the end of December 2025, the total number of company employees is 471, with no child labor whatsoever.

Prohibition of Forced Labor

The company does not force or coerce any unwilling personnel to engage in labor activities. Regulations regarding employees' daily and weekly normal working hours and extended working hours, leave, special leave, and various other types of leave all strictly comply with legal norms.

A reminder function is set in the attendance system when employees apply for overtime. Overtime pay or compensatory leave is provided after overtime, and dedicated personnel conduct monthly reviews and controls of working hours in the plant areas.



» Human Rights Protection Training Practices

- **New Hire Training** - Upon onboarding, new hire education and training on relevant compliance advocacy are required. Contents include: prevention of sexual harassment, anti-discrimination, anti-harassment, implementation of working hour management, protection of humane treatment, etc.
- **Prevention of Workplace Violence** - Through advocacy and public statements, employees are made to understand their responsibility to assist in ensuring no illegal infringements occur in the workplace during the performance of duties, and a grievance hotline is disclosed to jointly create a friendly working environment.
- **Series of occupational safety training contents include** -safety and health education and training, fire safety training, emergency response, first aider training, etc.
- **Advocacy of Integrity and Ethical Code of Conduct** - Education and advocacy are conducted from the standards of daily behavior and ethics to provide a healthy and positive workplace culture. °

The company continuously pays attention to human rights protection and implements relevant training to raise awareness of human rights protection and reduce the likelihood of associated risks. Courses cover "Ethical Corporate Management and Compliance": focusing on the Group Code of Conduct (CoC) and legal risk prevention (e.g., breach of trust) related courses corresponding to corporate governance evaluation; "Occupational Safety and Health": including statutory safety education (pressure vessels, operations at heights), first aid, firefighting skills, and process safety assessment, directly linking production stability with employee safety protection; "Environmental Management and Response": incorporating ISO 50001 energy management, toxic chemical disaster response, and pollution prevention (air pollution response), demonstrating the company's control over environmental risks; and "Human Rights and Friendly Workplace": targeting human rights advocacy for new hires (sexual harassment prevention, anti-discrimination) and workplace violence prevention, implementing humane treatment in the 'S' (Social) aspect.

In 2025, training related to promoting human rights protection and occupational safety, health, and environment was held. The total number of participants was 5,306, with total training hours amounting to 14,825 hours. The breakdown of participants and training is as follows:

Category	Course	Total Participants	Total Training Hours
Ethical Corporate Management and Compliance	1st 2025 Group Code of Conduct Advocacy Test	237	237
	2nd 2025 Group Code of Conduct Advocacy Test	179	179
	Courses focusing on legal risk prevention (e.g., breach of trust)	357	578.5
Occupational Safety and Health	Includes statutory safety education (pressure vessels, operations at heights), first aid, firefighting skills, and process safety assessment	3,785	11,999
Environmental Management and Response	Incorporates ISO 50001 energy management, toxic chemical disaster response, and pollution prevention (air pollution response)	518	1,409
Human Rights and Friendly Workplace	Targets human rights advocacy for new hires (sexual harassment prevention, anti-discrimination) and workplace violence prevention	230	422.5
Total		5,306	14,825

» Human Rights Risk Mitigation Measures

The company commits to ensuring the safety of employees, contractor partners, and the working environment, ensuring that all operators are respected and have dignity, and that operations follow the ESG spirit and comply with regulations and ethics. To embody this commitment, in addition to integrity as the foundation, we respect the rights and interests of employees and partners on a legal basis. We assign dedicated personnel to legally implement occupational safety and health operations within the premises, continuously advocate, guide, and educate on contractor management mechanisms, integrate the human rights policy into daily operational links, and establish effective internal and external grievance channels.



» 2025 Human Rights Management Results

After conducting risk identification based on the company's "Human Rights Policy Management Scheme," 13 human rights issues were included this year, 9 of which were listed as material management items of concern, including: "workplace inclusion," "forced labor," "excessive working hours," "sexual harassment," "workplace illegal infringement," "child labor employment," "personal data management and privacy protection," "occupational safety management," and "employment and workplace discrimination." Regarding the items with potential risks among the above material issues (referring to the 2025 Human Rights Risk Assessment Management Table), the company has taken risk mitigation measures and impact compensation measures, achieving a 100% implementation rate of impact compensation. The executed mitigation and impact compensation measures are as follows:

■ Mitigation and Compensation Measures for Human Rights Management Items

Issue	Mitigation Measures	Compensation Measures	Impact Compensation Implementation Rate (%)	Results
Excessive Working Hours	1. Comply with labor laws related to working hours; regularly conduct compliance reviews of company regulations and implement them thoroughly. 2. Accurately record employee attendance time through the attendance and overtime management system. 3. The system sends daily card-reading timeout reminders for clocking in/out, not only to remind employees of regular working hours and regulations on extended working hours, but also to confirm whether delayed clock-outs are overtime; if so, they can choose to receive overtime pay or compensatory leave. 4. Regularly review the overtime situations of all units. 5. Promote the Group's digitized operations and smart production to simplify administrative processes. 6. Continuously organize professional training courses and introduce Generative AI tool training projects to refine employee skills and enhance office work efficiency.	1. If an employee actually works overtime, overtime pay is issued in accordance with the law. 2. Understand colleagues' workload and reasons for overtime, and actively proceed with process improvements and operational optimization to help enhance work efficiency. 3. Employees with excessive working hours are listed for abnormal workload identification and risk investigation; regular employee health check-ups are conducted, and related operations and manpower status are adjusted accordingly. 4. Understand colleagues' workload and reasons for excessive working hours, and actively proceed with process improvements and operational optimization to help enhance work efficiency.	100%	The system daily confirms the reasons for timeout; if the impact of excessive working hours occurs, appropriate overtime pay or compensatory leave will be issued according to compensation measures, and related operations and manpower status will be adjusted accordingly.





» Assisting Employees in Maintaining Physical and Mental Health and Work-Life Balance

1. The company annually commissions large hospitals to conduct health check-ups to ensure employees' physical health, and reports to the competent authority for future reference as required. Additionally, for plant employees, special health check-up operations are particularly strengthened to guarantee safety and health management in the working environment.
2. The company provides venues or sponsors funding to encourage employees to participate in health activities; employees form their own clubs to cohesively build camaraderie through club activities.
3. In addition to hosting year-end banquets and Mid-Autumn Festival evening parties to regulate employees' physical and mental well-being and build cohesion, the company has also installed sports and fitness equipment for employees to use outside of working hours.
4. To encourage employees to maintain physical and mental health and achieve a work-life balance, the company promoted the "1st 'Walking Activity'" in the Taipei area in 2025. With a goal of walking 6,000 steps daily, it allows colleagues to cultivate regular exercise habits amidst their busy work. Colleagues joined forces to convert accumulated steps into a corporate tree-planting initiative, realizing the dual value of health promotion and environmental sustainability. During the process, colleagues not only enhanced their physical and mental vitality but also elevated workplace cohesion and solidarity through teamwork and mutual encouragement.
5. Established the Employee Assistance Program (EAP), aimed at "assisting employees in solving personal issues that affect work performance." Through professional, confidential, and free services, it helps employees recover their physical and mental health, thereby maintaining or improving work performance and quality of life. Employees can utilize the (0800) hotline, Email, Line, and one-on-one individual counseling channels to access assistance services covering aspects such as psychology, work, management, medical care, law, and financial management.

[USI Good Mood Hotline] Employee care; from March to December 2025, the Group recorded a total of 78 usage instances.

6. Organized Wellbeing (employee physical and mental health/welfare) lectures to create a workplace environment where employees feel supported, balanced, and healthy across physical, psychological, social, and financial aspects, thereby enhancing overall productivity. Lecture contents included: mental health, tax and wealth management, parent-child communication, and physical health (in conjunction with annual check-ups), which were also edited into online courses available for all employees to access.

[USI Good Lecture] Course Name	Instructor	Taipei In-person Participants	Plant Online Participants
Guarding Mental Health: Mindfulness Stress Reduction Techniques	Nai-Ling Chen, Counseling Psychologist	27	158
2025 Tax and Wealth Management Comprehensive Guide	VP Yeh-Chun Chen / NORD Insurance Broker	63	147
Highly Effective Parent-Child Communication Skills	Ugly Papa / Parenting Expert	26	62
Understanding Metabolic Syndrome / Diet Control for Middle-aged and Elderly Groups	Dean Hung-Cheng Wu / Leader Clinic	20	59



» Grievance System

The company has smooth internal and external grievance channels. Colleagues encountering various issues within the company can file grievances to supervisors at all levels or the Human Resources Division of the Group through the company's grievance channels. In addition, to maintain gender equality at work and provide employees and job seekers with a workplace environment free from sexual harassment and illegal infringements, dedicated grievance mailboxes and email addresses have been set up for the prevention of sexual harassment and illegal infringements. During the grievance investigation period, all cases are handled confidentially without disclosing the complainant's name or other identifying information to protect the complainant.

In this (2025) year, there were no grievance incidents involving illegal infringements.

» Minimum Notice Periods Regarding Operational Changes

Executed in accordance with legal regulations, when the company's operations encounter the following changes:

1. Suspension of business or transfer;
2. Operating losses or business contraction;
3. Force majeure resulting in suspension of work for more than one month;
4. Change in the nature of business necessitating a reduction in workforce, with no appropriate alternative work available for placement;
5. When a worker is genuinely unable to perform the assigned work, notice shall be given based on the length of service regulations:
 - (1) For those who have worked continuously for more than 3 months but less than 1 year, 10 days' prior notice.
 - (2) For those who have worked continuously for more than 1 year but less than 3 years, 20 days' prior notice.
 - (3) For those who have worked continuously for more than 3 years, 30 days' prior notice.

