Core Services, Max Value

CoreMax Group

# Sustainability Report 2025

CoreMax Group
康普集團


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# About This Report

## Report Scope and Compilation Principles

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 requirements of the Financial Supervisory Commission, the report was renamed the Sustainability Report. The 2025 Sustainability Report is the twelfth edition prepared by the Company.

This report discloses non-financial information and explains to all stakeholders our commitments and achievements in the economic, social, and environmental dimensions, demonstrating our determination to fulfill corporate social responsibility and pursue sustainable operations.

## Reporting Duration GRI 2-3

January 1 to December 31, 2025

## Reporting Boundary GRI 2-2

The reporting boundary of this report is Coremax Group, including the Taiwan plants of Coremax Corporation, Uranus Chemicals (hereinafter referred to as Uranus), and Heng-I Chemical (hereinafter referred to as Heng-I), excluding overseas plants.

The financial data disclosed in this report are consistent with the Company's consolidated annual report, and the currency used in this report is New Taiwan dollars. Considering that the operating scale, data collection completeness, and sustainability management systems of overseas plants are still being progressively established, Taiwan plants are currently the primary reporting scope. The reporting boundary will be gradually expanded in the future as management maturity improves.

## Principles for Report Preparation

The direction of information disclosure in this report is based on the Rules Governing the Preparation and Filing of Sustainability Reports by TWSE Listed Companies. The content structure follows the GRI Universal Standards 2021 published by the Global Reporting Initiative (GRI), and also references the Sustainability Accounting Standards Board (SASB) indicators for the chemical industry and the Task Force on Climate-related Financial Disclosures (TCFD) framework.

## Information Reorganization GRI 2-4

There was no restatement of information in this report for 2025.

## Report Preparation and Management Process

The Board of Directors of Coremax is the Group's highest governance and decision-making body. Control over data collection, preparation, verification, and other processes for this report follows the Procedures for the Preparation and Filing of Sustainability Reports. To meet governance needs for sustainable development, the Company established the Corporate Sustainability Development Committee and the Sustainability Office in 2022. The Sustainability Report is prepared under the coordination of the President's Office of Coremax Corporation and completed by the ESG task force composed of relevant departments and units. It is subject to limited assurance by a third party and is ultimately published after approval by the Board of Directors.

## External Assurance GRI 2-5

This report was commissioned to KPMG Taiwan to conduct limited assurance procedures on the subject matter information in accordance with Assurance Standard No. 3000, Assurance Engagements Other than Audits or Reviews of Historical Financial Information, issued by the Accounting Research and Development Foundation, and to issue a Chinese assurance report and its English translation. Please refer to the Appendix for the assurance statement.


## Report Issuance and Contact Information GRI 2-3

This report is published annually. This year's report will be published in June 2026, and the next report is expected to be published in June 2027. This report is publicly disclosed on the Company's official website, where stakeholders may view and download the relevant content.

If any corrections, supplements, or data updates are made to the report, the latest electronic version will be announced on the Company's website, and that version shall prevail. Stakeholders with any comments, suggestions, or inquiries regarding this report are welcome to contact the Company through the disclosed contact channels.

### Coremax Corporation

| | |
|---|---|
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# Message from Management GRI 2-22

In 2025, the world remained at a critical juncture marked by both turbulence and transformation. Geopolitical risks, changes in inflation and interest rates, the impacts of extreme weather, and the accelerated advancement of sustainability regulations and disclosure requirements all brought more complex and formidable challenges to business operations. Upholding the principle of sound management, Coremax continued to deepen sustainable governance and demonstrate operational resilience and market competitiveness.

As global industries move toward AI, high-performance computing, and advanced manufacturing processes, the semiconductor industry has increasingly stringent requirements for material purity, stability, and supply resilience. The Group continues to deepen high-purity process technologies, integrate subsidiary resources, and promote the application of electronic-grade sulfuric acid, oxalic acid, and other products in semiconductor and electronic materials supply chains. By capturing long-term industry trends such as electric vehicles, energy storage, AI, and semiconductors, the Group continues to create higher added value.

Chairman
Ho, Chi-Cheng

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## On the environmental front,

the Group continues to promote greenhouse gas inventories and carbon reduction actions. The parent company has also established a medium- and long-term carbon reduction plan as an important basis for advancing the low-carbon transition. At the same time, we continue to build solar power and cogeneration equipment, improve energy efficiency and the proportion of renewable energy used, and strengthen our ability to reduce carbon emissions independently.

## On the governance front,

we continue to strengthen mechanisms for risk management, integrity management, and sustainable governance. Through joint oversight by the Board of Directors and the Sustainable Development Committee, we ensure that ESG strategies are closely linked to operational decisions. The Group also regularly conducts due diligence on responsible minerals to enhance supply chain transparency for key metals such as cobalt and nickel and to reduce human rights and compliance risks. In addition, in response to global supply chain restructuring and customers' emphasis on stable delivery, the Group continues to promote regionalization and southbound capacity deployment. The construction plan for the Vietnam subsidiary is also advancing as planned to strengthen global supply capabilities and operational resilience.

## On the social front,

Coremax upholds the philosophy of "what is taken from society is used for society" and has long invested in local public welfare, education promotion, and community participation. In 2025, the Group continued to cooperate with social welfare organizations, support reading education programs, and participate in local sports development, seeking to promote social good through concrete actions.

Looking ahead, Coremax will build on sound management and continue to enhance corporate governance, environmental management, supply chain responsibility, and talent development. We will embed sustainability into operational decision-making and daily management. Through technological innovation and responsible operations, we will respond to industry transformation and continue to create long-term value for corporate growth, environmental sustainability, and shared social value.

# 2025 Sustainability Achievements Overview

## Corporate Governance

- Operating revenue was NT$6.1 billion, an increase of 51%
- Corporate Governance Evaluation: TWSE-listed companies with market capitalization of NT$5 billion to NT$10 billion: top 6% to 10%
- Supplier assessment completion rate reached 100%, and the Cobalt Supply Chain Due Diligence Management Report continued to be published. The scope of responsible minerals management was further expanded from cobalt to the nickel supply chain.
- No material violations occurred in 2025, and integrity management and regulatory compliance education continued to be promoted.

## Environmental

- Investment in environmental protection totaled NT$31.94 million, representing a 26% increase from the previous year
- Energy-saving projects: cogeneration equipment, solar power, and other energy-saving equipment, with an electricity-saving rate of 8.3%
- Recrecycled metals accounted for 16% of cobalt-based battery material products

## Social

- Human rights education and training participation rate: 100%
- Employee performance evaluation participation and completion rate: 100%
- Public welfare donations totaled approximately NT$6.43 million
- Supported rural education programs for 8 consecutive years

# Coremax Group Overview



Coremax Group provides chemical products including 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.

