Core Service · Max Value

2024 Sustainability Report

CoreMax Group
康普集團

CoreMax Group
康普集團

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Report Scope and Compilation Principles

GRI 2-1

Coremax Group (hereinafter referred to as Coremax, the Group, or we) first published its Corporate Social Responsibility Report in 2014. In 2021, in response to the requirements of the Financial Supervisory Commission, it was renamed the Sustainability Report. The 2024 Sustainability Report marks the eleventh edition compiled by the corporate.

This Disclosure is a non-financial information report that communicates to all stakeholders our commitments and achievements in the economic, social, and environmental dimensions, demonstrating our dedication to fulfilling corporate social responsibility and our determination to pursue sustainability management.

Reporting Duration

GRI 2-3

January 1, 2024 to December 31, 2024

Reporting Boundary

GRI 2-2

The reporting boundary of this report covers the Coremax Group, including Coremax Corporation, Uranus Chemicals (hereinafter referred to as Uranus), and Heng-I Chemical (hereinafter referred to as Heng-I), as well as all their respective plants. Environmental and social information does not include overseas plants. The financial data presented in this report is consistent with the consolidated annual report, and the currency used is New Taiwan Dollar (NTD).

Principles for Report Preparation

The information Disclosure in this report is prepared in accordance with the "Regulations Governing the Preparation and Submission of Sustainability Reports by Listed corporate." The content structure follows the GRI Universal Standards 2021 version published by the Global Reporting Initiative (GRI); additionally, Reference is made to the Sustainability Accounting Standards Board (SASB) Chemical Industry Metrics and the Task Force on Climate-related Financial Disclosures (TCFD) framework.

Restatements of information

GRI 2-4

No information was restated in this report for the year 2024.

Report Preparation and Managed Process

GRI 2-14

The Coremax Board of Directors serves as the highest governance and decision-making unit of the group. All processes related to data collection, preparation, and verification for this report are conducted in accordance with the "Sustainability Report Preparation and Submission Procedures." To address the governance requirements of sustainability development, the corporate established the "Corporate Sustainability Development Committee" and the "Sustainability Office" in 2022. The compilation of the Sustainability Report is convened by the Office of the President of Coremax Corporation, with the ESG team jointly formed by relevant corporate departments and units. The report undergoes limited assurance by a third-party institution and is published and released upon approval by the Board of Directors.

External Assurance

GRI 2-5

This report was commissioned to KPMG Taiwan in accordance with Assurance Standard No. 1, "Assurance Engagements Other Than Audits or Reviews of Historical Financial Information," issued by the Accounting Research and Development Foundation of the Republic of China. Limited assurance procedures were performed on the subject matter information. Please refer to the appendix for the assurance statement.

Report Issuance

GRI 2-3

This report is published annually. The 2025 report was released in August, and the next report is scheduled for publication in June 2026.

Distribution Channels and Contact Information

GRI 2-3

This report is published on the corporate website, where stakeholders may access and download it online. In the event of any Errors corrections or data updates, the electronic files announced on the corporate website shall prevail as the official version. For any comments, suggestions, or advisory, please contact us using the contact information provided below.

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Message from Management

GRI 2-22

In 2024, the world remains at the intersection of turbulence and transformation. Confronted with geopolitical tensions, persistent inflationary pressures, increasingly frequent extreme weather events, and the accelerated implementation of sustainability regulations, enterprises face unprecedented challenges and responsibilities. Coremax Group, adhering to the philosophy of prudent management, continues to deepen Sustainability Governance amid dynamic circumstances, aligning with global development trends and actively responding to stakeholder expectations.

Reflecting on 2024, we have demonstrated tangible actions and achieved measurable results across all three ESG pillars.

On the environmental front, we continue to advance carbon inventory and gradually implement carbon reduction initiatives. In the area of renewable energy, we have completed the installation of solar equipment at one plant, with two additional plants scheduled to commence operations in 2025. We are continuously strengthening our Energy transition and autonomous carbon reduction capabilities, thereby laying a solid foundation for achieving net-zero Targets.

In the Governance aspect, we continuously strengthen Risk management and integrity management mechanisms. Through the joint oversight of the Board of Directors and the Sustainability Development Committee, we supervise the implementation of ESG strategy. We conduct responsible mineral due diligence annually to ensure transparency in the metal supply chain, such as cobalt and nickel, in accordance with international responsible sourcing principles, thereby reducing human rights risks and fulfilling the corporate commitment to social responsibility. In response to global trends in the battery materials sector, we have made investments of nearly NT$1 billion to establish a subsidiary in Vietnam, with mass production of nickel-based battery materials expected in 2025. This initiative will expand our power battery materials production capacity and reinforce our global presence.

In terms of community engagement, Coremax upholds the philosophy of "**taking from society and giving back to society**" and has been dedicated to local public welfare and educational promotion over the long term.

In 2024, we:

- **For the tenth consecutive year, we have collaborated with social welfare organizations to procure products from disadvantaged groups as festive gift boxes for employees, thereby supporting the social economy.**
- **For seven consecutive years, we have supported the "Sowing the Seeds of Reading" educational initiative, cumulatively donating nearly 13,000 magazines to elementary and junior high schools in Miaoli County.**
- **Continue to actively support local sports development by sponsoring the Hsinchu Lioneers professional basketball team, thereby enhancing community vitality and fostering a sense of belonging.**

Looking ahead, Coremax Group will continue to strengthen green technology innovation and low-carbon transformation, integrating digitalization and smart manufacturing to advance the sustainability value of its products and services. Coremax Group fully recognizes its corporate social responsibility to the industry, society, and economic development. We take sustainability management seriously and, ahead of regulatory requirements, proactively deploy the Group sustainability strategy in accordance with international standards. We are committed to continuous progress in three key areas: enhancing corporate Governance, fulfilling social responsibility, and achieving environmental sustainability.

Chairman
Ho Chi-Cheng

2024 Sustainability Achievements Overview

Corporate Governance

- The entire Group is certified to ISO 9001
- IATF 16949 Management System
- There are 4 independent directors, with women comprising 22% of the board
- Supplier assessment completion rate: 100%
- Published the Cobalt Supply Chain Responsible Managed Report for five consecutive years
- The number of administrative penalty cases was significantly reduced from 15 to 5

Environmental Dimension

- Environmental cost investment amounted to NTD 25.41 million, representing an 82% increase compared to the previous year
- Energy efficiency initiatives: implementation of cogeneration systems, replacement of LED lighting, and installation of solar panels, resulting in an electricity savings rate of 8.7%
- All corporates have implemented ISO 14001
- Each corporate has completed ISO 14067 product carbon footprint certification for its main products

Social Aspect

- The employee performance appraisal participation and completion rate reached 100%
- Total charitable donations amounted to approximately NTD 4.6 million
- Supported rural education programs for seven consecutive years, donating nearly 13,000 magazines

Chapter

01 Coremax Group Overview

Coremax Group provides chemicals products such as oxidation catalysts, specialty chemical materials, power battery materials, and chemical fertilizers. We believe that materials are at the Core of everything, Maximizing recyclable materials for a better future.

1.1 Corporate Organization Overview

1.2 Products and Value Chain

1.3 Business Performance (Material Topic)

1.4 Core Values and Behavioral Metrics

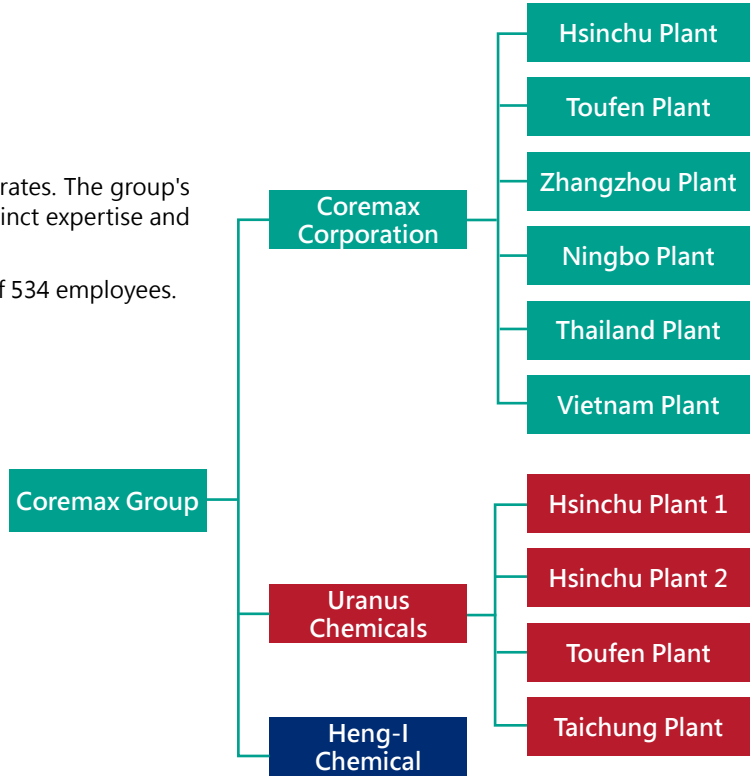
1.1 Corporate Organization Overview

GRI 2-1/ 2-2

Coremax Group Overview

Coremax Group comprises Coremax Corporation, Heng-I Chemical, and Uranus Chemicals, totaling three corporates. The group's business strategy and planning are led by Coremax Corporation. Each corporate within the group possesses distinct expertise and technologies, fulfilling their respective roles within different professional sectors.

As of the end of 2024, Coremax Group employed 75 staff overseas and 459 staff in Taiwan, for a total workforce of 534 employees.



Corporate	Coremax Corporation	Uranus Chemicals	Heng-I Chemical
Full name	Coremax Corporation	Uranus Chemicals Co., Ltd	Heng I Chemical Co., Ltd
Establishment Year	1992	1975	1961
Paid-in Capital	1,190,292,690	663,750,000	498,000,000
Key Products	1. Oxidation Catalysts 2. Waste Catalyst Renewable Service 3. Power Battery Materials	1. Specialty Chemicals 2. Power Battery Materials 3. Electronic Grade Chemicals	1. Electronic Grade Sulfuric Acid 2. Compound Fertilizer / Organic Fertilizer / Slow-Release Fertilizer
Number of employees	155	171	133

Coremax - Hsinchu Plant

Coremax - Toufen Plant

Uranus - Hsinchu Plant 1

Uranus - Hsinchu Plant 2

Uranus - Toufen Plant

Uranus - Taichung Plant

Heng-I

Coremax Group Facility Addresses and Certifications

CoreMax
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Plant Location	Telephone	Address	Certification
Hsinchu Plant	+886 3 598 3101	No. 11, Wenhua Road, Hukou Township, Hsinchu County, 303035	ISO 9001/ ISO 14001/ ISO 45001/ ISO 50001/ ISO 17025
Toufen Plant	+886 37 631 018	No. 440, Zhonghua Road, Toufen City, Miaoli County 351029	ISO 9001 / ISO 45001
Overseas Plant – Zhangzhou	+86.596.6081.866	No. 30, Binhai Road, Gulei Port Economic Development Zone, Zhangzhou City, Fujian Province, 363216, China	ISO 9001
Overseas Plant – Ningbo	+86.574.8650.2235	No. 789, Fengming Road, Ningbo Petrochemical Economic and Technological Development Zone, Zhenhai District, Ningbo City, Zhejiang Province, 315204, China	ISO 9001
Overseas Plant – Thailand	+66.33.012.571	Eastern Seaboard Industrial Estate (Rayong) 64/62, Moo 4, Tambol Pluakdaeng, Amphur Pluakdaeng, Rayong 21140 Thailand.	ISO 9001
Overseas Plant – Vietnam		Hai Phong, Vietnam	

Uranus

Plant Location	Telephone	Address	Certification
Hsinchu Plant 1	+886 3 598 5750	No. 11, Wenhua Road, Hukou Township, Hsinchu County, 303035	ISO 9001 / ISO 14001 / ISO 45001
Hsinchu Plant 2	+886 3 598 6750	No. 18, Shijian Road, Hukou Township, Hsinchu County 303035	ISO 9001 / ISO 14001 / ISO 45001/ IATF 16949
Toufen Plant	+886 37 612 068	No. 440, Zhonghua Road, Toufen City, Miaoli County 351029	ISO 9001 / ISO 14001 / ISO 45001/
Taichung Plant	+886 4 2699 6606	No. 68, Lane 245, Section 3, Shatian Road, Dadu District, Taichung City 432013	ISO 9001/ ISO 14001

Heng I

Plant Location	Telephone	Address	Certification
Toufen Plant	+886 37 623 396	No. 440, Zhonghua Road, Toufen City, Miaoli County 351029	ISO 9001 / ISO 14001 / ISO 45001

Corporate Key Milestones

1999
Entered the battery materials sector

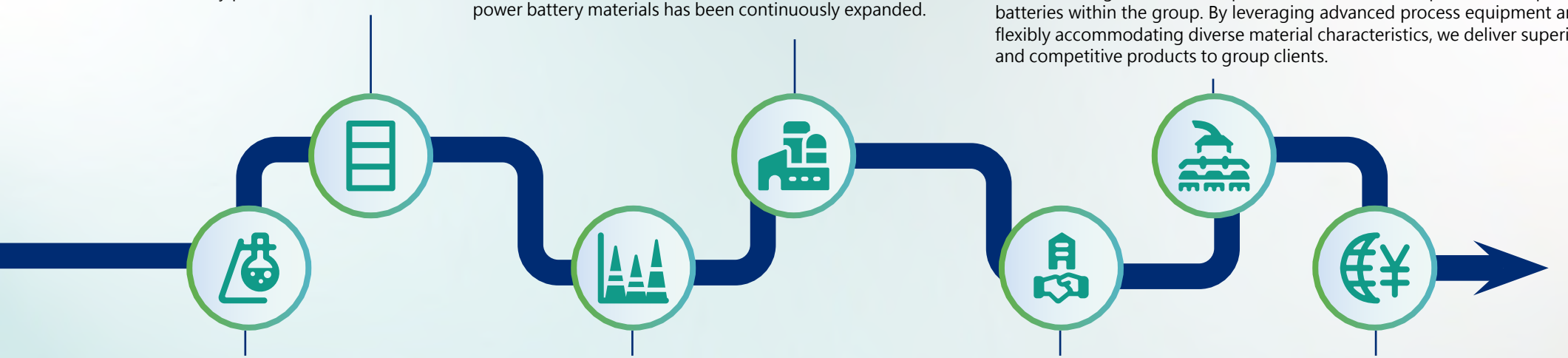
Officially entered the battery materials sector, producing materials required for lithium battery production.

2011
Expansion of the power battery materials production line

Established nickel sulfate production lines for electric vehicle-grade ternary cathode materials. In recent years, in response to the rapid growth of the EV market, the production capacity for power battery materials has been continuously expanded.

2018
Manufacture and sale of cobalt-based products for power batteries

Commenced the extraction of cobalt raw materials for power batteries and the production of cobalt metal-related products; responsible for the manufacturing and sales of specialized cobalt-based products for power batteries within the group. By leveraging advanced process equipment and flexibly accommodating diverse material characteristics, we deliver superior and competitive products to group clients.



1992
Production of oxidation catalysts

Coremax Corporation was originally established as a joint venture between SMC AG of Switzerland and Uranus Chemicals corporate of Taiwan. Subsequently, after the Taiwanese shareholders acquired all shares, the company was renamed Coremax Corporation. Coremax Corporation initially specialized in the production of oxidation catalysts and implemented a catalyst recycling production process system, providing customers with renewable catalyst services.

2009
Investments in Heng-I Chemical

Coremax Corporation initiated investments in Heng-I Chemical and incorporated it as a subsidiary. Heng-I Chemical, a privately owned enterprise, was an early entrant in the production of chemical fertilizers and contributed to the development and transformation of Taiwan's agricultural sector. In recent years, it has collaborated with Japanese companies to produce and supply electronic-grade sulfuric acid for Semiconductors, establishing itself as a key chemicals supplier to Taiwan's Semiconductors industry.

2015
Investment in Uranus Chemicals

Coremax initiated investments in Uranus Chemicals and subsequently incorporated it as a subsidiary. Uranus Chemicals initially specialized in the production of oxalic acid.

2023
Investments in Vietnam Plant

Investments of NTD 1 billion to establish a new overseas site in Vietnam , setting up of a nickel-based battery materials production line.

CoreMax
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- 1992 The first oxidation catalysts production line commenced operations
- 1994 The first spent catalyst recycling production line was completed
- 1999 The advanced materials and battery materials production line was completed.
- 2004 Coremax Ningbo chemical was established
- 2010 The oxidation catalysts production line in Rayong, Thailand commenced mass production
- 2011 Listed on the OTC market ; established Coremax (Zhangzhou) Chemical Corporate Ltd.
- 2017 Listed on the Taiwan Stock Exchange; commenced mass production on the third battery material production line
- 2019 Certified with IATF 16949 (Automobiles Production Quality Management System)
- 2020 Obtained the Responsible Minerals Assurance Process (RMAP) qualified cobalt refinery certificate from the Responsible Minerals Initiative (RMI)
- 2021 participated in the "Brand Excellence Program" organized by the Taiwan Institute of Economic Research to enhance the brand image of Coremax Group

Uranus

- 2015 Became a subsidiary of Coremax Corporation
- 2018 Invested in cobalt extraction and cobalt sulfate production lines, expanding the product portfolio and entering the green energy market
- 2021 The extraction production line at Toufen Plant commenced full-scale mass production
- 2022 The cobalt sulfate production line at Hsinchu Plant 2 commenced full-scale mass production

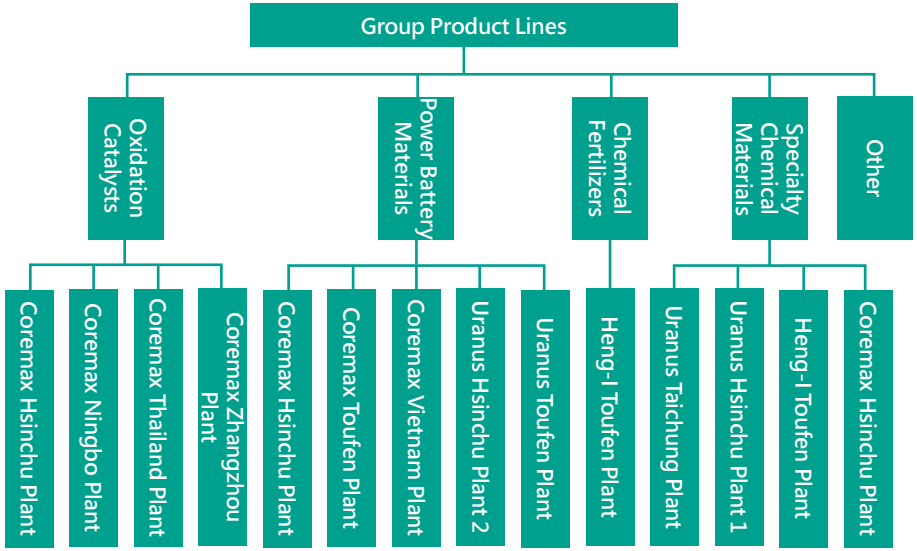
Heng I

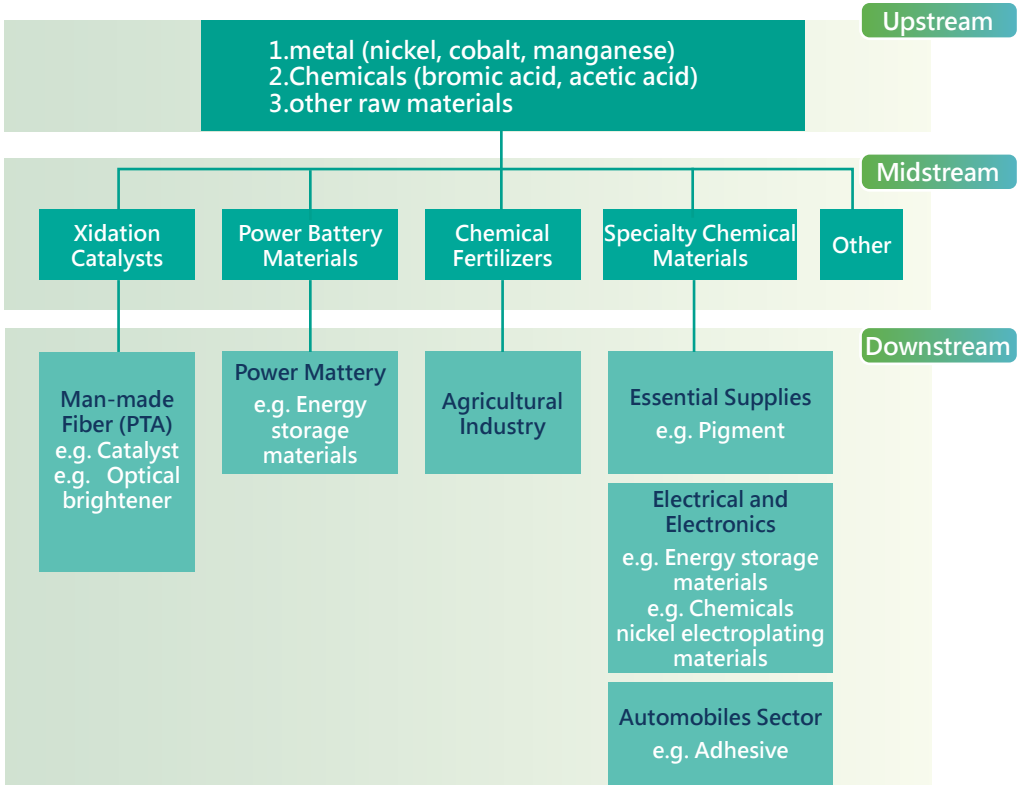
- 2009 Coremax Corporation acquired a controlling interest in Heng-I Holdings
- 2013 Collaborated with Mitsubishi Chemicals to establish the second electronic-grade sulfuric acid plant
- 2014 The Eighth Sulfuric Acid line commenced operations, marking the company's entry into the recycling and reuse business. In collaboration with Japan's Mitsubishi Chemicals, the third electronic-grade sulfuric acid plant was established
- 2021 Expansion of the Eighth Sulfuric Acid line and commencement of construction of the Fourth Electronic-Grade Sulfuric Acid Plant
- 2022 Completion of new office building

1.2 Products and Value Chain

The main product lines of Coremax Group include oxidation catalysts, power battery materials, chemical fertilizers, and specialty chemical materials. Downstream application sectors are extensive, encompassing the chemicals industry, consumer supplies, electrical and electronic products, and the Automobiles sector.

Coremax Group Industry Value Chain GRI 2-6





Positive Impact	For upstream	Coremax requires suppliers to jointly comply with environmental and human rights regulations by signing the Supplier Code of Conduct, thereby reducing environmental and social impacts	For downstream	Coremax delivers innovative products and services that promote the economic development of downstream customers, including the power battery Industry, chemical synthetic fiber Industry, and consumer Industry, thereby making a positive contribution to both the economy and society Coremax assists clients in recycling waste catalysts and waste sulfuric acid, continuously develops the recycling of rare and precious metals, thereby promoting metal resource circulation and reducing negative environmental impacts
Negative impact		Coremax's upstream raw materials include metal material suppliers, with sources from African countries that may pose potential human rights risks; risk assessments must be conducted and potential adverse impacts prevented through responsible mineral managed		Coremax operates in the chemical manufacturing industry. Inadequate process safety and pollution prevention management may result in potential negative environmental impacts, which could indirectly cause adverse effects throughout the supply chain

1.3 Business Performance (Material Topic)

In 2024, Coremax Group's total Revenues reached NTD 4.095 billion, primarily driven by climate change and evolving market trends. The increasing global demand for electric vehicles has further boosted Coremax's sales volume of power battery materials, which accounted for 42% of total Revenues.

Significance to Coremax

This corporate is committed to sustainable operations and recognizes that financial performance is a key driver for achieving ESG Targets. Through robust financial managed, it enables the corporate to maintain resilience amid market fluctuations, ensuring the capacity for ongoing investments in low-carbon transition, responsible Supply Chain Management, and social welfare initiatives. This approach addresses stakeholder expectations and promotes long term and stable growth.

Management Policy and Key Elements	Impact Management	Policy Objectives and Performance
Strategy	**Positive Impact Initiatives**	**2024 Targets**
• Actively engage in business exchanges in global markets to ensure alignment with sales strategies. • Ensure precise management of bulk metal raw material inventories to mitigate risks associated with price volatility. • Enhance quality stability while reducing resource consumption and Energy usage costs per units of product.	• Enhancing trust among investors and stakeholders: Strong financial performance supports the attraction of investments and strengthens corporate brand value and market competitiveness. • Strengthening Corporate Sustainability Development: Robust financial management supports enterprises in continuously advancing sustainability development, including low-carbon transition, employees' welfare, and community engagement.	• Revenue growth rate: 5%
Management Approach and Purpose	**Positive Impact Control Measures**	**2024 Performance**
• Conducting routine business visits and engaging with suppliers to stay abreast of market trends. • Conduct weekly Risk management meetings to review metal inventory and associated risks, thereby strengthening response capabilities. • Regular cross-functional meetings are convened to review production progress and quality performance, with ongoing efforts to enhance process efficiency and product stability.	• Financial Transparency and Information Disclosure: Regularly publish financial reports and ESG reports to ensure that financial information is disclosed openly and transparently, in compliance with international standards. • Establish a sustainability investments budget to ensure that ESG initiatives, such as low-carbon transition, employees' welfare, and community development, have stable sources of funding.	• The revenue growth rate was -21%, primarily attributable to the impact of international circumstances. Nevertheless, through effective cost control and improvements in operational efficiency, earnings per share turned from a loss to a profit for the year, resulting in a significant improvement in overall profitability compared to the previous period
Grievance Mechanism	**Negative Impact Items**	**2025 Targets**
• Financial Budget Review Meeting • Annual KPI Review Meeting • Production and Sales Coordination Meeting	• Increased operational risk: If a company's financial condition is poor, it may lose competitiveness, which can affect the company's long term development.	• Revenue growth rate: 5%
Reference to GRI Topic Standards	**Corrective and Preventive Actions**	**Mid to Long-term Targets**
• GRI 201: Economic Performance • GRI 207: Tax	• Diversified investments and business portfolio: Reduce the impact of dependence on a single market or customer and strengthen the company's risk resilience. • Establish a capital allocation strategy to ensure sufficient liquidity and prevent operational disruptions caused by Short term financial pressures.	• Ensure sustainable revenue growth and enhance information transparency to strengthen credit ratings in the capital market. • Continue to advance low-carbon transition and leverage government sustainability initiatives to ensure corporate competitiveness

Tax Policy and Strategy GRI 207-1, 207-2

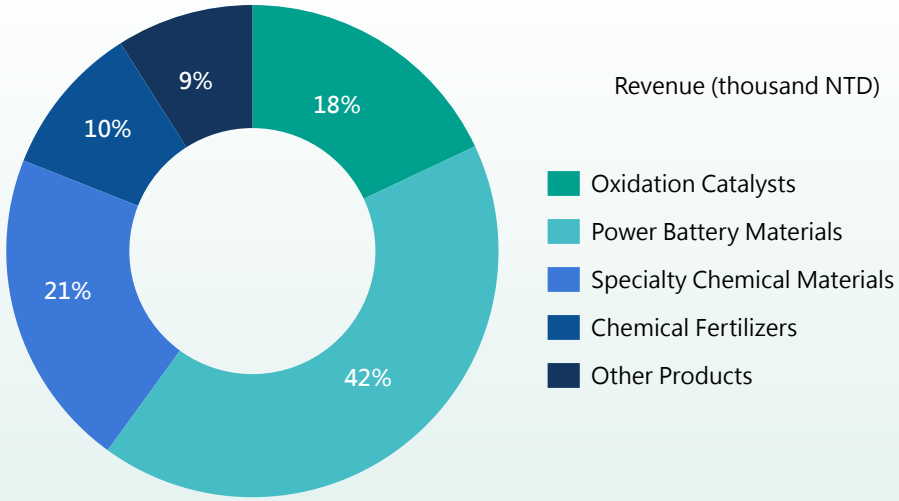
The Chief Financial Officer of Coremax is the highest responsible person for the tax managed of the Group, overseeing all daily administrative tax matters and is assisted by qualified and experienced tax professionals in fulfilling tax obligations. Additionally, the Board of Directors has delegated the Audit Committee to supervise corporate tax compliance to ensure tax conformity.

The corporate complies with all applicable domestic tax regulations and international tax standards, filing tax returns with the competent authorities and paying the required tax amounts on time in accordance with the law. Given that our operations span multiple countries and regions, the international tax risks faced are relatively higher, including potential risks such as transfer pricing and foreign exchange fluctuations. The corporate regularly conducts tax risk assessments to identify potential risk items and formulates corresponding managed and response strategy to ensure tax compliance and operational stability

Proportion of Product Revenue in 2024

In 2024, battery materials represented the largest sales volume for Coremax Group, accounting for nearly 42% of the Group's total revenue; specialty chemical materials accounted for 21%, oxidation catalysts accounted for 18%, chemical fertilizers accounted for 10%, and other product accounted for 9%.