» Pension Contributions GRI 201-3

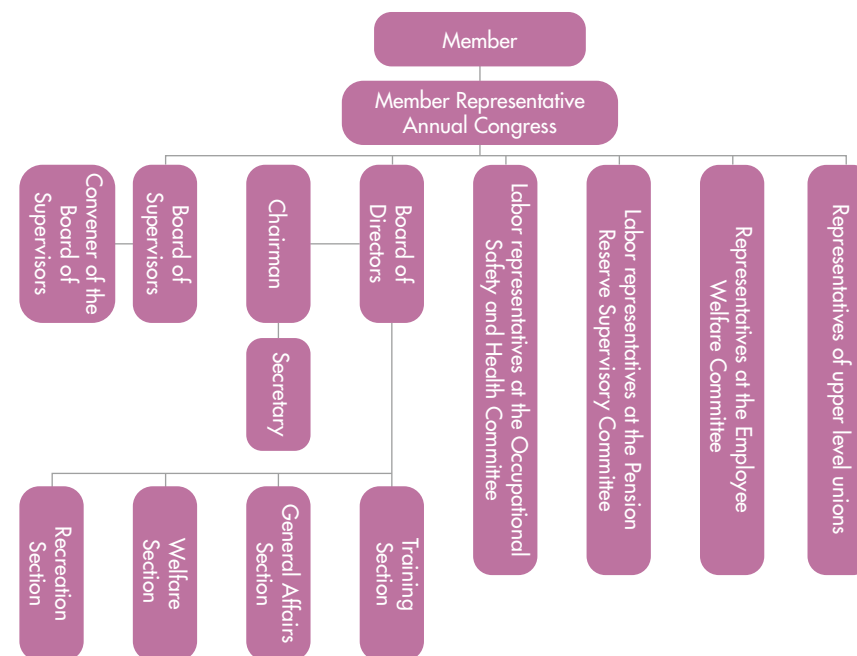
TTC has established a retirement policy for all formal employees, contributing monthly to the employees' personal pension accounts at the Bureau of Labor Insurance in accordance with the Labor Standards Act.

Item	Pension Contribution as a Percentage of Salary	Degree of Employee Participation in Retirement Plan
Labor Standards Act Old Pension System	Employer: Contributes 12% of the monthly salary to the labor retirement reserve fund, currently fully funded.	100%
Labor Pension Act New Pension System	Employer: 6% of the employee's monthly salary; Employee: 0-6% of the monthly salary. Currently, all contributions are made according to regulations.	100%

» Labor Union Organization GRI 2-30

TTC's Toufen Plant, Qianzhen Plant, and Linyuan Plant have established labor union organizations, while the Taipei headquarters and Zhongshan Plant in Mainland China have not. Additionally, because TTC has consistently maintained good communication with employees through the union and related meetings, no special collective bargaining agreement has been formulated between the two parties.

Plant	Union Members			Total Employees	Proportion of Union Members to Total Employees
	Male	Female	Total		
Linyuan Plant	138	7	145	162	90%
Qianzhen Plant	74	6	80	89	90%
Toufen Plant	50	9	59	86	69%



When the labor unions of various plants in Taiwan regularly convene board and supervisor meetings, relevant company executives attend to communicate face-to-face with union cadres. Member education and training are also held annually, with enthusiastic participation from union members, thereby building consensus and enhancing labor-management cooperation. In addition, representatives selected by both labor and management form the "Pension Supervisory Committee," the "Employee Welfare Committee," and the "Occupational Safety and Health Committee.," holding regular meetings to provide a communication channel for both parties and safeguard labor rights.



Convening of the regular union member representative assembly in 2025



2025 Union Labor Education - to promote labor-management cooperation and strengthen communication, the company annually organizes labor education activities with the union.



» Employee Welfare Committee

TTC allocates 0.15% of its monthly revenue as the activity fund for the "Employee Welfare Committee." Items such as employee travel, birthdays, childbirth, marriage and funeral subsidies, scholarships for employees' children, and festival bonuses are all welfare items intended to reward employees for their daily hard work. Travel activities are also held irregularly, allowing employees to relieve work stress, improve physical health, and interact with each other, thereby enhancing cohesion.



» Employee Opinion Survey Report

TTC has been conducting an employee survey report regularly once a year since 2025. The Human Resources Division of the Group executed the employee opinion survey for all group companies from July to August 2025. This survey covered 8 dimensions, including supervisor, remuneration, colleagues, work, development, corporate culture, sustainable operations, and organizational commitment. To expand the coverage rate, the company included operators in the survey for the first time.

Taita Chemical's staff response rate was 85%, and operators' response rate was 34% (this being the first time operators participated). Staff satisfaction was 4.33 points (out of a maximum of 6), operator satisfaction was 4.39 points, and overall employee satisfaction was 4.35 points.

Target	All staff and operators
Dimensions and Topics	Dimensions such as supervisor, remuneration, colleagues, work, development, corporate culture, sustainable operations, and organizational commitment
Number of People Surveyed	310 people
Coverage Rate	Staff response rate 85%, operator response rate 34%. To expand coverage, the company included operators in the survey for the first time.
Survey Unit	Human Resources Division of the Group
Survey Frequency	Once a year
Survey Period	114/07/28~114/08/08
Overall Satisfaction Survey Result	4.35 points (Minimum 1, Maximum 6)

Based on the survey results of each dimension, the following improvement measures will be taken and continuously optimized:

1. Focus on the market competitiveness of the salary structure, refer to the salary levels of benchmark enterprises, and strengthen factors such as job evaluation, professional skills, and work performance to optimize the salary structure and system, enhancing internal fairness and external competitiveness of remuneration.
2. Introduce the Employee Assistance Program (EAP) to enhance colleagues' physical and mental health.
3. Strengthen the training quality system, promote skill reinvention, and foster the joint development of talent and the organization.
4. Cultivate key talents and build a succession pipeline, optimizing performance management and promotion mechanisms.
5. Clearly advocate the company's vision, mission, and values during major company events, all levels of meetings, and training courses, and concretely implement them in various regulations and company policies.

The company looks forward to understanding employees' views on the company's management operations through the overall employee opinion survey, identifying key indicators for talent retention, recognizing focal points for talent cultivation, carrying out talent development projects, and grasping future human resources trends.



5.2 Talent Development

The USI Group values talent as a core asset; it is not only the enterprise's workforce and core competitiveness, but also the driving force for the enterprise's sustainable operations.

1. We consider various factors to formulate competitive remuneration and benefits to attract outstanding talents, continuously adjusting and perfecting them.
2. We broadly recruit talent through internal applications and diverse external recruitment channels. Through aptitude selection, professional ability tests, background checks, etc., we hire the suitable talents the enterprise needs, ensuring the enterprise has sufficient and excellent human resources.
3. We supplement this with diverse talent cultivation and development plans, providing employees with clear career development paths and promotion opportunities. We also offer skill upgrading and reskilling training according to job requirements while leveraging AI tools to improve work efficiency and create greater value for the enterprise.
4. We continuously create a friendly workplace environment—a working atmosphere that is diverse, inclusive, proactive, cooperative, and harmonious in labor relations—encouraging communication and learning among employees, and committing to work-life balance.
5. We manage partnerships among the Group, schools, and students, solidifying the pipeline for the Group's future talent needs, and elevating corporate image and employer branding.

» Talent Development and Cultivation

Talent development and cultivation is a crucial corporate investment. Formulating comprehensive talent development and cultivation plans lays a solid foundation for the enterprise's sustainable development.

(1) Group Talent Development Blueprint

The Group's talent development comprehensively considers multiple factors such as internal and external environments, strategic goals, and employee needs, aiming to establish a sound talent development system that supports the Group's sustainable development.

The specific measures for the Group's talent development are as follows:

- Succession Plan: Preemptively cultivate and reserve backup talent for key corporate positions to ensure that when facing job changes, the enterprise can fill vacancies in a timely manner and guarantee normal team operations.

- Competency-oriented Training: Design relevant training courses based on the competencies required for the position, such as leadership training, communication skills training, and problem-solving skills training.
- Job Rotation: Rotate employees across different departments and positions to broaden their horizons and skills, cultivating their comprehensive abilities and adaptability.
- Online Learning Platform: Establish or introduce online learning platforms providing rich learning resources and courses, facilitating employee learning anytime and anywhere.
- Project Assignments: Assign challenging project tasks to employees to allow them to learn and grow through practical experience.
- Workshops and Seminars: Regularly organize workshops and seminars on various topics, inviting internal and external experts to share and communicate, helping employees learn the latest knowledge and skills.
- Simultaneously, the Group is also committed to implementing aspects such as ecological sustainability, DEI, mental health, parent-child courses, and a friendly workplace, balancing the physical, mental, and spiritual development of employees.

(2) Talent Cultivation Framework

The Group's talent cultivation focuses on improving employees' existing knowledge and skills through systematic instruction, education, and training, enabling them to be competent in their current jobs and preparing them for future roles.

According to the Group's employee training regulations, the annual education and training hours for employees should be at least 8 hours. In 2025, the total employee training hours reached 14,825 hours, with an average of 31.5 training hours per person.



Management Skills Hierarchical Training		Professional Competency Position-specific Training		Core Competencies General Training	
Management Level	Directors and Supervisors Advanced Courses	Legal & Board Secretarial Quality Management Finance & Internal Control Production Technology Human Resources & General Affairs Engineering Technology Secretarial & Administrative	Process Safety ESG Sustainability Safety, Health and Environment Procurement & Customs Information Technology Marketing & Sales Research & Development	Work Efficiency General Product Knowledge Ethical Corporate Management New Industry Knowledge Corporate Governance	Internal Lecturers Information Security Awareness Humanistic Qualities Sustainability Issues Health Promotion
Managerial Level	Management Courses (Senior/Middle/Entry)				
Entry-level Employees	-				
General Courses			Departmental Training		
New Hires	Corporate Culture Safety Health and Environment Company Overview, Work Concepts	Business Philosophy, Work Attitude Corporate Sustainability Compliance Quality Awareness Rules and Regulations	Organization Goals Work Recognition	Work Skills Operation Processes	
Training Types	SD (Self Development)	Off-JT (Off-Job Training)	OJT (On-Job Training)		
	Language Enhancement E-learning Degree Advancement Study Groups	Internal Training Courses External Training Courses	Training Within Industry Departmental Meetings Project Assignments		

2025 Employee On-the-Job Education and Training Items and Hours Statistics Table

Course Category	Toufen	Qianzhen	Linyuan	Zhongshan	Total Hours	Ratio
Ethical Corporate Management and Compliance	141	246.5	607	0	994.5	6.7%
Occupational Safety and Health	919	1,934	5,278	3,868	11,999	80.9%
Environmental Management and Response	159.5	176	903.5	170	1409	9.5%
Human Rights and Friendly Workplace	73.5	162	141	46	423	2.8%
Total	1,293	2,519	6,930	4,084	14,825	100.0%

Overview of Education and Training Hours Statistics by Operation Site in 2025

Education / Training Participation Status		Male	Female	Total
Supervisor	Average (Hours/Person)	31.7	22.0	31.5
Direct Personnel (Operators)	Average (Hours/Person)	35.7	10.9	28.8
Indirect Personnel (Staff)	Average (Hours/Person)	28.4	28.3	40.5
Whole Company	Participants	4,655	651	5,306
	Hours	13,488	1,337	14,825
	Number of Employees	405	66	471
	Average (Hours/Person)	33.3	20.3	31.5

* Note 1: Direct personnel are operators; indirect personnel are non-supervisory staff.

