Everlight Chemical Industrial Corporation

2024 Sustainability Report

Everlight Chemical

Content

About This Report

Everlight Chemical Co., Ltd. has strived to balance economic growth with environmental sustainability since its establishment. This report outlines our key efforts and achievements in environmental, social, and governance (ESG) areas.

Through transparent disclosure, we aim to strengthen stakeholder trust and collaboration. We remain committed to innovation and green development as we move toward a sustainable future.

Reporting Scope & Compilation Principles (GRI 2-1)

The 2024 Sustainability Report is Everlight Group's 13th disclosure of non-financial information. It communicates to all stakeholders our achievements in economic, environmental, and human/human rights aspects, along with efforts in green chemistry and circular economy.

Reporting Period (GRI 2-3)

From January 1, 2024 to December 31, 2024.

Reporting Boundaries (GRI 2-2)

The Everlight Chemical Group mentioned in this report includes Everlight Chemical Industrial Corporation (comprising Global Operations Headquarters, Taichung & Tainan Office in Taiwan, and Plants I to IV) as well as its subsidiaries, including Trend Tone Imaging, Inc., Everlight (Suzhou) Advanced Chemicals Ltd., Ethical (Shanghai) Ltd., Everlight (Shanghai) Ltd., Shanghai Anda International Trading Co., Ltd., Ethical (Guangzhou) Ltd., Everlight (Hongkong) Ltd., Everlight Europe B.V., Everlight USA, Inc., Elite Foreign Trading Inc., Everlight Chemicals (Vietnam) Co., Ltd., Everlight Singapore, and Hung Hui Investment Company. For the latest updates on our global locations and operations, please visit our official website.

- Environmental Indicators: Primarily disclose data from production sites and subsidiaries, including four factories in Taoyuan area, Trend Tone Imaging, Inc. in Hsinchu, and Everlight (Suzhou) Advanced Chemicals in China. As the environmental impact of office-type operating locations are relatively small, these are omitted from statistical disclosure.
- Social Indicators: Cover the entire Group. If the disclosure scope is different from the above, it will be noted in the paragraph.
- Economic Indicators: Cover the entire Group. The scope of disclosure aligns with the consolidated financial statements in Everlight Chemical Group's Annual Report.

Reporting Principles

The report follows the "Regulations on the Preparation and Submission of Sustainability Reports by Listed Companies," and is prepared based on the "Global Reporting Initiative's (GRI) Standards 2021 edition." Disclosures also reference "Sustainability Accounting Standards Board (SASB)" and the "Task Force on Climate-related Financial Disclosures (TCFD)" framework. Financial data aligns with the Annual Report; environmental, safety, and health performance uses internationally recognized indicators. Specific notes will be provided if other quantitative data have special significance.

Report Management Process & the Role of the Highest Governance Body (GRI 2-14)

The Board of Directors serves as the Company's highest governance and decision-making body. The processes for data collection, preparation, and assurance of this report is conducted in accordance with the "Sustainability Report Compilation and Verification Procedure." An external consultant provides methodology guidance. The Sustainability Office under Product Stewardship Division coordinates ESG data collection. After approved by the heads of the Sustainable Development Committee's three sub-groups (Environmental, Social, and Governance) and each functional unit (Division level and above), the report is compiled by Sustainability Office (Information Disclosure Group) and ESG Secretary, externally assured by an independent third party, and approved by the Board of Directors prior to publication.

External Assurance/Verification (GRI 2-5)

This report has undergone independent moderate-level assurance (Type 1) by BSI Taiwan, in accordance with GRI Standards and the AA1000 Assurance Standard v3 (AA1000 AS v3).

In addition, KPMG Taiwan conducted a limited assurance engagement based on ROC FSC's Assurance Standard No. 3000 for Non-Historical Financial Information, covering seven specific disclosure topics as required by regulatory authorities, to ensure compliance with relevant reporting requirements.

Report Publication (GRI 2-3)

This report is scheduled to be issued in August 2025.

The next report is scheduled to be released in August 2026.

Restatements of Information (GRI 2-4)

In 2023, the Board of Directors approved the Group's 2030 carbon reduction target and designated 2021 as the base year. Accordingly, the reporting period has been adjusted to begin from 2021 to align with this baseline. To ensure consistency between greenhouse gas emissions data from 2021 to 2023 and the current status, updates and restatements have been made regarding the selected Global Warming Potential (GWP) values, emission factors, and identified Regenerative Thermal Oxidizer (RTO) emissions. For more details, please refer to Chapter 5: "Greenhouse Gas and Energy Management."

Distribution Channels & Contact Information (GRI 2-3)

In support of resource sustainability, this report is primarily published on the Company's official website. Stakeholders are encouraged to view and download the report online. Should there be any corrections or updates, the latest electronic version available on the website shall prevail. For any comments, suggestions, or inquiries regarding the content of this report, please feel free to contact us using the information provided below.

Contact Information (GRI 2-3)

◆ Kuo-Pin Weng, Director (Company Spokesperson)
Phone: +886-2-2706-6006, ext. 190
Email: spokesman@ecic.com.tw
◆ Ming-Wen Li, Manager (Corporate Governance Officer and Deputy Spokesperson)
Phone: +886-2-2706-6006, ext. 125
Email: deputy@ecic.com.tw
◆ Amy Huang, Director (ESG Executive Secretary)
Phone: +886-3-4838088, ext. 580
Email: amyhuang@ecic.com.tw

Message from the Chairman (GRI 2-22)

Dear stakeholders,

In 2024, despite ongoing global challenges such as extreme climate events, geopolitical tensions, and economic downturns, Everlight Group achieved a turnaround in both revenue and profitability. After three years of decline, revenue reached NT$8.16 billion, a 4% increase from the previous year, with profit growing to 2.6 times year-on-year. This recovery was made possible by the collective efforts of our employees and leadership, enabling steady growth in a difficult environment.

In addition to the rebound in performance and profitability, Everlight received multiple prestigious awards in 2024, further reinforcing its leadership in the industry. The honors include:

- Taiwan Excellence Gold Award - IBR/IPR Series UV-blocking Adhesives.
- Silver Award at TaipeiPLAS (Taipei International Rubber & Plastics Industry Show) - Eversorb® MPU series functional masterbatch products.
- Green Coating Technology Sustainable Development Award at China Waterborne Technology Annual Conference - Eversorb® AQ water-based light stabilizers.
- Advanced Materials Excellence Award at FEIPUR 2024 (São Paulo, Brazil) - Everaox® 501 Antioxidant for PU foam.

These recognitions highlight the international caliber of Everlight's products and demonstrate the company's growing brand strength and market influence.

Corporate Governance & Sustainability Achievements

Everlight Group has consistently ranked within the top 6-20% in corporate governance evaluations. In 2024, we received the TCSA Gold Award for Sustainability Reporting in the Traditional Industry category for the third consecutive year, and were also named - for the third year in a row - among Business Weekly's "Top 100 Carbon Competitiveness Enterprises," a distinction awarded to only a select few.

Environmental Sustainability & Biodiversity Conservation

In 2024, Plants I to IV and Trend Tone Imaging, Inc. passed "ISO 50001 Energy Management System". We also completed a full organizational GHG inventory and third-party verification. Historical GHG data has been restated using the latest information to enable continuous improvement and tracking. Total energy savings across all plants reached 2.135 million kWh, cutting approximately 1,054 metric tons of CO_2 emissions. GHG emission intensity stood at 8.9 t CO_2e per million NTD output, showing a steady decline compared to the base year.

In terms of waste management, we achieved a recycling rate of 78%, and 13.5% of hazardous industrial waste was treated through recycling - both significantly exceeding original targets. In late 2024, we introduced a new KPI to monitor hazardous waste reduction per unit of output, aiming to achieve a 15% reduction by 2025.

For the first time, we disclosed our impacts, dependencies, and commitments regarding biodiversity. The Taoyuan production base in Taiwan was identified as a key focus area. Each plant adopted nearby ecological sites, collaborated with local environmental groups, and committed to long-term ecological stewardship through actions such as water management, pollution control, and technical improvements. We also participated the STP (Sustainability Talent Program), inviting students to conduct preliminary research on the nationally protected Xucuogang Wetlands near Plant I, using the LEAP approach under the TNFD (Taskforce on Nature-related Financial Disclosures) framework.

"Sustainable Journey 2.0" initiative launched in 2024 led employees and their families to explore protected ecological zones, adopted rivers, and green factories near our Taoyuan facilities - fostering environmental awareness through hands-on experiences. Everlight Group's circular economy and social responsibility efforts are not only internal but are extended through active social engagement and corporate citizenship.

Circular Economy & Social Responsibility

In 2024, we held our first internal Circular Economy Competition, attracting 18 teams, with 8 advancing to the finals. Topics included by-product reuse, water recycling, and packaging material recovery. We also promoted green chemistry projects, leveraging educational resources and public outreach to raise societal awareness and support the development of low-carbon, non-toxic sustainable technologies in academia.

Inclusive Workplace & Diversity

We continue to foster an inclusive culture by promoting cross-cultural exchange, providing mental health counseling services, and hosting sensitivity training for managers. These efforts help employees from diverse backgrounds feel respected, supported, and empowered to thrive in a positive, opportunity-rich environment.

Looking ahead, Everlight Group will continue to deepen technological innovation and market expansion efforts, advance environmental sustainability and circular economy strategies, and strengthen corporate governance and social responsibility.

Wishing you good health and happiness.
Sincerely,

Chien-Hsin Chen
Chairman of Everlight Chemical

2024 Sustainability Achievements Overview

Governance

- Ranked among the top 6-20% of listed companies in corporate governance evaluations.
- Awarded the TCSA Gold Award for Sustainability Reporting in the Traditional Industry category for 3 years.
- Winner of the Taiwan Excellence Gold Award for the IBR/IPR UV Light-Blocking Adhesive.
- Honored with the TOUCH TAIWAN Green Decoration Design Award for 5 years.
- Awarded the Green Coating Technology Sustainable Development Award for. Eversorb® AQ Water-Based Light Stabilizers.
- Received the Silver Award at the TaipeiPLAS for. Eversorb® MPU Functional Masterbatch Products.
- Recipient of the FEIPUR 2024 Advanced Materials Excellence Award for Everaox® 501 Antioxidant for PU Foam.

Environment

- GHG emissions in 2024 were 70,301 tCO_2e, up 8% from 65,333 tCO_2e in 2023.
- GHG emissions intensity in 2024 was 8.92 tCO_2e/million NTD, down 0.6% from 8.97 in 2023.
- First-time completion of ISO 14064-1 organizational GHG inventory across the entire group, with third-party assurance.
- ISO 50001 Energy Management System certification obtained for Plants I to IV & Trend Tone Imaging, Inc.
- Held the first Circular Economy Competition, estimated annual benefits: NT$50.59 million saved & 4,071 tCO_2e emissions reduced.
- Achieved a 92% Water Recovery Rate, with 6,783 million liters of water reused and recycled - equivalent to the annual water usage of 2,713 standard swimming pools.
- Saved 2,135 million kWh of electricity, reducing carbon emissions by approximately 1,054 tCO_2e - equivalent to the annual carbon absorption of 87,833 trees.
- Achieved a 78% waste recycling rate, a 7% improvement compared to 2023.
- Named one of Business Weekly's Top 100 Carbon Competitiveness Enterprises for 3 years.

Social

- 100% reinstatement rate after parental leave
- Granted NT$12.82 million in scholarships to employees' children over the past 3 years; program has run for 30 years.
- Provided support to children of deceased employees, benefiting 8 individuals in 2024 with NT$370,000 in aid.
- Invested NT$14.98 million in employee continuing education programs, including graduate and doctoral programs.
- Launched "Sustainable Journey 2.0", collecting over 700 kg of waste from beached and hills.
- 255 employees participated in blood donation drives, collecting 371 bags of blood.
- Donated 37,346 magazine copies over 11 years to nearly 30 schools in rural area of Taoyuan and Hsinchu.
- Received the Taoyuan City Outstanding Corporate River Adoption Award for 4 years.

Chapter 1. Company Organization Overview

I. About Everlight Chemical (GRI 2-1)

Established for 52 years, Everlight Chemical Group has always upheld its brand commitment of "Better Chemistry, Better Life.", striving to deliver better living experiences through our specialty chemical products across the supply chain.

Ever since the founder, Honorary Chairman Chen Ding-Chuan, established the corporate philosophy of "pursuing progress and innovation, promoting human dignity, and enhancing human welfare", Everlight Chemical has embraced a corporate culture centered on integrity and compassion, with a mission of sustainable development. Our mission is sustainable operation, focused on developing and producing high-technology chemicals that provide positive value to mankind and create value with our customers, aiming to contribute significantly to the global community.

About Us | Milestone | Global Location

Legal Name	Everlight Chemical Industrial Corporation.
Established	1972
Total Capital	NT$5.47752 billion.
Location of the Headquarter	5-6F, No. 77, Section 2, Dunhua South Road, Daan District, Taipei City, Taiwan.
Number of Employees	• Everlight Chemical (including the Global Operations Headquarters, Taichung Office and Tainan Office, and Plants I to IV): 1,328 employees • Subsidiaries (including Trend Tone Imaging, Inc., Everlight (Suzhou) Advanced Chemicals Ltd. (including ZhuHai office), Ethical (Shanghai) Ltd., Everlight (Shanghai) Ltd. (including Tianjin office and Qingdao office), Shanghai Anda International Trading Co., Ltd., Ethical (Guangzhou) Ltd., Everlight (Hongkong) Ltd., Everlight Europe B.V, Everlight USA, Inc., Elite Foreign Trading Inc., Everlight Chemicals (Vietnam) Co., Ltd., Everlight (Singapore) Ltd., and Hung Hui Investment Company): 494 employees • Total Group Employees: 1,822 employees (GRI 2-7)
Ownership and Legal Form	Publicly listed in 1988, the Company is structured as a "public limited company," with ownership distributed among all shareholders.

Everlight Group operates 6 production sites, including 4 plants in Taoyuan, Trend Tone Imaging, Inc. in Hsinchu, and Everlight (Suzhou) Advanced Chemicals Ltd. in China. The addresses and contact numbers for each production site are as follows: (GRI 2-2)

Plant I

Main Products:
Colorants and electronic chemicals

No. 271, Zhongshan North Road, Dayuan District, Taoyuan City, Taiwan

☎ +886-3-386-8081

Plant II (including API & Electronic Chemicals Plants)

Main Products: Colorants, electronic chemicals, active pharmaceutical ingredients (APIs)

No. 12, Industrial 3rd Road, Guanyin District, Taoyuan City, Taiwan

☎ +886-3-483-8088

Plant III

Main Products: Specialty chemicals

No. 937, Section 2, Chenggong Road, Guanyin District, Taoyuan City, Taiwan

☎ +886-3-483-7682

Plant IV

Main Products:
Colorants and electronic chemicals

No. 399, Datan North Road, Guanyin District, Taoyuan City, Taiwan

☎ +886-3-473-7366

Trend Tone Imaging, Inc.

Main Products: Toners and cartridges for laser printers, copiers, and fax machines

No. 1-3, Industrial East 1st Road, East District, Hsinchu City, Taiwan

☎ +886-3-578-3620

Everlight (Suzhou) Advanced Chemicals Ltd.

Main Products: Digital inkjet inks, toners, and electronic chemicals

No. 33, Pingsheng Road, Suzhou Industrial Park, Suzhou, China

☎ +86-512-6287-1980

II. Operational Performance

In 2024, Everlight Group achieved total revenue of NT$8.168 billion, representing a 4% increase compared to 2023, with profit reaching 2.66 times that of the previous year.

2022-2024 Individual and Consolidated Revenue and Earnings Per Share (Unit: NT$ thousands)

Individual

Items	2022	2023	2024
Revenue	6,782,782	6,108,600	6,528,041
Operating Costs	5,413,588	5,008,425	5,205,392
Operating Profit	265,176	115,031	252,270
Net Profit after Taxes	374,432	85,866	243,590
Earnings Per Share	0.68	0.16	0.44

Consolidated

Items	2022	2023	2024
Revenue	8,891,702	7,861,424	8,168,220
Operating Costs	6,896,531	6,261,590	6,380,955
Operating Profit	380,756	83,420	175,360
Net Profit after Taxes	392,540	95,077	253,262
Earnings Per Share	0.68	0.16	0.44

Revenue Contribution from UPE Products and New Products (RT-CH-410a.1)

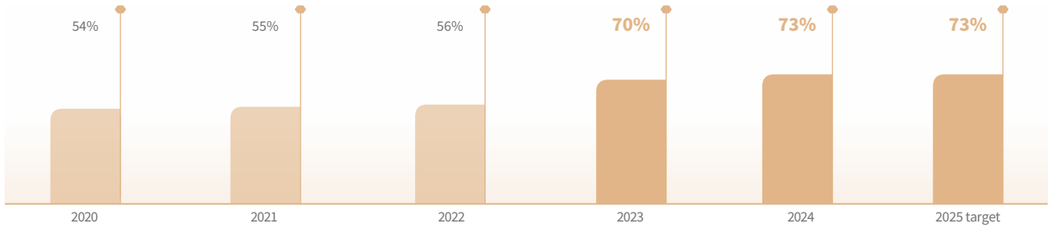
In 2024, Use-Phase Efficiency (UPE) products accounted for 73% of total revenue, a 3% increase from 2023, indicating that the promotion strategy for UPE products is gradually delivering results. New products contributed 10% of total revenue, slightly lower than the previous year. However, the 2025 target is to raise the contribution of new products to 11%, aiming to further expand market reach through innovation.

Revenue Share of UPE Products and New Products

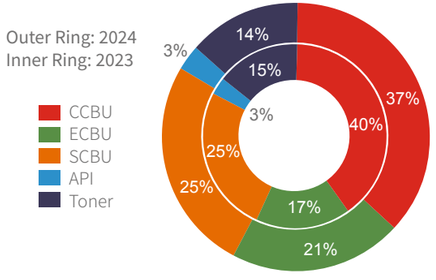
Year	2023		2024		2025
	Target	Actual	Target	Actual	Target
UPE Revenue Share [Note 1] (%)	58%	70%	73%	73%	73%
New Product Revenue Share (%)	14%	15%	10%	10%	11%

Note 1: UPE products exclude those from the Pharmaceuticals Business Unit (API) due to differences in product characteristics. Therefore, revenue from this division is deducted in the calculation, resulting in a slightly higher final ratio. In 2023, the Group revised its UPE screening criteria, bringing the actual ratio to 70%, exceeding the original target.

Revenue Share of UPE Products



2023-2024 Revenue share of each business unit



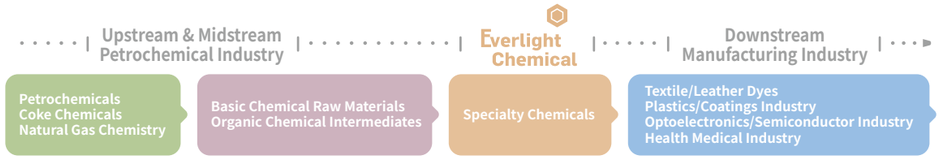
Product Categories of Everlight Group

Product Category	Description
Color Chemicals	Textile dyes, leather dyes, high-purity dyes for inkjet applications & digital textile printing, digital textile printing inks, metal dyes, paper dyes, functional chemicals for textiles, solar dyes.
Specialty Chemicals	UV absorbers, Hindered Amine Light Stabilizers (HALS), formulated products, functional masterbatches, antioxidants, polymerizable dyes.
Toner	Color & black toner, toner cartridges, bottled & bagged toner, carriers & developers, ceramic toner, e-paper pigments.
Electronic Chemicals	Photoresists, developers, polishing slurries, wet process chemicals, thermosetting & UV-curable functional inks, functional chemicals, and photosensitive polyimides for semiconductor & optoelectronics industries.
Pharmaceutical Chemicals	Active pharmaceutical ingredients (APIs), including prostaglandins.

III. Operational Activities & Value Chain (GRI 2-6)

Everlight Chemical operates in the specialty chemicals industry, producing colorants, specialty chemicals, toner products, electronic chemicals, and pharmaceutical chemicals. Raw materials are sourced from both domestic and international suppliers. Direct upstream suppliers include producers of basic chemical materials, organic intermediates, and further upstream petrochemical, coal chemical, and natural gas-based chemicals. Downstream customers span various sectors, such as textiles/leather/footwear, paper, metal dyeing, printing consumables, plastics/coatings, optoelectronics/semiconductors, and healthcare.

In 2024, sales of electronic chemicals continued to grow, driven by the expansion of Taiwan's semiconductor industry. Looking ahead, the Company will remain committed to developing Use-Phase Efficiency (UPE) products that enhance customer value, and aims to increase the production and sales share of such products.



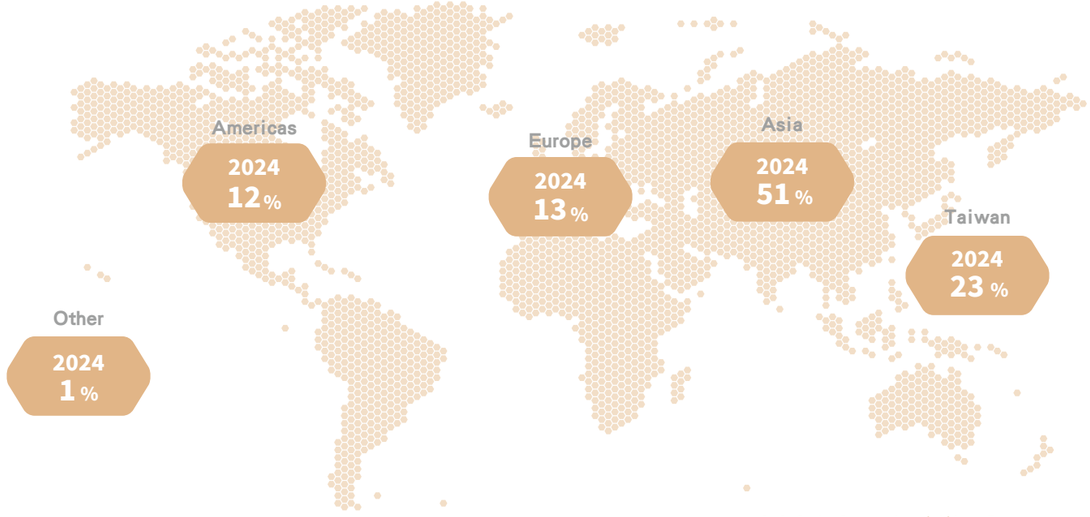
IV. Customers & Markets

Everlight Chemical primarily focuses on export markets. The majority of the Group's customers are based in Asia, accounting for over 50% of total sales, while customers in Europe and North America collectively represent approximately 25%.

Individual	Sales Revenue (NT$ million)	Proportion
Taiwan	1,826	28%
Asia	3,111	48%
Europe	835	13%
Americas	649	10%
Other	107	1%
Total	6,528	100%

Consolidated	Sales Revenue (NT$ million)	Proportion
Taiwan	1,877	23%
Asia	4,127	51%
Europe	1,085	13%
Americas	957	12%
Other	122	1%
Total	8,168	100%

2024 Everlight Chemical Group Regional Share of Product Sales



Chapter 2. Sustainability Value

I. Business Philosophy & ESG Sustainability Policy (GRI 2-23)(GRI 2-24)

Business Philosophy

Everlight Chemical embraces the corporate philosophy of "Pursuing innovation and progress, promoting human dignity, and enhancing human well-being" as the foundation of our sustainable business operations.

ESG Sustainability Policy

Since the Honorary Chairman first articulated this philosophy, corporate social responsibility and sustainable development have remained core priorities. Given the nature of the specialty chemicals industry, environmental protection and pollution prevention are integral to our daily operations.

In Nov. 2022, the Board of Directors discussed and formally adopted the Sustainability Development Policy: "Fulfilling our responsibility as a global citizen and participating in the protection of the Earth." The policy encompasses 3 key aspects - Environmental sustainability, Social responsibility, and Corporate governance - and is supported by 9 strategic guidelines.

Sustainability Development Policy

Fulfilling Our Responsibility as a Global Citizen Participating in the Protection of the Earth

E Environmental Sustainability	S Social Responsibility	G Corporate Governance
● Implement Environmental Management ● Promote Green Chemistry ● Develop a Net-Zero Carbon Economy	● Build a Happy & Inclusive Workplace ● Deepen Community Engagement ● Actively Give Back to Society	● Uphold Ethical Business Practices ● Protect Shareholders' Rights ● Enhance Organization Resilience

Sustainable Development Policy

"Better Chemistry, Better Life" is our brand promise. Through concrete actions - our expression of better chemistry - we strive to create positive impacts on the economy, environment, and society, thereby realizing a better life for all. To advance this mission, we established a Sustainability Committee and 4 task forces on Environmental Sustainability, Social Responsibility, Corporate Governance, and ESG Disclosure. Together, they guide Everlight Chemical toward becoming a high-tech chemical group dedicated to human well-being.

Responding to the United Nations Sustainable Development Goals (SDGs)

Guided by the philosophy advocated by Everlight Group’s Honorary Chairman - to fulfill our responsibilities as global citizens and take part in protecting the planet - we have set sustainable development as a key objective. Centered on corporate sustainability and business continuity, we carry out initiatives across three pillars: corporate governance, social responsibility, and environmental stewardship, aligning with the United Nations Sustainable Development Goals (SDGs). Building on the material topics identified in 2023, we referenced global ESG trends and SASB chemical industry metrics, and aligned with our corporate strategy to select core SDG goals to which we can meaningfully contribute.

Dimension		SDGs	Description	Specific Actions
E	Sustainable Environment	6	Clean Water & Sanitation	1. Water recovery & reuse 2. Reduce & Prevent Environmental Impacts on the Community
E	Sustainable Environment	7	Affordable & Clean Energy	1. Replacing old equipment to reduce energy consumption 2. Reduce & Prevent Environmental Impacts on the Community
S	Social Responsibility	8	Decent Work & Economic Growth	1. Providing employment opportunities 2. Promote Local Development
G	Corporate Governance	9	Industry, Innovation & Infrastructure	Infrastructure Investing in innovation, R&D, and production
G/S	Corporate Governance / Social Responsibility	12	Responsible Consumption & Production	Implementing circular economy principles
E	Sustainable Environment	13	Climate Action	Ongoing investments in carbon reduction initiatives

II. ESG Implementation Organization (GRI 2-14)

To comply with corporate governance regulations, the company renamed the "Corporate Social Responsibility Committee" to the "Sustainable Development Committee" (ESG Committee) on Jan 4, 2022, to better promote ESG initiatives. The Board of Directors is the highest governing body of the ESG Committee. On Jun 13, 2024, the Board appointed 6 members for the second-term committee and elected the Chairman to serve as Committee Chair, responsible for overseeing the Company's sustainability direction and goals, aligning with the vision of becoming a high-tech chemical enterprise contributing to humanity.

The ESG Committee comprises 4 working groups: Governance, Environment, Social, and ESG Disclosure working groups. The structure and responsibilities are shown in the diagram below.

Secretary also reports to the Board on key initiatives and outcomes at least once per year. On May 29, 2024, the first committee meeting reviewed third-party assurance feedback on the 2023 ESG Report, 2024 material topics and targets, updates from each working group, and revisions to the "Sustainability Committee Charter."

- The ESG Committee convenes twice a year. The 4 working group leaders and Executive Secretary report on ESG plans, performance, and goal progress. The ESG Executive Secretary also reports to the Board on key initiatives and outcomes at least once per year. On May 29, 2024, the first committee meeting reviewed third-party assurance feedback on the 2023 ESG Report, 2024 material topics and targets, updates from each working group, and revisions to the "Sustainability Committee Charter."
- On Jun 13, 2024, the Executive Secretary reported to the Board on the execution and achievements of 2023's material topics, stakeholder concerns and communication actions, and 2024's material topic management projects and goals. 3 ESG-related resolutions were discussed and approved during the Board meeting: the content of the 2023 Sustainability Report, the revised Sustainability Committee Charter, and the appointment of 6 members to the second-term "ESG Committee". All committee members unanimously elected Chairman Chien-Hsin Chen as the ESG Committee Convener.
- On Dec. 25, 2024, the second "ESG Committee" meeting was held. Each group leaders, the ESG Executive Secretary, and the Head of Sustainability Office reported on work progress, the outcomes of 2024's material topics, and the short-, medium-, and long-term objectives for 2025. The committee also discussed self-assessment targets for EcoVadis and the adoption of an IFRS guidance project.

To meet the Financial Supervisory Commission's end-of-2024 disclosure requirements, the Audit Office drafted a revision of the Internal Control System, and the Sustainability Office proposed a new "Sustainability Information Management Procedure". Both were submitted to the Audit Committee on Nov 12, 2024, and approved by the Board on Nov 14, 2024.

III. Stakeholders & Material Topics

The Company identifies stakeholders and assesses material topics biennially, based on GRI Standards and AA1000 Stakeholder Engagement Standard (SES). The latest assessment was conducted from late 2023 to early 2024. The implementation steps were as follows:

Process for Determining Material Topics (GRI 2-12)(GRI 2-29)(GRI 3-1)(GRI 3-2)(GRI 3-3)

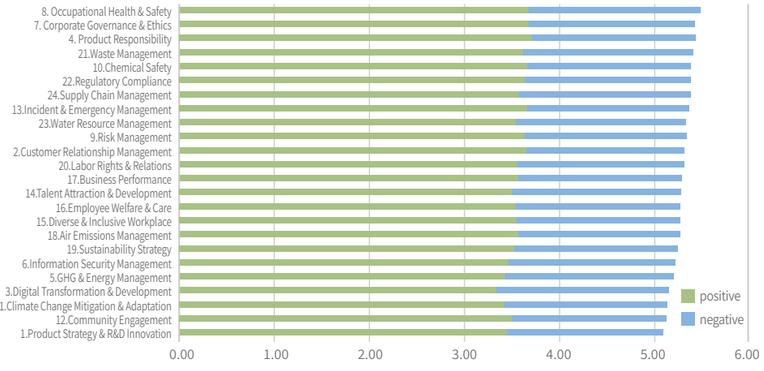
Step 1	Step 2	Step 3	Step 4
Understanding Organizational Context Identifying stakeholders & establishing a list of sustainability issues.	**Identify Actual & Potential Impacts** Conduct a material topic impact assessment by company management team.	**Assess Impact Significance** Identify 6 material topics & establish management indicators in alignment with SDGs.	**Determine Reportable Material Topics** Identify major topics & management indicators for reporting.
• Stakeholder Identification • Source of Material Topics List • Stakeholder Concern Survey	• The positive & negative impacts, both actual & potential, of Everlight Chemical 's operations on the economy, environment, and human/human rights.	• Determine Significance Threshold • Identify Material Topics	• Determine material topics for reporting and management policies & indicators. • Compare 6 material topics with SDGs to ensure consistency with SDGs.

1. Understanding Organizational Context:
Based on operation and value chain, we identified stakeholders and developed a list of sustainability topics. Stakeholders were invited to assess the actual and potential impacts across each topic.

Stakeholder Identification: The Company identified 8 key stakeholder groups, including: customers/brand owners, shareholders/investors, employees, suppliers/contractors, local communities, government agencies, banks, and industry associations. As there were no major operational changes in 2024, the stakeholder groups remained unchanged.

List of Sustainability Topics: Drawing on international ESG trends, the Global Risks Report, GRI Standards, SASB Chemical Sector Standards, TCFD recommendations, rating agency criteria, and Financial Supervisory Commission's corporate governance requirements for listed companies, we identified 24 topics: 1 Product Strategy & R&D Innovation, 2 Customer Relationship Management, 3 Digital Transformation And Development, 4 Product Responsibility, 5 GHG & Energy Management, 6 Information Security Management, 7 Corporate Governance & Ethics, 8 Occupational Health & Safety, 9 Risk Management, 10 Chemical Safety, 11 Climate Change Mitigation & Adaptation, 12 Community Engagement, 13 Incident & Emergency Management, 14 Talent Attraction & Development, 15 Diverse & Inclusive Workplace, 16 Employee Welfare & Care, 17 Business Performance, 18 Air Emissions Management, 19 Sustainability Strategy, 20 Labor Rights & Relations, 21 Waste Management, 22 Regulatory Compliance, 23 Water Resource Management and 24 Supply Chain Management.

Stakeholders' Assessment of Positive and Negative Impacts for Each Topic



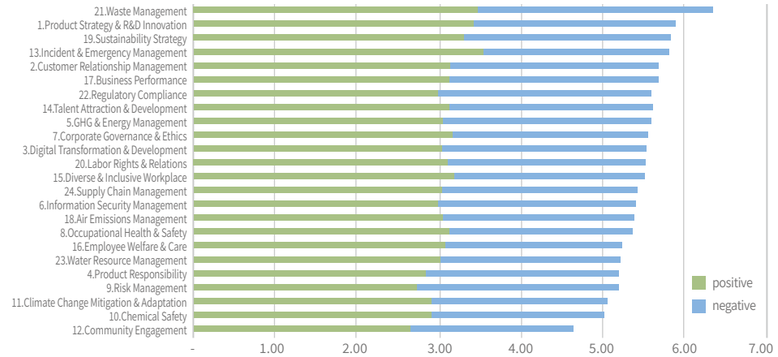
Note: The impact assessment questions were: "Based on your understanding of Everlight Chemical, please rate the impact of each topic (4 = High Impact; 3 = Moderate Impact; 2 = Low Impact; 1 = Very Low Impact)." For example, for Product Strategy & R&D Innovation: Positive Impact: new product development, patent acquisition, green processes, and enhanced user experience. Negative Impact: product defects, recalls, or environmental and social risks caused by new product use.

Stakeholder Survey: During the stakeholder survey conducted in late 2023 to early 2024, 185 questionnaires were distributed and 113 were returned, yielding a response rate of 61.08%. Stakeholders assessed the degree of impact for each of the 24 sustainability topics on a scale of 1 (very low impact) to 4 (very high impact), with separate ratings for positive and negative impacts. After combining both scores, the topics with the highest perceived impact were: Occupational Safety & Health, Corporate Governance & Ethics, Product Responsibility, Waste Management, Chemical Safety, Regulatory Compliance, Supply Chain Management, and Incident & Emergency Management.

2. Identification of Actual & Potential Impacts: The sustainability working groups and management team completed an impact assessment of 24 material topics.

A total of 54 senior executives participated in this evaluation, scoring each topic on a scale of 1 (very low) to 4 (very high). Topics were ranked based on the sum of positive and negative impact scores.

Results of Management's Assessment of Positive and Negative Impacts

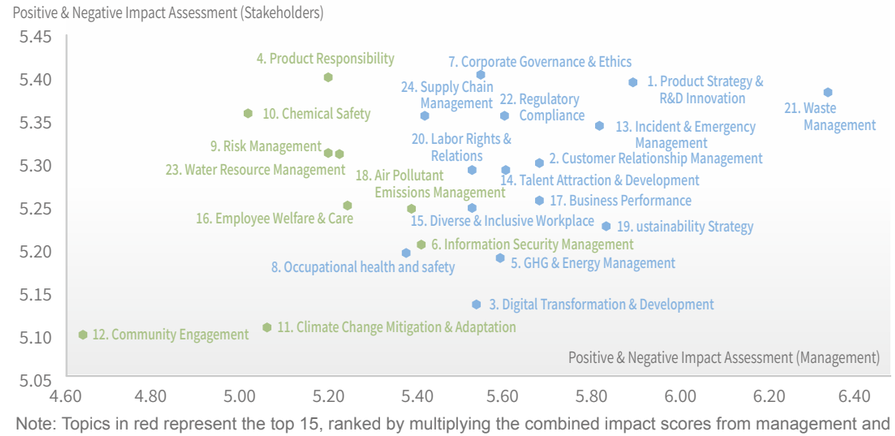


For topics with higher negative impacts, further due diligence was conducted to determine whether existing management indicators and practices require adjustment or improvement.

3. Results of Impact Significance Assessment:

Based on evaluations from Everlight Group management and stakeholder input, a materiality matrix was used to identify 6 final material topics.

Materiality Matrix (Impact Assessment by Management × Stakeholders)



Note: Topics in red represent the top 15, ranked by multiplying the combined impact scores from management and stakeholders. Final selections were made by management accordingly.

The positive and negative impacts of each topic on the degree of involvement of the company's stakeholders are described as follows:

Items	Material Topics	Positive/negative impact assessment (1-4 points) [Notes 1-2]			Magnitude				
		Impact Level		Description	Shareholders	Customers	Employees	Suppliers	Community
		Manager	Stakeholders						
1	Organizational Resilience (including incident & emergency management, information security and digital transformation)	5.61	5.24	**Positive:** Mitigates economic, environmental, and social risks while advancing digital transformation, growth, and talent development. **Negative:** Weak risk or digital management may disrupt operations, cause community unemployment, and lead to harm customer experience, and impact employment, revenue, and growth.	●	○	●	□	○
2	Talent Attraction & Development	5.57	5.28	**Positive:** Enhances productivity, innovation, and loyalty, driving social and economic growth. **Negative:** May lead to talent loss and high training costs, straining short-term productivity and finances.	□		●		○
3	Water Stewardship	5.22	5.32	**Positive:** Reduces dependence on natural water sources, protects ecosystems, and improves water use efficiency. **Negative:** High costs and limited suitability may affect efficiency. High water use could compete with community resources.			●		●
4	Pollution Prevention	5.87	5.32	**Air Pollution** Positive: Improves air quality, lowers health risks and related costs. Negative: Poor policy enforcement may undermine emission reductions, harm ecosystems, and impact community health.			●		●
				Wastewater Management Positive: Reduces water pollution, improves water quality, supports reuse, protects ecosystems, and enhances corporate image. Negative: Requires costly upgrades and maintenance, increases technical and operational burdens, and may lead to community impacts if not properly managed.			●		●
				Waste Management Positive: Reduces pollution, conserves resources, supports the circular economy, and raises environmental awareness. Negative: High technical barriers, costs, and limited infrastructure may hinder efficiency. Poor waste management may increase risks and impact surrounding communities.			●		●
5	Product Strategy & R&D Innovation	5.89	5.40	Positive: Delivers high-quality chemical products through innovation and safety, reduces resource use and emissions, promotes green production, and builds customer trust. Negative: R&D may consume significant energy and water, generate hazardous waste, and pose environmental and community risks.	○	●	●	□	●
6	Climate Change Response - Mitigation & Adaptation	5.59	5.19	Positive: Lowers emissions, mitigates climate risks, protects biodiversity, and reinforces CSR. Negative: High upgrade costs; poor climate response may impact communities and industries.		○	●	□	●

Note 1: Impact scores reflect the net effect of both positive and negative impacts, with some values averaged across related topics.
Note 2: Symbols indicating impact attribution: ● Directly caused by the organization; ○ Indirectly contributed by the organization; □ Linked to the organization through business relationships.

4. Confirmation of Material Topics and Management Indicators

The Company conducts a materiality assessment every two years. The material topics for 2024 remain unchanged. However, the indicator for critical IT systems and network services has been revised to "downtime/failure frequency of critical IT equipment and systems", with improvement progress now expressed as a percentage for greater clarity. The wastewater treatment compliance rate has been reclassified under the pollution prevention topic, integrating air, water, waste, and hazardous substances into unified management.

List of Material Topics for 2023 [Note 1] (GRI 3-2)

Ranking	2024 Material Topics	Management Indicators & Results	Significance to Everlight Group	2024 Indicators	Changes in 2023-2024 Indicators	Explanation of Changes
1	Organizational Resilience	The company's ability to manage risks, respond to crises, and maintain business continuity. Incident response, crisis management, and digital transformation are part of the 2024 evaluation indicators.	Organizational resilience supports risk anticipation, rapid adaptation, and impact mitigation through training. Innovation further enhances brand value, customer loyalty, and competitiveness.	• Ratio of equity capital to total assets • Downtime/failure frequency of critical IT equipment and systems • Improvement rate of BCM medium-high risk issues	Replaced "Monthly system/network availability (%)" with "Downtime/failure frequency of critical IT equipment and systems." Replaced "Number of BCM risk items improved" with "Improvement rate."	Using actual downtime/failure frequency helps quantify the level of impact more precisely; improvement rate expressed in percentage offers more intuitive understanding of goal achievement.
2	Talent Attraction & Development	In response to sustainability and digital transformation needs, this topic is managed independently to ensure a pipeline of future-ready talent.	We foster a diverse talent pool through training and evaluation, empowering employees and fulfilling our social responsibility.	• PR score from 104 Job Bank Employer Brand Survey • Annual employee turnover rate (%) • Implementation of TTQS competency based training system	None	-
3	Water Stewardship	Efficient water use and reuse are vital amid climate change to ensure sustainability and protect the environment.	Proper water management helps prevent environmental harm caused by inadequate water-saving efforts.	• Water recycling rate R2 (%) • Total water withdrawal (ML) • Wastewater treatment compliance rate	Wastewater treatment compliance rate reclassified under the Pollution Prevention material topic.	Focused management on environmental impact caused by pollutant discharges.
4	Pollution Prevention	Air, water, waste, and toxic substances are four major pollution sources in the chemical manufacturing industry.	Strategic management reduces pollution, cuts emissions, and promotes circularity for sustainability.	• Air pollutant emissions reduction rate per unit of output (%) • Waste recycling rate (%) • Recycled ratio of hazardous industrial waste (%)	Added "Wastewater treatment compliance rate" as a management indicator under this topic.	Integrated management of air, water, waste, and toxic pollutants.
5	Product Strategy & R&D Innovation	In line with sustainable transformation, this continues the 2022 material topic of product responsibility, with a focus on R&D innovation.	Product strategy, market deployment, and technological innovation are the core of our competitiveness.	• Revenue contribution from sustainable products (%) • Contribution of new products (%)	None	-
6	Climate Change Mitigation & Adaptation	Active mitigation & adaptation actions are required to manage transition risks (e.g., carbon tax, carbon fees) and physical risks from climate change.	Through mitigation, adaptation, and life cycle management, we identify both climate-related risks and opportunities.	• GHG emissions intensity (tCO_2e / NT$ million output)	None	-

5. Material Topics and Alignment with SDGs: Goals, Targets, and Performance

Building on 2023's material topics and selected corresponding core Sustainable Development Goals (SDGs), specific targets and indicators have been set and are regularly refined to ensure feasibility and effectiveness. Related management indicators are shown in the table below.

Material Topics	United Nations Sustainable Development Goals (SDGs)						KPIs	2024		Target Achieved [Note3]	2025 Target	2030 Target	Responsible Units
	Target 6	Target 7	Target 8	Target 9	Target 12	Target 13		Target	Performance				
Organizational Resilience (including incident & emergency management, information security and digital transformation)			V				Equity-to-Total Assets Ratio	> 50%	Individual: 74% Consolidate: 67%	V	> 50%	> 50%	Finance Dept.
				V			Critical IT Equipment Downtime/ Incidents [Note 1]	≤ 240 mins / month, once	0	V	0	0	IT Dept.
				V			Critical IT System Downtime/ Incidents [Note 1]	≤ 120 mins / month, once	0	V	0	0	
			V		V		Completion Rate of Medium-High Risk Improvements in BCM [Note 2]	100%	100%	V	100%	100%	BCMS Secretary
Talent Attraction & Development			V				PR score in 104 Employer Brand Survey	PR ≥ 90	97.7	V	PR ≥ 92	PR ≥ 95	HR Dept.
			V				Annual employee turnover Rate (%)	≤ 14%	15.8%	X	≤15%	≤14.5%	
			V				TTQS-Based competency Training System Implementation	Established (Plant III)	Established (Plant III)	V	Establish at HQ	Taiwan Talent Development Blueprint	
Water Stewardship	V						Water Recovery Rate R2 (%)	≥ 94	92	X	≥ 92	≥ 95	Environmental Resources Dept.
	V						Total Water Withdrawal (ML)	≤ 872	628.5	V	≤ 872	≤ 872	
Pollution Prevention					V		Reduction rate of air pollutant emissions per unit output (%)	≥ 2	-7	X	≥ 3	≥ 4	Environmental Resources Dept.
	V						Wastewater treatment compliance rate (reclassified from Water Stewardship)	100	100	V	100	100	
					V		Waste Recycling Rate (%)	≥ 71	78	V	≥ 79	≥ 80	
					V		Hazardous Waste Recycling Rate (%)	≥ 6.3	13.5	V	≥ 7.3	≥ 8.3	
Product Strategy & R&D Innovation				V	V	V	Share of Revenue from UPE Products (%)	≥ 73%	73%	V	≥ 73%	≥ 77%	Group R&D Dept.
				V	V	V	Share of Revenue from New Products (%)	10%	10%	V	11%	14%	
Climate Action - Mitigation & Adaptation		V				V	GHG Emission Intensity (tCO_2e/ million NT$ in production value)	Original ≤ 8.3 Revised ≤ 8.96	8.92	V	≦ 8.8	≦ 7.3	Environmental Resources Dept.

Note 1: The original indicator, "monthly availability of key systems and network services (≥99.9%)," has been refined to focus on the allowable downtime and failure frequency for critical IT equipment and systems, aiming to strengthen management standards.

Note 2: The original indicator was "Number of BCM Medium-To-High Risk Improvement," lacked meaningful insight as it reflected only reported cases. It has been revised to "Completion rate of BCM Medium-to-High Risk Improvements" to improve focus and effectiveness.

Note 3: For the material topics that did not meet targets in 2024, please refer to Chapter 5: "Water Resource Management," "Pollution Prevention," "Climate Change Response - Mitigation & Adaptation," and Chapter 6: "Talent Attraction & Development."