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# 1.1 Corporate Organization Overview GRI 2-1, 2-2


## Coremax Group Introduction

Coremax Group is headquartered in Hsinchu Industrial Park and comprises three companies: Coremax Corporation, Heng-I Chemical, and Uranus Chemicals The Group's overall operating strategy and development planning are coordinated and led by Coremax Corporation to ensure resource integration and consistency in decision-making.

Drawing on their professional technologies and industry experience, each subsidiary focuses on different specialized fields, creating the benefits of division of labor, cooperation, and synergy to jointly drive the Group's steady growth and sustainable development.

As of the end of 2025, Coremax Group had 118 overseas employees and 447 employees in Taiwan, for a total of 565 employees.

| Company | Coremax | Uranus | Heng-I |
|---|---|---|---|
| Full Name | Coremax Corporation | Uranus Chemicals Co., Ltd | Heng I Chemical Co., Ltd |
| Industry | Chemical Industry | Chemical Industry | Chemical Industry |
| Group Headquarters Location | Hsinchu Industrial Park | - | - |
| Year Established | 1992 | 1975 | 1961 |
| Paid-in Capital | 1,186,492,690 | 663,750,000 | 498,000,000 |
| Main Products | 1. Power Battery Materials<br>2. Oxidation Catalysts<br>3. Spent Catalyst Regeneration Services | 1. Power Battery Materials<br>2. Specialty Metal Chemicals<br>3. Electronic-grade Chemicals | 1. Electronic-grade Sulfuric Acid<br>2. Compound Fertilizers / Organic Fertilizers / Slow-release Fertilizers |
| Number of Employees | 169 | 151 | 127 |

## Coremax Group

- Coremax Group
  - CoreMax (Core Service, Max Value.)
    - Hsinchu Plant
    - Toufen Plant
    - Ningbo Plant
    - Zhangzhou Plant
    - Thailand Plant
    - Vietnam Plant
  - Uranus
    - Hsinchu Plant 1
    - Hsinchu Plant 2
    - Toufen Plant
    - Taichung Plant
  - Heng I
    - Toufen Plant

Coremax - Hsinchu Plant

Coremax - Toufen Plant

Uranus - Hsinchu Plant 1

Uranus - Hsinchu Plant 2

Uranus - Toufen Plant

Uranus - Taichung Plant

Heng-I- Toufen Plant

## Major Company Milestones

### 1999
**Entering the Battery Materials Field**

Formally entered the battery materials field and began producing materials required for lithium batteries.

### 2011
**Power Battery Materials**

Established a nickel sulfate production line to produce ternary cathode materials for electric vehicles. In response to the rapid growth of the electric vehicle market in recent years, the Company has continued to expand its power battery materials production lines.

### 2018
**Manufacture and Sale of Cobalt-based Power Battery Products**

Began engaging in the extraction of cobalt raw materials related to power batteries and the production of cobalt metal-related products. The company is responsible for manufacturing and selling the Group's specialized cobalt-based power battery products, using advanced process equipment and flexibly combining diverse material characteristics to provide customers with excellent and competitive products.

### 1992
**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 began investing in Heng-I Chemical and incorporated it as a subsidiary. Heng-I is a private enterprise that entered the chemical fertilizer production business at an early stage and participated in the development, upgrading, and transformation of Taiwan's agriculture. In recent years, it has cooperated with Japanese companies to produce and supply electronic-grade sulfuric acid for semiconductors and is an important chemical supplier to Taiwan's semiconductor industry.

### 2015
**Investments in Uranus Chemicals**

Coremax began investing in Uranus Chemicals and included it as a subsidiary. Uranus initially focused on the production of oxalic acid.

### 2023
**Construction of Vietnam Plant**

Invested NT$1 billion to establish the first overseas power battery materials production line in Vietnam.



## CoreMax
Core Service, Max Value.

- 1992 Company established
  First oxidation catalyst production line began operations
- 1994 Completed the first spent catalyst recycling production line
- 1999 Completed advanced materials and battery materials production lines
- 2004 Established Ningbo Coremax Chemical Co., Ltd.
- 2010 Rayong, Thailand oxidation catalyst production line began mass production
- 2011 Listed on the TPEx; established Coremax (Zhangzhou) Chemical Co., Ltd.
- 2017 Listed on the TWSE; the third battery materials production line entered mass production
- 2019 Obtained IATF 16949 automotive production quality management system certification
- 2020 Obtained the RMI Responsible Minerals Assurance Process certified cobalt refiner certificate
- 2021 Participated in the Taiwan Institute of Economic Research's Brand Soaring Project to enhance the Coremax Group brand image
- 2023 Invested NT$1 billion to establish the Vietnam plant and expand the nickel-based battery materials production line

## URANUS

- 1975 Company established
  First oxalic acid plant built the following year
- 1984 Second oxalic acid plant began operations
- 1992 Cooperated with Switzerland's Coremax to establish Uranus Coremax Materials Technology Co., Ltd. to produce cobalt acetate catalysts
- 1996 Uranus Coremax Materials Technology Co., Ltd. became independently owned and was renamed Taiwan Coremax Chemical Co., Ltd.
- 2002 Established the Electronic Chemicals Department
- 2015 Became a subsidiary of Coremax Corporation
- 2018 Invested in cobalt raw material extraction and cobalt sulfate crystallization production lines, expanded the product portfolio, and entered the bulk green energy market
- 2021 Toufen Plant extraction production line officially entered mass production
- 2023 Hsinchu Plant 2 cobalt sulfate production line officially entered mass production