* Note 2: Differences in gender training hours may occur due to different departmental competency requirements.

* Note 3: Supervisors refer to personnel at the Section Manager level and above.

2025 Supervisor Ratio Statistics Table by Operation Site

Supervisory Personnel	Male		Female	
	Taiwan Region	Mainland China Region	Taiwan Region	Mainland China Region
Number of People	35	11	6	7
Total	46		13	
Grand Total	59			
Ratio	77.97%		22.03%	

* Note 1: Supervisory personnel refer to those at the Section Manager level and above.

* Note 2: Ratio calculation: Respective male (female) total / Grand total.



5.3 Social Engagement

Upholding the spirit of "taking from society and giving back to society," TTC spares no effort in caring for local communities, regional organizations, and local schools, maintaining continuous interaction and friendly relations with local neighborhoods. Leveraging its core capabilities in plastics manufacturing, TTC focuses its social contributions on three main pillars: "Neighborhood Care," "Community Clubs," and "Donations and Others":

Community Feedback: Including community development associations, education and culture, the Environmental Protection Bureau, community clubs, local folk festivals, and emergency relief.

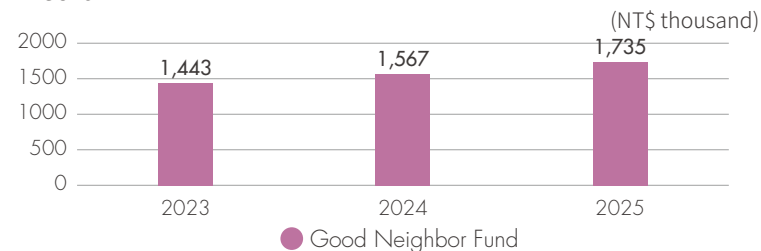
Providing Job Opportunities: Including prioritizing the hiring of local talent for suitable vacancies and encouraging contractors to employ local residents.

Community Networking: Including resident activities, club representatives, environmental groups, and religious activities.

» Expenditures on Local Feedback

Since 2022, the Linyuan District Office has uniformly utilized the Good Neighbor Fund submitted annually for designated purposes; the total Good Neighbor Fund of TTC in 2025 was NT\$ 1,735 thousand.

Sponsorship and Feedback Expenditures for Local Community Care in Linyuan District over the Past Three Years



Overview Table of Specific Activities and Implementation Results of Community Participation and Community Care in 2025

Category	Effectiveness/Execution Results
Neighborhood Care, Community Organizations	Feedback on Linyuan District neighborhood care gatherings, activities, and networking seminars
	Feedback on Linyuan District community club development associations and various association training activities
	Repair of various public facilities in Linyuan District
	Marketing of Linyuan District festive customs and agricultural/fishery specialty products
	Facility subsidies for schools at all levels in Linyuan District
	Scholarships and grants for schools at all levels in Linyuan District
	Toufen Plant participated in beach cleanup charity activities in Miaoli County
	To promote a healthy workplace environment, the Toufen Plant signed a "Smoke-Free and Betel Nut-Free Workplace for Employee Health Bonus" memorandum of understanding with the Toufen City Health Center in Miaoli County, joining hands to create a smoke-free and betel nut-free workplace, reduce the hazards of smoking and betel nuts for employees, and enhance the health and safety of the overall working environment.
	Sponsored and participated in the slow pitch softball tournament organized by regional corporate labor unions and the Petrochemical Federation of Labor Unions on November 22-23, 2025, allowing employees to showcase their vitality and spirit of loving sports.



Category	Effectiveness/Execution Results
Neighborhood Care, Community Organizations	On November 15, 2025, TTC, Asia Polymer Corporation (APC), and Taiwan VCM Corporation (TVCM) each sponsored NT\$ 100,000 to jointly host the USI Corporation (USI) Cup Tennis Tournament.
	Upholding the corporate ESG sustainability spirit, the TTC Linyuan Plant continued to participate in the "Kaohsiung City Air Purification Zone Management Plan for 2025" and the "Kaohsiung City Cross-Departmental Greenhouse Gas Reduction Plan for 2025" promoted by the Environmental Protection Bureau, Kaohsiung City Government 【】, sponsoring the replacement of lighting equipment in the Shanwei Elementary School library and adopting the air purification zone (campus greening and beautification project and air green wall) at Zhongyun Elementary School.
	Received a medal for outstanding contribution to the adoption of air quality purification zones from the Environmental Protection Bureau, Kaohsiung City Government
	Long-term investment in local good-neighbor activities in Linyuan District to promote harmonious relations with local communities, receiving a certificate of honor from the Linyuan District Office, Kaohsiung City
	Toufen Plant won the 2025 Regional Joint Defense Organization Practical Test Excellence Award
Donations and Others	In response to global circular economy and sustainable development trends, passed the ISO 14021 PIR certification.
	Implemented corporate sustainable development goals and responded to the government's net-zero policy to promote green procurement, receiving the 2024 Green Procurement Outstanding Unit Certificate from the Environmental Protection Bureau, Kaohsiung City Government .
	Participated in related activities of the USI Education Foundation
	Temple celebration activities and other sponsorships

Kaohsiung Petrochemical Industry General Union Petrochemical Cup Labor-Management Harmony Slow Pitch Softball Tournament

The TTC Linyuan Plant participated in the 15th Kaohsiung City Petrochemical Cup Labor-Management Harmony Slow Pitch Softball Tournament organized by Taiwan CPC Corporation and the Kaohsiung Petrochemical Industry General Union on November 22-23, 2025, and sponsored its activity funds. Members of the Linyuan Plant softball team enthusiastically participated in various joint softball competitions, showcasing their vitality and spirit of loving sports.



Group photo of colleagues participating in the slow pitch softball tournament



Group photo of colleagues participating in the slow pitch softball tournament



USI Corporation (USI) Cup Tennis Tournament

For many years, the three companies in the Group's Linyuan Plant area (TTC / Asia Polymer Corporation (APC) / Taiwan VCM Corporation (TVCM)) have continued to commission the Linyuan Tennis Association to hold the 23rd USI Corporation (USI) Cup Tennis Tournament on November 15, 2025, with each company sponsoring NT\$ 100,000 annually. Through the tournament activities, participating enterprises engage in networking and exchanges with local residents, establishing good neighborly friendships; this activity also promotes sports and fitness while increasing channels for interaction and communication between local community members and employees of local enterprises, fostering good neighborliness.



Group photo of team representatives and organizer personnel primarily participating in the tournament

Kaohsiung City Air Quality Purification Zone Adoption and Kaohsiung City Cross-Departmental Greenhouse Gas Reduction Plan

Upholding the corporate ESG sustainability spirit, the TTC Linyuan Plant continued to participate in the cross-departmental greenhouse gas reduction cooperation plan of the Environmental Protection Bureau, Kaohsiung City Government , sponsoring the expenses of institutions with matchmaking needs for greenhouse gas cooperative reduction to fulfill local corporate responsibilities. Meanwhile, priority was given to local institutions in Linyuan District needing subsidies. In 2025, it sponsored the replacement of lighting equipment in the Shanwei Elementary School library and adopted the air purification zone (campus greening and beautification project and air green wall) at Zhongyun Elementary School, receiving certificates of appreciation for both.



Certificate of Appreciation for Greenhouse Gas Cooperative Reduction



Certificate of Appreciation for Air Quality Purification Zone

TTC Linyuan Plant Won the Linyuan Industrial Park Energy Saving Outstanding Manufacturer Award

The Linyuan Industrial Park Service Center, Ministry of Economic Affairs, held the 2025 Linyuan Industrial Park Energy Saving Outstanding Manufacturer Recognition and Deep Energy Saving Matchmaking Sharing Meeting. The TTC Linyuan Plant responded to the 2050 net-zero carbon reduction policy by continuing to plan and implement energy-saving and carbon-reducing measures. By replacing energy-saving pumps in the plant, it achieved an average power saving of 32.86%, saving 657,000 kWh of electricity and reducing carbon emissions by 278.68 tons; through the update of cooling towers, it saved 11,769 kWh of electricity and reduced carbon emissions by 4,968 kg. It won the 2025 Linyuan Industrial Park Energy Saving Outstanding Manufacturer Award and shared energy-saving and carbon-reducing cases at the meeting to exchange experiences with various manufacturers.



Group photo of the Director of the Linyuan Industrial Park Service Center and colleagues of the TTC Linyuan Plant



TTC Linyuan Plant Received a Certificate of Honor from the Taiwan Responsible Care Association (TRCA)

Due to its outstanding performance in participating in the Ministry of Environment's 2024 National Toxic and Concerned Chemical Substances Joint Defense Organization written inspection and practical test verification (Y00039 Acrylonitrile Toxic Disaster Joint Defense Organization), the TTC Linyuan Plant received a certificate of honor for "Outstanding Performance in the 2024 Y00039 Acrylonitrile Toxic Disaster Joint Defense Organization Written Inspection and Practical Test Verification" from the Taiwan Responsible Care Association (TRCA) on April 16, 2025, in recognition of its efforts.



"2024 Acrylonitrile Toxic Disaster Joint Defense Organization"
Certificate of Honor issued by TRCA

Awarded a Certificate of Appreciation by the Linyuan District Office, Kaohsiung City

The TTC Linyuan Plant assists local neighborhoods in organizing various public welfare activities and local public constructions. Through its long-term investment in local good-neighbor activities in Linyuan District to promote harmonious relations with local communities, it received certificates of appreciation from the Linyuan District Office and the Linyuan District Borough Wardens and Administration Promotion Association.