IV. Communication with Stakeholders (GRI 2-16)(GRI 2-29)

Everlight Chemical engages with various stakeholders through diverse communication channels and continuously gathers feedback for improvement, ensuring meaningful stakeholder interaction. The stakeholder engagement activities for 2024 are summarized in the table below:

Feel free to offer your suggestions

Category	Significance to Everlight Group	Key Concerns	Communication Channels & Frequency	2024		
				Engagement Count	Topics Discussed	Actions / Survey Results
Shareholders / Investors	Shareholders and investors are vital as they provide capital and have the right to access information. Their evaluation directly impacts share price and corporate image.	Business performance, corporate governance, business strategy, investment plans.	1. Annual report & AGM (1/year) 2. Investor hotline/email 3. Investor conferences (2/year) 4. Corporate website & Market Observation Post System Contact: Ms. Lin, Finance Dept. (finance@ecic.com.tw)	• AGM: 39,494 (incl. e-voting) • Investor inquiries: 15 • Investor briefings: 20 (held in Apr & Aug)	1. Current status and outlook for photoresists and slurries 2. Stock performance 3. Business results & product development	1. AGM Q&A included in meeting minutes 2. Investor briefings published online 3. ESG progress and goals shared by spokesperson; feedback delivered to management
Customers / Brand Owners	Customers and brand partners are key to sustainable development. We focus on dual transformation to provide high-value products and solutions.	Business performance, green innovation/ products, environmental responsibility, labor relations.	1. Satisfaction survey (1/year) 2. Email 3. Customer meetings (irregular) 4. Trade shows Website: https://www.ecic.com/contact/	• 168+ survey responses • 50+ customer meetings • 36+ exhibitions	1. Inconvenience in urgent pickups & inflexible delivery 2. Carbon emissions data inquiries 3. Use of organic solvents in manufacturing 4. Market pricing & trademark issues 5. Brand/technology exchange	1. Considering additional logistics providers 2. Provided carbon data from manufacturing phase 3. Improved solvent systems to reduce risks 4. Adjusted pricing & packaging to enhance brand visibility
Employees	Employees are partners in sustainable growth. The company offers competitive pay/benefits and promotes well-being.	Business performance, employee welfare/ protection, labor conditions, labor relations.	1. Management & monthly meetings 2. Labor-management meetings (quarterly) 3. Welfare committee (quarterly) 4. Various committees (irregular) 5. Employee satisfaction survey (1/year) 6. Year-end forums (1/year) 7. Performance reviews (2/year) 8. Suggestion boxes & bulletin boards (year-round) Contact: Mr. Tsai, HR Dept. (hr@ecic.com.tw)	• 12 monthly meetings, 4 labor meetings, committee sessions • 857 survey responses • 650 year-end forum participants • 5 experience workshops • 1,350 employees, 2 reviews/year • 2 suggestion box submissions	1. Mar 2024 satisfaction survey to assess employee concerns 2. Topics with labor union: salary adjustment, union promotion, pension base increase	1. Launched performance training 2. Improved salary structure & working environment 3. Introduced union promotion briefing 4. Enhanced welfare satisfaction
Suppliers / Contractors	Suppliers and contractors are essential for production, governance, and reputation. Communication helps reduce risks and costs.	Supplier management, environmental management, social responsibility, corporate governance, business integrity.	1. On-site & remote audits 2. Questionnaires (ESG & satisfaction) 3. Contracts 4. Annual supplier/contractor training 5. Phone/email/web communication 6. Feedback/grievance mailbox Website: https://www.ecic.com/contact/	• Suppliers: 3,500+ people interactions; 38 companies, 55 people trained in 3 sessions • Contractors: 5,000+ people interactions; 1,279 person trained in 243 sessions	**Suppliers:** 1. ESG report & policy explanation 2. ESG assessments 3. Quality audits & feedback surveys **Contractors:** 1. Supplier qualifications 2. Risk evaluation via on-site inspections 3. Safety regulations & workplace standards 4. Procurement & integrity clauses	**Suppliers:** Results available in Supplier Management section and website **Contractors:** One high-risk supplier identified and not renewed
Nearby Communities	Active community engagement reduces concerns and promotes corporate citizenship.	Environmental responsibility, public welfare.	1. Community cleanup (irregular) 2. Visits with village chiefs (irregular) 3. River patrol (weekly; data uploaded monthly) 4. Visits to local schools (4-6/ year) Website: https://www.ecic.com/contact/	• Cleanup: 4 people • Village visits: 2 • River patrols: 15 • School visits: 6	1. Coastal cleanups 2. River inspections & reporting 3. Magazine donations to schools	Removed ~500kg of waste, donated Future magazines to rural schools, ongoing cleanups and river patrols.
Government Agencies	The company follows regulations and maintains transparent communication to foster trust and sustainable industry development.	Corporate governance, environmental responsibility, labor relations	1. Participation in briefings/ seminars/forums 2. Compliance audits & inspections 3. Official correspondence & calls Website: https://www.ecic.com/contact/	75+ instances	1. Compliance with policies and regulations 2. Promotion of sustainable development action plans 3. Protection of labor rights and occupational safety	1. Voluntary reporting and audit cooperation 2. Participation in government outreach activities 3. Board restructured; members appointed to Risk Management Committee & ESG Committees
Banks	Banking partnerships ensure financial stability, funding access, and competitive interest rates.	Business performance, corporate governance	1. Visits (irregular) 2. Website (irregular) 3. Phone communication (irregular) Contact: Ms. Hsu, Treasury Dept. (tina@ecic.com.tw)	2 people / 50+ contacts	1. Business performance updates 2. Contract renewal terms 3. FX & interest rate discussions	Maintained strong communication & cooperation; attended economic briefings; negotiated favorable loan terms.
External Industry Associations	Through industry association participation, the company stays informed and contributes to industry sustainability and competitiveness.	Corporate governance, environmental responsibility, employee welfare	1. Association websites 2. Regular meetings 3. Seminars & forums 4. Correspondence & phone communication Website: https://www.ecic.com/contact/	100+ instances	1. Shared sustainability concerns 2. Promoted industry collaboration & best practices 3. Labor rights & social responsibility 4. Union partnerships	Frequent engagement with associations, actively involved in awareness initiatives.

Everlight Chemical maintains frequent engagement with key stakeholders, including shareholders, suppliers/ contractors, employees, communities, government agencies, and banks. Shareholder meetings and supplier training sessions are well-documented, with particularly high interaction observed with shareholders and suppliers. The company maintains open communication with employees and actively engages with external stakeholders. While interaction with communities, government, and banks is less frequent, it remains constructive. Feedback and suggestions from stakeholders are reviewed regularly through established communication and grievance channels. (See the "Stakeholder Communication Channels" table for details.)

In terms of information disclosure, Everlight Chemical complies with regulatory requirements by publishing its audited annual financial report before the statutory deadline, ensuring both timeliness and compliance. In 2024, the company also held two investor conferences, invited by Mega Securities, to share business performance and future plans to maintain strong investor relations.

From 2021 to 2024, Everlight Chemical participated in the Investor Relations (IR) Engagement service platform to connect with institutional investors, strengthening mutual trust and building a stable investor base.

Chapter 3. Product Innovation

We are dedicated to producing high-quality, environmentally friendly chemicals products by integrating "Green Chemistry" and "Circular Economy" principles into product strategy and R&D strategies. Through energy-saving, carbon-reducing technologies and sustainable product development, the Company promotes resource efficiency and balanced environmental, social, and economic development. In compliance with the Globally Harmonized System (GHS), the Company manages raw material selection, establishes compliant Safety Data Sheets (SDS), and optimizes processes to reduce solvent use, save water, and maximize material utilization. Products are designed to enhance Use-Phase-Efficiency (UPE) and minimize environmental impact.

Material Topic #5	Product Strategy & R&D Innovation
Impact Assessment	**Positive:** Delivers high-quality chemical products through innovation and safety, reduces resource use and emissions, promotes green production, and builds customer trust. **Negative:** R&D may consume significant energy and water, generate hazardous waste, and pose environmental and community risks.
Management Policies & Commitments (GRI 2-23) (GRI 2-24) (RT-CH-530a.1)	Providing high-quality chemicals and services is a core company value. By embracing continuous improvement and innovation, we respond to diverse customer needs, enhance user benefits, and improve economic performance. We also prioritize health and safety throughout the product life cycle, ensuring compliance with regulations and voluntary standards.
Governance Structure	Group R&D Center, and R&D and technical units of each business division
Management Actions	・Develop products based on the "7 Indicators for UPE Products" to create value. ・Link upstream suppliers and downstream users through industry-academia-research collaboration. ・Participate in "Industrial Upgrading Innovation Platform Guidance Programs" (e.g., packaging materials for compound semiconductor RF power devices).
Resource Allocation	Invest in R&D funding and manpower, and collaborate with external institutions.
Indicators & Targets (RT-CH-150a.1)	**Management Indicators** / **2024 Target** / **2030 Target** **UPE Product Revenue Ratio (%)** / ≧ 73% / ≧ 77% **New Product Contribution (%)** [Note 1] / ≧ 10% / ≧ 14%
Evaluation Mechanism	Product design and review are conducted through the product development process.
Methods to Ensure Effective Actions	The "UPE Product Revenue Ratio" and "New Product Contribution Rate" are key indicators for material topics, reported annually to senior management.
2024 Execution Results	・UPE Product Revenue Ratio 73% ・New Product Contribution 10%
Communication with Stakeholders	The proportion of sustainable products is regularly disclosed through sustainability reports, the official website, and other communication channels.

Note 1: The definition of New Product Contribution (%) is (New Product Revenue / Total Revenue) × 100%.

I. Product Innovation & R&D Achievements

In 2024, the Company invested NT$365,825 thousand in R&D, representing 4.48% of its annual revenue of NT$8,168,220 thousand. The R&D team successfully developed 49 new products, including 18 color chemicals, 6 specialty chemicals, 8 electronic chemicals, and 17 toner products.

The Company defines sustainable Use-Phase-Efficiency (UPE) products based on the 12 Principles of Green Chemistry and the 7 elements for promoting UPE outlined in the SASB standards for the chemicals industry. UPE products should meet the following criteria:

- **Water-saving**
- **Energy-saving (reducing carbon/GHG emissions)**
- **Reduced use of chemicals**
- **Lower VOC (Volatile Organic Compounds) emissions**
- **Reduced environmentally hazardous substances**
- **Extended product lifespan**
- **Use of bio-based raw materials**

Business Division	Product and Technology Features
SCBU	Launched blue light-blocking & UV absorbers to improve durability and reduce environmental impact.
ECBU	Introduced bio-based solvents & low-temperature photoresists to cut energy use and pollution.
CCBU	Released Everclear dyes (for cotton) to reduce dye, water, energy, and wastewater; Everlan AF/MF/CF/NF (for leather) to lower harmful substances and heavy metals.
API	Used reversed-phase chromatography to reduce solvents and boost efficiency.
Toner	Developed low-temperature toner for energy-saving fusing, reducing transport-related emissions.

Patent Applications and Certifications Overview

In 2024, the Company obtained 9 new patents in Taiwan, increasing the total number to 207 domestic patents. The global patent count showed a slight increase. Among them, SCBU added 1 new patent, while ECBU and CCBU each added 6 patents. The total number of granted patents worldwide reached 549, reflecting the company's continued advancement and steady growth in technological R&D.

2023-2024 Cumulative Patent Applications & Grants by Country

Cumulative Number of Applications		Cumulative Number of Grants	
2023	2024	2023	2024
971	980	536	549

II. Implementation of Product Stewardship Management (GRI 416-1)(GRI 416-2)(SASB RT-CH-410b.1)

The Company emphasizes life cycle management across all product stages. In addition to process safety, a dedicated Product Stewardship Department ensures regulatory compliance through SDS and labeling. A comprehensive system is in place to assess and manage product impacts on user health and safety.

2024 Product Responsibility Management Strategies and Outcomes

Product Safety Management Strategy	2024 Execution Results
No use of animal-tested materials.	The Company prohibits the use of animal-tested materials and ensures that all raw materials and products are free from animal-derived ingredients and by-products, in line with international regulations.
Give priority to submitting chemical registration data based on non-animal testing.	Unless specifically required by authorities, toxicological data submitted for chemical registration are prioritized from non-animal testing methods, such as international literature, Quantitative Structure-Activity Relationship (QSAR) models, or read-across approaches. In 2024, 4 substances were registered using such non-animal data sources.
No use of conflict mineral raw materials.	All raw materials are 100% free of the 6 designated conflict minerals.
Continuously optimize hazardous substance management processes.	Following the IECQ QC080000 HSPM system, the company continuously improves hazardous substance management across all stages - from substance identification in R&D and compliant raw material sourcing to investing in precision testing equipment and building in-house testing capabilities. These efforts ensure 100% compliance with international regulations and support the "Zero Discharge of Hazardous Chemicals (ZDHC)" goal in collaboration with supply chain partners.
Use the GreenScreen List Translator™ tool.	1. Continued use of the GreenScreen® List Translator (GSLT) tool to screen chemical substances and product hazards, with findings communicated to the R&D team for appropriate response measures. These actions aim to reduce the use and production of hazardous chemicals, minimize impacts on stakeholder health and the environment, and support the transition toward safer chemical alternatives. 2. Conducted hazard screenings for 840 products sold in volumes over 1 ton in 2024 (496 colorants, 114 specialty chemicals, 44 electronic chemicals, 186 toners). 3. Completed GreenScreen (GS) score assessments for 22 newly added chemical substances in the compositions of the above products (8 colorants, 5 specialty chemicals, and 9 toners). 4. Completed GS score assessments for new raw materials used in factory synthesis in 2024. 5. Maintained Screened Chemistry certification and Environmental Impact Measurement (EIM) scores for 9 colorant products in 2024.
Provide compliant Safety Data Sheets (SDS) and product labelling, along with product safety communication. (GRI 416-2) (SASB RT-CH-410b.1)	1. Developed SDS and labeling procedures to produce multilingual, regulation-compliant documents. Labeling compliance for all 2024 marketed products: 100%. 2. Developed and continuously optimized chemical registration procedures, and completed hazard and risk assessments and national registration for chemical substances and related products. 3. Classified all GHS Category 1 & 2 hazard products (GHS C1/C2), with revenue totaling NT$5.081 billion (62% of 2024 consolidated revenue). All such products underwent 100% hazard and risk assessments as required by company policy. 4. In 2024, a total of 1,325 Product Safety Assurance Statements were issued in response to customer requirements (compared to 1,288 in 2023), with zero product safety complaints (related to hazardous chemicals). 5. Zero product safety labeling complaints, violations, or recalls related to product safety labeling across all business units in 2024.
Product Health Index	1. Completed product health self-assessment: ・All products: 100% compliance with RoHS / 99% compliance with SVHCs. ・CCBU - Textile & Leather Products: 100% compliance with REACH Annex XVII; over 98% compliance with OEKO-TEX Standard 100 & Leather Standard. ・ECBU - 144 products passed third-party testing for RoHS, SVHC, and met customer requirements. 2. Continued to obtain various international product health and safety certifications (see table on the right page): ・CCBU & SCBU - For textile, leather, footwear products: ZDHC, bluesign. ・CCBU - For textile products: GOTS, Screened Chemistry, EIM Score, The LIST, Adidas adiPCL.

Certified by Third Parties / Testing

Certifications, Labels, and Awards Obtained by Products in 2024:

Business Unit	Certification Type	Country / Industry	Number of Products
CCBU & SCBU	ZDHC MRSL Level 3	Global / Textile, Leather, Footwear	828 (Color Chemicals 824 + UVA 4)
	bluesign	Global / Textile, Leather, Footwear	453 (Color Chemicals 449 + UVA 4)
CCBU	GOTS	Global / Textile Organic Cotton	262
	Screen chemistry & EIM Score	Global / Textile	9
	The LIST V by INDITEX	Global / Textile, Leather, Footwear	798
	Adidas_adiPCL	Global / Textile, Leather, Footwear	76

Mechanism for Assessing Health & Safety Impacts of Product & Service Categories (GRI 461-1)

The Company ensures that its products pose no risk to user health and safety throughout design, development, manufacturing, and sales. Through internal reviews, hazardous substance management, chemical registration, and product SDS preparation, each new product is assessed for health and safety impacts to meet customer and regulatory requirements.

To enhance product health and safety, the percentage of newly assessed product and service categories that completed Health and Safety (HSF) evaluations in 2024 is shown below (excluding the Pharmaceutical and Toner Business Units).

Business Unit	CCBU	SCBU	ECBU	Total
No. of Items	23	4	6	33
Percentage (%)	70%	12%	18%	100%

In 2024, a total of 33 products underwent user health and safety assessments. No products required modifications based on identified health and safety concerns.

III. Application of Green Chemistry Principles in Product Life Cycle (RT-CH-410b.2)

The Company implements the 12 Principles of Green Chemistry throughout the product life cycle to minimize adverse environmental impacts and prevent harm to human health.

The following outlines the objectives for applying the principles of green chemistry at each stage of the product life cycle, along with case descriptions for 2024.

Life Cycle Stage	Target	Action	2024 Case Study	Compliant Green Chemistry Principles
Raw Material Selection and Usage	Select sustainable, environmentally friendly, and legally compliant materials.	• Prioritize eco-friendly, safer, bio-based, and recyclable materials. • Avoid SVHCs, toxic, and regulated substances via hazard assessments. • Identify hazardous substances, inspect incoming materials, and set specifications. • Ensure compliance with ZDHC, Bluesign®, OEKO-TEX, and RoHS standards.	1. Bio-based solvents used in polyimide photoresists. 2. Plant- and E. coli-based adhesives reduce petrochemical reliance. 3. Low-temperature resins selected to save energy. 4. Low-VOC resins used in toner to cut emissions; rice bran wax applied in development.	Low toxicity, renewable, waste prevention
Raw Material Transportation	Ensure safety and proper handling of materials during transportation	• Require suppliers to provide GHS-compliant Safety Data Sheets (SDS) and labeling.	Manage the storage and safe use of chemicals within the plant in accordance with Safety Data Sheets (SDS).	hazard awareness
Manufacturing	Maintain product quality while minimizing environmental impact.	• Increase Atomic Utilization Rate. • Reduce high- & low-temperature processes to cut energy use. • Optimize material recycling & reuse, and use recycled solvents. • Lower water use and hazardous substances. • Develop low-energy & low-VOC processes.	1. Low-temperature baking reduces energy use in electronic chemical production. 2. Dual-feed system enables in-process material recycling.	Resource efficiency, renewable, energy saving, low toxicity, waste prevention
Product Packaging	Use recyclable packaging materials and reduce the use of single-use packaging.	• Label packaging for recycling and classification • Reuse and optimize packaging • Use sustainable cardboard packaging • Simplify shipping packaging	1. Packaging is labeled with internationally recognized recycling codes to support customer sorting. 2. Promoted packaging reuse with domestic customers and bulk deliveries, cutting material use - e.g., large-capacity toner packaging reduced plastic waste over 30 times. 3. Adopted FSC-certified cartons with 100% recycled inner liners and up to 70% recycled outer layers. 4. Optimized packaging selection and encouraged customers to reuse packaging through active communication.	Renewable, waste prevention
Product Transportation	Ensure safe transportation, reduce carbon emissions, and achieve on-time delivery.	• Provide detailed Safety Data Sheets (SDS), including safe handling and storage guidelines. • Optimize container loading to reduce transportation distances. • Collaborate with logistics providers to utilize return vehicles and avoid empty trips. • Promote the use of recycled pallets to reduce the purchase of new ones.	1. Replaced diesel forklifts with electric models for loading operations to reduce energy use and emissions. 2. Improved transport efficiency through cargo consolidation and maximized loading. **Marine Transport:** • Maximized container loading to fully utilize space and improve efficiency. • Consolidated goods from different business units for joint shipments, reducing carbon footprint. • Selected the nearest container yards and ports to shorten transport distance. • Centralized bulk shipments to further enhance efficiency. **Land Transportation (Taiwan):** • Optimized delivery routes in northern Taiwan based on customer location to minimize distance. • In central and southern Taiwan, worked with carriers to use return trips and avoid empty runs. • Used recycled pallets from raw material suppliers to reduce the need for new pallets.	Renewable, energy saving, waste prevention
Product Use	Offer high-efficiency UPE products that reduce environmental impact during use.	• Develop water- and energy-saving products (e.g., high-fixation dyes, low-temp toners). • Provide low-VOC, low-chemical, durable products to extend lifespan (e.g., UV coatings). • Develop high-performance materials (e.g., low-temp photoresists).	The Everclear series dyes reduce dye usage by 40%, save 40% of water resources, and lower carbon emissions by 72%.	Energy saving, waste prevention
End-of-Life Management for Products and Packaging	Minimize environmental impact through proper disposal and product recycling.	• Provide detailed Safety Data Sheets (SDS) with disposal guidelines, advising on recycling, licensed disposal, and reuse to prevent pollution. • Ensure clear recycling classification labels on all packaging materials.	1. Dispose according to the SDS instructions or applicable national regulations. 2. Increase packaging recycling rates and reduce waste generation.	Renewable, waste prevention

Chemical and Packaging Material Recycling

To align with Green Chemistry's principles of regeneration and maximum resource utilization, the Company has tracked chemical and packaging material recycling over the past four years. In 2024, the pharmaceutical business unit significantly improved its solvent recycling rate from 8% to 48%. However, the overall Company chemical recycling rate remained between 0.5% and 1.1%, reflecting challenges in other business units.

Packaging recycling has been more stable, with recovery rates exceeding 80%, especially for bulk bags, one-way drums, and plastic bags - demonstrating real progress in circular economy practices. For more details, see Chapter 5: "Waste Management" and "Circular Economy."

Material Recycling Rate Analysis

(Unit: Metric Tons)

Items	Year	Chemicals			Packaging Materials			Chemicals + Packaging Materials		
		General Materials	Recycled Materials	Recycling Percentage (%)	General Materials	Recycled Materials	Recycling Percentage (%)	General Materials	Recycled Materials	Recycling Percentage (%)
Total	2021	55,996.6	427.7	0.8%	1,181.6	4,845.6	80.4%	57,178.2	5,273.2	8.4%
	2022	45,239.7	250.2	0.5%	789.5	4,435.7	84.9%	46,029.2	4,685.9	9.2%
	2023	43,770.2	349.3	0.8%	737.5	4,083.7	84.7%	44,507.7	4,433.0	9.1%
	2024	52,792.6	595.3	1.1%	777.9	3,284.8	80.9%	53,570.5	3,880.1	6.8%

IV. Quality & Customer Relationship Management

Customers are key stakeholders for the Company, spanning diverse industries including textiles, leather, plastics, coatings, optoelectronics, semiconductors, healthcare, automotive, and electronics. Upholding the brand value of "Customer First," the Company is committed to supporting customers' success with high-quality products, services, and technical support. Based on the "9-A7-11 Quality Management Review Procedure" and the PDCA cycle, internal audits and management reviews are conducted annually. An annual review meeting, chaired by the General Manager, was held on Jun 11, 2024, covering system performance, customer satisfaction results, and quality improvement plans.

Quality Management | Quality Policy | Quality Management Targets | Quality Management Certifications | Customer Relationship Management | Customer Communication & Frequency

Monthly plant/department quality meetings, led by plant or department heads, focus on reviewing quality status, addressing customer feedback, and implementing improvements to ensure the system's continued effectiveness.

2024 Implementation Results & Key Actions:

1. The Sales Division regularly arranged customer visits to maintain consistent communication and meet engagement goals.
2. Passed customer audits and verifications, including ESG documentation reviews and third-party on-site inspections by TÜV and DNV.
3. Achieved an overall customer satisfaction score of 90, exceeding the annual target (≥88).
4. No incidents of non-compliance with quality management regulations were reported.

As part of our marketing efforts, we have implemented the following sustainability actions:

1. Increased virtual meetings to reduce travel and carbon emissions.
2. Adopted eco-friendly exhibition design using recyclable booth materials and digital screens in place of printed posters.
3. Used energy-efficient LED lighting in booths; received the TOUCH TAIWAN Green Decoration Design Award for multiple consecutive years.
4. Strengthened digital marketing via Facebook, LinkedIn, and WeChat for real-time promotion and engagement.

2024 TOUCH TAIWAN Green Decoration Design Award

Utilize energy-saving LED lighting for exhibition areas

In environmental services and advocacy, business and technical service units actively promote UPE products to a global audience. They engage with target customers focused on sustainable solutions, ensuring that marketing efforts resonate with like-minded clients and contribute to the promotion of eco-friendly products, making a tangible impact on environmental protection.

Feature Report on Award Recognition

Awarded the Taiwan Excellence Gold Award - A New Milestone for B2B Specialty Chemicals

At the 33rd Taiwan Excellence Awards, Everlight Chemical's IBR/IPR Series UV-Blocking Adhesives earned the prestigious Gold Award, marking the first time a B2B chemical product has received this honor in the award's history - a new benchmark for the industry. This achievement follows the Silver Award received at the 32nd Taiwan Excellence Awards for the Eversorb® AQ light stabilizer series, signifying another major milestone.

Core Technologies and Breakthroughs

The IBR/IPR Series UV-Blocking Adhesives integrate multiple innovative technologies, with key achievements including:

- **Automation-Ready:** Compatible with automated dispensing and UV curing, reducing labor and energy costs.
- **Slim Design Support:** Light-shielding zone reduced from 20 mm to 1 mm, enabling frameless curved and modular displays.
- **Eco-Friendly Formulation:** Solvent-free, VOC-free, with stable viscosity and efficient positive-pressure dispensing.
- **Sustainability Benefits:** Cuts ~10.4 tons of VOCs annually; 100% atom efficiency; 50% energy savings vs. traditional methods.
- **Patented Innovation:** Patents granted in Taiwan and China for glass adhesion and reworkability; weatherability patent pending.

Eversorb® MPU Functional Masterbatch Products Received the Silver Award at the 2024 Taipei International Rubber & Plastics Industry Show (TaipeiPLAS)

Two Breakthrough Products: Advancing Both Performance and Sustainability

1. Eversorb® MPU620 Weather-Resistant Masterbatch

Achieves a yellowing resistance rating of 4-4.5 (compared to only 0.5 for the control group), effectively delaying product yellowing for over one year and extending the product's service life and visual appeal of shoe midsoles.

2. Eversorb® MPU Color Masterbatch

Produced through a chemical synthesis process to ensure uniform color dispersion without affecting the foaming process. The product maintains excellent color fastness, migration resistance, and solvent resistance. It delivers vivid color options while preserving the stability of foam processing and the aesthetic quality of the final product.

Creating Value

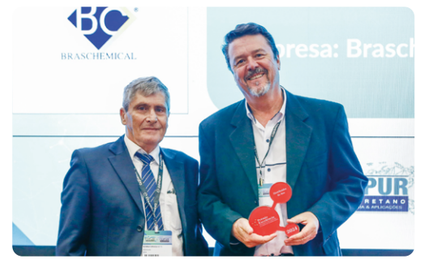
The global athletic footwear industry generates approximately 1.5 million tons of waste annually, with over 70% of it being non-recyclable. Each pair of shoes emits an average of 13.6 kg of CO_2 equivalent from production to disposal. Utilizing 100% recyclable supercritical foaming technology can reduce carbon emissions by up to 80%, significantly lowering the environmental impact. It is estimated that within the next five years, around 100 million pairs of shoes will adopt supercritical foamed TPU midsoles.

Everaox® 501：An Innovative Sustainable Solution for PU Antioxidant

FEIPUR 2024 is the largest trade event in South America for the composites and polyurethane industries. In collaboration with our Brazilian distributor, Braschemical, Everlight Chemical promoted its multifunctional heat-resistant product, Everaox® 501, and was honored with the FEIPUR 2024 Advanced Materials Excellence Award.

Environmental and Technical Advantages

- **Multifunctional formulation reduces the use of chemicals**
- **Minimizes scrap caused by scorching, enhancing production efficiency**
- **Inhibits yellowing and extends product lifespan**



2024 Advanced Materials Excellence Award
Braschemical, our exhibition distributor, accepted the award on the Company's behalf.

Chapter 4. Corporate Governance

Material Topic #1	Organizational Resilience (including Incident response and emergency, Information security and Digital transformation)
Impact Assessment	Positive: Mitigates economic, environmental, and social risks while advancing digital transformation, growth, and talent development. Negative: Weak risk or digital management may disrupt operations, cause community unemployment, and lead to harm customer experience, and impact employment, revenue, and growth.
Management Policies & Commitments (GRI 2-23) (GRI 2-24) (RT-CH-530a.1)	Establish a solid financial foundation and proactively manage environmental and operational risks to ensure stable development, enhance resilience, and achieve sustainable operations.
Governance Structure	• Finance Division • BCMS Executive Secretary • IT Division
Management Actions	Finance Division • Monitor quarterly changes in the equity-to-total assets ratio. Investigate any unusual decline and provide recommendations to governance units for improvement. ◦ BCMS Executive Secretary • Establish a Business Continuity Management System (BCMS) in line with ISO 22301, conduct Business Impact Analysis (BIA) and risk assessments, implement preventive measures for medium-to-high risks, develop continuity plans, and conduct drills. IT Division • Established an ISO 27001-compliant Information Security Management System (ISMS) to prevent information leakage, tampering, and service disruption. Identifies threats and vulnerabilities, manages risks, and ensures data confidentiality, integrity, and availability.
Resource Allocation	Finance Division • Financial personnel and senior management decision-making. BCMS Executive Secretary • All managers at the supervisor level and above across all company plants and offices, as well as key personnel from each department. • To enhance risk response capabilities and organizational resilience, the Company invests tens of millions annually in risk prevention and management measures, including equipment and facility upgrades/additions, and the establishment of backup plans. IT Division • IT personnel and members of the "Information Security and Personal Data Protection Management Review Committee". • Regular risk assessments, vulnerability scans, social engineering drills, and disaster recovery exercises. • Enhanced cybersecurity infrastructure, backup systems, and employee awareness training.

Material Topic #1	Organizational Resilience (including Incident response and emergency, Information security and Digital transformation)
Indicators & Targets (RT-CH-150a.1)	**Management Indicators** / **2024 and 2030 Targets** Equity-to-Total Assets Ratio: > 50% Critical IT Equipment Downtime/Incidents [Note 1]: ≤ 240 min / month, once Critical IT System Downtime/Incidents [Note 1]: ≤ 120 min / month, once Completion Rate of Medium-High Risk Improvements in BCM [Note 2]: 100%
Evaluation Mechanism	Finance Division • Quarterly evaluations are conducted through the review or audit of financial statements by certified public accountants. BCMS Executive Secretary • An annual third-party audit is conducted to verify the effectiveness of the BCMS. IT Division • An annual third-party certification audit is conducted to verify the effectiveness of the Information Security Management System.
Methods to Ensure Effective Actions	• Equity-to-Total Assets Ratio, BCM High/Medium-Risk Improvement Completion Rate, and Downtime/Incident Records of Critical IT Equipment and Systems are designated as key performance indicators (KPIs) for material topics and are regularly reported to senior management. • Dedicated units are assigned to manage each respective item.
2024 Execution Results	• Equity-to-Total Assets Ratio: 74% (standalone financial statements); 67% (consolidated financial statements) • Critical IT Equipment and Systems: Zero downtime/incidents recorded monthly (original indicator: monthly availability rate ≥ 99.5%) • BCM: 5 high/medium risk items identified, with a 100% completion rate.
Communication with Stakeholders	Engaged stakeholders via multiple channels to share updates on resilience and digital transformation, and gather feedback to align understanding and support.

Note 1: The original indicator, system/network availability (actual ≥ 99.9%), was revised to focus on allowable downtime and incident frequency of critical IT systems to strengthen management standards.
Note 2: The original indicator, number of BCM risk improvements, only tracked reported cases. To enhance relevance and effectiveness, it was updated to the completion rate of medium-to-high BCM risk improvements.

I. Corporate Governance Structure

1. Organizational Structure of the Highest Decision-Making & Governance Body (GRI 2-9)(GRI 2-10)

The Board of Directors serves as the Company's highest governance body, responsible for setting sustainability strategies and overseeing management. Its authority, nomination, and performance evaluation follow national regulations and internal policies such as the "Director Selection Procedures" and "Corporate Governance Best Practice Principles."

The nomination and selection of board and committee members follow legal requirements and consider company development needs, diversity, independence, stakeholder perspectives, and risk management capabilities. The process is transparent, fair, and aligned with the Company's strategy to ensure members can effectively fulfill their duties.

2. Board of Directors and Corporate Governance Structure

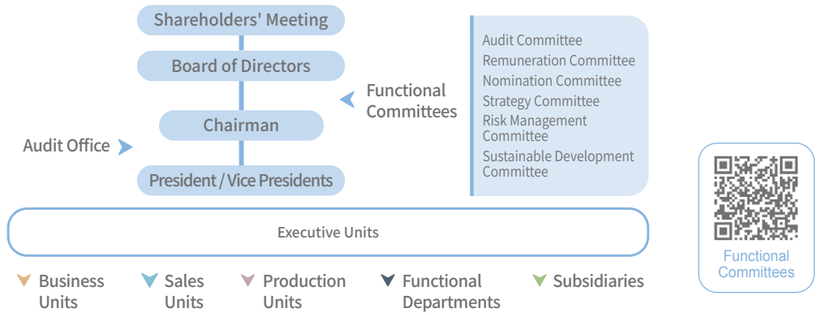
Board Composition: The Board consists of 11 directors, including 3 independent directors.

Board Selection: Directors are elected through a candidate nomination system, in which nominees are reviewed by the Board and submitted for election at the shareholders' meeting.

Board Term: The 19th Board was elected at the 2024 Annual General Meeting in accordance with legal procedures. The term runs from May 30, 2024, to May 29, 2027. In 2024, the Board convened 7 meetings with a 99% attendance rate.

Functional Committees: The Board has established the "Audit Committee," "Nomination Committee," "Remuneration Committee," "Strategy Committee," "Risk Management Committee," and "Sustainability Development Committee" to assist in fulfilling its oversight responsibilities. All committee charters are approved by the Board.

Executive Units: The organization includes 4 business units, 6 sales units, 6 production units, and 10 functional departments.



Functional Committees

3. Board Diversity and Independence (GRI 2-11)(GRI 405-1)

The Company has adopted a Board Diversity Policy and ensures members bring diverse expertise and independence to support business and industry development. Details are provided in the table below.

Name	Position	Gender	Industry Knowledge & Experience					Professional Background	Current Role	Previous Roles	Age	Term as Independent Director	Other Company Roles
			Operational Management	Chemical	Risk Management	Crisis Handling	Decision Making						
Chen, Chien-Hsin	Chairman	M	V	V	V	V	V	Pharma-ceuticals	Chairman at Everlight Chemical Industrial Corporation	Assistant to Chairman, Vice Chairman at Everlight Chemical Industrial Corporation	Over 51	Non-Independent Director	None
Chen, Ding-Chi	Director	M	V	V	V	V	V	Education	-	• General Manager & Vice Chairman at Everlight Chemical Industrial Corporation • Director at Good TV Broadcasting Corp	Over 51	Non-Independent Director	None
Chen, Wei-Wang	Director	M	V	V	V	V	V	Industrial Engineering, Technology	General Manager at Everlight Chemical Industrial Corporation	Assistant Manager of R&D, Vice General Manager at Everlight Chemical Industrial Corporation	Over 51	Non-Independent Director	General Manager
Chen, Chien-Ming	Director	M	V	V	V	V	V	Mechanical Engineering	General Manager at Trend Tone Imaging, Inc.	Senior Project Engineer at General Motors, Deputy Director of Materials Dept, General Manager at Everlight USA, Inc.	Over 51	Non-Independent Director	General Manager at Trend Tone Imaging, Inc.
Chen , Ru-ai	Director	F	V		V	V	V	Law	Senior Specialist at Everlight Chemical Industrial Corporation	Specialist, Hong Sheng Law Firm Assistant Vice President, Everlight (Suzhou) Advanced Chemicals Ltd.	Over 51	Non-Independent Director	None
Lee, Yung-Long	Director	M	V		V	V	V	Public Admini-stration, Technology	-	Chairman of Jedi Technology Co., Ltd.	Over 51	Non-Independent Director	None
Ken, Wen-Yuen	Director	M	V	V	V	V	V	Information Technology	Chairman at Chung Hwa Chemical Industrial Works, Ltd.	General Manager at Chung Hwa Chemical Industrial Works, Ltd.	Over 51	Non-Independent Director	None
Lin , Zhao-yuan	Director	M	V	V	V	V	V	Chemical Engineering	Assistant to Chairman at Everlight Chemical Industrial Corporation	Assistant Vice President, Electrochemical Division & Deputy General Manager at Everlight Chemical Industrial Corporation	Over 51	Non-Independent Director	Assistant to Chairman
Yang, Way-Wen	Indepen-dent Director	M	V		V		V	Law, M&A, Strategic Management	Associate Professor at Kainan University	Chairman at Star Buck Power Co., Independent and Executive Director at Agricultural Bank of Taiwan	Over 51	4-6 years	None
Chang, Yuan-Jan	Indepen-dent Director	M	V	V	V	V	V	Engineering Economy, Civil Environ-mental, Mechanical Engineering, Technology, M&A	Senior Vice President at Innovative Industrial Technology Transfer Co.	Independent Director at Iron Force Industrial Co., Ltd., Senior Strategic Investment Consultant at Lite-On IT Co., Senior Vice President at DelSolar Co., Ltd., Development Manager at AES USA	Over 51	4-6 years	None
Lin, Xiu-yu	Indepen-dent Director	F	V		V	V	V	Accounting, Audit, Financial Analysis, Internal Control & Audit	CPA, Joy Certified Public Accountants	Certified Public Accountant, KPMG Taiwan; ISACA Taiwan & Taiwan Corporate Governance Association; Finance & Accounting Director, Aurora; Chief Auditor & Special Assistant to the Board, Aurora Group	Over 51	1-3 years	None

The Company has established a Corporate Governance Best Practice Principles, which includes a clear Board Diversity Policy. The diversity guidelines are formulated based on the Company's operational model and development needs, recommending that female directors comprise one-third of the Board. The Board is also expected to include members with diverse professional backgrounds, such as law, accounting, industry, finance, marketing, and technology, as well as relevant skills and industry experience.

Among the 11 directors serving the 2024 term, there are 2 female directors (18%) and 3 independent directors (27%), close to one-third, ensuring board independence. All independent directors have served no more than three consecutive terms. Additionally, 3 directors (27%) also hold senior management positions within the Company, a proportion below one-third.

Disclosure of Board Composition	2021	2022	2023	2024
Total number of board seats	11	11	11	11
Number of independent director seats	3	3	3	3
Number of female director seats	1	1	1	2
Number of director seats with spouse or second-degree relatives	5	5	5	5
Number of director seats concurrently serving as Company executives	2	2	2	3

4. Operation of Each Committee and Impact Management Mechanism (GRI 2-12)(GRI 2-13)

The Board of Directors has established the "Audit Committee," "Nomination Committee," "Remuneration Committee," "Strategy Committee," "Risk Management Committee," and "Sustainability Development Committee" to assist in fulfilling its supervisory responsibilities. The charters of each committee have been approved by the Board and are duly implemented.

Functional Committees	Audit Committee	Remuneration Committee	Nomination Committee	Strategy Committee	Risk Management Committee	Sustainability Committee
Prescribed Number of Meetings	At least once per quarter	More than twice per year	More than twice per year	More than twice per year	Twice per year	Twice per year
Actual Number of Meetings Held(2024)	7	5	6	5	4	2
Attendance Rate	100%	100%	100%	98%	100%	100%

The Board of Directors oversees the management of material topic impacts, while the "Risk Management Committee" ensures effective risk control across operations. The "Sustainability Development Committee" assesses and prioritizes issues through surveys and interviews with department heads.

5. Board Performance Evaluation (GRI 2-18)

On Mar 26, 2015, the Board approved the "Board Performance Evaluation Procedures." The Company conducts annual Board, director, and committee self-assessments, with external evaluations every 3 years. Results are reviewed by the "Nomination Committee" and submitted to the Board for action.

Though the Board was re-elected in 2024, there were no significant changes in the composition or operations. Detailed procedures are available on the Company's website. The latest external evaluation, commissioned to the Taiwan Corporate Governance Association, covered 2023 and included a document review, on-site visits, and recommendations for improvement. For more details, visit the Company's official website.

2024 Self-assessment results (Full score: 5)

- **Board of Directors: 4.93**
- **Individual Board Members: 4.79**
- **Audit Committee: 4.98**
- **Nomination Committee: 4.98**
- **Remuneration Committee: 4.91**
- **Strategy Committee: 4.88**
- **Risk Management Committee: 4.98**

6. Board Training & Collective Knowledge (GRI 2-17)

Board Members' Continuing Education

All members of the Board comply with the "Directions for the Implementation of Continuing Education for Directors and Supervisors of TWSE- and TPEx-Listed Companies," completing at least 6 hours of continuing education annually, with newly appointed directors required to complete 12 hours in their first year of service. Directors actively participate to strengthen competencies and enhance understanding of sustainability and climate change. In 2024, the total training hours completed by directors reached 98, fully meeting regulatory requirements.

Additionally, ESG topics are regularly addressed through the "Sustainability Development Committee" meetings and reports to the Board, fostering collective knowledge and consensus on economic, environmental, and social issues.

For details on director training, refer to the MOPS and the Company's website under "2024 Board Training Information."

7. Disclosure of Conflicts of Interest to Stakeholders (GRI 2-15)

The Company has established the "Related Party Financial and Business Operations Management Guidelines" in accordance with the "Corporate Governance Code of Practice" to prevent irregular transactions or improper benefit transfers between related parties (including board members) concerning transactions such as sales and purchases, asset acquisitions and disposals, endorsements and guarantees, and financial loans. Additionally, according to the Company's "Board Meeting Rules," directors who have a conflict of interest with a particular agenda item, whether personally or through a representative entity, should recuse themselves from the discussion and voting if such a situation could harm the interests of the Company. The execution of directors' recusal from related-party matters can be referenced in the Company's annual report, which discloses relevant information under the section on "Board Operations."

8. Communication of Critical Concerns (GRI 2-16)

The Audit Office submits monthly internal audit reports and quarterly follow-up reports to the Board. All financial reports are disclosed on MOPS and the Company's official website after being audited by certified public accountants. The ESG Executive Secretary reports major sustainability topics and execution results to the Board, while the Risk Management Committee's Executive Secretary also reports prioritized material risks items (with a risk score ≥12) to the Board and proposes risk mitigation plans for those identified key risks.

In 2024, the Company did not encounter any key events that caused actual or potential negative impacts on stakeholders, such as regulatory fines over NT$1 million or major occupational accidents.

II. Business Integrity

1. Business Integrity & Ethics

The Company's "Everlight Chemical Group Business Philosophy and Principles" White Paper articulates our commitment to operating with integrity and in compliance with the law, establishing a corporate image founded on ethical business practices. The Company adheres to both domestic and international legal requirements and aligns with global standards of corporate ethics.

Category	Highest Level of Approval	Applicable Activities and Scope	Communication Method (Publication Location)
Code of Integrity Management	Board of Directors	Directors & all employees	Company Website Monthly Meeting Email Notification
Corporate Governance Best Practice Principles			Company Website Email Notifications
Sustainability (ESG) Policy			Company Website

2. Policies & Commitments (GRI 2-23)

The Company has promulgated the "Code of Integrity Management" and the "Procedures for Ethical Business Practices and Code of Conduct", formulating integrity-based policies grounded in the principles of honesty, transparency, and accountability. The Board and management are committed to implementing these policies, ensuring all employees follow clear rules that prohibit offering or accepting improper benefits. The English and Chinese versions of the "Code of Ethical Conduct" and the "Whistleblower Policy for Violations of Ethical Conduct" have been published on the Company's website for both internal and external access.

3. Actions Taken to Prevent Conflicts of Interest (GRI 2-15)(GRI 2-24)

To ensure that the Company's directors and managers (including the General Manager, Deputy General Manager, Associate Manager, heads of finance and accounting, and other personnel with management and signing authority) act in accordance with ethical standards, the Company has established a Code of Ethical Conduct. This Code is publicly available on the Company's website, annual reports, prospectuses, and the Market Observation Post System (MOPS), with updates disclosed as necessary.

Ethical Code for Directors & Executives

The Company also complies with legal requirements by implementing procedures to prevent and manage conflicts of interest at the highest governance level.

4. Measures to Prevent Insider Trading and Conflicts of Interest (GRI 2-24)

The Company has established the "Insider Trading Prevention Management Procedures" to protect investors and safeguard the Company's interests. Educational sessions on relevant regulations are conducted at least once a year for all current directors, managerial officers, and employees. Additionally, training is provided to newly appointed directors and managerial officers within three months of assuming office, and to new employees during pre-employment orientation. In 2024, a total of 8 sessions were held for all directors, managerial officers, and employees of Everlight Chemical.

5. Whistleblowing & Complaint Handling Mechanism (GRI 2-25)(GRI 2-26)

The Company has implemented a "Whistleblower Policy for Violations of Ethical Conduct," with the Audit Office designated as the responsible unit. Dedicated hotlines and email addresses have been established, including a separate mailbox for the Audit Committee. Upon receiving a report, the responsible unit must register the case, verify its relevance, and within 3 working days, seek approval to file the case and initiate an investigation. The identity of the whistleblower and the content of the report will be kept confidential, and anonymous reporting is allowed to protect the whistleblower from any improper treatment. A "Disciplinary and Appeal Mechanism" is also in place, under which confirmed violations are handled in accordance with company regulations.

In 2024, the whistleblower policy was promoted among employees across regions through the distribution of Traditional Chinese, Simplified Chinese, and English electronic versions.

Whistleblowing Channels:

Hotline: +886-2-2326-3502
Audit Office Whistleblowing Mailbox: informant@ecic.com.tw
Audit Committee Mailbox: AuditCommittee@ecic.com.tw

6.Anti-Corruption, Anti-Trust, and Fair Competition Commitments

The Company enforces anti-corruption and anti-bribery policies through its Code of Ethical Conduct and regular training. In 2024, training on anti-corruption, bribery, and anti-competitive conduct was provided to all employees and Board members. Reported misconduct related to operations or business relationships - including corruption, bribery, insider trading, and conflicts of interest - is addressed in accordance with the whistleblower procedures.