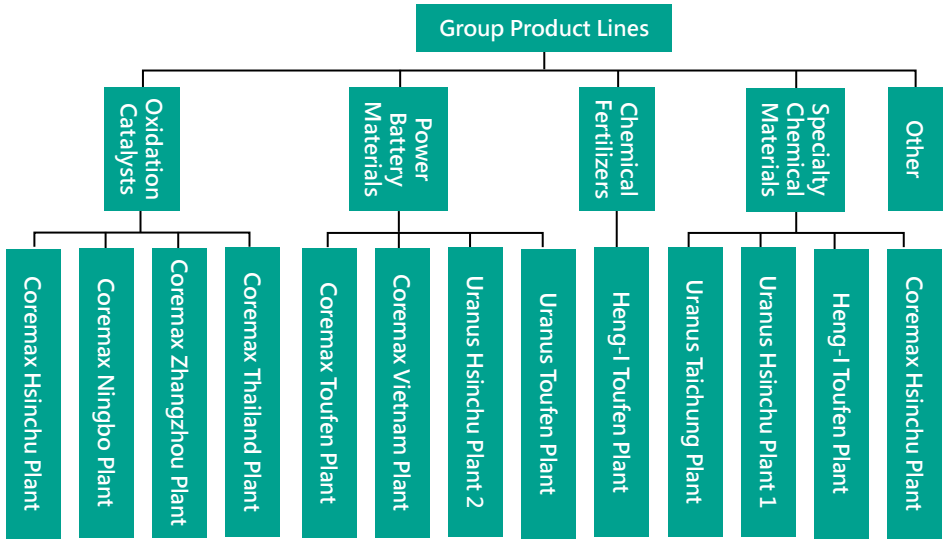
## HENG I

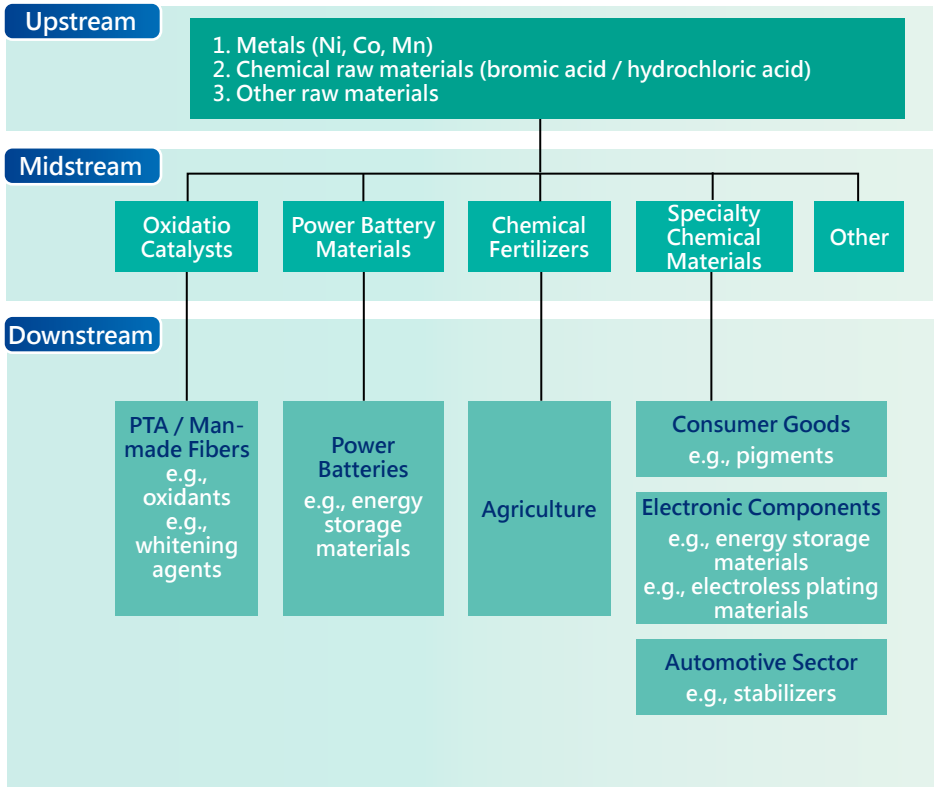
- 1961 Company established in Taipei
- 1964 Established a plant in Toufen, Miaoli; the sulfuric acid plant began operations the following year
- 1977 Constructed the compound fertilizer plant
- 1998 Cooperated with Mitsubishi Chemical Corporation of Japan to establish the first electronic-grade sulfuric acid plant
- 2000 Cooperated with Japan's Mitsui Toatsu technology to establish a new-generation compound fertilizer plant
- 2009 Coremax Corporation acquired controlling interest in Heng-I
- 2013 Cooperated with Mitsubishi Chemical Corporation of Japan to establish the second electronic-grade sulfuric acid plant
- 2014 Sulfuric Acid Plant No. 8 commenced construction, marking entry into the recycling and reuse business; the third electronic-grade sulfuric acid plant began operations
- 2021 Sulfuric Acid Plant No. 8 expanded; construction of the fourth electronic-grade sulfuric acid plant began
- 2023 New warehouse and office building completed

# 1.2 Products and Value Chain

Coremax Group's main product lines include oxidation catalysts, power battery materials, chemical fertilizers, and specialty chemical materials. Downstream applications are extensive and include the chemical industry, consumer goods, electrical and electronics, and automotive sectors.

## Coremax Group Industry Value Chain GRI 2-6




| | | | |
|---|---|---|---|
| Positive Impact | Upstream | Through supplier codes of conduct and contractual provisions, Coremax specifies relevant requirements and encourages suppliers to jointly comply with requirements for environmental protection, human rights protection, and regulatory compliance, strengthening responsible supply chain governance and reducing potential negative impacts on the environment and society. | Downstream: Coremax provides innovative products and services that promote the economic development of downstream sectors, including the power battery industry, chemical raw material manufacturing, and consumer industries, creating positive contributions to the economy and society.<br>Coremax assists customers in recycling waste catalysts and waste sulfuric acid and continues to develop technologies for recovering rare and precious metals. By investing in the recycling and reuse of metal resources, the Group helps reduce negative environmental impacts. |
| Negative impact | Upstream | Some of Coremax Corporation's metal mineral sources are located in areas with higher potential human rights risks. To strengthen responsible minerals management, we follow international standards to establish supply chain due diligence and risk assessment mechanisms, proactively identify potential risks, and implement risk control measures to reduce impacts on business operations and stakeholders. | Downstream: As part of the chemical manufacturing industry chain, Coremax attaches great importance to process safety and pollution prevention management. If relevant management measures are not effectively implemented or continuously improved, potential impacts on the environment may arise and indirectly affect downstream customers and the overall supply chain. |

# 1.3 Business Performance (Material Topic)

In 2025, Coremax Group's overall operating revenue reached NT$6.191 billion. Demand was mainly driven by climate change and shifts in market trends. Continued growth in demand for electric vehicles across countries also increased sales of Coremax Corporation's power battery materials, which accounted for 64% of total revenue.