	Revenue (thousand NTD)	Revenue Contribution (%)
Oxidation Catalysts	723,342	18%
Power Battery Materials	1,743,888	42%
Specialty Chemical Materials	843,757	21%
Chemical Fertilizers	413,057	10%
Other Products	371,462	9%
Total	**4,095,506**	**100%**



Group Revenue GRI 415-1

Units: NT$ Thousand

Item	2022	2023	2024
Operating Revenue	9,081,621	5,231,731	4,095,506
Operating Costs	8,057,095	5,055,610	3,553,715
Operating Profit	582,835	-93,485	166,333
Net profit after tax	530,100	-74,426	225,281
Earnings per share (EPS)	4.72	-0.93	1.44

Note: The Group has not received any government grants, either directly or indirectly

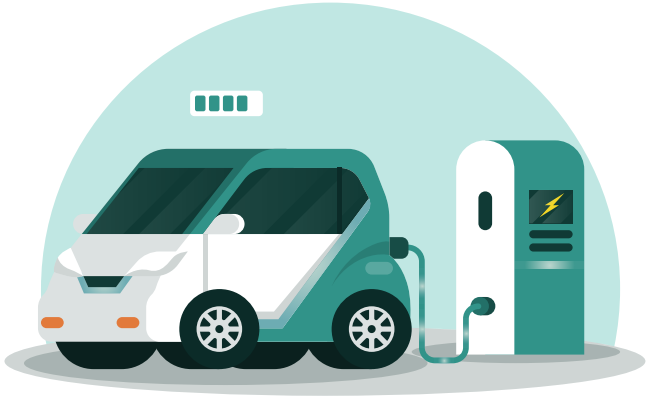
Customers and Markets

In 2024, Coremax Group's total operating Revenues comprised 34% from domestic sales and 66% from exports. The proportion of exports declined slightly compared to previous years, primarily due to a slowdown in the growth of the international electric vehicle market during the year. Some customers postponed shipments or adjusted their inventory strategy, resulting in a relative increase in the proportion of domestic sales. Overall, exports remained primarily concentrated among customers in Asia, Europe, and the United States.

Looking ahead, as countries accelerate the implementation of policies to phase out fuel-powered vehicles, the global electric vehicle market remains promising. Coremax Group, in response to market trends, continues to strengthen its recycling technologies to provide customers with solutions that are both cost-effective and environmentally sustainable, thereby enhancing its competitive advantage and addressing the demands of sustainability transformation.

Units: NT$ Thousand

Coremax Group Sales Overview for the Past Three Years		2022		2023		2024	
		Amount	Share (%)	Amount	Share (%)	Amount	Share (%)
Domestic Sales		1,760,095	20%	1,454,072	28%	1,404,021	34%
Export Sales	Asia	5,932,970	65%	3,103,569	59%	1,957,589	48%
	Europe, Americas	1,388,556	15%	674,090	13%	733,896	18%
Total Revenues		9,081,621	100%	5,231,731	100%	4,095,506	100%



1.4 Core Values and Behavioral Metrics

Coremax Group adheres to a comprehensive product operation strategy, fosters outstanding professional talent, innovates production technology, manufactures high-quality products, and creates a shared vision for the corporate and employees through continuous improvement and the pursuit of excellence.

We adhere to five core values and 25 key behavioral Metrics through the implementation of the "Core Values Key Behavioral Metrics Evaluation Form," with the aim of ensuring that all employees across the Group uphold consistent principles, thereby fostering a solid and resilient corporate culture. Employees are dedicated to contributing in their respective roles, creating greater value for shareholders, and advancing sustainability development and corporate social responsibility.

Note: For detailed information, please reference the corporate official website

Chapter

02 Sustainability Management

Coremax Group fully recognizes the significant responsibility that corporate operations bear in relation to climate action, environmental protection, and economic and social development, and regards sustainability development as the core strategy for long term operations. Guided by a customer-oriented management philosophy, we are committed to delivering high-quality products and diverse solutions. Throughout our growth, we continuously assess and mitigate the impacts of our operations on the economy, society, and the environment, actively fulfilling our corporate social responsibility and advancing toward a sustainable future.

2.1 ESG Implementation Structure

2.2 Stakeholders and Material Topics

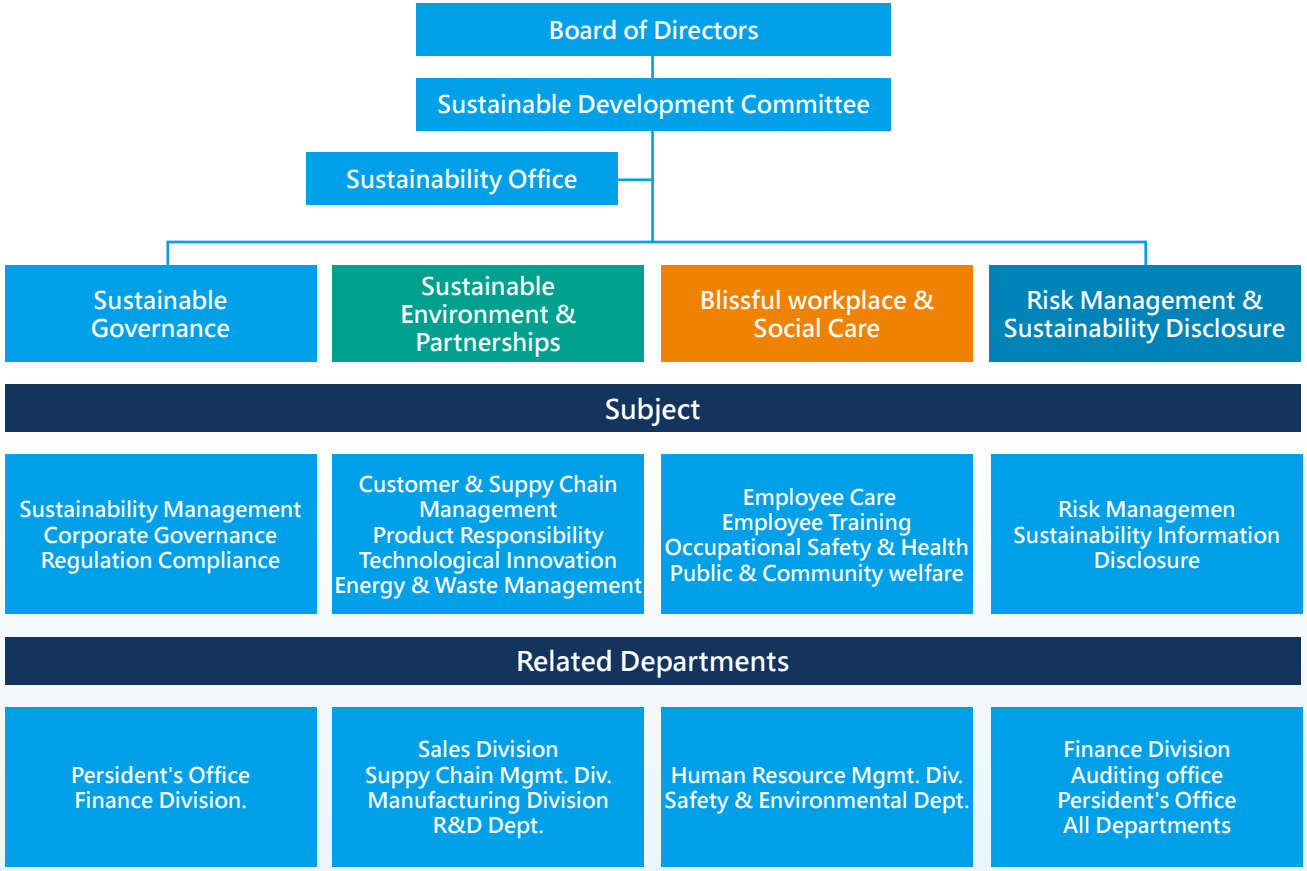
2.3 Stakeholder Engagement

2.1 ESG Implementation Structure

ESG Governance Structure

In 2022, Coremax established the Corporate Sustainability Development Committee and promulgated the Corporate Sustainability Development Committee Organizational Regulations. The committee is appointed by resolution of the Board of Directors and consists of at least three members, comprising senior corporate managers, directors, and independent directors, with at least one independent director recommended to participate in supervision. This structure is designed to fulfill corporate sustainability responsibilities, align with international trends, and proactively respond to stakeholders' risk assessments and countermeasures regarding environmental, social, and corporate Governance aspects. Under the ESG Committee, subgroups have been established for Sustainability Governance, Sustainability Environment and Partnerships, Happy Workplace and Social Care, and Risk management Sustainability Information Disclosure. Senior executives at the department level or above are appointed as leaders of each subgroup.

Corporate Sustainability Committee Organization



2.2 Stakeholders and Material Topics

1.Material Topic Identification GRI 3-1, 3-2, 3-3

To ensure the proper identification of material topics for sustainability development, we referenced the updated 2021 GRI materiality determination process to assess the degree of impact of Coremax on various issues, including environmental, economic, and human/human rights topics. Additionally, we applied the four AA1000 Accountability Principles—Inclusivity, Materiality, Responsiveness, and Impact—to evaluate the robustness of the methodology.

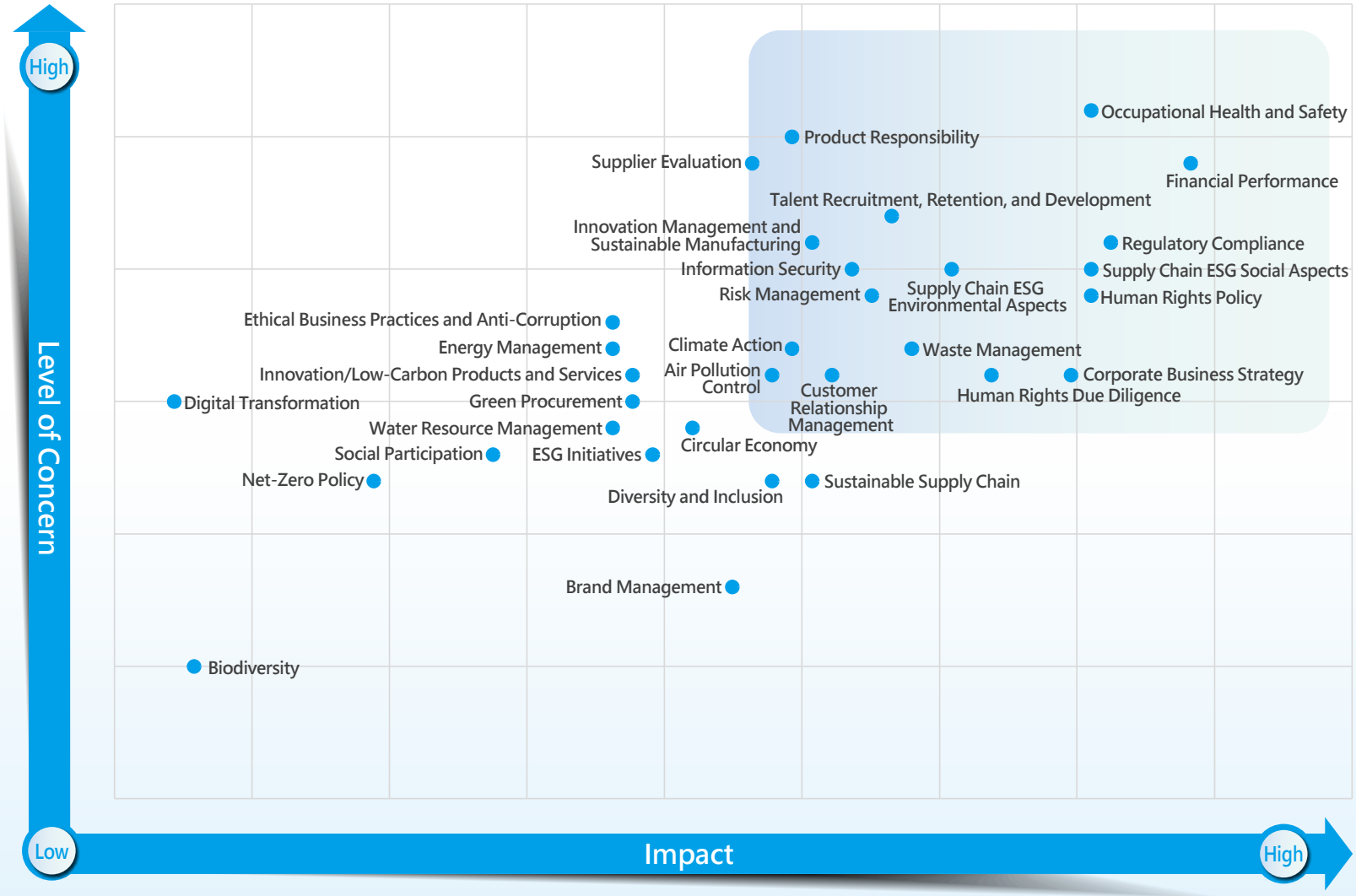
◆ Impact Managed Mechanism GRI 2-12, 2-13

In managing the impacts of material topics, the Board of Directors serves as the highest governance body, responsible for comprehensive oversight and major decision-making. The Sustainability Office is tasked with implementing preventive and corrective measures for potential or actual risks. After consolidating various sustainability issues that may affect corporate operations or stakeholders, the assessment and prioritization of the impact level of these topics are conducted through questionnaires, interviews, and the professional judgment of the Sustainability Working Group. The final confirmed material topics are then assigned corresponding managed Metrics and Targets in accordance with the internal corporate managed system, to facilitate subsequent supervision and performance tracking.

2. Process for Determining Material Topics GRI 3-1, GRI 2-12, 2-29

Step		Contents	Description
1	Understanding the Context of the Organization	Stakeholder Identification and Sustainability Issue List Formatio	• **Stakeholder Identification：** Six categories of stakeholders have been identified, including employees, customers, shareholders or investors, suppliers, government units or competent authorities, and the community. • **Establishment of Sustainability Issues：** By referencing GRI, SASB, and TCFD guidelines and incorporating stakeholder feedback, 5 key areas were consolidated: corporate governance, environmental protection and climate action, workplace well-being and social participation, products and services, and supplier and value chain management, resulting in the identification of 32 material topics. • **Stakeholder Materiality Survey：** To gain insight into stakeholders' assessments of various issues, Coremax conducted a questionnaire survey targeting the six categories of stakeholders identified above. A total of 138 valid responses were collected, including 82 from corporate internal managed personnel and employees.
2	Identification of Actual and Potential Impacts	The material topic impact assessment was conducted by the Sustainability Working Group	• **Degree of Impact on Sustainability Development:** Identification of actual and potential impacts of Coremax's operational activities on the economy, environment, people, and human rights. We invited Sustainability Working Group members to participate in the assessment. Based on the corporate's actual performance on various issues in 2024, Coremax was evaluated for its impact on economic, environmental, and human rights aspects for each issue.
3	Defining Material Topics	Confirm Material Topics and Managed Metrics	• **Identification of Material Topics：** Positive and negative impact assessments and probability evaluations were conducted for 32 topics to determine their prioritization. Following discussions with senior management, 6 material topics were identified to be managed and for Disclosure • **Establish managed policies and Metrics for material topics：** Conduct regular reviews, and ensure real-time tracking.

3. Materiality Assessment Results



4. Changes in the List of Selected Material Topics for 2024 and 2023 GRI 3-2

Compared to 2023, Coremax adjusted certain topic contents in the 2024 materiality assessment to address changes in the internal and external operating environment and shifts in stakeholder focus. In 2024, three new topics—Financial Performance, Supply Chain Management, and Greenhouse Gases—were added, reflecting the corporate's increasing emphasis on operational outcomes, supply chain resilience, and climate change risks. Waste Management (Circular Economy) and Risk management were not identified as material topics in this year's assessment; however, these topics continue to be incorporated into the managed mechanisms and are regularly monitored for their potential impacts. The overall assessment results were prudently determined through questionnaire surveys, management interviews, and sustainability team discussions, and serve as the basis for the subsequent establishment of managed Metrics and action plans.

2023 Material Topic	2024 Materail Topic	SDG Correspondence
Continued 1 Occupational Safety and Health	New 1 Financial Performance	08 DECENT WORK AND ECONOMIC GROWTH
Continued 2 Talent Recruitment, Retention, and Development	2 Regulatory Compliance	16 PEACE, JUSTICE AND STRONG INSTITUTIONS
3 Waste Management (Circular Economy)	3 Occupational Safety and Health	03 GOOD HEALTH AND WELL-BEING; 08 DECENT WORK AND ECONOMIC GROWTH
Continued 4 Regulatory Compliance	4 Talent Recruitment, Retention, and Development	04 QUALITY EDUCATION; 08 DECENT WORK AND ECONOMIC GROWTH
5 Risk management	New 5 Supply Chain Management	08 DECENT WORK AND ECONOMIC GROWTH; 12 RESPONSIBLE CONSUMPTION AND PRODUCTION; 17 PARTNERSHIPS FOR THE GOALS
	New 6 Greenhouse gases	07 AFFORDABLE AND CLEAN ENERGY; 13 CLIMATE ACTION

2.3 Stakeholder Engagement

GRI 2-16

Category	Key Material Topics	Communication Channels	Frequency
Employees	1. Occupational Safety and Health 2. Financial Performance 3. Human Rights Policy 4. Talent Recruitment, Retention, and Development 5. Regulatory Compliance	1. Employee Welfare Committee	Quarterly
		2. Labor-Management Conference	Quarterly
		3. Occupational Safety and Health Committee	Quarterly
		4. Internal communication: email, bulletin board	On an ad hoc basis
		5. Channels for Submitting Feedback: Chairman's Mailbox, Dedicated HR Mailbox, Physical Suggestion Box	Suggestions may be provided at any time
Shareholders and Investors	1. Financial Performance 2. Talent Recruitment, Retention, and Development 3. Regulatory Compliance 4. Waste Management 5. Innovation Management and Sustainability Manufacturing	1. Annual General Meeting	Annually
		2. Earnings Conference	Biannually
		3. Financial Statements and Annual Report	Monthly / Annually
		4. Sustainability Report	Annually
		5. Spokesperson and Institutional Shareholder Liaison	Suggestions may be provided at any time
Customer / Distributor	1. Financial Performance 2. Regulatory Compliance 3. Supply Chain Management 4. Risk Management 5. ESG Practices in the Supply Chain	1. Client Visit	On an ad hoc basis
		2. Customer Service Email Inbox	Suggestions may be provided at any time
		3. Customer Satisfaction Survey	Annually
		4. Participation in Relevant Exhibitions	On an ad hoc basis

Category	Key Material Topics	Communication Channels	Frequency
Suppliers	1. Supply Chain ESG Practices 2. Human Rights Policy / Due Diligence 3. Customer Relationship managed 4. Regulatory Compliance 5. Occupational Safety and Health	1. Supplier Visits	On an ad hoc basis
		2. Supplier Audit	On an ad hoc basis
		3. Questionnaire Survey	Once every three years
		4. Supplier Code of Conduct Signing	On an ad hoc basis
		5. Participation in International Raw Materials Conferences	On an ad hoc basis
Government / Regulatory Authorities	1. Financial Performance 2. Regulatory Compliance 3. Occupational Safety and Health 4. Talent Recruitment, Retention, and Development 5. Supply Chain Management	1. Official Correspondence	On an ad hoc basis
		2. Meeting Participation	On an ad hoc basis
Community	1. Social Participation 2. Waste Management 3. Air Pollution Prevention and Control 4. Regulatory Compliance 5. Diversity and Inclusion	1. Industrial Park Association Visit	On an ad hoc basis
		2. Corporate website	Suggestions may be provided at any time

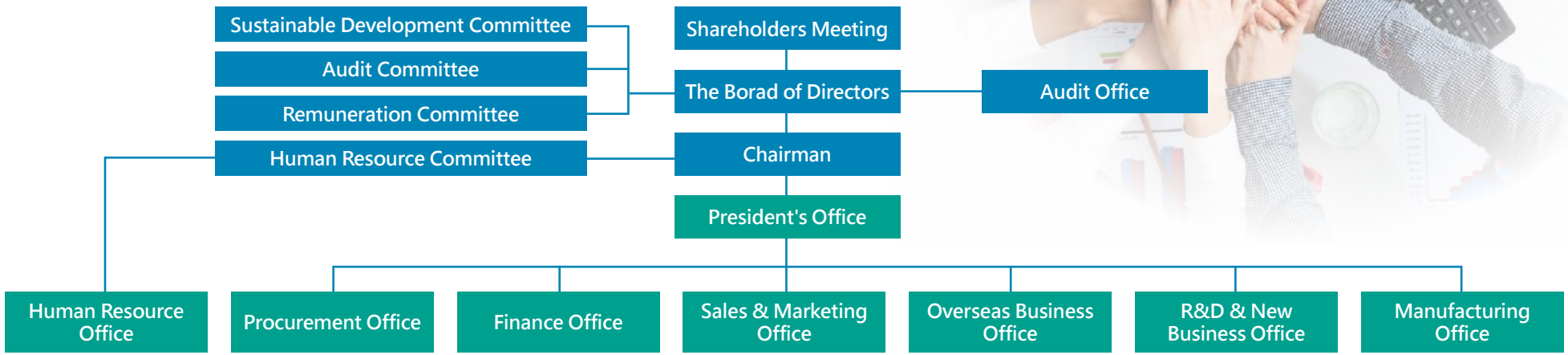
Chapter

03 Corporate Governance

Coremax fully recognizes that, as a part of the industrial value chain, it bears significant responsibility toward society, the industry, and overall economic development. To ensure the corporate's long term and stable growth, we place integrity at the core, establish a sound corporate Governance structure and risk control mechanism, actively implement the principles of ethical business conduct, prevent ethical risks, and formulate responsible and transparent management policies to create a sustainable operating environment.

3.1 Corporate Governance Structure
3.2 Risk management
3.3 Regulatory Compliance (Material Topic)
3.4 R&D Innovation and Quality managed
3.5 Customer Relationship Management
3.6 Supply Chain Management (Material Topic)

3.1 Corporate Governance Structure



Board Functions and Responsibilities

The Coremax Board of Directors serves as the highest Governance body and the central decision-making authority for major operational strategy within the group. Adhering to the principle of prudence, it diligently fulfills its supervisory responsibilities and prioritizes the overall interests of the group, guiding and overseeing the management team in the execution of operational strategy, ESG performance managed, and risk control. To strengthen the Governance mechanism, the corporate has established the "Rules of Procedure for Board of Directors Meetings" in accordance with the "Regulations Governing Procedure for Board of Directors Meetings of Public Companies," and has adopted the "Code of Ethical Conduct" to regulate directors' conflict of interest practices, thereby ensuring fairness and transparency in corporate Governance operations.

In accordance with the rules of procedure, the Board of Directors convenes at least once per quarter, with a total of six meetings held in 2024. Financial and audit units are scheduled to provide regular reports, thereby establishing a supervisory mechanism and internal audit procedures that encompass audit, legal compliance, and Risk management systems. These measures are implemented to review operational performance, monitor risks, and discuss major strategy issues, thereby ensuring the corporate's stable growth and responsiveness to market demands.

The Board of Directors has established the Audit Committee, Remuneration Committee, and Sustainability Development Committee to assist in fulfilling its supervisory responsibilities. The chairpersons of each committee regularly report their resolutions to the Board of Directors. The Board also actively participates in the planning and promotion of sustainability strategy, regularly reviews and approves Sustainability-related Disclosure to ensure that information is disclosed in an open, transparent, and accurate manner, thereby demonstrating its commitment and responsibility to the corporate Sustainability Development Targets.

Board Selection GRI 2-10, 2-11

Coremax Group establishes the nomination procedures and qualification criteria for director candidates in accordance with the Director Nomination Policy. The selection process takes into account professional competence, diverse backgrounds, leadership experience, and ethical integrity. Candidates are reviewed by the Board of Directors and subsequently submitted to the shareholders' meeting for election. Pursuant to the Corporate Act, shareholders holding more than 1% of the shares are also entitled to nominate candidates.

The current Board of Directors member were appointed on June 30, 2023, for a three-year term, comprising a total of 9 directors, including 4 independent directors, all of whom possess relevant professional experience or academic qualifications. Independent directors are nominated and elected at the shareholders' meeting to ensure their independence and professionalism. The Chairman serves as the chair of the Board of Directors, leading Governance; management is overseen by the President. The responsibilities of both roles are clearly delineated, thereby strengthening Governance effectiveness and oversight mechanisms.

Board Diversity and Independence GRI 405-1

Coremax Group is committed to the active implementation of Board diversity and independence policies. All directors possess extensive professional backgrounds and experience to address the operational and developmental needs of the industry. In accordance with Governance requirements, the proportion of directors concurrently serving as managers shall not exceed one-third. Among the current Board Members, there are two directors who also serve as senior corporate employees (representing 22%, which is below the one-third threshold), and two newly appointed female independent directors, further enhancing the diversity of the Board. The Board of Directors comprises four independent directors to ensure its independence. Coremax Group adopts an equitable approach with respect to gender, age, nationality, and culture, and formulates appropriate diversity policies in alignment with the Group's operations, business model, and developmental needs.

Board of Directors Conflict of Interest GRI 2-15

Coremax Group has established a clear mechanism for the managed of directors' conflicts of interest, which is explicitly stipulated in the "Rules of Procedure for the Board of Directors": If a director or the legal entity they represent has an interest in a proposal under discussion that may be detrimental to the interests of the corporate, the director may express opinions and respond to inquiries but shall not participate in the discussion or voting, nor act as a proxy to exercise voting rights on behalf of other directors. The relevant recusal provisions are managed in accordance with Articles 206 and 180 of the Company Act.

All newly appointed directors are required to sign a Letter of Consent to Serve and a Declaration, undertaking to comply with Article 23 and Article 206 of the corporate Act, to faithfully discharge their duties, and to voluntarily recuse themselves in the event of any conflict of interest. The Coremax Board of Directors has also implemented a conflict of interest avoidance mechanism, and to date, no conflict of interest incidents have occurred.

Functional Committees GRI 2-14, 2-20

Board of Directors

Remuneration Committee	Audit Committee	Sustainability Committee
Review and recommend remuneration policies for directors and senior executives to ensure their reasonableness and market competitiveness, while taking into account corporate performance and Risk management principles, thereby promoting corporate Sustainability and the retention of outstanding talent.	To ensure the fair presentation of corporate financial statements, the appointment or dismissal of the certifying accountant, the independence and performance of the certifying accountant, the effective implementation of corporate internal controls, corporate compliance with applicable laws and regulations, and the management of existing or potential corporate risks.	Responsible for planning and advancing the Group's Sustainability Strategy, encompassing environmental protection, social responsibility, and corporate Governance. Regularly review the achievement of Sustainability Targets and report on implementation status to the Board of Directors to ensure alignment of Sustainability actions with corporate operational Targets.

Note: For detailed operations of each functional committee, please reference the corporate 2024 annual report.

Policy Commitment GRI 2-23, 2-24

Category	Highest Level of Approved Commitment	Applicable Activities and Scope	Communication Methods
Supplier Code of Conduct	Chairperson	We place great importance on Supply Chain Management and diligently fulfill our due diligence obligations. Through clear supplier social responsibility requirements and codes of conduct, we ensure that our partners comply with fundamental principles regarding human rights, labor, safety, environment, and commercial ethics. We are committed to establishing mutually trustworthy, stable, and responsible partnerships with our suppliers.	Official Website https://www.coremaxcorp.com/zh-tw/supplier-chain
Human Rights Policy	Chairperson	We are committed to respecting human rights and, in accordance with international policies, have established a human rights policy that is incorporated into our operations managed. Through education and training, as well as grievance mechanisms, we strengthen human rights awareness among all employees.	Official Website https://www.coremaxcorp.com/zh-tw/human-rights-policy
Environmental Policy	Chairperson	We fulfill our responsibilities as global citizens and corporate citizens by actively engaging in energy conservation and carbon reduction initiatives, complying with relevant regulations on pollution prevention, and continuously improving our practices to achieve carbon reduction Targets.	Official Website https://www.coremaxcorp.com/zh-tw/environmental-safety-and-health-management
Responsible Mineral Management	Chairperson	We place great emphasis on the potential human rights and social risks associated with mineral extraction, trading, processing, and export in high-risk areas, and incorporate these principles into supplier contracts and agreements to ensure responsible mineral managed.	Official Website https://www.coremaxcorp.com/zh-tw/responsible-minerals-management

3.2 Risk management

Risk Management Operations

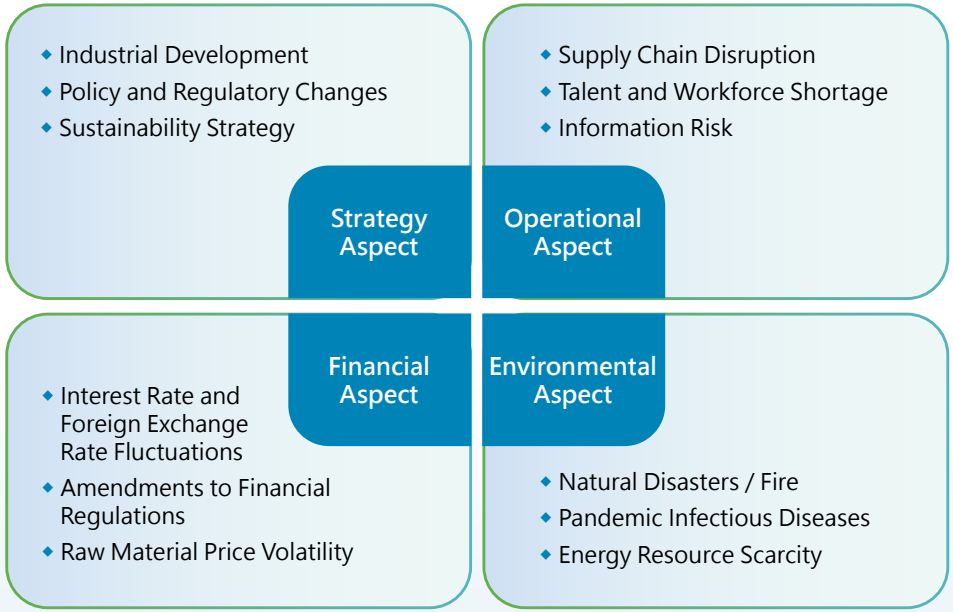
Coremax Group has incorporated risk management into the responsibilities of the Sustainability Development Committee, which regularly reports on implementation to the Board of Directors. The Board of Directors serves as the highest decision-making body for risk management, responsible for reviewing significant risk issues and operational strategies. The Sustainability Development Committee is tasked with the concrete implementation and promotion of relevant managed mechanisms. To strengthen risk response capabilities, the Group has established the "Risk Management Practice Guidelines," under which each responsible units identifies potential risks within their business scope and proposes and implements preventive and responsive measures to mitigate possible impacts.

