

# 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<sub>2</sub> emissions. GHG emission intensity stood at 8.9 t CO<sub>2</sub>e 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 Xucuoqiang 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

## 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<sub>2</sub>e**, up 8% from **65,333 tCO<sub>2</sub>e** in 2023.
- GHG emissions intensity in 2024 was **8.92 tCO<sub>2</sub>e/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<sub>2</sub>e** 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<sub>2</sub>e** - 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.

# 2024 Sustainability Achievements Overview

## 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.



<b>Legal Name</b>	Everlight Chemical Industrial Corporation.
<b>Established</b>	1972
<b>Total Capital</b>	NT\$5.47752 billion.
<b>Location of the Headquarter</b>	5-6F, No. 77, Section 2, Dunhua South Road, Daan District, Taipei City, Taiwan.
<b>Number of Employees</b>	<ul style="list-style-type: none"> <li>• Everlight Chemical (including the Global Operations Headquarters, Taichung Office and Tainan Office, and Plants I to IV): 1,328 employees</li> <li>• 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</li> <li>• Total Group Employees: 1,822 employees (GRI 2-7)</li> </ul>
<b>Ownership and Legal Form</b>	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 3<sup>rd</sup> 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 1<sup>st</sup> 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				Consolidated			
Items	2022	2023	2024	Items	2022	2023	2024
Revenue	6,782,782	6,108,600	6,528,041	Revenue	8,891,702	7,861,424	8,168,220
Operating Costs	5,413,588	5,008,425	5,205,392	Operating Costs	6,896,531	6,261,590	6,380,955
Operating Profit	265,176	115,031	252,270	Operating Profit	380,756	83,420	175,360
Net Profit after Taxes	374,432	85,866	243,590	Net Profit after Taxes	392,540	95,077	253,262
Earnings Per Share	0.68	0.16	0.44	Earnings Per Share	0.68	0.16	0.44

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

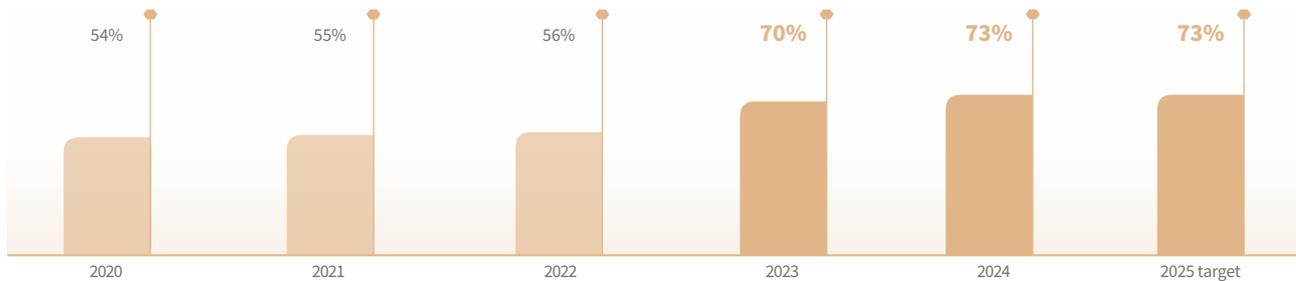
In 2024, Use-Phase Efficiency (UPE) products accounted for 73% of total revenue, a 3% increase from 2023, indicating that the promotion strategy for UPE products is gradually delivering results. New products contributed 10% of total revenue, slightly lower than the previous year. However, the 2025 target 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

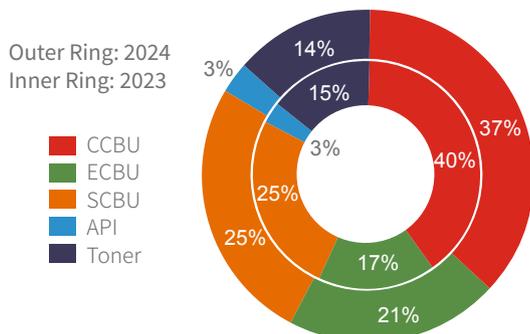
Year	2023		2024		2025
	Target	Actual	Target	Actual	Target
UPE Revenue Share <sup>[Note 1]</sup> (%)	58%	70%	73%	73%	73%
New Product Revenue Share (%)	14%	15%	10%	10%	11%

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
<b>Color Chemicals</b>	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.
<b>Specialty Chemicals</b>	UV absorbers, Hindered Amine Light Stabilizers (HALS), formulated products, functional masterbatches, antioxidants, polymerizable dyes.
<b>Toner</b>	Color & black toner, toner cartridges, bottled & bagged toner, carriers & developers, ceramic toner, e-paper pigments.
<b>Electronic Chemicals</b>	Photoresists, developers, polishing slurries, wet process chemicals, thermosetting & UV-curable functional inks, functional chemicals, and photosensitive polyimides for semiconductor & optoelectronics industries.
<b>Pharmaceutical Chemicals</b>	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	Consolidated	Sales Revenue (NT\$ million)	Proportion
Taiwan	1,826	28%	Taiwan	1,877	23%
Asia	3,111	48%	Asia	4,127	51%
Europe	835	13%	Europe	1,085	13%
Americas	649	10%	Americas	957	12%
Other	107	1%	Other	122	1%
Total	6,528	100%	Total	8,168	100%

#### 2024 Everlight Chemical Group Regional Share of Product Sales