7. 2024 Business Integrity Implementation Results

Items	Result
Prevention and Reporting of Unethical Conduct	No reported cases.
Internal Control Audit	No incidents of fraud, anti-competitive, anti-trust, or monopolistic practices were identified.
Insider Trading & Conflict of Interest Prevention Measures	On Aug 8, 2024, all 11 Board members completed a dedicated training session. Additionally, 7 sessions were held for Everlight Chemical managers and staff, with 1,157 total participants, 96.4 hours of training, and a 98.2% completion rate.
Integrity Management Code & Whistleblowing System Promotion	On Aug 8, 2024, all 11 Board members received training. Additionally, 22 sessions on the "Code of Ethical Conduct and Whistleblower Policy" were held across the Group, with 1,718 total participants, 143.2 training hours, and a 98.6% completion rate.

2024 Execution Results of Integrity and Anti-Bribery Policy Communication to External Parties (Suppliers/Contractors)

Category	Suppliers [Note 1]			Contractors			Total		
Surveyed Unit	Total Number of Companies	Number of Companies Communi-cated With	Percentage	Total Number of Companies	Number of Companies Communi-cated With	Percentage	Total Number of Companies	Number of Companies Communi-cated With	Percentage
Headquarters	35	31	89%	25	25	100%	60	56	93%
Plant I	27	27	100%	58	58	100%	85	85	100%
Plant II	37	26	70%	135	135	100%	172	161	94%
Plant III	42	42	100%	108	108	100%	150	150	100%
Plant IV	3	3	100%	23	23	100%	26	26	100%
Trend Tone Imaging, Inc.	21	21	100%	12	12	100%	33	33	100%
Everlight (Suzhou)	5	5	100%	6	6	100%	11	11	100%
Total	170	155	91%	367	367	100%	537	522	97%

Note 1: The suppliers surveyed refer to those with an annual procurement amount of NT$500,000 or more.

8. Internal Audit Organization & Operations

To support the Board of Directors and management in corporate governance and enhancing internal controls, the Company's Audit Office reports directly to the Board. Led by the Chief Auditor and staffed with two full-time internal auditors, the office audits the design and implementation of internal control systems and reviews the results of internal control self-assessments.

(1) At the end of each year, potential risk factors are identified using the "Internal Audit Risk Assessment Table," with impact levels assessed and final risk levels determined after evaluating control measures. Based on this evaluation, the annual audit plan is created and submitted to the "Audit Committee" and the Board of Directors for approval. The audit covers major cycles such as sales, legal compliance, sustainability information management, and key internal controls. The goal is to ensure operational effectiveness, reliability, transparency, and compliance with applicable laws and regulations.

(2) The execution of both planned and special project audits involves convening pre-audit meetings, performing audit tasks, drafting internal audit recommendation reports, holding closing meetings, and submitting final audit reports.

(3) Monthly audit reports and quarterly follow-up reports are submitted to Independent Directors for review. The Chief Auditor attends "Audit Committee" and Board meetings to report on audit performance and findings.

(4) In 2024, 63 audit items from the annual plan and 3 special project audits were completed as scheduled. No significant deficiencies were found, but 21 minor deficiencies were identified. By the end of 2024, 18 had been rectified, and the remaining 3 are being addressed through corrective actions and will be tracked until completion.

The following items have been identified as key audit areas for 2024:

Audit Items	Key Focus Areas & Description
Compliance with Laws & Regulations	• Mastery and compliance status of applicable environmental, health, and safety regulations
Procurement and Payment Cycle	• Tendering and price comparison operations, supplier management
Production Cycle	• Chemical management, production safety, and smart manufacturing
Sales & Collection Cycle	• Quotation and pricing operations, accounts receivable management, and customer complaints handling
Payroll Cycle	• Payroll calculation operations and new system implementation
Computer Operations Management	• Firewall policy, access rights management, and OT (Operational Technology) cybersecurity management
Sustainability Information Management	• Quality and accuracy of information, compliance with international trends and regulatory requirements
Supervision & Management of Subsidiaries	• SAP ERP implementation and quotation & pricing operations

(5) In 2024, internal control self-assessments were conducted by group unit heads using a digital platform to evaluate internal control design and effectiveness. After review by senior management, audit diagnostic recommendations were issued. The Audit Office consolidated these into the "Internal Control Self-Assessment and Audit Diagnostic Report," which serves as the primary basis for the Board of Directors and President to assess the internal control system's effectiveness and issue the "Internal Control System Statement."

(6) Management systems such as ISO 9001, ISO/IATF 16949, ISO 14001, ISO 45001, ISO 50001, ISO 22301 (BCMS), ISO 27001, and TIPS undergo regular internal audits conducted by qualified auditors, as well as external audits performed by certification bodies.

III. Remuneration Policy (GRI 2-19)

As a high-tech chemical company, Everlight Chemical Group is dedicated to improving product quality and services. The Company values compassionate management, offering fair employee benefits and fostering harmonious labor relations.

The Company regularly reviews industry salary levels, ensuring competitiveness while adopting measures exceeding the "Labor Standards Act." Bonuses and variable pay are tied to individual and organizational performance. To align compensation with sustainability strategies, the Company plans to incorporate ESG targets (e.g., reducing carbon emissions, improving diversity, promoting employee health) into management and reward mechanisms by 2026. Director compensation details can be found in "3. Director Compensation" (including fixed and variable salaries). Senior management compensation follows the same policy, in line with the "Labor Standards Act," and includes participation in the retirement plan under the Labor Pension Act. The Board of Directors conducts evaluations based on 5 key areas: participation in Company operations, decision-making quality, board composition, director appointment and training, and internal controls. These evaluations include managing the Sustainability Development Committee's performance to assess the economic, environmental, and social impacts, supporting sustainable governance.

1. Responsibilities of the Board of Directors for Compensation Management (GRI 2-19)

The Board of Directors is the highest governance body of the Company and, in accordance with regulations, has established the "Remuneration Committee". Its responsibilities are as follows:

(1) Regularly review the Company's compensation policies and propose revisions as needed.

(2) Establish and periodically review the policies, systems, standards, and structures for the performance evaluation and compensation of the Company's directors and managerial officers.

(3) Regularly assess the compensation of the Company's directors and managerial officers.

2. Remuneration Determination Process (GRI 2-20)

According to Article 27 of the Company's Articles of Incorporation, if the Company makes a profit, 5% is allocated for employee compensation. Managerial salaries and bonuses are determined based on a salary scale, taking into account their roles, contributions, performance, and responsibilities. These are reviewed by the Compensation Committee and submitted to the Board for approval. Performance assessments consider factors such as professional, interpersonal, ideological, and leadership capabilities, and are included in the criteria for year-end bonuses and employee compensation. Director (including independent director) compensation is approved by the second board meeting of each term.

3. Directors' Remuneration

According to the Company's Articles of Incorporation, the compensation for the Board of Directors, regardless of the Company's profits or losses, is determined by the Board based on the directors' participation in Company operations and their contributions, considering industry standards. The compensation's reasonableness is approved by the Compensation Committee and the Board. Director compensation includes fixed remuneration and director fees, with no variable compensation. Independent directors only receive fixed salaries. The Articles of Incorporation stipulate that no more than 2% of annual profits will be allocated for director compensation, linking it to the Company's yearly profitability.

4. Tax Policy

Everlight Group upholds integrity and legal compliance, honoring contracts and commitments while truthfully disclosing information. We comply with tax laws in all countries of operation and have had no tax-related incidents or penalties in recent years.

From 2021 to 2024, Everlight Chemical has paid income taxes as required.

Company Entity Name	Everlight Chemical Industrial Corporation, Taiwan
Revenue from 2021 to 2024	NT$34,122,334 thousand [Note 1]
Profit (Loss) Before Tax from 2021 to 2024	NT$1,476,444 thousand
Income Tax Accrued from 2021 to 2024	NT$253,736 thousand
Income Tax Paid from 2021 to 2024	NT$255,326 thousand

Note 1: Consolidated amount for the Group.

As the Company's consolidated revenue does not exceed NT$27 billion, it is not required to disclose country-by-country reporting.

IV. Risk Management (GRI 2-12)

To ensure sustainable operations, the Company has established a Group-wide risk management system through the implementation of the Risk Management Best Practice Principles. Risk management processes are conducted annually, focusing on external environmental changes (e.g., the Horizon Scanning Report and Global Risks Report) to identify priority issues and formulate responses. Each plant conducts risk reviews and adopts preventive measures in line with various management systems, such as ISO 9001, IATF 16949, ISO 14001, ISO 45001, ISO 22301, ISO 27001, ISO 50001, TIPS, and GMP, to enhance organizational resilience.

ISO 22301 Certification

In response to the Taiwan Stock Exchange's issuance of the Practical Guidelines for Risk Management of TWSE/TPEx Listed Companies on Aug 8, 2022, the Company, on Aug 8, 2024, resolved by the Board of Directors to elevate the "Risk Management Committee" to a functional committee under the Board. The committee consists of five directors, three of whom are independent directors

1. Risk Management Organizational Structure & Responsibilities

Board of Directors

The Board of Directors is the highest governing body for risk management within the Company. In accordance with the Company's Risk Management Best Practice Principles, the responsibilities of the Board are as follows:

Risk Management Committee

Risk Management Office

(1) Approve risk management policies, procedures, and frameworks.
(2) Ensure alignment between business strategy and risk management policy.
(3) Ensure the establishment of appropriate risk management mechanisms and foster a risk management culture.
(4) Supervise and ensure the overall effectiveness of the risk management framework.
(5) Ensure the allocation and assignment of sufficient and appropriate resources to enable effective risk management operations.

Operations Units

The operations units, including the Operations Headquarters, business unit management teams, and heads of functional departments, serve as the executing bodies for risk management. Their responsibilities include:
(1) Identifying, analyzing, assessing, and responding to risks within their respective units, and establishing necessary crisis management mechanisms.
(2) Regularly reporting risk management information to the Risk Management Office.
(3) Ensuring the effective implementation of risk management and related control procedures within their units to comply with the risk management policy.

Internal Audit

The Company's Audit Office is an independent unit under the Board of Directors. In accordance with the internal control system and related procedures, it formulates an annual audit plan and conducts unscheduled audits based on changes in internal and external environments. The Audit Office independently reviews the effectiveness of risk management activities, provides concrete improvement recommendations, and regularly reports audit results to the Board of Directors to help ensure that key operational risks are properly managed and that the internal control system remains effective.

Three Lines of Defense Framework for Risk Management

2. Risk Management Policy (GRI 2-23)(GRI 2-24)

The Company recognizes the rapidly changing global environment and, in order to mitigate operational risks and safeguard shareholder interests, has implemented a Risk Management Policy. This policy is designed to anticipate trends in the business environment, enhance company-wide risk awareness, and ensure sustainable business operations.

Risk Management Policy

Risk Management Objectives

Through a comprehensive risk management framework, the Company manages various risks that may affect the achievement of corporate objectives. By integrating risk management into operational activities and daily management processes, the Company aims to achieve the following goals: (1) Achieve corporate objectives, (2) Enhance management effectiveness, (3) Provide reliable information, (4) Effectively allocate resources.

3. Scope of Risk Management

The Company adopts the COSO "Enterprise Risk Management - Applying Enterprise Risk Management to Environmental, Social, and Governance-Related Risks" framework. Risk management encompasses major categories such as strategic, compliance, financial, operational, and other risks. In compliance with relevant laws, regulations, and ISO standards, the risk management process follows a cyclical approach of identification, analysis, assessment, response, monitoring, and review for continuous improvement.

Risk Category	Description
Strategic Risk	The risk that decisions made based on insufficient internal and external information, or misjudgment of the situation, may affect the Company's normal operations or cause financial losses.
Compliance Risk	The risk arising from operational activities failing to comply with regulations, resulting in penalties, or from external litigation incidents that could damage the Company's reputation or cause financial losses.
Financial Risk	The risk of the Company incurring losses in various financial activities.
Operational Risk	The risk of losses in personnel safety, assets, liabilities, and net income arising from internal control or internal management factors during the Company's business operations.
Other Risks	Risks not covered by the above categories but that may still result in significant losses for the Company.

In regard to operational risks, the Company's response to climate-related risks is detailed in Chapter 5: Climate Change Response - Mitigation and Adaptation.

4. Risk Management Process

The Company has established its "Risk Management Best Practice Principles" with reference to ISO 31000:2018, the Corporate Governance Best Practice Principles for TWSE/TPEx Listed Companies, and Applying Enterprise Risk Management to Environmental, Social, and Governance-Related Risks. Each business unit is responsible for regularly (at least once a year) and upon significant changes in internal or external operational environments, assessing risks within their scope of business and short-, medium-, and long-term objectives according to the risk management procedures outlined in the Principles. The process includes risk identification, analysis, evaluation, reporting, response planning, documentation, and ongoing monitoring to minimize potential impacts.

Risk Management Process

5. Risk Management Operations

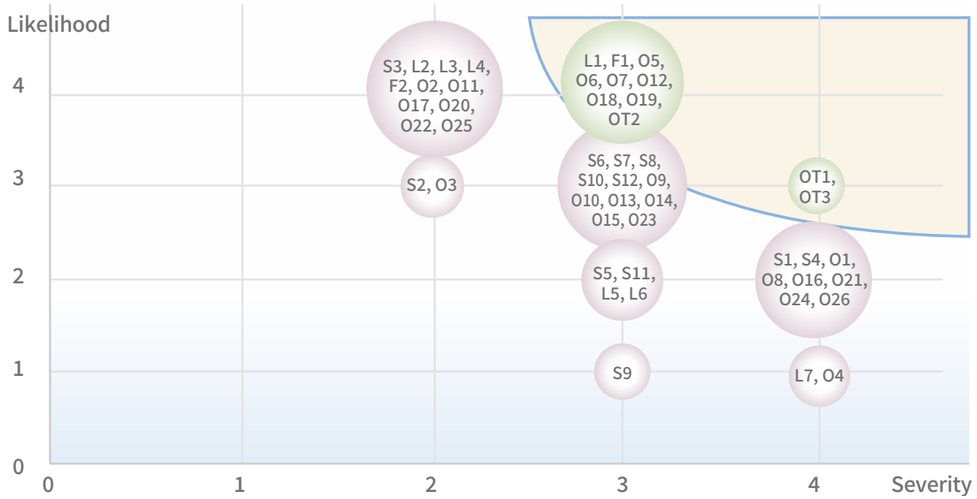
2024 Execution Status & Concrete Results

Each year, the business units and the "Risk Management Office" conduct comprehensive assessments of internal and external operational environments, identifying and analyzing potential risks based on risk categories using both quantitative and qualitative criteria. These risks are compared against the Company's risk appetite, and prioritized material risks are reported to the "Risk Management Committee" for review and approval. In 2024, 50 material risks were approved by the committee.

For each approved material risk, operating units select appropriate response strategies (e.g., Avoid & Stop, Share/Transfer, Reduce/Minimize, Retain/Accept) based on the Company's objectives, stakeholder perspectives, and available resources. Specific measures are proposed for implementation.

2024 Risk Matrix of Material Risk Items

Risks are ranked based on Severity and Likelihood. The higher the value on the horizontal axis, the more severe the risk; the higher the value on the vertical axis, the greater the likelihood of occurrence.



Note 1: Risk item codes: S - Strategic Risk, L - Legal Compliance Risk, F - Financial Risk, O - Operational Risk, OT - Other Risk. The numbers represent the registration sequence within each risk category and are not related to the risk level.
Note 2: The larger the bubble, the more major risk items are included within that specific risk level.
Note 3: The upper-right light yellow area represents the major risk items of priority concern (Severity × Likelihood = Total Risk Score ≥ 12 points).

2024 Priority Major Risk Response Measures

Risk Items Code	Risk Description	Severity Level	Likelihood Level	Response Measures
OT1	Geopolitical Risk – Cross-Strait Relations Deterioration	4	3	The Company has developed a Business Continuity Management (BCM) Plan for risk scenarios that may impact operations, encompassing emergency response, crisis management, and business continuity strategies.
OT3	Geopolitical Risk – U.S.-China-Taiwan Relations	4	3	1. Each business unit conducts a systematic analysis using the "Objectives and Strategy Formulation Table" to form annual business strategies and key action plans. 2. Business units regularly evaluate and assess potential operational impacts on markets, with outcomes discussed in Group Management Meetings. 3. Executive Diagnosis: The Company performs external environmental scanning and internal operational assessments, followed by providing improvement recommendations.
L1	Factory Soil and Groundwater Contamination	3	4	1. The Company has appointed a professional environmental consulting firm to handle soil and groundwater remediation projects. 2. The Company implements the "3-A3-28 Soil and Groundwater Management Procedure" to ensure regulatory compliance and effective environmental management.
F1	Global Financial Crisis	3	4	The Company has established emergency response plans, incorporating both revenue enhancement and cost control measures. Response strategies are formulated for various risk scenarios to ensure business continuity and organizational resilience.
O5	Carbon Emissions, Carbon Tax, and Carbon Fee Regulations	3	4	1. Implement the "ISO 50001 Energy Management System" to strengthen energy-saving initiatives and improve energy efficiency measures. 2. Utilize renewable energy and invest in renewable energy projects. 3. Develop low-carbon products and sustainable solutions to support customers in reducing their carbon footprint. 4. Implement the "Carbon Management System". 5. Establish carbon reduction targets.
O6	Extreme Weather Risks (Heavy Rainfall, Drought, Typhoons, etc.)	3	4	1. Establish emergency response plans. 2. Enhance employee response training and awareness of extreme weather events.
O7	Insufficient Power Supply	3	4	1. Enhance energy efficiency to reduce energy dependency. 2. Develop Business Continuity Management (BCM) plans.
O12	Single Source or Region for Raw Materials	3	4	1. Review inventory availability days on a monthly basis. 2. Develop multiple suppliers and alternative sourcing from other countries. 3. Implement Original Design Manufacturing (ODM) for raw materials.
O18	Insufficient Human Resource Supply	3	4	Develop multiple talent recruitment channels and establish strategic partnership networks.
O19	Loss of Key Talent	3	4	Conduct regular evaluations and improvements of remuneration and benefits.
OT2	Trade Barriers	3	4	1. Each business unit conducts systematic analysis using the "Objectives and Strategy Formulation Table" as part of policy management to develop annual business strategies and key initiatives. 2. Business units review goal achievement, progress on key initiatives, and environmental changes affecting policy execution on a monthly basis. Abnormal issues and items requiring support are reported during the monthly Group management meetings. 3. Executive-Level Diagnostics: External environmental scanning and internal operational assessments are conducted to identify areas for improvement and provide recommendations.

The Company recognizes the Business Continuity Management System (BCMS), established under ISO 22301, a core component of risk management. Its effectiveness is verified through annual third-party audits. The Risk Management Office and operating units conduct annual risk reviews, identify high-risk areas, and develop the BCM Plan to enhance organizational resilience.

The Executive Secretary of the "Risk Management Committee" reported to the Board on May 9 and Dec 12, 2024. The first report addressed 2024 key plans and climate-related risks, while the second focused on risks scoring ≥12 points, related mitigation measures, and BCM risks for 2024-2025.

V. Information Security Management

The Company recognizes information security as vital to sustainable development. In 2016, it established the "Information and Personal Data Security Management Committee," and in 2023 appointed a Chief Information Security Officer (CISO) to address external threats and internal vulnerabilities.

1. Responsible Unit

The "Information and Personal Data Security Management Committee" is chaired by the President, with the Head of the IT Department serving as Executive Secretary. Senior executives from various departments are appointed as Information Security Representatives, and regular information security review meetings are convened.

2. Management Policy (GRI 2-23)(GRI 2-24)

Information Security Policy	Implement protective measures to ensure information security.
Qualitative Objectives	Ensure the confidentiality, integrity, and availability of the Group's information.
Quantitative Objectives	Complete OT cybersecurity protection implementation for Plants I to IV by 2030.

Information Security Management Policy

Information Security Committee

3. Specific Measures

In Jul 2019, the "Information Security and Personal Data Protection Committee" decided to engage external consultants and launched the "Information Security Management System Implementation and Certification Project" in Dec 2019. The project achieved ISO 27001 certification in 2021 and was recertified to ISO 27001:2022 by DNV in 2024.

ISO 27001 Certification

Cybersecurity Risk Management

The Committee holds annual management review meetings. The Head of the IT Department reports annually to the Board of Directors; in 2024, the report on Nov 14 covered risk mitigation efforts and key security initiatives.

The Committee focuses on reviewing information security policies and objectives, ensuring system effectiveness through regular reviews and audits, and continuously enhancing defenses against external threats and internal risks.

To further strengthen cybersecurity, the Company plans to implement protective measures for Operational Technology (OT) networks across its facilities.

4. Remedial Measures for Information Security Incidents

In the event of a major information security incident, the Company will respond promptly in accordance with the Information Security and Personal Data Incident Management Procedures to minimize impact.

5. Information Security Incident Reporting

Any reported information security or personal data incident will be managed in accordance with the Company's reporting and response procedures.

Incident Reporting Procedure

6. 2024 Number of Information Security Incidents and description

In 2024, the Company recorded 7 minor and 1 moderate information security incident, with no major incidents. All were resolved within the required timeframe and operations returned to normal.

7. 2024 Execution Results

Items	Content
Information Security Education and Awareness	Through online training and monthly information security briefings, each employee received an average of 0.5 hours of training.
Emergency Response Drills	Conducted an emergency response drill simulating a headquarters fire and data center damage.
System Security Testing and Protection	• System Vulnerability Scan：An external cybersecurity firm conducted a system scan, with follow-up actions based on risk levels. 2024 scan results were as follows: - Critical Risks: 19 cases (10 resolved, 3 pending, 6 no action required) - High Risks: 25 cases (21 resolved, 1 pending, 3 no action required) - Medium Risks: 112 cases (46 resolved, 50 pending, 16 no action required) • Social Engineering Drill: 2 phishing email simulations were carried out for all Everlight Chemical employees. Issues identified were addressed through company-wide briefings and training.
Operational Safety	Zero operational impacts from information security incidents in 2024.

VI. Intellectual Property Management

Facing intense market competition, the Company continues to strengthen its technological foundation and develop high-tech products. Recognizing intellectual property as a critical asset, it has adopted an IP strategy aligned with business goals to create value and maintain a competitive edge.

1. Management System, Policy, and Practices

The Company is advancing toward a high-tech and green economy industry by leveraging strengths in R&D, technology, and manufacturing to develop eco-friendly, high-tech chemical products. Recognizing intellectual property (IP) as vital to competitiveness, the Company has established the "Intellectual Property Management Policy," emphasizing compliance with IP regulations and the protection of critical proprietary technologies. The policy is guided by 3 strategies: (1) establish and continuously improve the IP management system, (2) integrate IP resources to seize business opportunities, and (3) strengthen training and communication to raise IP awareness.

IP Management Policy

2. Responsible Unit

The "Patent Management Committee" is responsible for managing and protecting intellectual property rights and patents.

3. Intellectual Property Management System

The Company utilizes a digital management platform and the IP Management Manual to continuously review and update processes through daily operations, audits, and management reviews, ensuring system effectiveness and strengthening IP management capabilities.

4. Patent Protection Measures

Patent Management Committee

The Company promotes employee participation in innovation through evaluation, incentives, and training, while safeguarding R&D achievements. Patents are reviewed annually to ensure effective maintenance and protection of intellectual property.

Taiwan Intellectual Property Management System (TIPS)

The Company renewed its "Taiwan Intellectual Property Management Standards (TIPS)" A-level certification in 2024, valid until Dec 31, 2026.

TIPS Certificate

5. Execution Results and Specific Actions

1. No major intellectual property violations occurred.
2. In 2024, the "Patent Management Committee" reviewed 3 new patent applications, published 8 journal articles or conference papers, and conducted 6 intellectual property-related training sessions.
3. As of Dec 2024, the Company had obtained 207 invention patents and 197 domestic and international trademarks.
4. Examples of patent categories in 2024 are as follows:

Patent Category	Technology Name	Technology Description	Application Objective
Invention Patent	High Solid Content White Slurry	Used anionic polyelectrolytes to address TiO_2 sedimentation, producing a water-based white paste with improved dispersibility and storage stability.	Enhance product dispersibility & storage stability.
	Negative-type Photosensitive Composition & Its Use	Enhanced adhesion and reliability of LED photosensor passivation layers using nitrogen-containing silane compounds.	Improve the performance of LED photosensitive elements.
	Device & Process for Regeneration of Silicon Carbide Substrate Slurry	Developed a regenerated polishing slurry by leveraging differences in particle sedimentation and electrophoretic timing, reducing wastewater and waste output.	Promote circular economy & green chemistry goals by reducing waste & environmental pollution.

VII. Regulatory Compliance (GRI 2-27)

Everlight Chemical prioritizes regulatory compliance, ensuring all operations follow applicable laws to safeguard employee and customer rights while fulfilling economic, social, and environmental responsibilities. No major violations (fines over NT$1 million) or non-monetary penalties occurred.

During the reporting period, the Company received some environment- and society-related penalties, which have been reviewed and addressed through targeted corrective actions.

Category	Items	2023 Fine Incidents		Cause Explanation	Improvement Measures	Improvement Progress
		Fine Amount (Unit: NT$)	Non-monetary Sanction Incidents			
Social	Occupational Safety & Health Facility Regulations	100,000	None	Violation of Article 280	Promote workplace safety & enhance training.	Closed.
	Fire Services Act	22,000	None	Violation of Article 15	Exhaust equipment installed.	Closed.
	Labor Standards Act	150,000	None	Violation of Article 32	An automated tracking system has been established.	Closed.

Category	Items	2024 Fine Incidents		Cause Explanation	Improvement Measures	Improvement Progress
		Fine Amount (Unit: NT$)	Non-monetary Sanction Incidents			
Environment	Air Pollution Control Act	500	None	The Taipei office missed the 2023 motorcycle emission inspection.	Fine fully paid	Motorcycle emissions will be inspected regularly as required.
Social	Building Act	60,000	None	Violation of Article 73, Paragraph 2	Construction was approved following submission of supplementary documents.	The project is on track to obtain an occupancy permit by end-2025.
		60,000	None	Violation of Article 77-2, Paragraph 1		
		68,000	None	Violation of Article 86, Item 1		
		712,835	None	Violation of Article 86	Fine has been paid in full.	Improvement project tendered according to schedule.

Note: The Company defines a "major event" in accordance with the relevant regulations of the Market Observation Post System (MOPS), treating any penalty of NT$1 million or more as a major event.

VIII. Sustainable Procurement

To align supply chain activities with sustainability principles, the Company has adopted a new procurement policy based on integrity and shared responsibility with raw material suppliers. Through green procurement, supplier management, and oversight of CSR and labor standards, we ensure timely delivery, stable quality, competitive pricing, and excellent service, creating a win-win situation. Our aim is to provide safe, reliable, high-quality, and sustainable green chemical products.

The procurement policy focuses on integrity, legal compliance, cost optimization, risk control, and ESG promotion.

Supplier Management and Sustainable Development Goals

To strengthen sustainability, compliance, and transparency in the supply chain and foster long-term supplier collaboration, the Company has established a Supplier Management Policy. The policy aims to ensure procurement activities align with environmental, social, and economic sustainability principles, supported by the following actions:

- **Develop partnerships with suppliers based on integrity.**
- **Promote supplier responsibility and adherence to labor and human rights standards.**
- **Strengthen supply chain risk control and continuous improvement mechanisms.**
- **Ensure sustainable supply through strong safety, quality, punctual delivery, competitive pricing, and reliable service.**

2024 Execution Results and 2030 Quantitative Goals

No.	Execution Measures	2024 Execution Results	2030 Quantitative Goals
1	Promote E-ESG certification for suppliers.	37.5%	70% of key suppliers certified with E-ESG.
2	Issue the "Everlight Chemical Group Supplier Code of Conduct", requiring all new raw material suppliers of the Procurement Department to sign a commitment letter.	12.5%	80% signing rate of commitment letters from existing key suppliers.
3	Conduct supplier training programs (including environmental topics).	3 sessions / 38 suppliers / 55 participants	Continuously conduct supplier training sessions in 3 major raw material supply regions (Taiwan, China & India).
4	Ensure raw material procurement personnel receive training on sustainable procurement and environmental topics.	100%	100% of raw material procurement personnel to continuously receive training.

1. Supplier Evaluation and Selection Mechanism

Supplier Sustainability Standards

Raw Material Control Standards

"Become a high-tech chemical enterprise group contributing to humanity" is Everlight Group's vision. Guided by sustainable development principles, we emphasize environmental protection, social responsibility, corporate governance, and business ethics. We expect all suppliers to comply with this Code and applicable laws and regulations to ensure a sustainable supply chain. To promote compliance and accountability, we have established a "Supplier Management Policy" and "Supplier Code of Conduct," both available on our corporate website. Suppliers are required to understand relevant standards and regulations regarding restricted substances in raw materials and international chemical regulations, and to select materials that meet environmental and social responsibility criteria, supporting our ESG goals.

2. Supplier Whistleblowing Channels and Procedures

Suppliers must maintain professional conduct with Everlight Chemical. Any bribery, kickbacks, conflicts of interest, or unauthorized subcontracting must be reported immediately via the designated whistleblowing channels.

Hotline: +886-2-2326-3502
Audit Office Reporting Mailbox: informant@ecic.com.tw
Audit Committee Mailbox: AuditCommittee@ecic.com.tw

3. Local Procurement Ratio

Due to industry characteristics, most of Everlight Chemical's raw materials are sourced from China, India, Europe and the US. In 2024, procurement from Taiwan accounted for 27%, with local sourcing prioritized when product requirements are met.

4. Proportion of Raw Material Procurement Amount from Major Suppliers (2022-2024)

(GRI 204-1)

Procurement Sources of Everlight Chemical	Year	2022	2023	2024
Local	Taiwan (%)	28	26	27
Non-local	China (%)	41	36	33
	India (%)	17	19	17
	Europe & America (%)	14	19	23

5. Number of Local Raw Material Suppliers (2022-2024)

Everlight Chemical's local procurement rate remained stable at around 54%, reflecting a steady local sourcing strategy. Everlight (Suzhou) Advanced Chemicals Ltd. showed fluctuations, with the local procurement ratio decreasing from 86% in 2022 to 77% in 2024, though local sourcing still accounts for the majority of its procurement. Trend Tone Imaging, Inc. increased its local procurement from 9% in 2022 to 22% in 2024, demonstrating a steady effort to strengthen its local supply chain.

Site		Everlight Chemical			Everlight (Suzhou)			Trend Tone Imaging, Inc.		
Year		2022	2023	2024	2022	2023	2024	2022	2023	2024
Local Procurement	Number of Suppliers	208	226	214	59	31	34	6	14	15
	Percentage	53%	54%	54%	86%	76%	77%	9%	20%	22%
Non-local Procurement	Number of Suppliers	185	193	180	10	10	10	59	55	53
	Percentage	47%	46%	46%	14%	24%	23%	91%	80%	78%
Total		393	419	394	69	41	44	65	69	68

6. 2022-2024 Procurement Amount Proportions for Raw Materials by Everlight Chemical and Its Production Plants in Local and Overseas Regions

Category	Site	2022	2023	2024
Local Procurement	Everlight Chemical	28%	26%	27%
	Everlight (Suzhou)	11.9%	15.9%	18.9%
	Trend Tone Imaging, Inc.	0.2%	1%	10%
Non-local Procurement	Everlight Chemical	72%	74%	73%
	Everlight (Suzhou)	89.1%	84.1%	81.1%
	Trend Tone Imaging, Inc.	99.8%	99%	90%

Note: Trend Tone Imaging, Inc. belongs to the toner industry and collaborates with key domestic and international suppliers of upstream resin, iron powder, and pigments to ensure the stability of material supply sources.

7. Supply Chain Risk Management

To ensure raw material supply and strengthen organizational resilience, supplier risk assessments were expanded to cover all suppliers. The proportion of medium-to-high risk suppliers is capped at 2.5%. In 2024, 98.8% of suppliers were classified as low risk, consistent with 2023, while medium-to-high risk suppliers remained at 1.2%.

Year	2022		2023		2024	
Risk Level	Number of Suppliers	Percentage (%)	Number of Suppliers	Percentage (%)	Number of Suppliers	Percentage (%)
Low Risk	505	96.9	494	98.8	507	98.8
Medium Risk	14	2.7	6	1.2	6	1.2
High Risk	2	0.4	0	0	0	0
Total	521	100	500	100	513	100

For medium-to-high-risk and single-source suppliers, the "Procurement Department" conducts monthly inventory tracking and implements risk-mitigation measures such as sourcing alternatives, increasing inventory, early purchasing, and monitoring usage and logistics through weekly reports. To enhance oversight, "Supplier Evaluation Forms" are issued to these suppliers to assess their performance in quality, process control, environmental and safety systems, green manufacturing, CSR (e.g., human rights, anti-discrimination, no child labor), and corporate governance (e.g., business continuity and ESG/CSR reporting).

8. Green Supply Chain Management Performance (GRI 308-2)

To promote a green supply chain, suppliers are classified as key, critical, or new. Critical and new suppliers are asked to complete a "Supplier Evaluation Form" to assess their ESG/CSR policies and environmental and social performance. Critical suppliers must also complete a Regulatory Compliance Questionnaire covering environmental, labor, and ethical aspects, including:

1. Improvement rate of wastewater generation and discharge.
2. Compliance with occupational safety and health regulations.
3. Compliance with local government regulations on employee hiring.

For suppliers not yet in compliance, we will continue communication and guidance efforts, aiming to jointly advance the principles of green chemistry.

Questionnaire Implementation Results from 2022 to 2024

Supplier Category	Key Suppliers (Purchase Amount > NT$ 5 million)			Important Suppliers (Purchase Amount > NT$ 30 million)									New Suppliers
Survey Method	Sustainability & CSR Reports / Declaration			Supplier Evaluation Form			Environmental Compliance Questionnaire			Social Compliance Questionnaire			Supplier Evaluation Form
Year	2022	2023	2024	2022	2023	2024	2022	2023	2024	2022	2023	2024	2024
Number of Suppliers	171	128	111	32	19	16	32	19	16	32	19	16	11
Response Rate	58%	61%	70%	78%	100%	100%	84%	95%	100%	100%	100%	100%	100%
Number of Completed Surveys	99	78	78	25	19	16	27	18	16	32	19	16	11
Actual Performance / Results	Survey Coverage Rate: 78% Compliance Rate: 100% [Note 1]			Environmental Compliance Rate: 100% Social Compliance Rate: 100% [Notes 2-3]			Wastewater Generation Improvement (100%): 14 improved, 2 unchanged, 0 declined Wastewater Discharge Improvement (100%): 13 improved, 3 unchanged, 0 declined			Occupational Safety & Health Regulatory Compliance Rate: 100% Labor Regulatory Compliance Rate: 100%			In 2024, 11 new suppliers were evaluated for environmental and social performance using the Supplier Evaluation Form.

Note 1: In 2024, 111 supplier instances with purchases over NT$5 million were reviewed; 78 had published sustainability or CSR reports, or disclosed ESG/CSR statements on their websites.
Note 2: Under the 2022 scoring system (total score: 5), a score above 3 is considered compliant for environmental and social indicators.
Note 3: In 2024, environmental and social criteria were newly added to the evaluation of key suppliers.

To promote sustainable development, the Company collaborates with supply chain partners to promote green and sustainable procurement through the implementation of the E-ESG Certification System. This system aims to assess supply chain risks and ensure that partners meet the Company's standards in environmental protection, social responsibility, and corporate governance. The system focuses on 4 key areas: E-E (Environmental Protection): Assesses performance in water management, pollution prevention, GHG reduction, and green technologies, E-S (Social Responsibility): Evaluates human rights, labor rights, occupational health, safety, and employee welfare, E-G (Corporate Governance): Focuses on business integrity and risk management, E-ESG (Sustainability Integration): Provides a comprehensive assessment of all aspects of sustainability.

In 2024, 22 suppliers were certified under E-E, 10 under E-S, 7 under E-G, and 6 under E-ESG. Suppliers certified under E-ESG will be given procurement priority. The certification is valid for 5 years.

The sustainable procurement performance for 2024 is shown in the table below:

Sustainable Procurement Action	2024 Implementation Results
1. Establish Green/Sustainable Supplier Code of Conduct	In Oct 2024, the "Everlight Chemical Group Supplier Code of Conduct" was enacted, and suppliers are gradually being required to sign a compliance commitment.
2. Conduct Green/Sustainable Supplier Risk Assessments	In Jul 2024, Everlight Chemical launched the Supplier E-ESG Certification and promoted supplier participation.
3. Implement E-ESG Certification / On-site Audits / Guidance / Incentives	Everlight Chemical launched the Supplier E-ESG Certification in 2024, with 6 suppliers certified - 4 of which are key suppliers, representing 25% of all key suppliers and 16% of total procurement value. 2024 Outstanding Supplier Awards: 2 Sustainable Supplier Awards, 1 Quality Excellence Award, and 1 On-Time Delivery Award.
4. Promote Supplier Certification of ISO 14001	In 2024, 81.3% of key suppliers were certified.
5. Require suppliers to comply with human rights policies, including social indicators such as the prohibition of forced labor and child labor.	This clause was included in all supply contracts, with 3,133 contracts completed in 2024.

9. Supplier Satisfaction Survey

Raw Material Suppliers

- The Company conducts a "Raw Material Supplier Satisfaction Survey" to assess interactions with suppliers and identify areas for improvement in procurement. Open communication supports stronger partnerships and mutual success.
- In 2024, 20 suppliers (excluding contract manufacturers) with annual purchases over NT$30 million were surveyed. The response rate was 100%, with an average satisfaction score of 97.2.
- The highest-rated item was the ethical conduct of procurement staff (100 points), followed by professionalism, contract fulfillment, and payment timeliness (98 points each). Compared to 2022, where two items scored below 90, no item scored below 90 in 2024. The lowest score was for handling of non-conforming raw materials (94 points), primarily due to supplier-side issues. The Company continues to provide support and strengthen communication.

Contractor

- In Q1 2025, satisfaction surveys were conducted for 65 contractors, based on their 2024 performance, yielding an overall score of 95.7. The highest-rated item was ethical conduct of procurement staff (9.7), followed by professionalism of procurement staff, clarity of contract communication (including timeline and acceptance criteria), staff cooperation, acceptance procedures and communication, and payment processing (9.6 each). Pre-construction training and safety briefings scored slightly lower (9.4).
- In response to one contractor's lower ethics rating, the Company will enhance internal communication to build stronger mutual trust and continue engaging with contractors to address and improve on key concerns.

Chapter 5. Sustainable Environment

This section covers manufacturing sites and subsidiaries, including Plants I to IV, Trend Tone Imaging, Inc., and Everlight (Suzhou) Advanced Chemicals Ltd. Office-based sites are excluded due to lower environmental impact. Plants I to IV, Trend Tone Imaging, Inc., and Everlight (Suzhou) Advanced Chemicals Ltd. in China have all obtained ISO 14001 certification.

I. Sustainable Environmental Management (GRI 2-23)(GRI 2-24)(RT-CH-530a.1)

Everlight Chemical prioritizes environmental protection. In 2022, it partnered with the Taiwan Chemical Industry Association (TCIA) to advance global climate goals, promoting net-zero emissions by 2050 through shared technologies and resources.

The Company's environmental policies cover water management, pollution prevention, and climate change (see Chapters 5.3, 5.4, and 5.6). Efforts include process optimization, GHG reduction, and inventories aligned with ISO 14064-1 - demonstrating a strong commitment to local environmental impact management and ecological conservation.

Environmental Management Policy

Recognizing the finite nature of Earth's resources and the importance of sustainable development, we support initiatives such as climate-related financial disclosures, net-zero emissions, renewable energy, green chemistry, and the circular economy. To this end, we have established and are committed to the following environmental policy: "Anticipate Environmental Risks, Advance Environmental Sustainability."

Environmental Policy

For 5 major environmental aspects - energy consumption, GHG, water, air pollution, and waste - we have established the following policies, commitments, qualitative goals, and quantitative targets for 2030:

Environmental Issues	Policies & Commitments	Qualitative Goals	Quantitative Targets for 2030
Energy Consumption	Our energy management policy is: Enhance energy performance and move towards net-zero sustainability.	Our GHG reduction efforts include: ・Process & equipment optimization ・Innovative management practices ・GHG inventories aligned with ISO 14064-1 or relevant standards ・Continuous implementation of reduction measures	Energy Intensity (GJ per million NT$ output) ≦ 70
Greenhouse Gases			GHG Emission Intensity (tCO_2e per million NT$ output) ≦ 7.3 [Note 1]
Water	Recognizing water scarcity, the Company strives to improve recycling (R2) and enhance wastewater treatment to reduce environmental impact.	Water Intake: Strengthened recycling measures and usage surveys Discharge: Improved treatment efficiency and routine water quality monitoring Water Risk: Regular assessments of site locations for water stress	Total Water Withdrawal ≦ 872 ML Discharge Compliance = 100% Water Recovery Rate R2 ≧ 95% [Note 2]
Air Pollution	The Company maintains air quality by applying source control and best available technologies to reduce emissions.	Complies with air pollution regulations and applies effective controls Uses clean, low-emission energy and improves processes to cut SOx and NOx Manages emissions per hazardous air pollutant standards for stationary sources	Air Pollutant Emission Reduction Rate per Unit of Production ≧ 4%
Waste	The Company values resources and promotes waste reduction and recycling.	The Company established the "Circular Economy Promotion Committee" to drive waste reduction and resource recovery toward zero emissions and waste.	Waste Recycling Rate ≧ 80% [Note 3]

Note 1: GHG emission intensity (2021-2023) was revised for consistency. See Chapter 5 "Greenhouse Gas and Energy Management."
Note 2: The 2030 R2 water recovery target was adjusted from 96% to 95%. See Chapter 5 "Water Resource Management."
Note 3: The 2030 waste recovery target was updated from 73% to 80%. See Chapter 5 "Pollution Prevention."

Environmental Management Organizational Structure & Responsibilities

To enhance environmental performance, the Company has established a clear management structure led by the Chairman through the "Sustainability Development Committee" to drive environmental goals.

Environmental Management Structure | Environmental Management Framework (PDCA) | ISO 14001 Certification

Each plant regularly holds Environmental Management Review Meetings following the PDCA cycle to continuously review and improve environmental goals and implementation.

Commitments, Targets & Communication Responses for Environmental Issues

Since 2021, the environmental reporting scope has expanded to include subsidiaries. Aligned with SDGs #6 Clean Water and Sanitation, #7 Affordable and Clean Energy, #12 Responsible Consumption and Production, and #13 Climate Action, the Company reviewed and redefined its pollution prevention policies and targets, approved by the "Sustainability Development Committee."

We commit to regulatory compliance and regular disclosure. In 2024, water use, carbon emissions, and waste were analyzed across all sites. As office sites showed minimal impact, future reporting will focus on production sites.

SDGs	#6	#12	#7, #13
Group Region	Water Consumption (ML)	Waste Generation (tons)	GHG Emissions (tCO_2e)
Office-Based Operating Sites (a)	6.1	6.4	830.3
Plant Sites (b) [Note 1]	628.5	8,422.6	70,300.4
Proportion of Environmental Impact from Office-Based Operating Sites within the Group (%) [Note 2]	1.0%	0.1%	1.2%

Note 1: The plant sites include Plants I to IV, Trend Tone Imaging, Inc., and Everlight Suzhou. The office-based operating sites include the Global Operations Headquarters, Taichung and Tainan Office in Taiwan, Ethical Shanghai Ltd./Everlight Shanghai (including Tianjin and Qingdao office), Shanghai Anda, Ethical Guangzhou, Everlight Hongkong, Everlight Europe B.V, Everlight USA, Elite Turkey, and Everlight Vietnam.
Note 2: The proportion of environmental impact contributed by office-based operating sites within the Group (%) = (a) / (a + b).

Environmental Issues & Management Indicators for Plant Sites

For each management item, we have established the following management indicators with reference to GRI, SASB, local regulations, and customer requirements:

Management Items	Management Indicators	Performance					Target	Achievement Status	Mid-term Target (2025)	Long-term Target (2030)
		2020	2021	2022	2023	2024	2024			
Water Resources Management	Water Recovery Rate R2 (%) [Note 1]	81	86	93	95	92	≧ 94	X	≧ 92	≧ 95
	Compliance Rate of Wastewater Treatment (%)	100	100	100	100	100	100	V	100	100
	Total Water Withdrawal (ML)	688.1	824.5	721.5	593.8	628.5	≦ 872	V	≦ 872	≦ 872
Pollution Prevention	Air Pollutant Emission Reduction Rate per Unit of Production (%) [Note 2]	-22	6	-3	-6	-7	≧ 2	X	≧ 3	≧ 4
	Waste Recycling & Utilization Rate (%) [Note 3]	68	71	72	71	78	≧ 71	V	≧ 79	≧ 80
	Recycling Rate of Hazardous Industrial Waste (%)	2.8	3.3	4.3	10.3	13.5	≧ 6.3	V	≧ 7.3	≧ 8.3
Climate Change - Mitigation & Adaptation	GHG Emission Intensity (tCO_2e/million production value) [Notes 4-5]	-	9.77	9.11	8.97	8.92	Original ≤ 8.3 Revised ≤ 8.96	V	≦ 8.8	≦ 7.3

Note 1: Water Recovery Rate R2 (%) targets were adjusted: 2025 from 95% to 92%, and 2030 from 96% to 95%. See Chapter 5: "Water Resource Management" for details.
Note 2: Air pollutant reduction per unit output = [1 - (air pollutant emissions per ton (kg/ton) / baseline (2.1))] × 100. See Chapter 5: "Pollution Prevention" for details.
Note 3: Waste recycling rate targets were revised: 2025 from 72% to 79%, and 2030 from 73% to 80%. See Chapter 5: "Pollution Prevention" for details.
Note 4: The Board approved the Group's 2030 carbon reduction target in 2023, with 2021 as the base year. Data disclosed from 2021.
Note 5: GHG intensity (2021–2023) was revised for consistency. See Chapter 5: "Greenhouse Gas and Energy Management" for details.
Note 6: The original target of ≤ 8.3 was set prior to the emissions data revision. Based on the revised data, the 2024 target was adjusted to ≤ 8.96, which has been achieved.