## Significance to Coremax

The Company is committed to sustainable operations and considers financial performance a key driver for achieving ESG goals. Sound financial management helps the Company remain resilient amid market volatility and ensures continued investment in low-carbon transition, responsible supply chain management, and social welfare activities to respond to stakeholder expectations and promote long-term stable growth.

| Management Approach and Elements | Impact Management | Management Approach Targets Implementation Performance |
|---|---|---|
| **Strategy** | **Positive Impact Items** | **2025 Targets** |
| • Actively engage with global markets to ensure the sales direction.<br>• Accurately control inventories of bulk metal raw materials to reduce price fluctuation risks.<br>• Improve quality stability while reducing resource consumption and energy use cost per unit of product. | • **Enhancing the trust of investors and stakeholders:** Sound financial performance helps attract investors and enhances the Company's brand value and market competitiveness.<br>• **Strengthening corporate sustainability:** Robust financial management supports the Company in continuously advancing sustainability, including low-carbon transition, employee benefits, and community contributions. | • Revenue growth rate of 5% |
| **Management Practices and Purpose** | **Positive Impact Control Measures** | **2025 Implementation Performance** |
| • Conduct regular business visits and supplier exchanges to understand market trends.<br>• Hold weekly risk management meetings to review metal inventory and risks and improve response capability.<br>• Regularly convene cross-departmental meetings to review production progress and quality performance and continuously optimize process efficiency and product stability. | • Financial transparency and information disclosure: Financial reports and ESG reports are released regularly to ensure that financial information is public, transparent, and compliant with international standards.<br>• Establish sustainable investment budgets to ensure stable funding sources for ESG projects, such as low-carbon transition, employee benefits, and community development. | • Consolidated revenue increased by 51% compared with the previous year, mainly due to increased demand in the battery market and higher sales volume of power battery materials. |
| **Grievance Mechanism** | **Negative Impact Items** | **2026 Targets** |
| • Financial budget meetings<br>• Annual KPI meetings<br>• Production and sales meetings | • Increased operational risk: Poor financial condition may cause a company to lose competitiveness and affect long-term development. | • Revenue growth rate of 5% |
| **Topic Standards Referenced** | **Remediation and Prevention of Negative Impacts** | **Medium- and Long-term Target Planning** |
| • GRI 201: Economic Performance<br>• GRI 207: Tax | • Diversify investments and business portfolio to reduce exposure to any single market or customer and enhance corporate risk resilience.<br>• Establish capital allocation strategies to ensure sufficient liquidity and avoid impacts on operations caused by short-term financial pressure. | • Ensure stable revenue growth and information transparency to improve capital market credit ratings.<br>• Continue low-carbon transition and utilize relevant government sustainability programs to ensure corporate competitiveness. |

## Tax Management Approach and Strategy GRI 207-1, 207-2

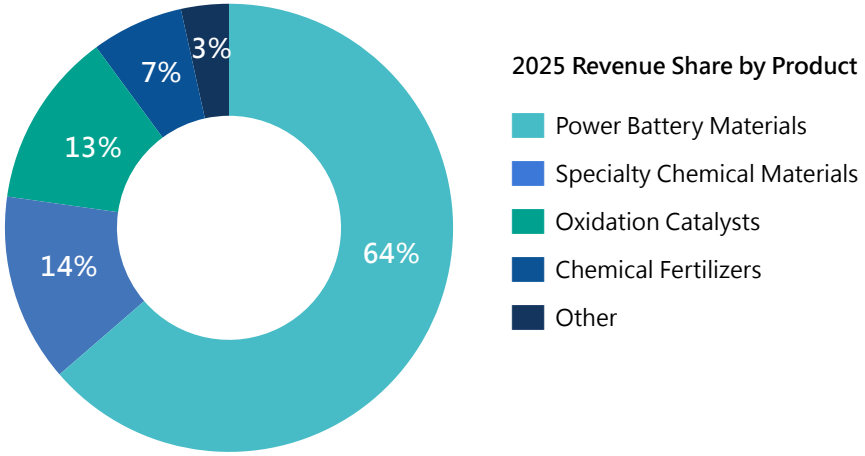
Coremax Corporation's Chief Financial Officer is the highest person responsible for the Group's tax management and oversees daily administrative tax matters, with qualified and experienced tax professionals assisting in fulfilling tax obligations. The Board of Directors also delegates the Audit Committee to supervise the Company's tax compliance to ensure tax conformity.

The Company complies with all applicable domestic tax regulations and international tax principles, files tax returns with competent authorities according to law, and pays taxes due on time. Given that our business spans multiple countries and regions, international tax risks are relatively higher, including potential risks such as transfer pricing and foreign exchange fluctuations. The Company regularly conducts tax risk assessments, identifies potential risk items, and formulates corresponding management and response strategies to ensure tax compliance and stable operations.


## 2025 Revenue Share by Product

In 2025, Coremax Group's battery materials had the most prominent sales, accounting for nearly 64% of the Group's overall revenue. Specialty chemical materials accounted for 14%, oxidation catalysts 13%, chemical fertilizers 7%, and others 3%.

| | Revenue (NT$ thousand) | Revenue Share (%) |
|---|---|---|
| Power Battery Materials | 3,940,451 | 64% |
| Specialty Chemical Materials | 840,800 | 14% |
| Oxidation Catalysts | 785,106 | 13% |
| Chemical Fertilizers | 411,097 | 7% |
| Other | 213,655 | 3% |
| Total | 6,191,109 | 100% |



## Group Revenue GRI 415-1

Unit: NT$ thousand

| Item | 2023 | 2024 | 2025 |
|---|---|---|---|
| Operating Revenue | 5,231,731 | 4,095,506 | 6,191,109 |
| Operating Costs | 5,055,610 | 3,553,715 | 5,342,451 |
| Operating Income | -93,485 | 166,333 | 436,594 |
| Net Income After Tax | -74,426 | 225,281 | 153,958 |
| Earnings per Share | -0.93 | 1.44 | 1.56 |


## Customers and Markets

In Coremax Group's 2025 overall operating revenue, domestic sales accounted for 22% and export sales accounted for 78%. Compared with 2024, when export sales were temporarily affected by the slowdown in the international electric vehicle market, the export share in 2025 returned to levels comparable with previous years. Export markets are mainly customers in Asia, Europe, and the Americas, indicating stable demand for the Group's products in major international markets.

Looking ahead, as countries continue to promote policies to phase out internal combustion vehicles, the global electric vehicle market still has medium- to long-term growth potential. Coremax Group will continue to respond to industry trends, deepen recycling technologies and process optimization, and strive to provide customers with solutions that deliver both cost efficiency and environmental value, thereby strengthening market competitiveness and responding to the needs of sustainable transformation.