Coremax regularly reviews internal and external operational environments, conducts risk assessments, convenes cross-departmental meetings, and formulates tracking and improvement plans. The Board of Directors and functional committees continuously supervise the execution status of risk management and communicate significant risk issues with the senior management team as a basis for strategy formulation. Furthermore, through institutionalized processes and ongoing improvement, the group regularly updates risk management documents, which are subject to irregular audit by the audit units to strengthen the control system and ensure stable operations and corporate sustainability development.

Risk Management Process

Risk Management Policy

Coremax Group conducts risk assessments and cross-departmental reviews through each department, consolidating and identifying four major categories of material risk, and further identifying twelve specific risk issues. For each risk, the Group has also established corresponding risk management policies to strengthen the overall risk control mechanisms and response capabilities.



Risk Category

Risk Category	Scope	Management Policy	Responsible Unit	Approach
Category I **Strategy Risk** 	Industrial Development	• Continuously collect the latest market information and customer feedback on products, and develop strategic directions for new product development • New investments must undergo feasibility assessment, risk analysis, and strategy response analysis	President's Office	• Conduct regular visits to domestic and international business units to collect industry-related information and ensure the optimality of production and marketing strategy • Proactively monitor emerging industry trends to facilitate the research and development of new products
	Policy and Regulatory Changes	• Each department closely monitors relevant regulatory developments to ensure ongoing compliance with applicable laws and regulations • Comply with corporate internal control regulations	President's Office	• Each department regularly reviews relevant regulatory updates. Dedicated personnel are assigned to occupational safety and environmental protection to conduct periodic assessments of applicable regulations and, when necessary, consult with competent authorities or seek external professional advice • Internal control regulations are regularly reviewed by the Audit Office
	Sustainability Strategy	• Regularly convene the Sustainability Committee and report to the Board of Directors • Comply with the national sustainability development pathway and fulfill the sustainability development requirements of international clients	President's Office	• Completed greenhouse gases inventory and formulated corresponding carbon reduction and Energy Management plans • Completion of Battery Material Carbon Footprint Assessment • Regularly review the national sustainability development pathway to ensure timely completion within the specified timeframe • Proactively communicate with international clients to gain insights into global sustainability development trends
Category II **Financial Risk** 	Interest rate fluctuations, exchange rate fluctuations, changes in tax regulations	• Establish internal control systems in accordance with regulations governing publicly listed corporates, establish financial, business, and accounting managed systems, and assess and supervise operational activities	Finance Department	• Coremax has established comprehensive risk management procedures to ensure ongoing monitoring of regulatory developments issued by competent authorities and mandates that all subsidiaries within the group adhere to these requirements • Currently, Coremax's exports account for approximately 72% of operating Revenues, and both export products and procurement of foreign raw materials are primarily denominated in US dollars. Consequently, most foreign currency exposures can be naturally hedged through recurring purchase and sales transactions. Moving forward, the Group will continue to strengthen natural hedging by offsetting foreign currency receivables and payables, and will utilize derivative Financials instruments and other auxiliary tools to mitigate financial risk in accordance with appropriate risk management guidelines
	Significant fluctuations in metal raw material prices have resulted in considerable volatility in valuation gains and losses	• Engage in derivative Financials commodities transactions based on the principle of risk mitigation • Risk management of key metal raw materials, including cobalt and nickel	Finance Department, Procurement Department	• Monitor metal price fluctuations on a daily basis, hold regular risk management meetings, and mitigate risks through derivative financial commodities • Through weekly production and sales meetings, promptly adjust production and sales strategy to effectively manage raw material and finished goods inventory Targets

Risk Category	Scope	Management Policy	Responsible Unit	Approach
Category III Operational Risks	Supply Chain Disruption	• All major raw materials are sourced from multiple suppliers to ensure supply chain resilience • Establish safety stock levels and regularly review them to ensure they remain appropriate to current conditions	Procurement Department	• Supply agreements for key raw materials are established with at least two suppliers • Establish safety stock levels and, when necessary, reallocate inventory within the group • Proactively identifying and engaging new suppliers, both domestic and international, for procurement purposes • Proactively monitor international logistics to reduce the risk of delays
	Talent and Workforce Shortage	• Regular participation in salary surveys to ensure employees' compensation remains competitive • Regularly hold employee communication and coordination meetings to improve employee retention • Increase talent recruitment volume through diversified channels • Employee Education and Training	Human Resources Department	• The results of the market salary benchmarking are consistent with the corporate compensation policy, and compensation data from various sources is continuously collected to ensure salary competitiveness • Conduct employee communication meetings to collect suggestions from employees and implement improvements • Recruitment is conducted through diverse talent acquisition channels, including local employment service centers, campus recruitment, internship programs, and the Research and Development Substitute Service program. • Through an education and training system encompassing onboarding, on-the-job, professional competency, hierarchical, general education, and self-development training, both internal and external training methods are utilized to cultivate and enhance the knowledge and skills required for employees' career development and corporate growth
	Information Security Risk	• External Threat Prevention Measures • Regular Information Security Awareness and Training Programs	Information Technology Department	• Conduct regular network vulnerability scans and promptly remediate identified vulnerabilities to mitigate the risk of cyber intrusion • Implement firewalls and filtering software • Implement an encryption system for confidential documents to prevent data leakage • Regular backups are performed for critical servers, and backup service agreements are established. In addition, at least one disaster recovery drill is conducted annually
Category IV Environmen-tal Risks	Natural disasters (including climate change): earthquakes, typhoons, floods	• Formulate Emergency Response Procedures • Establish Reporting Mechanisms	Environmental Health and Safety Department	• Establish response guidelines and evacuation plans for various types of disasters. • Develop an incident reporting form that clearly specifies internal and external reporting units and reporting timelines
	Fire Incident	• Conduct regular emergency response drills • Establish Reporting Mechanisms		• Conduct physical fire drills every six months
	Global Pandemic-Related Risks	• Develop and implement infectious disease prevention and control measures		• In accordance with the guidelines issued by the Epidemic Prevention Center, implement zoned office operations, flexible work arrangements, or remote work solutions • Establishment of a Job Substitution Mechanism • Personnel Access Control Procedures and Cleaning and Disinfection Arrangements • Procedures for Handling Suspected or Confirmed Cases • Establish Reporting Procedures • Establish Customer and Stakeholder Communication Mechanisms
	Energy Resource Scarcity	• Backup generators are provided for power outages, with regular activation and maintenance • Water trucks and storage tanks	Maintenance Department	• Regular Generator Operation and Maintenance • Coordinating and dispatching water trucks for water supply

3.3 Regulatory Compliance (Material Topic)

GRI2-27

With the increasing international emphasis on transparency in corporate Governance and compliance requirements, regulations across various dimensions—such as Financials Disclosure, environmental standards, and human rights laws—have been successively implemented. Coremax fully recognizes that regulatory compliance has become a critical foundation for stable corporate operations and sustainability development. To strengthen internal control mechanisms, reduce compliance risks, and ensure that corporate conduct aligns with legal regulations and ethical standards, the corporate has designated "regulatory compliance" as one of the major topics for this year, serving as a key strategy direction for advancing integrity Governance and sustainability operations.

Significance to Coremax

Compliance mechanisms help mitigate the risk of corporate violations, maintain operational stability, and protect brand reputation. Accordingly, companies should establish effective compliance audit systems, including internal control mechanisms and codes of conduct for employees, to ensure that all business activities adhere to legal requirements and ethical standards. This approach strengthens compliant operations and thereby advances the company's sustainability development.

Management Policy and Key Elements	Impact Management	Policy Objectives and Performance
Strategy	**Positive Impact Initiatives**	**2024 Targets**
• Regular regulatory audits and updates to enhance internal audit processes and regulatory compliance awareness	• Reduce regulatory and operational risks • Enhancing corporate reputation and investor confidence	• Provide education and training on integrity management • The volume of major violations(Note), corruption, or whistleblowing cases is 0
Management Approach and Purpose	**Positive Impact Control Measures**	**2024 Performance**
• Corporate Governance: Code of Integrity, Code of Ethical Conduct, Insider Trading Prevention Mechanism, Regulatory managed Procedures, etc • Human Rights: Domestic and international human rights conventions, ISO 45001 Occupational Health and Safety Management System • Environmental Regulations: ISO 14001 Environmental Management System	• Establish compliance policies and standards, as well as internal audit and oversight mechanisms • Conduct regulatory and ethical training for all employees • Strengthening corporate governance and Board oversight	• A total of 313 directors, managers, and employees participated in education and training on ethical conduct, integrity management policies, and the prevention of insider trading, accumulating 343 training hours in total, including 15 board members participations in relevant courses, totaling 45 hours • No significant violations, corruption, or whistleblowing cases occurred
Grievance Mechanism	**Negative Impact Items**	**2025 Targets**
• Internal audit process • Grievance and whistleblower reporting channel and mailbox	• Cumbersome compliance procedures, increased corporate costs, and administrative burdens adversely impact operational efficiency	• Continuous regulatory compliance risk assessment and monitoring • The volume of major violations, corruption, or whistleblowing cases is 0
Reference to GRI Topic Standards	**Corrective and Preventive Actions**	**Mid to Long-term Targets**
• GRI 205: Anti-Corruption • GRI 206: Anti-Competitive Behavior	• Establish a compliance audit process based on risk levels, with priority given to the implementation of high-risk regulations	• Regulatory compliance risk assessment and monitoring • No instances of non-compliance with laws or regulations

Note: Major violations refer to incidents involving fines exceeding NT$ 1 million.

Strict Compliance with Regulations for Sustainability

Corporate Governance

To ensure strict compliance with relevant laws and regulations, the Group continuously monitors domestic and international policy and legal developments that may impact corporate business operations and financial performance. Coremax also enhances compliance managed by establishing comprehensive systems and internal control mechanisms, including:

- Internal control system and accounting system.
- Corporate Governance Best Practice Principles and Corporate Social Responsibility Best Practice Principles.
- Procedures and guidelines for the prevention of unethical conduct.
- Procedures for managed endorsement guarantees, liability commitments, and contingent matters
- Personal data protection management procedures and pollution prevention operational procedures.

Coremax is committed to fostering a robust industrial operating environment and ensuring the sustainability of the group. In 2024, there were no penalties related to corporate Governance.

Human Rights Protection

Coremax Group places great importance on the professional capabilities of employees and provides equal employment opportunities without discrimination based on race, gender, age, physical or mental disability, religion, ethnicity, zodiac sign, blood type, or any other characteristics protected by applicable laws. Labor conditions are managed in accordance with the relevant provisions of the Labor Standards Act. In 2024, there were no human rights-related complaints or incidents. For detailed information on human rights policies and commitments, please Reference Chapter 5.1 "Human Rights Policy and Commitment" of this report.

Market Competition GRI 205, GRI 206

Coremax Group adheres to the principles of fairness, transparency, and propriety in industry competition, and firmly opposes any improper conduct with peers, including price-fixing, market allocation, customer allocation, bid rigging, collusive agreements, monopolistic practices, and collective boycotts against suppliers or customers. We strictly comply with all relevant laws and regulations to ensure that competition with industry peers is conducted in a fair and transparent environment. In 2024, there were no incidents of violations related to antitrust laws.

Coremax Group has strictly adhered to all applicable regulations, and none of the following incidents occurred in 2024.

- Corruption
- Bribery
- Antitrust
- Child Labor
- Forced Labor
- Major violations (defined as fines exceeding NT$1 million)
- Product and Service Information and Labeling
- Customer data loss, disclosure, or breach

Violations and Remedial Actions

In 2024, Coremax Group incurred a total of NT$350,000 in fines for violations. There were no corporate Governance-related penalties. The other violations are as follows

Units: NTD

Aspect	Item	Fined Incidents		Cause	Improvement Measures	Progress of Improvements
		2024 Violations	Violations in the Previous Year			
Environ-ment Relevant	Water Pollution Control	98,000	None	A fine was imposed on Uranus Taichung Plant for violating Article 28, Paragraph 1 of the Water Pollution Control Act due to seepage from the plant's perimeter wall flowing into the drainage ditch.	Wall waterproofing has been reinforced, and personnel have been assigned to participate in environmental training	Properly addressed
	Water Pollution Control	None	72,000	During the initial cleaning process by Heng-I sampling personnel, the sampler came into contact with the channel wall and pipe wall at the effluent sampling port, causing waterborne deposits on these surfaces to detach and mix with the effluent. This resulted in sample contamination and excessive levels of suspended solids.	Perform weekly cleaning of the discharge outlet channel walls and include this task in the wastewater operation record form to ensure the discharge outlet remains clean.	Properly addressed
Social Aspects	Occupational Health and Safety	180,000	None	1. 1.During joint operations between Heng-I and contractors, no coordination organization was established, nor was a person in charge of the facilities designated to serve as commander, supervisor, and coordinator. Furthermore, when contractor workers engaged in sulfuric acid filling operations at specific chemicals facilities, necessary measures for work communication and coordination were not implemented, the facilities were not inspected, and guidance and assistance regarding occupational safety and health education among relevant contracting businesses were not provided. 2. 2.When Heng-I uses hoses powered to transfer corrosive liquids such as sulfuric acid, no backflow valve or other overpressure prevention devices are installed on the pressure delivery equipment. 3. 3.Heng-I did not install protective equipment, such as guardrails of adequate strength, on the edges of work platforms exceeding 2 meters in height, where there is a risk of worker falls.	1. Revised the managed procedures for contractor and stakeholder hazard prevention. Convened coordination meetings, maintained meeting records, and provided contractors with relevant information, including occupational safety and health education and training. 2. 2.Eliminate hazardous factors, implement engineering controls such as the installation of recirculation systems, and formulate and execute relevant improvement plans and training programs. 3. 2.Install guardrails that meet regulatory requirements at the edges of the platform and conduct education and training.	Properly addressed
Total Amount		278,000	72,000			
Number of Cases		4	1			

Mechanisms for Seeking Advice and Raising Concerns GRI 2-25, 2-26

Coremax Group has established a "Code of Integrity" and a "Code of Ethical Conduct," which include the implementation of a whistleblowing hotline and email, as well as the clear designation of responsible units to handle such reports. We strictly adhere to the principles of confidentiality regarding the identity of whistleblowers and the content of reports, and allow anonymous submissions to ensure whistleblowers are protected from any improper treatment as a result of their disclosures. In addition, we have implemented whistleblower reward mechanisms and "Appeal and Whistleblowing Procedures." Where violations are substantiated through investigation, disciplinary actions are taken in accordance with Group regulations. The detailed whistleblowing channels are provided below.

1. **Whistleblower Hotline**：(03)5983101 ext. 3333
2. **Whistleblower Mailbox**：hr880@coremaxcorp.com
3. **Responsible Unit**：Human Resources Department

As of the end of 2024, Coremax Group has not received any whistleblowing reports.

3.4 R&D Innovation and Quality Management

Coremax meets customer needs with high-quality products and professional services, continuously advancing improvement and innovation to enhance overall value. We recognize that providing high-quality products that meet customer expectations is a fundamental corporate responsibility, and that talent is essential to fulfilling our quality commitments. Accordingly, we actively cultivate professional talent, strengthen research and development and process technologies, and continuously improve product quality, striving to be a trusted partner to our customers.

Quality Management System Certification

To ensure quality, Coremax Group has implemented ISO 9001 and IATF 16949 management systems. We conduct regular internal audits annually and have consistently passed verification by third-party certification bodies. For detailed information on plant certifications, please Reference the corporate profile.

Research and Innovation Strategy

In 2024, Coremax Group invested NTD 20.32 million in research and development, with a primary focus on optimizing production processes and enhancing quality to improve production efficiency. Looking ahead, the company will continue to develop new products and strengthen raw material recycling and reuse technologies to reinforce its overall competitive advantage, in response to diversified market demands and sustainability development trends.

Short-Term Goals	Mid-to-Long-Term Goals
1. Enhance product quality and optimize manufacturing processes 2. Improve the efficiency of waste recycling operations to support the circular economy	1. In response to global market development, plan the development of various nickel, cobalt, and manganese oxide compounds with different ratios 2. Develop technologies and manufacturing processes for recycling multi-element metals such as nickel and cobalt, in order to increase recovery yield, efficiency, and quality

Historical R&D Expenditures and Proportion

Units: NT$ Thousand

	2022	2023	2024
Research and Development Expenditures	20,558	13,410	20,327
Net Revenues	9,081,621	5,231,731	4,095,506
Proportion of Operating Revenues	0.23%	0.26%	0.50%

Intellectual Property Management

Coremax Group places great importance on the managed and protection of intellectual property rights, regarding them as core assets for technological innovation and sustainability competitiveness. In response to the rapidly changing industrial environment and to enhance R&D efficiency, the Group actively strengthens its technological foundation and new product development, and has established a comprehensive intellectual property managed mechanism.

We strictly adhere to relevant legal regulations and rigorously respect the intellectual property rights of others, while concurrently implementing the identification, application, maintenance, and risk management of our corporate key technologies to ensure that research and development outcomes are legally protected and possess market advantages. Through the promotion of intellectual property strategy and the establishment of internal systems, we not only effectively mitigate operational risks but also further enhance the Group's competitive position and brand value in the global market.

Coremax Intellectual Property Strategy

- Establish an intellectual property managed system
- Integrate intellectual property resources to enhance the effectiveness of intellectual property utilization
- Enhancing Employees' Intellectual Property Awareness

Green and Low-Carbon Development

Coremax Group is committed to implementing green and low-carbon principles, conducting comprehensive reviews of potential environmental impacts throughout the product manufacturing process. Metrics are established for each stage of production, and processes are continuously optimized to effectively reduce carbon emissions across the entire product life cycle.

Green Initiatives	Metrics	Description
Strive to minimize and eliminate, to the greatest extent possible, the environmental impact of hazardous substances	Compliant with hazardous substance discharge standards	• All group entities comply with hazardous substance discharge standards and are continuously advancing new processes to achieve compliance with more stringent requirements
Use renewable raw materials	Varies depending on product specifications	• The proportion of recycled metal used in Uranus's battery material products is 1.4% • Procurement of FSC-certified renewable Paper packaging materials • Heng-I recycles waste liquid (waste sulfuric acid) with a pH value ≤ 2.0 generated from the integrated circuit manufacturing process in the electronic parts and components manufacturing industry to produce Industrial sulfuric acid
Advancing New Circular Technologies	The volume of waste recovered increases each year	• The proportion of valuable metals in Coremax's metal waste is less than 6%
Reduce Water Consumption	Annual reduction	• Heng-I has implemented a pure water system to enhance the existing RO system and improve water resource utilization efficiency • 2025 Sulfuric Acid Plant Targets: Reduce water consumption by 5% compared to 2024
Reduce Energy Consumption	Annual reduction	• Energy efficiency initiatives: Replacement of LED lighting, installation of solar photovoltaic systems, and implementation of cogeneration projects, resulting in an electricity savings rate of 8.7% • Heng-I's waste heat recovery reduces steam consumption in the sulfuric acid plant's deoxygenation tank by 11 tons per day

3.5 Customer Relationship Management

Coremax Group is committed to establishing stable and long term partnerships. We believe that only by deeply understanding customer needs and consistently delivering high-quality products and services can we build a long term and mutually trusting foundation for cooperation. To this end, we not only strengthen internal quality managed and technological innovation, but also actively listen to customer feedback, striving to create long term value together with our clients.

Customer Privacy and Confidentiality GRI 418-1

Coremax Group places great importance on the protection of customer privacy and intellectual property rights. In addition to entering into confidentiality agreements with customers, Coremax Group has established the "Personal Data Protection Managed Measures" and the "Information Systems and Network Resources Usage Managed Measures" to ensure the security and compliance of information processing. In accordance with the corporate "Information Systems Managed Procedures," all customer data is subject to access control mechanisms to reduce the risk of data leakage.

In 2024, the Group did not receive any complaints regarding customer privacy breaches or data loss.

Customer Complaint Handling Procedure GRI 2-25

To effectively address customer complaints and continuously enhance service quality, the Group has established a clear customer complaint handling procedure and has formulated corresponding improvement measures for abnormal issues. Customers may report issues through written correspondence, email (sales@coremaxcorp.com), or by contacting the sales representative by telephone. All customer complaints are centrally managed by the sales units, after which a cross-departmental team is convened to ensure effective resolution of cases and the implementation of specific improvement actions.

Customer Satisfaction Survey

Coremax Group continuously collects customer feedback through customer satisfaction surveys and communication management procedures to ensure that corporate products and services meet customer needs and expectations. The 2024 survey results indicate that the average satisfaction score was 97 for domestic customers and 94 for international customers. Upon compilation and analysis, the areas receiving the highest evaluations were staff cooperation, after-sales service quality, and the telephone etiquette of sales personnel.

Furthermore, we have designated customers with the highest transaction volumes in automotive battery materials as key accounts for prioritized management. These customers are included in monthly surveys, through which we systematically collect feedback on product quality, price competitiveness, delivery timelines, and collaboration. This feedback serves as a foundation for continuous improvement and service enhancement.

3.6 Supplier Management (Material Topic)

In response to the advancement of international regulations such as Responsible Minerals Initiative and the EU Battery Regulation, Coremax recognizes the imperative for corporates to strengthen transparency and oversight mechanisms within their supply chains. Given the critical role of supply chains in operational stability and sustainability responsibility, the corporate has designated Supplier Management as one of the key topics for this year, demonstrating a firm commitment to promoting the overall sustainability development of the supply chain.

Significance to Coremax

As international ESG standards and regulations become increasingly stringent, corporate expectations for the supply chain have evolved beyond supply stability to emphasize transparency, accountability, and the realization of sustainability value. For Coremax, Supply Chain Management is not only the foundation of operational stability but also a critical means of implementing responsible procurement and responding to stakeholder expectations, carrying profound significance for enhancing overall sustainability competitiveness.

Management Policy and Key Elements	Impact Management	Policy Objectives and Performance
Strategy	**Positive Impact Initiatives**	**2024 Targets**
• Actively engage in global metal trade market exchanges to ensure the stable supply of bulk metal raw materials. • Establish supply chain risk assessment and mitigation mechanisms.	• Stable supplier managed can prevent material shortages and delivery delays, thereby ensuring uninterrupted production. • Suppliers' adherence to international standards supports compliance with responsible sourcing, the EU Battery Regulation, RBA, and other global requirements, thereby reducing compliance risks and enhancing sustainability value.	• There were zero instances of raw material supply interruptions. • The supplier qualification assessment pass rate is 100%.
Management Approach and Purpose	**Positive Impact Control Measures**	**2024 Performance**
• Managing supply chain risks and raw material traceability • Regularly conduct supplier evaluations and tiered managed • Implement Responsible Procurement Policy	• Establish a robust Supply Chain Management system to ensure the continuous and reliable supply of materials • Implement supplier due diligence, actively monitor, and conduct regular supplier assessments.	• There were zero instances of raw material supply interruptions. • The supplier qualification assessment pass rate is 100%.
Grievance Mechanism	**Negative Impact Items**	**2025 Targets**
• Risk Management Meeting • Supplier Evaluation • Grievance and Whistleblower Reporting Channel and Mailbox	• Key raw materials include conflict minerals such as cobalt metal, which have limited production and are primarily sourced from African regions with potential human rights risks	• 100% of suppliers signed the code of conduct • Number of Raw Material Shortage Incidents: 0 • Supplier Evaluation Pass Rate: 100%
Reference to GRI Topic Standards	**Corrective and Preventive Actions**	**Mid to Long-term Targets**
• GRI 204: Procurement Practices • GRI 308: Supplier Environmental Assessment • GRI 414: Supplier Social Assessment	• Establish a robust supply chain management system to ensure the continuous and reliable supply of materials • Implement supplier due diligence, manage responsible minerals through RMI, and conduct regular supplier assessments to reduce human rights risks	• The local procurement rate of auxiliary materials exceeds 90% • Formulate applications for supply chain low-carbon transition and digital transformation initiatives • Joint implementation of carbon reduction initiatives with the supply chain

Local Procurement GRI 204-1

The top 10 raw materials of Coremax Group account for 94.63% of the total procurement value, with only 6.3% sourced locally. This is primarily due to the reliance on international imports for the metal mineral resources required for core products.

Coremax Group Proportion of Top 10 Raw Material Procurement Amount, 2022–2024

Year	2022	2023	2024
Local Procurement in Taiwan	5.46%	6.30%	8.91%
Non-local Procurement	89.41%	92.72%	91.09%
Total	**94.87%**	**99.02%**	**94.63%**

Supplier Risk Management GRI 308-2

Coremax categorizes qualified suppliers by risk level and implements corresponding action plans based on each risk classification.

Risk Level	Definition	Implementation Plan
Low risk	1. Standard Product Suppliers 2. Suppliers rated as Grade A or Grade B in the assessment for the current year	1. Prioritize procurement from low-risk suppliers
Medium Risk	1. Suppliers that require prior approval for replacement. 2. Suppliers with a performance rating of C for the current year	1. Continuously monitor quality and adjust order volumes accordingly
High risk	1. Single-source suppliers 2. Suppliers rated as Grade D in the current year	1. Conduct audits of high-risk suppliers. 2. Proactively develop and evaluate the implementation of secondary suppliers or alternative materials

Number and Percentage of Suppliers by Risk Level in 2024

Coremax Group gives priority to procuring from low-risk suppliers, reduces order volumes from suppliers identified as medium risk, and continuously monitors their quality. In cases where high-risk suppliers are identified, Coremax conducts audits and provides guidance to those suppliers, while also seeking alternative materials or new suppliers as replacements. In 2024, there were no high-risk suppliers within Coremax Group; there were a total of two medium-risk suppliers. Detailed supplier risk level is presented in the table below.

Risk Level	Overseas Suppliers	Domestic Suppliers	Percentage
Low risk	50	105	98.7%
Medium Risk	1	1	1.3%
High risk	0	0	0.0%
Total	**51**	**106**	**100%**

Responsible Mineral Management GRI 414-2

Since 2019, Coremax has been committed to adopting the OECD Due Diligence Guidance for Responsible Supply Chains of Minerals from Conflict-Affected and High-Risk Areas as the basis for its cobalt metal raw material supply chain. This serves as the foundation for formulating the corporate Responsible Mining Supply Chain Due Diligence Managed Policy, with the relevant requirements incorporated into supplier contracts or agreements to ensure that supply chain practices are aligned with international standards.

To fulfill corporate social responsibility and uphold international human rights and justice, Coremax conducts cobalt metal smelter information surveys and performs risk identification and classification in accordance with the Conflict Minerals Reporting Template (CMRT) provided by the Responsible Minerals Initiative (RMI). Coremax will continue to monitor and address potential risks associated with mineral-related issues and will undergo RMI audits annually in the fourth quarter to obtain relevant compliance certifications.

Responsible Mineral managed Steps

- STEP 1 Establish a comprehensive corporate management system
- STEP 2 Identification and Evaluation of Supply Chain Risks
- STEP 3 Develop and implement appropriate measures for identified risks
- STEP 4 Conduct an independent third-party review (RMI)
- STEP 5 Annual Due Diligence Report
- STEP 6 Community Engagement

Supplier Evaluation and Selection Survey Mechanism

Coremax Group has established the Supplier Social Responsibility and Code of Conduct, applicable to all subsidiaries within the Group. All suppliers, their respective supply chains, and employees are required to adhere to this Code to ensure that supply chain practices comply with ethical, human rights, environmental, and labor responsibility standards.