Summary of the causes and corrective actions for not meeting targets on water recycling rate, air pollutant reduction per unit output, and GHG emissions intensity is as follows.

Management Indicator	Reason for Not Meeting the Target	Improvement Measures
Water Recovery Rate	New water meters revealed overestimated recycled water volumes at some sites; corrected data fell short of original targets.	Targets adjusted to reflect current conditions: 2025 from 95% to 92%, 2030 from 96% to 95%.
Air Pollutant Emission Reduction Rate per Unit of Production	Increased VOC-related product output led to higher emissions.	Emissions rose due to increased production and updated regulations; no action required as compliance is maintained.
GHG Emission Intensity	The original target of ≤ 8.3 was set prior to the emissions adjustment. Following the revision, the 2024 target was updated to ≤ 8.96 and has been met.	Ongoing equipment upgrades and process improvements aim to reduce energy use.

II. Investment in Environmental Management

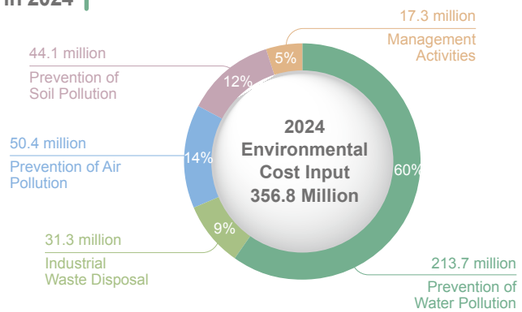
In 2024, the Group invested NT$356.8 million in environmental management, about 4.5% of total production value - similar to 2023. Expense details by category are shown below.

Historical Environmental Management Expenditures

(Unit: NT$ million)

Items / Year	2020	2021	2022	2023	2024	Percentage (%)
Prevention of Water Pollution	144.2	179.7	178.3	176.0	213.7	60%
Industrial Waste Disposal	71.9	94.3	99.8	47.4	31.3	9%
Prevention of Air Pollution	40.8	43.9	41.1	42.5	50.4	14%
Prevention of Soil Pollution	11.4	13.6	20.7	48.7	44.1	12%
Management Activities	12.3	14.8	18.9	18.8	17.3	5%
Total	280.6	346.3	358.8	333.4	356.8	100%

Proportion of Environmental Management Costs in 2024

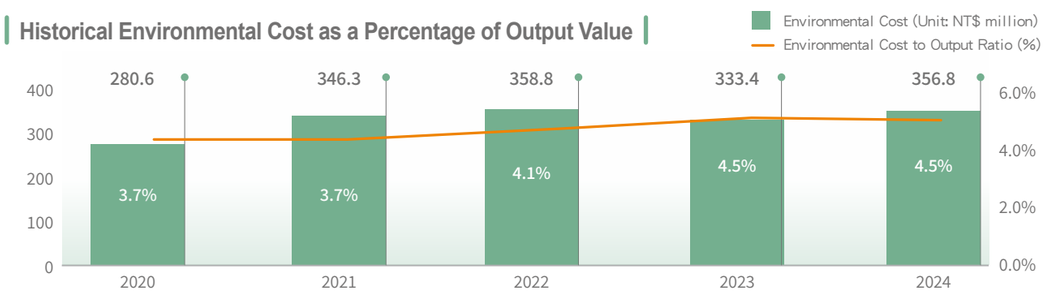


Historical Environmental Cost as a Percentage of Output Value

Items / Year	Environmental Management Cost	Environmental Cost-to-Output Ratio (%)
2020	280.6	3.7%
2021	346.3	3.7%
2022	358.8	4.1%
2023	333.4	4.5%
2024	356.8	4.5%

(Unit: NT$ million)

Historical Environmental Cost as a Percentage of Output Value



Based on historical data, the distribution and changes in environmental costs in 2024 exhibit the following trends:

- **Stable overall investment:**
  Environmental spending increased by NT$23.4 million from 2023, remaining at 4.5% of total production value.
- **Water pollution control is the largest expense:**
  NT$2,137 million - highest on record, showing a rising trend.
- **Waste treatment costs decreased:**
  NT$31.3 million, down NT$16.1 million from 2023, reflecting better recycling rates.
- **Air and soil pollution control remained steady:**
  NT$50.4 million and NT$44.1 million respectively, similar to 2023 levels.

III. Water Stewardship*(Material Topic)

(GRI 303-1)(GRI 303-2)(GRI 303-3)(GRI 303-4)(GRI 303-5)

Water management focuses on recycling and withdrawal. Using World Resources Institute's (WRI) Aqueduct tool, Everlight (Suzhou) Advanced Chemicals Ltd. was identified as water-stressed. In response, we standardized water use and improved recycling to reduce freshwater reliance. Impact assessments and management approaches are as follows:

Material Topic #3	Water Stewardship
Impact Assessment	**Positive:** Reduces dependence on natural water sources, protects ecosystems, and improves water use efficiency **Negative:** High costs and limited suitability may affect efficiency. High water use could compete with community resources.
Management Policies & Commitments (GRI 2-23) (GRI 2-24) (RT-CH-530a.1)	The Company is committed to enhancing the water recovery rate (R2), optimizing water intake strategies, improving water use efficiency, reducing environmental impacts, and achieving sustainable water resource management.
Governance Structure	• **Headquarters:** "Environmental Management Committee" • **Plant Sites:** Environmental Management Task Force and Dedicated Environmental Protection Units
Management Actions	• Install additional water recovery measures and conduct water usage data surveys. • Regularly assess the risk of operational sites being located in water-stressed regions.
Resource Allocation	• Establish water recovery systems. • Utilize the Aqueduct Water Risk Atlas developed by the World Resources Institute (WRI) to assess water resource impacts.
Indicators & Targets (RT-CH-150a.1)	Management Indicator / 2024 Target / 2030 Target Water Recovery Rate R2 (%) / ≥ 94% / ≥ 95% Total Water Withdrawal (ML) / ≤ 872 / ≤ 872 **Indicator Definitions:** • Water Recovery Rate R2 (%) = 〔(Total Recycled Water Volume + Total Circulated Water Volume)/(Total Water Withdrawal + Total Recovery Water Volume + Total Circulated Water Volume)〕x100% • Total Water Withdrawal (ML) = Sum of total water intake items (tap water, groundwater, and industrial water)
Evaluation Mechanism	• Environmental Management Review (once per year) • "Sustainability Development Committee" Meeting (twice per year) • Plant Policy and Plan Review (once per quarter) • Internal Environmental Management System Audit (once per year) • External Audit of Environmental Management System by DNV (once per year)
Methods to Ensure Effective Actions	• Monitoring: Regular EHS Review Meetings follow the PDCA cycle to track and improve environmental goals. • Evaluation: Annual reviews assess target achievement. • Outcomes: Progress made in green chemistry and circular economy, with ongoing efforts in atom efficiency, process optimization, carbon reduction, and environmental outreach.
2024 Execution Results	• Water Recovery Rate R2 (%) = 92 • Total Water Withdrawal (ML) = 628.5
Communication with Stakeholders	Key stakeholders include shareholders, customers, suppliers, communities, and government agencies. Communication occurs through both regular and irregular basis.

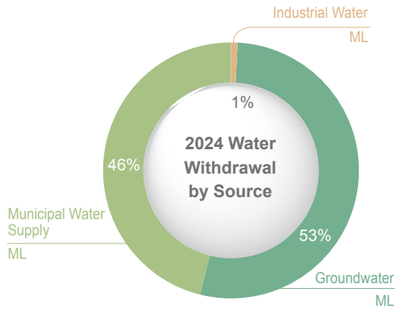
Water Withdrawal Management & Resource Assessment

Water is a vital shared resource. The Company monitors water use across all sites and assesses water stress risks to ensure effective management. In 2024, Everlight (Suzhou) Advanced Chemicals Ltd. withdrew 62.5 ML of water, a slight 1% decrease from 2023 (63.3 ML), with no significant variation. Water recovery continues to improve through standardized practices.

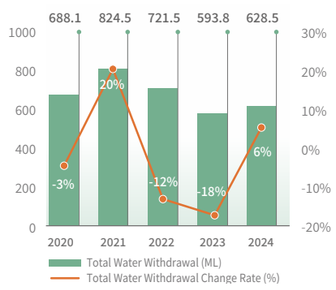
Using the WRI's Aqueduct Water Risk Atlas, the site was identified as being in a high water-stress area, with water used mainly for domestic and production needs. In 2024, the site reported 62.5 ML in water withdrawal, 30.2 ML in discharge, and 32.3 ML in consumption.

Water Sources & Allocation

The Group's production sites use groundwater, municipal, and industrial water. Water withdrawal planning considers government policies, corporate development, industrial transformation, and the needs of surrounding communities. For instance, in collaboration with local authorities, the Company has established groundwater withdrawal points within plant sites to provide water for public use during droughts. This initiative ensures responsible water allocation and distribution, while minimizing potential impacts on local ecosystems and community water availability.



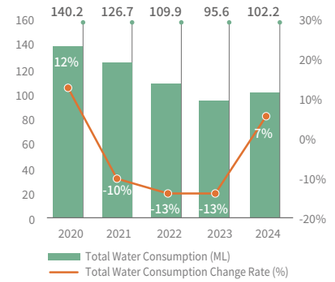
Historical Total Water Withdrawal



2020-2024 Total Water Withdrawal & Consumption Statistics

In 2024, total water withdrawal reached 628.5 ML, with groundwater making up 53% and municipal water 46.5%. Water consumption was 102.2 ML. Compared to 2023, withdrawal rose by 5.8% and consumption by 6.8%, mainly due to increased production demand. Long-term trends show improved efficiency: withdrawal dropped from 824.5 ML in 2021 to 628.5 ML in 2024, while consumption declined from 140.2 ML in 2020 to 102.2 ML in 2024. Through better water management, efficiency gains, waste reduction, and efforts to explore alternative sources, the Company continues to promote sustainable water use.

Historical Total Water Consumption



2020-2024 Water Withdrawal & Consumption at Plant Sites

Sites	Year	Municipal Water (ML)	Groundwater (ML)	Industrial Water (ML)	Total Water Withdrawal (ML)	Total Water Consumption (ML) [Note 2]
Plants I to IV	2020	215.8	407.9	2.6	626.3	114.5
	2021	229.3	514.9	3.8	748.0	86.1
	2022	200.2	435.5	5.5	641.2	65.4
	2023	198.7	312.9	4.0	515.6	59.1
	2024	213.7	332.8	3.4	549.9	66.8
Trend Tone Imaging, Inc.	2020	17.3	-	-	17.3	3.4
	2021	18.5	-	-	18.5	3.7
	2022	18.7	-	-	18.7	3.8
	2023	14.9	-	-	14.9	3.0
	2024	16.1	-	-	16.1	3.2

Sites	Year	Municipal Water (ML)	Groundwater (ML)	Industrial Water (ML)	Total Water Withdrawal (ML)	Total Water Consumption (ML) [Note 2]
Everlight (Suzhou)	2020	44.5	-	-	44.5	22.3
	2021	58.0	-	-	58.0	36.9
	2022	61.6	-	-	61.6	40.7
	2023	63.3	-	-	63.3	33.5
	2024	62.5	-	-	62.5	32.3
Total	2020	277.6	407.9	2.6	688.1	140.2
	2021	305.8	514.9	3.8	824.5	126.7
	2022	280.5	435.5	5.5	721.5	109.9
	2023	276.9	313.0	4.0	593.8	95.6
	2024	292.3	332.8	3.4	628.5 [Note 3]	102.2

Note 1: Office sites are excluded due to minimal environmental impact; data focuses on plant sites.
Note 2: Total water consumption = Total water withdrawal - Discharge volume.
Note 3: 1 ML = 1,000 m^3; thus, in 2024, the total water withdrawal of plant sites amounted to 628.5 thousand m^3.
Note 4: All data in the above table are rounded to one decimal place.
Note 5: All water withdrawal is freshwater with a total dissolved solids (TDS) content ≤ 1,000 mg/L, with units presented in ML.

Water Sources by Site

Water Recovery & Reuse

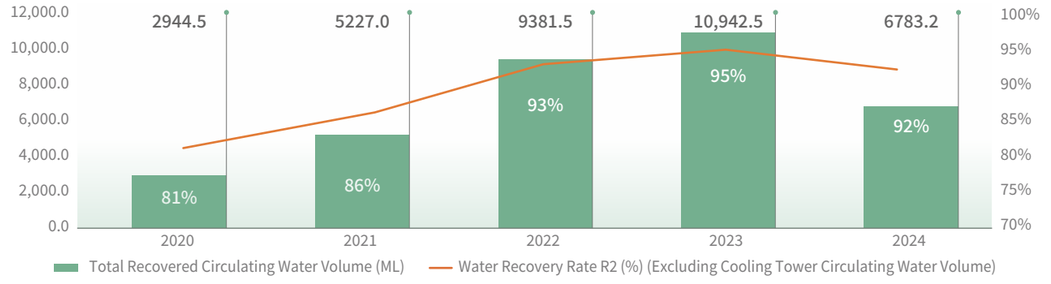
To reduce water use, the Company implements water-saving measures such as process water recovery and reuse. The R2 recovery rate (excluding cooling tower water) serves as a key indicator to track performance, support ongoing improvements, and align with environmental goals.

2024 Water Recycling Achievements

In 2024, the Company achieved a water recovery rate (R2) of 92%, with 6,783.2 ML of recovered and recirculated water - equivalent to 2,713 standard swimming pools [Note 1].

From 2020 to 2024, despite fluctuations in total recovery volume, the recovery rate steadily improved from 81% to 92%, showing continuous gains in water efficiency.

Water Resource Recovery Volume and Recovery Rate



In 2024, production grew 12% while water withdrawal rose only 5.8%, highlighting the effectiveness of recovery systems and water-saving technologies in managing water intensity.

Note 1: Based on the standard swimming pool dimensions (50 m × 25 m × 2 m) defined by the Swimming Association of the Republic of China, the capacity of one pool is approximately 2.5 ML. Therefore, 6,783.2 ML is equivalent to about 2,713 pools.

2020-2024 Total Recycled & Circulating Water Volume Statistics

(Unit: ML)

Items	Method	2020	2021	2022	2023	2024
Total Recycled Water Volume	Condensate/Rainwater Recycled Volume	45.2	54.6	49.1	20.5	21.1
	Process Wastewater Recovered Volume	353.3	392.1	334.4	249.9	263.7
	(Total Secondary Recycled Water Volume)	11.5	27.8	30.1	12.8	13.3
Total Circulating Water Volume	Scrubber Circulating Water Volume	2,534.5	4,752.5	8,967.9	10,659.3	6,485.1
Total Recovered Water Volume + Total Circulating Water Volume (ML)		2,944.5	5,227	9,381.5	10,942.5	6,783.2
Water Recovery Rate R2 (excluding Cooling Tower Circulating Water) (%)		81%	86%	93%	95%	92%

In 2024, the water recovery rate reached 92%, meeting the revised 2025 target but slightly below the original 94%. Targets were adjusted to 92% for 2025 and 95% for 2030 based on improved monitoring accuracy. Total water withdrawal was 628.5 ML, well below the target of 872 ML, reflecting effective water management and alignment with sustainability goals

Historical Water Resource Management Performance & Target Achievement

In 2024, the performance of all water resource management indicators successfully met the annual targets, demonstrating the effectiveness of the Company's water management strategies.

Management Indicators	Actual Performance					2024 Target	Mid-term Target (2025)	Long-term Target (2030)
	2020	2021	2022	2023	2024			
Water Recovery Rate R2 (%)	81	86	93	95	92	≧ 94	≧ 92	≧ 95
Total Water Withdrawal (ML)	688.1	824.5	721.5	593.8	628.5	≦ 872	≦ 872	≦ 872

IV. Pollution Prevention*(Material Topic) (GRI 2-23)(GRI 2-24)(GRI 305-7)

Pollution prevention is a key focus in manufacturing, covering air, water, and waste management. We reduce emissions through robust controls, advanced technologies, and regulatory compliance, while promoting recycling, green manufacturing, and alternative solutions to enhance environmental performance and drive continuous pollution prevention efforts.

Material Topic #4	Pollution Prevention
Impact Assessment	**Air Pollution** **Positive:** Improves air quality, lowers health risks and related costs. **Negative:** Poor policy enforcement may undermine emission reductions, harm ecosystems, and impact community health. **Wastewater Management** **Positive:** Reduces water pollution, improves water quality, supports reuse, protects ecosystems, and enhances corporate image. **Negative:** Requires costly upgrades and maintenance, increases technical and operational burdens, and may lead to community impacts if not properly managed. **Waste Management** **Positive:** Reduces pollution, conserves resources, supports the circular economy, and raises environmental awareness. **Negative:** High technical barriers, costs, and limited infrastructure may hinder efficiency. Poor waste management may increase risks and impact surrounding communities.

Material Topic #4	Pollution Prevention
Management Policies & Commitments (GRI 2-23) (GRI 2-24) (RT-CH-530a.1)	Aligned with our environmental policy and risk strategy, the Company is committed to sustainability. We adopt best available technologies to reduce air emissions, optimize wastewater treatment for compliance and monitoring, and promote waste reduction, recycling, and proper disposal to minimize environmental impact.
Governance Structure	• **Headquarters:** "Environmental Management Committee" • **Plant Sites:** Environmental Management Teams and dedicated environmental protection units
Management Actions	• Comply with air pollution regulations and implement appropriate control measures. • Use cleaner energy and improve processes to reduce SOx and NOx emissions. • Follow emission standards for stationary sources and continuously improve air quality performance. • Improve wastewater treatment efficiency and regularly monitor effluent quality. • Establish a "Circular Economy Promotion Committee" to drive waste reduction, resource recovery, and progress toward zero emissions and zero waste.
Resource Allocation	• Adoption of clean fuels • Installation of additional pollution control equipment • Improved operational efficiency and reliability of control equipment • Optimization of wastewater treatment systems • Promotion of circular economy and green chemistry practices
Indicators & Targets (RT-CH-150a.1)	**Management Indicator** / **2024 Target** / **2030 Target** **Reduction Rate of Air Pollutant Emissions per Unit Production (%)**: ≥ 2% / ≥ 4% **Wastewater Treatment Compliance Rate (%)**: 100% / 100% **Waste Recycling & Reuse Rate (%)**: ≥ 71% / ≥ 80% **Hazardous Industrial Waste Recycling & Treatment Ratio (%)**: ≥ 6.3% / ≥ 8.3% **Indicator Definitions:** Air Pollution •Reduction Rate of Air Pollutant Emissions per Unit Production (%) = 1 - (Total Air Pollutant Emissions (kg) / Production Volume (tons)) / Baseline × 100% Wastewater Treatment • Wastewater Treatment Compliance Rate (%) = (Volume of Treated Waste water Meeting Regulatory Standards/Total Waste water Discharge Volume) × 100% Waste Management • Waste Recycling & Reuse Rate (%) = (Volume of Business Waste Recycled & Reused / Total Volume of Business Waste Generated) × 100% • Hazardous Industrial Waste Recycling & Treatment Ratio (%) = (Volume of Hazardous Industrial Waste Recycled & Treated / Total Volume of Hazardous Industrial Waste Generated) × 100% • Reduction Rate of Hazardous Waste per Unit Production (%) = 1 - (Total Hazardous Waste(kg) / Production Volume(tons)) / Baseline × 100% [Note 1]
Evaluation Mechanism	• Environmental Management Review: Once per year • Sustainability Development Committee Meetings: Twice per year • Plant Policy & Plan Review: Once per quarter • Internal Environmental Management System Audit: Once per year • External Environmental Management System Audit by DNV: Once per year
Methods to Ensure Effective Actions	• Process Tracking: Regular EHS Management Review Meetings are held under the PDCA cycle to review and improve progress on environmental goals. • Action Effectiveness: Annual audits verify achievement of set objectives. • Lessons Learned: The Company has achieved results in green chemistry and circular economy initiatives, and continues to improve atom utilization and processes to lower product carbon footprints. It also engages in community and educational efforts to raise environmental awareness.
2024 Execution Results	• Reduction Rate of Air Pollutant Emissions per Unit Production (%) = -7.3 • Wastewater Treatment Compliance Rate (%) = 100 • Waste Recycling & Reuse Rate (%) = 78 • Hazardous Industrial Waste Recycling & Treatment Ratio (%) = 13.5 • Reduction Rate of Hazardous Waste per Unit Production (%) = 18.7
Communication with Stakeholders	Key stakeholders include shareholders, customers, suppliers, communities, and government agencies. Communication occurs through both regular and irregular basis.

Note 1: The Hazardous Waste Reduction Rate per Unit of Production (%) was established as a new management indicator in the second half of 2024. The reduction targets are set at 15% by 2025 and 20% by 2030.

1. Air Pollution Control & Noise Management

1.1 Air Pollution Prevention & Control

The Company complies with and often exceeds government regulations by actively implementing air pollution control measures. We prioritize the use of low-pollution clean energy and optimize production processes to effectively reduce emissions of sulfur oxides (SOx) and nitrogen oxides (NOx). We also closely monitor regulatory changes, such as the Emission Standards for Hazardous Air Pollutants from Stationary Sources, and adjust operations accordingly to ensure compliance. In 2024, no sites were subject to major fines (over NT$1 million) or non-monetary penalties for violations of air pollution regulations. In addition, we follow the standardized "3-A3-10 Waste Gas Control Procedure" to ensure the stable operation of pollution control equipment, supported by continuous monitoring and improvement plans.

Emission data is calculated using regulatory methods, including emission factors, testing reports, and verified on-site data, with component-level emissions based on test results to ensure accuracy.

From 2020 to 2024, major air pollutant emissions (excluding VOCs) declined. Due to a product mix adjustment, the 2023 baseline emission intensity was revised from 1.98 to 2.1 kg/ton. In 2024, intensity fell another 7%, despite increased production of higher-emission products. The Sustainable Development Committee reviews environmental indicators semiannually. Since mid-2024, six Board members have joined the committee to strengthen governance and environmental oversight.

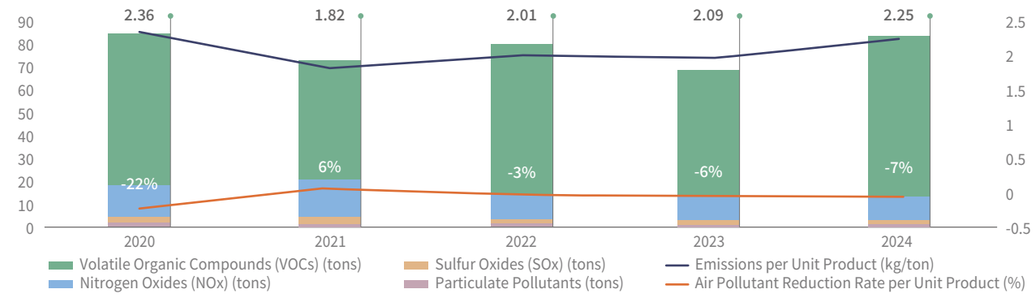
2020-2024 Air Pollutant Emissions Statistics [Note 1] (Unit: metric tons) [Note 2]

Sites	Year	(1) Particulate Pollutants	(2) Sulfur Oxides (SOx)	(3) Nitrogen Oxides (NOx)	(4) Volatile Organic Compounds (VOCs)	(1)+(2)+(3)+(4)
Plants I to IV	2020	0.78	3.06	13.78	63.14	80.76
	2021	0.86	3.05	16.55	49.94	70.40
	2022	0.75	2.25	11.54	62.89	77.43
	2023	0.59	2.03	9.90	54.90	67.42
	2024	0.61	2.02	10.12	68.37	81.12
Trend Tone Imaging, Inc.	2020	-	-	-	1.42	1.42
	2021	-	-	-	1.95	1.95
	2022	-	-	-	1.37	1.37
	2023	-	-	-	1.10	1.10
	2024	-	-	-	1.14	1.14
Everlight (Suzhou)	2020	1.15	-	-	0.57	1.72
	2021	0.46	-	-	0.27	0.73
	2022	0.54	-	-	0.96	1.50
	2023	0.46	-	-	0.37	0.83
	2024	0.73	-	-	0.78	1.51

Note 1: Environmental indicator data are collected from the Company's manufacturing sites.
Note 2: All figures are in metric tons, based on annual regulatory reports and rounded to two decimal places.

The Company tracks the "Air Pollutant Emission Reduction Rate per Unit of Production" as a key indicator, using site data from 2020-2024 to monitor progress toward the 2025 target. PM2.5 is not currently included; focus remains on VOCs, particulates, SOx, and NOx.

Historical Air Pollutant Emissions and Intensity Trends



Emissions fell from 83.90 metric tons in 2020 to 69.35 in 2023, then rose to 83.77 in 2024. Despite this, emission intensity remained stable at around 2 kg per ton, with fluctuations mainly due to changes in production volume and product mix-not control system performance.

Historical Data on Air Pollutant Emission Reduction Rate per Unit of Production [Note 1] (Unit: tons)

Year	2020	2021	2022	2023	2024	Mid-term Target (2025)
Total Air Pollutant Emissions from All Sites	83.90	73.08	80.30	69.35	83.77	-
Total Production Output from All Sites	35,561	40,120	40,323	33,118	37,177	-
Air Pollutant Emissions per Unit of Production [Note 2]	2.36	1.82	2.01	2.09 [Note 4]	2.25	-
Air Pollutant Emission Reduction Rate per Unit of Production (%)	-22	6	-3	-6	-7 [Note 3]	≧ 3

Note 1: Environmental indicator data are collected by individual plant sites.
Note 2: Emissions per unit of production = total emissions (kg) of particulates, SOx, NOx, and VOCs / total production volume (tons).
Note 3: Reduction rate = 1 - (emissions per ton ÷ baseline (2.1)) × 100. The 2023 baseline of 1.98 kg/ton was updated due to changes in product mix.
Note 4: 2023 emissions per unit were revised from 1.98 to 2.09 kg/ton due to a data entry error, to ensure accuracy.

1.2 Perimeter Noise Control & Management

The Company conducts regular perimeter noise monitoring to ensure compliance and protect employees and nearby communities. Plants I-IV follow the "3-A3-13 Noise Management Regulations" with semi-annual internal or annual third-party checks. Everlight (Suzhou) Advanced Chemicals Ltd. conducts quarterly external monitoring, while Trend Tone Imaging, Inc. follows Hsinchu Science Park Bureau requirements. All 2024 results met regulatory standards. The Company remains committed to maintaining a safe and compliant acoustic environment.

2. Wastewater Management (GRI 303-4)

Wastewater Discharge Management & Water Pollution Prevention

Each site develops wastewater treatment plans based on the characteristics of its process effluent. Pollution sources from each process are reduced, classified, and treated using appropriate technologies to effectively lower pollutant levels. We regularly monitor wastewater quality through third-party sampling or self-testing based on official methods to ensure compliance with regulatory standards. All operating sites have obtained discharge permits as required by local authorities, ensuring that effluent quality meets standards and helps protect water resources and the ecological environment.

Domestic and industrial wastewater is directed to local industrial zone or municipal sewage systems. For example: Plant I is connected to the Dayuan Industrial Zone Discharge Management System; Plant II and Plant III are connected to the Guanyin Industrial Zone Wastewater Treatment Plant; Plant IV is connected to the Taoyuan Technology Industrial Park Wastewater Treatment Plant; Trend Tone Imaging, Inc. and Everlight (Suzhou) Advanced Chemicals Ltd. are connected to the Hsinchu Science Park Sewage Treatment Plant, and the Suzhou Industrial Park Sewage Treatment Plant.

Wastewater Treatment Overview

All discharged water met applicable standards in 2024, with no major fines (over NT$1 million) or non-monetary penalties related to water regulations were imposed during the year.

Wastewater Management & Discharge Indicators

The Company uses the Wastewater Treatment Compliance Rate (%) as a key indicator, calculated as: (Compliant discharge volume / Total discharge volume) × 100%.

From 2021 onward, wastewater discharge at Plants I to IV peaked and then gradually declined, while Trend Tone Imaging, Inc. remained stable. In 2024, total wastewater discharge rose by 5.6% from 2023, mainly due to a 12% increase in production volume.

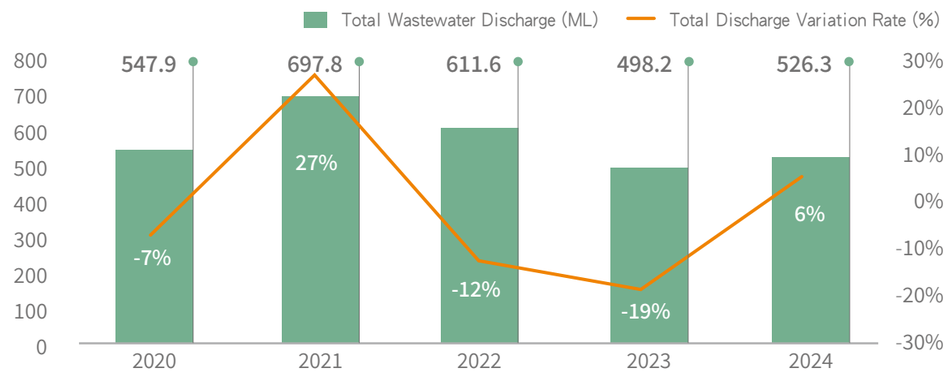
2020-2024 Wastewater Discharge Volume Statistics

(Unit: ML)

Plant / Year	2020	2021	2022	2023	2024
Plants I to IV	511.8	661.9	575.8	456.5	483.2
Trend Tone Imaging, Inc.	13.9	14.8	14.9	11.9	12.9
Everlight (Suzhou)	22.2	21.1	20.9	29.8	30.2
Total Discharge Volume	547.9	697.8	611.6	498.2	526.3

To enhance wastewater management, the Company prioritizes monitoring COD, SS, ammonia nitrogen, and nitrate nitrogen, ensuring compliance with local standards. In 2024, all sites maintained discharge concentrations within regulatory limits.

Historical Wastewater Discharge Volumes



Key Discharge Disclosure Indicators

Focus Items	COD (mg/L)				
Site	Plant I	Plant II	Plant III	Plant IV	Everlight (Suzhou)
Average Discharge Concentration	5.7	111.6	91.1	12.6	61.8
Regulatory Standard	100	560	560	350	300
Focus Items	**SS (mg/L)**				
Site	Plant I	Plant II	Plant III	Plant IV	Everlight (Suzhou)
Average Discharge Concentration	7.7	21.1	5.5	3.1	8.5
Regulatory Standard	30	480	480	200	400
Focus Items	**Ammonia Nitrogen (mg/L)**				
Site	Plant I	Plant II	Plant III	Plant IV	Everlight (Suzhou)
Average Discharge Concentration	13.9	32.7	15.4	1.6	8.9
Regulatory Standard	60	75	75	70	50
Focus Items	**Nitrate Nitrogen (mg/L)**				
Site	Plant I	Plant II	Plant III	Plant IV	Everlight (Suzhou)
Average Discharge Concentration	2.2	0.6	27.6	2.8	-
Regulatory Standard	50	50	50	100	-

Historical Performance of Water Pollution Control Management Indicators & Targets

In 2024, all sites met their annual water pollution control targets, reflecting effective water management. The Company will continue to uphold this standard and advance water resource initiatives.

Management Indicator	Actual Performance						2024 Target	Mid-term Target (2025)
	2019	2020	2021	2022	2023	2024		
Wastewater Treatment Compliance Rate (%)	100	100	100	100	100	100	100	100

3. Waste Management (GRI 306-1)(GRI 306-2)(GRI 306-3)(GRI 306-4)(GRI 306-5)(RT-CH-150a.1)

The Company is committed to effective reuse of materials throughout raw material sourcing, product supply, manufacturing processes, pollution control, and daily operations. This includes reverse recycling and refillable use between suppliers and customers to maximize resource utilization. This chapter covers waste management indicators and performance across all manufacturing subsidiaries, including Everlight (Suzhou) Advanced Chemicals Ltd. and Trend Tone Imaging, Inc. As of 2024, no sites were subject to major fines (over NT$1 million) or non-monetary penalties for violations of waste-related laws or regulations.

Waste Management Process

Waste Management Performance

The Company monitors key indicators, including waste recycling and utilization rate, proper treatment rate of hazardous industrial waste, and its recycling ratio. To align with stakeholder expectations, the 2025 target for waste recycling and utilization has been raised from 72% to 79%, and a new metric - hazardous waste reduction per unit of production - has been introduced. Short-term efforts focus on reinforcing current practices and executing site-specific improvement plans, while long-term goals will be pursued through process optimization and source reduction.

2024 Waste Management Performance

In 2024, the Company generated 8,422.6 tons of industrial waste, a 2.2% decrease from 2023. Of this, 6,559.3 tons were recycled, achieving a 78% recycling rate. Hazardous waste recycling reached 200.5 tons, with a treatment ratio of 13.5%.

To enhance waste management, the "Circular Economy Promotion Committee" set a target to reduce hazardous waste generation per unit of production by 20% by 2030, using 2021 as the baseline. By 2024, this indicator had dropped to 39.9 kg/ton - a reduction of 18.7% - demonstrating strong progress.

Between 2020 and 2024, total industrial waste showed a steady decline. General waste fell from 7,447.6 tons to 6,940.4 tons, while hazardous waste, after peaking in 2021, also declined. Waste intensity (waste per production value) improved slightly to 1.1 in 2024, indicating enhanced efficiency in waste reduction efforts.

2020-2024 Waste Disposal & Generation

(Unit: tons) [Note 2]

Sites	Year	Category	Disposal Method				Category Total Generation [Note 4]	Total Waste Generation [Note 5]
			Reuse & Recycling [Note 3]	Incineration	Landfilling	Temporary Storage Inventory Adjustment		
Plants I to IV	2020	Hazardous	46.9	1,372.0	0	34.4	1,453.3	8,634.8
		Non-hazardous	6,184.1	416.5	531.4	49.5	7,181.5	
	2021	Hazardous	64.4	1,727.2	0	61.6	1,853.2	10,874.4
		Non-hazardous	7,892.6	391.7	660.6	76.3	9,021.2	
	2022	Hazardous	60.2	1,598.4	0	-44.3	1,614.3	10,102.9
		Non-hazardous	7,403.5	557.3	662.0	-134.2	8,488.6	
	2023	Hazardous	123.6	1,591.2	0	-32.4	1682.4	8,175.1
		Non-hazardous	5,757.4	367.4	402.3	-34.4	6,492.7	
	2024	Hazardous	182.2	1,258.4	0	-10.7	1,429.9	8,229.9
		Non-hazardous	6,261.6	365.2	124.8	48.4	6,800.0	
Trend Tone Imaging, Inc.	2020	Hazardous	0	0.4	0	0	0.4	246.0
		Non-hazardous	62.8	167.9	14.9	0	245.6	
	2021	Hazardous	0	0.2	0	0	0.2	306.8
		Non-hazardous	35.3	146.7	63.3	61.3	306.6	
	2022	Hazardous	0	0	0	0	0	289.8
		Non-hazardous	47.7	126.8	176.6	-61.3	289.8	
	2023	Hazardous	0	0	0	0	0	253.9
		Non-hazardous	95.3	104.5	54.1	0	253.9	
	2024	Hazardous	0	0.2	0	0	0.2	83.7
		Non-hazardous	51.7	31.8	0	0	83.5	
Everlight (Suzhou)	2020	Hazardous	0	192.8	0	0	192.8	213.3
		Non-hazardous	20.5	0	0	0	20.5	
	2021	Hazardous	0	117.4	0	0.4	117.8	134.3
		Non-hazardous	15.4	0	0	1.1	16.5	
	2022	Hazardous	12.9	65.6	0	0.6	79.1	104.7
		Non-hazardous	10.5	16.2	0	-1.1	25.6	
	2023	Hazardous	57.7	22.2	0	-1.0	78.9	187.0
		Non-hazardous	91.2	16.9	0	0	108.1	
	2024	Hazardous	18.3	33.8	0	0	52.1	109.0
		Non-hazardous	45.5	11.4	0	0	56.9	

Note 1: Due to the minimal environmental impact of office sites, only data from plant sites is disclosed.
Note 2: Figures include both declared and non-declared waste (e.g., scrap iron, plastics, and paper recorded via weighbridge slips), expressed in tons.
Note 3: "Reuse and recycling" covers publicly announced recyclable/reusable items and those reused after intermediate treatment.
Note 4: "On-site storage" refers to the year-end storage volume; other disposal figures are cumulative monthly totals, rounded to one decimal place.
Note 5: Total waste generation = total waste disposal volume + net change in storage volume.
Note 6: 2024 data includes on-site treatment: 990.56 tons of hazardous waste incinerated at Plant I and 18.3 tons of permeate reused from the ink process at Everlight (Suzhou) Advanced Chemicals Ltd.; all other quantities refer to off-site disposal.

2020-2024 Hazardous Industrial Waste Generation per Unit of Production Statistics

Items / Year	2020	2021	2022	2023	2024	2025 Target	2030 Target
Total Hazardous Waste (tons)	1,646.5	1,971.2	1,693.4	1,761.3	1,482.2		
Production Volume (tons)	35,561.0	40,120.1	40,323.3	33,119.0	37,177.4		
Hazardous Waste Generation per Unit of Production (kg/ton)	46.3	49.1	42.0	53.2	39.9	41.8	39.3
Hazardous Waste Reduction Rate (%)	-	-	14.5%	-8.4% [Note 1]	18.7%	15%	20%

Note 1: In 2023, the reduction rate declined due to increased hazardous waste from scheduled wastewater tank cleaning at Plant III.

2020-2024 Waste Disposal Statistics

(Unit: tons)

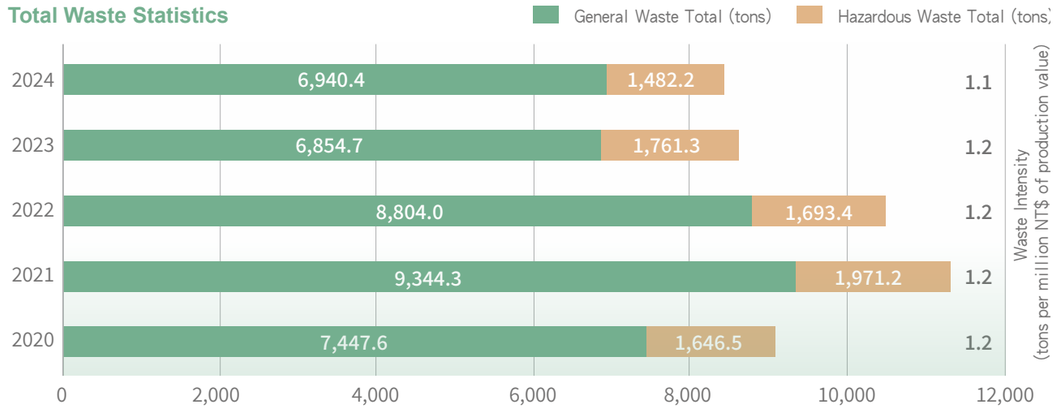
Items / Year	2020	2021	2022	2023	2024
Recycled & Reused Volume (1)	6,314.3	8,007.7	7,534.8	6,125.2	6,559.3
Directly Treated Volume (2)	2,695.9	3,107.1	3,202.9	2,568.6	1,825.6
Change in Temporary Storage Volume (3)	83.9	200.7	-240.3	-67.8	37.7
Total Waste Generated (1)+(2)+(3)	9,094.1	11,315.5	10,497.4	8,616.0	8,422.6

2020-2024 Waste Intensity

(Unit: tons)

Management Indicator/Year	2020	2021	2022	2023	2024
Total General Waste	7,447.6	9,344.3	8,804.0	6,854.7	6,940.4
Total Hazardous Waste	1,646.5	1,971.2	1,693.4	1,761.3	1,482.2
Total Waste Generated	9,094.1	11,315.5	10,497.4	8,616.0	8,422.6
Waste Intensity (per million NT$ of production value)	1.2	1.2	1.2	1.2	1.1

Total Waste Statistics



Historical Waste Management Indicators & Mid-Term Target Performance

Management Indicators	2020	2021	2022	2023	2024	Mid-term Targets (2025)
Waste Recycling Rate (%)	69	71	72	71	78	≧ 79 [Note 1]
Proper Treatment Rate of Hazardous Industrial Waste (%)	100	100	100	100	100	100
Recycling Treatment Ratio of Hazardous Industrial Waste (%)	2.8	3.3	4.3	10.3	13.5	≧ 7.3
Reduction Rate of Hazardous Waste per Unit Production (%)	-	-	14.5	-8.4 [Note 2]	18.7	≧ 15

Note 1: The 2025 waste recycling rate target was raised from 72% to 79%, reflecting a stronger commitment to recycling. Short-term efforts will focus on reinforcing current measures and executing plant-level improvement plans.
Note 2: In 2023, hazardous waste increased temporarily due to scheduled wastewater tank cleaning at Plant III, leading to a short-term dip in the reduction rate.

Waste Reduction

The Company promotes process recycling and technological innovation to reduce waste and enhance resource recovery. Key measures include:

- **By-product recovery:**
  - Recycling dilute acid and iron sludge into ferrous sulfate for wastewater treatment.
  - Regenerating phosphorus solutions into reusable phosphates.
- **Membrane technology:** Improves solvent recovery efficiency.
- **Packaging reuse:** Collecting and reusing bulk bags, one-way drums, and plastic bags.
- **Solvent management:** Optimized inventory and recovery reduce incineration volumes; some recovered solvents are sold as cleaning agents.
- **External circular use:** By-product zinc sulfate is supplied for zinc oxide production, reducing waste at the source.

Other examples of resource recycling and reuse can be found in Chapter 5: "Circular Economy."

V. Greenhouse Gas & Energy Management (GRI 2-23)(GRI 2-24)(GRI 305-1)(GRI 305-2)(GRI 305-4)

The Company addresses climate and GHG reduction goals through energy efficiency measures and energy management systems. Regular GHG inventories and reduction programs help mitigate climate risks. Plants I-III began ISO 50001 implementation in 2022 and were certified in 2023. By 2024, Plants I-IV and Trend Tone Imaging, Inc. were all certified, supported by training and knowledge sharing to enhance energy performance and risk management.

Impact Assessment	**Positive Impacts:**Reduces carbon emissions, improves energy efficiency and air quality, lowers energy costs and carbon fees, and enhances corporate value and capital market evaluations. **Negative Impacts:** May lead to increased energy consumption and higher capital expenditures, particularly during equipment upgrades. This could result in higher emissions and impose financial pressure.
Management Policies & Commitments (GRI 2-23) (GRI 2-24) (RT-CH-530a.1)	Energy Management Policy: "To enhance energy performance and progress towards net-zero sustainability."
Governance Structure	• **Head Office:** "Environmental Management Committee" • **Plant Sites:** Environmental Management Task Force and Dedicated Environmental Protection Units
Management Actions	We adopt the following approaches to reduce and control GHG emissions: • Optimize processes and equipment • Implement innovative management practices • Conduct GHG inventories per ISO 14064-1 or regulatory standards • Continuously promote reduction measures
Resource Allocation	Since 2022, the Company has adopted the latest ISO 14064-1 and ISO 50001 standards, completing certification for both. In 2024, a Group-wide GHG inventory was conducted and verified by a third-party in line with ISO 14064-1. Plants I - IV and Trend Tone Imaging also achieved ISO 50001 certification. • Adopting energy-efficient equipment. • Implementing a systematic energy management framework. • Investing in renewable energy infrastructure. • Establishing a Climate Change Task Force. • Enhancing the energy efficiency of products.
Indicators & Targets (RT-CH-150a.1)	**Management Indicators & Targets** / **2024 Target** / **2030 Target** **Power saving (%)** / ≥ 1% / ≥ 1.5% **GHG Emission Intensity (tCO_2e per million production value)** / Original ≤ 8.3, Revised ≤ 8.96 / ≤ 7.3 **Energy Intensity (GJ per million production value)** / ≤ 71 / ≤ 70 **Indicator Definitions:** • Power Saving (%) = (Power Saved / (Total Power Consumption + Power Saved)) × 100% • GHG Emission Intensity = Total GHG Emissions (Scope 1 + Scope 2, tCO_2e) / per million production value • Energy Intensity = Total Energy Consumption (GJ) / per million production value
Evaluation Mechanism	• Environmental Management Review (once per year). • "Sustainable Development Committee" meetings (twice per year). • Site Policy & Plan Review (once per quarter). • Internal Environmental Management System Audit (once per year). • External Environmental Management System Audit by verification body (DNV) (once per year).
2024 Execution Results	• Electricity Savings (%): 3.2 • GHG Emissions Intensity (tCO_2e / million production value): 8.92 • Energy Intensity (GJ / million production value): 71
Communication with Stakeholders	Key stakeholders include shareholders, customers, suppliers, communities, and government agencies. Communication occurs through both regular and irregular basis.

1. Energy Management & Consumption Analysis (GRI 302-1)(GRI 302-3)(GRI 302-4)(GRI 305-1)(GRI 305-2)

In 2024, total energy consumption across plant sites reached approximately 556.31×10^3 GJ, a year-on-year increase of 11.6% (57.98×10^3 GJ), mainly due to a 12.3% rise in production capacity. Purchased electricity accounted for 51% of the total. Compared to 2023, electricity, diesel, natural gas, and steam consumption increased by 4%, 2%, 29%, and 12%, respectively.