Certificate of Appreciation from
Linyuan District Office



Certificate of Appreciation from Linyuan
District Borough Wardens and Administration
Promotion Association

TTC Toufen Plant Signed the Smoke-Free and Betel Nut-Free Workplace Memorandum of Understanding

To promote a healthy workplace environment, the TTC Toufen Plant signed a "Smoke-Free and Betel Nut-Free Workplace for Employee Health Bonus" memorandum of understanding with the Toufen City Health Center in Miaoli County on May 27, 2025, joining hands to create a smoke-free and betel nut-free workplace, reduce the hazards of smoking and betel nuts for employees, and enhance the health and safety of the overall working environment. The signing of this memorandum of understanding is an important practice of corporate social responsibility. In the future, we will be committed to creating a fresh, smoke-free, and betel nut-free workplace, comprehensively promoting a corporate health culture from environment creation and employee education to health promotion, hoping to drive more local enterprises to respond together.



Group photo of Toufen Plant Director Liao and the Toufen City
Health Center in Miaoli County



TTC Won the 2024 Green Procurement Outstanding Unit Award

TTC implemented corporate sustainable development goals and responded to the government's net-zero policy to promote green procurement. For internal needs such as equipment, supplies, utensils, and stationery, priority is given to environmentally friendly products with low pollution, energy efficiency, and recyclability during procurement, achieving energy conservation, carbon reduction, and lower operational costs from the inside out. On June 26, 2025, it was awarded the 2024 Green Procurement Outstanding Unit Award by the Environmental Protection Bureau, Kaohsiung City Government.



Green Procurement Outstanding Unit Award

TTC Toufen Plant Won the 2025 Regional Joint Defense Organization Practical Test Excellence Award

To enhance the environmental accident prevention management and response capabilities of government disaster prevention and relief units and operators of toxic and concerned chemical substances, the Ministry of Environment held the "2025 Resilient Taiwan - Environmental Accident Disaster Prevention and Relief Resilience Technology International Exchange Forum and Outstanding Operation Management Joint Defense Organization Award Ceremony" on October 29, 2025. It was personally hosted by Meng-Yu Tsai, Director General of the Chemicals Administration, inviting experts in disaster prevention and emergency response from industry, government, academia, and research sectors to share their professional knowledge, thereby strengthening domestic environmental accident disaster prevention management and emergency response actions. This event recognized organizations that are active and outstanding in environmental accident prevention and joint defense work, commending the efforts and contributions of various joint defense organizations. The TTC Toufen Plant won the 2025 Regional Joint Defense Organization Practical Test Excellence Award.



Group photo of award-winning manufacturers

USI Group Actively Implements Source Reduction and Accelerates Material Carbon Reduction Upgrading: Five Affiliated Enterprises Jointly Obtained ISO 14021 International Low-Carbon Recycled Material Certification

In response to the global circular economy and sustainable development trends, five affiliated enterprises under the USI Group, including USI Corporation (USI), Asia Polymer Corporation (APC), TTC, Swanson Plastics Corporation (SPC), and China General Plastics Corporation (CGPC), all passed the ISO 14021 PIR certification. This certification involved rigorous document review and on-site audits conducted by the third-party certification body SGS. The Group obtained 7 traceable international recycled material certification certificates for a total of 6 product types, providing processors with high-quality, high-cleanliness, high-stability, and low-carbon recycled materials, propelling the industrial chain toward the sustainable development of a circular economy.



Five affiliated enterprises jointly obtained the ISO 14021 international low-carbon recycled material certification



TTC Won the "Net-Zero Industry Competitiveness - Excellence Award"

At the fourth "Net-Zero Industry Competitiveness Award" ceremony held by the 21st Century Foundation at the Red House in Ximen, Taipei on October 27, 2025, TTC won the "Net-Zero Industry Competitiveness - Excellence Award" based on its overall performance in energy transition, carbon management, and ESG information disclosure. This year's evaluation covered five major high-energy-consuming industries: steel, plastics, cement, papermaking, and semiconductor manufacturing. A total of 116 listed and OTC companies competed. The award focuses on environmental indicators, including the improvement magnitude of greenhouse gas emission intensity, renewable energy usage rate, improvement magnitude of water usage intensity, and improvement magnitude of waste intensity as core indicators. TTC's performance was highly affirmed by the judges.



Group photo of award-winning manufacturers

Won the "Carbon Management Award" at the 2025 3rd SGS Green Sustainability Achievement Presentation

On December 12, SGS Taiwan held the "2025 3rd SGS Green Sustainability Achievement Conference," bringing together representatives from industry, government, and academia, as well as several leading enterprises, to participate in the grand event. This year's presentation focused on the circular economy, carbon management, hazardous substance control, and the promotion of eco-labels, revealing the latest achievements and trends of the industry in sustainable actions.

TTC, by combining low-carbon material development with carbon inventory technology, gradually implements the practical results of low-carbon process materials, providing high-quality low-carbon ABS material TAIECORTM, which can be processed into high-quality, impact-resistant shared bicycle mudguard shells and home appliance bodies, making outstanding contributions to extending the product life cycle and carbon reduction benefits.



Group photo of award-winning manufacturers

Five Companies Under the USI Group Won 10 Awards at the "18th Taiwan Corporate Sustainability Awards"

The Taiwan Institute for Sustainable Energy held the "2025 18th TCSA Taiwan Corporate Sustainability Awards" ceremony at the Grand Hotel Taipei on November 26, 2026. This year, a record high of 743 enterprises, government agencies, and organizations registered for the competition. The cumulative number of registered entities over the years has reached 1,075. Their annual total revenue ratio to Taiwan's 2024 GDP was 152%, and the combined 2024 total revenue of the thousand entities surpassed NT\$ 38.4 trillion, making it the largest comprehensive sustainability evaluation system in Taiwan. Five companies under the USI Group swept a total of 10 awards in this year's event.

APC, TTC, and CGPC were recognized by the judges in the comprehensive sustainability performance category and won the "Top 100 Taiwan Sustainable Exemplar Company Award". In the sustainability reporting category, all five companies of the USI Group won the "Corporate Sustainability Report Award," among which APC, TTC, CGPC, and Acme Electronics Corporation (ACME) received the Platinum Award honor. Upholding the spirit of "Creating Sustainable Value Together, Gathering for a Sustainable Society," the USI Group deepens ESG thinking into its group sustainable development strategy, continuously promoting and expanding positive social influence, and creating shared value for the enterprise and society.



Group photo of the USI Group



» USI Education Foundation

The USI Education Foundation was jointly endowed and established by USI Corporation (USI) and Asia Polymer Corporation (APC) on December 30, 2011, and officially commenced operations in 2012. Its purpose is to engage in educational public welfare undertakings, with a main focus on the disadvantaged, rural areas, and environmental and ecological care. Through establishing scholarships and grants, donating to public welfare organizations, and sponsoring educational public welfare activities, it strengthens service capacity and enhances service effectiveness.

To further expand the scale of public welfare, China General Plastics Corporation (CGPC) and Taiwan VCM Corporation (TVCM) joined the sponsorship ranks in 2017, and TTC also participated in supporting it in 2018, allowing the USI Education Foundation to invest more resources in cultivating chemical industry talents, rural education, and environmental sustainability public welfare undertakings, to give back to society.

In 2025, TTC donated NT\$ 2 million to the USI Education Foundation. Through the Education Foundation, various public welfare expenditures of approximately NT\$ 10.04 million were sponsored, including the issuance of NT\$ 3.05 million in scholarships and grants; sponsorship of NT\$ 1 million to the Alliance Cultural Foundation and NT\$ 4 million to Junyi School of Innovation in Taitung; and other various public welfare sponsorship expenditures of approximately NT\$ 1.99 million.

» Excellence Scholarships

Scholarships are provided for outstanding students in chemical engineering, materials, chemistry, and applied chemistry-related departments at 16 domestic public and private universities to apply, in order to promote education and talent cultivation in related fields, encourage university and graduate students in relevant departments to study hard, and cultivate excellent industrial talents for society. This year marks the 14th year since the establishment of the scholarship, with a cumulative issuance of NT\$ 26 million and over 360 students receiving awards.

A total of NT\$ 3 million was awarded in 2025, granted to 30 students across 18 departments at 12 public and private universities, including 5 doctoral students, 12 master's students, and 13 undergraduate students. To encourage the award-winning students, a scholarship award ceremony and recognition luncheon was held at the Taipei Marriott Hotel on December 5, 2025, and Group executives were invited to participate and interact with the students. During the ceremony, R&D Director Liu Han-Tai not only introduced the USI Group's R&D achievements and the gold-level green building R&D center currently under construction at the Group's "New Taipei International AI+ Smart Park" in Linkou, but also extended sincere blessings to the award-winning students, encouraging them to continue their hard work in the academic and research fields, and to continue to shine brightly on their future academic and life paths with a solid theoretical foundation, innovative research perspectives, and unrelenting spirit of exploration.

2025 Major Sponsorship Items

Scholarships and Grants

Excellence Scholarships
Artificial Intelligence Field Scholarships

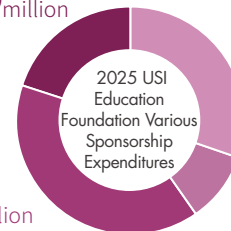
Donations to Public Welfare Organizations

the Alliance Cultural Foundation
Junyi School of Innovation Teach for Taiwan (TFT) Foundation
Boyo Social Welfare Foundation

Sponsorship of Educational Public Welfare Activities

Toufen Junior High School Music Project
Longfeng Fishing Port Beach Cleanup Activity
Medical and Health Education Public Welfare Activities
Outrigger Canoe

NT\$ 199 million



NT\$ 3.05 million

- Scholarships and Grants
- the Alliance Cultural Foundation
- Junyi School of Innovation in Taitung
- Other Various Public Welfare Sponsorships

NT\$ 4 million

NT\$ 1 million



2025 Scholarship Award Ceremony and Recognition Luncheon



» Artificial Intelligence Field Scholarships

To encourage outstanding domestic graduate students to participate in research and development applications in various fields of artificial intelligence (hereinafter referred to as AI), reduce the industry-academia gap, and cultivate chemical industry talents with expertise in the AI field, the Foundation has specially established this program. It rewards master's and doctoral students whose research topics focus on smart production systems, chemical process control, and AI applications aimed at saving energy and costs, reducing maintenance or failure frequencies, and increasing efficiency. This program started a five-year trial in 2022. Award-winning students receive a grant of NT\$ 50,000 per semester and, subject to regular review, can be continuously granted for a maximum of four semesters. Cumulatively, 6 students have received awards.