In addition, the Group has established a supplier environmental, occupational health and safety, and quality management system survey mechanism, which is, in principle, conducted once every three years to assess the implementation status of relevant management systems by suppliers. Going forward, improvements will be updated on a rolling basis according to actual operational needs and risk levels to enhance the effectiveness of sustainability supply chain managed.

Supplier Assessment

The Group conducts annual assessments based on the "Supplier Evaluation Form," evaluating quality, delivery, price, service, and other criteria. In 2024, Coremax Group assessed a total of 75 suppliers, achieving a 100% qualification rate. This statistical data serves as the basis for procurement allocation and subsequent cooperation decisions. Coremax periodically sends emails or conducts telephone interviews with suppliers to monitor supply status and international market trends, thereby enabling timely access to market information.

Supplier Audit GRI 308-1, 414-1

To mitigate potential negative environmental and social impacts within the supply chain, the Group not only conducts comprehensive assessments through a supplier evaluation mechanism, but also establishes an annual audit plan for raw material and packaging material suppliers. On-site audits are conducted each year, focusing on quality, environmental, and other relevant aspects. In 2024, a total of five suppliers were audited, and no non-conformities were identified during the on-site audits.

Note: Coremax Corporation and Uranus Chemicals were jointly audited.

Environmental Indicators

Coremax Group conducted a survey of its suppliers regarding their ISO 14001 certificates. In 2024, a total of 20 suppliers had not yet obtained the ISO 14001 certificate but had already signed back the Contractor/Supplier Environmental, Health, and Safety managed Questionnaire. Coremax encourages these suppliers to implement and actively obtain this certificate, and continues to monitor the progress of questionnaire sign-backs. **In 2024, each corporate conducted the Contractor/Supplier Environmental, Health, and Safety managed Questionnaire for newly added raw material suppliers during the year, achieving a 100% response rate.**

		Coremax	Uranus	Heng-I
Number of Companies Surveyed	Domestic	0	0	0
	Overseas	5	3	2
Number of Responses	Domestic	0	0	0
	Overseas	5	3	2
Response Rate		100%	100%	100%

Social Indicators

Coremax requires raw material suppliers to provide ESG-related social responsibility declaration documents, or to sign the Supplier Code of Conduct on Social Responsibility and the Supplier ESG Self-Assessment Questionnaire. Only upon completion of the signing process can they be included as qualified suppliers. For those who have not yet responded, reminders and follow-ups will be conducted via email or telephone to ascertain the reasons. In 2024, all corporate entities within the group comprehensively promoted the aforementioned signing and questionnaire procedures for newly added raw material suppliers, achieving a 100% response rate.

		Coremax	Uranus	Heng-I
Number of Companies Surveyed	Domestic	0	0	0
	Overseas	5	3	2
Number of Responses	Domestic	0	0	0
	Overseas	5	3	2
Response Rate		100%	100%	100%

Survey Results of the Top 10 Raw Material and Packaging Suppliers

Coremax Corporation conducted a survey on sustainability policies and guidelines among the top 10 raw material and packaging material suppliers by transaction amount for 2024, with all top 10 suppliers participating. In the assessment of "Environmental" and "Social" indicators, 90% of suppliers met the relevant environmental and social standards. Compared to the previous year, the proportion of suppliers meeting these standards has increased significantly, demonstrating the Group's commitment to advancing sustainability in collaboration with its supply chain partners.

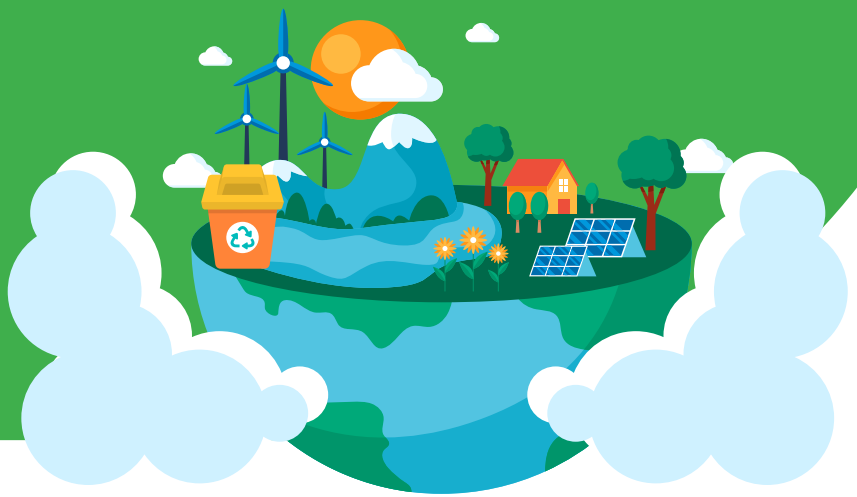
Year	2023	2024
Number of Key Suppliers	10	10
Number of Completed Surveys	10	10
Number of entities in compliance with environmental standards	2	9
Number of entities in compliance with social standards	8	9

Chapter

04 Sustainability Environment

In response to global climate change trends, Coremax, with Reference to the Financials Stability Board (FSB) Task Force on Climate-related Financial Disclosure (TCFD), conducts identification and assessment of climate change risks and opportunities, analyzes climate-related risks under different scenarios, evaluates financial impacts, and proposes corresponding response strategies.

4.1 Climate Change Adaptation (TCFD)
4.2 Environmental Managed Policies and Inputs
4.3 Water Resource Management
4.4 Air Pollution Prevention and Control
4.5 Waste Management
4.6 Energy Policy and Greenhouse Gases (Material Topic)



4.1 Climate Change Adaptation (TCFD)

In response to global climate change trends, Coremax, with Reference to the Financials Stability Board (FSB) Task Force on Climate-related Financial Disclosure (TCFD), conducts identification and assessment of climate change risks and opportunities, analyzes climate-related risks under different scenarios, evaluates financial impacts, and proposes corresponding response strategies.

Climate Governance TCFD1(a) TCFD1(b)

The Coremax Board of Directors serves as the highest governance body for the management of climate-related risks and opportunities, responsible for overseeing and reviewing the formulation of relevant strategy and policies. Under the authorization of the Board of Directors, Coremax established the Sustainability Development Committee in 2022 and formed a Risk management team dedicated to climate change issues, including the identification and assessment of risks and opportunities, the development of response measures, and the analysis and management of related financial impacts.

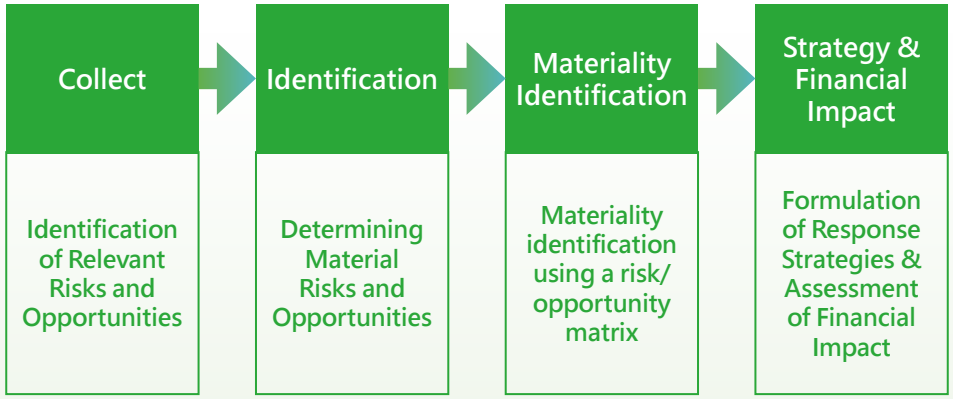
The Sustainability Development Committee convenes at least twice annually to deliberate on the following matters, with the outcomes submitted to the Board of Directors for review.

1. International climate change trends and policy developments
2. Global and regional carbon reduction targets and emissions reduction performance
3. Progress of domestic regulatory updates and staged requirements
4. Changes and pressures in esg/carbon managed requirements from clients or the supply chain
5. Identified risks and opportunities and their associated financial impacts
6. Internal carbon managed strategy, promotion progress and performance (such as carbon inventory, carbon footprint, energy transition progress)

Climate Risk Management TCFD3(a) TCFD3(b) TCFD3(c)

Coremax incorporates climate risks into key aspects of operational managed, aiming to reduce the potential impacts of climate change on operations through policy formulation, regular assessments, and preventive measures. We conduct annual climate risk assessments with Reference to TCFD guidelines, global risk reports, and climate change research findings in Taiwan, integrating these with actual operational conditions. Risks are classified into five levels based on urgency (Short term, Medium term, Long term), probability of occurrence, and potential impact, while simultaneously incorporating customer requirements and market dynamics to comprehensively identify climate-related Risks and opportunities. For identified climate risks, Coremax also establishes managed Metrics and targets to strengthen climate adaptation capabilities and mitigate the impact of climate change on corporate operations.

Climate Risk and Opportunity Assessment and Identification Process



Climate Strategy TCFD2(a) TCFD2(b) TCFD2(c)

To evaluate the impact of climate-related Risks and opportunities on organizational operations, the Coremax Sustainability Working Group conducts cross-departmental meetings through management interviews and questionnaire surveys to discuss and identify climate Risks and opportunities, and subsequently develop response strategies.

With respect to physical risks, climate change may lead to an increased frequency of extreme weather events, such as flooding and droughts. Based on the geographic characteristics of each operational site, we assess the risk of operational disruptions resulting from such extreme weather events. The overall likelihood of these risks is assessed as "medium," encompassing the impacts of both floods and droughts.

In terms of transition risks, difficulties in obtaining raw materials and unstable upstream supply have led to increased costs. Coupled with the global net-zero transition trend and increasingly stringent regulations (for example, Taiwan has legislated to include net-zero by 2050 as a national target), in the short term, raw material price increases, carbon emissions disclosure, and carbon fee imposition will become high-probability risks.

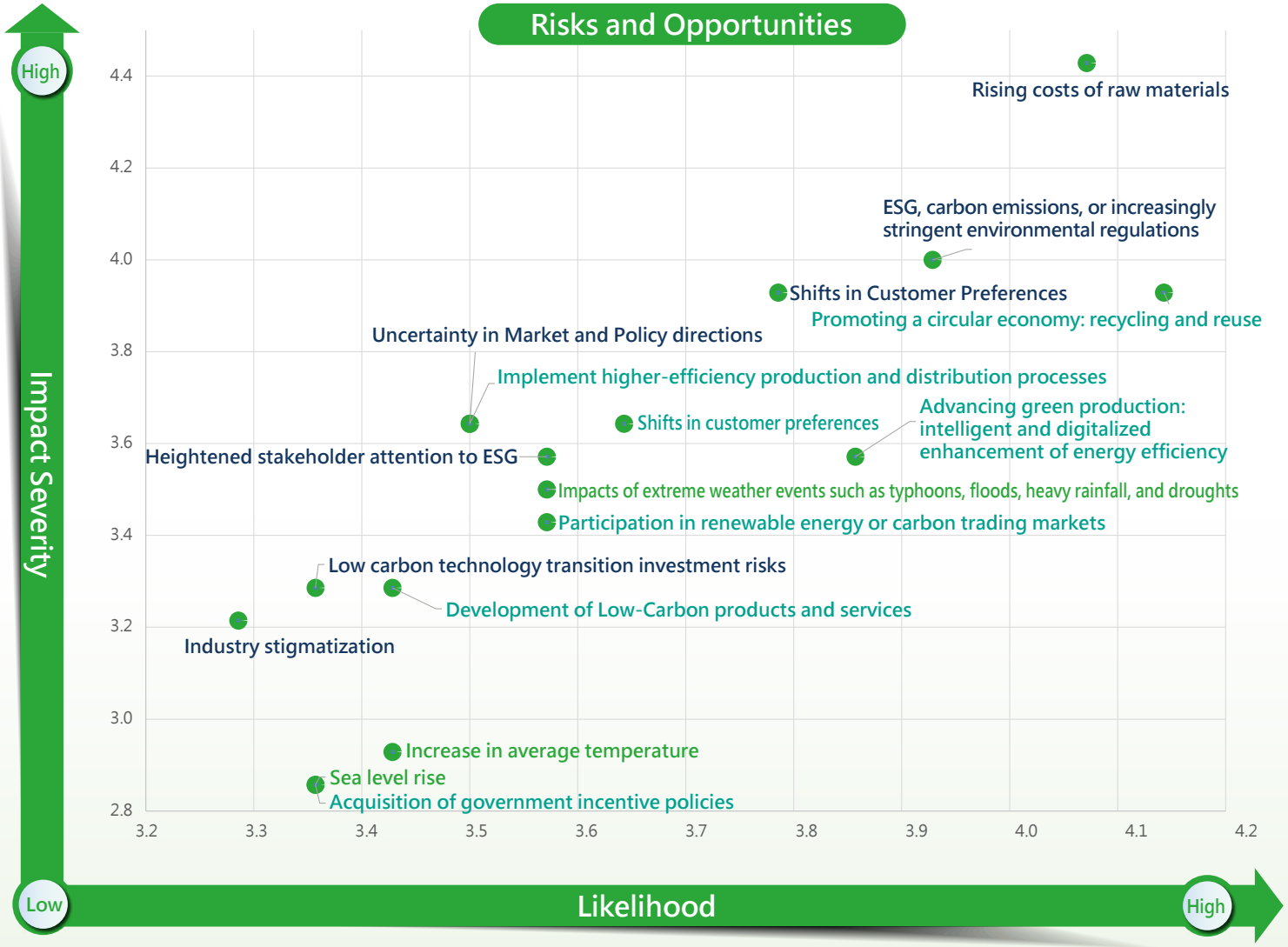
Climate Risk and Opportunity Matrix

Coremax has evaluated the 10 items recommended by the TCFD—comprising 7 transition risks, 3 physical risks, and 7 opportunities—based on its core business operations and future market development. Fourteen executives were interviewed to discuss, prioritize, and develop a risk matrix according to the impact and likelihood of each risk and opportunity. The following is a list of the respective topics:

TCFD Category	Issue	Impact Severity	Likelihood	Time Horizon
Transition Risks	Rising costs of raw materials	4.4	4.1	Short term
Transition Risks	ESG, carbon emissions, or increasingly stringent environmental regulations	4.0	3.9	Medium term
Transition Risks	Shifts in Customer Preferences	3.9	3.8	Short term
Transition Risks	Uncertainty in Market and Policy directions	3.6	3.5	Medium term
Transition Risks	Heightened stakeholder attention to ESG	3.6	3.6	Long term
Transition Risks	Low carbon technology transition investment risks	3.3	3.4	Medium term
Transition Risks	Industry stigmatization	3.2	3.3	Long term
Physical Risk	Impacts of extreme weather events such as typhoons, floods, heavy rainfall, and droughts	3.5	3.6	Long term
Physical Risk	Increase in average temperature	2.9	3.4	Long term
Physical Risk	Sea level rise	2.9	3.4	Long term
Opportunities	Promoting a circular economy: recycling and reuse	3.9	4.1	Short term
Opportunities	Advancing green production: intelligent and digitalized enhancement of energy efficiency	3.6	3.9	Long term
Opportunities	Participation in renewable energy or carbon trading markets	3.4	3.6	Medium term
Opportunities	Implement higher-efficiency production and distribution processes	3.6	3.5	Medium term
Opportunities	Shifts in customer preferences	3.6	3.6	Medium term
Opportunities	Development of Low-Carbon products and services	3.3	3.4	Long term
Opportunities	Acquisition of government incentive policies	2.9	3.4	Short term

* **Impact Severity :** We employ a 1–5 point rating system: a score of 4–5 indicates a high impact, resulting in significant financial costs or capital expenditures; a score of 3 indicates a moderate impact, resulting in moderate financial costs or capital expenditures; and a score of 1–2 indicates a low impact, resulting in minimal financial costs or capital expenditures

* **Likelihood :** We adopt a 1-5 point rating system: 4-5 points represent a high probability of occurrence, such as incidents occurring once per month or frequently each year; 3 points represent a medium probability, such as incidents occurring once every five years; 1-2 points represent a low probability of occurrence, such as incidents occurring only once every ten years



TCFD Climate-Related Financial Risk Impact Assessment

Using the risk matrix, we have prioritized the identified risks, including four transition risks and one physical risk, and have assessed their potential financial impacts as described below:

	Time Horizon	Risk Category & Issue		Impact on Coremax	Estimated Financial Impact	Estimated Magnitude of Impact
1	Short term 1-3 years	Transition Risks	Rising costs of raw materials	As a result of climate change, shortages in the supply of raw materials have arisen, leading to demand exceeding supply. This has resulted in increased procurement costs, which in turn have **driven up manufacturing costs**.	1. Potentially Impacted Raw Materials and Magnitude of Impact 2. Affected Products and Scope : While the prices of major raw materials are currently experiencing a slight decline, potential price risks remain in the future. For instance, a 5% increase in the price of bromine would result in an estimated additional cost of approximately USD 150,000.	+ + +
2	Medium term 3-5 years	Transition Risks	Transitional Risks: ESG, carbon emissions, or increasingly stringent environmental regulations	As a result of climate change, international regulations and customer requirements have become increasingly stringent, resulting in **higher compliance and carbon emissions costs.**	1. Environmental Governance Expenses : Based on the Group's environmental investment expenditure of NT$22.84 million in 2024, assuming a 3% increase, the projected expenditure would be NT$23.53 million, representing approximately 0.6% of total revenue 2. Carbon Fee/Tax : Based on the Group's estimated carbon Emissions of 24,322 metric tons in 2024, and assuming a carbon fee of NTD 300 per ton, the projected carbon fee amounts to NTD 7.3 million, representing approximately 0.2% of total revenue	+ + +
3	Long term: 5–10 years	Transition Risks	Shifts in Customer Preferences	With increasing environmental awareness, customers are placing greater emphasis on energy-efficient and carbon-reducing products. As a result, the marketing and R&D departments are required to allocate additional resources to research and development, leading to **higher operating costs.**	1. Ongoing Business Continuity Planning Expenses 2. Research and Development Expenses : Assuming a 10% increase in R&D expenditures, costs will rise by NT$2.03 million.	+ +
4	Long term: 5–10 years	Physical Risk	The severity of extreme weather events, such as typhoons, heavy rainfall, or droughts, has increased	Extreme weather events increase the likelihood of typhoons, sudden downpours, or droughts, which may result in flooding of plant facilities or surrounding communities, damage to plant equipment, transportation disruptions, and employees being unable to work as usual, leading to **decreased Revenues or increased costs.**	1. Ongoing Business Continuity Planning Expenses 2. Cost of Alternative Solutions 3. Increase in workforce allocation and personnel expenses : In 2024, the number of employees is 459. Based on the average daily salary of non-supervisory employees at $2,232, personnel costs increase by $1.02 million per day. 4. Increased risk of equipment damage and higher maintenance costs : Repair costs increased by 5%	+ +
5	Long term: 5–10 years	Transition Risks	Market Information Uncertainty	Failure to master relevant low-carbon product technologies, or the earlier market entry of competitors' low-carbon products, may erode corporate market share in the future and result in **decreased Revenues.**	1. Inability to anticipate market trends, resulting in decreased revenue : Revenues from major products decreased by 6%. Based on the calculation of 2024 power battery materials revenues, revenues decreased by $104.63 million	+ + +

Note : Impact Magnitude Description: +++ High impact, ++ Moderate impact, + Low impact

TCFD Opportunity Assessment

Through the opportunity matrix, we have prioritized various opportunities, identifying one short term opportunity and four medium to long term opportunities, and have assessed their potential financial impacts as outlined below.

	Time Horizon	Opportunity	Impact on Coremax	Estimated Positive Financial Impact	Estimated Magnitude of Impact
1	Short term: 1–3 years	Recycling and Reuse	Increase resource efficiency and advance the circular economy through recycling and reuse.	• Reduction in raw material costs • The use of recycled materials results in a 6% reduction in costs	+ + +
2	Long term: 5–10 years	Advancing Green Production: Intelligent and digitalized enhancement of energy efficiency	Enhance energy conversion efficiency and reduce energy consumption through intelligent production.	• Reduction in energy procurement costs and carbon tax/fees • Based on the Group's 2024 carbon emissions of 24,322 metric tons, a 10% reduction in carbon emissions, assuming a carbon fee of NTD 300 per metric ton, is estimated to reduce the carbon fee by NTD 730,000.	+ + +
3	Medium term: 3–5 years	Shifts in Customer Preferences	Coremax's primary products are electric vehicle battery materials. Should consumer preferences shift toward green products, sales volumes are expected to increase	• Increase in Sales Volume：Based on the projected 7% revenue growth in battery materials for 2024, the value is NT$122.07 million.	+ + +
4	Medium term: 3–5 years	Engage in renewable energy initiatives and implement energy efficiency measures	Increase the adoption of renewable energy, decommission outdated equipment, and replace it with energy-efficient technologies.	• Can reduce overall Energy procurement costs：Replacing the air compressor and vacuum systems is estimated to reduce annual electricity consumption by 430,000 kWh. Assuming a future electricity rate of 5 NTD per kWh, this would result in an annual reduction in electricity costs of approximately NT$ 2.15 million.	+
5	Medium term: 3–5 years	Implement higher-efficiency production and distribution processes	Optimize production and sales processes to reduce logistics costs and carbon footprint.	• Cost Reduction • Reduce logistics costs by 5%	+ +

Note：Impact Magnitude Description: +++ High impact magnitude, ++ Moderate impact magnitude, + Low impact magnitude

Scenario Analysis

Coremax adopts both transition scenarios and physical scenarios for scenario analysis, as outlined below:

Transition Scenario

The corporate references the International Energy Agency (IEA) "450 Scenario" as the basis for assessment. This scenario assumes that, within this century, greenhouse gases concentrations cannot be stabilized at 450 ppm, resulting in a 50% probability that global warming will exceed 2 ° C. The model is based on assumptions regarding population and economic factors, with the analysis conducted using 2040 as the time horizon. The relevant framework is as follows:

Context	Scope and Likelihood of Temperature Impact	Model	Basic Assumptions Population	Basic Assumptions Economy	Time Frame
IEA 450 Scenario	2° C, with an estimated probability of approximately 50%	IEA World Energy Model (WEM)	The average annual population growth rate is projected to be 0.9%, increasing from 7 billion people in the medium term of 2012 to 9 billion people in 2040	Global gross domestic product is projected to grow by 3.4% from 2012 to 2040	2012-2040

Conduct a financial impact analysis on Coremax as a standalone entity based on the key drivers and parameters of the IEA 450 Scenario, with other corporate subsidiaries temporarily excluded.

Key Drivers Parameter	Contents	Estimated Financial Impact
Energy Efficiency	Enhanced efficiency driven by policy measures.	From 2025 to 2040, the corporate is expected to incur equipment replacement costs totaling NTD 3.25 million to enhance energy efficiency
Carbon Price	Since 2020, the OECD has established carbon pricing mechanisms. By 2040, the carbon price in most OECD markets is projected to reach USD 140 per ton.	Based on a carbon price of USD 140 per metric ton in 2040, the projected carbon price expenditure is USD 910,000
Energy Demand	The global Energy demand has an average annual growth rate of only 0.6%, resulting in a 17% increase in demand in 2040 compared to 2012.	Based on the Energy costs incurred in 2024, the projected Energy expenditure by 2040 is NT$54.37 million
Adoption of Solar Technology	Increase in capital expenditures for the installation of renewable energy equipment.	Assuming the corporate needs to install solar equipment, the estimated installation cost is approximately NTD 8 to 9 million.
Renewable Energy Percentage	The increase in renewable energy is substantial, rising from only 3% of global electricity generation in 2015 to over 20% by 2040.	A 20% increase in renewable energy generation is projected to reduce costs by NTD 9.4 million.
Carbon Emissions	Prior to 2020, Energy-related Emissions will reach a peak of 33 gigatons, subsequently decreasing to 25.4 gigatons in 2030 and 19.3 gigatons in 2040.	Cost savings resulting from the implementation of carbon reduction measures. For instance, achieving a 20% reduction in carbon emissions, calculated at USD 140 per metric ton, would yield cost savings of USD 182,000.

Physical Scenario

Coremax references data from the "Taiwan Climate Change Projection and Information Platform" as the basis for its physical scenario analysis. This platform provides climate change projections and simulation models for various regions in Taiwan, serving as a critical tool for regional climate risk assessment.

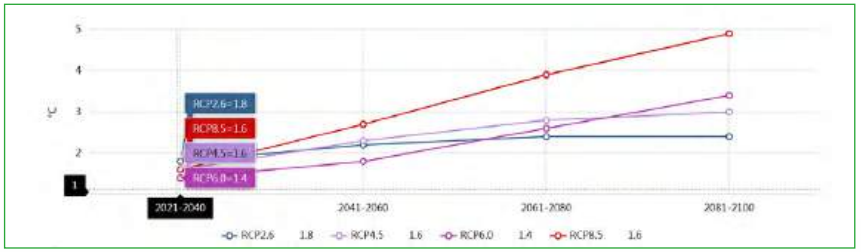
The model adopted by the corporate is the RCP (Representative Concentration Pathways) model, which consists of four distinct future climate scenarios. These scenarios are classified based on the increase in radiative forcing in the year 2100 compared to 1750 :

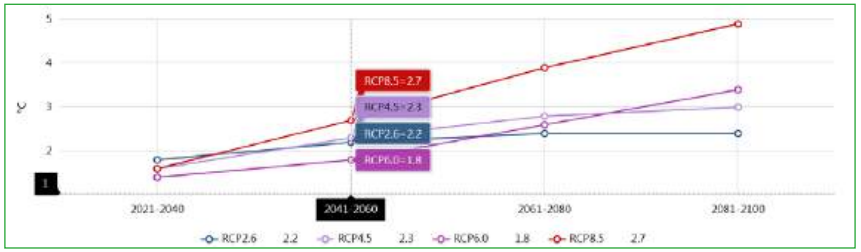
- RCP2.6 : Indicates an increase in radiative forcing of 2.6 W/m² by 2100, representing a climate change mitigation scenario.
- RCP4.5 / RCP6.0 : Correspond to increases of 4.5 W/m² and 6.0 W/m², respectively, representing moderately stabilized scenarios.
- RCP8.5 : Represents an increase of 8.5 W/m² , indicating a high emissions scenario that is expected to result in more severe climate change.

Coremax utilizes RCP2.6 (mitigation scenario) and RCP8.5 (highly emissions scenario) as comparative references in this analysis to evaluate the potential risks and impacts on corporate operations under both greenhouse gases mitigation and non-mitigation scenarios.

The scope of this simulation covers the Coremax Group headquarters in Hukou Township, Hsinchu County, utilizing data from the Taiwan Climate Change Projection and Information Platform for long term trend analysis. The assessment period spans from 2021 to 2100. Simulation variables include temperature changes and rainfall trends, which serve as the basis for evaluating physical climate risks.

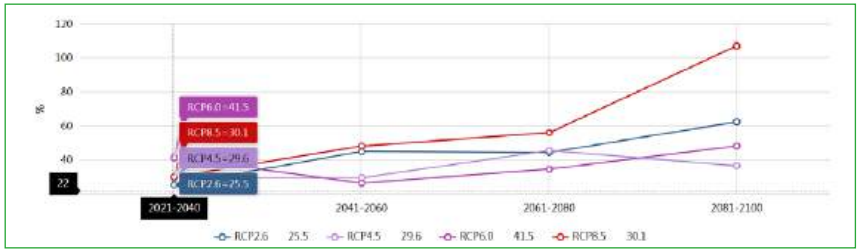
Temperature





According to the simulation results, significant differences in average temperature have been observed, which may pose various challenges and considerations for the corporate commercial model. In particular, in labor-intensive industries, high-temperature scenarios may lead to reduced working hours, thereby affecting overall operational efficiency. Furthermore, in response to the impacts of extreme climate events, it may be necessary in the future to increase Energy consumption for production equipment and Infrastructure to maintain appropriate operating conditions and mitigate the risk of equipment wear and tear.

Precipitation



According to the simulation results, there are significant differences in precipitation changes under the two scenarios. By 2100, under the mitigation scenario (RCP2.6), annual precipitation is projected to increase by approximately 62.6%, while under the high emissions scenario (RCP8.5), the increase will reach 107.4%. In view of the potential for more frequent extreme rainfall events in the future, the corporate will further assess flood risks at its operational sites and monitor the potential damage and business interruption risks to production equipment, fixed assets, and warehousing logistics.

Based on the projected temperature and precipitation conditions, the estimated potential financial impacts on the corporate are as follows：

Scenario	Estimated Potential Financial Impact
RCP8.5 High-Carbon Emissions Scenario • Other than the measures implemented by individual countries under their existing policies, there are no additional specific global actions for carbon reduction.	• Due to insufficient decarbonization efforts, the occurrence of severe extreme weather events has indirectly led to a reduction in business activities, resulting in a significant decrease in operating revenues by approximately 30%.
RCP2.6 Low-Carbon Emissions Scenario • Achieve net-zero emissions by 2050	• As a result of the implementation of specific carbon reduction initiatives, related costs have increased significantly, representing approximately 1.5% of total revenue.