To expand renewable energy use, Plant II's solar PV system received self-consumption approval on Mar 1, 2023, with an investment of NT$21.4 million. By the end of 2024, renewable energy accounted for 0.24% of total use, generating 374,414 kWh (1.35×10^3 GJ) for on-site consumption.

2020-2024 Energy Consumption Statistics

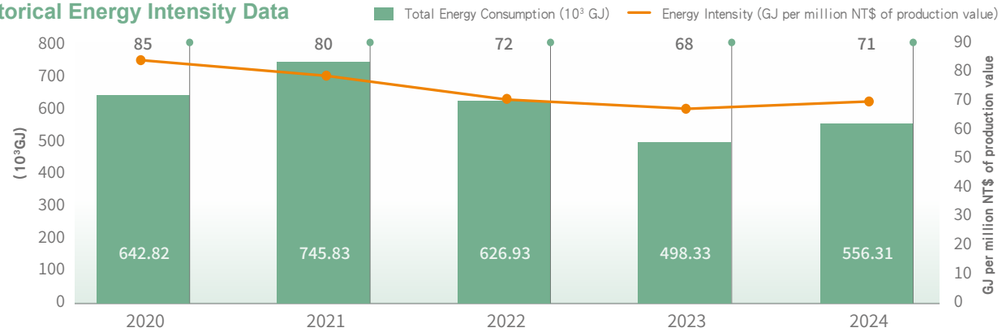
(Unit: 10^3 GJ) [Note 2]

Site	Year	Purchased Electricity	Steam	Natural Gas	Diesel	Gasoline	Liquefied Petroleum Gas	Renewable Energy (Self-Generated Electricity)	Total Energy Consumption
Plants I to IV	2020	195.30	169.56	154.45	2.85	1.29	0.82	0.00	524.27
	2021	223.28	197.36	198.25	3.14	1.20	0.72	0.00	623.95
	2022	188.05	146.17	148.58	2.68	1.23	0.78	0.00	487.49
	2023	167.26	102.01	117.28	2.39	1.12	0.84	1.32	392.22
	2024	180.25	114.39	150.75	2.44	1.11	0.90	1.35	451.19
Trend Tone Imaging, Inc.	2020	60.27	0.00	0.00	0.00	0.20	0.00	0.00	60.47
	2021	71.40	0.00	0.00	0.00	0.12	0.00	0.00	71.52
	2022	71.49	0.00	0.00	0.00	0.18	0.00	0.00	71.67
	2023	59.77	0.00	0.00	0.00	0.00	0.00	0.00	59.77
	2024	59.95	-	-	-	0.21	-	-	60.16
Everlight (Suzhou)	2020	57.75	0.00	0.00	0.10	0.23	0.00	0.00	58.08
	2021	50.17	0.00	0.00	0.05	0.14	0.00	0.00	50.36
	2022	67.39	0.00	0.00	0.16	0.22	0.00	0.00	67.77
	2023	45.92	0.00	0.00	0.12	0.30	0.00	0.00	46.34
	2024	44.53	-	-	0.11	0.32	-	-	44.96
Total	2023	272.95	102.01	117.28	2.51	1.42	0.84	1.32	498.33
	2024	284.73	114.39	150.75	2.55	1.64	0.90	1.35	556.31

Note 1: Environmental indicator data are based on factory sites.
Note 2: Unit for purchased energy: 10^3 GJ.
Note 3: Calorific values follow the latest Energy Administration guidelines (e.g., electricity: 860 kcal/kWh; natural gas: 8,000 kcal/m^3).
Note 4: Energy consumption (GJ) = [Energy consumption (unit) × Calorific value (kcal/unit) × Conversion factor (4.187 × 10^3 joules (J)/kcal)] ÷ 10^9.
Note 5: Figures are rounded to two decimal places.

In 2024, energy intensity rose to 71 GJ per million NT$ of production value, a 4.4% increase from 68 GJ in 2023, reflecting higher energy use aligned with increased production output.

Historical Energy Intensity Data



2. Energy Intensity Statistics from 2020 to 2024

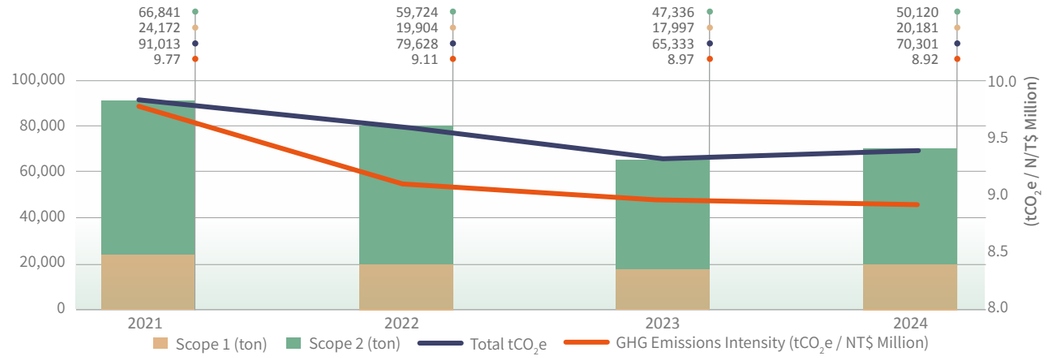
Year	2020	2021	2022	2023	2024
Total Energy Consumption (10^3 GJ)	642.82	745.83	626.93	498.33	556.31
Production Value (Million NT$)	7,543	9,311	8,744	7,283	7,884
Energy Intensity (GJ per million NT$ of production value)	85	80	72	68	71

Greenhouse Gas Emissions & Carbon Management

In 2023, the Board approved the Group's 2030 carbon reduction target, using 2021 as the base year. Accordingly, the reporting period now begins in 2021 for consistency. This report adopts IPCC AR6 GWP values and corrects the previously misapplied electricity emission factor for Everlight (Suzhou) Advanced Chemicals Ltd., replacing the regional baseline with China's national average factor. The emission boundary was also expanded to include RTO treatment stages for greater data completeness.

In 2024, GHG emissions intensity decreased slightly by 0.6% to 8.92 tCO_2e per million NT$, while total emissions rose 7.6% to 70,301 tCO_2e due to increased production. Despite this, intensity continued to decline. The Company remains committed to carbon reduction through equipment upgrades and ongoing process improvements.

Historical GHG Emissions Intensity



2021-2024 GHG Emissions Intensity Information

Year	Items	Plants I to IV	Trend Tone Imaging, Inc.	Everlight (Suzhou)	Total GHG Emissions (tCO_2e) (1)	Production Value (Million NT$) (2)	GHG Emissions Intensity (tCO_2e / Million NT$) (1)÷(2)
2021	Scope 1 (A)	23,845	198	129	24,172	9,311	2.60
	Scope 2 (B)	49,129	9,954	7,758	66,841		7.18
	(A)+(B)	72,974	10,152	7,887	91,013		9.77
2022	Scope 1 (A)	19,565	203	136	19,904	8,744	2.28
	Scope 2 (B)	39,197	10,106	10,421	59,724		6.83
	(A)+(B)	58,762	10,309	10,557	79,628		9.11
2023	Scope 1 (A)	17,702	187	108	17,997	7,283	2.47
	Scope 2 (B)	32,041	8,195	7,100	47,336		6.50
	(A)+(B)	49,743	8,382	7,208	65,333		8.97
2024	Scope 1 (A)	19,833	204	144	20,181	7,884	2.56
	Scope 2 (B)	35,010	8,224	6,886	50,120		6.36
	(A)+(B)	54,843	8,428	7,030	70,301		8.92

Note 1: Office sites have minimal environmental impact and are excluded from disclosure. Data presented reflects production site performance.
Note 2: GHG emissions are calculated using emission factors from the EPA's "Emission Factor Management Table Version 6.0.4."
Note 3: Scope 1 and Scope 2 emissions are compiled based on the operational control approach and include CO_2, CH_4, N_2O, HFCs, PFCs, SF_6, and NF_3.
Note 4: Scope 3 emissions are currently excluded due to limited data availability and collection challenges.
Note 5: Emissions data are rounded to the nearest integer for disclosure and intensity calculation.
Note 6: The Company obtained ISO 14064-1:2006 verification for six years since 2005 and transitioned to the 2018 version in 2022. 2023 data reflects values verified in Jul 2024.
Note 7: 2024 emissions data is based on internal results and will undergo third-party verification in Q3 2025. Any revisions will be updated on the official website.

3. Energy Conservation & Carbon Reduction Achievements (GRI 302-4)(GRI 305-5)

The Company has successfully reduced GHG emissions and improved energy efficiency, enhancing overall performance and contributing to sustainable development goals.

Special Report

Climate Action & Energy Management

To address climate change risks, policy trends, emerging technologies, and carbon pricing, the Company proactively manages climate-related challenges and opportunities. In alignment with Taiwan's 2030 national reduction target announced in 2022, the Group aims to cut carbon emissions by 25% by 2030, while supporting global efforts toward net-zero emissions by 2050 through enhanced climate disclosures and carbon reduction initiatives.

Climate Action & Energy Management Measures

The Company has optimized production processes and equipment, adopted ISO 50001 for energy management, and follows ISO 14064-1 to implement ongoing GHG reduction efforts. Actions include using energy-efficient equipment, systematizing energy management, and investing in renewable energy to reduce reliance on conventional sources.

Energy Conservation & Carbon Reduction Results

Since 2021, the Company has pursued energy-saving and carbon reduction projects, meeting the annual electricity savings target of ≥1%. In 2024, initiatives saved 2.135 million kWh, cut emissions by 1,054 tCO_2e (equal to the carbon absorbed by 87,833 trees), and saved about 7,689 GJ in energy - a 3.2% electricity saving rate. Of 20 planned high-energy equipment replacements, 16 were completed, saving 158,000 kWh and reducing 77 tCO_2e.

ISO 14064-1 Greenhouse Gas Inventory

ISO 50001 Certification

Note 1: Calculations are based on the 2023 electricity emission factor (0.494 $kgCO_2e$/kWh) and 2022 Energy Statistics Handbook.
Note 2: Based on data from the Environmental Quality Protection Foundation, one tree absorbs approximately 12 $kgCO_2e$ per year. Thus, a reduction of 1,054 tCO_2e is equivalent to the annual absorption of about 87,833 trees.

2024 Energy Saving Statistics

Sites	Energy-Saving & Carbon Reduction Measures	Electricity Saved (MWh)	Heat Value Saved (10^5 kcal) [Note 1]	Carbon Emissions Reduced (tCO_2e) [Note 2]	Energy Saved (GJ) [Note 3]
Plant I	Replacement of a 150HP reciprocating compressor with a 125HP screw compressor for the ice-making system	161	138	80	578
	Replacement of two 75HP reciprocating compressors with a 125HP screw compressor for the ice-making system	161	138	80	578
Plant II	Replacement of ice-making machines	122	105	60	440
	Upgraded air compressor system with heat recovery dryers	19	16	9	67
	Replacement of ice-making machines	203	175	100	733
Plant III	Upgrade of blower systems	166	143	82	599
	Installation of variable frequency drives (VFDs) on chilled water systems for energy savings	13	11	6	46
Trend Tone Imaging, Inc.	Replacement of air compressors	409	352	202	1,474
	Implemented demand response load management with Taiwan Power Company	881	758	435	3,174
Total		2135	1,836	1,054	7,689

Note 1: Energy savings (kcal) = [Electricity savings (1,000 kWh) × Electricity calorific value (8.6 × 10^5 kcal/1,000 kWh)]
Note 2: Carbon emissions reduction (tCO2e) = [Electricity savings (1,000 kWh) × Latest annual electricity emission factor (0.494 tCO_2e/1,000 kWh)]
Note 3: Energy savings (GJ) = [Energy savings (kcal) × Conversion factor (4.187 × 10^3 joules (J)/kcal)] ÷ 10^9
Note 4: All data are rounded to the nearest whole number.
Note 5: Data aligns with the energy declaration records.

4. Ozone-Depleting Substances (ODS) Emissions (GRI 305-6)

We have gradually reduced the use of ozone-depleting substances (ODS), especially R22. In 2024, usage dropped to 0.09 metric tons, down from 0.2 metric tons in 2023.

Historical Statistics of Ozone-Depleting Substances (ODS) Emissions

Year	2020	2021	2022	2023	2024
R22 Refrigerant Consumption (metric tons) [Note 1]	3.71	1.97	1.60	0.16	0.09
CFC-11 Equivalent (metric tons)	0.20	0.11	0.09	0.01	0.01

Note 1: The ODP of R22 is 0.055, with CFC-11 defined as 1.0 under the Montreal Protocol. R22 consumption is expressed in CFC-11 equivalent units.
Note 2: ODS emissions are calculated using ODP coefficients from the Montreal Protocol Annexes.

5. Greenhouse Gas and Energy Management Performance

To enhance GHG inventory and energy management, the Company's plants have adopted three key indicators: (1) Electricity Savings (%), (2) GHG Emissions Intensity (tCO_2e/million NT$), and (3) Energy Intensity (GJ/million NT$). In 2024, sites continued carbon reduction efforts aligned with the 2025 mid-term net-zero target. Despite higher energy use, emissions declined and efficiency improved through process optimization, equipment upgrades, and energy management systems. The Company remains committed to a 25% emissions reduction by 2030 and the 2050 net-zero goal.

Annual Management Indicators and Mid-Term Target Progress

Management Indicators	2020	2021	2022	2023	2024	Mid-term target (2025)
Electricity Savings (%)	0.8	1.2	1.1	1.5	3.2	≧ 1.5
GHG Emission Intensity (tCO_2e per million production value)	9.9	9.77	9.11	8.97	8.92	≦ 8.8 [Note 1]
Energy Intensity (GJ per million production value)	85	80	72	68	71	≦ 70

Note 1: Due to data reorganization from 2021 to 2023, discrepancies were identified between the medium- to long-term targets and the current performance status. Therefore, the targets have been revised accordingly.

VI. Climate Change Response - Mitigation & Adaptation*(Material Topic) (GRI 2-23)(GRI 2-24)(GRI 201-2)

In response to global climate challenges, the Company follows the Financial Supervisory Commission (FSC) guidelines and TCFD recommendations, disclosing climate-related risks and opportunities across four areas: governance, strategy, risk management, and metrics and targets.

Aligned with Taiwan's net-zero policy and the FSC's 2023 "Corporate Sustainability Action Plan," the Board approved a 25% carbon reduction target by 2030 (base year: 2021).

Everlight Chemical remains committed to climate mitigation and adaptation, working with stakeholders to drive a low-carbon transition and build a sustainable future.

Set 2021 as the carbon reduction base year → **Achieve a 25% reduction compared to 2021 levels by 2030** → **Reach net-zero carbon emissions by 2050**

Material Topic #6	Climate Change Response - Mitigation and Adaptation
Impact Assessment	**Positive:** Lowers emissions, mitigates climate risks, protects biodiversity, and reinforces CSR. **Negative:** High upgrade costs; poor climate response may impact communities and industries.
Management Policies & Commitments (GRI 2-23) (GRI 2-24) (RT-CH-530a.1)	We have set targets to reduce carbon emissions by 25% by 2030 and achieve net-zero emissions by 2050, and have signed the "Net-Zero Emissions Declaration" to demonstrate our commitment to sustainable development.
Governance Structure	• **Head Office:** Established the "Sustainable Development Committee". • **Committee Structure:** Consists of four working groups - the "Sustainable Environment Group", the "Social Responsibility Group", the "Corporate Governance Group," and the "Information Disclosure Group".
Management Actions	• **Board of Directors:** The highest decision-making level, overseeing climate-related risks and opportunities. • **Risk Management & Sustainable Development Committees:** Assessing climate impacts and formulating corresponding strategies. • **Climate Change Task Force (under the Sustainable Environment Subcommittee):** Executes daily sustainability initiatives.
Resource Allocation	• Conduct risk and opportunity analysis based on the framework of Climate-Related Financial Disclosures (TCFD), the WBCSD Chemical Sector Guidance, and the CDP questionnaire. • Adopt a risk management process with reference to ISO 31000:2018 - Risk Management Guidelines.
Indicators & Targets (RT-CH-150a.1)	**Management Indicator:** GHG Emissions Intensity (tCO_2e per NT$ million of production value) **2024 Target:** Original ≤ 8.3, Revised ≤ 8.96 **2030 Target:** ≤ 7.3 **Indicator Description** • GHG Emissions Intensity = GHG Emissions (tCO_2e) / Production Value (NT$ million)
Evaluation Mechanism	• Sustainability Development Committee (2 times/year) • Risk Management Committee (2 times/year) • Sustainable Environment Group, Social Welfare Group, Corporate Governance Group, and Information Disclosure Group (on an as-needed basis per year)
Methods to Ensure Effective Actions	• **Risk Monitoring:** Follows ISO 31000:2018 to assess risk attributes, categories, likelihood, and impact, and develop appropriate management strategies. • **Risk Assessment:** Identify, prioritize, and evaluate risks; formulate adaptation measures and integrate them into the risk management framework for ongoing improvement. • **Performance Review:** Conduct annual evaluations to ensure effective implementation.
2024 Execution Results	• GHG Emission Intensity (tCO_2e per million production value) = 8.92
Communication with Stakeholders	Key stakeholders include shareholders, customers, suppliers, communities, and government agencies. Communication occurs through both regular and irregular basis.

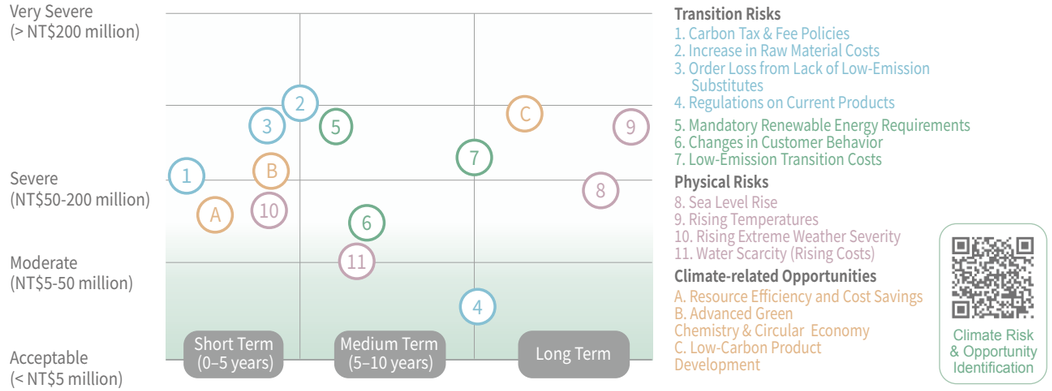
Climate Risk Assessment

To assess climate risks comprehensively, the Climate Change Task Force adopted the TCFD framework, referencing WBCSD chemical sector guidance, the CDP questionnaire, and industry-specific risk factors. A Climate Risk Matrix was used to identify, rank, and analyze risks, forming the basis for developing mitigation measures within the existing risk management system.

Climate Governance Structure

Strategy & Implementation Timeline

Risks were evaluated by severity and likelihood, outlining short-, medium-, and long-term climate risks and opportunities. Assessment results are as follows:



Climate Risk & Opportunity Identification

Note: The matrix's vertical axis indicates impact severity: Very Severe - financial loss > NT$200 million; Severe - financial loss NT$50-200 million; Moderate - financial loss NT$5-50 million, Acceptable - financial loss < NT$5 million.

To address the risks and opportunities posed by global climate change, the Company is actively promoting a low-carbon transition and has introduced management mechanisms aimed at reducing carbon emissions, improving energy efficiency, and advancing the development of sustainable products and green chemical production technologies. The specific measures and actions are summarized in the table below:

Specific Measures & Actions in Response to Climate-Related Risks & Opportunities

Specific Measures	Description	Concrete Achievements & Actions in 2024
Energy Management	Enhance energy performance	• Obtained external certification for the ISO 50001 Energy Management System in 2024.
GHG Inventory	• Implement ISO 14064-1:2018 for GHG inventory • Implement ISO 14067:2018 for product carbon footprint	Organizational GHG Inventory and Verification: • Parent company verification completed in 2023 • Group-wide site verification underway from 2024 • Product carbon footprint inventory initiated in 2023
Carbon Reduction Goals & Initiatives	Establish 2030 carbon reduction targets and roadmap	• In 2023, the Board approved a 25% carbon reduction target by 2030 (2021 baseline). To date, total GHG emissions are down 22.7%, with an 8.7% drop in emission intensity per production value.
Sustainable Product Development	Develop sustainable products that enhance efficiency and reduce resource use	• 【Eversorb® MPU Functional Masterbatch】Enhanced recycled TPU weather resistance and developed supercritical foaming for better footwear performance. Awarded Silver at the 2024 TaipeiPLAS.
Green Chemistry & Production Technologies	Apply green chemistry in product design and manufacturing	• 【IBR/IPR UV Light-Shielding Adhesives】Green, solvent-free, and in large-capacity packaging to reduce plastic use. Received Taiwan Excellence Gold Award.
Circular Economy Promotion	Improve resource efficiency through industry collaboration	• 【Eversorb® AQ Light Stabilizers】For water-based coatings, focusing on waste, energy, and emission reduction. Awarded 2024 Resource Recycling Silver Award.

In 2024, plant sites proposed 23 process improvement projects, of which 16 were successfully implemented after planning, design, and testing. Results, including carbon reduction performance (integrated with GHG inventory data), are summarized in the table below.

2024 Process Improvement Cases & Carbon Reduction Performance

Strategy	Process Summary Description		Total Carbon Reduction ($kgCO_2e$)/year
Develop Green Chemistry Production Technologies	Process Improvement	Simplified processes & improved efficiency	382,366
		Raw material dissolution without heating, reducing steam consumption	
		Optimized RO water use to improve process efficiency	
		Enhanced RO & spray drying efficiency	
		Condensation reaction without heating to reduce energy use	
		Intermediate stage without heating for energy saving	
		Increased production scale to lower batches and energy consumption	
		Static mixers enable heat-free mixing and energy savings	
Improve Energy Efficiency	Equipment Improvement	Improved PUR oven for energy savings	12,208
		Applied variable frequency control to cooling towers	
		Upgraded air compressor cooling system	
		Enabled remote control of air compressors (Buildings A & C)	
		Retrofitted with permanent magnet fans	
Total			394,574

The Group takes an integrated approach to climate mitigation and adaptation across R&D, manufacturing, supply chain, and market operations. Carbon management covers 5 product categories, with climate risks and opportunities assessed to guide low-carbon actions and evaluate financial impacts. The results, summarized in the table below, support response planning, scheduling, and financial impact management.

Description of Climate Change Risks & Opportunities Impacts & Financial Implications

Risk & Opportunity		Impact on Everlight Chemical Group	Financial Impact Before Action	Actions Taken	Cost of Actions
Risk	Government Imposition of Carbon Fees/ Taxes	• The government plans to introduce a carbon fee policy. • Carbon border taxes in the EU and other countries may raise supply chain costs.	Carbon fees and EU CBAM expansion may increase annual costs by over NT$50 million.	Conduct carbon footprint assessments and plan reduction timelines.	Planned investment of NT$9.2 million (Aug 2022-Jul 2025) to implement GHG inventory and product carbon footprint management.
	Demand for Renewable Energy Usage	• Renewable energy requirements will increase production costs. • Achieving the 2030 target will require green electricity procurement.	• In 2023, Plant II invested NT$21.4 million in solar power installations. • Green electricity procurement may increase operating costs by 1%	• Implement ISO 50001 to improve energy efficiency	Since 2022, NT$1.2 million has been invested in energy management systems, with NT$86 million spent on energy-saving equipment by 2024. The system supports systematic energy management.
	Rising Raw Material Costs	Stricter climate rules may limit supply and raise material costs.	Causes a moderate negative impact.	Upgrade to energy-saving equipment	Please refer to the following opportunity-related investment costs.
	Market/Consumer Shift Toward Low-Carbon Products	Carbon pricing pressures may reduce competitiveness of high-emission products.	Causes a moderate negative impact.	Implement carbon footprint and risk management strategies.	
Risk	Extreme Weather Events	Extreme weather (rainfall, drought, temperature swings) may disrupt operations.	Causes a moderate negative impact.	Assess flood risks at production sites; improvements planned for Plants I & III.	Investment will be allocated based on post-evaluation improvement plans.
Opportunity	Necessity to Develop Low-Carbon Transition Products	Rising demand for low-carbon products accelerates process and product development.	Generates a moderately high positive impact.	Advance green chemistry and circular economy practices.	About 4% of annual revenue is invested in low-carbon R&D. In 2024, spending reached NT$365.83 million (4.48% of NT$8.17 billion revenue).
	Development of Sustainable Products for End-Users			Develop sustainable products and roadmaps.	

4. Indicators & Targets

Since 2005, the Company has passed ISO 14064-1:2006 third-party verification for six consecutive years (Plants I to III), and transitioned to the ISO 14064-1:2018 standard in 2022. By 2024, a comprehensive carbon inventory and third-party verification were completed for all sites. The Group continues to manage GHG data under this standardized system to ensure accuracy and consistency. The following summarizes recent emissions intensity performance and the 2030 reduction target:

Climate Change Risk Management

Climate Risk Management Framework (PDCA)

Climate Risk Management Structure

Recent GHG Emission Intensity & 2030 Target

(Unit: tCO_2e per million production value)

Year	2021			2022			2023			2024			2030
Items	Scope 1	Scope 2	Total	Scope 1	Scope 2	Total	Scope 1	Scope 2	Total	Scope 1	Scope 2	Total	Total
Plants I to IV	3.07	6.32	9.39	2.75	5.52	8.27	2.99	5.41	8.40	3.01	5.32	8.33	7.04
Total of Plant Sites	2.60	7.18	9.77	2.28	6.83	9.11	2.47	6.50	8.97	2.56	6.36	8.92	7.33

Note 1: Restated GHG data (2021–2023); see Appendix 5 for changes in emissions intensity.

VII. Circular Economy

1. Purpose

The Company is committed to conserving natural resources, optimizing their use, and enhancing system efficiency. By adopting a circular economy framework, we address energy efficiency, resource regeneration and reuse, waste and water management, material flows, logistics, air pollution, and noise control - steadily advancing toward zero emissions and zero waste.

Circular Economy Promotion Committee

2. Company-wide Circular Economy Experience Program

Recognizing the limits of Earth's resources, the Company conducted 37 Circular Economy Experience sessions from Aug 8 to Dec 20, 2023, across 9 production sites (excluding Everlight (Suzhou)). The program promoted employee behavioral change and achieved high satisfaction: 79.5% for online courses, 94.4% for in-person sessions, and an average exam score of 89.1, well above the 80-point passing standard.

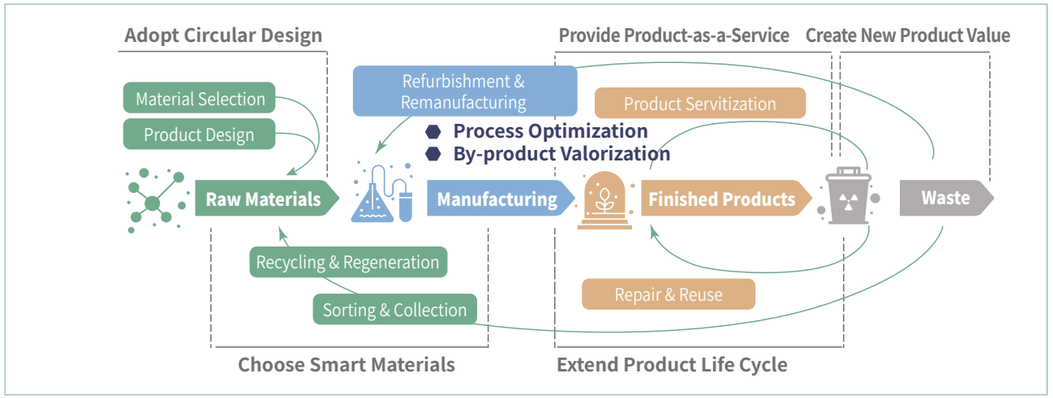
Company-wide Circular Economy Experience Course - Teaching Process

General Manager of Plant II (right) joine the group discussion

3. 2024 Circular Economy Competition Event

Following the 2023 program, the Company held the 2024 Circular Economy Competition, with 18 teams participating. After document review, 8 teams advanced to the final on Dec 30, 2024, presenting practical circular initiatives. Focused on resource reuse and circular applications, the competition achieved NT$50.59 million in annual savings and 4,071 tCO_2e emissions reduction, showcasing innovation and future potential for circular development.

Circular Value Chain

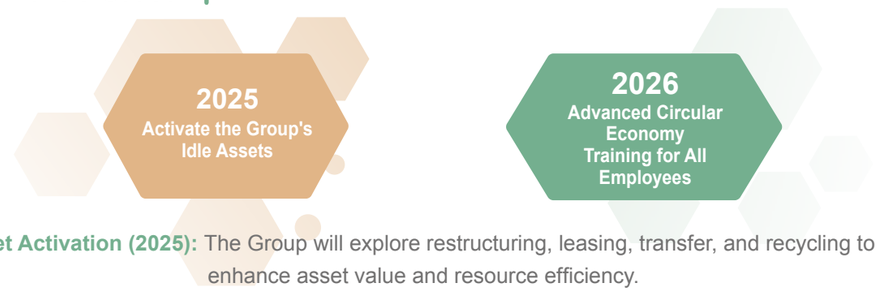


Representatives from Each Plant Participating in the Final Presentation of the Circular Economy Competition

Manager (fourth from the right) Presenting Cash Prizes and Certificates to the Winning Teams' Representatives

Circular economy is not just a vision - it's shaped by every action. Let's drive innovation forward to create environmental value and a more hopeful future.

4. Future Plans & Outlook



- **Idle Asset Activation (2025):** The Group will explore restructuring, leasing, transfer, and recycling to enhance asset value and resource efficiency.
- **Advanced Circular Training (2026):** Building on the 2023 experience program, the Company will launch advanced training to spark innovation, improve practical skills, and deepen sustainability engagement.

VIII. Biodiversity (GRI 304-1)

Everlight Chemical, with sites in Taoyuan, Hsinchu, and Suzhou, operates globally - serving over 100 countries across five continents. Aware of its dependence on natural resources such as water, minerals, and energy, the Company recognizes the environmental impacts of its operations, including water use, chemical pollution, GHG emissions, and land use [Note 1] . In response to global biodiversity loss, Everlight views biodiversity protection as vital to both nature and long-term business sustainability.

Note 1: Source: A Nature Positive Journey for Business: A Taiwan Perspective, BCSD Taiwan/WBCSD, Appendix 3.

1. Nature Governance Structure & Collaboration

1.1 Governance Structure

Biodiversity initiatives are overseen by the "Sustainable Development Committee," with implementation led by the Sustainable Environment Task Force, as shown in the governance diagram below.

Sustainable Development Committee Environmental Task Force	Approves and oversees biodiversity initiatives
Sustainability Office	Integrates resources, promotes research, and identifies biodiversity risks and opportunities
Biodiversity Task Force	Plans and implements programs to mitigate naturerelated impacts on biodiversity

1.2 Professional Collaboration & Activities

Everlight Chemical is a founding and cornerstone member of the BCSD Taiwan Association, with the Chairman of the Board serving as one of the association's directors.

Advocacy Partner	Participation Details	Frequency
bcsd Taiwan	Participates in nature-related seminars and advocacy activities on an ad hoc basis.	Quarterly
Professional Collaboration	**Collaboration Topic**	**Frequency**
STP (Seed Talent Program)	Collaborates with local universities to study nearby ecosystems and plan conservation activities.	Biannually
Taoyuan Wild Bird Society	Ecological education tours	Biannually

1.3 Stakeholder Engagement

Key stakeholders include employees, their families, and the local community. The Company promotes ecological awareness internally and engages the community in conservation efforts.

- **Ecological Tours:** Annual tours for employees and families to explore factory-adjacent ecosystems and promote environmental awareness.
- **Community Collaboration:** Adopt local sand dunes, wetlands, and rivers near Taoyuan sites as species habitats, fostering long-term conservation with community and environmental group partnerships.

2. Company Commitment to Biodiversity

The Company's sustainability policy is: "To fulfill the responsibility of a global citizen and protect the Earth." In line with this, we implement environmental management, promote green chemistry, and work toward a zero-carbon economy. Our efforts focus on reducing impacts on natural ecosystems, protecting habitats, and supporting ecological restoration - ensuring biodiversity is considered throughout the production process. Key Strategies:

- **Minimize Production Impact:** Optimize processes to prevent chemical pollution, avoid deforestation, and protect local habitats and species.
- **Raise Ecological Awareness:** Promote biodiversity education through environmental campaigns and training.
- **Support Ecological Restoration:** Participate in or support local projects such as wetland restoration, afforestation, and habitat conservation.

2030 Qualitative Targets:

1. **Pollution Reduction:** Minimize environmental impacts from chemical emissions by improving wastewater and air pollution controls and maintaining ISO 14001 performance.
2. **Awareness Building:** Strengthen biodiversity awareness among employees and supply chain partners to encourage joint conservation efforts.
3. **Habitat Protection:** Reduce ecological disruption from operations and support restoration initiatives to preserve local biodiversity.

2030 Quantitative Targets:

1. **Employee & Supply Chain Training:** Offer at least one hour of biodiversity training each year to employees and key supply chain partners to raise awareness of ecological protection.
2. **Collaborative Projects:** Partner with at least 2 local NGOs or environmental groups to jointly promote ecological conservation and restoration initiatives.

3. LEAP Framework Description

Everlight Chemical adopts the Taskforce on Nature-related Financial Disclosures (TNFD) LEAP framework to assess biodiversity impacts at its five production sites in Taiwan, with a focus on identifying operational risks and implementing mitigation and conservation strategies.

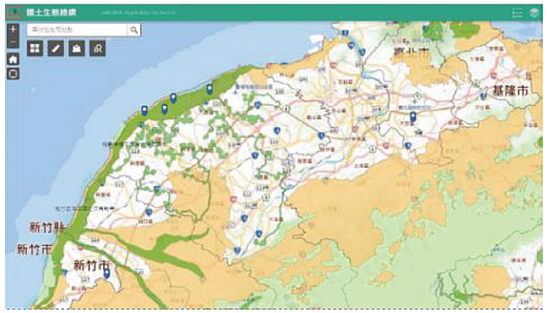
3.1 Locate - Key Activity Locations

The Company operates four plants in Taoyuan and one in Hsinchu, all within industrial parks. Geographic analysis shows the Taoyuan sites are near the National Ecological Green Network Corridor No. 5: Taoyuan-Hsinchu-Miaoli Coastal Wetlands, home to diverse ecosystems such as wetlands, mudflats, and marshes. Key species and habitats include:

- Migratory waterbirds: e.g., Black-faced Spoonbill, Eurasian Curlew, and Saunders's Gull
- Migratory land birds: e.g., Rustic Bunting and Grey-faced Buzzard
- Endemic species: e.g., Purple Crow Butterfly, Taiwanese Fiddler Crab
- Native and wetland plants: e.g., mangroves, Miscanthus, lilies, and various wetland herbs

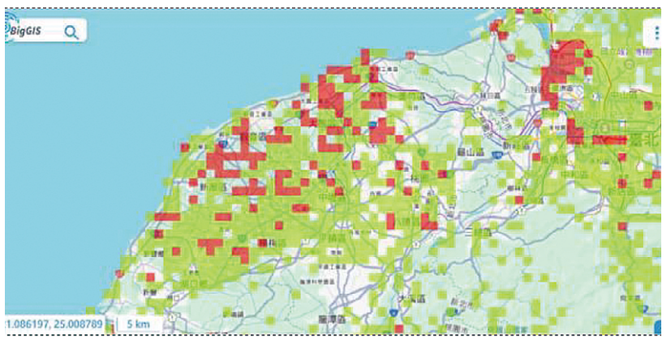
These wetlands support biodiversity, water purification, and carbon sequestration, but face threats from development, pollution, and climate change.

National Ecological Green Network Blueprint



Data Source: https://conservation.forest.gov.tw/0002174

Red Zone Waterbird Hotspot (20200508)



Source：（Big Geospatial Information System， BigGIS）
https://gis.ardswc.gov.tw/
Red: Key Area for Waterbirds / Green: Non-Key Area for Waterbirds

Plants I & III are within waterbird hotspots, while Plants II & IV are nearby - placing all within ecologically sensitive areas. As such, production activities must carefully manage risks to local habitats and species.

3.2 Evaluate - Dependencies & Impacts

Everlight Chemical produces specialty chemicals such as water-soluble dyes, UV absorbers, electronic chemicals, and pharmaceutical ingredients. Operations rely on water resources and generate air emissions, wastewater, and solid waste. Four key areas of nature-related impact have been identified.

Impact	Dependency
Water Resource Stress	• High water usage may compete with nearby wetlands for resources.
Chemical Pollution Risk	• Untreated waste may harm wetland water quality and waterbird habitats.
Land Use	• Factory expansion could destroy local plant and animal habitats.
Air Pollution & Noise	• Emissions and equipment noise may disrupt migratory bird behavior.

3.3 Assess - Risks & Opportunities

We assess nature-related risks, reduce our ecological footprint, and pursue opportunities for sustainable transformation.

Risks	Opportunities for Transformation
• **Regulatory Pressure:** Stricter environmental requirements may lead to fines or production limits if unmet. • **Supply Chain Disruption:** Ecological changes (e.g., climate impacts) may raise raw material costs or disrupt supply. • **Brand & Market Impact:** Poor environmental management may damage brand image and reduce competitiveness. • **Physical Risks:** Extreme weather, sea level rise, and water shortages may impact infrastructure and operations.	• **Green Transformation:** Apply green chemistry principles and eco-friendly technologies to improve resource efficiency and promote circular practices. • **Conservation Engagement:** Join local biodiversity efforts to build community partnerships and shared environmental value.

3.4 Prepare - Strategy & Actions:

Based on the analysis of nature-related risks and opportunities, Everlight Chemical implemented the following measures in 2024 to reduce environmental impacts and support local ecological conservation:

1 Water Resource Management:

We set annual targets for water use, discharge, and recovery. Advanced wastewater treatment ensures no harm to wetland ecosystems. The water recycling rate (R2) consistently exceeds 90%, reaching 92% in 2024.

2 Process Efficiency, Circular Economy & Renewable Energy

- Replaced outdated equipment (e.g., chillers, compressors, ice makers) and improved processes to reduce energy use.
- Promoted atom economy to enhance synthesis efficiency and cut GHG emissions.
- Held the first Circular Economy Competition at Taoyuan plants with 18 teams; 8 reached finals. To be held biennially.
- Plant II generated 374,414 kWh of solar power in 2024 (0.24% renewable usage); other sites are assessing installation for 2025.

3 Pollution & Emissions Reduction:

- Invested in green chemistry to cut toxic substance use and chemical waste.
- Adopted best available technologies to reduce air pollutants. No major air pollution violations or penalties in 2024.
- Achieved 100% wastewater compliance for three consecutive years.

4 Biodiversity Education:

- Held ecological tours to embed conservation awareness in corporate culture.
- Sponsored NT$120,000 for the 23rd STP Talent Training Program, supporting students in biodiversity research.
- Partnered with the STP program to conduct biodiversity activities at Laojie Creek and Xucuo Harbor Wetland; Phase I report due Q1 2025.

5 Habitat Restoration & Protection:

- Supported local ecological sites (e.g., Xucuo Wetland, Caota Sand Dunes) through volunteer events and tours.

- Summary of 2024 activities is provided below; details in Chapter 7: "Community Engagement."

Nearby Ecological Conservation Sites	2024 Activities & Budget
Xucuo National Ecological Wetland	**1.Beach Cleanup (Apr 27, 2024)** Plant I employees, families, and contractors (68 participants) joined a cleanup event, collecting 284 kg of waste (e.g., PET bottles, cans, nets) with a budget of NT$9,321. **2. Employee Education (Oct 18, 2024)** The Taoyuan Wild Bird Society shared insights on the Xucuogang Wetland with 13 Plant I supervisors, covering conservation efforts and future biodiversity goals.
Dahuxi River	**1.** River Adoption - Plant II Plant II adopted part of the Dahushi River, conducted weekly patrols, and submitted monthly reports to the Taoyuan City Government. It was awarded the Outstanding Enterprise River Adoption Award. **2.** Sustainable Tour (Jun 22, 2024) Plant II organized an ecological tour of Shulinli Detention Pond and Dajue River, with 45 participants. Total cost: NT$42,000.
Shulin Ecological Detention Pond	Plant II also adopted the Shulinli Ecological Detention Pond and joined its community-based disaster prevention program. • May 28, 2024: Attended Taoyuan City's Enterprise Disaster Prevention Exchange Meeting. • Jun 29, 2024: Participated in the National Flood Prevention Mobilization Event.
Caota Sand Dunes	Beach Cleanup Activities **1.** Apr 20, 2024: Plants II & IV co-hosted a cleanup at the sand dunes. **2.** May 25, 2024: Plant III organized a sand dune cleanup with around 75 participants, including 60 employees/families and 15 NCU volunteers. Budget: NT$10,000.

Future Outlook & Conclusion

Biodiversity protection is both urgent and essential. As a responsible specialty chemicals manufacturer, we recognize its importance to our long-term sustainability. Through the TNFD LEAP framework, we have identified ecological risks at our Taoyuan site and taken proactive steps to reduce our impact.

We remain committed to strengthening environmental management and aligning business growth with ecological responsibility. This report reflects our dedication and calls on industry partners to join us in building a more sustainable future.

Chapter 6. Workplace Wellbeing

Everlight Chemical is committed to fostering a safe, respectful, and inclusive workplace guided by our philosophy of "Compassionate Management." We uphold a Human Rights Policy and comply with labor laws at all global sites, ensuring dignity and respect for every employee. We also expect our partners to meet labor and human rights standards. To support talent development, we invite external experts to enhance employee skills and have long promoted character education, encouraging open communication and mutual trust. Through these efforts, we strive to create a workplace where employees feel secure, respected, and proud.

Declaration of a Happy Workplace - Moving Toward a Happy Enterprise

Since 2016, we have embraced the "Declaration of a Happy Workplace," guided by the belief in "Sharing business achievements and enriching the meaning of life." This commitment underpins our efforts to foster a culture of workplace happiness.

- Sharing Business Achievements - We value our employees' long-term dedication and share a portion of our annual profits in recognition of their contributions to the Everlight Group's success.
- Character First Curriculum - Introduced in 1997 by CEO Paul Kuo-Chen through the Everlight Chemical Education Foundation, this program promotes lifelong learning, personal growth, and well-being for employees and their families. Now in its 27th year, it remains a cornerstone of our people-centered culture.

I. Human Rights Policy (GRI 2-23)(GRI 2-24)(GRI 2-25)(GRI 406)(GRI 407-1)(GRI 408-1)(GRI 409-1)

Everlight Chemical upholds its core values in line with the International Labour Organization (ILO) principles and local laws. On Aug. 16, 2019, we issued the Human Rights Policy to safeguard freedom of association, collective bargaining, and equal treatment, while prohibiting forced and child labor. The policy also promotes Character First education and was formally signed by the Chairman. It applies to all employees and extends to suppliers, contractors, and subcontractors.

Human Rights Policy

To protect labor rights and enhance the workplace, we've set qualitative goals and 2030 quantitative targets across five key areas: health and safety, working conditions, labor relations, career development, and the elimination of child and forced labor.

Aspect	Qualitative Goal	2030 Quantitative Targets
Employee Health & Safety	Prevent workplace injuries & protect employee health	1. 100% employee health checkup coverage 2. > 1 hour of annual health & safety training per employee 3. > 30% employees certified in first aid
Working Conditions	Ensure compliance with local labor laws	100% compliance with labor regulations
Labor Relations	Promote a harmonious work environment	1. < 1 case of unlawful discrimination 2. Employee satisfaction > 4.5 or PR score > 70 3. > 9 hours of character education per employee/year
Career Management	Strengthen core competencies to build organizational resilience & competitiveness	> 81 hours annual training per employee (based on 2023 baseline & 3% annual growth)
Child & Forced Labor	Prohibit child & forced labor	0% child labor employment rate%

Human Rights Risk Assessment (GRI 2-24)

Everlight Chemical actively enforces its Human Rights Policy and provides training to prevent violations. By 2030, this training will be extended across the entire Group to strengthen execution and awareness.

Each year, over 3,000 supplier contracts require both parties and affiliates to uphold corporate social responsibility - complying with laws and international standards, respecting human rights, prohibiting child and forced labor, preventing discrimination, and protecting health and safety. These requirements, including freedom of association and collective bargaining, are clearly stated on the supplier platform.

1. Measures to Prevent Human Rights Violations (GRI 2-24)

Everlight Chemical complies with the Labor Standards Act and Employment Service Act, and does not employ children under 16. We ensure equal treatment for all applicants and employees, regardless of race, gender, age, religion, or other personal attributes. Forced labor is strictly prohibited, and working hours comply with legal standards.

To foster open communication, we hold quarterly labor-management meetings, annual employee forums, and publish a quarterly internal newsletter. Feedback is addressed sincerely, in line with our principle of "Respecting Employees" and promoting a culture of trust and care.

2. Human Rights Training

In 2024, the "Human Rights Policy Awareness Program" reached 1,155 employees, with a 96.5% participation rate and 57.75 total training hours.

3. Anti-Discrimination & Sexual Harassment Prevention (GRI 406-1)

Everlight Chemical's Human Rights Policy prohibits discrimination and promotes mutual respect. Discriminatory, abusive, or violent behavior is not tolerated. To safeguard a fair workplace, we've implemented "Sexual Harassment Complaint and Disciplinary Regulations," which define misconduct, outline complaint procedures, and ensure confidentiality and support. Regular training is provided, and in 2024, no related complaints were reported.

4. Grievance Mechanism

Employees may file grievances through designated Personnel heads. All cases are handled according to established procedures, with outcomes communicated within 6 months. In 2024, 2 cases were received:

Case 1: A former employee reported rights infringement. The committee reviewed and resolved the case.