» The Alliance Cultural Foundation and Junyi School of Innovation in Taitung

To invest more resources in rural education and the sustainable development of Hualien and Taitung, the Alliance Cultural Foundation and Junyi School of Innovation in Taitung have been the main sponsorship targets of our Foundation for a long time. Over the past fifteen years, the Alliance Cultural Foundation has continuously shaped the blueprint for the sustainable development of Hualien and Taitung through three core directions: "Education, Placemaking, and Arts and Culture." In 2025, Junyi School of Innovation once again achieved the highest rating in the Ministry of Education's experimental education evaluation. Students not only challenge themselves inside and outside the classroom but also bravely step into the world through interdisciplinary courses and international exchange programs. In terms of vocational education, the Alliance Cultural Foundation continues to connect Shin Yeh Dining and Chengkung Commercial and Maritime School for a cooperative Japanese cuisine special class, and facilitated the commencement of Western cuisine courses at Kung Tung Technical High School by faculty from the National Kaohsiung University of Hospitality and Tourism, opening up broader future possibilities for rural youths.

In terms of placemaking, the "Island Life" alliance established in 2022 has officially become an association, coalescing the strength of returning youths and local actors to become an important platform for promoting community self-reliance and sustainability. At the same time, "My Nature Farm" is also about to collaborate with the Taiwan Regional Revitalization Foundation, committing to empowering youths in Hualien and Taitung, integrating agriculture, hospitality, aesthetics, and healthy living to respond to human needs for sustainable living and physical and mental health.

The "Paul Chiang Art Center," officially opened on March 15, 2025, attracted nearly 60,000 visitors in just half a year and is expected to become an important window for Hualien and Taitung to step onto the international arts and culture stage. The establishment of the center not only symbolizes the integration of art and nature but also represents an opportunity for Taiwan's civilizational profoundness to be seen by the world. We look forward to it continuing to attract more international artists and travelers, bringing new cultural dialogues and inspirations to Hualien and Taitung.



Trial Camp - Exploration Class



Graduation Ceremony



» Toufen Junior High School Music Project

The Foundation integrated the Harvest365 Music Project of the Harvest365 Foundation and collaborated with Toufen Junior High School in Miaoli County to establish the Toufen Junior High School Music Education Special Project in September 2021. Through professional choir teachers trained by Harvest365, collaborating with Toufen Junior High School music teachers, they instruct the Harmonie Choir composed of 7th, 8th, and 9th graders. In addition to regular club time, they also utilize after-school hours for practice. We hope to accompany students in their growth through the vocal arts, and by participating in the stage performances at the annual Harvest365 Music Festival, to stimulate their learning motivation and build self-confidence.

In the past, students moving up to the ninth grade would mostly prioritize further education and withdraw from the club. This year, however, 15 students chose to stay with the support and signed consent forms from their parents, continuing their journey with singing. There are also 15 new students joining this year, bringing the choir's numbers officially past 50, making the overall sound more resonant and powerful!

» Longfeng Fishing Port Beach Cleanup Activity

Since 2017, China General Plastics Corporation (CGPC) has coordinated with the marine environment policy of the Environmental Protection Bureau of Miaoli County to adopt 500 meters of the Longfeng Fishing Port beach in Zhunan Township. It hopes that through beach cleanup activities, participating colleagues can deeply experience the long-term burden caused by "single-use consumption" on the Earth while personally picking up discarded fishing nets, styrofoam, and plastic waste, thereby starting to think about plastic reduction in daily life, achieving a conceptual shift from "beach cleanup" to a "plastic-reducing lifestyle," further reducing the use of single-use plastic products, effectively carrying out waste sorting and recycling, protecting the ecology, and returning a home to marine life.

This year, CGPC similarly joined hands with the TTC Toufen Plant to jointly hold a beach cleanup activity on September 20, 2025, to maintain the cleanliness of the marine environment. This year's beach cleanup activity was led by CGPC General Manager Hu Chi-Hung, with over 220 colleagues from CGPC and the TTC Toufen Plant actively participating, joining hearts to protect our beaches and oceans.

» Boyo Social Welfare Foundation

The Boyo Social Welfare Foundation was established in 2002 and led by President Lee Chia-Tung. Upholding the philosophy that "poor children cannot be allowed to fall into perpetual poverty," it has long provided free after-school tutoring and free remedial learning materials for disadvantaged children in rural areas, aiming to enable disadvantaged rural children to break free from hereditary poverty through education. Through the two major service methods of social work and education, it provides "care and counseling." Social workers try to untie the physical and mental bounds of the children, and teachers help children understand questions they don't know, with everyone working hard together. This is also an important reason for the success of Boyo's tutoring.

Over the more than 20 years since Boyo's establishment, it has invested massive manpower and resources annually in course design, R&D of remedial materials, and training of community parents. Currently, there are 17 tutoring service sites serving nearly 2,600 students. It hopes that as the children grow up, they can rely on their own strength for "self-reliant poverty alleviation," possess the ability to choose their careers and lifestyle models, no longer fall into the cycle of poverty, and achieve the vision of "letting knowledge bring hope home."



Toufen Junior High School Harmonie Choir



Beach Cleanup Activity

» Teach for Taiwan (TFT) Foundation

The Teach for Taiwan (TFT) Foundation was established in 2013 as a non-profit organization dedicated to solving "educational inequality," hoping to create equal educational opportunities for every child. By training outstanding youths to travel to rural areas and "high-need areas" where the proportion of junior high school educational exam scores failing to meet basic academic capabilities is high, teaching for at least two years, it resolves the long-standing difficulties of difficult teacher recruitment and frequent turnover faced by rural elementary schools. The areas currently covered include Miaoli, Hualien, Nantou, Yunlin, Changhua, Chiayi, Tainan, and Pingtung.

From the first TFT program to the present, TFT has trained over 290 teachers and impacted over 7,000 children. Nearly 70% of the students possess the basic academic capabilities for their grade. In addition to basic academic capabilities, the high-quality teaching environment and teaching quality created by TFT program members have also enabled nearly 70% of students to have good "non-cognitive abilities (such as self-management and efficacy, grit, emotional management, and other capabilities)." It assists children in possessing multi-faceted capabilities beyond academic subject abilities to create changes for their own futures.



» Medical and Health Education Public Welfare Activities

Although National Health Insurance is already quite convenient, people do not have to worry about medical expenses when seeking medical treatment, and the health insurance ensures that people can obtain complete medical care and seek medical treatment with peace of mind. However, the humanistic care services brought to rural areas by student medical service teams are the core value of medical education and medical practitioners. In addition to providing the medical resources and knowledge lacking locally, and giving people spiritual care and companionship; more importantly, medical personnel guide medical school student team members to integrate what they have learned in the classroom, and to find a sense of mission from the pure service process devoid of commercial interests.

To encourage various medical universities to organize medical service teams to deeply penetrate rural areas lacking medical resources to promote public welfare activities such as medical services, health education advocacy, and free clinics for local residents, the Foundation sponsored part of the activity funds for 4 medical and health education public welfare camps in 2025. The number of participating members in the 4 camps exceeded 500, and the number of people served exceeded 2,100.

School	Club	Location	Number of Participants	Number of Serves
Taipei Medical University	Social Medical Service Team 1	Taimali and Jinfeng Townships, Taitung	110	250+
	Green Cross Medical Service Team	Sihu Township, Yunlin	120	400+
	Feng-Hsing Medical Youth Service Team	Penghu	220	1,000+
	Xing-Qing Counseling Social Medical Service Team	Beinan and Jinfeng Townships, Taitung	55	500+



Taipei Medical University Xing-Qing Counseling Social Medical and Cultural Arts Service Team - Dongxing Village Free Clinic



Taipei Medical University Xing-Qing Counseling Social Medical and Cultural Arts Service Team - Taiping Village Free Clinic



Taipei Medical University Green Cross Medical Service Team - Door-to-Door Household Visits

» Outrigger Canoes

Taitung Austronesian Taiwan Outrigger Canoe Club (TOCC) is dedicated to reviving marine culture and awakening the public's awareness of Taiwan's status as the homeland of Austronesian-speaking peoples. Through the outrigger canoes, a sport carrying a strong Pacific Austronesian flavor, Taiwan's indigenous peoples can also rediscover their own cultural roots. Through participation in international competitions, cultural education promotion, exchanges, and local cultivation, outrigger canoes have become a key bridge connecting Taiwan and global Austronesian cultures, allowing the world to see Taiwan's core position in Austronesian history, and successfully transforming the recognition of "Taiwan as the homeland of Austronesian-speaking peoples" from academic research into life practice.

Based at Taitung's Flowing Lake, the association has established the first outrigger canoe training center in eastern Taiwan, training more than 50 students every month, transforming marine culture from a competitive sport into a daily life practice. Through regularly held events such as the Christmas Cup Friendly Match and the Green Island Crossing Challenge, it attracts the participation of tribes such as Taronak, Zhiben, Luye, and Dulan, forming a cross-tribal marine cultural exchange network.

The association has further collaborated with Junyi School of Innovation to offer the "Introduction to Outrigger Canoes" course, integrating marine cultural education into the education system. Through the boat-building project from the forest to the ocean, students personally experience the complete cultural context from material selection and boat building to navigation, understanding their ancestors' sustainable wisdom of "a tree becomes a boat." This is not only technical inheritance but also a process of rebuilding cultural identity.