Management Metrics and Targets TCFD4(a) TCFD4(b) TCFD4(c)

Coremax is proactively developing its decarbonization roadmap and blueprint, seeking to leverage its professional expertise to foster broader stakeholder engagement and amplify its sustainability impact. Concurrently, we closely monitor international climate policies and industry trends to mitigate operational risks associated with climate change and ensure the continuity and stability of our business operations.

In response to the global low-carbon transition trend, Coremax continues to expand green energy facilities and improve energy efficiency, including the addition of solar panels and cogeneration systems. Coremax has obtained ISO 14001 Environmental Management System and ISO 14064 organizational greenhouse gases emissions vertification ahead of regulatory requirements, and has also completed ISO 14067 product carbon footprint verification for major products. These actions are intended to strengthen the corporate's operational resilience and competitiveness amid the climate transition. For further information on the corporate's low-carbon innovation measures and greenhouse gas emissions disclosure, please refer to the relevant sections of this report.

4.2 Environmental Management Policies and Investments

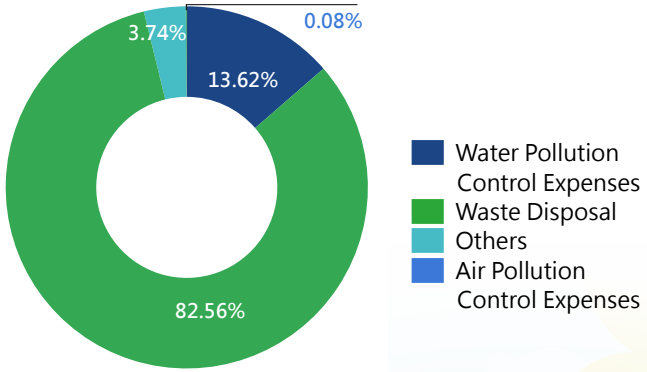
Coremax Group has implemented the ISO 14001 Environmental Management System to establish a systematic environmental managed policy in alignment with international standards. Each site follows the PDCA (Plan-Do-Check-Act) managed cycle, regularly conducting environmental assessments and internal audits in accordance with applicable laws and relevant standards. When potential risks or non-conformities are identified, preventive improvement measures are promptly initiated to reduce environmental impact and ensure operational compliance.

As process activities are closely linked to energy and resource consumption as well as environmental impact, Coremax is committed to pollution prevention and continuous improvement in order to fulfill its social responsibility and pursue corporate sustainability. Coremax ensures that all group employees adhere to the following principles to collectively maintain and enhance environmental quality:

- Strict compliance with regulations and comprehensive environmental improvement
- Enhance environmental awareness through education and training
- Enhance production efficiency and enforce pollution prevention measures
- Fulfilling corporate responsibility while achieving a win-win for the economy and the environment

Environmental Cost Input

Coremax Group's environmental expenditures encompass workplace environment monitoring, operation and maintenance of pollution control equipment, and related activities. In 2024, a total of approximately NTD 25.41 million was invested.



Coremax Group Environmental Investments in 2024

NT$ thousand

Item	Coremax Group	Coremax Group
Air Pollution Control Expenses	20.30	0.08%
Water Pollution Control Expenses	3,460.25	13.62%
Waste Disposal (General Waste) Expenses	1,667.56	6.56%
Waste Disposal (Hazardous Sludge) Expenses	8,447.81	33.24%
Waste Disposal (Non-hazardous Sludge) Expenses	7,985.60	31.42%
Waste Disposal (Non-hazardous Mixed Wastewater) Expenses	304.50	1.20%
Waste Disposal (Scrap Equipment) Expenses	2,575.20	10.13%
Soil and Groundwater Pollution Prevention Expenses	950.71	3.74%
Total	25,411.93	100%

Assessment of Impacts on Local Communities and the Environment and Corresponding Mitigation Measures

Pollution Discharged Management

All pollutants from each plant are effectively treated in accordance with the regulations of the local competent authorities before being discharged, ensuring that there has been no negative impact on the local community or environment.

Waste Management

Waste is systematically classified and appropriately treated, with qualified contractors engaged for collection and disposal. Complete records of declared waste disposal volumes are meticulously maintained to ensure that all entrusted industrial waste is properly managed.

Chemicals management

All production sites have established chemicals safety management policies, and appropriate emergency response equipment is prepared when using regulated chemicals to strengthen risk control. To enhance employees' emergency response capabilities, we conduct regular annual drills and training on hazard prevention and emergency response plans, thereby reducing the risk and potential impact of chemicals-related environmental incidents. For details on chemicals management, please refer to Section 5.5 "Occupational Safety and Health" regarding chemicals management.

4.3 Water Resource Management

Impact Assessment and Water Resource Risk GRI 303-1

Coremax Group assesses water resource risks at each facility using the World Resources Institute's Water Risk Assessment Tool. The results indicate that all current operational sites are located in areas classified as low to medium water stress (risk level 1–2), with no facilities situated in regions of "high" or "extremely high" water scarcity. In addition, Coremax does not withdraw water from ecological conservation areas, nor does it operate within areas of biodiversity value or within protected or restored habitats.

When conducting financial assessments of climate change risks, we place particular emphasis on electronic-grade sulfuric acid chemicals, which require significant water usage in the production process. In the event that extreme weather leads to water supply interruptions or the implementation of water restriction policies, and such disruptions persist for more than one week, there would be a material financial impact on the Group's revenue and manufacturing costs. Corresponding operational contingency plans would be activated accordingly.

Overview of Water Resources Managed GRI 303-1

Factory Site	Water Sources	Reclaimed Water Facilities
Coremax Hsinchu Plant / Toufen Plant	The water supply is entirely sourced from Taiwan Water Corporation	Recycling discharged water from ultrapure water production for use in cooling towers
Uranus Hsinchu Plant 1 / Hsinchu Plant 2		
Uranus Toufen Plant	All water used is supplied by Heng-I Chemical, including purified water as well as both soft and hard water, while general-purpose water for employees is sourced from tap water resold by Heng-I.	Scrubber wash water, steam condensate
Uranus Taichung Plant	The sources of water are Taiwan Water Corporation and ground water	Recycling discharged water from ultrapure water production for use in cooling towers
Heng-I	The water source is Taiwan Water Corporation	A wastewater recycling system has been implemented within the facility, whereby process-generated wastewater is filtered through a renewable wastewater treatment system and subsequently reused in production operations, thereby reducing water resource consumption.

Drainage Management GRI 303-2

Coremax Group generates industrial wastewater and, based on the characteristics of its process wastewater sources, carefully plans wastewater treatment facilities. Source reduction, classification, and the adoption of appropriate treatment equipment and technologies are implemented for processing pollutant wastewater, enabling the wastewater treatment system to effectively degrade pollutants. In accordance with regulations and standards announced by competent authorities, we regularly conduct discharged water quality testing to ensure that industrial wastewater complies with discharged standards. This approach is intended to prevent water pollution, ensure the cleanliness of water resources, and safeguard the ecological environment.

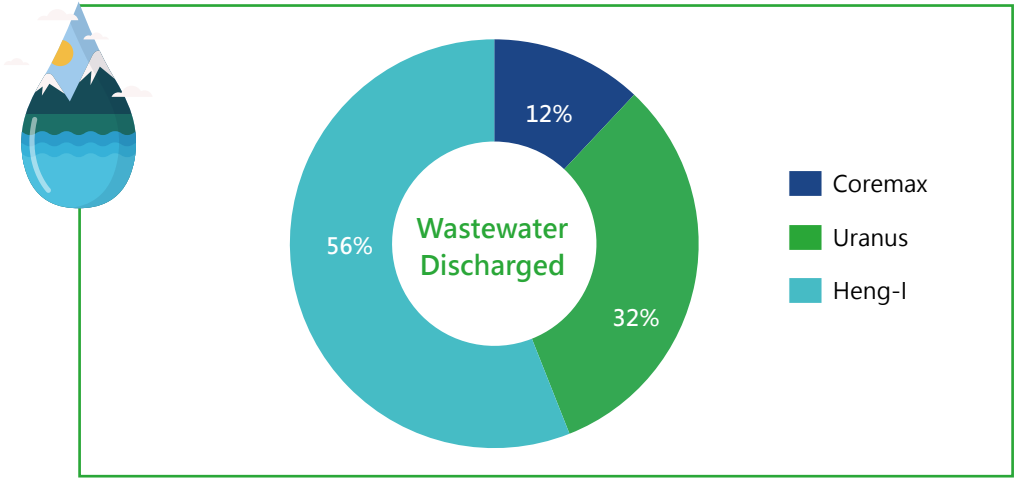
Factory Site	Discharged Treatment Methods	Effluent Standards	Discharge Location
Coremax Hsinchu Plant	Chemical Treatment	Discharge Standards for Hsinchu Industrial Park Wastewater Treatment Plant	Regulated Entity – Hsinchu Industrial Park Wastewater Treatment Plant
Coremax Toufen Plant	No process wastewater generated		
Uranus Hsinchu Plant 1	Chemical Treatment	Discharge Standards for Hsinchu Industrial Park Wastewater Treatment Plant	Regulated Entity – Hsinchu Industrial Park Wastewater Treatment Plant
Uranus Hsinchu Plant 2			
Uranus Toufen Plant	Exclusive management entrusted to Heng-I Chemical process	After obtaining the storage permit, process-generated wastewater is transported via dedicated pipelines to the Heng-I Chemical wastewater treatment facility for processing	Discharged to Zhonggang Creek in accordance with effluent standards for surface water bodies
Uranus Taichung Plant	In accordance with the wastewater discharge permit	Wastewater generated from each process within the plant area is treated at the wastewater treatment facility in accordance with the effluent standards for the Industrial sector	Discharged into the Wu River in accordance with effluent standards for surface water bodies
Heng-I Chemical			

Wastewater Discharged from 2022 to 2024

Units: million liters, ML

Factory Site	2022	2023	2024	2024 Proportion
Coremax Hsinchu Plant	17.73	17.09	12.93	7.72%
Coremax Toufen Plant	5.59	2.91	6.29	3.75%
Uranus Hsinchu Plant 1	2.60	4.25	5.00	2.98%
Uranus Hsinchu Plant 2	21.8	22.87	4.72	2.81%
Uranus Toufen Plant	7.1	31.13	39.63	23.65%
Uranus Taichung Plant	1.10	1.69	4.45	2.66%
Heng-I	104.76	112.11	94.52	56.42%
Total	160.68	192.05	167.54	100.00%

Note: The Uranus Toufen Plant officially commenced operations in October 2022; therefore, the drainage statistics for 2022 only cover the period from October to December



Water Resource Recovery and Reuse GRI 303-5

Through the recycling and reuse of process wastewater at Uranus Hsinchu Plant 2, both water consumption and wastewater discharge were significantly reduced. The volume of wastewater discharged decreased by 79% compared to the previous year.

Uranus Chemicals Taichung Plant recycled discharged water generated from purified water processes for use in the cooling tower. In 2024, a total of 2.18 million liters was recycled. This volume was calculated based on purified water statistics and was not measured by a flow meter

Heng-I Chemical's wastewater treatment facility currently recycles wastewater from Acid Plant No. 8 through reverse osmosis (RO) treatment, returning it to the hot water pool of Acid Plant No. 8 for reuse. A total of 23.53 million liters has been recovered.

Coremax Group 2024 Water Usage Overview GRI 303-3, 303-4, 303-5

Unit :Million Liters, ML

Item	Category	Coremax Group
Water withdrawn	Surface water	449.63
	Ground water	14.75
	Ocean water	-
	Produced Water	-
	Other	-
Total Water Withdrawal		464.38
Water Discharge		167.54
Water Consumption		296.84

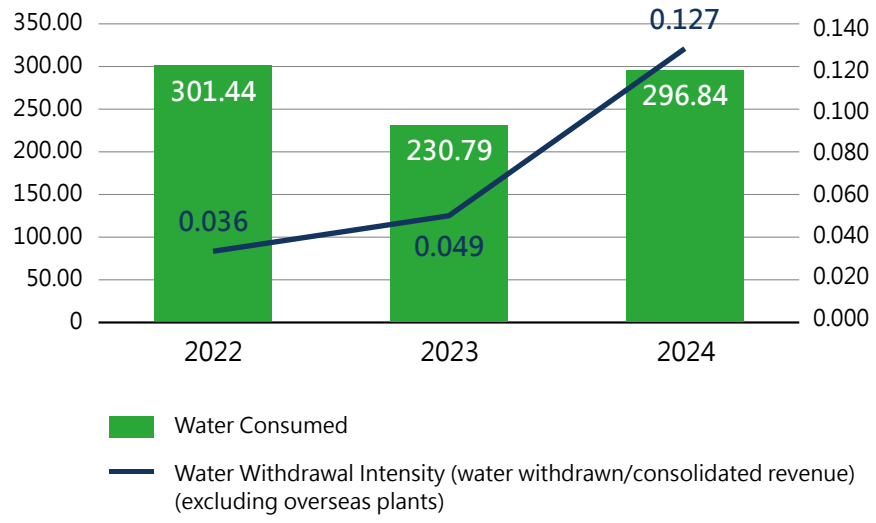
Note: Water Consumption = Water Withdrawal - Water Discharge

2024 Group Total Water Resources Managed

Unit : Million Liters, ML

Item	2022	2023	2024
Water Withdrawal	462.12	422.84	464.38
Water Discharge	160.68	192.05	167.54
Water Consumption	301.44	230.79	296.84
Consolidated Revenue (Excluding Overseas Plants - Million NTD)	8,438.07	4,745.11	3,655.02
Water Intensity (Water Consumption / consolidated revenue, excluding overseas facilities)	0.036	0.049	0.127

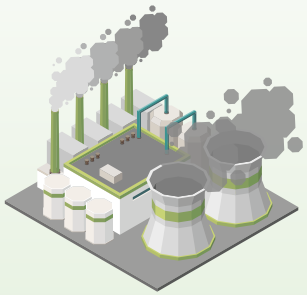
Water Intensity Trend



4.4 Air Pollution Prevention and Control

Air Pollution Prevention Policies and Targets GRI 305-6, 305-7

Coremax Group implements air pollution prevention measures through the ISO 14001 Environmental Management System, establishing and rigorously enforcing control measures in accordance with regulatory requirements to prevent environmental pollution. Among the Group's facilities, Coremax Hsinchu Plant, Uranus Taichung Plant, and Heng-I Toufen Plant have legally installed fixed pollution source control equipment to ensure that air pollution is properly managed and discharged.



Coremax Group 2024 Emissions

Units: Metric Tons

Corporate	Volatile Organic Compounds (VOCs)	Particulate pollutant	SOx	NOx
Coremax	0.269	0.087	0.077	2.878
Uranus	0.089	0.038	-	1.278
Heng-I	1.242	0.890	2.590	1.719
Total	1.643	1.017	2.613	5.866

Note: The statistical source is the reported data from the Environmental Protection Administration Fixed Pollution Source Managed Information Disclosure Platform.

The following are the monitoring metrics and emissions specified in the "Air Pollution Fee and Emissions Reporting Integrated Management System" and the fixed pollution source operation permits. The measurement method is calculated using the officially announced coefficients.

Coremax Hsinchu Plant

Discharge outlet	Air Pollutant Monitoring Items	2023			2024		
		Discharged Standard (g/s)	Monitored Value (g/s)	Actual Emissions (kg)	Discharged Standard (g/s)	Monitored Value (g/s)	Actual Emissions (kg)
P01	Acetic acid	≦0.674	0.006	268.5	≦0.674	0.006	285.86
P02	Acetic acid	≦0.387	0.007		≦0.387	0.007	
	Hydrobromic acid	≦0.153	0.035		≦0.153	0.035	
P03	Acetic acid	≦0.25	0.008		≦0.25	0.008	
	Hydrobromic acid	≦0.099	0.016		≦0.099	0.016	

Uranus Taichung Plant

Discharge outlet	Air Pollutant Monitoring Items	2023			2024		
		Discharge Standards	Monitoring Value	Actual Emissions (kg)	Discharge Standards	Monitoring Value	Actual Emissions (kg)
P04.P05. P06.P07. P08	SOx	15ppm	0.1-1.4ppm	**0**	15ppm	Inspected every five years	**0**
	NOx	150ppm	25-65ppm	**975.95**	150ppm		**1546.05**
	Particulate pollutant	10mg/Nm3	0.1-0.4mg/Nm3	**29.25**	10mg/Nm3		**46.30**
P101	VOC	Not Regulated	0.023kg/hr	**18.94**	Not Regulated	No testing conducted	**No testing conducted**

Note: The discharged standard refers to the regulated amount for a single stack, while the actual Emissions represent the total sum from five stacks. The monitoring value is defined as the range between the minimum and maximum values recorded from the five chimneys.

Heng-I

Discharge outlet	Air Pollutant Monitoring Items	2023			2024		
		Discharge Standards	Monitoring Value	Actual Emissions (kg)	Discharge Standards	Monitoring Value	Actual Emissions (kg)
P901	SOx	11.66 g/s	2 ppm	**1,236.93**	11.66 g/s	0.04 g/s	**1178.01**
	NOx	250ppm	2 ppm	**848.66**	250ppm	3 ppm	**816.48**
	Particulate pollutant	100mg/Nm3	3 mg/Nm3	**312.44**	100mg/Nm3	2 mg/Nm³	**360.06**
P161	SOx	650ppm	2ppm	**695.85**	650ppm	3 ppm	**896.09**
	Sulfuric acid mist	100mg/Nm3	3 mg/Nm	-	100mg/Nm3	2 mg/Nm	-
P181	SOx	650ppm	31.8 ppm	**125.76**	650ppm	41 ppm	**89.2**
	Sulfuric acid mist	100mg/Nm3	3 mg/Nm3	-	100mg/Nm3	3 mg/Nm3	-
PA02	SOx	300 ppm	2.5 ppm	**507.95**	300 ppm	1.7 ppm	**444.55**
	NOx	250 ppm	4.5 ppm	**802.83**	250 ppm	4.2 ppm	**797.18**
	Particulate pollutant	100 mg/Nm3	3.3 mg/Nm3	**700.76**	100 mg/Nm3	2 mg/Nm3	**511.61**
	VOC	Not Regulated	-	**1,250.50**	Not Regulated	-	**1241.49**

4.5 Waste Management

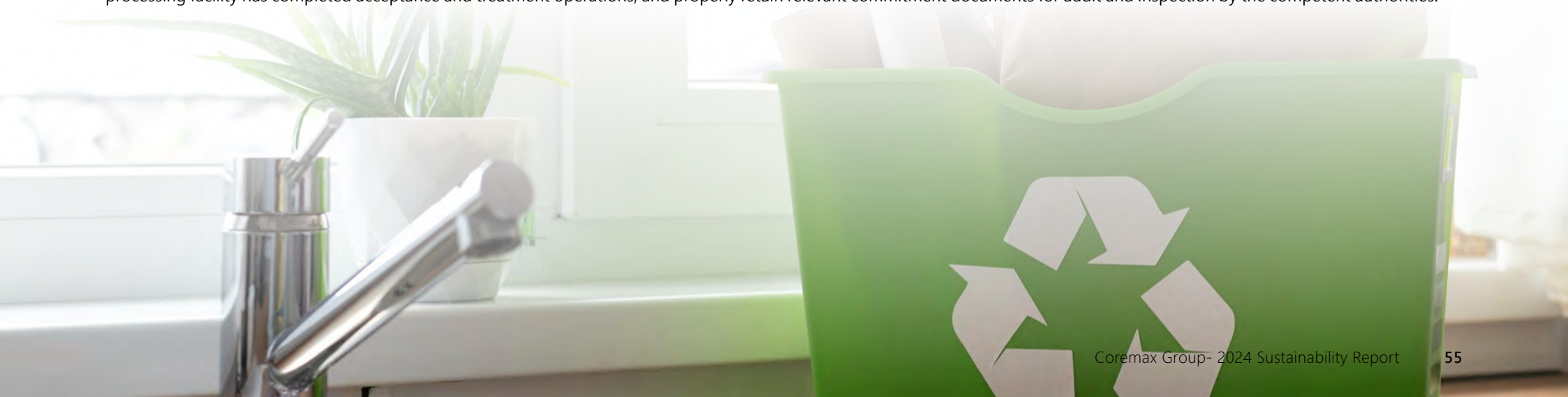
GRI 3-3

Coremax Group actively adheres to regulatory requirements and industry best practices by establishing a comprehensive Waste Management mechanism through the ISO 14001 Environmental Management System. We promote source reduction at the production stage and engage qualified waste disposal contractors for processing. At the same time, we continuously advance the recycling and reuse of resources such as spent catalysts and waste sulfuric acid, thereby implementing the concept of a circular economy. For Coremax, Waste Management is not only regulatory compliance but also a key strategy for achieving environmental sustainability and resource responsibility, helping to reduce operational risks and enhance corporate sustainability competitiveness.

Waste Management GRI 306-1, 306-2

Coremax Group manages industrial waste through two primary approaches: outsourced removal and in-house reuse. For outsourced processes, all waste is entrusted to legally qualified waste removal and treatment service providers. Transportation routes and final disposal locations are monitored using vehicle GPS tracking systems to enhance traceability and regulatory oversight throughout the transportation and disposal process. In addition, relevant departments conduct unscheduled on-site or accompanying inspections (at least once per year) to verify that handling procedures comply with regulations, ensuring that outsourced vendors manage all types of waste in accordance with legal requirements.

After waste is generated, Coremax ensures proper classification and storage at designated locations in accordance with regulatory requirements. Subsequent processing procedures are effectively managed through an information system. We comply with legal obligations for the acceptance and processing declaration of waste, confirm within 96 hours that the processing facility has completed acceptance and treatment operations, and properly retain relevant commitment documents for audit and inspection by the competent authorities.

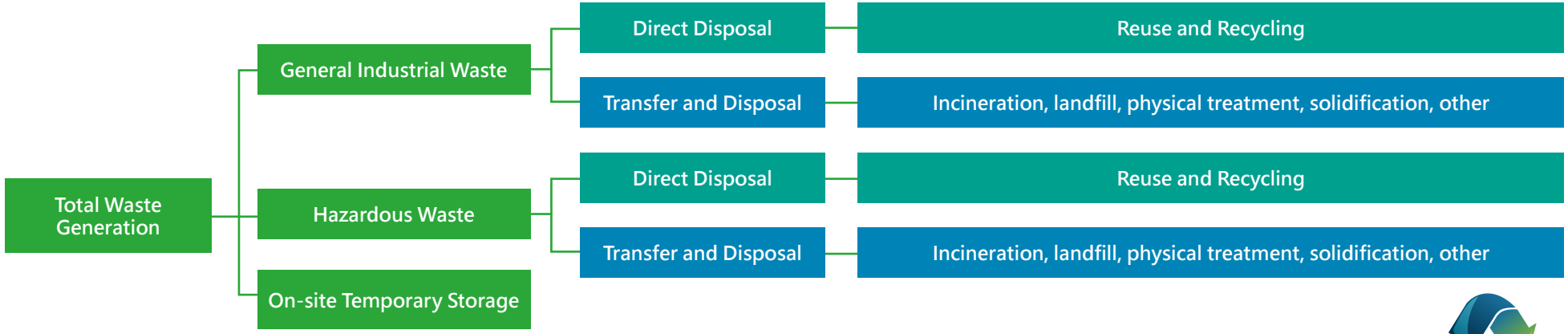


2024 Waste Disposal Methods GRI 306-3, 306-4, 306-5

Units: Metric Tons

Corporate	Category	Disposal Method							
		Reuse and Recycling	Incinerated	Landfilled	Physical Treatment	On-site Temporary Storage	Solidification	Other	Total
Coremax Corporation	Hazardous	0.00	10.97	0.0	0	0.0	3.67	0.0	**14.64**
	Non-Hazardous	0.0	34.86	0.0	651.39	0.0	0.0	0.0	**686.25**
Uranus Chemicals	Hazardous	0.0	24.23	0.0	0.00	0.00	222.77	13.66	**260.66**
	Non-Hazardous	0.0	20.81	0.0	692.59	4.01	0.0	19.61	**737.02**
Heng-I Chemical	Hazardous	0.0	0	38.48	0	0.0	0.0	0.0	**38.48**
	Non-Hazardous	45.35	10.62	0.0	0.0	1.0	0.0	0.0	**56.97**
Total Hazardous Waste		**0.00**	**35.20**	**38.48**	**0.00**	**0.00**	**226.44**	**13.66**	**313.78**
Total Non-Hazardous Waste		**45.35**	**66.29**	**0.00**	**1343.98**	**5.01**	**0.00**	**19.61**	**1480.24**
Total Waste Generated		**45.35**	**101.49**	**38.48**	**1343.98**	**5.01**	**226.44**	**33.27**	**1794.02**

Note: Other includes thermal treatment, stabilization .treatment, and chemicals treatment

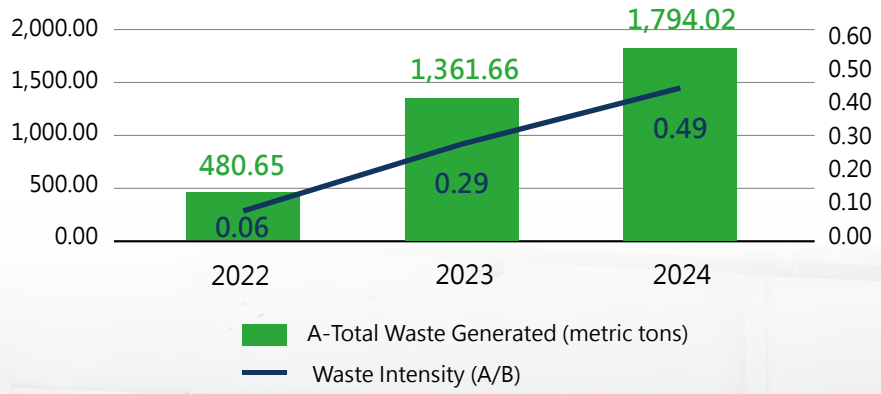


Historical Waste Intensity

In 2024, the total waste generated by Coremax Group increased by 22% compared to the previous year, primarily due to increased production at the Uranus Toufen Plant, which resulted in higher volumes of production-related waste.

Year	2022	2023	2024
A-Total Waste Generated (metric tons)	480.65	1,467.92	1,794.02
B- Consolidated Revenue (Excluding Overseas Plants) (Million NTD)	8,438.07	4,745.11	3,655.02
Waste Intensity (A/B)	0.06	0.31	0.49

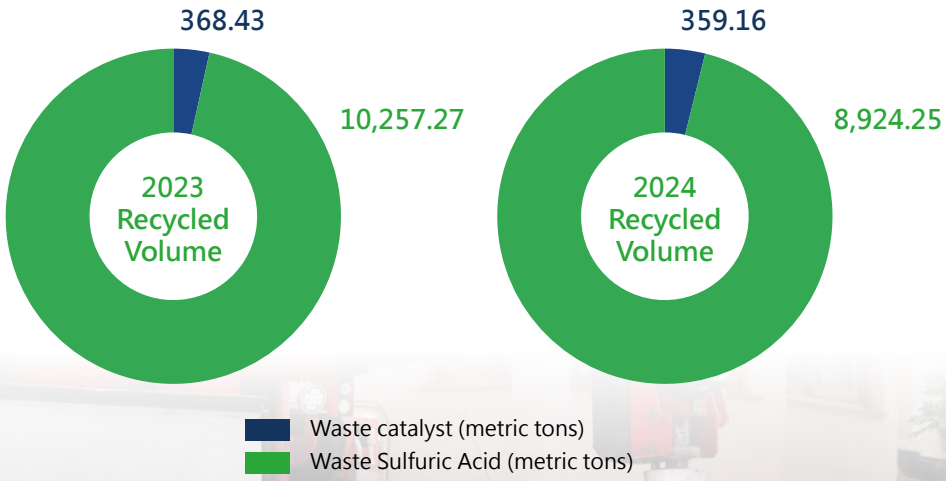
Waste Intensity



2024 volume recovered of spent catalyst and spent sulfuric acid

Coremax places significant emphasis on the circular economy. In 2024, we recovered 359.16 metric tons of spent catalysts and 8,924.25 metric tons of waste sulfuric acid from our clients.

Category (metric tons)	2023 Recycled Volume	2024 Recycled Volume
Waste catalyst	368.43	359.16
Waste Sulfuric Acid	10,257.27	8,924.25



4.6 Energy Policy and Greenhouse Gases (Material Topic)

As the world moves toward the 2050 net-zero emissions targets, governments around the globe are strengthening carbon regulations and climate-related policies, placing growing pressure on enterprises to decarbonize. Greenhouse gases management is no longer solely an environmental responsibility; it is also critical to business collaboration, product selection, and the continuity of supply relationships. Therefore, we have designated "Greenhouse Gases Emissions" as one of our material topics, actively promoting carbon inventory, energy efficiency improvement, and decarbonization measures to lay the foundation for achieving a low-carbon transition and long term sustainability competitiveness.

Since 2021, Coremax Group has progressively conducted greenhouse gases inventory operations and obtained third-party verification statements for ISO 14064-1 organizational greenhouse gases inventory. To further deepen carbon managed, the Group will initiate Scope 3 (other indirect emissions) inventory operations, including emission assessments for supply chain transportation, raw material procurement, and product use phases. The objective is to comprehensively understand the carbon footprint and promote carbon reduction programs, advancing toward the long term net-zero vision.