Unit: NT$ thousand

| Coremax Group Sales Overview for the Past Three Years | | 2023 | | 2024 | | 2025 | |
|---|---|---|---|---|---|---|---|
| | | Amount | Ratio | Amount | Ratio | Amount | Ratio |
| Domestic Sales | | 1,454,072 | 20% | 1,404,021 | 34% | 1,376,385 | 22% |
| Export Sales | Asia | 3,103,569 | 65% | 1,957,589 | 48% | 2,786,595 | 45% |
| | Europe, Americas | 674,090 | 15% | 733,896 | 18% | 2,028,128 | 33% |
| Total Operating Revenue | | **5,231,731** | **100%** | **4,095,506** | **100%** | **6,191,108** | **100%** |

# 1.4 Core Values and Behavioral Metrics

Coremax Group follows a comprehensive product operation strategy, cultivates outstanding professional talent, innovates production technologies, manufactures high-quality products, and creates a shared vision for the Company and its colleagues through continuous improvement and progress.

Based on five core values and 25 key behavioral indicators, we conduct the Core Values and Key Behavioral Indicators Evaluation Form. We expect all Group employees to uphold the same ideals and form a practical and stable corporate culture. Employees contribute diligently in their roles to create greater value for shareholders and to contribute to sustainable development and corporate social responsibility.

Note: Please refer to the Company website for details.

## Five Core Values

# Sustainability Management



Coremax Group fully recognizes the important responsibilities that corporate operations bear for climate action, environmental protection, and economic and social development, and regards sustainable development as a core strategy for long-term operations. Upholding a customer-oriented business philosophy, we are committed to providing high-quality products and diverse solutions. At the same time, as we grow, we continuously review and reduce the impacts of our operations on the economy, society, and the environment, actively practice corporate social responsibility, and move toward a sustainable future.

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# 2.1 ESG Implementation Structure

## ESG Implementation Structure GRI 2-12~2-14

In 2022, Coremax established the Corporate Sustainability Development Committee and formulated the Organizational Rules of the Corporate Sustainability Development Committee. The committee is appointed by resolution of the Board of Directors and consists of senior managers, directors, and independent directors, with at least one independent director participating in supervision to strengthen the oversight mechanism for sustainable governance. Under the committee are groups for sustainable governance, sustainable environment and partners, blissful workplace and social care, and risk management and sustainability information disclosure. Senior executives at the department level or above serve as heads of these groups and promote and implement sustainability work according to their responsibilities.

The Sustainable Development Committee convenes at least twice a year. The main discussion topics are as follows, and the results are submitted to the Board of Directors for review:

1. International trends and policy developments in climate change
2. Global and regional carbon reduction targets and implementation of emission reductions
3. Progress of domestic regulatory updates and phased requirements
4. Customer or supply chain needs regarding ESG/carbon management
5. Identified risk and opportunity items and their financial impacts
6. Internal carbon management strategies, implementation progress, and results, such as carbon inventories, carbon footprints, and energy transition progress

## ESG Implementation Structure

Board of Directors

Sustainable Development Committee

Sustainability Office

| Sustainable Governance | Sustainability Environment & Partners | Blissful Workplace & Social Care | Risk Management & Sustainability Disclosure |
|---|---|---|---|
| **Topics** | | | |
| Sustainability management<br>Corporate governance<br>Regulatory compliance | Customer & supply chain mgmt<br>Product responsibility<br>Technical innovation<br>Energy and waste mgmt | Employee care<br>Talent development<br>Occupational and Env. Safety<br>Public welfare and local community care | Risk management<br>Sustainability info Disclosure |
| **Responsible Units** | | | |
| President's Office<br>Finance Dept. | Sales & Marketing Dept.<br>Procurement Dept.<br>Production & Mfg. Division<br>R&D and New Business Division | Human Resources Dept.<br>Occupational Safety Dept.<br>Environmental Dept. | Finance Dept.<br>Audit Office<br>President's Office<br>All departments |

# 2.2 Stakeholders and Material Topics

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

To properly identify and manage material topics related to the Company's sustainable development, Coremax follows the GRI 2021 material topic identification process to systematically assess actual and potential impacts generated by the Company in the environmental, economic, and social dimensions, including human rights. We also analyze the degree of impact on business operations and stakeholders and reference the AA1000 Accountability Principles to ensure a systematic and transparent identification process.

## Impact Management Mechanism

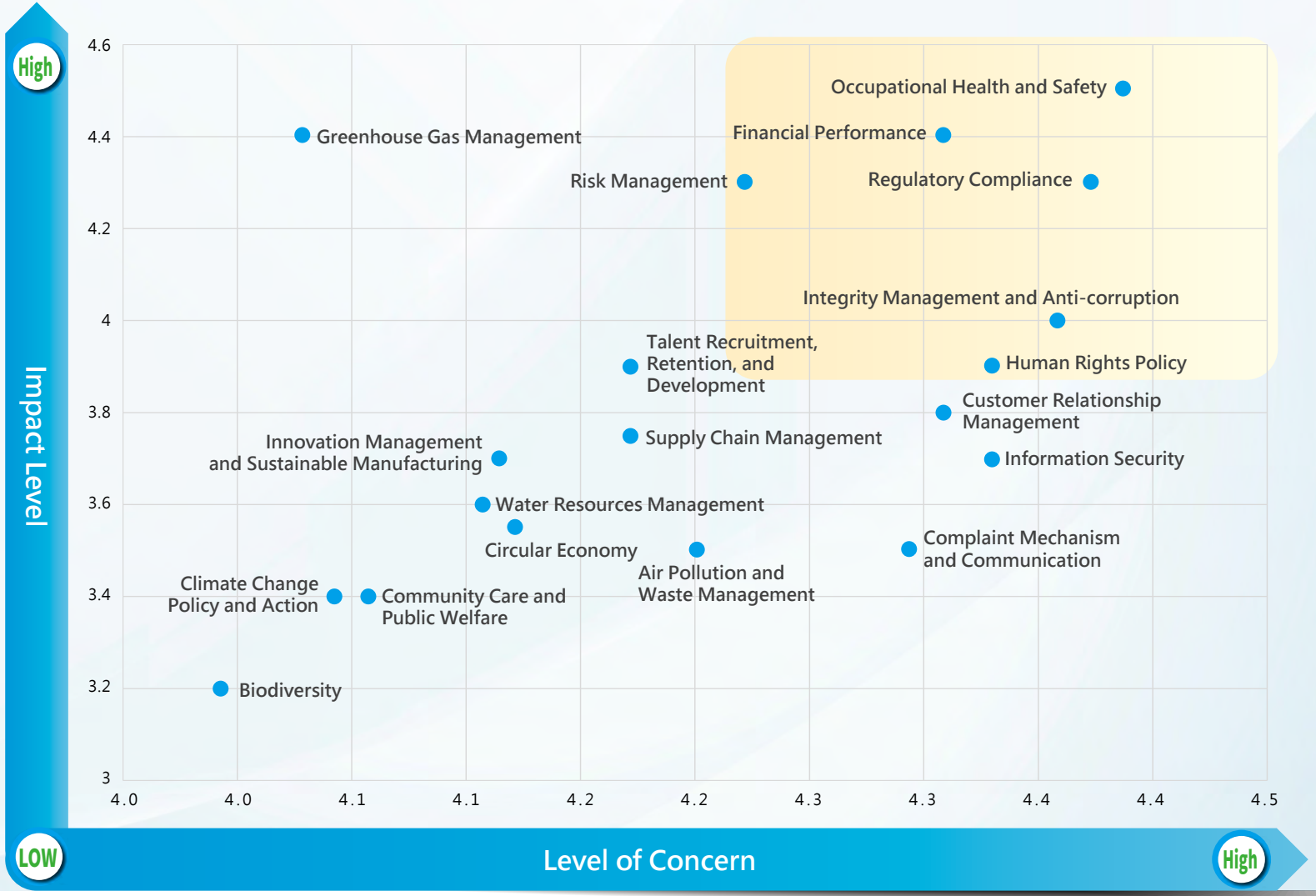
For impact management of material topics, the Board of Directors is the Company's highest governance body and is responsible for oversight and decision-making on major sustainability issues, as well as regularly reviewing relevant risks and management effectiveness. The Sustainability Office serves as the dedicated unit responsible for identifying potential or actual sustainability risks, developing prevention and improvement measures, and coordinating issues that may affect business operations or stakeholders.