Case 2: An internal complaint regarding employee rights was investigated and concluded.

II. Labor Relations & Employee Communication Mechanisms (GRI 2-30)

1. Labor Union & Labor-Management Meetings

Established in 1987, Everlight Chemical's labor union represents 81.76% of full-time employees [Note 1]. Quarterly labor-management meetings are held in accordance with the Labor Standards Act, enabling open communication between union representatives and senior management. The Company values dialogue, addresses labor issues sincerely, and has filed its Work Rules with the Taipei City Government with union consent. As of 2024, no collective bargaining agreement has been proposed or signed, and no labor disputes have occurred.

Note 1: This figure applies to Everlight Chemical. With 964 union members among 1,179 full-time employees (excluding 149 fixed-term contract workers), the coverage rate is 964 / 1,179 = 81.76%.

2. Diverse Communication Mechanisms and Protection of Employee Rights

The Company ensures that employees can effectively express their opinions and participate in decision-making through various channels, including:

Mechanism	Description
Employee Welfare Committee	Regular meetings are held to plan and manage employee welfare initiatives.
Monthly Meetings	Operational updates and future plans are communicated in a timely manner.
Everlight Chemical Quarterly Newsletter	A regular publication shares key policies and company developments.
Feedback Mechanisms	In addition to fixed annual meetings (e.g., Union Assembly, Board of Supervisors, Pension and Labor Committees), employees may voice opinions through supervisors, union reps, email, grievance boxes, surveys, calls, or face-to-face conversations. More channels are listed in Chapter 2: "Stakeholder Engagement."
Suggestion System	Employees may submit improvement proposals, reviewed by the Proposal Review Committee, with supervisor support. Accepted ideas may be rewarded.
Year-End Employee Forums	Annual forums chaired by senior leaders provide a platform for open feedback. All discussions are documented, addressed, and disclosed afterward.

Everlight Chemical values employee feedback as a core management principle. In Feb 2024, a satisfaction survey conducted by the 104 Human Resource Academy covered 64% of Taiwan employees, with a 74% response rate. The overall satisfaction score was 4.31 out of 6, with a PR (percentile rank) of 54 - above the industry average - indicating employees are generally "quite satisfied."

In response, the Company implemented improvement measures and shared updates via monthly meetings and the corporate newsletter in the second half of 2024.

Guided by the principle of "Respecting Employees," we remain committed to turning feedback into action, strengthening engagement, enhancing the work environment, and building a transparent, harmonious workplace for shared growth.

Labor Communication Highlights

3. Advance Notice of Termination (GRI 402-1)

Legal Advance Notice: The Company holds quarterly labor-management meetings in accordance with the law. In the event of significant operational changes necessitate the termination of employment for certain staff, advance notice will be provided in compliance with the labor laws applicable at each operating site.

4. 2024 Labor-Management Communication Topics and Responses

Union Proposal	Company Response
Future pay structures should reflect changes in the social environment (e.g., minimum wage & consumer price index)	The Company agrees to take this into consideration.
Promote union awareness at the Taipei HQ	1. Union introduction videos will be shown during monthly meetings. 2. A venue will be arranged for the union's informational session.
Recommend increasing the pension base cap under the old system	Labor and management will jointly seek to raise the 45-base cap to improve benefits and comply with regulations.

III. Diversity & Friendly Workplace

1. Workforce Composition (GRI 2-7)(GRI 2-8)(GRI 405-1)

In 2024, Everlight Chemical had 1,822 employees, with 75% male and 25% female. The average age was 41.4, and average tenure was 12 years. Supervisors made up 30% of staff; 70% were non-supervisory. By age group: 54% were aged 31-50, 26% over 51, and 20% were 30 or younger. By education: 55% held a bachelor's degree, 22% a master's or doctorate, 18% completed high school, and 5% had less than high school education. By employment type: 91% were full-time, 9% part-time.

Category		Male		Female		Total	% of Total
		Number	%	Number	%		
Job Position	General Staff	901	71%	367	22%	1268	70%
	Front-line Supervisors (Team Leaders)	260	84%	49	16%	309	17%
	Mid-level Supervisors (Manager)	124	78%	35	22%	159	9%
	Senior Management (Plant Directors & Vice Presidents)	80	93%	6	7%	86	5%
Role Level	Non-supervisory	901	71%	367	29%	1268	70%
	Supervisory	464	84%	90	16%	554	30%
Age Group	Under 30	282	77%	83	23%	365	20%
	30-50	710	72%	276	28%	986	54%
	Over 50	373	79%	98	21%	471	26%
	Average Age	41.4					
	Average Years of Service	12.0					
Education Level	Master's/Ph.D.	289	72%	110	22%	399	22%
	Bachelor's Degree	684	69%	310	24%	995	55%
	High School	297	91%	31	8%	326	18%
	Below High School	95	94%	6	6%	101	5%
Contract Type	Full-time	1213	73%	446	27%	1659	91%
	Part-time	152	94%	11	6%	163	9%
Employment Relationship	Permanent	1213	73%	446	27%	1659	91%
	Temporary	152	94%	11	6%	163	9%
	Employees Without Guaranteed Hours	0	0%	0	0%	0	0%
Minority or Vulnerable Groups	Indigenous Peoples	121	72%	47	28%	168	9%
	Persons with Disabilitie	8	89%	1	11%	9	0.5%
	Foreign Workers (Vulnerable Groups)	147	100%	0	0%	147	8%
Total		1365	75%	457	25%	1822	

Group-Wide Workforce Composition (Including All Operational Locations) (GRI 2-7)(GRI 2-8)

Category	Everlight Chemical	Trend Tone Imaging, Inc.	Everlight Suzhou	Ethical Shanghai	Shanghai Anda	Ethical Guangzhou	Everlight Hongkong	Europe B.V.	Everlight USA	Elite Turkey	Everlight Vietnam	Total (%)
Total Employees												
Male	1019	152	115	26	9	11	1	5	14	11	2	**1365 (75%)**
Female	309	48	46	16	10	8	1	7	5	6	1	**457 (25%)**
Full-time Employees												
Male	872	152	115	23	9	11	1	4	13	11	2	**1213 (73%)**
Female	307	47	46	12	10	7	1	4	5	6	1	**446 (27%)**
Part-time Employees												
Male	147	0	0	3	0	0	0	1	1	0	0	**152 (93%)**
Female	2	1	0	4	0	1	0	3	0	0	0	**11 (7%)**
Permanent Employees												
Male	872	152	115	23	9	11	1	4	13	11	2	**1213 (73%)**
Female	307	47	46	12	10	7	1	4	5	6	1	**446 (27%)**
Temporary Employees												
Male	147	0	0	3	0	0	0	1	1	0	0	**152 (93%)**
Female	2	1	0	4	0	1	0	3	0	0	0	**11 (7%)**
Employees Without Guaranteed Hours [Note 1]												
Male	0	0	0	0	0	0	0	0	0	0	0	-
Female	0	0	0	0	0	0	0	0	0	0	0	-
By Role Level												
Supervisory Staff	375	58	64	22	9	8	1	5	8	2	2	**554 (30%)**
Non-Supervisory Staff	953	142	97	20	10	11	1	7	11	15	1	**1268 (70%)**
By Age Group												
Age ≤30	311	19	26	0	3	3	0	2	1	0	0	**365 (20%)**
Age 31-50	637	146	127	27	14	12	1	7	5	8	2	**986 (54%)**
Age ≥50	380	35	8	15	2	4	1	3	13	9	1	**471 (26%)**

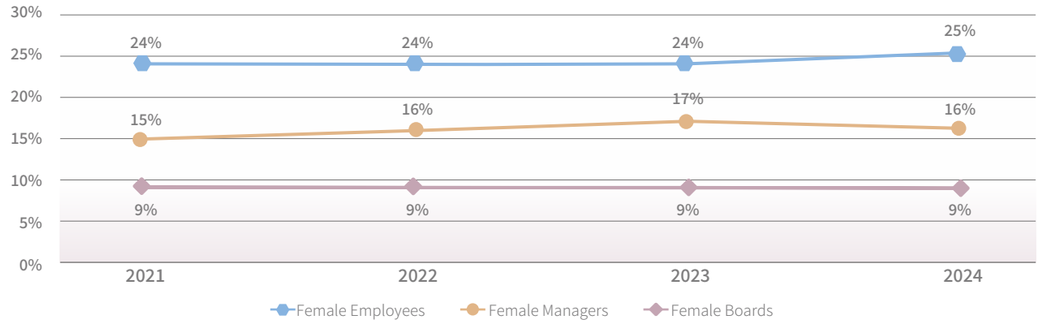
Note 1: Everlight Chemical Group does not have any employees with guaranteed hours.

In 2024, Everlight Chemical also engaged 9 non-employee workers through site contractors to provide services such as equipment maintenance, soil remediation, catering, and cleaning. These workers are not employed directly by Everlight Chemical (i.e., site contractors).

2. Diversity Commitment & Proportion of Female Employees (GRI 405-1)

Everlight Chemical is committed to a diverse and inclusive workplace. Recruitment is free from bias based on nationality, race, or religion. We promote multi-skill training, job rotation, and equal pay for equal work regardless of gender. Currently, 25% of employees are female. Moving forward, we aim to increase the proportion of women in the workforce, management, and on the board by benchmarking against leading domestic and global companies.

Proportion of Female Employees



Note 1: The actual proportion of female managers in 2023 was 17%, not 21% as mistakenly shown in the chart. The 2024 figure of 16% represents only a slight decrease from 2023.

3. Gender Ratio in STEM Positions

In 2024, Everlight Chemical surveyed STEM roles (Science, Technology, Engineering, Mathematics), which accounted for 36% of total employees (661 out of 1,822), a slight increase from the previous year. Women held 34% of these positions. While male representation remains higher, the Company continues to support all employees in their growth and development, regardless of gender.

2024 STEM Workforce Gender Composition

Everlight Group	STEM				Total
	Male	Male (%)	Female	Female (%)	
2024	434	66%	227	34%	661
2023	479	69%	224	31%	703
2022	465	69%	215	31%	680
2021	378	64%	209	36%	587

4. Overview of Workforce Turnover (GRI 401-1)

In 2024, Everlight Chemical Group had 277 new hires and 269 departures. Employees under 30 accounted for 44% of new hires but had a high turnover rate of 35%, reflecting greater mobility. The 30-50 age group had a hiring rate of 9% and a turnover rate of 11%, while those over 51 showed stability (3% hiring, 8% turnover).

By gender, hiring rates were 12% for females and 16% for males; turnover was similar at 14% and 15%, respectively. Regional turnover and hiring rates were around 15-16%. Notably, Everlight Europe B.V. had no new hires but a 17% turnover rate, indicating higher volatility.

2024 Everlight Chemical Group - New Hire and Employee Turnover Statistics

Category		Total Employees	New Hires	% New Hire [Note 1]	Departures	Employee Turnover Rate [Note 2] (%)
Gender	Male	1365	220	16%	203	15%
	Female	457	57	12%	66	14%
Age	Under 30	365	162	44%	126	35%
	30-50	986	91	9%	111	11%
	Over 51	471	16	3%	40	8%
Region	Everlight Chemical	1328	212	16%	212	16%
	Trend Tone Imaging, Inc.	200	29	15%	32	16%
	Everlight Suzhou	161	18	11%	26	16%
	Ethical Shanghai	42	0	0%	2	5%
	Shanghai Anda	19	4	21%	1	5%
	Ethical Guangzhou	19	4	21%	1	5%
	Everlight Hongkong	2	0	0%	0	0%
	Europe B.V.	12	0	0%	2	17%
	Everlight USA	19	1	5%	0	0%
	Elite Turkey	17	1	6%	1	6%
	Everlight Vietnam	3	0	0%	0	0%

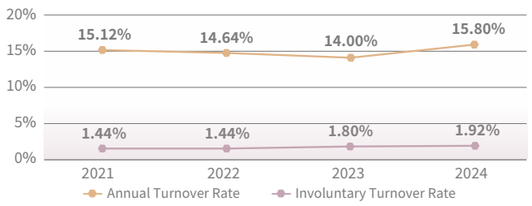
Note 1: New hire rate = Number of new hires / Total employees in the category.
Note 2: Turnover rate = Number of departures / Total employees in the category.

Over the past 4 years, Everlight Chemical's turnover rate has stayed between 14% and 16%. In 2024, it was 15.80% - slightly higher than the previous year but still below the industry average of 17-18%. The involuntary turnover rate was 1.92%. Exit interviews are conducted to understand departure reasons, and the Company continues to improve work-life balance, managerial support, and career development to enhance retention.

Annual Turnover Rate of Everlight Chemical

Year	Annual Turnover Rate	Involuntary Turnover Rate
2021	15.12%	1.44%
2022	14.64%	1.44%
2023	14.00%	1.80%
2024	15.80%	1.92%

Historical Annual Turnover Rate & Involuntary Turnover Rate



Annual Turnover Rate of Everlight Group

Year	Annual Turnover Rate	Involuntary Turnover Rate
2024	14.69%	1.84%

Everlight Chemical Group's overall turnover rate (first-time calculation) was 14.69%, with an involuntary turnover rate of 1.84%, similar to Everlight Chemical's turnover levels.

Note: Annual Turnover Rate (%) = Σ (Monthly voluntary resignations ÷ Monthly employee count) × 100%;
Involuntary Turnover Rate (%) = Σ (Monthly involuntary resignations ÷ Monthly employee count) × 100%
※ Monthly employee count = Employees at end of previous month + new hires (excluding those on unpaid leave or resigned)
※ New hires include returns from unpaid leave.

5. Exit Interview and Counseling for Departing Employees

We consider annual turnover as a key management indicator and aim to reduce it through workplace strategies. Departing employees are counseled by supervisors to understand both personal and organizational reasons for leaving. Insights from these interviews inform internal reviews and drive continuous improvement.

6. Ratio of Entry-Level Employee Wage to Local Minimum Wage (GRI 202-1)

In 2024, entry-level wages for both male and female employees at Everlight Chemical were 1.12 times the local minimum wage, with all salaries exceeding the legal minimum. Due to improved business performance in 2024, overall employee compensation increased. The average annual salary for full-time, non-supervisory employees was NT$725,000, a 0.97% increase from 2023, while the median salary was NT$693,000, reflecting a 1.61% year-over-year growth.

Full-Time Employee Salary of Everlight Chemical

Category / Year	2019	2020	2021	2022	2023	2024
Number of Full-Time Non-Supervisory Employees [Note 1]	1,310	1,257	1,175	1,174	1,213	1,224
Average Salary of Full-Time Non-Supervisory Employees (NT$ thousand/person)	713	676	741	786	718	725
Median Salary of Full-Time Non-Supervisory Employees (NT$ thousand/person) [Note 2]	680	647	707	743	682	693

Note 1: As defined by the Taiwan Stock Exchange, "full-time non-managerial employees" exclude managers, overseas branch staff, part-time workers, and exempted individuals. Data includes local and foreign employees at the parent company, but not overseas subsidiaries.
Note 2: Salary statistics follow the Taiwan Stock Exchange's disclosure requirements, including the highest individual compensation and the median salary of full-time employees.
Note 3: "Entry-level wages" refer to standard pay for employees with no prior work experience.

7. Ratio of Basic Salary and Remuneration by Gender (GRI 405-2)

Recruitment, salary adjustments, and promotions follow a structured system to ensure gender equality and equal pay for equal work. Pay differences are based on factors such as role, seniority, and performance, not gender.

Employee Category [Note 1]	Ratio of Basic Salary and Remuneration (Male:Female)
Managerial Staff	1:0.94
Non-Managerial Staff	1:0.96

Note 1: Managerial classifications follow the Taiwan Stock Exchange's salary disclosure guidelines for full-time non-managerial employees.

8. Annual Total Remuneration Ratio (GRI 2-21)

In 2024, the total remuneration ratio was 4.14, down from 4.4 in 2023. The rate of change also fell from 0.52% to -2.68%, mainly due to reduced variable bonuses for the highest-paid individual, while employee salaries and bonuses saw slight increases.

Year	Total Remuneration ratio [Note 1]	Change in Total Remuneration [Note 2]
2023	4.4	0.52
2024	4.14	-2.68

Note 1: The ratio is calculated by dividing the total annual compensation of the highest-paid individual by the median compensation of all other employees.
Note 2: The change rate reflects the year-over-year difference in total compensation for the highest-paid individual versus the median for all other employees.

IV. Employee Welfare & Care (GRI 201-3)(GRI 401-2)(GRI 401-3)(GRI 404-2)

Everlight Chemical prioritizes employee well-being and rights, with an Employee Welfare Committee overseeing programs that enhance quality of life and support work-life balance for employees and their families. Key initiatives include:

1. A Diverse & Gender-Friendly Workplace

(1) Support for Female Employees:

- Provides lactation rooms and reserved parking for pregnant employees.
- Implements maternal health protection policies covering prenatal and postnatal care.

(2) 2024 Parental Leave Return & Retention (Everlight Chemical and Trend Tone Imaging, Inc.) [Note 1&2]
(GRI 401-3)

Employees can apply for parental leave to care for young children. In Taiwan, this includes 8 weeks of paid maternity leave and up to 6 months of government-subsidized unpaid leave. Both parents are eligible. In 2024, both male and female employees had a 100% return rate, reflecting strong family support policies.

Items	Male	Female
Employees eligible for parental leave in 2024	41	30
Employees applied for parental leave in 2023	11	7
Employees scheduled to return in 2024 (A)	7	7
Employees actually return to work in 2024 (B)	6	6
Return-to-work rate in 2024 (B/A) x100 %	86%	86%
Employees returned in 2023 (C)	3	1
Employees still employed 12 months after returning in 2023 (D)	3	1
Retention rate in 2024 (D/C) x100%	100%	100%

Note 1: Data includes employees who took maternity/paternity leave between Jan 1 and Dec 31, 2024, and remained employed as of year-end.
Note 2: Due to differing definitions, overseas subsidiaries are excluded from these statistics.

2. Employee Maternity Subsidies & Childcare Services

- In Taiwan, Everlight Chemical offers a NT$20,000 birth incentive and a NT$2,000 subsidy per child through the Employee Welfare Committee. In 2024, 20 employees received a total of NT$400,000.
- Since 2013, the Company has partnered with a local daycare center to provide discounted childcare services, supporting employees in balancing work and family life.
- Employees and their families are also covered by group insurance - including life, accident, and cancer coverage - with optional plans for extended protection.
- In Suzhou, China, employees receive accident, transport, and liability insurance, along with bonuses for holidays and birthdays, and subsidies for marriage, funerals, and travel.

3. Educational Scholarships for Employees' Children

To ease the financial burden of education and support higher learning, Everlight Chemical has provided scholarships to employees' children in Taiwan for 30 consecutive years. In 2024, 216 employees benefited, supporting 557 children across two semesters.

From 2022 to 2024, 1,730 scholarships were awarded, totaling NT$12.82 million.

Year	Employee Numbers	Number of Children (2 Semesters)	Total Subsidy Amount (NT$)
2024	216	557	$4,010,548
2023	224	575	$4,302,798
2022	227	598	$4,504,818
Total	667	1,730	$12,818,164

4. Encouraging Diverse Groups & Club Activities with Subsidies

- Everlight Chemical supports 18 employee-led clubs that promote physical, mental, and social well-being. In 2024, club events saw 766 total participants, reflecting strong engagement. The Employee Welfare Committee's library team curates quality books, and in 2024, launched an online borrowing system and redesigned reading spaces for a more comfortable environment.
- The Company also provides fitness equipment, such as treadmills, to encourage active and healthy lifestyles.

1. Softball Club Summer League
2. Talent Club DIY Glass Paperweight
3. Golf Club Seasonal Tournament
4. Horticulture Club Borando Visit & DIY Workshop
5. Houfeng Iron Horse Bicycle Tour & Wuma BBQ Feas

5. Annual Employee Travel Activities

(1) The Recreation Committee plans the annual employee trip, offering diverse itinerary options.
(2) In 2024, 1,074 employees joined the annual trip.

6. Support for Employees with Major Illnesses and Care for Bereaved Families

(1) Everlight Chemical provides educational and living subsidies for children of deceased employees, along with annual Lunar New Year condolence payments. We also maintain regular contact with bereaved families.
(2) As of 2024, 5 families and 8 children received support. The total subsidy slightly declined as some children reached age 23 and no longer qualified.

Year	Number of Employees (Cumulative)	Employees' Children (Cumulative)	Subsidy Amount (NT$)
2024	5	8	$370,000
2023	4	6	$377,000
2022	4	6	$310,000

The subsidy amounts include:

- **Educational Subsidy:** Provided per "Employee Welfare Committee" guidelines
- **Living Subsidy:** NT$3,000/month for eligible children under 23
- **Lunar New Year Payment:** NT$10,000/year until the child turns 23

(3) The Company also supports employees with major illnesses. From 2023 to 2024, 12 employees received care and NT$60,000 in condolence payments to assist with recovery.

7. Everlight Chemical Low-Carbon Healthy Kitchen

- Everlight Chemical prioritizes employees' dietary health. Canteen committees at each plant oversee meal quality and meet regularly with catering providers to ensure nutrition, safety, and cost-effectiveness.
- The Company also promotes low-carbon healthy kitchens and has been certified by Taoyuan City for its efforts.

1. Low-Carbon & Healthy Kitchen Award - Plant II
2. Low-Carbon & Healthy Kitchen Certification - Plant III
3. Employee Dining Area - Plant II

8. Caring for Aboriginal & Foreign Employees

(1) Aboriginal Employees:

Everlight Chemical respects Indigenous cultural traditions and provides ceremonial leave in accordance with the law. In 2024, 7 employees utilized this benefit.

(2) Care and Support for Foreign Workers:

The Company offers service-based employment subsidies (NT$1,500-1,800), benefiting 410 foreign workers as of 2024. Through the Foreign Employee Work Management Regulations, regular agency evaluations, and ongoing support, we foster an inclusive and respectful workplace.

- **Wages & Benefits**

  Foreign employees receive equal pay, benefits, insurance, and vacation entitlements as local staff.

- **Workplace Safety**

  A safe, hygienic environment is maintained with regular safety training.

- **Accommodation**

  Dormitory regulations ensure standard-compliant housing, with privacy and dignity respected.

- **Cultural Respect and Integration**

  We promote integration through various initiatives, including:

Award for Best Performance during the Year-end Banquet

Year-end Banquet

(1) Recreational/sports facilities
(2) On-site counseling
(3) Year-end gatherings and cultural events
(4) Competitions and leisure activities
(5) Satellite TV subscriptions
(6) Hometown-style weekend meals

Travel Subsidies for Foreign Employees

Outstanding attendance and performance are recognized with bonuses and a point-based reward system.

9. Employee Assistance Programs (GRI 403-6)

Everlight Chemical offers Employee Assistance Programs (EAP), including a counseling hotline and one-on-one sessions on career, retirement, and life adjustment through the Chinese Mental Health Foundation. In 2024, 26 support sessions were provided. Since 2018, Managerial Sensitivity Training has helped enhance supervisors' emotional awareness and communication. In 2024, 241 supervisors from Everlight Chemical and Trend Tone Imaging participated.

10. Retirement System (GRI 201-3)

- All employees are covered under either the Labor Standards Act (Old Scheme) or Labor Pension Act (New Scheme). Under the Old Scheme, annual contributions are made to a dedicated retirement account. For the New Scheme, 6% of monthly wages are contributed to individual pension accounts, with optional voluntary contributions.
- Upon retirement, employees receive plaques, gifts, and a Character Certificate from their department head in recognition of their service.

11. Natural Disaster Relief & Support

In 2024, Taiwan faced severe earthquakes and typhoons. To support employees and their families in rebuilding their homes after such natural disasters, the Company provided the following forms of assistance:

Items	Subsidy Amount / Days	Number of Applicants	Total Subsidy Amount / Days
Relief Fund	NT$20,000 - NT$500,000	7	NT$350,000
Interest-free Home Purchase / Reconstruction Loan	Up to NT$1,000,000	0	-
Interest-free Repair Loan	Up to NT$400,000	2	NT$800,000
Paid Disaster Leave	5 days	1	5 days

These measures helped employees and their families recover, reflecting the Company's care and strengthening trust and belonging during difficult times.

V. Talent Attraction & Development*(Material Topic)

Talent attraction and development are vital to the chemical industry's continued progress. Recruiting, nurturing, and retaining talent ensures long-term success and enables innovation, sustainable production, and responsiveness to societal needs amid growing challenges.

Material Topic #2	Talent Attraction and Development
Impact Assessment	**Positive:** Enhances productivity, innovation, and loyalty, driving social and economic growth. **Negative:** May lead to talent loss and high training costs, straining short-term productivity and finances.
Management Policies & Commitments (GRI 2-23) (GRI 2-24) (RT-CH530a.1)	The Company fosters talent by offering a supportive environment, meaningful roles, and comprehensive training. Through fair compensation and a culture of continuous learning and innovation, we promote both individual and organizational growth.
Governance Body	• **Headquarter:** Human Resources Department
Management Actions	• **Pre-employment Training:** Combines role-specific courses and practical training to help new hires adapt quickly. • **On-the-job Training:** Offers professional and managerial courses through blended learning and digital platforms to enhance skills. • **Character Education:** Promotes positive values in daily work through long-term character-building programs. • **Self-development:** Provides e-publications and forums for continuous learning and personal growth.
Resource Allocation	Training plans are based on core, role-specific, and BCM competency needs. In 2024, total training investment reached NT$10.52 million, including NT$2.8 million for leadership, digital, and functional development. • **Executive Leadership:** Customized programs using competency assessments and NTU's Executive Program. • **Leadership & Key Talent:** Development guided by evaluation results and future organizational needs. • **Digital & Functional:** Implemented via TTQS(Taiwan Talent Quality-management System) framework, using learning maps, LEAP workshops, and digital tools to enhance capability and efficiency.
Indicators & Targets (RT-CH-150a.1)	**Management Indicator** / **2024 Target** / **2030 Target** PR value in 104 Employer Brand Survey [Note 1] / ≥ 90 / ≥ 95 Annual Employee Turnover Rate (%) / ≤ 14% / ≤14.5% TTQS-Based Training System Implementation (to be completed gradually by region) / Establishment (Plant III) / Talent Development Blueprint (Taiwan Region) **Long-term Talent Development Goals:** • Qualitative: Build job-related knowledge, attitudes, and skills to strengthen organizational capabilities and competitiveness. • Quantitative: Average annual training hours per employee > 81 hours.
Evaluation Mechanism	Employee Performance Appraisal is conducted annually in May & Nov.
Methods to Ensure Effective Actions	Performance evaluations and career development reviews are used to inform functional training and promotion decisions.
2024 Execution Results	• PR value in 104 Employer Brand Survey = 97.7 • Annual Turnover Rate (%) = 15.8% (Everlight Chemical); 14.7% (Group) • TTQS functional training system implemented at Plant III.
Stakeholder Communication	Key stakeholders include shareholders, customers, suppliers, local communities, and government agencies. Communication occurs through both regular and irregular basis.

Note 1: The "Employer Brand" reflects a company's talent attraction and retention performance, benchmarked against peers to generate a percentile rank (PR). A higher PR indicates a stronger employer brand. In 2024, the PR slightly increased from 97 to 97.7, though the cause of this change is unclear.

1. Employee Competency Development & Career Advancement (GRI 404-1)(GRI 404-2)

Everlight Chemical bases talent management on a role-specific competency framework. Employees submit annual training needs based on general and functional qualifications, BCM key roles, and competency assessments to strengthen skills across all roles.

2. Training Programs & Career Development (GRI 404-1)

The Company offers pre-employment, on-the-job, and professional training in production, R&D, marketing, and management. Employees may also be nominated for domestic or overseas postgraduate studies. In 2024, 3 employees enrolled in part-time graduate programs. To date, 40 employees have pursued further education, with total investment reaching NT$14.98 million.

Training satisfaction surveys are conducted for continuous improvement.

a. Training Hours and Expenses Overview

In 2024, total training hours reached 140,976 across the group, averaging 70 hours per employee. Managerial staff completed 48,639 hours; non-managerial staff, 92,338 hours.

2024 Group Employee Training Hours Statistics [Note 1] (GRI 404-1)

Category	Male Managers	Female Managers	Male Non-Managers	Female Non-Managers	All Employees
Total Training Hours	41,927	6,712	66,797	25,541	140,976
Average Training Hours	80	68	66	67	70

Note 1: Data covers 2,015 employees employed at any time in 2024, which differs from the 1,822 employees reported as of Dec 31.

In 2024, Everlight Chemical invested NT$1.49 million in external training and NT$9.03 million in internal programs, totaling NT$10.52 million.

Statistics on Internal and External Training Expenses (First Reporting) [Note 1]

Year	External Training Expenses	Internal Training Expenses	Total
2024	NT$1.49 million	NT$9.03 million	NT$10.52 million

Note 1: The scope of this statistic is limited to Everlight Chemical, excluding overseas subsidiaries and Trend Tone Imaging, Inc.

To strengthen leadership and strategic thinking, 54 managers attended the 48-hour NTU Elite Advanced Management Program in 2024, covering topics such as operations, sustainability, communication, and strategy.

Recognizing the importance of emotional awareness, 241 managers also completed 3-hour Managerial Sensitivity Training sessions.

To drive digital transformation, 31 employees joined the 6-hour LEAP seed training on digital form creation for paperless workflows. An additional 144 employees attended 3-hour LEAP instructional courses to further support digital adoption.

Training Type	Course Title	Training Hours	Number of Participants
Senior Executive Training	NTU Elite Advanced Management Program	48	54
	Manager Sensitivity Training	3	241
LEAP[Note 1] Training	Seed Training Program	6	31
	Instructional Course	3	144

Note 1: LEAP (HCL) is a no-code/low-code platform for creating electronic forms and automating approval workflows.

3. Pre-Employment Training

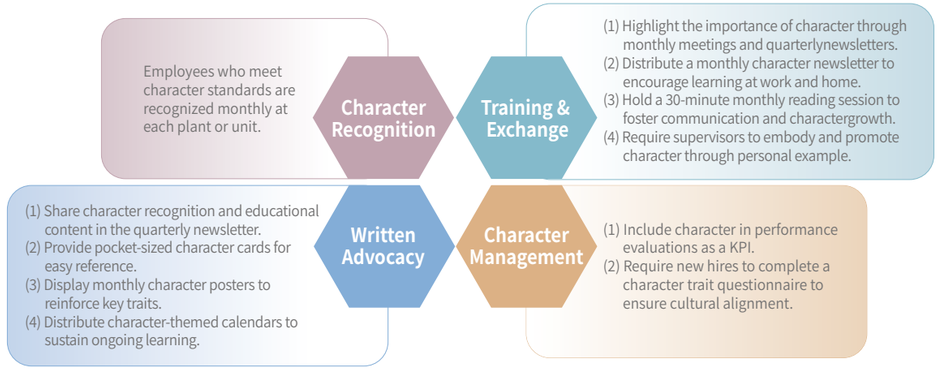
New hires participate in a mentorship-based program where experienced employees provide hands-on guidance, supported by audiovisual materials. Orientation sessions at headquarters and each plant also connect new employees with supervisors and leadership to aid in their adjustment.

4. Employee Character Education

Everlight Chemical promotes character education to foster positive values and personal growth. Guided by the Character First Implementation Guidelines, supervisors lead by example through servant leadership.

Initiatives include monthly character awards, newsletters, story sharing, and integration of character into performance evaluations. New hires also complete a character traits questionnaire. In 2024, 172 employees were recognized for exemplary character.

Character Education Initiatives



5. Regular Performance & Career Development Reviews (GRI 404-3)

Everlight Chemical conducts performance evaluations twice a year (May and Nov) for all sites, while Trend Tone Imaging holds them in Jun and Dec. Reviews are based on annual priorities and employee communication, supporting training and promotion decisions. By the end of 2024, 100% of full-time employees had completed evaluations. Career development planning is also conducted for key roles, with supervisors holding regular discussions aligned with organizational and departmental needs.

6. Role-Based Performance Assessments

Manager compensation is determined by position, contribution, performance, and accountability, and is reviewed by the Compensation Committee and approved by the Board. Sales staff receive performance-based bonuses tied to individual results.

7. Evaluation Criteria

Performance reviews cover professional skills, communication, alignment with company values, and leadership. Results are used to determine year-end bonuses and overall compensation.

VI. Occupational Health & Safety

The Company follows the principle of "Safety First, Quality Second, Efficiency Third" and manages OHS in line with ISO 45001:2018. The Board annually reviews the implementation of safety objectives and programs, providing guidance as needed.

1. Occupational Health & Safety Policies and Management Practices (GRI 2-23)(GRI 2-24)(RT-CH-540a.1)

Policy and Commitmen	The Company views occupational health and safety as a foundation of operations and a shared responsibility. To build a people-centered, sustainable workplace, we follow the Occupational Health and Safety (OHS) Policy: **Respect Life, Strive for Zero Accidents** 1. Implement and improve the ISO 45001 system 2. Comply with OHS laws and regulations 3. Ensure safe and healthy working conditions 4. Eliminate hazards and reduce risks 5. Encourage employee participation in OHS matters. Occupational Safety & Health Policy
Governance Bodies	• OSH Committees at headquarters and plant sites • Corporate and site-level OSH management teams • Dedicated Level-1 OSH units and personnel at all locations
Management System and Certification	1. Everlight Chemical has legally established its Occupational Health and Safety Management System. 2. Trend Tone Imaging, Inc. and Everlight (Suzhou) Advanced Chemicals Ltd. have voluntarily established their own Systems. 3. All sites passed the ISO 45001:2018 DNV audit in Aug 2024, with 16 minor non-conformities and 21 observations - all resolved. Everlight Chemical also obtained Taiwan's TOSHMS certification, confirming compliance with CNS 45001:2018 and ensuring ongoing system effectiveness. ISO 45001 Certification 
Key Performance Indicators (KPIs)	**Indicator 1: Frequency-Severity Indicator (FSI)**

Year		2017	2018	2019	2020	2021	2022	2023	2024	Short-term	Mid-term	Long-term
FSI [Note 1]	Company	0.01	0.00	0.00	0.01	0.00	0.00	0.03	0.00	0.00	0.00	0.00
	Group	None	None	None	None	0.08	0.01	0.29	0.00 [Note 2]	0.00	0.00	0.00

Note 1: FSI covers all employees of the Group.
Note 2: See Chapter 6: "Occupational Accidents and Injuries" for details.
Note 3: The average FSI for other chemical product manufacturers published by OSHA in 2022-2024 is 0.31.

Indicator 2: Process Safety Management
In 2024, external experts were engaged to review and improve process safety documents. Each plant followed a scheduled plan to document high-risk processes and report results to senior management, fostering joint improvements in process safety.

Evaluation Mechanisms

(1) Annual review of safety and health management.
(2) Semi-annual review by the Sustainability Committee.
(3) Quarterly review of plant-level strategic plans.
(4) Internal audits of ISO 45001:2018 in 2024 were conducted by qualified internal auditors as shown below:

Internal Audit Site	HQ	Plant I	Plant II	Plant III	Plant IV	Trend Tone Imaging, Inc.	Everlight (Suzhou)
Internal Audit Date	4/2	3/19	3/21	3/28	3/15	4/23~5/2	3/19~3/22
	10/29	10/22	10/23	10/31	10/28		

(5) All sites listed above were audited annually by an external certification body (DNV) to validate system effectiveness.

(1) Hazard Identification, Risk Assessment, and Control (RT-CH-320a.2)

Each site conducts hazard identification, risk assessment, and control to ensure safety measures are effectively implemented. Under ISO 45001:2018, employee coverage is 92%, and non-employee coverage is 100%.

Type	Sites with Certification					Sites without Certification				Total	Coverage Rate
Location	HQ	Plants to IV	Trend Tone Imaging, Inc.	Everlight (Suzhou)	Subtotal	Taiwan Offices	Subsidiaries (China)	Subsidiaries (US, NL, TR, VN)	Subtotal		
Employees	157	1,157	200	157	1,671	11	86	51	148	1,819 [Note 1]	92%
Non-employees [Note 2]	0	14	2	0	16	0	0	0	0	16	100%

Note 1: Excludes employers (owners or responsible executives) as defined by the Occupational Safety and Health Act.
Note 2: Non-employees include contractors providing maintenance, remediation, catering, and cleaning services.

(2) Occupational Health & Safety Management Measures (GRI 403-5)(RT-CH-540a.2)

Everlight Chemical Group follows the 12 Principles of Green Chemistry to reduce health and safety risks by developing low-hazard processes, phasing out high-risk materials, and promoting key safety practices. Key initiatives include:

a.Chemical Management

- Conduct hazard awareness training and manage hazardous substances with proper labeling, SDS, exposure assessments, and tiered controls. Promote respiratory protection and provide appropriate personal protective equipment (PPE).
- Regular workplace monitoring confirms compliance with exposure limits.

Site \ Type	Carbon Dioxide	Organic Solvents	Specific Chemicals	Noise	Dust	Radiation
HQ	2 times	-	-	-	-	-
Plant I	2 times	2 times	2 times	1 times [Note 1]	1 times	-
Plant II	2 times	2 times	2 times	2 times	2 times	-
Plant III	2 times	2 times	2 times	2 times	2 times	-
Plant IV	2 times	2 times	2 times	2 times	2 times	-
Trend Tone Imaging, Inc.	2 times	2 times	-	2 times	2 times	-
Everlight (Suzhou) [Note 2]	-	-	1 times	1 times	1 times	1 times

Note 1: For non-mandatory noise operations, self-monitoring is conducted to support engineering improvements.
Note 2: Monitoring complies with local legal requirements.

b. Hazardous Equipment Management

A certification system is in place for equipment such as boilers, pressure vessels, and high-pressure gas systems. Special equipment (e.g., forklifts, explosion-proof devices) must have type certification. Qualified personnel conduct regular self-checks and inspections to ensure proper operation and safety.

c. Procurement Management

All safety-related procurement must include valid certifications (e.g., equipment inspection reports, type approvals). Only accredited vendors are accepted, and items lacking production dates, certificates, or manufacturer info are prohibited. In 2024, safety-related procurement totaled NT$37.66 million (including Everlight (Suzhou), converted from RMB to TWD at the annual average exchange rate of 4.4543).

d. Contractor Management

Contractors must comply with safety laws and company guidelines, covering qualifications, contracts, hazard communication, access control, inspections, and performance reviews. In 2024, five exchange meetings were held, 994 consultations conducted, and 62 violations reported - with no accidents.

e. Change Management

All temporary or permanent changes to products, services, or processes - especially those affecting safety or compliance - must be reviewed. In 2024, 217 OHS-related change cases were processed.

f. Permit Management

High-risk work (e.g., hot work, heights, confined spaces) requires a permit and safety measures before starting. In 2024, 5,357 permits were issued.

g. Non-Conformity Management

Root causes of non-conformities are analyzed with stakeholder input, followed by corrective actions. In 2024, 221 cases were addressed and closed, achieving 100% resolution.

2. Occupational Health & Safety Hazard Identification and Risk Management

(GRI 2-23)(GRI 2-24)(RT-CH-540a.1)

(1) Hazard Identification, Risk Assessment, and Prevention (RT-CH-320a.2)

All ISO 45001:2018-certified sites follow a standardized procedure involving full employee participation and completed risk assessment training. The goal is to prevent occupational injuries and achieve zero incidents for employees and contractors.

(2) Job Safety Analysis (JSA)

The Company uses JSA to systematically identify and manage operational hazards. This includes analyzing tasks, outlining steps, identifying risks, and establishing safe work practices.

Hazard Identification

In line with Procedure "3-A3-17 Safety and Health Hazard Identification, Risk and Opportunity Assessment and Control Procedure," the Company annually identifies and registers medium- and high-risk hazards, and sets corresponding safety goals and programs under Procedure "3-A3-04 Environmental, Health, and Safety Objective, Target, and Program Management Procedure". All unachieved 2024 targets have been reviewed and corrective actions will continue into 2025.

2024 High & Medium Risk Assessment Inventory			2024 Health and Safety Objectives, Targets, and Program Implementation Results		
Category	Quantity	Hazard Types	Items	Target Quantity	Achievement Rate
High Risk	0	None	Targets	26 【Note 1】	96.2% 【Note 2】
Medium Risk	46	Exposure to hazardous substances, fire, falling or collapsing objects, collision, electric shock, entanglement, asphyxiation, falls, rolling, or drowning.	Objectives	39	97.4% 【Note 3】
			Programs	45	93.3% 【Note 4】

Note 1: Out of the 46 medium-risk items, only 26 were managed due to resource considerations and urgency.
Note 2: 1 health and safety objective was not achieved: Process Safety Management.
Note 3: 1 health and safety target was not achieved: Zero Leaks.
Note 4: 3 health and safety programs were not achieved: Tank Level Interlock Device, AR Checkpoint Filter Washer, and fixed outlet pipe for storage tank.

To enhance participation, employees can report safety concerns via the "Safety and Health Feedback Form" as per Procedure "3-A3-08 EHS Communication, Participation, and Consultation Management Procedure." Issues are promptly addressed by the responsible unit, with corrective actions handled per "3-A3-16 EHS Corrective and Preventive Action Handling Procedure" and shared through the information system.

(3) Response to Hazardous Situations

If a worker identifies imminent danger while performing duties, they may refer to Procedure 3-A3-17 and, without endangering others, stop the operation and evacuate to a safe area before reporting to their supervisor. The worker's right to temporary withdrawal and hazard avoidance is fully respected and will not be subject to disciplinary action. Preventive and emergency measures are clearly defined in relevant operational, safety, and emergency response procedures.

3. Occupational Health & Safety Labor Communication

(1) Occupational Health & Safety Committee

"Occupational Health and Safety Committees" are established at headquarters and all production sites (Plants I-III, Trend Tone Imaging, Inc. and Everlight (Suzhou)) to review safety issues and recommend policies. Each committee includes at least one-third labor representatives (except Everlight (Suzhou)) and meets quarterly. They are responsible for formulating, coordinating, and supervising safety, health, and wellness initiatives at each plant to ensure effective management.

Deliberation items of the Occupational Safety and Health Committee include:

1. Recommendations for occupational safety and health (OSH) policies
2. OSH management programs
3. Safety and health training programs
4. Workplace environment monitoring plans, results, and corrective measures (including labor participation and public disclosure)
5. Health management, occupational disease prevention, and health promotion
6. Safety and health proposals
7. Self-inspections and OSH audits
8. Hazard controls for machinery, equipment, and materials
9. Occupational incident reports
10. On-site OSH performance
11. Contractor safety management and other related matters

In 2024, 24 committee meetings were held with 42% average labor representative participation.

(2) Grievance Mechanism (GRI 2-25)

To protect employee rights and address workplace issues, the Company has established a grievance mechanism managed by HR heads. In Taiwan, grievance notices are publicly posted per Article 32 of the Labor Inspection Act. In 2024, no complaints were filed regarding unlawful conduct or harassment. Two cases involving employee rights were reported and resolved.

(3) Other Communication Channels and Frequency

To enhance employee engagement in safety and health matters, the Company maintains various internal communication channels, including regular meetings and surveys. The specific internal communication methods are as follows:

Communication Channel	Frequency	2024 Occurrences
Labor-Management Negotiation Meetings	Quarterly	4
Safety and Health Management Committee	Annually	1
Safety and Health Management Team	Annually	1
Employee Year-End Meetings	Annually	1
Environmental Satisfaction Survey	Annually	1
Safety and Health Suggestion Form	Anytime	17
Non-Conformance Review Meetings	Irregular	26
Incident Investigation Review Meetings	Irregular	173

For details on external communication methods, please refer to Chapter 2: "Stakeholders and Material Topics" and Chapter 7: "Community Engagement" and "Participation in External Associations and Organizations".

4. Occupational Safety and Health Training & Emergency Response (GRI 403-5)

(1) Enhancing Workplace Safety Awareness and Competence

To strengthen safety awareness and response capabilities, the Company regularly conducts OHS training for employees and contractors, enabling effective risk identification and emergency handling in daily operations.

2024 Employee OHS Training Statistics

Training Program	Pre-employment Training	Certification Training	On-the-Job Training	Total
Target Audience	New Hires and Transferred	Initial and refresher licensing	Designated or general staff	
Total Participants	324	136	930	1,390
Total Hours	3,387.25 hours	3,191 hours	8,677 hours	15,255.25 hours

- Pre-employment Training: For new hires and transfers to build safety awareness and operational standards.
- Certification Training: Initial and refresher courses to meet regulatory and skill requirements.
- On-the-job Training: For targeted roles to improve safety knowledge and emergency response skills.

In 2024, total OHS training hours reached 15,255.25, reflecting the Company's commitment to safety. Contractor training (as shown in the table below) and hazard communication were also conducted to ensure overall workplace safety.

2024 Contractor Education and Training Statistics

Target Group	Contractors
Hazard Communication Participants	9,998
Number of Training Sessions	243
Number of Participants	1,279

(2) Emergency Response Drills

To strengthen preparedness, the Company conducts awareness campaigns, training, and drills based on its "Emergency Response Plan" for f fires, leaks, typhoons, earthquakes, and accidents, with key actions for notification, evacuation, and recovery. In 2024, 80 emergency response meetings and drills were held to ensure all personnel are familiar with procedures to minimize injuries, damage, and ensure quick, effective responses during emergencies. These efforts aim to minimize injury and loss while safeguarding employee safety.

2024 Emergency Response Drill Case Study (Plant II)

Drill Type	Flammable Gas Leak Leading to Fire.
Simulated Scenario	A natural gas pipeline leaks due to an earthquake, and a falling lightbulb causes a spark that ignites the leaking gas, resulting in a fire.
Key Drill Focus	1. Simulate emergency responses during nighttime hours when staffing is limited. 2. Conduct drills for key response teams to enhance operational proficiency. 3. Ensure units are familiar with emergency shut-off valve locations and operations. 4. Review and address deficiencies identified during drills.