Significance to Coremax

In response to the global net-zero emissions vision and client-side carbon reduction targets, greenhouse gases managed for Coremax is not only a fundamental requirement for regulatory compliance and entry into the international supply chain, but also a key action to address clients' carbon reduction needs and strengthen industry resilience. This holds profound significance for advancing low-carbon transformation and enhancing sustainability competitiveness.

Management Policy and Key Elements	Impact Management	Policy Objectives and Performance
Strategy	**Positive Impact Initiatives**	**2024 Targets**
• Continue to promote greenhouse gases inventory activities to comprehensively identify and monitor carbon emissions sources across Scope 1, Scope 2, and Scope 3 • Formulate short-, medium-, and long term carbon reduction strategy by introducing energy-efficient equipment, procuring green electricity, and optimizing production processes • In alignment with the global net-zero trend and regulatory requirements, progressively establish carbon managed and disclosure capabilities	• Carbon reduction initiatives support compliance with domestic and international net-zero regulations and customer requirements, thereby strengthening market competitiveness and partnership stability • Improving energy efficiency can reduce unit production consumption and carbon tax expenditures, thereby enhancing cost control capabilities	• Completed the inventory of Scope 1 and Scope 2 greenhouse gas emissions • Implementation of green energy facilities
Management Approach and Purpose	**Positive Impact Control Measures**	**2024 Performance**
• Conduct annual greenhouse gases inventories covering Scope 1 and Scope 2, with a phased expansion to include Scope 3 supply chain emissions • Establish an integrated platform for energy use and emissions data to enhance the timeliness and accuracy of carbon information	• Establish a carbon emissions management system, implement emissions tracking and performance review processes, and enhance data transparency • Establish carbon reduction pathways and targets, implement energy-saving measures and renewable energy in phases, and regularly review and adjust implementation progress	• Completed Scope 1 and Scope 2 greenhouse gas emissions inventory • The installation of solar power generation equipment has been completed at one plant. In addition, the procurement process for solar facilities has been finalized at two other plants. Subsequent construction and deployment activities will proceed in accordance with the planned schedule
Grievance Mechanism	**Negative Impact Items**	**2025 Targets**
• Process Improvement Meeting • Carbon Reduction Task Force Meeting	• The lack of greenhouse gases inventory and carbon reduction planning results in an inability to comply with increasingly stringent carbon regulations (such as CBAM and carbon taxes) and the decarbonization requirements of international clients, thereby affecting product exports and partnership opportunities.	• Reducing Energy Intensity
Reference to GRI Topic Standards	**Corrective and Preventive Actions**	**Mid to Long-term Targets**
• GRI 302: Energy Use • GRI 305: Emissions	• Establish a greenhouse gases and carbon footprint inventory system to ensure timely and accurate carbon emissions data. • Establish decarbonization pathways and medium- and long-term targets, and promote process improvement, energy transition, and green electricity procurement • To align with customer requirements and net-zero targets, strengthen carbon inventory and emissions reduction collaboration mechanisms with upstream suppliers	• Formulate Net Zero Emissions Policy • Establish an internal carbon pricing mechanism • Joint carbon reduction initiatives with suppliers

Energy Management GRI302-1

The primary types of Energy utilized by Coremax Group are natural gas and electricity, accounting for approximately 43.1% and 39.5% of total energy consumption, respectively. In 2024, total energy consumption amounted to 296,944 gigajoules (GJ).

The energy usage for 2024 is presented in the table below.

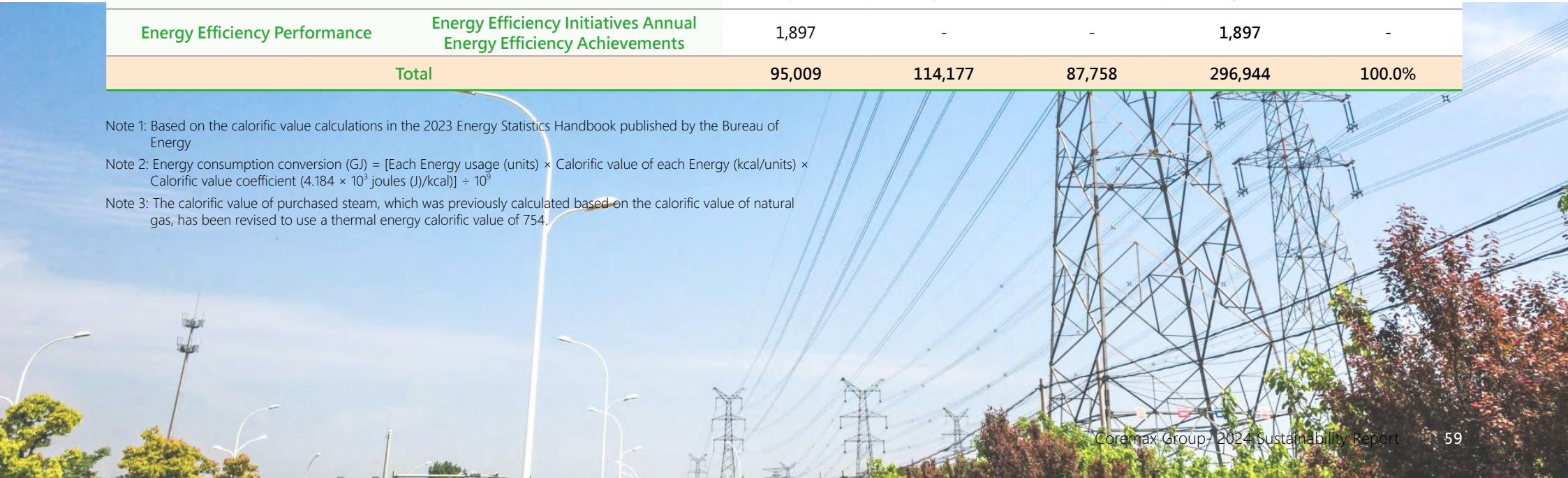
Units: GJ

		Coremax	Uranus	Heng-I	Total	Contribution (%)
Non-Renewable Fuel	Imported Natural Gas	48,187	79,859	-	128,046	43.1%
	Liquefied Oil Gas	3,429	-	-	3,429	1.2%
	Diesel	317	475	4,675	5,467	1.8%
	Gasoline	255	92	72	419	0.1%
	Heavy Fuel Oil	-	-	15,400	15,400	5.2%
Purchased Electricity	Purchased Non-Renewable Electricity	28,321	29,248	59,789	117,358	39.5%
Self-Generated Renewable Electricity	Self-Generated Renewable Electricity For On-Site Consumption	-	426	7,822	8,248	2.8%
Purchased Steam	Purchased Steam	14,500	4,077	-	18,577	6.3%
Energy Efficiency Performance	Energy Efficiency Initiatives Annual Energy Efficiency Achievements	1,897	-	-	1,897	-
Total		95,009	114,177	87,758	296,944	100.0%

Note 1: Based on the calorific value calculations in the 2023 Energy Statistics Handbook published by the Bureau of Energy

Note 2: Energy consumption conversion (GJ) = [Each Energy usage (units) × Calorific value of each Energy (kcal/units) × Calorific value coefficient (4.184×10^3 joules (J)/kcal)] ÷ 10^9

Note 3: The calorific value of purchased steam, which was previously calculated based on the calorific value of natural gas, has been revised to use a thermal energy calorific value of 754.



Historical Energy Intensity Information GRI 302-3, 302-4

In 2024, energy intensity increased by 37.2% compared to the previous year, primarily due to a relatively lower revenue scale during the year, which resulted in an upward trend in energy use per units. It is anticipated that as revenue recovers, energy intensity will return to a reasonable range.

Year	2022	2023	2024
Total Energy Consumption (GJ)	302,262	279,116	296,944
Consolidated Revenue (Excluding Overseas Plants / NT$10,000)	843,807	474,511	365,502
Energy intensity (GJ per 10,000 NTD of revenue)	0.36	0.59	0.81

2024 Energy Efficiency Performance and Carbon Reduction Achievements GRI 305-5

Factory Site	Energy Conservation and Carbon Reduction Initiatives	Carbon Reduction Performance
Coremax Hsinchu Plant	Replacement of factory LED bulbs, achieving an estimated annual electricity savings of approximately 527,000 kWh	260 metric tons of CO_2e
Uranus Hsinchu Plant 2	Solar panels were commissioned in September 2024, generating approximately 118,000 kWh of self-produced electricity.	58 metric tons of CO_2e
Heng-I	The waste heat cogeneration system generated approximately 2.17 million kWh of self-produced electricity	1,072 metric tons of CO_2e

Greenhouse Gases Managment GRI 305-1, 305-2, 305-4

Greenhouse Gas Emissions Information 2022–2024 (GRI 305-4)

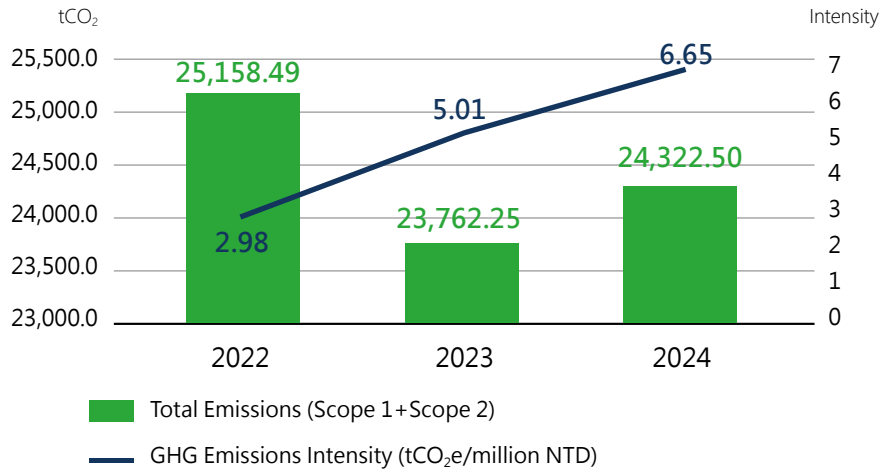
Units: tCO_2e

Coremax Group	2022	2023	2024
Scope 1: Direct Greenhouse Gas Emissions	6,525.56	6,866.95	8,135.90
Scope II: Indirect Greenhouse Gas Emissions from Energy	18,632.93	16,895.30	16,186.60
Total Emissions (Scope 1 + Scope 2)	25,158.49	23,762.25	24,322.50
Consolidated Revenue (Excluding Overseas Plants) (Million NTD)	8,438.07	4,745.11	3,655.02
GHG Emissions Intensity (tCO_2e/million NTD)	2.98	5.01	6.65

Note 1: Coremax Group has not yet accounted for Scope 3 Emissions

Note 2: The purchased steam used by Coremax and Uranus Toufen Plant is surplus waste steam generated from the Heng-I process. The carbon emissions have already been included in Heng-I's emissions; therefore, Coremax and Uranus Toufen Plant do not calculate them again to avoid double counting

GHG Emissions Trend



Chapter

05 Blissful Workplace

Coremax Group recognizes that talent is the core competitiveness for corporate sustainability. Through a robust mechanism for talent selection, development, and retention, as well as diverse and attractive welfare policies, we are committed to the construction of a high-quality workplace environment. Coremax adheres to the principle of "the right talent, the right aptitude, the right position," enabling employees to fully leverage their expertise while actively listening to employees' voices through multiple communication channels. By implementing comprehensive human resource policies, we aim to enhance corporate innovation momentum and organizational resilience, thereby promoting corporate stability and sustainability.

5.1 Human Rights Policy and Commitment

5.2 Employment Relationship

5.3 Employee Benefits

5.4 Talent Development and Training(Material Topic)

5.5 Occupational Health and Safety (Material Topic)

5.1 Human Rights Policy and Commitment

GRI 406-1, 407-1, 408-1, 409-1, 411-1

Coremax Group is committed to safeguarding personal equity and workplace dignity by fostering a fair, diverse, and inclusive working environment. In compliance with regulations in Taiwan and at overseas operational sites, and with reference to international standards such as the United Nations Global Compact (UNGC), International Labour Organization (ILO), and Responsible Business Alliance (RBA), Coremax integrates the principles of respect for human rights, equal employment, freedom of association, prohibition of child labor, and prevention of forced labor into its human resources policies. Coremax actively recruits disadvantaged groups and individuals with physical or mental disabilities, and explicitly stipulates in its human rights policy that there shall be no discriminatory treatment based on race, gender, age, religion, sexual orientation, or other factors, ensuring that every employee can realize their potential in a non-discriminatory environment.

In 2024, no incidents of forced labor, human rights violations, discrimination, or demeaning of dignity occurred in any of the Group's internal operational activities. There were also no disputes or related complaints involving indigenous peoples' equity. We have established comprehensive mechanisms for the prevention of sexual harassment and complaint procedures, and have implemented internal systems such as the "Work Rules," "Human Rights Policy," and "Workplace Sexual Harassment Prevention Measures," which clearly stipulate the protection of employees' equity and workplace codes of conduct. In the event of a complaint, an investigation procedure will be initiated, with ongoing follow-up and the implementation of improvement measures. We are committed to continuously optimizing communication channels, compensation and benefits, and career development resources, striving to foster a workplace culture of mutual respect and trust.

Human Right Training

Coremax Group values and respects employees' equity. We promote human rights-related education and training to enhance all employees' awareness and sensitivity to human rights issues, thereby further preventing the occurrence of human rights violations. The statistics on the number of participants and training hours for the Group's education and training are as follows.

Year	2022	2023	2024
Number of Participants Trained	185	427	349
Percentage Trained	40%	99%	77%
Training Hours	185	427	419

In 2024, a total of 349 employees participated in the training, achieving a participation rate of 77%.

Sexual Harassment Prevention

To prevent sexual harassment incidents, Coremax Group has established the "Workplace Sexual Harassment Complaint and Disciplinary Measures," implementing necessary preventive, corrective, and remedial actions, and providing essential protections. These measures cover the definition of sexual harassment, complaint and remedy mechanisms, the establishment of a Sexual Harassment Complaint Handling Committee, review procedures, and confidentiality principles, ensuring fairness in the handling process and the equity of victims.

We have established a dedicated sexual harassment complaint hotline, fax line, and designated email address, and have posted relevant information in prominent locations within our facilities to enable employees to file complaints in the event of sexual harassment. We also promote prevention awareness at quarterly labor-management meetings and disclose the meeting minutes to all employees to foster accurate understanding, prevent incidents, and provide access to professional counseling or medical referral services.

As of 2024, the Group has not received any sexual harassment complaints.

5.2 Employment Relationship

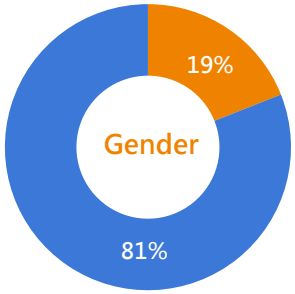
GRI 2-7, 2-8

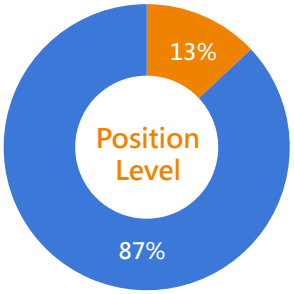
Coremax Group operates across multiple locations in Asia, with all facilities adhering to unified Group policies and prioritizing the recruitment of local talent to uphold a fair and inclusive hiring system. Except for one cooperative education intern, the Group does not engage contract workers or dispatched labor; instead, a comprehensive direct employment system is fully implemented to ensure the stability of labor relations and safeguard employees' equity.

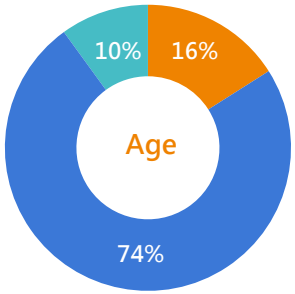
As of the end of 2024, Coremax Group employed 459 full-time employees, comprising 373 male and 86 female employees. Male employees accounted for 81%, while female employees represented 19% of the workforce. Although the chemicals industry is characterized by a predominance of male employees, Coremax Group consistently upholds the principles of equality and non-discrimination, ensuring respect and fair treatment for all employees, including foreign nationals and disadvantaged groups such as employees with disabilities. In 2024, Coremax Group employed 72 foreign employees and 3 employees with disabilities. Additionally, the Group engaged 11 security personnel and 9 contractor employees, who are classified as non-regular staff.

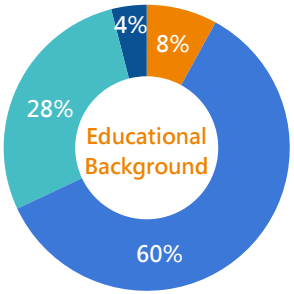
Workforce Diversity and Structure GRI 405-1

Item	Coremax Group			
	Employee Categories	Male	Female	Total
Position Level	Supervisor	50	11	61
	Non-Management	323	75	395
	Subtotal	373	86	459
By Age Group	Aged under 30	53	20	73
	31~50	275	63	338
	Aged 51 and Above	45	3	48
	Subtotal	373	86	459
Educational Background	Master or Higher	29	8	37
	College	202	75	277
	High School	123	3	126
	High School or Below	19	0	19
	Subtotal	373	86	459
Employment Type	Indefinite-Term Contract	375	86	458
	Fixed-Term Contract	1	0	1
	Subtotal	373	86	459
Diversity Indicators	ersons with Disabilities / Disadvantaged Groups	3	0	3
	Indigenous Peoples	1	0	1
	Foreign Employees	72	0	72
Non-Employee Workers	Security Personnel	11	0	11
	Contractors	4	5	9









2024 New Hires and Employee Turnover GRI 401-1

To address the needs of organizational operations and development, Coremax's Taiwan facilities recruited a total of 152 new employees in 2024 (115 males and 37 females). The overall new hire rate in 2024 was 33.1%. In the same year, there were 125 separations, including internal transfers within the group, resulting in a turnover rate of 25.3%.

Number Of New Employees

	Coremax	Uranus	Heng-I	Total	New Hire Rate
Aged under 30	13	27	5	45	9.8%
31-50 years old	31	66	7	104	22.7%
Aged 51 and above	0	3	0	3	0.7%
Total	44	96	12	152	33.1%
Male	33	72	10	115	25.1%
Female	11	24	2	37	8.1%
Total	44	96	12	152	33.1%

Note: New hire rate for each category = Number of new hires in that category in 2024 / Total number of employees in 2024

Number Of Employees Resigned

	Coremax	Uranus	Heng-I	Total	Turnover Rate
Aged under 30	4	12	2	18	3.9%
31-50 years old	42	44	9	95	20.7%
Aged 51 and above	2	1	0	3	0.7%
Total	48	57	11	116	25.3%
Male	41	44	9	94	20.5%
Female	7	13	2	22	4.8%
Total	48	57	11	116	25.3%

Note: Turnover rate for each category = Number of employees who left in that category in 2024 / Total number of employees in 2024

Remuneration Policy GRI 2-19, GRI 2-20, GRI 202-1

The Group determines employees' salaries based on educational background, professional competencies, and relevant work experience, and ensures that the remuneration system does not differ on the basis of gender, age, marital status, political affiliation, or ethnicity, thereby fully implementing the principle of equal pay for equal work. For employees of the same position and grade, the basic salary ratio between male and female employees is 1:1, reflecting a fair and inclusive employment policy that upholds pay equity and diversity.

To ensure the competitiveness of remuneration in the market, the Group regularly participates in external salary surveys and conducts comprehensive analyses of internal data and industry survey results to assess prevailing market wage levels and the overall economic environment, thereby enabling timely adjustments to compensation policies. Salary standards for various positions are established based on local wage benchmarks and organizational hierarchy. For example, for technician positions, **the starting salary for new employees is set at no less than NTD 36,000, which is 1.31 times higher than the minimum wage of NTD 27,470 stipulated by the Labor Standards Act in 2024, fully demonstrating the Group's commitment to recognizing the value of labor and fulfilling its corporate social responsibility.**

Compensation for Full-time Employees (Non-managerial Positions) GRI2-21, GRI 405-2

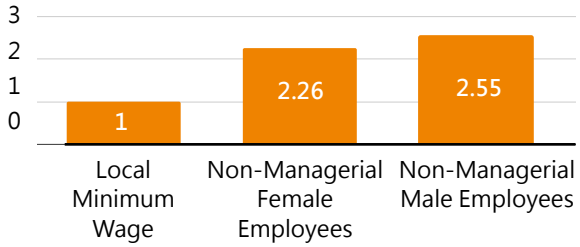
Item	Coremax					
	2022		2023		2024	
	Male	Female	Male	Female	Male	Female
Number Of Full-Time Employees In Non-Managerial Positions	141	38	134	37	104	37
Average Salary of Full-Time Employees in Non-Managerial Positions (NT$1000/person)	788	775	798	754	839	746
Median Salary of Full-Time Employees in Non-Managerial Positions(NT$1000/person)	676	679	674	689	699	698

Note: The above information only discloses data for Coremax Materials.

Employee Salary to Local Minimum Wage Ratio

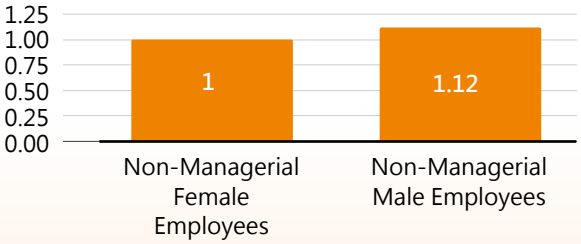
In 2024, the ratio of the average salary of non-managerial male employees to the local minimum wage (27,470 NTD) is 2.55:1.

In 2024, the ratio of the average salary of non-managerial female employees to the local minimum wage (27,470 NTD) was 2.26:1.



Employee Salary Ratio

In 2024, the ratio of average female to male employee salary was 1:1.12.



Labor-Management Communication and Employee Committee GRI 2-30

Coremax Group firmly believes that harmonious labor-management relations are a key factor in ensuring stable business operations and the continuous enhancement of performance. Accordingly, we place great importance on the communication and feedback of employees' opinions, foster an open and transparent communication environment to boost employee morale, and cultivate a positive and harmonious workplace. Through ongoing two-way communication mechanisms, we maintain strong employee relations.

We respect employees' freedom of assembly and association, and are committed to establishing smooth and effective labor-management communication mechanisms. Although the Group has not established a labor union, we highly value employees' opinions. Through regular labor-management meetings and annual employee communication meetings, we promote two-way communication and build consensus toward common targets. In 2024, the Group held a total of four labor-management meetings, with employee and management representatives each accounting for 50%. We encourage all employees to participate and provide suggestions, which serve as a Reference for future system optimization and policy adjustments. Based on sound communication and mutual respect, Coremax Group has not experienced any labor disputes or major labor-management incidents requiring mediation to date, demonstrating stable and harmonious labor relations between the Group and its employees.

Notice Period for Termination GRI 402-1

Coremax Group places great importance on feedback from departing employees. Exit interviews are conducted by direct supervisors or the Human Resources Department to gather their opinions and suggestions, serving as a critical basis for refining policies and improving the workplace environment to enhance employee satisfaction and retention. Coremax Group complies with the statutory notification procedures stipulated in the Labor Standards Act, specifying the required notice duration for the termination of labor contracts as follows:

1. For employees who have worked for more than three months but less than one year: 10 days' notice is required.
2. For employees who have worked for more than one year but less than three years: 20 days' notice is required.
3. For employees who have worked for more than three years: 30 days' notice is required.

Prior to any employee position transfer, the direct supervisor shall communicate and coordinate with the employee. The transfer will be formally announced only after obtaining the employee's consent.

5.3 Employee Benefits

Employee Benefits Policy

GRI 401-2

Coremax Group places great emphasis on talent retention and is committed to establishing an attractive and competitive human resources framework. We ensure equal employment opportunities for all employees, maintain a fair and transparent performance evaluation system, and provide compensation and bonuses that exceed industry benchmarks. To further support the physical and mental well-being of our employees, Coremax has implemented an Employee Assistance Program (EAP), offering professional resources such as psychological advisory, legal and financial advisory, and stress managed services. These resources assist employees in addressing potential challenges in both work and life, thereby enhancing overall well-being and job stability.

We regularly convene the Employee Welfare Committee, where employees' representatives communicate their needs and submit proposals to the corporate managed team, continuously optimizing the workplace environment and welfare measures. Through the Welfare Committee, we organize a diverse range of initiatives, including cultural and recreational activities, quarterly gatherings, domestic and international travel, maternity subsidies, holiday gifts, and emergency relief funds, to enhance employees' well-being and cohesion.

In addition, Coremax has established an employee stock ownership plan. When issuing new shares through cash capital increases, 10% of the shares are reserved for employees to subscribe, with the aim of incentivizing employees, retaining talent, and enhancing productivity and corporate cohesion. For employees with long term service, seniority awards are also provided to express appreciation and recognition.

Corporate benefits provided to full-time employees

All employees of Coremax Group are protected under the Labor Standards Act and mutual agreements between labor and management, and are entitled to the following benefits:

- Domestic and International Employee Wellness Travel
- Flexible working hours
- Childbirth Allowance
  NT$30,000 for the first child;
  NT$60,000 for the second child;
  NT$100,000 for the third child
  Maternity Checkup Leave, Paternity Accompaniment Leave, and Paternity Leave Extended to 10 Days
- Comprehensive Insurance (Labor Insurance, Health Insurance, Group Insurance, Cancer Insurance, Travel Accident Insurance, Commercial Insurance)
- Annual performance bonuses, employees' remuneration distribution, employees' profit sharing, equity participation
- Gift vouchers for the three major traditional holidays, Labor Day gift vouchers, and birthday gift vouchers
- Free Regular Health Check-Ups
- Occupational Injury Hospitalization Subsidy, Hospitalization Condolence Payment, and Funeral Subsidy
- Club Activities – Badminton Club, Yoga Club
- Full Subsidy for Educational and Training Courses
- Wedding Gift Allowance
- Comfortable and modern employees' dormitory

Retirement System GRI 201-3

Coremax Group, in accordance with legal requirements, allocates retirement funds for all employees, with a 100% participation rate in the retirement plan. Pursuant to the Labor Standards Act and the Labor Pension Act, employees who joined on or before June 30, 2005, are subject to the old pension scheme, while those who subsequently transfer to the new scheme have their seniority calculated under the new system. Under the old scheme, 2% of the monthly salary is allocated to a dedicated account; under the new scheme, the corporate allocates 6% of the employees' monthly salary to their personal pension account. Employees may also voluntarily contribute an additional value ranging from 0% to 6% as supplementary retirement preparation.

Employee Transition Assistance Program GRI 404-2

The Group has implemented the Employee Assistance Program (EAP). Employees seeking advisory support on psychological, legal, health, managed, or financial matters may access the 24-hour toll-free advisory hotline and email services provided by Focus & Forecast Consultant Company. These employee assistance channels support employees in addressing and resolving personal issues, thereby promoting a balance between work and personal life. In 2024, a total of three employees received EAP counseling through telephone advisory.

Parental Leave GRI 401-3

The Group provides various types of leave in accordance with the Labor Standards Act and, and handles parental leave and reinstatement procedures in compliance with the Act of Gender Equality in Employment and the Regulations for Implementing Unpaid Parental Leave. To assist employees in balancing work and family responsibilities, Coremax not only grants maternity leave, paternity leave, prenatal checkup leave, and parental leave as stipulated by law, but also further demonstrates its commitment to maternal care and gender equality by extending prenatal checkup leave, paternity leave, and prenatal paternity checkup leave to 10 days of paid leave, thereby fostering a friendly and supportive workplace for parenting. During the reporting duration, a total of 10 employees applied for unpaid parental leave, some of whom have already resumed work. For those who have not yet returned, the corporate also provides flexible assistance and support to facilitate a smooth transition back to the workplace.

2024 Parental Leave Return-to-Work and Retention Statistics

	Total	
Item	Male	Female
Number of Employees Eligible for Parental Leave in 2024	22	12
Actual Number of Parental Leave Applications in 2024	6	4
Total Number of Employees Scheduled for Reinstatement in 2024 (A)	4	3
Total Number of Employees Reinstated in 2024 (B)	3	2
2024 Return-to-Work Rate (B/A) (%)	75.0%	66.7%
Total Number of Employees Reinstated in 2023 (C)	0	3
Number of employees remaining employed 12 months after reinstatement in 2023 (D)	0	1
2024 Retention Rate (D/C) (%)	-	33%

5.4 Talent Development and Training(Material Topic)

In response to rapid industrial transformation, technological innovation, and globalization, Coremax deeply recognizes that talent is the key driving force for continuous corporate innovation and sustainability development. To strengthen organizational resilience and professional capabilities, Coremax actively integrates internal and external resources and, based on industry trends and competency requirements, designs diverse training programs to foster a proactive learning corporate culture and promote talent development and retention. Given the critical role of talent cultivation in enhancing corporate competitiveness and ensuring sustainable operations, the corporate has identified "Talent Recruitment, Retention, And Development" as one of the material topics for this year, serving as an important cornerstone for strengthening human resources strategy and achieving corporate sustainability development.