During the material topic identification process, the Company evaluates the impact level and likelihood of each issue through questionnaires and stakeholder interviews, combined with the professional judgment of the sustainability team, and then prioritizes the issues. Confirmed material topics are assigned corresponding management indicators and targets according to the Company's internal management systems and are incorporated into performance tracking mechanisms to strengthen oversight and continuous improvement.

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

| Step | Content | Description |
|---|---|---|
| Understand Organizational Context | Stakeholder identification and sustainability topic list establishment | • **Stakeholder identification:** Six categories of stakeholders were identified, including employees, customers, shareholders or investors, suppliers, government agencies or competent authorities, and communities.<br>• **Determining sustainability issues:** With reference to GRI, SASB, and TCFD guidelines and incorporating stakeholder feedback, we consolidated three major dimensions, including corporate governance, environmental protection, and social engagement, and identified a total of 19 issues.<br>• **Stakeholder concern survey:** To understand stakeholders' assessment of each issue, Coremax conducted a questionnaire survey of the six stakeholder categories above. A total of 139 valid questionnaires were collected, including 86 responses from Company management and employees. |
| Identify Actual and Potential Impacts | Material topic impact assessment completed by the sustainability team | • **Impact on sustainable development:** Identify the actual and potential impacts of Coremax's operations on the environment, economy, and society, including human rights.<br>We invited members of the sustainability team to participate in the assessment. Based on the Company's 2025 actual actions and operational performance on each issue, we evaluated Coremax Corporation's impacts on the economy, environment, and society for each topic. |
| Confirm Material Topics | Confirm reported material topics and management indicators | • **Confirming material topics:** Based on assessments of positive and negative impacts and likelihood of occurrence for 19 issues, the ranking of each issue was determined. Through discussions with the sustainability team and senior management meetings, five material topics were selected for management and disclosure.<br>• **Formulating management approaches and indicators:** Management approaches and indicators are established for material topics, reviewed regularly, and tracked in a timely manner. |

## 3. Material Topic Assessment Results



## 4. Changes in the List of Selected Material Topics for 2025 and 2024 GRI 3-2

Compared with 2024, Coremax re-examined and adjusted the ranking of material topics in the 2025 material topic assessment based on changes in internal and external operating environments, stakeholder concerns, and the Company's sustainable development strategy. After questionnaire surveys, management interviews, and discussions by the sustainability team, the material topics selected for 2025 were Occupational Health and Safety, Regulatory Compliance and Integrity Management, Human Rights Policy, Financial Performance, and Greenhouse Gas Management.

The changes in material topics this year reflect the Company's increased emphasis on operational safety, regulatory compliance, human rights protection, and climate management. Occupational Health and Safety rose to first place, demonstrating that the Company continues to make employee safety and health a key focus of operational management. In addition, since Regulatory Compliance and Integrity Management both fall within the core scope of corporate governance and compliance culture, and since their management mechanisms and implementation directions are highly related, the two issues were combined this year into the material topic of Regulatory Compliance and Integrity Management. Relevant management approaches, implementation measures, and performance results are jointly disclosed in this report.

In addition, in response to growing attention to human rights issues and responsible operations, Human Rights Policy was newly added as a material topic in 2025. Financial Performance and Greenhouse Gas Management continue to be important topics for sound operations and climate action. Although issues such as Talent Recruitment, Retention, and Development and Supply Chain Management were not included among the top five material topics this year, they will continue to be incorporated into daily management and sustainability promotion mechanisms.

Overall, the adjustment of material topics in 2025 was determined after careful assessment and serves as the basis for setting subsequent management targets, action plans, and information disclosure.

| 2024 Material Topics | 2025 Material Topics | 2025 Material Topics and SDGs |
|---|---|---|
| 1. Financial Performance<br>2. Regulatory Compliance<br>3. Occupational Health and Safety<br>4. Talent Recruitment, Retention, and Development<br>5. Supply Chain Management<br>6. Greenhouse Gas Management | 1. Occupational Health and Safety | 03 GOOD HEALTH AND WELL-BEING; 08 DECENT WORK AND ECONOMIC GROWTH |
| | 2. Regulatory Compliance and Integrity Management | 16 PEACE, JUSTICE AND STRONG INSTITUTIONS |
| | 3. Human Rights Policy | 05 GENDER EQUALITY; 08 DECENT WORK AND ECONOMIC GROWTH; 10 REDUCED INEQUALITIES |
| | 4. Financial Performance | 08 DECENT WORK AND ECONOMIC GROWTH |
| | 5. Greenhouse Gas Management | 07 AFFORDABLE AND CLEAN ENERGY; 12 RESPONSIBLE CONSUMPTION AND PRODUCTION; 13 CLIMATE ACTION |