5. Occupational Health Services (RT-CH-320a.2)

(1) Occupational Health Checkups & Risk Classification

Everlight Chemical offers fully subsidized annual health checkups exceeding legal requirements. Based on results, employees are assigned risk levels. Those at Level 2 or above receive medical guidance; Levels 3-4 require clinical diagnosis. In 2024, 124 employees were classified Level 2 or higher and received on-site medical consultations, mainly in production, QA, R&D, and environmental roles.

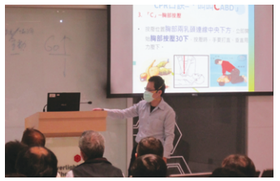
2024 Health Check-up Implementation Overview

Category	New Employees		Existing Employees (Annual)		Senior Employees
Type	General Physical	Special Physical	General Physical	Special Physical	
Number of People	231	50	1,313	365	162

(2) On-site Health Services

The Company provides on-site medical services, including physician consultations, nurse visits, and health education to support employee well-being.



2024 On-site Health Services Summary

Target Group	HQ	Plant I	Plant II	Plant III	Plant IV	Trend Tone Imaging, Inc.	Everlight (Suzhou) [Note 1]
Physician On-site Visits	4	6	12	6	1	3	0
Nurse On-site Visits	48	72	Full-time	72	12	24	0
Participants in Health Event	27	77	20	27	32	123	0
Counseling Sessions	67	18	61	33	32	40	0

Occupational Safety Plans

Note 1: Everlight (Suzhou) complies with local regulations and implements services accordingly.

2024 Occupational Health Protection & Prevention Plans

Program	Maternal Health Protection	Abnormal Workload Disease Prevention	Ergonomic Hazard Prevention	Workplace Illegal Harassment Prevention
Implementation Results	**Number of Individuals Receiving Medical Consultation** - During pregnancy: 1 person - Within one year postpartum: 10 people - Still breastfeeding more than one year after delivery: 0 people	**3 reported cases:** all employees received medical consultations and guidance.	**30 specialist consultations:** 3 improvements implemented, 100% completion.	**2024 Grievances** - Workplace violence: 0 - Sexual harassment: 0 - Employee rights issues: 2 cases; both resolved

In addition to the 4 major occupational safety programs (maternity, workload, ergonomic, and workplace violence), by year-end, all middle-aged, senior, and night-shift employees complete risk assessment surveys. In 2024, no additional corrective actions were required.

(3) Health Promotion Activities

To promote self-care and well-being, each plant organized themed lectures and fitness activities in 2024, including:

Site	Activity Type	Participants	Details
Plant I	HAHAGO Online Fitness Challenge	138	A total of 137,305,583 steps were recorded -equivalent to circling Taiwan 87 times or the Earth 2.4 times. On-site activities included a darts competition and secondhand item sharing.
Plant II	National Workplace Safety & Health Week	857	22 events were held to promote safety and health. Preventive measures - through training, assessments, and audits - were implemented to address goals and identified risks.
Plant III	Ball Sports Competitions	50	Basketball games held
Group	Outdoor Activities	90	Mountain climbing, hiking, and marathon participation.

(4) Healthy Diet Program

Meals at Plants I to IV are prepared by catering providers and reviewed by dietitians to ensure nutritional balance. Menus feature fresh fruit, whole grains (e.g., sweet potato, purple, and brown rice), and healthy cooking methods. Plant III also applied for eco-restaurant certification to support low-carbon and sustainable dining. The Company continues to promote physical and mental health programs to foster a safer, healthier workplace.


全國職場安全健康週系列活動實施計畫
參與證明
Certificate
臺灣永光化學工業股份有限公司第二廠
參與本署「113 年全國職場安全健康週系列活動實施計畫」，積極配合推動並協辦執行成果，特頒此證，予以肯定。
勞動部職業安全衛生署
OCCUPATIONAL SAFETY and HEALTH ADMINISTRATION, MINISTRY of LABOR
中華民國 113 年 12 月

Plant II Participates in National Workplace Safety & Health Week

6. Occupational Incidents and Injuries:

(1) Workplace Incident and Occupational Injury Statistics (RT-CH-320a.1) (RT-CH-540a.1)(RT-CH-540a.2)

In 2024, the Company investigated workplace accidents and occupational injuries, covering both employees and non-employees across all operations sites.

a. Highest Reporting Level by Region:

Type \ Region	Everlight Chemical	Trend Tone Imaging, Inc.	Everlight (Suzhou)
Fatalities or Serious Injuries	General Manager	General Manager	Plant Manager
Recordable Occupational Injuries	Plant Manager	General Manager	Plant Manager

b. Over the past 5 years, there were no fatalities, occupational disease claims, or transportation accidents. Special health exam results are detailed in Chapter 6: "Occupational Health Services."

c. In 2024, 149 near-miss incidents and 44 safety incidents were reported. The 114-case increase in near-misses from 2023 reflects stronger employee reporting, helping prevent major accidents. All cases were reviewed, with corrective actions implemented. Safety incidents rose by 8, mainly due to commuting accidents. In response, the Company implemented traffic safety campaigns, defensive driving training, high-risk route alerts, and safety talks to strengthen employee awareness and response. Breakdown of events by Type is shown in the table below:

Type	Near-Miss Incidents		Safety Incidents	
	Process Near-Miss	Non-Process Near-Miss	Process Safety Events	Non-Process Safety Events
2021	14	8	4	19
2022	9	12	5	20
2023	4	31	9	27
2024	39	110	4	40

Note 1: A near-miss is an unplanned event that caused no harm but had the potential to result in injury, damage, or environmental impact. (ISO 45001:2018).

d. In 2024, Everlight Chemical Group recorded a total of 3,460,920 employee working hours, with one disabling injury involving one person - down significantly from six cases in 2023. The injury rate dropped from 0.32% to 0.05% (rounded down to the second decimal). 2 lost workdays occurred this year. The disabling injury frequency rate (FR) was 0.28, the severity rate (SR) was 0, and the Frequency-Severity Indicator (FSI) was 0.00. The injury type was one struck-by incident, five fewer than in 2023. The incident investigation and corrective actions have been completed, and continuous improvements are underway to achieve a zero-injury workplace.

Year / Items	Fatalities		Permanent Total Disability		Permanent Partial Disability		Temporary Total Disability		Absence Rate (AR) %	Fatality Rate due to Occupational Injury
	cases	days	cases	days	cases	days	cases	days		
2021	0	0	0	0	0	0	4	23	1.07	0
2022	0	0	0	0	0	0	1	4	5.21	0
2023	0	0	0	0	1	100	5	87	1.14	0
2024	0	0	0	0	0	0	1	2	6.74	0

Year / Items	Occupational Disease Rate (ODR)	Injury Rate (IR)		Lost Workday Rate (LDR)	Process Safety Incident Rate (PSTIR) [Note 1]	Process Safety Incident Severity Rate (PSESR) [Note 1]	Group Employee Injury Proportion %	Group Employee Headcount	Group Employee Injury Count
		Severe	Recordable						
2021	0	0	5.04	6.44	0.22	No data	0.23	1748	4
2022	0	0	4.27	1.14	0.28	0.91	0.05	1814	1
2023	0	0.28	5.36	52.82	0.50	0.50	0.32	1824	6
2024	0	0.28	2.02	0.57	0.23	0.34	0.05	1819	1

Note 1: PSTIR and PSESR are calculated per 200,000 working hours, rounded down to 3 decimal places.
Note 2: Fatality Rate, ODR, IR, and LDR are calculated per 1,000,000 working hours, rounded down to 3 decimal places.
Note 3: Commuting accidents excluded.
Note 4: Serious occupational injuries include permanent total and partial disabilities.

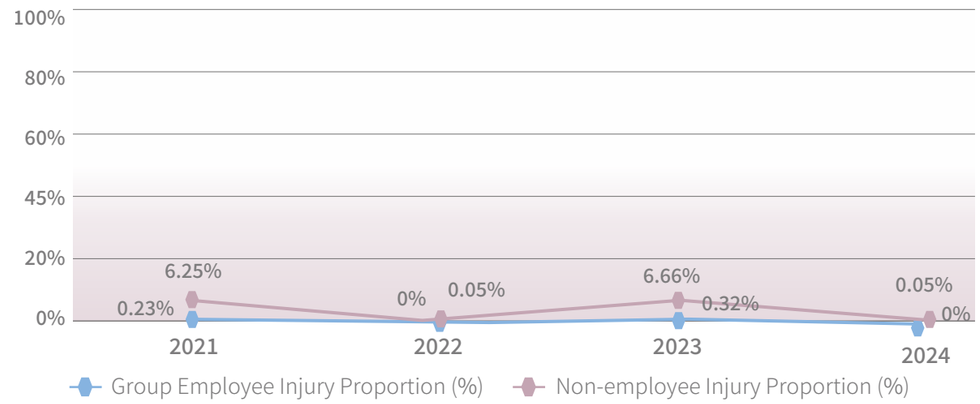
e. For non-employees, the total working hours in 2024 were 32,000, with zero injuries reported - an improvement from one injury in 2023 (6.66% injury rate). Due to the small base (approximately 15–16 non-employees), a single case can significantly affect the injury rate. However, in absolute terms, non-employee injuries remain lower than those of employees, and fluctuations in data do not necessarily indicate higher risk.

Year / Items	Fatalities		Permanent Total Disability		Permanent Partial Disability		Temporary Total Disability		Absence Rate (AR) %	Fatality Rate due to Occupational Injury
	cases	days	cases	days	cases	days	cases	days		
2021	0	0	0	0	0	0	0	0	0	0
2022	0	0	0	0	0	0	0	0	0	0
2023	0	0	0	0	0	0	1	92	0	0
2024	0	0	0	0	0	0	0	0	0	0

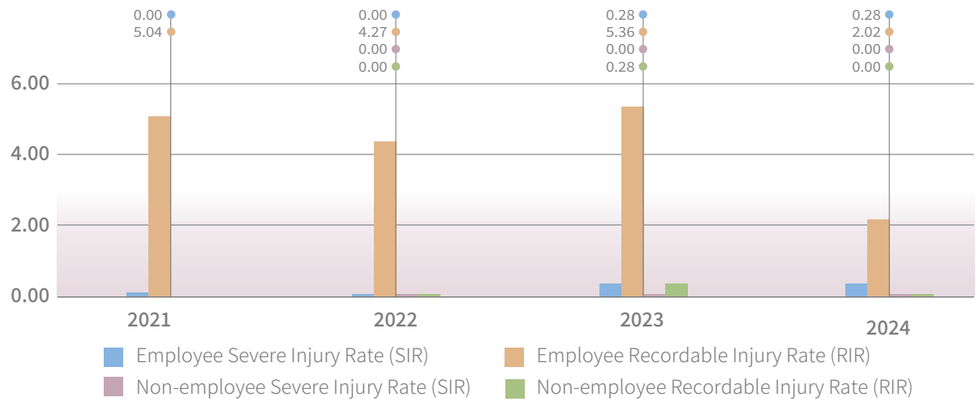
Year / Items	Occupational Disease Rate (ODR)	Injury Rate (IR)		Lost Workday Rate (LDR)	Process Safety Incident Rate (PSTIR) [Note 1]	Process Safety Incident Severity Rate (PSESR) [Note 1]	Non-employee Injury Proportion %	Non-employee Headcount	Non-employee Injury Count
		Severe	Recordable						
2021	0	No data	No data	No data	No data	No data	6.25	16	1
2022	0	0	0	0	0	0	0	15	0
2023	0	0	0.28	26.01	0	0	6.66	15	1
2024	0	0	0	0	0	0	0	16	0

Note 1: Process safety incident rate and severity rate are based on 200,000 working hours, rounded down to 3 decimal places.
Note 2: Fatality Rate, ODR, IR, and LDR are based on 1,000,000 working hours, rounded down to three decimal places.
Note 3: Non-employees refer to on-site personnel providing services at Everlight facilities who are not employed by the Everlight Group.
Note 4: Excludes commuting-related traffic accidents.

Historical Injury Proportion (%)



Historical Injury Rate (IR)



(2) Occupational Safety Management & Supervision:

To fulfill safety culture responsibilities and ensure occupational health and safety at all levels, the Chairman, President, and senior executives conduct periodic safety inspections across plant sites. In 2024, eight inspections were carried out. These focused on dynamic on-site safety observations and included discussions with frontline personnel on potential risks - such as personal injury, chemical splashes, and fire hazards - to reinforce preventive measures.

In addition, to enhance environmental, health, and safety performance, the Company encourages employees to submit proposals for improving workplace safety and environmental conditions. In 2024, a total of 559 proposals were submitted, with 520 adopted and implemented - an implementation rate of 93%. All 174 safety and health-related proposals were approved and fully executed.

Chapter 7. Social Engagement

"Enhancing Human Well-being" is a core philosophy at Everlight Chemical. We believe our purpose as contributing to society by assessing and managing the environmental, economic, and social impacts of our operations on local communities. Avoiding negative impact is our priority. Each year, we launch community programs, support public welfare, and partner with external groups. Employees also volunteer locally, strengthening community ties and demonstrating our ESG commitment to long-term value creation and risk management.

I. Community Engagement

1. Community Impact Assessment

As a chemical company, Everlight Chemical prioritizes assessing and managing impacts on neighboring communities. This is a key measure in fulfilling corporate social responsibility, minimizing environmental impact, supporting community development, and strengthening internal governance - contributing to sustainability, long-term competitiveness, and regulatory compliance.

The impact on neighboring communities is assessed from 3 aspects: environmental, social, and corporate governance.

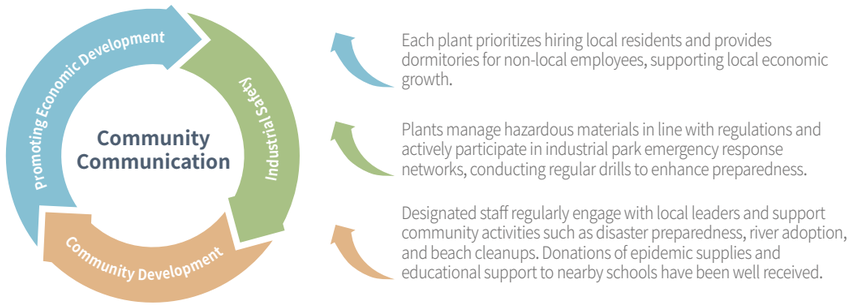
2. Community Impact Management Measures

Impact Area	Management Measures
Environmental (Please refer to Chapter 5)	• **Environmental Management & Technological Advancement:** Improve production processes, water use, and monitoring to protect local water, soil, air, and quality of life. • **Carbon Reduction Plan:** Establish carbon reduction goals and actions. • **Disaster Prevention:** Establish emergency plans (e.g., fire, chemical leaks) to reduce community impact. • **Community Environmental Improvement:** Promote eco-education and support activities like beach cleanups and river/dune adoption programs.
Social	• **Community Communication:** Collaborate with community development associations to promote two-way communication and build trust. • **Local Empowerment:** Support local schools through funding, educational resources, and facility upgrades. • **Local Development:** Provide employment opportunities to local residents, with hiring priority given to the local community. • **Support for Local Economy:** Promote products and services of local small and medium-sized enterprises (SMEs) to help stimulate regional economic growth.
Governance	• **Environmental Protection and Occupational Health & Safety Compliance:** All sites follow environmental and safety regulations and submit required data to minimize impacts on nearby communities. • **Risk Assessment and Emergency Drills:** Annual risk assessments and drills are conducted to ensure readiness and operational continuity.

3. Community Communication & Participation

Community Communication (RT-CH-210a.1)

The community is a key stakeholder of Everlight Chemical. We maintain regular communication and care initiatives, focusing on 3 main areas:



In 2024, a community satisfaction survey assessed:

- **Environmental Management:** All sites enhance industrial safety and reduce pollution through air control, wastewater treatment, and waste management, demonstrating commitment to sustainability.
- **Social Responsibility:** The Company supports local communities and public welfare, engages in ecological efforts like beach cleanups, and ensures concerns are addressed through grievance mechanisms.
- **Human Rights:** Committed to human rights, the Company protects employee rights and promotes a fair, respectful, and inclusive workplace.

The 2024 community satisfaction survey yielded a score of 97.3, comparable to 97.7 in 2023 (on a 100-point scale).

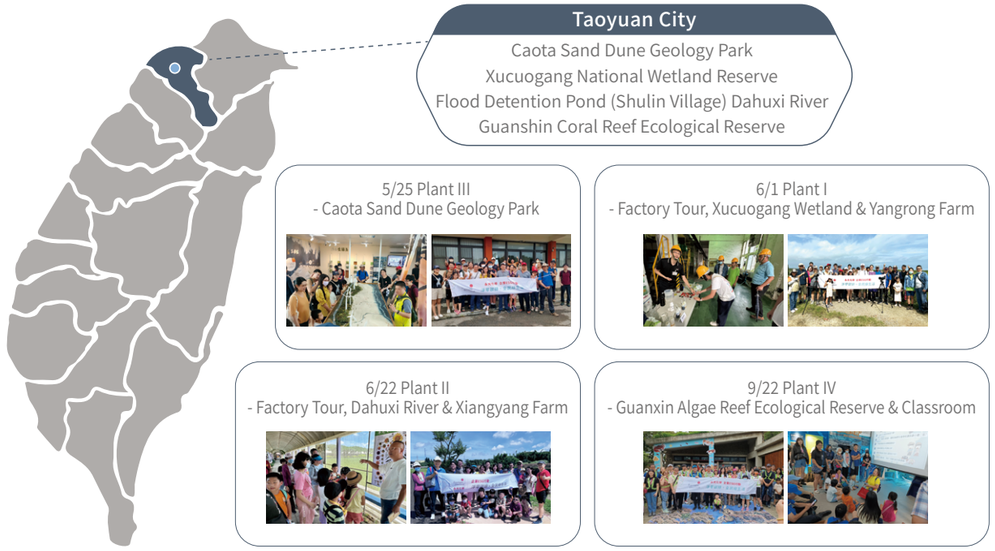
Community Engagement

The Company is dedicated to environmental protection and sustainability. In 2023, the Taipei HQ launched its first sustainable trip, taking over 30 employees to Plant IV (a certified green factory) and joining a beach cleanup to protect a 7,000-year-old coral reef. In 2024, the event expanded to include employees' families, deepening awareness of local ecology. Through hands-on participation, the program fosters environmental awareness, supports ecological diversity (E), promotes community sustainability education (S), and reinforces sustainable governance (G).

Sustainable Trip 2.0

In 2024, 4 sustainable trips were held in Taoyuan engaged 211 employees and family members.

Itinerary/Dates	May 25 (Sat)	Jun 1 (Sat)	Jun 22 (Sat)	Sep 22 (Sun)
Ecological Tour (E)	Caota Sand Dune Geology Park	Xucuogang National Wetland Reserve	Flood Detention Pond (Shulin Village) Dahuxi River	Guanshin Coral Reef Ecological Reserve
Ecological Farm (S)	Linjia Ancient House Farm (Tour & Craft Workshop)	Yangrong Farm (Tour & Egg Collection)	Xiangyang Farm (Tour & Sunflower Oil Production)	Xiangyang Farm (Tour & Craft Workshop)
Factory Visit (G)	Plant III	Plant I	Plant II	Plant IV
Participants (Employees & Family)	45	33	56	77



The event featured eco-tours around Everlight Chemical's 4 Taoyuan plants, visits to local eco-farms, and plant walkthroughs, allowing employees to experience the Company's efforts in environmental protection, energy saving, carbon reduction, and circular economy, and to better understand its long-term sustainability commitment.

Activity Items	Activity Content	Employee Feedback
Ecotourism	Employees joined guided tours of local sites like Xucuogang Wetland, Dahuxi River, Caota Sand Dune, and Guanyin Algal Reef to deepen their understanding of local ecosystems and conservation.	Participants enhanced ecological awareness through beach cleanups, waste sorting, and reducing single-use items.
Community Sustainability Education	Visits to Yangrong Farm and Lin Family Residence showcased community-based sustainability and circular economy, boosting employee engagement.	Employees supported local farming through buying and participation, promoting sustainability.
Factory Tour	Site visits to Everlight Chemical's Dayuan and Guanyin plants showcased progress in wastewater treatment, green buildings, sustainable products, and circular practices.	Employees recognized the Company's sustainability efforts and pledged to apply them in work and life.

Everlight Chemical's sustainability trips received strong recognition from employees, inspiring them to embrace eco-friendly practices at work and in daily life. Participants expressed willingness to join future events and offered constructive suggestions, such as adding parent-child activities, diversifying itineraries, and enhancing promotional efforts to boost engagement and impact. The event achieved high overall satisfaction, deepened employees' understanding of ecological and sustainability issues, and strengthened their alignment with the Company's sustainability vision -contributing meaningfully to corporate image and long-term sustainability goals.

Beach Cleanup Activities in Guanyin Area

Beach cleanup activities were held on Apr 20, Apr 27 and May 25 in 2024, at the Guanyin Coastal Recreation Area, Xucuogang, and Caota Sand Dunes. A total of 208 participants removed over 700 kg of waste, helping protect marine environments and promote environmental awareness.

Dahuxi River Adoption

Everlight Chemical has adopted a section of the Dahuxi River for 10 consecutive years, conducting regular environmental and biodiversity inspections, and organizing annual cleanups. Inspection results are published on the Taoyuan Government's "Shuishui Taohuayuan" platform. In 2024, through the Sustainable Trip 2.0 program, employees and their families were introduced to the river's ecology to raise conservation awareness. The Company was again honored with the "Corporate River Adoption Excellence Award."

Shulin Village Flood Prevention Initiatives

Extreme weather from climate change has intensified typhoons and rainfall during flood seasons. Since 2019, Everlight Chemical has signed a biennial Memorandum of Understanding (MOU) with Shulin Village for self-managed flood prevention. In 2024, the Company further enhanced its preparedness by joining the Taoyuan City Government's Disaster Preparedness Exchange on May 28 and the National Flood Prevention Rally on Jun 29.

Neighborhood Activitie

Activity Category	Activity Content	Effectiveness
Blood Donation Activities	Participation in Dayuan Industrial Park Blood Donation Event	255 participants donated 371 bags of blood, supporting positive social impact.
Festive Activities	Lantern Riddle Events with Zhentou and Neihai Communities	Fostering community bonds through traditional festivals.
	Sponsoring Shulin Village's Spring Couplets Painting Event	Fostering cultural innovation and community unity.
Educational Support & Development	Sponsoring Dayuan Junior High Taekwondo Team Training	Cultivating taekwondo talent, supporting further education, and fostering a positive, proactive mindset in students.
	Sponsoring Chaoyin Elementary School for the 2024 KAIRIN UNESCO Cup International Dodgeball Tournament	The Company promotes youth sports by supporting Chaoyin Elementary School's participation in competitions, nurturing talent and enhancing national pride.
	Supporting Neihai Elementary's Summer & Lunch Programs	Enhancing students' learning and health.
	Folding Chair Donation to Dayuan Elementary	Improving learning and ensuring a safe environment.
	Sponsoring Teacher's Day Appreciation Event	Honoring retired teachers and promoting respect for the teaching profession.
Environmental Education	Co-building an Ecology Education Base with Taoyuan Wild Bird Society at Dahan Forest Park	Providing equipment and support to transform the ammunition depot into an educational base, including projectors, TVs, and related facilities.

Community Engagement Summary				
Activity	**Sustainable Trip 2.0**	**Guanyin Beach Cleanup**	**River Adoption**	**Flood Safety Actions**
Target Audience	Employees and their families	Employees	Dahuxi River	Shulin Village
Sessions	4	3	-	-
Participation Method	211 participants	208 participants	Regular inspections, river cleanups	Experience sharing, on-site evaluations
Content	Ecological & Factory Tour	Beach Cleanup Activities at Guanyin Coastal Recreation Area, Xucuogang, and Caota Sand Dunes	Adopted Dahuxi River for 10 years, with regular ecological inspections and annual cleanups.	Since 2019, a biennial MOU on community flood prevention has been signed with Shulin Village.
Results	Deepening employee awareness of sustainability and alignment with the Company's vision.	Collected over 700 kg of beach waste to protect marine ecosystems and promote environmental awareness.	Sustainable Trip 2.0 connected employees and families with river ecology in 2024, earning another Taoyuan Corporate River Adoption Award.	In 2024, Everlight Chemical strengthened disaster readiness by joining the City's Disaster Exchange May 28 and National Flood Rally on Jun 29.

II. Social Welfare Activities

Everlight Chemical donates at least 1% of after-tax profits annually to support community education, social education, industry development, and public welfare. In 2024, total donations reached NT$4.33 million. Below is the statistics table of social welfare donations in recent years (2022-2024):

2022-2024 Social Welfare Donation Summary [Note 1]

(Unit: NT$10,000)

Year/Category	Community Educational Activities	University/ Social Education	Industry Development	Public Welfare Activities	Annual Total	After-Tax Profit (%)
2022	152	104	118	121	495	1.3
2023	155	45	94	250	544	6.3
2024	143	65	99	126	433	1.9
Total	**450**	**214**	**311**	**497**	**1,472**	**-**

Note 1: The donation amount represents the recorded figure for Everlight Chemical Taiwan only, not consolidated Group data, and excludes cash or in-kind donations made by organizations such as the Compassion Club.

Everlight Chemical employees established a Compassion Club to support disadvantaged groups through concrete actions. In 2024, the club donated a total of NT$468,000 to various charitable organizations, including World Vision Taiwan, Eden Social Welfare Foundation, Sunshine Social Welfare Foundation, Chinese Christian Relief Association, Chung Yi Social Welfare Foundation, Guanyin Love Home, Hong Hua Mutual Aid Society, Ruth Intellectual Disability School, Lander Foundation, Huai-De Foster Home, Ark Welfare Center, Taoyuan Association of Physical Disabilities, and the Children Are Us Foundation.

Social Welfare Summary					
Activity	**Book Donation to Remote Schools**	**"Discover Taiwan's Life Little Warriors" Program**	**Taiwan Blind Welfare Association - Life Light Art Troupe Participation**	**Green Chemistry Promotion Project**	**Everlight Chemical Green Chemistry Research Paper Award**
Target Audience	Nearly 30 rural elementary schools in Taoyuan's Guanyin and Fuxing Districts, and Hsinchu's Baoshan, Beipu, Jianshi, and Wufeng Townships.	Schoolchildren	Members of the Taiwan Blind Welfare Association	Junior high & Elementary School Students	Master's & Doctoral Students
Number of Participants	231 classes of teachers & students	10	4	15 Volunteers	31
Content	Supporting the "Sowing the Seeds of Reading" initiative by CommonWealth Education Foundation.	Encourage children to face challenges positively and pursue their dreams with courage.	Invited Life Light Art Troupe to perform at our Thanksgiving Service, promoting inclusion and support for the disadvantaged.	Use green chemistry experiments to inspire interest and awareness.	Encourage academic research and student participation in green chemistry.
Results	37,346 books donated since 2014.	To date, a total of 332 "Little Life Warriors" have received the award.	Provide a platform for blind performers to gain income and self-recognition.	Over 4,000 students inspired through green chemistry lectures and experiments.	Students from 14 universities and 21 departments in Taiwan submitted 31 papers, with 3 receiving awards.

Note 1: Green Chemistry Video - Changing the World with the Green Chemistry Principles | The Story of John Warner, Father of Green Chemistry | LIS Science Teaching Materials ｜ Link: https://www.youtube.com/watch?v=zywZa4X52Fw

Donating Books to Rural Schools - Giving Children a Brighter

Chairman Chien-Hsin Chen believes reading is key to inspiring young minds, nurturing values, interpersonal skills, and resilience in a changing world. Guided by this belief, we have supported public welfare and character education for years. Since 2014, the Company has participated in the CommonWealth Education Foundation's initiative "Sowing the Seeds of Reading - Giving Children a Brighter Future," sponsoring monthly issues of Future Children and Future Youth magazines for nearly 30 under-resourced elementary schools in Taoyuan and Hsinchu. By 2024, 37,346 magazines have been donated.

To assess impact, we invited feedback from 12 schools. Over 97% of teachers said the magazines help build reading habits, 94% found them effective teaching tools, and 87% said Future Youth was students' top choice for reading. Teachers praised the engaging, diverse content and its classroom value, noting students often read the magazines voluntarily and share their thoughts with peers. Students echoed this enthusiasm, citing the inspiring stories and enjoyable illustrations. Through this initiative, Everlight Chemical continues to foster literacy, curiosity, and lifelong learning, paving the way for a brighter future.

Bringing Hope Through Music - Building an Inclusive Society Together

In 2024, we invited the Light of Life Art Troupe from the Taiwan Foundation for the Blind to perform at its Thanksgiving Service, demonstrating the Company's commitment to social inclusion and sustainability. The event offered a platform for visually impaired performers to showcase their talents, gain income, and strengthen self-identity, while encouraging employees to care for marginalized groups.

1. Helping the Troupe Fully Develop Their Talents

- o Provided professional support to enhance confidence and bridge gaps with mainstream society.
- o Ensured accessibility and guidance for a smooth, dignified performance experience.

2. Respectful and Inclusive Communication

- o Used respectful, friendly language and avoided sensitive topics to honor performers.

3. Maximizing Event Impact

- o Boosted the Foundation's visibility, creating income and confidence for performers.
- o Raised employee social awareness and strengthened team cohesion.

Future Outlook

Everlight Chemical will continue aligning corporate resources with social needs and deepening collaboration with nonprofit organizations. Through inclusive and sustainable initiatives, the Company strives to help build a more harmonious and inclusive future.

Sponsored the "Discover Taiwan's Life Little Warriors" Event

Everlight Chemical has long supported the "Discover Taiwan's Life Little Warriors" program by the Taiwan Rainbow Family Life Education Association, encouraging children to face challenges positively, cherish life, and pursue their dreams.

In 2024, the Company donated NT$80,000 to help sustain and expand the initiative. This year, 10 children were honored. To date, 332 children have received the "Little Life Warrior" award, and their stories continue to inspire society as role models for other young people.

Promoting Green Chemistry: Dual Development of Education & Research

Everlight Chemical, committed to environmental and social responsibility, actively promotes green chemistry education and research through two major initiatives: the "Green Chemistry Promotion Project" and the "Everlight Green Chemistry Research Paper Award." These programs aim to cultivate innovative talent rooted in green chemistry principles.

Green Chemistry Promotion Project: Inspiring Students Innovation

This program raises awareness of green chemistry among students through educational videos, science camps, and custom teaching materials, especially benefiting underserved areas. It combines theory with practical applications to spark interest in environmental protection and sustainability.

Everlight Chemical Green Chemistry Research Paper Award: Fostering Academic Innovation

Since 2020, the Everlight Green Chemistry Research Paper Award has encouraged university and graduate students to pursue green chemistry research. A total of 98 papers have been submitted, with awards granted to 12 teams. The initiative supports the integration of green chemistry into future technologies and product development.

Dual Impact: Advancing Green Chemistry in Academia & Society

Together, both programs promote the principles of green chemistry across academia and society - enhancing environmental awareness and reinforcing shared responsibility for sustainable development.

Everlight Chemical's Commitment: Creating a Greener Future Together

Everlight Chemical will continue working with partners like the Chemical Society Located in Taipei to advance green chemistry, aiming to make it a driving force for future environmental and social progress.

III. Participation in External Associations & Organizations (GRI 2-28)

Demonstrates CSR Through Industry Collaboration & Sustainability Initiatives

Everlight Chemical actively collaborates across the industry value chain and engages in external associations to fulfill its corporate social responsibility (CSR) and sustainability commitments. The Chairman serves as President of both the Taiwan Dyestuffs and Pigments Industrial Association and the Taiwan Institute for Sustainable Energy (TAISE), while the President chairs the Taiwan Chemical Industry Association. Other senior executives hold key roles in organizations such as the Taiwan Corporate Governance Association, the Chinese International Economic Cooperation Association, the Taiwan Responsible Care Association, and the Taiwan Flat Panel Display Industry Association - contributing to professional development and governance.

Subsidiaries also actively participate in local and professional bodies. Chuantong Technology is a member of the Hsinchu Science Park Manufacturers' Association and the Taiwan Dyestuffs Association. The park association includes 16 committees supporting operational excellence. Everlight (Suzhou) Advanced Chemicals Ltd. engages with the National Copier Machinery Standardization Committee (SAC/TC147), industry groups, and the Suzhou Taiwanese Business Association to stay aligned with local trends and evaluate strategic directions.

Everlight Chemical has signed the Responsible Care Global Charter launched by the International Council of Chemical Associations, committing to safe chemical management across the product life cycle and advancing sustainability in the global chemical industry. The Company also supports initiatives such as ZDHC's zero discharge goals - sponsoring the 2024 ZDHC Impact Day and Solutions Conference - joins the ESG Summit to deepen ESG knowledge, and supports the "Love Towards a Sustainable World Citizen" concert to promote global citizenship among K12 students and underserved groups. It also sponsors the International Corporate Governance Summit to explore governance and sustainability topics.

These efforts align with the UN SDGs, including quality education (SDG 4), sustainable communities (SDG 11), responsible production (SDG 12), and partnerships (SDG 17), promoting sustainability, global citizenship, and governance through collaboration, education, and knowledge sharing.

Association Participation
External Initiatives

IV. Promotion of Character Education

Everlight Chemical has consistently promoted economic ethics and social responsibility. By 2024, it has supported Tamkang University's "Economic Ethics Forum" for 16 years and the Jubilee Economic Ethics Foundation's annual symposium for 24 years. In character education, the Company has partnered with National Taipei University of Business on the "Character Leadership Program" for 14 years, while also investing in education near its production sites to nurture future generations.

Overview of Character Education Initiatives

Activity	Character Leadership Education Development Program	Promotion of "Character First" Educational Materials	Character Education - Morning Life Education Activities
Time	Since 2010	Since 2016	Since 2021
Target Audience	Students of National Taipei University of Business	Students of Chung Hua University	Students of Shulin & Caota Elementary Schools in Guanyin District
Participants in 2024	205	70	814
Participation Method	Case Study Discussions, Team Projects, Character-Themed Readings, and Digital Short Film Creation	Participating in character education through readings, practice, and discussion.	Volunteer Storytelling Education & Interactive Activities
Content	Cultivating core character traits: punctuality, focus, creativity, honesty, enthusiasm, and gratitude.	Using "Character First" materials to deliver foundational character education.	Understanding the definition of character and practicing character education.
Results	Cultivating workplace character and leadership while raising awareness of character education.	Strengthening character, fostering campus culture, and building self-management and social responsibility.	Through "Morning Life Education Activities," students apply character in daily life, strengthening self-awareness, responsibility, and school culture.

Character Development Begins at School

For over 20 years, Everlight Chemical has actively promoted character education both within the company and in the broader community. This includes hosting children's character camps, supporting more than ten elementary schools near its sites, and collaborating with institutions such as National Taipei University of Business (NTUB), Chang Jung Christian University, and Chung Hua University. Founder and Honorary Chairman Mr. Ting-Chuan Chen has long supported NTUB's "Corporate Character Leadership Program," while Chairman Chien-Hsin Chen delivered a keynote titled "Character Education, Corporate Culture, and Brand Commitment" at NTUB on May 22, 2024. Launched in 2010, NTUB's program cultivates seven core traits - punctuality, focus, creativity, honesty, enthusiasm, and gratitude - through case studies, teamwork, readings, and digital storytelling. Since 2016, Chung Hua University has adopted the "Character First" curriculum, co-sponsored by Everlight Chemical and the Pei Ji Educational Foundation, as a mandatory course for first-year students to strengthen campus character culture. In the 2024 academic year, 275 students (205 from NTUB and 70 from Chung Hua University) joined the program, bringing the total to 831 participants since 2022.

1. The Chairman was invited to speak at NTUB's Character Leadership Benchmarking Enterprises Lecture.
2、3. Pei Ji Education Foundation promotes character education

Character and Life Education for Children: Camps and Morning Programs

(1) Everlight Chemical has long promoted character education both within the Company and in schools, helping children build a strong foundation in values such as optimism, diligence, responsibility, and kindness.

(2) The Company has consistently organized children's character camps to support early value formation and moral development.

(3) Although in-person camps were suspended from 2020 to 2022 due to the pandemic, the Company continued sponsoring "Morning Life Education Activities" at Shulin and Caota Elementary Schools. Through volunteer storytelling, students learned to apply character values in daily life. In 2024, the program reached 814 students, totaling 3,136 participants since 2021.

Caotuo Elementary School

Shulin Elementary School

Appendix I. GRI Content Index

Statement of Use	Everlight Chemical reports in accordance with GRI Standards for the period from January 1, 2024 to December 31, 2024.
GRI 1 Used	GRI 1: Foundation 2021
Applicable GRI Sector Standard(s)	None

GRI Standard	Disclosure	Location	Page
General Disclosures			
GRI 2: General Disclosures 2021	2-1 Organizational details	About This Report Ch1 Company Organization Overview: I. About Everlight Chemical	2 6
	2-2 Entities included in the organization's sustainability reporting	About This Report Ch1 Company Organization Overview: I. About Everlight Chemical	2 6
	2-3 Reporting period, frequency and contact point	About This Report	2、3
	2-4 Restatements of information	About This Report	3
	2-5 External assurance	About This Report Appendices VI. BSI Independent Assurance Opinion Statement Appendices VII. Independent Limited Assurance report	3 128 130
	2-6 Activities, value chain and other business relationships	Ch1 Company Organization Overview: III. Operational Activities and Value Chain	9
	2-7 Employees	Ch1 Company Organization Overview: I. About Everlight Chemical Ch6 Workplace Wellbeing: III. Diversity & Friendly Workplace 1. Employee Composition of Everlight Chemical	6 85、86
	2-8 Workers who are not employees	Ch6 Workplace Wellbeing: III. Diversity & Friendly Workplace 1. Employee Composition of Everlight Chemical	85、86
	2-9 governance structure and composition	Ch4 Corporate Governance: I. Corporate Governance Structure 1. Organizational Structure of the Highest Decision-Making and Governance Body	30
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	2-12 Role of the highest governance body in overseeing the management of impacts	Ch2 Sustainability Value: III. Stakeholders & Material Topics Ch4 Corporate Governance: I. Corporate Governance Structure Ch4 Corporate Governance: IV. Risk Management	12 32 38
	2-13 Delegation of responsibility for managing impacts	Ch4 Corporate Governance: I. Corporate Governance Structure	32
	2-14 Role of the highest governance body in sustainability reporting	About This Report Ch2 Sustainability Value: II. ESG Implementation Organization	2 11
	2-15 Conflicts of interest	Ch4 Corporate Governance: I. Corporate Governance Structure 6. Disclosure of Conflicts of Interest to Stakeholders Ch4 Corporate Governance: II. Business Integrity 3. Actions for the Prevention and Management of Conflicts of Interest	33 34
	2-16 Communication of critical concerns	Ch2 Sustainability Value: IV. Communication with Stakeholders Ch4 Corporate Governance: I. Corporate Governance Structure	18 33
	2-17 Collective knowledge of the highest governance body	Ch4 Corporate Governance: I. Corporate Governance Structure 6. Board Training and Collective Knowledge	33
	2-18 Evaluation of the performance of the highest governance body	Ch4 Corporate Governance: I. Corporate Governance Structure 5. Board Performance Evaluation	32
	2-19 Remuneration policies	Ch4 Corporate Governance: III. Remuneration Policy Ch4 Corporate Governance: III. Remuneration Policy 1. Responsibilities of the Board of Directors for Compensation Management	37 37
	2-20 Process to determine remuneration	Ch4 Corporate Governance: III. Remuneration Policy 2. Compensation Determination Process	37
	2-21 Annual total remuneration ratio	Ch6 Workplace Wellbeing: III. Diversity & Friendly Workplace 8. Ratio of annual remuneration paid	89
	2-22 Statement on sustainable development strategy	Message from the Chairman	4
	2-23 Policy commitments	Ch2 Sustainability Value: I. Business Philosophy & ESG Sustainability Policy Ch3 Product Innovation Ch4 Corporate Governance Ch4 Corporate Governance: II. Business Integrity 2. Policies and Commitments Ch4 Corporate Governance: IV. Risk Management 2. Risk Management Policy Ch4 Corporate Governance: V. Information Security Management 2. Management Policy Ch5 Sustainable Environment: I. Sustainable Environment Management Ch5 Sustainable Environment: III. Water Stewardship Ch5 Sustainable Environment: IV. Pollution Prevention Ch5 Sustainable Environment: V. Greenhouse Gas & Energy Management Ch5 Sustainable Environment: VI. Climate Change Response - Mitigation & Adaptation Ch6 Workplace Wellbeing: I. Human Rights Policy Ch6 Workplace Wellbeing: V. Talent Attraction & Development Ch6 Workplace Wellbeing: VI. Occupational Health & Safety 1. Occupational Health & Safety Policy and Management Practices 2. Occupational Health & Safety Hazard Identification and Risk Management	10 20 28 34 39 42 50 53 56 65 70 82 94 97、100
	2-24 Embedding policy commitments	Ch2 Sustainability Value: I. Business Philosophy & ESG Sustainability Policy Ch3 Product Innovation Ch4 Corporate Governance Ch4 Corporate Governance: II. Business Integrity 3. Actions for the Prevention and Management of Conflicts of Interest 4. Insider Trading and Conflict of Interest Prevention Measures Ch4 Corporate Governance: IV. Risk Management 2. Risk Management Policy Ch4 Corporate Governance: V. Information Security Management 2. Management Policy Ch5 Sustainable Environment: I. Sustainable Environment Management Ch5 Sustainable Environment: III. Water Stewardship Ch5 Sustainable Environment: IV. Pollution Prevention Ch5 Sustainable Environment: V. Greenhouse Gas & Energy Management Ch5 Sustainable Environment: VI. Climate Change Response - Mitigation & Adaptation Ch6 Workplace Wellbeing: I. Human Rights Policy Ch6 Workplace Wellbeing: I. Human Rights Policy 1. Practices to Avoid Negative Human Rights Impacts Ch6 Workplace Wellbeing: V. Talent Attraction & Development Ch6 Workplace Wellbeing: VI. Occupational Health & Safety 1. Occupational Health & Safety Policy and Management Practices 2. Occupational Health & Safety Hazard Identification and Risk Management	10 20 28 34 39 42 50 53 56 65 70 82 83 94 97、100
	2-25 Processes to remediate negative impacts	Ch4 Corporate Governance: II. Business Integrity 5. Whistleblowing and Complaint Handling Mechanism Ch6 Workplace Wellbeing: I. Human Rights Policy Ch6 Workplace Wellbeing: VI. Occupational Health & Safety 3.Occupational Health & Safety Labor Communication	35 82 101
	2-26 Mechanisms for seeking advice and raising concerns	Ch4 Corporate Governance: II. Business Integrity 5. Whistleblowing and Complaint Handling Mechanism	35
	2-27 Compliance with laws and regulations	Ch4 Corporate Governance: VII. Regulatory Compliance	44
	2-28 Membership associations	Ch7 Social Engagement: III. Participation in External Associations & Organizations	116
	2-29 Approach to stakeholder engagement	Ch2 Sustainability Value: III. Stakeholders & Material Topics Ch2 Sustainability Value: IV. Communication with Stakeholders	12 18
	2-30 Collective bargaining agreements	Ch6 Workplace Wellbeing: II. Labor Relations & Communication Mechanisms	83

GRI Standard	Disclosure	Location	Page
Material Topics			
GRI 3: Material Topics 2021	3-1 Process to determine material topics	Ch2 Sustainability Value: III. Stakeholders & Material Topics	12
	3-2 List of material topics	Ch2 Sustainability Value: III. Stakeholders & Material Topics	12
	3-3 Management of material topics	Ch2 Sustainability Value: III. Stakeholders & Material Topics	12
1. Organizational Resilience (including Incident response and emergency , Information security and Digital transformation)			
GRI 3: Material Topics 2021	3-3 Management of material topics	Ch2 Sustainability Value: III. Stakeholders & Material Topics	12
2. Talent Attraction & Development			
GRI 403: Occupational Health and Safety 2018	403-5 Worker training on occupational health and safety	Ch6 Workplace Wellbeing: VI. Occupational Health & Safety 1. Occupational Health & Safety Policy and Management Practices (2) Occupational Health & Safety Management Measures Ch6 Workplace Wellbeing: VI. Occupational Health & Safety 4. Occupational Safety & Health Training and Emergency Response	98 102
	403-6 Promotion of worker health	Ch6 Workplace Wellbeing: IV. Employee Welfare & Care 9. Employee Assistance Programs	93
GRI 404: Training and Education 2016	404-1 Average hours of training per year per employee	Ch6 Workplace Wellbeing: V. Talent Attraction & Development 1. Employee Competency Enhancement, Continuing Education Opportunities, and Career Development 2. Continuing Education Opportunities and Career Development	95
	404-2 Programs for upgrading employee skills and transition assistance programs	Ch6 Workplace Wellbeing: IV. Employee Welfare & Care Ch6 Workplace Wellbeing: V. Talent Attraction & Development 1. Employee Competency Enhancement, Continuing Education Opportunities, and Career Development	90 95
	404-3 Percentage of employees receiving regular performance and career development reviews	Ch6 Workplace Wellbeing: V. Talent Attraction & Development 5. Regular Performance and Career Development Reviews	96
3. Water Stewardship			
GRI 303: Water and Effluents 2018	303-1 Interactions with water as a shared resource	Ch5 Sustainable Environment: III. Water Stewardship	53
	303-2 Management of water discharge-related impacts	Ch5 Sustainable Environment: III. Water Stewardship	53
	303-3 Water withdrawal	Ch5 Sustainable Environment: III. Water Stewardship	53
	303-4 Water discharge	Ch5 Sustainable Environment: III. Water Stewardship Ch5 Sustainable Environment: IV. Pollution Prevention 2. Wastewater Management	53 60
	303-5 Water consumption	Ch5 Sustainable Environment: III. Water Stewardship	53
4. Pollution Prevention			
GRI 305: Emissions 2016	305-7 Nitrogen oxides (NOx), sulfur oxides (SOx), and other significant air emissions	Ch5 Sustainable Environment: IV. Pollution Prevention	56
GRI 306: Waste 2020	306-1 Waste generation and significant waste-related impacts	Ch5 Sustainable Environment: IV. Pollution Prevention 3. Waste Management	61
	306-2 Management of significant waste-related impacts	Ch5 Sustainable Environment: IV. Pollution Prevention 3. Waste Management	61
	306-3 Waste generated	Ch5 Sustainable Environment: IV. Pollution Prevention 3. Waste Management 理	61
	306-4 Waste diverted from disposal	Ch5 Sustainable Environment: IV. Pollution Prevention 3. Waste Management	61
	306-5 Waste directed to disposal	Ch5 Sustainable Environment: IV. Pollution Prevention 3. Waste Management	61
5. Product Strategy and R&D Innovation			
GRI 416: Customer Health and Safety 2016	416-1 Assessment of the health and safety Impacts of product and service categories	Ch3 Product Innovation: II. Implementation of Product Stewardship Management	22
	416-2 Incidents of non-compliance concerning the health and safety impacts of products and services	Ch3 Product Innovation: II. Implementation of Product Stewardship Management	22