Water group training of Junyi School at Flowing Lake





6

Appendix

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Third-Party Assurance Report	136





GRI Content Index

Usage Statement	[TTC] has followed the GRI standards to report the content for the period [January 1, 2025 to December 31, 2025].
GRI 1 used	GRI 1: Foundation 2021

GRI 2: General Disclosures 2021				
GRI Standard	Disclosure Item	Chapter	Page	Annotations
The organization and its reporting practices	2-1	Organizational details	Our Value Chain	7
	2-2	Entities included in the organization's sustainability reporting	About this Report	2
	2-3	Reporting period, frequency and contact point	About this Report	2
	2-4	Restatements of information	-	- No restatements of information for the year
	2-5	External assurance	About this Report Appendix Third-Party Assurance Report	2 136
Activities and workers	2-6	Activities, value chain and other business relationships	Our Value Chain	7
	2-7	Employees	Talent Attraction and Retention	96
	2-8	Workers who are not employees	Talent Attraction and Retention	97
Governance	2-9	Governance structure and composition	Board of Directors Selection Information and Operation Status	21
	2-10	Nomination and selection of the highest governance body	Board of Directors Selection Information and Operation Status	22
	2-11	Chair of the highest governance body	Board of Directors Selection Information and Operation Status	22
	2-12	Role of the highest governance body in overseeing the management of impacts	Board of Directors Selection Information and Operation Status	22
	2-13	Delegation of responsibility for managing impacts	Board of Directors Selection Information and Operation Status	22
	2-14	Role of the highest governance body in sustainability reporting	Board of Directors Selection Information and Operation Status	22
	2-15	Conflicts of interest	Board of Directors Selection Information and Operation Status	24



GRI 2: General Disclosures 2021

GRI Standard	Disclosure Item	Chapter	Page	Annotations
Governance	2-16	Communication of critical concerns	Sustainability Vision and Business Strategy Board of Directors Selection Information and Operation Status	5 22
	2-17	Collective knowledge of the highest governance body	III. Implementation Status of the Board Diversity Policy	23
	2-18	Evaluation of the performance of the highest governance body	Board of Directors Selection Information and Operation Status	24
	2-19	Remuneration policies	Board of Directors Selection Information and Operation Status	27
	2-20	Process to determine remuneration	Board of Directors Selection Information and Operation Status	27
	2-21	Annual total compensation ratio	Board of Directors Selection Information and Operation Status	27
Strategy, policies and practices	2-22	Statement on sustainable development strategy	Sustainability Vision and Business Strategy	5
	2-23	Policy commitments	Sustainability Vision and Business Strategy Talent Attraction and Retention	5 95
	2-24	Embedding policy commitments	Sustainability Vision and Business Strategy Talent Attraction and Retention	6 95
	2-25	Processes to remediate negative impacts	Material Topic Management Material Topics and Value Chain	13 56、71、 83、95
	2-26	Mechanisms for seeking advice and raising concerns	Code of Conduct	35
	2-27	Compliance with laws and regulations	Code of Conduct	35
	2-28	Membership associations	Our Value Chain	9
Stakeholder engagement	2-29	Approach to stakeholder engagement	Stakeholder Engagement	9
	2-30	Collective bargaining agreements	—	105 Since the Company maintains good communication with employees through the labor union and labor-management meetings No collective agreement with the labor union between both parties.



GRI 3: Material Topics 2021

GRI Standard	Disclosure Item	Chapter	Page	Annotations
Disclosures of material topics	3-1	Process to determine material topics	Material Topic Management	13
	3-2	List of material topics	Material Topic Management	16
	3-3	Management of material topics	Management of various material topics	29、37、44、 56、71、75、 78、83、95

Topic-specific Disclosures

Material Issue	Management Approach and Disclosures				Page	Note
Category: Governance						
Economic Performance	GRI 201 : Economic Performance 2016	Topic-Specific	201-1	Direct economic value generated and distributed	30	
			201-2	Financial implications and other risks and opportunities due to climate change	62	
			201-3	Defined benefit plan obligations and other retirement plans	105	
			201-4	Financial assistance received from government	30	
Technology R&D		Self-defined Topic			44	
Product Quality		Self-defined Topic			37	
Category: Environment						
Climate Change and Energy Management	GRI 302: Energy 2016	Topic-Specific	302-1	Energy consumption within the organization	66	
			302-2	Energy consumption outside of the organization	—	Data unavailable
			302-3	Energy intensity	66	
			302-4	Reduction of energy consumption	66	
			302-5	Reductions in energy requirements of products and services	—	Not applicable



Topic-specific Disclosures

Material Issue	Management Approach and Disclosures				Page	Note
Category: Environment						
Climate Change and Energy Management	GRI 305: Emissions 2016	Topic-Specific	305-1	Direct (Scope 1) GHG emissions	67	
			305-2	Energy indirect (Scope 2) GHG emissions	67	
			305-3	Other indirect (Scope 3) GHG emissions	67	
			305-4	GHG emissions intensity	68	
			305-5	Reduction of GHG emissions	69	
Water Resource Management	GRI 303: Water and Effluents 2018	Topic-Specific	303-1	Interactions with water as a shared resource	72	
			303-2	Management of water discharge-related impacts	72	
			303-3	Water withdrawal	72	
			303-4	Water discharge	72	
			303-5	Water consumption	72	
Air Pollution Control	GRI 305: Emissions 2016	Topic-Specific	305-6	Emissions of ozone-depleting substances (ODS)	—	No related emissions in the process, not applicable
			305-7	Nitrogen oxides (NOx), sulfur oxides (SOx), and other significant air emissions	76	
Waste Management	GRI 306: Waste 2020	Management Approach	306-1	Waste generation and significant waste-related impacts	79	
			306-2	Management of significant waste-related impacts	81	
		Topic-Specific	306-3	Waste generated	79	
			306-4	Waste diverted from disposal	79	
			306-5	Waste directed to disposal	79	

No related emissions in the process, not applicable



Topic-specific Disclosures

Material Issue	Management Approach and Disclosures				Page	Note
Category: Social						
Talent Attraction and Retention	GRI 401: Employment 2016	Topic-Specific	401-1	New employee hires and employee turnover	97	
			401-2	Benefits provided to full-time employees that are not provided to temporary or part-time employees	100	
			401-3	Parental leave	100	
Occupational Health and Safety	GRI 403: Occupational Health and Safety 2018	Management Approach	403-1	Occupational health and safety management system	84	
			403-2	Hazard identification, risk assessment, and incident investigation	85	
			403-3	Occupational health services	87	
			403-4	Worker participation, consultation, and communication on occupational health and safety	85	
			403-5	Worker training on occupational health and safety	91	
			403-6	Promotion of worker health	87	
			403-7	Prevention and mitigation of occupational health and safety impacts directly linked by business relationships	84	
		Topic-Specific	403-8	Workers covered by an occupational health and safety management system	84	
			403-9	Work-related injuries	88	
			403-10	Work-related ill health	88	



SASB Chemical Industry Index

SASB Metrics	Code	Metric Description	Metric Data	Corresponding Chapter	Page
Greenhouse Gas Emissions	RT-CH-110a.1	(1) Gross global Scope 1 emissions, percentage covered under emissions-limiting regulations ; (2) Percentage of Scope 1 GHG emissions covered under emissions-limiting regulations (%)	(1) 17,592 (2) None	3.2.3 Greenhouse Gas Management	67
	RT-CH-110a.2	Discussion of long-term and short-term strategy or plan to manage Scope 1 emissions, emissions reduction targets, and an analysis of performance against those targets			
Air Quality	RT-CH-120a.1	Air emissions of the following pollutants: (1) NOX (excluding N2O), (2) SOX, (3) volatile organic compounds (VOCs), and (4) hazardous air pollutants (HAPs)	(1) 18,521 ; (2) 3,171 (3) 35,549 ; (4) 11,109	3.4 Air Pollution Control	76
Energy Management	RT-CH-130a.1	(1) Total energy consumed, (2) percentage grid electricity, (3) percentage renewable, (4) total self-generated energy	(1) 806,737 ; (2) 45.08 ; (3) 0.37 ; (4) 0	3.2.2 Energy Use and Management	66
Water Management	RT-CH-140a.1	(1) Total water withdrawn, (2) total water consumed, percentage of each in regions with High or Extremely High Baseline Water Stress	(1) 1028 ; (2) 410 ; (3) 0	3.3.1 Water Resource Management	72
	RT-CH-140a.2	Number of incidents of non-compliance associated with water quality permits, standards, and regulations	-		
	RT-CH-140a.3	Description of water management risks and discussion of strategies and practices to mitigate those risks	-		
Hazardous Waste Management	RT-CH-150a.1	(1) Amount of hazardous waste generated, percentage recycled	0	3.5 Waste Management	79
Labor Health and Safety	RT-CH-320a.1	(1) Total recordable incident rate (TRIR) and (2) fatality rate for (a) direct employees and (b) contract employees	(1) 0 ; (2) 0	4.1 Occupational Health and Safety 4.2 Health Promotion	86 87
	RT-CH-320a.2	Description of efforts to assess, monitor, and reduce exposure of employees and contract workers to long-term (chronic) health risks			
Chemical Safety and Environmental Management	RT-CH-410b.1	Percentage of products that contain Globally Harmonized System of Classification and Labeling of Chemicals (GHS) Category 1 and 2 Health and Environmental Hazardous Substances, percentage of such products that have undergone a hazard assessment	-	None of the Company's products contain GHS hazardous chemicals	—
	RT-CH-410b.2	Discussion of strategy to (1) manage chemicals of concern and (2) develop alternatives with reduced human and/or environmental impact			
Genetically Modified Organisms 物	RT-CH-410c.1	Percentage of products by revenue that contain genetically modified organisms (GMOs)	-	The Company does not produce genetically modified products	—



SASB Metrics	Code	Metric Description	Metric Data	Corresponding Chapter	Page
Management of the Legal and Regulatory Environment	RT-CH-530a.1	Discussion of corporate positions related to government regulations and/or policy proposals that address environmental and social factors affecting the industry	-	1.5 Ethical Corporate Management	34
Operational Safety, Emergency Preparedness and Response	RT-CH-540a.1	Process Safety Incidents Count (PSIC), Process Safety Total Incident Rate (PSTIR), and Process Safety Incident Severity Rate (PSISR)	0	4.1 Occupational Health and Safety	86
	RT-CH-540a.2	Number of transport incidents	0	4.3 Emergency Response	92