# 2.3 Stakeholder Engagement GRI 2-16

| Category | Material Topics of Concern | Communication Channels | Frequency |
|---|---|---|---|
| Employees  | 1. Human Rights Policy<br>2. Occupational Health and Safety<br>3. Regulatory Compliance and Integrity Management<br>4. Grievance Mechanism and Communication<br>5. Financial Performance | 1. Employee Welfare Committee | Quarterly |
| | | 2. Labor-Management Meetings | Quarterly |
| | | 3. Occupational Safety and Health Committee | Quarterly |
| | | 4. Internal communication: email and bulletin boards | Irregularly |
| | | 5. Opinion channels: Chairman mailbox, dedicated HR mailbox, and physical suggestion boxes | Suggestions may be submitted at any time |
| Shareholders / Investors  | 1. Financial Performance<br>2. Regulatory Compliance and Integrity Management<br>3. Risk Management<br>4. Customer Relationship Management<br>5. Occupational Health and Safety | 1. Annual Shareholders' Meeting | Annually |
| | | 2. Investor Conference | Twice a year |
| | | 3. Financial reports and annual report | Monthly / Annually |
| | | 4. Sustainability Report | Annually |
| | | 5. Spokesperson and institutional shareholder contact window | Suggestions may be submitted at any time |
| Customers  | 1. Customer Relationship Management<br>2. Regulatory Compliance and Integrity Management<br>3. Grievance Mechanism and Communication<br>4. Climate Change Policy and Action<br>5. Occupational Health and Safety | 1. Business visits | Irregularly |
| | | 2. Customer service email inbox | Suggestions may be submitted at any time |
| | | 3. Customer satisfaction survey | Annually |
| | | 4. Participation in relevant exhibitions | Irregularly |

| Category | Material Topics of Concern | Communication Channels | Frequency |
|---|---|---|---|
| Suppliers  | 1. Regulatory Compliance and Integrity Management<br>2. Customer Relationship Management<br>3. Supply Chain Management<br>4. Regulatory Compliance and Integrity Management<br>5. Occupational Health and Safety | 1. Supplier visits | Irregularly |
| | | 2. Supplier audits | Irregularly |
| | | 3. Questionnaire survey | Once every three years |
| | | 4. Signing of the Supplier Code of Conduct | Irregularly |
| | | 5. Participation in international raw material conferences | Irregularly |
| Government / Competent Authorities  | 1. Regulatory Compliance and Integrity Management<br>2. Occupational Health and Safety<br>3. Talent Recruitment, Retention, and Development<br>4. Grievance Mechanism and Communication<br>5. Greenhouse Gas Management | 1. Official correspondence | Irregularly |
| | | 2. Meeting participation | Irregularly |
| Community  | 1. Regulatory Compliance and Integrity Management<br>2. Air Pollution and Waste Management<br>3. Community Care and Public Welfare<br>4. Grievance Mechanism and Communication<br>5. Water Resource Management | 1. Industrial park association visits | Irregularly |
| | | 2. Company website | Suggestions may be submitted at any time |

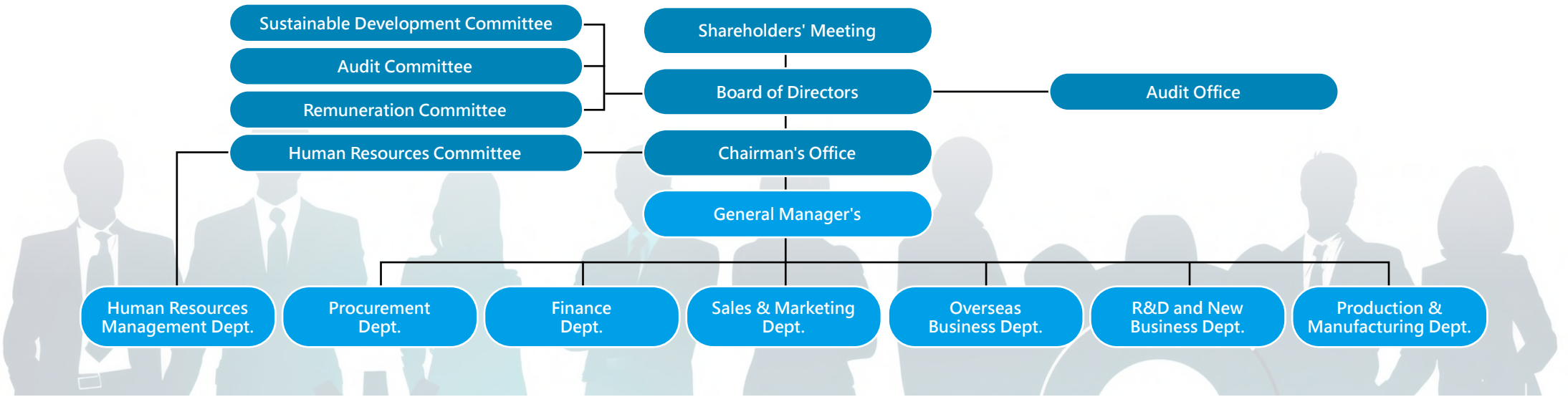
# Corporate Governance



Coremax understands that, as part of the industry chain, it bears important responsibilities toward society, industry, and overall economic development. To ensure long-term and steady growth, we place integrity at the core, establish a sound corporate governance structure and risk control mechanisms, actively implement the principles of integrity management, prevent ethical risks, and formulate responsible and transparent operating policies to create a business environment conducive to sustainable development.

# 03

# 3.1 Corporate Governance Structure




## Board Operations and Roles GRI 2-16, 2-18

The Board of Directors of Coremax is the Group's highest governance body and decision-making center for major business strategies. Upholding the principle of prudence, it fulfills its supervisory responsibilities and, guided by the overall interests of the Group, directs and oversees the operations and governance actions of each management team. To strengthen the governance mechanism, the Company 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 follows the Code of Ethical Conduct to regulate directors' recusal from conflicts of interest, ensuring fairness and transparency in Board operations.

The Board has established the Audit Committee, Remuneration Committee, and Sustainable Development Committee to assist the Board in fulfilling its supervisory responsibilities. To ensure governance effectiveness, the Company regularly conducts performance evaluations of the Board and each functional committee. The evaluation results serve as important references for continuously improving Board operations and governance mechanisms.