GRI Standard	Disclosure	Location	Page
6. Climate Change Response - Mitigation & Adaptation			
GRI 201: Economic Performance 2016	201-2 Financial implications and other risks and opportunities due to climate change	Ch5 Sustainable Environment: VI. Climate Change Response - Mitigation & Adaptation	70
GRI 305: Emissions 2016	305-1 Direct (Scope 1) GHG emissions	Ch5 Sustainable Environment: V. Greenhouse Gas & Energy Management Ch5 Sustainable Environment: V. Greenhouse Gas & Energy Management 1. Energy Management and Energy Consumption Analysis	65 65
	305-2 Energy indirect (Scope 2) GHG emissions	Ch5 Sustainable Environment: V. Greenhouse Gas & Energy Management Ch5 Sustainable Environment: V. Greenhouse Gas & Energy Management 1. Energy Management and Energy Consumption Analysis	65 65
	305-4 GHG emissions intensity	Ch5 Sustainable Environment: V. Greenhouse Gas & Energy Management	65
	305-5 Reduction of GHG emissions	Ch5 Sustainable Environment: V. Greenhouse Gas & Energy Management 3. Energy Conservation and Carbon Reduction Achievements	68
	305-6 Emissions of Ozone-Depleting Substances (ODS)	Ch5 Sustainable Environment: V. Greenhouse Gas & Energy Management 4. Ozone-Depleting Substances (ODS) Emissions	69
	305-7 Nitrogen oxides (NOx), sulfur oxides (SOx), and other significant air emissions	Ch5 Sustainable Environment: IV. Pollution Prevention	56

Other Topic Standard Disclosure

GRI Standard	Disclosure	Location	Page
GRI 201: Economic Performance 2016	201-3 Defined benefit plan obligations and other retirement plans	Ch6 Workplace Wellbeing: IV. Employee Welfare & Care Ch6 Workplace Wellbeing: IV. Employee Welfare & Care 10. Retirement System	90 93
GRI 202: Market Presence 2016	202-1 Ratios of standard entry level wage by gender compared to local minimum wage	Ch6 Workplace Wellbeing: III. Diversity & Friendly Workplace 6. Ratio of Entry-Level Employee Wage to Local Minimum Wage	89
GRI 204: Procurement Practices 2016	204-1 Proportion of spending on local suppliers	Ch4 Corporate Governance: VIII. Sustainable Procurement 4. Proportion of Raw Material Procurement Amount from Major Suppliers (2022-2024)	46
GRI 302: Energy 2016	302-1 Energy consumption within the organization	Ch5 Sustainable Environment: V. Greenhouse Gas & Energy Management 1. Energy Management and Energy Consumption Analysis	65
	302-3 Energy intensity	Ch5 Sustainable Environment: V. Greenhouse Gas & Energy Management 1. Energy Management and Energy Consumption Analysis	65
	302-4 Reduction of energy consumption	Ch5 Sustainable Environment: V. Greenhouse Gas & Energy Management 1. Energy Management and Energy Consumption Analysis 3. Energy Conservation and Carbon Reduction Achievements	65、68
GRI 304: Biodiversity 2016	304-1 Operational sites owned, leased, managed in, or adjacent to, protected areas and areas of high biodiversity value outside protected areas	Ch5 Sustainable Environment: VIII. Biodiversity	76
GRI 308: Supplier Environmental Assessment 2016	308-2 Negative environmental impacts in the supply chain and actions taken	Ch4 Corporate Governance: VIII. Sustainable Procurement 8. Green Supply Chain Management Performance	48
GRI 401: Employment 2016	401-1 New employee hires and employee turnover	Ch6 Workplace Wellbeing: III. Diversity & Friendly Workplace 4. Overview of Workforce Changes	87
	401-2 Benefits provided to full-time employees that are not provided to temporary or part-time employees	Ch6 Workplace Wellbeing: IV. Employee Welfare & Care	90
	GRI 401-3 Parental leave	Ch6 Workplace Wellbeing: IV. Employee Welfare & Care	90
GRI 402: Labor-Management Relations 2016	402-1 Minimum Notice Periods Regarding Operational Changes	Ch6 Workplace Wellbeing: II. Labor Relations & Communication Mechanisms 3. Severance notice period	85
GRI 405: Diversity and Equal Opportunity 2016	405-1 Diversity of governance bodies and employees	Ch4 Corporate Governance: I. Corporate Governance Structure 3. Board Diversity and Independence Ch6 Workplace Wellbeing: III. Diversity & Friendly Workplace 1. Employee Composition of Everlight Chemical 2. Diversity commitment and female employee ratio	30 85、87
	405-2 Ratio of basic salary and remuneration of women to men	Ch6 Workplace Wellbeing: III. Diversity & Friendly Workplace 7. Ratio of basic salary and remuneration of women to men	89
GRI 406: Non-discrimination 2016	406: Non-discrimination 2016	Ch6 Workplace Wellbeing: I. Human Rights Policy	82
	406-1 Incidents of discrimination and corrective actions taken	Ch6 Workplace Wellbeing: I. Human Rights Policy 3. Elimination of Unlawful Discrimination & Prevention and Treatment of Sexual Harassment	83
GRI 407: Freedom of Association and Collective Bargaining 2016	407-1 Operations and suppliers in which the right to freedom of association and collective bargaining may be at risk	Ch6 Workplace Wellbeing: I. Human Rights Policy	82
GRI 408: Child Labor 2016	408-1 Operations and suppliers at significant risk for incidents of child labor	Ch6 Workplace Wellbeing: I. Human Rights Policy	82
GRI 409: Forced or Compulsory Labor 2016	409-1: Operations and suppliers at significant risk for incidents of forced or compulsory labor	Ch6 Workplace Wellbeing: I. Human Rights Policy	82

Appendix II. SASB Index for Chemical Industry

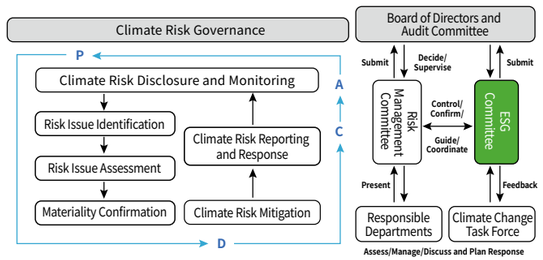
Code	Accounting Metric	Content of Report Description	Page
Greenhouse Gas Emissions			
RT-CH-110a.1	Gross global Scope 1 emissions, percentage covered under emissions-limiting regulations	Direct (Scope 1) GHG emissions, energy indirect (Scope 2) GHG emissions indicator information	67
RT-CH-110a.2	Discussion of long- and short-term strategy or plan to manage Scope 1 emissions, emissions reduction targets, and an analysis of performance against those targets	Greenhouse gas inventory and energy use policies and commitments, management actions, management indicators, evaluation mechanisms, target values	65
Air Quality			
RT-CH-120a.1	Air emissions of the following pollutants: (1) NO_X (excluding N_2O), (2) SO_X, (3) Volatile Organic Compounds (VOCs), and (4) Hazardous Air Pollutants (HAPs)	Air pollutant emission statistics	58
Energy Management			
RT-CH-130a.1	(1) Total energy consumed, (2) percentage grid electricity, (3) percentage renewable and (4) total self-generated energy	Energy Consumption Statistics, Energy Intensity Data Statistics, Energy Saving Statistics	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	Wastewater Discharge Statistics	60
RT-CH-140a.2	Number of incidents of non-compliance associated with water quality permits, standards and regulations	Key Emission Disclosure Indicators, Historical Performance on Wastewater Pollution Control Management Indicators and Targets, Wastewater Compliance Rate	57
RT-CH-140a.3	Description of water management risks and discussion of strategies and practices to mitigate those risks	Water Resource Management and Water Pollution Control Policies and Commitments, Management Actions, Management Indicators, Water Withdrawal Management	53
Hazardous Waste Management			
RT-CH-150a.1	Amount of hazardous waste generated; percentage recycled	The total amount of industrial waste generated was 8,422.6 metric tons. The hazardous waste recycling amounted to 200.5 tons, with a recycling treatment ratio of 13.5%.	61
Community Relations			
RT-CH-210a.1	Discussion of engagement processes to manage risks and opportunities associated with community interests	Impact Assessment and Actions Taken Information (A summary of environmental impact assessments on local communities and the supply chain). Community Communication and Engagement, including promoting economic development, industrial safety, and community development.	109
Workforce Health & Safety			
RT-CH-320a.1	(1) Total recordable incident rate (TRIR) and (2) fatality rate for (a) direct employees and (b) contract employees	Incident Rate (TRIR) Employees: Severe: 0.28; Recordable: 2.02 Non-employees: Severe: 0; Recordable: 0 Fatality Rate: 0	105
RT-CH-320a.2	Description of efforts to assess, monitor, and reduce exposure of employees and contract workers to long-term (chronic) health risks	Hazard identification, risk assessment, and control measures are conducted to ensure the effective implementation of safety measures. Annual health check-ups are carried out, and health classification management is implemented.	98
Product Design for Use-phase Efficiency			
RT-CH-410a.1	Revenue from products designed for use-phase resource efficiency	In 2024, the revenue from sustainable products accounted for 73%, with new products contributing 10%.	8
Safety & Environmental Stewardship of Chemicals			
RT-CH-410b.1	(1) Percentage of products that contain Globally Harmonised System of Classification and Labelling of Chemicals (GHS) Category 1 and 2 Health and Environmental Hazardous Substances, (2) percentage of such products that have undergone a hazard assessment	Completed the classification of chemical products with GHS Category 1 and Category 2 health and environmental hazards (GHS C1/C2). In 2024, revenue from these products reached NT$5,081 million, accounting for 62% of the consolidated revenue.	22
RT-CH-410b.2	Discussion of strategy to (1) manage chemicals of concern and (2) develop alternatives with reduced human and/or environmental impact	The Company has integrated the 12 Principles of Green Chemistry into the product life cycle.	24
Genetically Modified Organisms			
RT-CH-410c.1	Percentage of products by revenue that contain genetically	The Company does not have such products.	N/A
Management of the Legal & Regulatory Environment			
RT-CH-530a.1	Discussion of corporate positions related to government regulations and/or policy proposals that address environmental and social factors	Ch3 Product Innovation Management Policies and Commitments Ch4 Corporate Governance Management Policies and Commitments Ch5 Sustainable Environment Management Policies and Commitments	20 28 50、53、57、65、70
Occupational Safety & Emergency Response			
RT-CH-540a.1	Process Safety Incidents Count (PSIC), Process Safety Total Incident Rate (PSTIR), and Process Safety Incident Severity Rate (PSISR)	Incident Statistics - Process Safety Incidents: 4 PSTIR (Process Safety Total Incident Rate): 0.23 PSISR (Process Safety Incident Severity Rate): 0.34	97 100 104
RT-CH-540a.2	Number of transport incidents	Transportation incidents in the past four years: 0	98、104

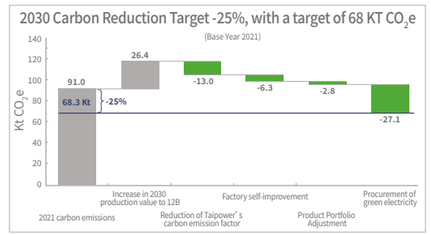
Appendix III. Sustainability Disclosure Indicators - Chemical Industry

Items	Indicator items	Indicator category	Disclosure	Unit	Location
1	Total energy consumption, percentage of purchased electricity, utilization rate(renewable energy/ total energy), and total self-generated and self-use energy[Note1].	Quantitative	• Total energy consumption: 556.31 x 10^3 GJ • Percentage of purchased electricity: 51% • Utilization rate (renewable energy / total energy): 0.24% • Total self-generated and self-use energy: 1.35 x 10^3 GJ	Gigajoules (GJ), Percentage (%)	Ch5 Sustainable Environment V. Greenhouse Gas & Energy Management
2	Total water withdrawn, total water consumption, mandatorily or voluntarily disclosed total wastewater (sewage) discharged.	Quantitative	• Total Water Withdrawal: 628.5 x 10^3 m^3 • Total water consumption: 102.2 x 10^3 m^3 • Total wastewater (sewage) discharged: 526.3 x 10^3 m^3	Thousand Cubic Meters (1,000 m^3)	Ch5 Sustainable Environment III. Water Stewardsh
3	Total amount of hazardous wastes generated during the production process of products and percentage of hazardous wastes recycled, as required to be disclosed under the law or to be disclosed voluntarily.	Quantitative	• Total amount of hazardous wastes generated: 1,482.2 tons • Recycling rate of hazardous industrial wastes: 13.5%	Metric tons (t), percentage (%)	Ch5 Sustainable Environment IV. Pollution Prevention
4	Number of employees in and rate of occupational accidents.	Quantitative	• Number of employees in occupational accidents: 1 (Commuting accidents excluded.) • Rate of occupational accidents: 0.05% (Rate of occupational accidents = Number of employees in occupational accidents / total number of employees at the end of the year; The third decimal place is truncated unconditionally)	Quantity, percentage (%)	Ch6 Workplace Wellbeing VI. Occupational Health & Safety
5	Operations with significant actual and potential negative impacts on local communities.	Qualitative Description	The impact on local communities is carried out in the following aspects: • Chemical safety management • Water resources management • Pollutant emission management • Waste management	N/A	Ch2 Sustainability Value III. Stakeholders & Material Topics
6	Concrete valid mechanisms and actions implemented by the company itself and its suppliers to mitigate negative environmental or social impact.	Qualitative Description	• Chemical safety management • Supplier Management • Water resources management • Pollutant emission management • Waste management	N/A	Ch3 Product Innovation II. Implementation of Product Stewardship Management Ch4 Corporate Governance VIII. Sustainable Procurement Ch5 Sustainable Environment III. Water Stewardship IV. Pollution Prevention
7	Product production by product category	Quantitative	• Color chemicals 15,826.4568 tons • Specialty Chemicals 3,700.7418 tons • Electronic Chemicals 13,229.0693 tons • Pharmaceutical Chemicals 1.1221 tons • Toner 4,419.9979 tons	Metric tons (to 4 decimal places)	

Note 1: The total self-generated and self-use energy is as defined by the "Renewable Energy Development Act," "Implementation Regulations Governing Renewable Energy Certificates," or related sub-laws.

Appendix IV. Climate-Related Information of Listed Companies

	Items	Implementation	
1	Description of the oversight and governance by the Board of Directors and the management on climate-related risks and opportunities	Implemented	1.1 Everlight Chemical's Board of Directors is the highest-level body overseeing climate-related risks and opportunities. 1.2 The Risk Management Committee and Sustainability Development Committee, under the Board, manage climate risks and opportunities. 1.3 In 2021, the ESG Committee's Environmental Task Force established a Climate Change Task Force to assess and advise on climate-related risks and opportunities. 1.4 Physical risks are managed by respective operational units. **Management Organization** / **Function** **Board of Directors** Climate-related Risk & Opportunity Governance: 1. Approves the risk management policies and framework. 2. Oversees the effective operation of the risk management mechanism. **Risk Management Committee** Climate-related Risk & Opportunity Governance: 1. Reviews management reports on major risk issues. 2. Reports the status of risk management operations to the Board in a timely manner **ESG Committee - Environmental Task Force / Climate Change Task Force** Identification, Assessment, and Recommendation of Risks & Opportunities: Responsible for identifying, assessing, and addressing climate change-related risks and opportunities, and providing improvement recommendations through administrative channels. **Responsible Departments** Operational Management of Climate-related Risks & Opportunities: Identify, assess, manage, and report daily climate-related risks, and implement necessary response measures.
2	Describe how the identified climate risks and opportunities impact the company's business, strategy and finances (short-, medium-, and long-term)	Implemented	Results of Identifying Short-, Medium-, and Long-term Climate-related Risks and Opportunities **Period** / **Identified Risks** / **Identified Opportunities** **Short-term (0-5 years)**: **Physical Risks:** Increased severity of extreme weather, including heavy rain, drought, and temperature fluctuations. **Transition Risks:** Higher raw material and logistics costs due to carbon policies, product regulations, and market changes. / - Long-term development of a flexible and responsive Business Continuity Management (BCM) system. - Advanced green chemistry R&D capabilities and circular economy process development. **Medium-term (5-10 years)**: **Physical Risks:** Increased severity of extreme weather events and water shortages. **Transition Risks:** Rising carbon management costs due to emissions reduction efforts - such as carbon taxes, tariffs, high GHG pricing, and renewable energy use - may increase capital and operational expenditures. Reputational risks may emerge as customer behavior and preferences shift, requiring low-carbon products to meet market demand. There is also technological risk if existing products and services are not replaced with lower-emission alternatives. / - Development of a flexible and responsive BCM system. - Emphasis on continuous improvement to establish a comprehensive climate adaptation strategy integrated into overall business operations. - Capability to develop sustainable products that support clients in carbon reduction. - Strong product quality and technical service capabilities. **Long-term (>10 years)**: **Physical Risks:** Rising average temperatures, changes in lifestyle and consumption patterns, and potential operational impacts from sea level rise. / Active cultivation of R&D talent and resources to develop a value chain of low-carbon products and services that meet customer needs.
3	Describe the financial impacts of extreme climate events and transition actions.	Implemented	Extreme climate events - such as heavy rainfall, droughts, and temperature fluctuations - may cause flooding, water shortages, and production disruptions, leading to financial impacts. Enhancing climate resilience at production sites will also raise operational costs. In addressing transition risks, actions such as developing low-carbon products, implementing energy and carbon management systems, and adopting renewable energy may further increase operational expenses.
4	Description of how the climate risk identification, assessment, and management processes are integrated into the overall risk management system	Implemented	Everlight Chemical's climate risk management system integrates policies and practices across departments and levels, focusing on risk assessment, prevention, and mitigation to reduce operational impacts. In 2021, a cross-departmental Climate Change Task Force was established under the Sustainability Development Committee to identify and assess both transition and physical climate risks, as well as related opportunities. Operational units manage physical risks, while the Risk Management Committee or related systems review and report risk status and mitigation outcomes. These reports inform adjustments to risk controls and business strategies. Assessment Process: Identify Risks → Risk Prioritization → Risk Impact Assessment → Planning of Risk Adaptation and Preventive Measures to Integrate into the Existing Risk Management System. 

	Items	Implementation	
5	If scenario analysis is used to assess climate risk resilience, disclose the scenarios, assumptions, parameters, key factors, and major financial impacts.	Implemented	Assessment of the Group's 2030 Carbon Reduction Strategy (25% Reduction Target): Scenarios: BAU, national mid-/long-term targets, and 1.5° C pathway. Parameters: Green power prices, carbon pricing, grid emission factor, and production value. Assumptions: Production grows with the economy; stable green power prices; 5% annual increase in gray power prices; completion of internal efficiency improvements. Key Factors: Carbon reduction costs, benefits, and financial risks. Main Financial Impact: Achieving the 25% reduction by 2030 is estimated to increase operating costs by ~1% and raise exposure to carbon price volatility.
6	If a transition plan is in place, outline its content along with the metrics and targets used to identify and manage physical and transition risks.	Implemented	Transition Plan: High Energy Consumption Equipment Replacement Plan: From 2021 to 2030, a phased replacement of high energy-consuming equipment aims to save 10.25 million kWh annually, with an estimated total cost of NT$310 million. Relevant Indicators and Targets for Managing Physical and Transition Risks: **Risk Type** / **Risk Source** / **Risk Issues** / **Corresponding Opportunities & Strategies** / **Management Indicators** / **2024 Results** / **2025 Target** Transition / Changes in Carbon Policies and Regulations / Carbon Tax / Carbon Fee Policies / 1. Implement an Energy Management System. 2. Conduct comprehensive carbon inventories and implement carbon risk management. 3. Develop sustainable products. 4. Replace outdated high energy-consuming equipment. (1) Adopt low-carbon energy sources. (2) Improve energy efficiency. (3) Reduce greenhouse gas emission intensity. 5. Increase the waste recycling rate. 6. Increase the water recovery rate. / Passed ISO 50001 Energy Management System External Verification / Completed / Passed External Verification Transition / Changes in Carbon Policies and Regulations / Regulations on Existing Products and Services / (same) / Completed and Passed Group-wide Organizational Greenhouse Gas Inventory and External Verification / Completed / Passed Group External Verification Transition / Changes in Carbon Policies and Regulations / Regulations on Existing Products and Services / (same) / Completed Designated Product Carbon Footprint Inventory / Completed / Completed Designated Product Inventory Transition / Reputational / Shifts in consumer preferences / (same) / Waste Recycling Rate / 78% / ≧ 79% Transition / Technology / Lack of low-emission product transition. / (same) / Greenhouse Gas Emission Intensity (tons CO2e/ million in revenue) / 8.92 / ≦ 8.8 Transition / Market / Customer Behavior Shift / (same) / Water Recovery Rate R2 / 92% / ≧ 92% Transition / Market / The cost of raw materials increases / (same) / Electricity Savings (%) / 3.19% / ≧ 1.5% Physical / Acute / More severe extreme weather, such as heavy rainfall, drought, hurricanes and floods / Enhance site resilience to heavy rainfall / Survey water accumulation potential in production sites / Completed / Plants I & III assessment and improvement
7	Description of the basis for pricing if an internal carbon price is used	Not yet planning	The Company is actively exploring and evaluating the feasibility of implementing an internal carbon pricing mechanism.
8	If climate-related targets are set, disclose the covered activities, relevant GHG emission scopes, timeline, and annual progress. If carbon offsets or Renewable Energy Certificates (RECs) are used, specify their sources and quantities.	Included in planning	• Carbon Reduction Target: 25% reduction in carbon emissions by 2030, using 2021 as the base year, along with corresponding reductions in GHG emissions intensity. • Covered Activities: Replacement of high energy-consuming equipment, Installation of solar panels, Process carbon reduction improvements, Procurement of green electricity and certificates, etc. • GHG Scopes Addressed: Scope 1 and Scope 2 • Planned Timeline: 2021 to 2030 • Progress Information: Carbon reduction targets and strategies for 2030  **Under the green electricity procurement strategy, an estimated 27.1 KtCO2e in certificates will be required if production reaches NT$12 billion.** Unit: tons CO_2e per million NT$

Year	2021			2022			2023			2024			2030
Items	Scope 1	Scope 2	Total	Scope 1	Scope 2	Total	Scope 1	Scope 2	Total	Scope 1	Scope 2	Total	Total
Company	3.07	6.32	9.39	2.75	5.52	8.27	2.99	5.41	8.40	3.01	5.32	8.33	7.04
Group	2.60	7.18	9.77	2.28	6.83	9.11	2.47	6.50	8.97	2.56	6.36	8.92	7.33

Basic information of the company	Minimum Required Disclosure under the Sustainable Development Roadmap for TWSE/TPEx Listed Companies
☐ Capital of NT$10 billion or more, iron and steel industry, or cement industry	☐ Inventory for parent company only ☐ Inventory for all consolidated entities
■ Capital of NT$5 billion or more but less than NT$10 billion	☐ Inventory for parent company only ☐ Inventory for all consolidated entities
☐ Capital of less than NT$5 billion	

Scope 1	Total Emissions (tCO_2e)	Production Value (million NT$)	Intensity (tCO_2e/million NT$ in production value)	Assurance Provide	Description of the Assurance Engagement
Parent Company (Everlight Chemical Plants I to IV)	19,833	7,884	2.56	DNV	Scheduled for execution in Q3 2025.
Trend Tone Imaging, Inc.	204				
Everlight (Suzhou)	144				
Total	20,181				
Scope 2	**Total Emissions (tCO_2e)**		**Intensity (tCO_2e/million NT$ in production value)**		
Parent Company (Everlight Chemical Plants I to IV)	35,010		6.36		
Trend Tone Imaging, Inc.	8,224				
Everlight (Suzhou)	6,886				
Total	50,120				
Scope 3 (Voluntary Disclosure)	-	-	-	-	-

Appendix V. Data Restatement Index

2021-2023 Revision of GHG Emissions

Year	Items (Rounded to the nearest integer)	Plants I to IV		Trend Tone Imaging, Inc.		Everlight (Suzhou)		Total of Plant Sites	
		Before Correction	After Correction	Before Correction	After Correction	Before Correction	After Correction	Before Correction	After Correction
2021	Scope 1 (tCO_2e)	18,341	23,845	114	198	126	129	18,581	24,172
	Scope 2 (tCO_2e)	48,307	49,129	9,973	9,954	5,392	7,758	63,672	66,841
	Total (tCO_2e)	66,648	72,974	10,087	10,152	5,518	7,887	82,253	91,013
	Production Value (Million NT$)	7,773	7,773	828	828	710	710	9,311	9,311
2022	Scope 1 (tCO_2e)	18,489	19,565	119	203	133	136	18,741	19,904
	Scope 2 (tCO_2e)	39,197	39,197	10,106	10,106	7,243	10,421	56,546	59,724
	Total (tCO_2e)	57,686	58,762	10,225	10,309	7,376	10,557	75,287	79,628
	Production Value (Million NT$)	7,103	7,103	933	933	707	707	8,744	8,744
2023	Scope 1 (tCO_2e)	16,659	17,702	106	187	143	108	16,908	17,997
	Scope 2 (tCO_2e)	32,257	32,041	8,217	8,195	4,935	7,100	45,409	47,336
	Total (tCO_2e)	48,916	49,743	8,323	8,382	5,078	7,208	62,317	65,333
	Production Value (Million NT$)	5,925	5,925	751	751	607	607	7,283	7,283

Note 1: Scope 1 and Scope 2 data are rounded values, and the total is the sum of the rounded figures.
Note 2: Production value is based on the original figures, and rounding is performed when aggregating for the Group total.

2021-2023 Revision of Greenhouse Gas Emission Intensity (tCO_2e per million NT$)

Year	Items	Plants I to IV			Total of Plant Sites		
		Before Correction	After Correction	Change Ratio	Before Correction	After Correction	Change Ratio
2021	Scope 1	2.36	3.07	30%	2.00	2.60	30%
	Scope 2	6.22	6.32	2%	6.84	7.18	5%
	Total	8.57	9.39	9%	8.83	9.77	11%
2022	Scope 1	2.60	2.75	6%	2.14	2.28	6%
	Scope 2	5.52	5.52	0%	6.47	6.83	6%
	Total	8.12	8.27	2%	8.61	9.11	6%
2023	Scope 1	2.81	2.99	6%	2.32	2.47	6%
	Scope 2	5.44	5.41	-1%	6.23	6.50	4%
	Total	8.26	8.40	2%	8.56	8.97	5%

Appendix VI.

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INDEPENDENT ASSURANCE OPINION STATEMENT

Everlight Chemical Industrial Corporation 2024 Sustainability Report

The British Standards Institution is independent to Everlight Chemical Industrial Corporation (hereafter referred to as ECIC in this statement) and has no financial interest in the operation of ECIC other than for the assessment and verification of the sustainability statements contained in this report.

This independent assurance opinion statement has been prepared for the stakeholders of ECIC only for the purpose of assuring its statements relating to its sustainability report, more particularly described in the Scope below. It was not prepared for any other purpose. The British Standards Institution will not, in providing this independent assurance opinion statement, accept or assume responsibility (legal or otherwise) or accept liability for or in connection with any other purpose for which it may be used, or to any person by whom the independent assurance opinion statement may be read.

This independent assurance opinion statement is prepared on the basis of review by the British Standards Institution of information presented to it by ECIC. The review does not extend beyond such information and is solely based on it. In performing such review, the British Standards Institution has assumed that all such information is complete and accurate.

Any queries that may arise by virtue of this independent assurance opinion statement or matters relating to it should be addressed to ECIC only.

Scope

The scope of engagement agreed upon with ECIC includes the followings:

1. The assurance scope is consistent with the description of Everlight Chemical Industrial Corporation 2024 Sustainability Report.
2. The evaluation of the nature and extent of the ECIC's adherence to AA1000 AccountAbility Principles (2018) in this report as conducted in accordance with type 1 of AA1000AS v3 sustainability assurance engagement and therefore, the information/data disclosed in the report is not verified through the verification process.

This statement was prepared in English and translated into Chinese for reference only.

Opinion Statement

We conclude that the Everlight Chemical Industrial Corporation 2024 Sustainability Report provides a fair view of the ECIC sustainability programmes and performances during 2024. The sustainability report subject to assurance is free from material misstatement based upon testing within the limitations of the scope of the assurance, the information and data provided by the ECIC and the sample taken. We believe that the performance information of Environment, Social and Governance (ESG) are fairly represented. The sustainability performance information disclosed in the report demonstrate ECIC's efforts recognized by its stakeholders.

Our work was carried out by a team of sustainability report assurors in accordance with the AA1000AS v3. We planned and performed this part of our work to obtain the necessary information and explanations we considered to provide sufficient evidence that ECIC's description of their approach to AA1000AS v3 and their self-declaration in accordance with GRI Standards were fairly stated.

Methodology

Our work was designed to gather evidence on which to base our conclusion. We undertook the following activities:

- a top level review of issues raised by external parties that could be relevant to ECIC's policies to provide a check on the appropriateness of statements made in the report.
- discussion with managers on approach to stakeholder engagement. However, we had no direct contact with external stakeholders.
- 10 interviews with staffs involved in sustainability management, report preparation and provision of report information were carried out.
- review of key organizational developments.
- review of the findings of internal audits.
- review of supporting evidence for claims made in the reports.
- an assessment of the organization's reporting and management processes concerning this reporting against the principles of Inclusivity, Materiality, Responsiveness, and Impact as described in the AA1000AP (2018).

Conclusions

A detailed review against the Inclusivity, Materiality, Responsiveness, and Impact of AA1000AP (2018) and GRI Standards is set out below:

Inclusivity

This report has reflected a fact that ECIC has continually sought the engagement of its stakeholders and established material sustainability topics, as the participation of stakeholders has been conducted in developing and achieving an accountable and strategic response to sustainability. There are fair reporting and disclosures for the information of Environment, Social and Governance (ESG) in this report, so that appropriate planning and target-setting can be supported. In our professional opinion the report covers the ECIC's inclusivity issues.

Materiality

ECIC publishes material topics that will substantively influence and impact the assessments, decisions, actions and performance of ECIC and its stakeholders. The sustainability information disclosed enables its stakeholders to make informed judgements about the ECIC's management and performance. In our professional opinion the report covers the ECIC's material issues.

Responsiveness

ECIC has implemented the practice to respond to the expectations and perceptions of its stakeholders. An Ethical Policy for ECIC is developed and continually provides the opportunity to further enhance ECIC's responsiveness to stakeholder concerns. Topics that stakeholder concern about have been responded timely. In our professional opinion the report covers the ECIC's responsiveness issues.

Impact

ECIC has identified and fairly represented impacts that were measured and disclosed in probably balanced and effective way. ECIC has established processes to monitor, measure, evaluate, and manage impacts that lead to more effective decision-making and results-based management within the organization. In our professional opinion the report covers the ECIC's impact issues.

GRI Sustainability Reporting Standards (GRI Standards)

ECIC provided us with their self-declaration of in accordance with GRI Standards 2021 (For each material topic covered in the applicable GRI Sector Standard and relevant GRI Topic Standard, comply with all reporting requirements for disclosures). Based on our review, we confirm that sustainable development disclosures with reference to GRI Standards' disclosures are reported, partially reported, or omitted. In our professional opinion the self-declaration covers the ECIC's sustainability topics.

Assurance level

The moderate level assurance provided is in accordance with AA1000AS v3 in our review, as defined by the scope and methodology described in this statement.

Responsibility

The sustainability report is the responsibility of the ECIC's chairman as declared in his responsibility letter. Our responsibility is to provide an independent assurance opinion statement to stakeholders giving our professional opinion based on the scope and methodology described.

Competency and Independence

The assurance team was composed of auditors experienced in relevant sectors, and trained in a range of sustainability, environmental and social standards including AA1000AS, ISO 14001, ISO 45001, ISO 14064, and ISO 9001. BSI is a leading global standards and assessment body founded in 1901. The assurance is carried out in line with the BSI Fair Trading Code of Practice.

For and on behalf of BSI:

Peter Pu, Managing Director BSI Taiwan

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...making excellence a habit.™

Statement No: SRA-TW-2024001
2025-04-28

Taiwan Headquarters: 2nd Floor, No. 37, Ji-Hu Rd., Nei-Hu Dist., Taipei 114, Taiwan, R.O.C.

Appendix VII.

KPMG 安侯建業聯合會計師事務所
KPMG
台北市110615信義路5段7號68樓(台北101大樓)
68F., TAIPEI 101 TOWER, No. 7, Sec. 5,
Xinyi Road, Taipei City 110615, Taiwan (R.O.C.)
電 話 Tel + 886 2 8101 6666
傳 真 Fax + 886 2 8101 6667
網 址 Web kpmg.com/tw

Independent Limited Assurance Report

To Everlight Chemical Industrial Corporation:

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

Applicable Criteria of the Subject Matter Information

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

Management's Responsibilities

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

Our Responsibilities

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

Independence and Standards on Quality Management

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

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Summary of Work Performed

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

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

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

Inherent limitations

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

Conclusion

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

Other Matters

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

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

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Taipei, Taiwan (Republic of China)
June 30, 2025

Notes to readers

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

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Appendix I：Summary of the Subject Matter Information

No.	Corresponding Section	Subject Matter Information	Applicable Criteria
1	Appendix Sustainability Disclosure Indicators - Chemical Industry	■ Total energy consumption: 556.31 x 10^3 GJ ■ Percentage of purchased electricity: 51% ■ Utilization rate (renewable energy/total energy): 0.24% ■ Total self-generated and self-use energy:1.35 x 10^3 GJ	The Rules Appendix 1-2 No.1 Total energy consumption, percentage of purchased electricity, utilization rate(renewable energy/ total energy), and total self-generated and self-use energy.
2	Appendix Sustainability Disclosure Indicators - Chemical Industry	■ Total water withdrawal: 628.5 x 10^3 m3 ■ Total water consumption: 102.2 x 10^3 m3 ■ Total wastewater (sewage) discharged: 526.3 x 10^3 m^3	The Rules Appendix 1-2 No.2 Total water withdrawn, total water consumption, mandatorily or voluntarily disclosed total wastewater (sewage) discharged
3	Appendix Sustainability Disclosure Indicators - Chemical Industry	■ Total amount of hazardous wastes generated: 1,482.2 tons ■ Recycling rate of hazardous industrial wastes: 13.5%	The Rules Appendix 1-2 No.3 Total amount of hazardous wastes generated during the production process of products and percentage of hazardous wastes recycled, as required to be disclosed under the law or to be disclosed voluntarily.
4	Appendix Sustainability Disclosure Indicators - Chemical Industry	■ Number of employees in occupational accidents: 1 (Commuting accidents excluded.) ■ Rate of occupational accidents: 0.05% (Rate of occupational accidents = Number of employees in occupational accidents/total number of employees at the end of the year; The third decimal place is truncated unconditionally)	The Rules Appendix 1-2 No.4 Number of employees in and rate of occupational accidents.
5	Appendix Sustainability Disclosure Indicators - Chemical Industry	■ The impact on local communities is carried out in the following aspects: - Chemical safety management - Water resources management - Pollutant emission management - Waste management	The Rules Appendix 1-2 No.5 Operations with significant actual and potential negative impacts on local communities.
6	Chapter 3 Product Innovation - Implementation of Product Stewardship Management	■ 2024 Product Responsibility Management Strategies and Outcomes (1) No use of animal-tested materials The Company prohibits the use of animal-tested materials and ensures that all raw materials and products are free from animal-derived ingredients and by-products, in line with international regulations.	The Rules Appendix 1-2 No.6 Concrete valid mechanisms and actions implemented by the company itself and its suppliers to mitigate negative environmental or social impact.

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No.	Corresponding Section	Subject Matter Information	Applicable Criteria
6	Chapter 3 Product Innovation - Implementation of Product Stewardship Management	(2) Give priority to submitting chemical registration data based on non-animal testing. Unless specifically required by authorities, toxicological data submitted for chemical registration are prioritized from non-animal testing methods, such as international literature, Quantitative Structure-Activity Relationship (QSAR) models, or read-across approaches. In 2024, 4 substances were registered using such non-animal data sources. (3) No use of conflict mineral raw materials. All raw materials are 100% free of the 6 designated conflict minerals. (4) Continuously optimize hazardous substance management processes. Following the IECQ QC080000 IISPM system, the company continuously improves hazardous substance management across all stages - from substance identification in R&D and compliant raw material sourcing to investing in precision testing equipment and building in-house testing capabilities. These efforts ensure 100% compliance with international regulations and support the "Zero Discharge of Hazardous Chemicals (ZDHC)" goal in collaboration with supply chain partners. (5) Use the GreenScreen List Translator™ tool. 1. Continued use of the GreenScreen® List Translator (GSLT) tool to screen chemical substances and product hazards, with findings communicated to the R&D team for appropriate response measures. These actions aim to reduce the use and production of hazardous chemicals, minimize impacts on stakeholder health and the environment, and support the transition toward safer chemical alternatives. 2. Conducted hazard screenings for 840 products sold in volumes over 1 ton in 2024 (496 colorants, 114 specialty chemicals, 44 electronic chemicals, 186 toners). 3. Completed GreenScreen (GS) score assessments for 22 newly added chemical substances in the compositions of the above products (8 colorants, 5 specialty chemicals, and 9 toners) 4. Completed GS score assessments for new raw materials used in factory synthesis in 2024. 5. Maintained Screened Chemistry certification and Environmental Impact Measurement (EIM) scores for 9 colorant products in 2024. (6) Provide compliant Safety Data Sheets (SDS) and product labelling, along with product safety communication 1. Developed SDS and labeling procedures to produce multilingual, regulation-compliant documents. Labeling compliance for all 2024 marketed products: 100%.	The Rules Appendix 1-2 No.6 Concrete valid mechanisms and actions implemented by the company itself and its suppliers to mitigate negative environmental or social impact.

No.	Corresponding Section	Subject Matter Information	Applicable Criteria
6	Chapter 3 Product Innovation - Implementation of Product Stewardship Management	2. Developed and continuously optimized chemical registration procedures, and completed hazard and risk assessments and national registration for chemical substances and related products. 3. Classified all GHS Category 1 & 2 hazard products (GHS C1/C2), with revenue totaling NT$5.081 billion (62% of 2024 consolidated revenue). All such products underwent 100% hazard and risk assessments as required by company policy. 4. In 2024, a total of 1,325 Product Safety Assurance Statements were issued in response to customer requirements, with zero product safety complaints (related to hazardous chemicals). 5. Zero product safety labeling complaints, violations, or recalls related to product safety labeling across all business units in 2024. (7)Product Health Index 1.Completed product health self-assessment: ●All products: 100% compliance with RoHS / 99% compliance with SVHCs. ●CCBU - Textile & Leather Products: 100% compliance with REACH Annex XVII; over 98% compliance with OEKO-TEX Standard 100 & Leather Standard. ●ECBU: 144 products passed third-party testing for RoHS, SVHC, and met customer requirements. 2. Continued to obtain various international product health and safety certifications: ●CCBU & SCBU – For textile, leather, footwear products: ZDHC, bluesign. ●CCBU – For textile products: GOTS, Screened Chemistry, EIM Score, The LIST, Adidas adiPCL.	The Rules Appendix 1-2 No.6 Concrete valid mechanisms and actions implemented by the company itself and its suppliers to mitigate negative environmental or social impact.
6	Chapter 4 Corporate Governance – Sustainable Procurement	■ The Company collaborates with supply chain partners to promote green and sustainable procurement through the implementation of the E-ESG Certification System. This system aims to assess supply chain risks and ensure that partners meet the Company's standards in environmental protection, social responsibility, and corporate governance. The system focuses on four key areas: E-E (Environmental Protection), E-S (Social Responsibility), E-G (Corporate Governance), and E-ESG (Sustainability Integration). ■ In 2024, 22 suppliers were certified under E-E, 10 under E-S, 7 under E-G, and 6 under E-ESG. Suppliers certified under E-ESG will be given procurement priority. The certification is valid for 5 years.	The Rules Appendix 1-2 No.6 Concrete valid mechanisms and actions implemented by the company itself and its suppliers to mitigate negative environmental or social impact.

No.	Corresponding Section	Subject Matter Information	Applicable Criteria
6	Chapter 4 Corporate Governance – Sustainable Procurement	■ The sustainable procurement performance for 2024 1. Establish Green/Sustainable Supplier Code of Conduct In Oct 2024, the "Everlight Chemical Group Supplier Code of Conduct" was enacted, and suppliers are gradually being required to sign a compliance commitment. 2. Conduct Green/Sustainable Supplier Risk Assessments In Jul 2024, Everlight Chemical launched the Supplier E-ESG Certification and promoted supplier participation. 3. Implement E-ESG Certification / On-site Audits / Guidance / Incentives Everlight Chemical launched the Supplier E-ESG Certification in 2024, with 6 suppliers certified - 4 of which are key suppliers, representing 25% of all key suppliers and 16% of total procurement value. 2024 Outstanding Supplier Awards: 2 Sustainable Supplier Awards, 1 Quality Excellence Award, and 1 On-Time Delivery Award. 4. Promote Supplier Certification of ISO 14001 In 2024, 81.3% of key suppliers were certified 5. Require suppliers to comply with human rights policies, including social indicators such as the prohibition of forced labor and child labor. ■ This clause was included in all supply contracts, with 3,133 contracts completed in 2024.	The Rules Appendix 1-2 No.6 Concrete valid mechanisms and actions implemented by the company itself and its suppliers to mitigate negative environmental or social impact.
	Chapter 5 Sustainable Environment – Water Stewardship	■ Management Actions - Install additional water recovery measures and conduct water usage data surveys. - Regularly assess the risk of operational sites being located in water-stressed regions. ■ Resource Allocation - Establish water recovery systems. - Utilize the Aqueduct Water Risk Atlas developed by the World Resources Institute (WRI) to assess water resource impacts. ■ Water Sources & Allocation - The Group's production sites use groundwater, municipal, and industrial water. Water withdrawal planning considers government policies, corporate development, industrial transformation, and the needs of surrounding communities. For instance, in collaboration with local authorities, the Company has established groundwater withdrawal points within plant sites to provide water for public use during droughts.	

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No.	Corresponding Section	Subject Matter Information	Applicable Criteria
6	Chapter 5 Sustainable Environment – Pollution Prevention	■ Air Pollution Prevention & Control - The Company complies with and often exceeds government regulations by actively implementing air pollution control measures. We prioritize the use of low-pollution clean energy and optimize production processes to effectively reduce emissions of sulfur oxides (SOx) and nitrogen oxides (NOx). We also closely monitor regulatory changes, such as the Emission Standards for Hazardous Air Pollutants from Stationary Sources, and adjust operations accordingly to ensure compliance. In 2024, no sites were subject to major fines (over NT$1 million) or non-monetary penalties for violations of air pollution regulations. In addition, we follow the standardized "3-A3-10 Waste Gas Control Procedure" to ensure the stable operation of pollution control equipment, supported by continuous monitoring and improvement plans. ■ Wastewater Discharge Management & Water Pollution Prevention - Each site develops wastewater treatment plans based on the characteristics of its process effluent. Pollution sources from each process are reduced, classified, and treated using appropriate technologies to effectively lower pollutant levels. We regularly monitor wastewater quality through third-party sampling or self-testing based on official methods to ensure compliance with regulatory standards. All operating sites have obtained discharge permits as required by local authorities, ensuring that effluent quality meets standards and helps protect water resources and the ecological environment. ■ Waste Management - The Company is committed to effective reuse of materials throughout raw material sourcing, product supply, manufacturing processes, pollution control, and daily operations. This includes reverse recycling and refillable use between suppliers and customers to maximize resource utilization. This chapter covers waste management indicators and performance across all manufacturing subsidiaries, including Everlight (Suzhou) Advanced Chemicals Ltd. and Trend Tone Imaging, Inc. As of 2024, no sites were subject to major fines (over NT$1 million) or non-monetary penalties for violations of waste-related laws or regulations.	The Rules Appendix 1-2 No.6 Concrete valid mechanisms and actions implemented by the company itself and its suppliers to mitigate negative environmental or social impact.
7	Appendix Sustainability Disclosure Indicators - Chemical Industry	■ Color chemicals 15,826.4568 tons ■ Specialty Chemicals 3,700.7418 tons ■ Electronic Chemicals 13,229.0693 tons ■ Pharmaceutical Chemicals 1.1221 tons ■ Toner 4,419.9979 tons	The Rules Appendix 1-2 No.7 Production by product category.

Everlight Chemical

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