Significance to Coremax

In the face of intensifying global competition and the rapidly evolving talent market, corporates must proactively recruit, develop, and retain key talent to sustain their competitive advantage. Coremax recognizes that talent is the core asset for sustainability and is committed to establishing a comprehensive talent development system and organizational learning mechanism. These ongoing initiatives continuously strengthen employees' professional competencies and corporate resilience, thereby laying a solid foundation for the long-term development of the corporate.

Management Policy and Key Elements	Impact Management	Policy Objectives and Performance
Strategy	**Positive Impact Initiatives**	**2024 Targets**
• Strengthen the talent acquisition process by prioritizing key competencies and technical positions. • Establish a competency-based training system to promote diverse learning resources and internal job rotation mechanisms. • Enhancing employee retention through workplace optimization and benefits systems	• Attracting and retaining top talent enhances corporate competitiveness • Improved employee stability supports effective knowledge transfer and enhances operational efficiency	• Develop a Talent Development Program • Average annual training hours ≥ 30 hours
Management Approach and Purpose	**Positive Impact Control Measures**	**2024 Performance**
• Establish an attractive talent management framework, actively recruit high-caliber professionals, and accelerate organizational growth • Regularly conduct employee satisfaction and turnover surveys, and continuously review the effectiveness of retention strategy and benefits systems.	• Enhance employees' competency mapping and key talent identification mechanisms • Advancing Diverse Training Programs and Development Initiatives • Regularly conduct employee opinion surveys and satisfaction tracking, and continuously refine human resources policies	• Talent development plan has been completed • The contract renewal rate for foreign employees is 100% • Average annual training hours per employee: 37 hours
Grievance Mechanism	**Negative Impact Items**	**2025 Targets**
• Labor-Management Conference • Employee Welfare Committee Meeting • Feedback and Grievance Mailbox	• Increase in recruitment and training expenses • Talent turnover rate affects organizational stability and competitiveness	• Reduce Employee Turnover • Proactively expand recruitment channels to increase the annual recruitment fulfillment rate (IDL ≥ 75%, DL ≥ 60%) • Establish an E-learning Platform
Reference to GRI Topic Standards	**Corrective and Preventive Actions**	**Mid to Long-term Targets**
• GRI 202: Market Presence • GRI 401: Employment • GRI 402: Labor-Management Relations • GRI 404: Training and Education • GRI 405: Employee Diversity and Equal Opportunity	• Develop diverse recruitment channels to attract outstanding talent and enhance recruitment efficiency • Establish Effective Performance managed and Feedback Mechanisms • Regularly conduct data analysis and market benchmarking to provide competitive compensation and benefits, attract and retain top talent, and enhance employees' sense of belonging • Career Development and Internal Talent Cultivation: Establish a robust career planning framework, cross-departmental rotation programs, and a professional training system to foster employees' potential and enhance their competencies	• Enhance internal training and career development mechanisms to eliminate talent gaps • Integration of Talent Promotion and Development Mechanisms

Coremax Group is committed to fostering a proactive learning corporate culture by integrating internal and external resources. In accordance with organizational targets and competency requirements, we design diverse and forward-looking education and training programs to enhance employees' professional capabilities and career development, thereby strengthening overall competitiveness. Training content covers occupational safety and health, professional skills, general knowledge, and managed topics. Course offerings include onboarding training, on-the-job development, technical and managed competency courses, among others. Upon course completion, we conduct training satisfaction surveys to collect feedback on content, instructors, and learning effectiveness, which serves as a basis for future training planning.

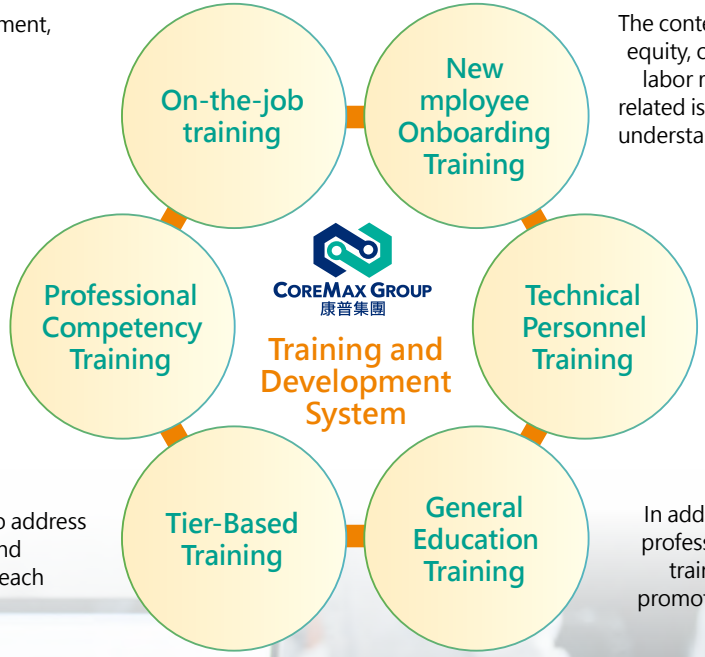
Learning and Career Development GRI 404-1

Training Category	Coremax Group			
	Participants		Hours	
	Male	Female	Male	Female
On-the-job Training	2,280	214	4,190	826
Professional Competency Training	346	117	2,521	683
Tier-Based Training	0	0	0	0
Managerial Competency Training	26	8	209	62
Technical Personnel Training	448	43	2,649	262
General Education and Training	1,761	472	3,580	1,070
Self-Development Training	52	32	706	229
Total	2,280	214	4,190	826

Work instruction, task assignment, project execution, etc.

The competency development plan is guided by organizational targets, job competencies, and personal growth needs.

Develop training programs to address the required competencies and managed leadership skills at each organizational level.



The content encompasses fundamental equity, occupational safety and health, labor regulations, and human rights-related issues to ensure comprehensive understanding of workplace equity and occupational safety.

Training programs for technical personnel to develop the knowledge, skills, and attitudes required for their roles, with certification of professional competencies and acquisition of operational licenses.

In addition to enhancing employees' professional competencies, soft skills training programs are provided to promote well-rounded development.

Coremax Group 2024 Employee Training Hours

Hours	Coremax Group			
Employee Category	Total Training Hours – Male	Total Training Hours – Female	Average Training Hours per Male Employee	Average Training Hours per Female Employee
Supervisor	1,920	559	38	51
Non-Management	11,933	2,572	37	35
Total	**13,853**	**3,131**	**76**	**86**
Under 30	2,794	770	53	39
31 to 50 years old	10,535	2,294	39	37
51 years old	524	67	12	22
Total	**13,853**	**3,131**	**103**	**98**

Note: The formula for calculating average training hours is: Total training hours divided by the total number of employees

By Type Of Training Program

Hours	Coremax Group			
Employee Category	Number of Male Participants	Number of Female Participants	Male Training Hours	Women's Training Hours
Managerial Staff	560	144	2,359	461
Professional Personnel	1,383	221	4,733	768
Administrative Personnel	74	405	291	1,400
Technical Personnel	2,896	116	6,471	503
Total	**4,913**	**886**	**13,853**	**3,131**

Performance Evaluation GRI 404-3

Coremax Group promotes a performance management and development system to enhance personal and organizational performance through a fair and reasonable evaluation mechanism, strengthen two-way communication, and support the long term deployment of human resources. All employees are included in the annual targets management system, which operates in a three-stage cycle: setting targets at the beginning of the period, reviewing progress mid-term, and conducting performance evaluations at the end of the period. The results serve as the basis for promotion, salary adjustment, bonus distribution, and training planning, and also assist in identifying employees with development potential.

The annual performance bonus and employees' remuneration value and distribution method are proposed by the managed team to the Board of Directors for review based on corporate operational results. Final approval is determined according to responsibilities, contributions, and performance, ensuring that the incentive and remuneration system balances motivational effectiveness with internal fairness.

With the exception of employees with less than three months of service, all employees participated in the 2024 performance evaluation, achieving a 100% participation rate and fully demonstrating the corporate commitment to gender equality and equitable development.

Security Personnel Training GRI 410-1

The Group's security personnel are dispatched by a professional security corporate. All personnel are required to complete training and pass an assessment prior to assuming their duties. To enhance professional competence and legal awareness, and to ensure the protection of human rights, security personnel must undergo at least 2 hours of on-the-job training each month. The training covers topics including traffic guidance, security duties, corporate regulations, labor laws, and human rights-related regulations, thereby strengthening the quality of their service and behavioral standards.

5.5 Occupational Health and Safety (Material Topic)

Coremax Group has designated "Occupational Health and Safety" as a key topic for this year, underscoring our commitment to employees' well-being and operational stability. The Group is dedicated to establishing a prevention-oriented occupational safety and health management system. Each operational site implements risk identification, operational control, and training in accordance with established policies. We encourage employees to proactively report potential risks and strengthen collective awareness through regular safety meetings and training activities, working collaboratively toward the targets of "Zero Occupational Injuries and Zero Accidents".

Significance to Coremax

The corporate regards occupational safety and health as a fundamental basis for safeguarding employees' equity and maintaining operational stability. Through systematic safety managed and health promotion measures, the corporate reduces operational risks and the incidence of occupational diseases, enhances employees' job satisfaction and organizational resilience, and ensures uninterrupted operations. The corporate also continuously invests substantial resources to foster a safety culture and preventive mechanisms in response to stakeholders' heightened concerns regarding workplace safety, working collectively to create a safe and sustainability working environment.

Management Policy and Key Elements	Impact Management	Policy Objectives and Performance
Strategy	**Positive Impact Initiatives**	**2024 Targets**
• Establish an occupational safety and health management system to strengthen operational risk identification and control mechanisms • Conduct regular workplace environmental assessments and health monitoring to prevent occupational diseases and mitigate high-risk factors • Continuously advance safety culture education and behavioral improvement initiatives to strengthen overall safety awareness and emergency response capabilities	• Establishing a robust occupational health and safety management system helps to reduce workplace accidents and workforce losses, thereby enhancing operational stability • Implement comprehensive employees' health management to enhance job satisfaction and strengthen organizational belonging • Strengthen safety culture to enhance corporate reputation and stakeholder trust	• Zero occupational safety incidents • Ensure that occupational health and safety regulations comply with applicable laws and regulations • Conduct safety knowledge education and training for employees
Management Approach and Purpose	**Positive Impact Control Measures**	**2024 Performance**
• Regularly convene the Occupational Safety and Health Committee to review risks and monitor the progress of corrective actions • Conduct pre-operational risk assessments and contractor safety managed, ensuring effective operational control of contracted units • Establish employees' health records and implement a regular health examination system to monitor abnormal risk factors. • Establish an occupational health and safety and emergency incident reporting mechanism.	• Establish an occupational health and safety audit and incident reporting mechanism to ensure timely response to risk events • Conduct regular occupational safety and health training to strengthen risk early warning capabilities and enhance operational safety	• 9 occupational safety incidents reported • 100% execution rate of quarterly safety training programs • Convened 13 Occupational Safety and Health Committee meetings
Grievance Mechanism	**Negative Impact Items**	**2025 Targets**
• Occupational Safety Committee Meeting • Dedicated Occupational Safety Representative	• Failure to effectively manage operational risks may result in occupational safety incidents and production interruptions. • Lack of health managed and monitoring will increase the incidence of occupational diseases and the risk of labor disputes.	• Zero lost-time injuries, Zero occupational safety incidents • Conduct education and training on a quarterly basis
Reference to GRI Topic Standards	**Corrective and Preventive Actions**	**Mid to Long-term Targets**
• GRI 403: Occupational Health and Safety	• Strengthen the management of high-risk areas and hazardous operations by implementing real-time monitoring and alert systems. • Enhance emergency response managed. • Perform root cause analysis and implement preventive measures for safety incidents.	• Zero lost-time injuries, zero occupational safety incidents • Building a healthy and safe workplace

Occupational Health and Safety Management System GRI 403-1, 403-7, 403-8

All Coremax Group sites have established comprehensive management systems in accordance with occupational safety and health regulations and the ISO 45001 standard, with clearly defined procedures for occupational hazard identification and assessment, emergency response, and contractor management. Institutionalized processes are implemented to strengthen risk control and prevention mechanisms. This system applies to all individuals working at the sites, including Coremax Group employees and on-site contractors. Internal audits and third-party external verifications are conducted regularly each year to evaluate the effectiveness of system operations and drive continuous improvement, ensuring the effectiveness and compliance of the managed system. As of the reporting year, with the exception of the Uranus Taichung Plant, which is still in the process of implementation, all other operational sites have completed ISO 45001 occupational safety and health system certification.

Type / Number of people	ISO 45001 Certified Locations						Introduction ISO 45001 Certified Locations
	Coremax		Uranus			Heng-I	Uranus
	Hsinchu Plant	Toufen Plant	Hsinchu Plant 1	Hsinchu Plant 2	Toufen Plant	Toufen Plant	Taichung Plant
Employees	93	60	21	79	46	132	26
Non-Employees	3	1	0	2	0	9	1
Coverage Rate	100%	100%	100%	100%	100%	100%	100%

Permit Management

High-risk operations require the submission of a permit application and the completion of relevant protective measures prior to commencement. In 2024, Coremax Group managed a total of 1,410 permits for high-risk operations, as detailed in the table below.

Corporate	Hot Work	Work at Height	Confined Space	Temporary Electricity Supply	Rooftop Operations	Others	Total
Coremax	312	307	26	0	66	24	735
Uranus	186	136	16	0	32	25	395
Heng-I	159	65	16	10	2	28	280
Total	657	508	58	10	100	77	1,410

Equipment Management

Qualification certificate management and type certification (such as forklifts and explosion-proof electrical equipment) for hazardous machinery and equipment (such as boilers and specific high-pressure gas equipment), with the implementation of automatic inspections, key inspections, and safety protection.

Chemicals Management

Coremax regularly conducts workplace environment monitoring in accordance with legal requirements, and all measurement results comply with statutory permissible standards. The annual monitoring items and frequencies at each plant site are presented in the table below.

	General Chemicals	Toxic and Chemicals of Concern	other	Frequency
Coremax Hsinchu Plant	-	Perchloroethylene, cobalt oxide, hydrogen bromide, hydrochloric acid, sulfuric acid, ammonia, potassium cyanide, acetic acid, acetic anhydride	Dust, Noise, Carbon dioxide, Illuminance	Twice per year
Coremax Toufen Plant	-	Sulfuric acid, nickel	Dust, Noise, Carbon dioxide	Twice per year
Uranus Hsinchu Plant 1	-	Nitric acid, hydrochloric acid, sodium hydroxide, potassium hydroxide, nickel	Carbon dioxide, Dust, Illuminance	Twice per year
Uranus Hsinchu Plant 2	-	Sulfuric acid, hydrogen peroxide	Noise, dust, illuminance, carbon dioxide	Twice per year
Uranus Toufen Plant	-	Sulfuric acid, hydrochloric acid	Noise, Dust, Nickel, Illumination	Twice per year
Uranus Taichung Plant	Oxalic acid	-	Dust, Noise, Illuminance	Once per year
Heng-I	-	Sulfuric acid, mercury, formaldehyde	Dust, Noise	Twice per year

Hazard Risk Assessment Procedure GRI 403-2

he Presidents of each corporate within Coremax Group serve as the highest supervisors of occupational safety and health managed, responsible for approving hazard identification and risk assessment operations, which are implemented by the supervisors of each units. We regularly convene managed review meetings to discuss and revise identified risks, and adjust risk levels and control measures as necessary based on actual circumstances. Through systematic processes, we strengthen the control of medium and high-risk factors, continuously progressing toward the targets of zero occupational accidents.

Hazard Identification	Each plant area conducts hazard identification based on the specific characteristics of its manufacturing processes, identifying potential occupational disease risks associated with daily operations, and covering both physical and chemicals hazards.
Risk Assessment	Risk levels are assessed based on the frequency of operational exposure, the likelihood of potential event occurrence, and the severity of possible consequences. A comprehensive analysis and determination are conducted using a risk matrix, which serves as the foundation for planning risk control measures.
Accident Investigation	In accordance with the "Incident Reporting and Investigation managed Procedure," each plant site shall adhere to the prescribed emergency response protocols. Upon identification of occupational hazards or potential risks in the workplace, the reporting and investigation procedures are activated to mitigate the likelihood of recurrence.
Training and Promotion	Conduct mandatory environmental, health, and safety (EHS) orientation and training for all individuals entering the plant premises, including employees, contractors, and visitors.
Emergency Response	Through the emergency response organization, in the event of a disaster, existing personnel, equipment, and external support are mobilized and integrated in the most rapid and effective manner at the earliest possible moment, leveraging group mutual assistance to minimize potential risks and losses, thereby ensuring operational safety and personnel health.

Occupational Safety Committee GRI 403-4

Coremax Group convenes the Occupational Safety Committee on a quarterly basis in compliance with legal requirements. In 2024, the committee consists of 30 members, including 18 labor representatives, accounting for over 50% of the total membership.

Company	Number of Meetings	Number Of Committee Members	Labor representative
Coremax	4	7	4
Uranus	4	13	6
Heng-I	5	10	8

Other Participation, Advisory, and Communication Channels and Frequency		External Communication Channels
Labor-Management Consultation Meeting (Occupational Health and Safety Matters)	Four times per year	To ensure the effective implementation of the occupational health, safety, and environmental management systems and to foster organizational consensus, Coremax convenes quarterly Safety and Health Committee meetings to review policies, coordinate interdepartmental efforts, and discuss EHS performance and related issues. In addition, the managed representative chairs the annual managed review meeting to evaluate the annual outcomes and managed performance of environmental, safety, and health initiatives. Based on relevant risks, the environmental, safety, and health Targets and performance Metrics for the following year are established. Feasible improvement plans are also proposed during the meeting, focusing on accident prevention, resource conservation, workplace health promotion, and overall managed enhancement, with the aim of continuously reducing potential safety, health, and environmental risks.
Occupational Safety and Health Committee	Four times per year	
Occupational Safety and Health Team	When conducting change management	
Employees Year-End Forum	At least once annually	
Environmental Satisfaction Survey	Once every three years	
Occupational Safety and Health Feedback Form	Once every three years	
Nonconformity Review Meeting	At least once annually	
Incident Investigation Review Meeting	At least once annually	

Physical Examinations and Health Assessments GRI 403-3

Coremax provides biennial health examinations that surpass regulatory requirements. In addition, specialized occupational health examinations are arranged for employees engaged in high-risk operations or positions with a high incidence of occupational diseases. Employees with abnormal test results are subject to follow-up management and are offered health advisory, care, and guidance. Furthermore, employees identified as being at high risk of overwork are included on a special care list. In 2024, a total of 607 health examination participants were recorded.

Occupational Health Services and Health Promotion

GRI 403-6

Coremax Group places great emphasis on the physical and mental well-being of employees, adhering to the philosophy that employees are the corporate's most important asset. We are committed to creating a healthy, safe, and supportive work environment. We promote a variety of health promotion activities to enhance employees' health awareness and integrate workplace health managed into our corporate culture. The management team also actively participates in and supports these initiatives, demonstrating a strong commitment to employees' health and well-being.

To promote workplace health, Coremax Group has implemented the following measures:

1. **Regular and Special Health Examinations:** Periodic health examinations are conducted for employees and personnel engaged in special operations.
2. **Maternity Protection Management:** Case-based graded management for employees during pregnancy and lactation periods to ensure workplace health and equity.
3. **Prevention of Unlawful Acts:** Conduct comprehensive hazard identification and risk assessment for scenarios in which personnel may be exposed to unlawful acts during the performance of their duties.
4. **Health Promotion Seminars:** Regularly organize health promotion seminars and provide employees with health advisory services.
5. **Management of Occupational Injuries and High-Risk Employees:** Assessment and individualized counseling are provided for workers with occupational injuries or identified as high health risk cases.
6. **On-site Services by Contracted Physicians and Nurses:** Regular on-site visits and health assessments are conducted, with professional recommendations provided.
7. **Sports Enterprise Certification:** Coremax fosters a healthy workplace culture through employee sports clubs, enhancing team cohesion and health awareness. The company has also obtained the Sports-Friendly Certification.

2024 On-site Service Implementation Frequency Table

	Coremax Group
Number of On-site Physician Visits	16
Number of On-site Nursing Service Sessions	134
Total Number of Employees Participating in Health Education Activities	233
Total Number of Employees Receiving Counseling	241

Maternal Care and Occupational Health Risk Management

Coremax actively responds to government policies on maternal and child health care, strictly prohibits the employment of child labor, and avoids assigning pregnant or breastfeeding female employees to work that may endanger the health of the fetus or infant. In addition to implementing risk management for potential physical, chemicals, and ergonomic hazards in the facilities, Coremax also promotes a range of health protection and promotion measures.

For employees from the onset of pregnancy through one year postpartum who are breastfeeding, the Group conducts comprehensive hazard identification and risk assessment. When necessary, professional physicians assist in adjusting work assignments, establishing lactation rooms, providing health education on pregnancy and breastfeeding, and offering dedicated free parking spaces, thereby creating a supportive and inclusive workplace environment.

In addition, to prevent employees from developing cardiovascular diseases or other occupational illnesses resulting from abnormal workloads such as shift work, night shifts, or extended working hours, Coremax has established the "Abnormal Workload-Induced Disease Prevention Program." Through health risk assessment and tiered management, one-on-one follow-up and necessary interventions are implemented to effectively mitigate significant health risks.

Workplace Safety and Occupational Health and Safety Training Participation and Hours GRI 403-5

2024 Occupational Health and Safety Training

	Type	Pre-Employment Training	Regulatory License Training		On-the-job Training
	Stakeholders	Newly Recruited and Transferred Employees	Initial License Training	License Renewal Training	Designated or general personnel
Coremax Group	Total number of participants	127	78	106	1210
	Total Hours	803	1381	441	2680

Near Misses and Process Safety Incident Rate (PSTIR)

Coremax has established a process safety management system, implementing measures such as process hazard analysis, management of change, and equipment integrity inspections to mitigate the risks of leaks, explosions, and fires associated with high-risk chemicals operations. In 2024, Coremax Group recorded zero Tier 1 or Tier 2 process safety events, resulting in an annual PSTIR of 0. A total of 8 near-miss incidents were reported. Moving forward, we will continue to advance the near-miss reporting and experience-sharing system to further strengthen risk alert mechanisms and foster a robust safety culture.

Note: A process safety incident is defined as an event that simultaneously meets all of the following criteria: (1) Directly involves chemicals or chemical processes. (2) Occurs within the plant during production, distribution, storage, utilities, or laboratory operations. (3) Involves material leakage, fire, explosion, or implosion that occurs in or originates from chemicals process units. (4) Any of the following conditions are met: (a) Results in a recordable injury, lost work time, fatality, or hospitalization of personnel either inside or outside the plant. (b) Fire, explosion, or necessary cleanup operations to prevent or remediate environmental damage result in direct costs exceeding NTD 75,000. (c) An official declaration of shelter-in-place or evacuation (either inside or outside the plant), or off-site preventive shelter-in-place or evacuation. (d) Exceeds the American Petroleum Institute (API) 754 Tier II threshold for chemicals release.

Emergency Response Drill

To enhance employees' capabilities in emergency response and crisis management, the Group conducts scenario-based drills for various types of incidents. In 2024, a total of 28 drills were carried out across all sites. The details of the drills conducted at each site are as follows.

Category / Company	Fire Safety	Toxic Chemicals	Designated Chemicals	Evacuation & Escape	Spill / Dust Leakage	Others	Total
Coremax	4	2	2	1	0	1	10
Uranus	8	0	3	0	0	1	12
Heng-I	3	0	1	2	0	0	6
Total	15	2	6	3	0	2	28

Coremax Group Occupational Injury Statistics 2024

GRI 403-9, 403-10

Category of Occupational Injuries		Employees	Non-Employees
Occupational Injury	Number of people	9	0
	Rate	10.960	0
Occupational Disease	Number of people	0	0
	Rate	0	0
Fatality	Number of people	0	0
		0	0
Total Working Hours		821,130	115,080

Note：
1. Data calculations are primarily based on the monthly occupational injury statistical reports
2. Recordable Occupational Injury Rate = Number of occupational injuries / Total work hours × 1,000,000 work hours, rounded down to two decimal places
3. Occupational disease rate = Number of occupational disease cases / Total working hours × 1,000,000 hours. Occupational diseases are defined as illnesses diagnosed by a physician that result from employees' exposure to specific hazardous factors during the performance of their job duties
4. Occupational Injury Fatality Rate = Number of fatalities resulting from occupational injuries / Total working hours × 1,000,000 hours
5. Non-employees include security and cleaning service corporate

Chapter

06 Social Engagement

Coremax Group adheres to the philosophy of "Taking from society and Giving back to society," actively participating in local community engagement and public welfare initiatives, and is committed to promoting social inclusion and shared prosperity. Through the allocation of resources, Coremax continuously responds to community needs, supports disadvantaged groups, and advances diverse aspects of social participation, including education, health, environment, and sports. In doing so, the company fulfills its social value and collaborates with stakeholders to advance sustainability development.

6.1 Community Engagement and Public Welfare Participation
6.2 External Association and Organization Participation

6.1 Community Engagement and Public Welfare Participation

GRI 413-1

Coremax Group annually procures employee welfare gift boxes during festive seasons by collaborating with social welfare organizations to purchase charity gift boxes from these institutions, thereby providing concrete support to disadvantaged groups.

Coremax has maintained a long-term focus on local community development and social issues. In 2024, a major fire incident occurred in the local community, resulting in the unfortunate sacrifice of brave firefighters. The corporate expresses deep condolences and sorrow, and immediately contacted relevant units to convey concern, providing necessary resources and assistance to support frontline disaster relief personnel and their families through concrete actions. It is hoped that, together with the community, these challenges can be overcome and local stability safeguarded. In 2024, Coremax Group sponsored approximately NTD 4.63 million, with detailed expenditures as follows.

Activity	Amount	Beneficiary Units
Donation of Fire Scene Cameras	60,000	Hsinchu County Fire Department, Xinggong Division
2024 Winter Relief – Toufen City Office	100,000	Low- and middle-Revenues households, disadvantaged families, and elderly individuals living alone in Toufen City
2024 Winter Relief – Luzhu Village and Minsheng Village	88,000	Low- and middle-Revenues households, disadvantaged families, and elderly living alone in Luzhu Village and Minsheng Village
Miaoli County Fire Department Procurement of Disaster Rescue Equipment	1,000,000	Miaoli County Fire Department
Global Views Donates Books to Rural Elementary Schools	400,000	Junior high and elementary school students in Toufen City and remote areas of Miaoli County
Purchase of Mid-Autumn Festival Charity Gift Boxes	228,790	Stray cats (158 cans of cat food)
2024 Toufen City Streetlight Adoption Program	50,000	Pedestrian and vehicular traffic on Zhonghua Road
Miaoli County Government – Miaoli County Learning City Initiative	100,000	Miaoli County Residents
Donation to Toufen Volunteer Fire Brigade, Miaoli County	12,000	Toufen Volunteer Fire Brigade, Miaoli County / Residents of Toufen City
Support Local Professional Sports Team	2,500,000	Hsinchu Lioneers Basketball Team
Basketball Charity Event in Collaboration with Hsinchu Lioneers – Donation of Sports Equipment	100,000	National Hsinchu Special Education School
Total	4,638,790	

Caring for Disadvantaged Groups

In 2024, Coremax Group collaborated with the local professional basketball team, the Hsinchu Lioneers, to jointly organize a public welfare event, inviting students from the Hsinchu County Special Education School to participate. This initiative provided children with physical and mental disabilities the opportunity to experience the joy and sense of achievement that sports can offer in a safe and inclusive environment.

This event aims to enable students with disabilities to enjoy the benefits of sports in a safe and inclusive environment. We recognize that children in special education face varying degrees of challenges when participating in physical activities; however, we firmly believe that every child should have the right to develop their potential, experience teamwork, and enjoy the positive aspects of sports. Accordingly, the activities are specifically designed to balance safety and inclusiveness through physical games and interactive ball sports. Corporate colleagues and basketball team players personally lead and accompany the participants, creating memorable opportunities for engagement and interaction.

Coremax, based on the actual needs of the schools, donated a range of sports equipment to special education schools, aiming to enhance the sports learning environment and enable students to enjoy regular and inclusive sports opportunities in their daily lives. Through this philanthropic initiative, we seek to encourage and empower children in special education, while demonstrating our commitment and support to the special education community. We also aspire to raise broader societal awareness of educational equity and the importance of inclusive sports.

Support for Rural Education Programs

Since 2018, Coremax Group has provided seven consecutive years of support to the "Sowing the Seeds of Reading—Giving Children a Bright Future" initiative, launched by Global Views and Commonwealth Education Foundations. Coremax Group has donated "Future Children" and "Future Youth" magazines to junior high and elementary school classes in remote areas of Miaoli County. By actively fulfilling its corporate social responsibility and fostering students' lifelong enjoyment of learning, Chairman Ho of Coremax Group believes that reading enhances individuals' comprehension and judgment, enabling a more comprehensive and thorough perspective. He hopes that, through long term cultivation, children will gradually develop an interest in reading, thereby forming lifelong learning habits, upholding kindness in their hearts, and achieving a more fulfilling future. By the end of 2024, Coremax Group had donated a total of 12,504 magazines to 54 junior high and elementary schools in Miaoli County and will continue to focus on and support educational resources and programs in remote areas.