Sustainability Disclosure Indicators - Plastics Industry

No.	Metric	Metric Category	Annual Disclosure Status	Unit	Corresponding Chapter and Page
I.	Total energy consumed, percentage of purchased grid electricity, percentage of renewable energy, and total self-generated energy consumed	Quantitative	Total energy consumed: 806,737 Percentage of purchased grid electricity: 45.08% Percentage of renewable energy: 0.37% Total self-generated energy consumed: 0	Gigajoules (GJ), (%), (%), Gigajoules (GJ)	3.2.2 Energy Use and Management : 66
II.	Total water withdrawal and total water consumption	Quantitative	Total water withdrawal: 1,028 Total water consumption: 410	Thousand cubic meters	3.3.1 Water Resource Management : 72
III.	Weight of hazardous waste generated and percentage recycled	Quantitative	Weight of general waste: 4,995.1 Percentage recycled: 68.48 Weight of hazardous waste: 0 Percentage recycled: Not applicable	Metric tons, (%)	3.5 Waste Management : 79
IV.	Number and rate of occupational injuries	Quantitative	Number of occupational injuries: 0 Rate: 0	Persons, Rate (%)	4.1 Occupational Health and Safety : 86
V.	Major product production volume by product category	Quantitative	Linyuan PlantABS : 96,706 Qianzhen PlantEPS : 91,385 Qianzhen PlantGPS : 55,639 Toufen PlantGW : 8,681 Zhongshan PlantEPS : 131,512	Tons	2.1.1 Sales Regions of Major Products 38



Climate-related Financial Disclosures

No.	Item	Implementation Status
1	Describe the board of directors and management's oversight and governance of climate-related risks and opportunities.	4.5 Climate Change and Energy Management / Climate Change Management Framework
2	Describe how identified climate risks and opportunities affect the enterprise's business, strategy, and financials (short-term, medium-term, long-term).	4.5 Climate Change and Energy Management / Sustainability and Climate-Related Risks and Opportunities Expected to Have a Reasonable Impact
3	Describe the financial impacts of extreme weather events and transition actions.	4.5 Climate Change and Energy Management / Strategic Decisions and Financial Impacts of Sustainability and Climate-Related Risks and Opportunities
4	Describe how the processes for identifying, assessing, and managing climate risks are integrated into the overall risk management system.	4.5 Climate Change and Energy Management / Climate Change Management Framework
5	If scenario analysis is used to assess resilience to climate change risks, describe the scenarios, parameters, assumptions, analytical factors, and major financial impacts used.	4.5 Climate Change and Energy Management / Identification of Climate Risks and Opportunities
6	If there is a transition plan for managing climate-related risks, describe the content of the plan, as well as the metrics and targets used to identify and manage physical and transition risks.	4.5 Climate Change and Energy Management / Climate Change Risk Management 4.5 Climate Change and Energy Management / Energy Saving and Carbon Reduction Targets and Results
7	If internal carbon pricing is used as a planning tool, describe the basis for price setting.	4.5 Climate Change and Energy Management / Group Promotion of Internal Carbon Pricing
8	If climate-related targets are set, describe the covered activities, GHG emission scopes, planning periods, and annual progress; if carbon offsets or Renewable Energy Certificates (RECs) are used to achieve relevant targets, describe the source and quantity of carbon offset credits or the quantity of RECs.	4.5 Climate Change and Energy Management / Climate Change Risk Management 4.5 Climate Change and Energy Management / Energy Saving and Carbon Reduction Targets and Results
9	GHG inventory and assurance status.	4.5 Climate Change and Energy Management / Greenhouse Gas Management



1-1-1 GHG Inventory Information

1. The parent company standalone entity should begin its inventory from 2026. 2. Subsidiaries in the consolidated financial statements should begin their inventory from 2027.

The parent company standalone entity has completed its GHG inventory in accordance with the ISO 14064-1:2018 standard published by the International Organization for Standardization (ISO) since 2021 to grasp the status of greenhouse gas emissions. The Company's standalone entity and subsidiaries in the consolidated financial statements have conducted regular annual inventories since 2024. The GHG inventory data for the most recent two years is based on the operational control approach, consolidating the GHG emissions of the Company and all subsidiaries in the consolidated financial statements, as described below:

Year	2024		2025	
The Company	Emissions (CO ₂ e)	Intensity (Tons CO ₂ e / Revenue NT\$ Million)	Emissions (CO ₂ e)	Intensity (Tons CO ₂ e / Revenue NT\$ Million)
Scope 1 (Direct GHG emissions)	16,578.9159		17,170.4291	
Scope 2 (Indirect GHG emissions)	49,089.2291		47,032.2348	
Subtotal	65,668.1450		64,202.6639	
Subsidiaries in the consolidated financial statements	Emissions (CO ₂ e)	Intensity (Tons CO ₂ e / Revenue NT\$ Million)	Emissions (CO ₂ e)	Intensity (Tons CO ₂ e / Revenue NT\$ Million)
Scope 1 (Direct GHG emissions)	410.1964		421.6614	
Scope 2 (Indirect GHG emissions)	11,562.7567		9,313.1225	
Subtotal	11,972.9531		9,734.7839	
Total	77,641.0981	4.1743	73,937.4478	5.1041

* Note:

* 1. The inventory calculations for 2024 and 2025 adopt the ISO 14064-1:2018 standard.

* 2. In 2025, if the carbon emissions of an inventory site account for less than 5% of the total emissions and there are no significant operational changes, the emission data from the initial year (2023) will be used for calculation. Applicable sites include Taita Chemical Company, Limited - Taipei Office, and Taita Chemical (Tianjin) Co., Ltd. The following companies are holding companies and registered-only companies with no emissions: TAITA (BVI) HOLDING Co., Ltd., and Zhangzhou Taita Chemical Co., Ltd.



1-1-2 GHG Assurance Information

1. The parent company standalone entity should begin executing assurance from 2028. 2. Subsidiaries in the consolidated financial statements should begin executing assurance from 2029. The status of the GHG inventory assurance execution for the Company and all subsidiaries in the consolidated financial statements for the most recent two years is described below:

Scope of Assurance		2024 Emissions (Tons CO ₂ e)	2025 Emissions (Tons CO ₂ e)
The Company	(Scope 1) Direct GHG emissions	16,578.9159	17,170.4291
	(Scope 2) Indirect GHG emissions	49,089.2291	47,032.2348
	Total	65,668.1450	64,202.6639
	Percentage of the inventory data disclosed in 1-1-1 above	100%	100%
All subsidiaries in the consolidated financial statements	(Scope 1) Direct GHG emissions	410.1964	421.6614
	(Scope 2) Indirect GHG emissions	11,562.7567	9,313.1225
	Total	11,972.9531	9,734.7839
	Percentage of the inventory data disclosed in 1-1-1 above	100%	100%
Assurance Provider		Ernst & Young	Ernst & Young
Assurance Status Description		Limited assurance in accordance with Assurance Standard 3410	Limited assurance in accordance with Assurance Standard 3410
Assurance Opinion / Conclusion		Unmodified conclusion	Unmodified conclusion

* Note:

1. In 2024, because the TTC Linyuan Plant is an emission site regulated by the Ministry of Environment, the CPA's assurance utilized the data from its Ministry of Environment verification statement as a divided responsibility opinion. This is based on Q1-1 of the Taiwan Stock Exchange's "Q&A on the Management Guidelines for Assurance Institutions," which states that when a CPA issues an integrated GHG opinion report, a verification statement obtained in accordance with Ministry of Environment regulations may be used as a divided responsibility opinion.



Index of Climate-Related Risks and Opportunities Disclosures

To strengthen climate risk management and align with international standards, the Company systematically identifies and discloses climate-related risks and opportunities with reference to the IFRS S2 framework, and evaluates their potential impacts on operations, strategy, and financials. The core disclosure items cover "Governance," "Strategy," "Risk Management," and "Metrics and Targets," and are consolidated into the appendix table using the Company as the reporting entity scope, facilitating stakeholders' understanding of the Company's management actions and impact levels in response to climate change.

Aspect	Disclosure Content Description	Chapter / Page
Governance	The role of the governance body in the governance of climate-related risks and opportunities	3.2.1 Climate Change and Energy Management / Climate Change Management Framework 58
	The role of management in the governance of climate-related risks and opportunities	3.2.1 Climate Change and Energy Management / Climate Change Management Framework 58
Strategy	Climate-related risks and opportunities that could reasonably be expected to affect the entity's prospects	3.2.1 Climate Change and Energy Management / Sustainability and Climate-Related Risks and Opportunities Expected to Have a Reasonable Impact 60
	Information on the current and anticipated effects of climate-related risks and opportunities on the entity's business model and value chain	3.2.1 Climate Change and Energy Management / Sustainability and Climate-Related Risks and Opportunities Expected to Have a Reasonable Impact 60
	Information on the effects of climate-related risks and opportunities on the entity's strategy and decision-making	3.2.1 Climate Change and Energy Management / Strategic Decisions and Financial Impacts of Sustainability and Climate-Related Risks and Opportunities 62
	The effects of climate-related risks and opportunities on the entity's current and anticipated financial position, financial performance, and cash flows	3.2.1 Climate Change and Energy Management / Strategic Decisions and Financial Impacts of Sustainability and Climate-Related Risks and Opportunities 62
	Climate-related scenario analysis and assessment of climate resilience	3.2.1 Climate Change and Energy Management / 63
Risk Management	The processes to identify, assess, prioritize, and monitor climate-related risks and opportunities (including whether and how these processes are integrated into and inform the entity's overall risk management process)	3.2.1 Climate Change and Energy Management / Identification of Climate Risks and Opportunities 58
Metrics and Targets	Information relevant to cross-industry metric categories (climate-related metrics)	GHG Emissions: 3.2.1 Climate Change and Energy Management / Greenhouse Gas Management 67 Internal Carbon Pricing: 3.2.1 Climate Change and Energy Management / Group Promotion of Internal Carbon Pricing 63 Remuneration: 1.1 Corporate Governance / Remuneration Committee 127
	Information on industry-based metrics	6. SASB Chemical Industry Index 127
	Information disclosing the climate-related targets set to address risks or opportunities (climate-related targets)	3.2.1 Climate Change and Energy Management / TCFD Climate Change Risk Management 57