2022

2018-21

2023

2024

6.2 External Association and Organization Participation

GRI 2-28

No	Association Name	Participation Approach
1	Taiwan Battery Association	Member
2	Cobalt Institute	Member
3	Hsinchu Industrial Park Manufacturers Association	Director, Member
4	Hsinchu Industrial Association	Member
5	Chinese Human Resource Managed Association Foundation	Member
6	Toufen Industrial Park Manufacturers' Association	Member
7	Labor-Management Association	Member

Chapter

Appendix

GRI Standards Index

TCFD Standards Cross-Reference Table

SASB Chemical Industrial Standards Comparison Table

Regulations for the Preparation and Application of Sustainability Reports by Listed Corporates: Chemicals Industrial Sustainability Disclosure Metrics

Independent Third-Party Assurance Statement

GRI Standards Index

Statement of Use	Coremax Group reports in accordance with the GRI Standards, covering the period from January 1, 2024 to December 31, 2024
Use of GRI 1	GRI 1: Foundation 2021
Applicable GRI Sector Standards	Disclosure of specific topic content identified through the material topic identification process, with reference to the SASB Chemical Standard.

GRI Standards	Disclosure Items	Section	Page
★ General Disclosure			
GRI 2: General Disclosures 2021	2-1 Organizational Details	1.1 Corporate Organization Overview	07
	2-2 Entities Included in Sustainability Reporting	Reporting boundary	03
	2-3 Reporting Period, Frequency, and Contact Point	Reporting Period	03
	2-4 Restatement of Information	Restatements of information	03
	2-5 External Assurance	External Assurance	89
	2-6 Activities, Value Chain, and Other Commercial Relationships	1.2 Products and Value Chain	11
	2-7 Employees	5.2 Employment Relationship	63
	2-8 Workers Who Are Not Employees	5.2 Employment Relationship	63
	2-9 Governance Structure and Composition	Please refer to the Company's 2024 Annual Report (Note).	N/A
	2-10 Nomination and Selection of the Highest Governance Body	3.1 Corporate Governance Structure	23
	2-11 Chair of the highest governance body	3.1 Corporate Governance Structure	23
	2-12 Role of the Highest Governance Body in Overseeing Impact Management	2.2 Stakeholders and Material Topics	18
	2-13 Person Responsible for Impact Management	2.2 Stakeholders and Material Topics	18
	2-14 Role of the Highest Governance Body in Sustainability Reporting	3.1 Corporate Governance Structure	23
	2-15 Conflict of Interest	3.1 Corporate Governance Structure	23
	2-16 Communication of Key Significant Incidents	2.3 Stakeholder Engagement	21

GRI Standards	Disclosure Items	Section	Page
GRI 2: General Disclosures 2021	2-17 Collective Knowledge of the Highest Governance Body	Please refer to the Company's 2024 Annual Report (Note).	N/A
	2-18 Evaluation of the Performance of the Highest Governance Body	Please refer to the Company's 2024 Annual Report (Note).	N/A
	2-19 Remuneration Policy	5.2 Employment Relationship	63
	2-20 Remuneration Determination Process	3.1 Corporate Governance Structure 5.2 Employment Relationship	23 63
	2-21 Annual Total Compensation Ratio	5.2 Employment Relationship	63
	2-22 Statement of Sustainability Strategy	Message from Management	04
	2-23 Policy Commitments	3.1 Corporate Governance Structure	23
	2-24 Embedding Policy Commitments	3.1 Corporate Governance Structure	23
	2-25 Remediation Procedures for Negative Impacts	3.3 Regulatory Compliance 3.5 Customer Relationship Management	29 34
	2-26 Mechanisms for Seeking Advice and Raising Concerns	3.3 Regulatory Compliance	29
	2-27 Compliance with Laws and Regulations	3.3 Regulatory Compliance	29
	2-28 Membership in Associations	6.2 Participation in External Associations	79
	2-29 Stakeholder Engagement Policy	2.2 Stakeholders and Material Topics	18
	2-30 Collective Bargaining Agreements	5.2 Employment Relationship	63

Note: The Company's 2024 Annual Report is available on our official website.

GRI Standards/Other sources	Disclosure Items	Section	Page
★ Material Topics			
GRI 3: Material Topics 2021	3-1 Process for Determining Material Topics	2.2 Stakeholders and Material Topics	18
	3-2 List of Material Topics	2.2 Stakeholders and Material Topics	18
	3-3 Management of Material Topics	2.2 Stakeholders and Material Topics	18

GRI Standards/Other sources	Disclosure Items	Section	Page
★ Material Topic: Economic Performance			
GRI 201 Economic Performance	GRI 201-2 Financial Implications and Other Risks and Opportunities Arising from Climate Change	4.1 Climate Change Adaptation (TCFD)	40
	GRI 207-1 Tax Policy	1.3 Business Performance	12
	GRI 207-2 Tax Governance, Control, and Risk Management	1.3 Business Performance	12
★ Material Topic: Compliance			
GRI 205 Anti-Corruption	GRI 205-1 Operations Assessed for Risks Related to Corruption	3.3 Regulatory Compliance	29
	GRI 205-2 Communication and Training About Anti-Corruption Policies and Procedures	3.3 Regulatory Compliance	29
	GRI 205-3 Confirmed Incidents of Corruption and Actions Taken	3.3 Regulatory Compliance	29
GRI 206: Anti-Competitive Behavior	GRI 206-1 Legal Actions for Anti-Competitive Behavior, Anti-Trust, and Monopoly Practices	3.3 Regulatory Compliance	29
★ Material Topic: Supply Chain Management			
GRI 204: Procurement Practices	GRI 204-1 Proportion of Spending on Local Suppliers	3.6 Supply Chain Management	35
GRI 308: Supplier Environmental Assessment	GRI 308-1 Screening New Suppliers Using Environmental Standards	3.6 Supply Chain Management	35
	GRI 308-2 Negative Environmental Impacts in The Supply Chain and Actions Taken	3.6 Supply Chain Management	35
GRI 414: Supplier Social Assessment	GRI 414-1 Screening New Suppliers Using Social Criteria	3.6 Supply Chain Management	35
	GRI 308-2 Negative Environmental Impacts in the Supply Chain and Actions Taken	3.6 Supply Chain Management	35
★ Material topic: Greenhouse Gas Emissions			
GRI 302: Energy	GRI 302-1 Energy Consumption Within the Organization	4.6 Energy Policy and Greenhouse Gases	58
	GRI 302-3 Energy Intensity	4.6 Energy Policy and Greenhouse Gases	58
	GRI 302-4 Reduction of Energy Consumption	4.6 Energy Policy and Greenhouse Gases	58
GRI 305: Emissions	GRI 305-1 Direct Greenhouse Gas Emissions	4.6 Energy Policy and Greenhouse Gases	58
	GRI 305-2 Energy Indirect Greenhouse Gas Emissions	4.6 Energy Policy and Greenhouse Gases	58
	GRI 305-4 Greenhouse Gas Emissions Intensity	4.6 Energy Policy and Greenhouse Gases	58
	305-5 Reduction of Greenhouse Gas Emissions	4.6 Energy Policy and Greenhouse Gases	58

GRI Standards/Other sources	Disclosure Items	Section	Page
★ Material Topic: Talent Recruitment, Retention, and Development			
GRI 202: Market Presence	GRI 202-1 Ratio of Standard Entry Level Wage by Gender Compared to Local Minimum Wage	5.2 Employment Relationship	63
GRI 401: Employment	GRI 401-1 New employee hires and employee turnover	5.2 Employment Relationship	63
	GRI 401-2 Benefits Provided to Full-Time Employees	5.3 Employee Benefits	66
GRI 402: Labor/Management Relations	GRI 402-1 Minimum Notice Periods Regarding Operational Changes	5.2 Employment Relationship	63
GRI 404: Training and Education	GRI 404-1 Average annual training hours per employee	5.4 Talent Development and Training	68
	GRI 404-2 Programs for Upgrading Employee Skills and Transition Assistance	5.3 Employee Benefits	66
	GRI 404-3 Proportion of employees receiving regular performance and career development reviews	5.4 Talent Development and Training	68
GRI 405: Diversity and Equal Opportunity	GRI 405-1 Diversity of Governance Bodies and Employees	3.1 Corporate Governance Structure	23
		GRI 405-2 Ratio of basic salary and remuneration of women to men	63
	GRI 405-2 Ratio of basic salary and remuneration of women to men	5.2 Employment Relationship	63
★ Material Topic: Occupational Health and Safety			
GRI 403 Occupational Health and Safety	GRI 403-1 Occupational Health and Safety Management System	5.5 Occupational Health and Safety	71
	GRI 403-2 Hazard Identification, Risk Assessment, and Incident Investigation	5.5 Occupational Health and Safety	71
	GRI 403-3 Occupational Health Services	5.5 Occupational Health and Safety	71
	GRI 403-4 Worker Participation, Consultation, and Communication on Occupational Health and Safety	5.5 Occupational Health and Safety	71
	GRI 403-5 Worker Training on Occupational Health and Safety	5.5 Occupational Health and Safety	71
	GRI 403-6 Worker Health Promotion	5.5 Occupational Health and Safety	71
	GRI 403-8 Workers Covered by the Occupational Health and Safety Management System	5.5 Occupational Health and Safety	71
	GRI 403-9 Occupational Injuries	5.5 Occupational Health and Safety	71
	GRI 403-10 Occupational Diseases	5.5 Occupational Health and Safety	71

TCFD Standards Cross-Reference Table

Element	Code	Recommended TCFD Disclosure Items	Reference Section	Page
Governance	TCFD 1 (a)	Description of Board Oversight of Climate-Related Risks and Opportunities	4.1 Climate Change Adaptation	40
	TCFD 1 (b)	The role of management in assessing and managing climate-related risks and opportunities	4.1 Climate Change Adaptation	40
Strategy	TCFD 2 (a)	Describe the short-, medium-, and long-term climate-related risks and opportunities identified by the organization	4.1 Climate Change Adaptation	40
	TCFD 2 (b)	Describe the impact of climate-related risks and opportunities on the organization' s business, strategy, and financial planning	4.1 Climate Change Adaptation	40
	TCFD 2 (c)	Describe the resilience of the organization's strategy, taking into consideration different climate-related scenarios (including a 2° C or more stringent scenario)	4.1 Climate Change Adaptation	40
Risk Management	TCFD 3 (a)	Description of the organization's processes for identifying and assessing climate-related risks	4.1 Climate Change Adaptation	40
	TCFD 3 (b)	Description of the management process for climate-related risks within the organization	4.1 Climate Change Adaptation	40
	TCFD 3 (c)	Describe how the processes for identifying, assessing, and managed climate-related risks are integrated into the organization' s overall Risk management framework	4.1 Climate Change Adaptation	40
Metrics and Targets	TCFD 4 (a)	Disclosure of the metrics used by the organization to assess climate-related risks and opportunities in accordance with strategy and risk management processes	4.1 Climate Change Adaptation	40
	TCFD 4 (b)	Disclosure of Scope 1, Scope 2, and Scope 3 (if applicable) greenhouse gas emissions and related risks	4.6 Energy Policy and Greenhouse Gas Inventory	58
	TCFD 4 (c)	Describe the targets used by the organization in the management of climate-related risks and opportunities, as well as the performance in achieving these targets	4.1 Climate Change Adaptation	40

SASB Chemical Industrial Standards Comparison Table

Topic	Indicator Number	Topic Description	Description of Content	Page
Greenhouse Gases	RT-CH-110a.1	• Scope 1 greenhouse gas emissions (tCO2e) • Percentage of Scope 1 Greenhouse Gas Emissions covered under emissions-limiting regulations	• Scope 1 Greenhouse Gas Emissions: 8,135.90 tCO2e • Percentage of Scope 1 greenhouse gas emissions covered under emissions-limiting regulations: Coremax' s Scope 1 emissions are not subject to regulations. Reference 4.6 Energy Policy and Greenhouse Gas	58
	RT-CH-110a.2	Discussion of long-term and short-term strategy or plan to manage Scope 1 emissions, emission-reduction targets, and an analysis of performance against those targets	The Group has not yet established long-term or short-term strategies or plans to manage Scope 1 emissions or set emission-reduction targets. These are expected to be determined by the end of 2025.	N/A
Air Quality	RT-CH-120a.1	Disclosure of air emissions for the following pollutants： ① NOx. ② SOx. ③ Volatile organic compounds (VOCs) ④ Hazardous air pollutants	For details, please reference 4.4 Air Pollution Prevention and Control	53
Energy Management	RT-CH-130a.1	Disclosure required. ① Total energy consumed (GJ) ② Percentage of grid electricity consumption ③ Percentage of renewable energy consumption ④ Self-generated energy (GJ)	① Total energy consumption: 296,944 (GJ) ② Percentage of energy consumed from grid electricity: 93.4% ③ Percentage of renewable energy consumption: 6.6% ④ Self-generated energy: 8,248 (GJ) For details, please refer to 4.6 Energy Policy and Greenhouse Gas	58
Water Management	RT-CH-140a.1	Disclosure required. ① Total water withdrawn ② Total water consumed ③ Number and percentage of operational sites located in regions with high or extremely high baseline water stress, and the proportion of total water withdrawn and total water consumed in these regions	① Total water withdrawn: 464.38 million liters ② Total water consumed: 296.84 million liters ③ After evaluation, none of the corporate sites are located in regions with high or extremely high baseline water stress For details, please reference 4.3 Water Resource Management	50
	RT-CH-140a.2	Number of incidents of non-compliance with water quality permits, standards, and regulations	Total number of incidents of non-compliance associated with water quality standards: 2 For details, please reference 3.3 Regulatory Compliance	29
	RT-CH-140a.3	Description of water management risks and discussion of strategies and practices to mitigate those risks	For details, please reference 4.3 Water Resource Management	50
Hazardous Waste Management	RT-CH-150a.1	Total amount of hazardous waste generated and percentage recycled	Hazardous waste: 17.49% For details, please reference 4.5 Waste Management	55

Topic	Indicator Number	Topic Description	Description of Content	Page
Community Relations	RT-CH-210a.1	Discussion of processes to assess and manage risks and opportunities related to community interests	For details, please reference 6.1 Community Engagement and Public Welfare Participation	77
Occupational Health and Safety	RT-CH-320a.1	① Total recordable incident rate (TRIR) ② Fatality rate for employees and contract employees	① Total Recordable Incident Rate (TRIR): 2.192 Note: (Number of occupational injuries × 200,000) / total hours worked ② Fatality rate: 0% The primary causes of occupational injuries within the plant are falls, collisions, improper operation of machinery, and incidents involving contact with hazardous substances. All occupational injury incidents have been fully managed and used as a reference for optimization and improvement, with enhanced education, training, and awareness initiatives. For details, please reference 5.5 Occupational Health and Safety	71
	RT-CH-320a.2	Description of efforts to assess, monitor, and mitigate long-term and chronic health risks for employees and non-employees	For details, please reference 5.5 Occupational Health and Safety	71
Resource Efficiency During the Usage Phase of Product Design	RT-CH-410a.1	Revenue from products designed for use-phase resource efficiency (Sustainable products)	No relevant products	N/A
Chemical Safety & Environmental Management	RT-CH-410b.1	Percentage of product revenue from products containing Chemicals classified as health and environmental hazards under GHS Categories 1 and 2, and percentage of such products that have undergone hazard assessment.	No relevant products	N/A
	RT-CH-410b.2	Discussion of strategy to (a) manage chemicals of concern and (b) develop alternatives with reduced human and/or environmental impact.	No relevant products	N/A
Genetically Modified Organisms	RT-CH-410c.1	Proportion of total revenue derived from genetically modified products	Coremax does not use genetically modified raw materials	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 affecting the industry	For details, please refer to 3.3 Regulatory Compliance	29
Operational Safety, Emergency Preparedness & Response	RT-CH-540a.1	Process Safety Incident Count (PSIC), Process Safety Total Incident Rate (PSTIR), Process Safety Incident Severity Rate (PSISR)	None	71
	RT-CH-540a.2	Number of transport incidents	None	71

Regulations for the Preparation and Application of Sustainability Reports by TWSE Listed Corporates: Chemicals Industrial Sustainability Disclosure Indicators

Number	Indicators	Indicator Type	Annual Disclosure	Units	Page
1	Total energy consumption, percentage of purchased electricity, utilization rate(renewable energy/total energy), and total self-generated and self-use energy	Quantitative	• Total energy consumption: 296,944 gigajoules (GJ) • Percentage of energy consumed that was supplied from grid electricity: 39.5% • Percentage of renewable energy consumption: 2.8%; Total self-generated energy consumed: 8,248(GJ)	Gigajoules, Percentage (%)	59
2	Total water withdrawn, total water consumption, mandatorily or voluntarily disclosed total wastewater (sewage) discharged	Quantitative	• Total water withdrawn: 464.38 thousand cubic meters • Total water consumed: 296.84 thousand cubic meters • Wastewater Discharged: 167.54 thousand cubic meters Note: 1,000 cubic meters = 1 million liters	Thousand Cubic Metres (m^3) Percentage (%)	52
3	Total quantity of hazardous wastes generated during the production process of products required to be disclosed under the law or to be disclosed voluntarily.	Quantitative	• Hazardous waste: 313.78 metric tons • Percentage of hazardous waste recycled: 0%	Metric Ton (t) Percentage(%)	56
4	Number of employees in and rate of occupational accidents	Quantitative	• Number of occupational injuries: 9 • Occupational injury rate: 1.96% Note: Occupational injury rate = Number of occupational injuries / Total number of employees in the group at the end of the year.	Quantity Percentage(%)	75
5	Operations with significant actual and potential negative impacts on local communities.	Qualitative Description	Operational activities with impacts on local communities include the following aspects: • Water withdrawn within the facility • Wastewater Discharge Management • Waste Management • Air Quality Management • Chemical Safety Management	Not applicable	50 51 55 53 72

Number	Indicators	Indicator Type	Annual Disclosure	Units	Page
6	Concrete valid mechanisms and actions implemented by the company itself and its suppliers to mitigate negative environmental or social impact	Qualitative Description	• Water withdrawn within the facility • Wastewater Discharge Management • Waste Management • Air Quality Management • Chemical Safety Management • Supplier management	Not applicable	50 51 55 53 72 35
7	Production by product category	Quantitative	Coremax Group Product Production in 2024 • Oxidation Catalysts: 8,180 metric tons • Power Battery Materials: 23,097 metric tons • Specialty Chemical Materials: 82,728 metric tons • Chemical Fertilizers: 35,063 metric tons • Other products: Due to the large variety of items and inconsistent units of measurement, production is not calculated	By Product Category	N/A

Independent Third-Party Assurance Statement

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Independent Limited Assurance Report

To Coremax Corporation:

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

Applicable Criteria of the Subject Matter Information

Coremax 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") and Global Reporting Initiative Standards ("GRI Standards") issued by Global Sustainability Standards Board as set forth in Appendix I.

Management's Responsibilities

Coremax 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. Coremax 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 Coremax;
- 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 Coremax. 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 Yu, Chi-Lang.

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Taipei, Taiwan (Republic of China)
August 8, 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 1：Summary of the Subject Matter Information

No.	Corresponding Section	Subject Matter Information	Applicable Criteria
1	Appendix_ Chemicals Industrial Sustainability Disclosure Indicators	■ Total energy consumption: 296,944 gigajoules (GJ) ■ Percentage of energy consumed that was supplied from grid electricity: 39.5% ■ Percentage of renewable energy consumption: 2.8%; total self-generated energy consumed: 8,248 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_ Chemicals Industrial Sustainability Disclosure Indicators	■ Total water withdrawn: 464.38 thousand cubic meters ■ total water consumed: 296.84 thousand cubic meters ■ Wastewater Discharged: 167.54 thousand cubic meters Note: 1,000 cubic meters = 1 million liters	The Rules Appendix 1-2 No.2 Total water withdrawn, total water consumption, mandatorily or voluntarily disclosed total wastewater (sewage) discharged.
3	Appendix_ Chemicals Industrial Sustainability Disclosure Indicators	■ Hazardous waste: 313.78 metric tons ■ Percentage of hazardous waste recycled: 0%	The Rules Appendix 1-2 No.3 Total quantity of hazardous wastes generated during the production process of products required to be disclosed under the law or to be disclosed voluntarily.
4	Appendix_ Chemicals Industrial Sustainability Disclosure Indicators	■ Number of occupational injuries: 9 ■ Occupational injury rate: 1.96% Note: Occupational injury rate = Number of occupational injuries / Total number of employees in the group at the end of the year.	The Rules Appendix 1-2 No.4 Number of employees in and rate of occupational accidents.
5	Appendix_ Chemicals Industrial Sustainability Disclosure Indicators	■ Operational activities with impacts on local communities include the following aspects: Water withdrawn within the facility Wastewater Discharge Management Waste Management Air Quality Management Chemical Safety Management	The Rules Appendix 1-2 No.5 Operations with significant actual and potential negative impacts on local communities.
	4.2 Environmental Management Policies and	■ Pollution Discharged Management All pollutants from each plant are effectively treated in accordance with the regulations of the local competent authorities before being	

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No.	Corresponding Section	Subject Matter Information	Applicable Criteria
	Investments	discharged, ensuring that there has been no negative impact on the local community or environment. ■ Waste Management Waste is systematically classified and appropriately treated, with qualified contractors engaged for collection and disposal. Complete records of declared waste disposal volumes are meticulously maintained to ensure that all entrusted industrial waste is properly managed. ■ Chemicals management All production sites have established chemicals safety management policies, and appropriate emergency response equipment is prepared when using regulated chemicals to strengthen risk control. To enhance employees' emergency response capabilities, we conduct regular annual drills and training on hazard prevention and emergency response plans, thereby reducing the risk and potential impact of chemical-related environmental incidents.	
6	3.6 Supplier Management	■ Supplier Audit To mitigate potential negative environmental and social impacts within the supply chain, the Group not only conducts comprehensive assessments through a supplier evaluation mechanism, but also establishes an annual audit plan for raw material and packaging material suppliers. On-site audits are conducted each year, focusing on quality, environmental, and other relevant aspects. In 2024, a total of five suppliers were audited, and no non-conformities were identified during the on-site audits.	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.
	4.3 Water Resource Management	■ Impact Assessment and Water Resource Risk Coremax Group assesses water resource risks at each facility using the World Resources Institute's Water Risk Assessment Tool. The results indicate that all current operational sites are located in areas classified as low to medium water stress (risk level 1~2), with no facilities situated in regions of "high" or "extremely high" water scarcity. In addition, Coremax does not withdraw water from ecological conservation areas, nor does it operate within areas of biodiversity value or within protected or restored habitats. ■ Drainage management Coremax Group generates industrial wastewater and, based on the characteristics of its process wastewater sources, carefully plans wastewater treatment facilities. Source reduction, classification, and the adoption of appropriate treatment equipment and technologies are implemented for processing pollutant wastewater, enabling the wastewater treatment system to effectively degrade pollutants. In accordance with regulations and standards announced by competent authorities, we regularly conduct	

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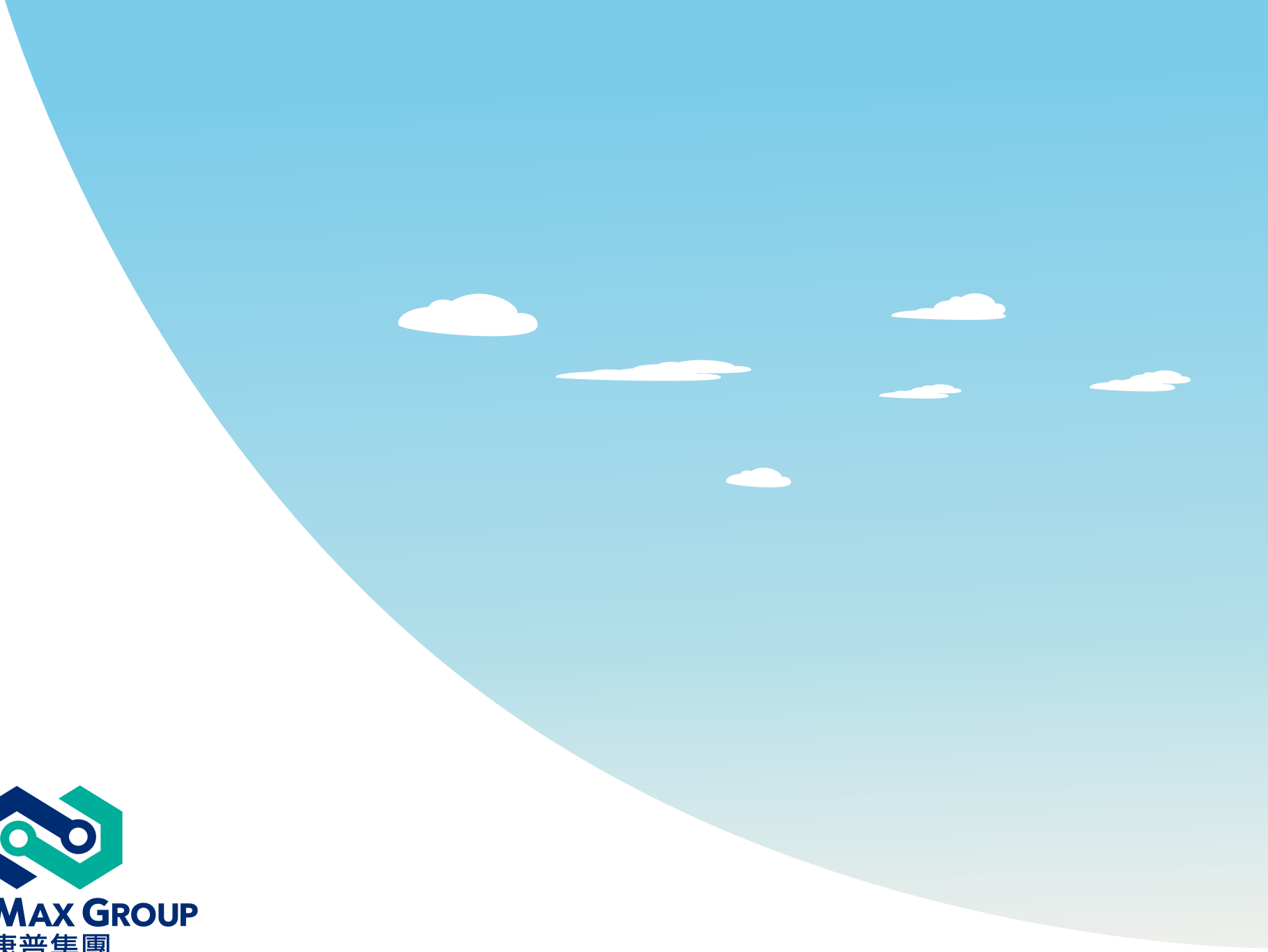
No.	Corresponding Section	Subject Matter Information	Applicable Criteria
		discharged water quality testing to ensure that industrial wastewater complies with discharged standards. This approach is intended to prevent water pollution, ensure the cleanliness of water resources, and safeguard the ecological environment.	
	4.4 Air Pollution Prevention and Control	■ Air Pollution Prevention Policies and Targets Coremax Group implements air pollution prevention measures through the ISO 14001 Environmental Management System, establishing and rigorously enforcing control measures in accordance with regulatory requirements to prevent environmental pollution. Among the Group's facilities, Coremax Hsinchu Plant, Uranus Taichung Plant, and Hung-I Toufen Plant have legally installed fixed pollution source control equipment to ensure that air pollution is properly managed and discharged.	
	4.5 Waste Management	■ Coremax Group actively adheres to regulatory requirements and industry best practices by establishing a comprehensive Waste Management mechanism through the ISO 14001 Environmental Management System. We promote source reduction at the production stage and engage qualified waste disposal contractors for processing. At the same time, we continuously advance the recycling and reuse of resources such as spent catalysts and waste sulfuric acid, thereby implementing the concept of a circular economy. For Coremax, Waste Management is not only regulatory compliance but also a key strategy for achieving environmental sustainability and resource responsibility, helping to reduce operational risks and enhance corporate sustainability competitiveness.	
7	Appendix_ Chemicals Industrial Sustainability Disclosure Indicators	■ Coremax Group Product Production in 2024: - Oxidation Catalysts: 8,180 metric tons - Power Battery Materials: 23,097 metric tons - Specialty Chemical Materials: 82,728 metric tons - Chemical Fertilizers: 35,063 metric tons - Other products: Due to the large variety of items and inconsistent units of measurement, production is not calculated	The Rules Appendix 1-2 No.7 Production by product category.
8	4.5 Waste Management	■ Total Hazardous Waste: 313.78 Metric Tons ■ Total non-Hazardous Waste: 1,480.24 Metric Tons ■ Total Waste Generated: 1,794.02 Metric Tons	GRI 306-3 Waste generated



CoreMax Group
康普集團

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