United Nations Sustainable Development Goals (SDGs) Content Index

Material Topic	SDGs Target		Page	Corresponding Chapter
Governance				
Economic Performance	SDG 8: Decent Work and Economic Growth	8.2 Achieve higher levels of economic productivity through diversification, technological upgrading and innovation, including through a focus on high-value added and labour-intensive sectors.	29	1.2 Economic Performance
Technology R&D	SDG 9: Industry, Innovation and Infrastructure	9.4 By 2030, upgrade infrastructure and retrofit industries to make them sustainable, with increased resource-use efficiency and greater adoption of clean and environmentally sound technologies and industrial processes, with all countries taking action in accordance with their respective capabilities.	44	2.2 Technology R&D
Product Quality	SDG 12: Responsible Consumption and Production	12.5 By 2030, substantially reduce waste generation through prevention, reduction, recycling and reuse.	37	2.1 Product Quality
Environment				
Climate Change and Energy Management	SDG 13: Climate Action	13.3 Improve education, awareness-raising and human and institutional capacity on climate change mitigation, adaptation, impact reduction and early warning.	56	3.2 Climate Change and Energy Management
Water Resource Management	SDG 6: Clean Water and Sanitation	6.5 By 2030, implement integrated water resources management at all levels, including through transboundary cooperation as appropriate.	71	3.3 Water Resource Management
Air Pollution Control	SDG 11: Sustainable Cities and Communities	11.6 By 2030, reduce the adverse per capita environmental impact of cities, including by paying special attention to air quality and municipal and other waste management.	75	3.4 Air Pollution Control
Waste Management	SDG 12: Responsible Consumption and Production	12.5 By 2030, substantially reduce waste generation through prevention, reduction, recycling and reuse.	78	3.5 Waste Management
Social				
Talent Attraction and Retention	SDG 8: Decent Work and Economic Growth	8.5 By 2030, achieve full and productive employment and decent work for all women and men, including for young people and persons with disabilities, and equal pay for work of equal value. 8.8 Protect labour rights and promote safe and secure working environments for all workers, including migrant workers, in particular women migrants, and those in precarious employment.	95	5.1 Talent Attraction and Retention
Occupational Health and Safety	SDG 3: Good Health and Wellbeing	3.9 By 2030, substantially reduce the number of deaths and illnesses from hazardous chemicals and air, water and soil pollution and contamination.	83	4.1 Occupational Health and Safety



List of proper nouns

ABS	ACRYLONITRILE-BUTADIENE-STYRENE
AS	ACRYLONITRILE-STYRENE
GPS	GENERAL PURPOSE POLYSTYRENE
EPS	Expandable PURPOSE POLYSTYRENE
HIPS	High Impact Polystyrene
GW	Glass Wool

PSM	Process Safety Management
VOCs	Volatile Organic Compounds
Par	Particulate
SO _x	Sulfur oxides
NO _x	Nitrogen Oxides
HAPs	Hazardous Air Pollutants

TRCA	Taiwan Responsible Care Association
PDA	Personal Digital Assistant
ISO	International Organization for Standardization
AI	Artificial Intelligence
GBF	Global Biodiversity Framework
NNL	No Net Loss
NPI	Net Positive Impact
TNFD	Taskforce on Nature-related Financial Disclosure
TCFD	Task Force on Climate-related Financial Disclosures
FR	Severity Rate
SR	Frequency-Severity Indicator
FSI	Total Recordable Incident Rate
TRIR	Process Safety Total Incident Rate
PSTIR	Process Safety Incident Severity Rate
PSISR	Absentee Rate
AR	缺勤率 Absentee Rate



External Verification Certificates for Sustainability Information

ISO 9001:2015



Valid from 2025.10.06 to 2028.10.06

ISO 50001:2018



Valid from 2023.11.21 to 2026.11.21

ISO 14001:2015



Valid from 2025.10.14 to 2028.10.14

ISO 45001:2018



Valid from 2025.09.04 to 2028.08.02



Independent Assurance Report on Sustainability Report

Deloitte.

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INDEPENDENT AUDITORS' LIMITED ASSURANCE REPORT

Taita Chemical Company, Limited

We have undertaken a limited assurance engagement on the selected performance indicators in the Sustainability Report ("the Report") of Taita Chemical Company, Limited, ("the Company") for the year ended December 31, 2025.

Subject Matter Information and Applicable Criteria

See Appendix for the Company's selected performance indicators ("the Subject Matter Information") and applicable criteria.

Responsibilities of Management

The management of the Company is responsible for the preparation of the Subject Matter Information in accordance with Taiwan Stock Exchange Corporation Rules Governing the Preparation and Filing of Sustainability Reports by TWSE Listed Companies, Universal Standards, Sector Standards and Topic Standards published by the Global Reporting Initiative (GRI), SASB Standards published by the Sustainability Accounting Standards Board (SASB), and the criteria specifically designed by the Company, and for such internal control as management determines is necessary to enable the preparation of the Subject Matter Information that are free from material misstatement resulted from fraud or error.

Auditors' Responsibilities

Our responsibility is to plan and conduct our limited assurance engagement in accordance with Standard on Assurance Engagement 3000 "Assurance Engagements Other than Audits or Reviews of Historical Financial Information" issued by the Accounting Research and Development Foundation of the Republic of China to issue a limited assurance report on whether the Subject Matter Information (see Appendix) is free from material misstatement. The procedures performed in a limited assurance engagement vary in nature and timing from, and are less in extent than for, a reasonable assurance engagement and, therefore, a lower assurance level is obtained than a reasonable assurance.

We based on our professional judgment in the planning and conducting of our work to obtain evidence supporting the limited assurance. Because of the inherent limitations of any internal control, there is an unavoidable risk that even some material misstatements may remain undetected. The procedures we performed include, but not limited to:

- Inquiring of management and the personnel responsible for the Subject Matter Information to obtain an understanding of the policies, procedures, internal control, and information system relevant to the Subject Matter Information to identify areas where a material misstatement of the subject matter information is likely to arise.
- Selecting sample items from the Subject Matter Information and performing procedures such as inspection, re-calculation, and observation to obtain evidence supporting limited assurance.

Inherent Limitations

The Subject Matter Information involved non-financial information, which was subject to more inherent limitations than financial information. The information may involve significant judgment, assumptions and interpretations by the management, and the different stakeholders may have different interpretations of such information.

Independence and Quality Control

We have complied with the independence and other ethical requirements of the Norm of Professional Ethics for Certified Public Accountant in the Republic of China, which is founded on fundamental principles of integrity, objectivity, professional competence and due care, confidentiality and professional behavior.

The firm applies Standard on Quality Management 1 "Quality Management for Public Accounting Firms" issued by the Accounting Research and Development Foundation of the Republic of China, which requires the firm to design, implement and operate a system of quality management including policies or procedures regarding compliance with ethical requirements, professional standards, and applicable legal and regulatory requirements.

Conclusion

Based on the procedures we have performed and the evidence we have obtained, nothing has come to our attention that causes us to believe that the Subject Matter Information is not prepared, in all material respects, in accordance with the applicable criteria.

Other Matters

We shall not be responsible for conducting any further assurance work for any change of the Subject Matter Information or the applicable criteria after the issuance date of this report.

The engagement partner on the limited assurance report is Tsai, Yu-Ling.

Yu-Ling Tsai

Deloitte & Touche
Taipei, Taiwan
Republic of China

August 5, 2026

Notice to Readers

For the convenience of readers, the independent auditors' limited assurance report and the accompanying summary of subject matter information have been translated into English from the original Chinese version prepared and used in the Republic of China. If there is any conflict between the English version and the original Chinese version or any difference in the interpretation of the two versions, the Chinese-language independent auditors' limited assurance report and summary of subject matter information shall prevail.

APPENDIX

SUMMARY OF SUBJECT MATTER INFORMATION

#	Subject Matter Information	Corresponding Section	Disclosure Metric	Applicable Criteria
1.	Quanzhen Plant, Linyuan Plant, Toulun Plant, and Zhongshan Plant: In 2025, the total energy consumption was 806,737 GJ, the percentage of purchased electricity was 65.08%, the percentage of renewable energy was 6.37%, and total self-generated energy was 0 GJ.	3.2 Climate Change and Energy Management/ 6 Sustainability Disclosure Indicators - Plastics Industry	Total energy consumed, percentage grid electricity percentage renewable and total self-generated energy	SASB RT-CH-130a.1 Energy Management
2.	Quanzhen Plant, Linyuan Plant, Toulun Plant, and Zhongshan Plant: In 2025, the facility locations were not situated in areas of high or extremely high baseline water stress. Total water withdrawn and total water consumption were 1,028 thousand m ³ and 410 thousand m ³ , respectively.	3.3 Water Management/ 6 Sustainability Disclosure Indicators - Plastics Industry	Total water withdrawn, total water consumed, percentage of each in regions with High or Extremely High Baseline Water Stress	SASB RT-CH-140a.1 Water Management
3.	Quanzhen Plant, Linyuan Plant, Toulun Plant, and Zhongshan Plant: In 2025, total weight of hazardous waste generated was 0 metric tons. The percentage of hazardous waste recycled was not applicable.	3.5 Waste Management/ 6 Sustainability Disclosure Indicators - Plastics Industry	Amount of hazardous waste generated, percentage recycled	SASB RT-CH-150a.1 Hazardous Waste Management
4.	The Company: In 2025, the Total Recordable Incident Rate (TRIR) and fatality rate for direct employees and contract workers (including contractors) were both 0%.	4.1 Talent Attraction and Retention	Total recordable incident rate (TRIR) and fatality rate for (a) direct employees and (b) contract employees	SASB RT-CH-120a.1 Workforce Health & Safety
5.	Quanzhen Plant, Linyuan Plant, Toulun Plant, and Zhongshan Plant: In 2025, the air emissions were 18,521 metric tons of nitrogen oxides (NOx), 3,171 metric tons of sulfur oxides (SOx), 35,549 metric tons of volatile organic compounds (VOCs), and 11,109 metric tons of hazardous air pollutants (HAPs).	3.4 Air Pollution Control/ 6 SASB Chemicals Industry Index	Air emissions of the following pollutants: NOx, SOx, volatile organic compounds (VOCs), and hazardous air pollutants (HAPs)	SASB RT-CH-120b.1 Air Quality



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