According to the rules of procedure, the Board convenes at least once each quarter. In 2025, a total of seven meetings were held, with regular reports provided by the finance and audit units. The Company has established a supervisory mechanism and internal review process covering audit, legal compliance, and risk management to review operating performance, understand operational risks, and deliberate major strategic issues, thereby ensuring steady growth and responding to changes in the market environment.

## Board Selection GRI 2-10, 2-11

Coremax Group establishes nomination procedures and qualification criteria for director candidates in accordance with the Director Nomination Procedures. Selection considers professional capabilities, diverse backgrounds, leadership experience, and ethical conduct. Candidates are reviewed by the Board and then submitted to the shareholders' meeting for election. Under the Company Act, shareholders holding more than 1% of shares may also nominate candidates.

The current Board members were elected on June 30, 2024, for a three-year term. There are nine directors in total, including four independent directors, all of whom possess relevant professional experience or academic qualifications. Independent directors are nominated and elected by the shareholders' meeting to ensure their independence and professionalism. The Chairman concurrently serves as the Board Chair and Chief Executive Officer, responsible for corporate governance and major business decisions. The management team is led by the President and is responsible for daily operations. The Board also includes independent directors and functional committees to strengthen oversight and checks and balances, ensuring the independence and effectiveness of corporate governance.

## Board Diversity and Independence GRI 2-17, 405-1

Coremax Group values the diversity and independence of Board members. The Board as a whole has complementary and diverse professional backgrounds and experience covering key areas such as industry operations, corporate governance, financial management, and risk control. This enables it to respond to the Group's operational development, major strategic decision-making, and the supervision needs of sustainability issues, demonstrating the collective expertise of the highest governance body.

To comply with corporate governance standards, the proportion of directors concurrently serving as managers should not exceed one-third. On the current Board, two directors also serve as senior executives of the Company, accounting for 22% of Board members and below the recommended regulatory ceiling. In addition, two newly elected female independent directors further enhance gender diversity on the Board. There are four independent directors among Board members, ensuring appropriate independence in Board decision-making and supervisory functions.

In the composition of the Board, the Group comprehensively considers diversity dimensions such as gender, age, nationality, cultural background, and professional capabilities. It continues to promote diversity policies according to the Group's operating model and development needs to strengthen Board governance effectiveness and respond to stakeholder expectations.

## Board Recusal for Conflicts of Interest GRI 2-15

Coremax Group has established a clear mechanism for managing conflicts of interest among directors. The Rules of Procedure for Board of Directors Meetings explicitly state that if a director or the juristic person represented by the director has an interest in a meeting agenda item that may harm the Company's interests, the director may state opinions and answer questions but may not participate in discussions or voting, nor may the director exercise voting rights on behalf of other directors. The relevant recusal provisions are handled in accordance with Articles 206 and 180 of the Company Act.

Newly appointed directors must sign a consent to serve and a declaration, committing to comply with Articles 23 and 206 of the Company Act, faithfully perform their duties, and voluntarily recuse themselves in the event of conflicts of interest. Coremax Corporation's Board also implements the conflict-of-interest recusal system, and no conflict of interest has occurred to date.

## Functional Committees


Note: For detailed operations of each functional committee, please refer to the Company's latest annual report.

## Policy Commitments GRI 2-23, 2-24

The Group has established sustainability policies covering corporate governance, environmental protection, human rights protection, and supply chain management as guiding principles for business decisions and operational management. Relevant management measures are developed and promoted by the management team based on international standards and applicable regulations, announced and implemented after approval by the Chairman, and embedded into daily operations through internal management systems, standard operating procedures, and training mechanisms. They are also reviewed and revised regularly. The implementation status of each policy is regularly reported to the Board of Directors and its functional committees for Board oversight and guidance. At the same time, the Group extends relevant requirements to subsidiaries and suppliers, using management mechanisms to ensure that sustainability commitments are continuously and effectively implemented across the Group and throughout the value chain.

| Category | Highest Level Approving Commitments | Applicable Activities and Scope | How Communicated |
|---|---|---|---|
| Supplier Social Responsibility and Code of Conduct | Chairman | We value supply chain management and have established relevant guidelines that clearly specify the basic principles partners must follow in human rights protection, labor rights, occupational safety, environmental protection, and business ethics. Through due diligence and communication mechanisms, we strive to build long-term supplier relationships based on mutual trust, stability, and responsibility. | Company website |
| Human Rights Policy | Chairman | We are committed to respecting and protecting human rights. Following international human rights standards, we have formulated a human rights policy and incorporated relevant principles into operational management and daily operations. Through training and grievance mechanisms, we enhance all employees' human rights awareness and ensure a fair, respectful, diverse, and inclusive work environment. | Company website |
| Environmental Policy | Chairman | We fulfill our responsibilities as global citizens and as a corporate citizen. We are committed to energy conservation, carbon reduction, and pollution prevention, and reduce the environmental impacts of operations by promoting environmental management systems and process improvements, moving toward carbon reduction and sustainable development goals. | Company website |
| Responsible Minerals Management | Chairman | We value the human rights and social risks that may be involved in mineral supply chains, with particular attention to mineral extraction, trading, processing, and export activities in high-risk regions. We conduct due diligence in accordance with international standards and incorporate relevant requirements into supplier contracts and cooperation standards to implement responsible minerals management and supply chain transparency. | Company website |

# 3.2 Risk Management

## Risk Management Operations

At Coremax Group, the Board of Directors serves as the highest supervisory body for risk management. It is responsible for reviewing major risk issues and their potential impacts on the Company's operations and supervising management in implementing response measures. Under authorization from the Board, the Sustainable Development Committee is responsible for planning, promoting, and implementing the risk management system and regularly reports risk assessment results and management effectiveness to the Board.

The Group has built its management process in accordance with the Risk Management Best Practice Principles. Each responsible unit identifies and assesses risks according to the nature of its business, develops prevention and response measures, and implements them. The Company regularly reviews changes in the internal and external operating environment, conducts risk inventories and rolling adjustments through cross-departmental meetings, and formulates tracking and improvement plans. The Board and functional committees continuously supervise implementation and communicate with senior management on major risk issues as a basis for strategic planning and resource allocation.

In addition, through institutionalized processes and continuous improvement mechanisms, the Group regularly updates risk management documents and has the audit unit conduct audits to strengthen the internal control system and ensure sound operations and sustainable development.


## Risk Management Process

## Risk Management Policy

Through departmental risk assessments and cross-departmental reviews, Coremax Group consolidated and identified four major categories of significant risk dimensions and further identified twelve specific risk issues. The Group has also formulated corresponding risk management approaches for each risk to strengthen the overall risk control mechanism and response capabilities.

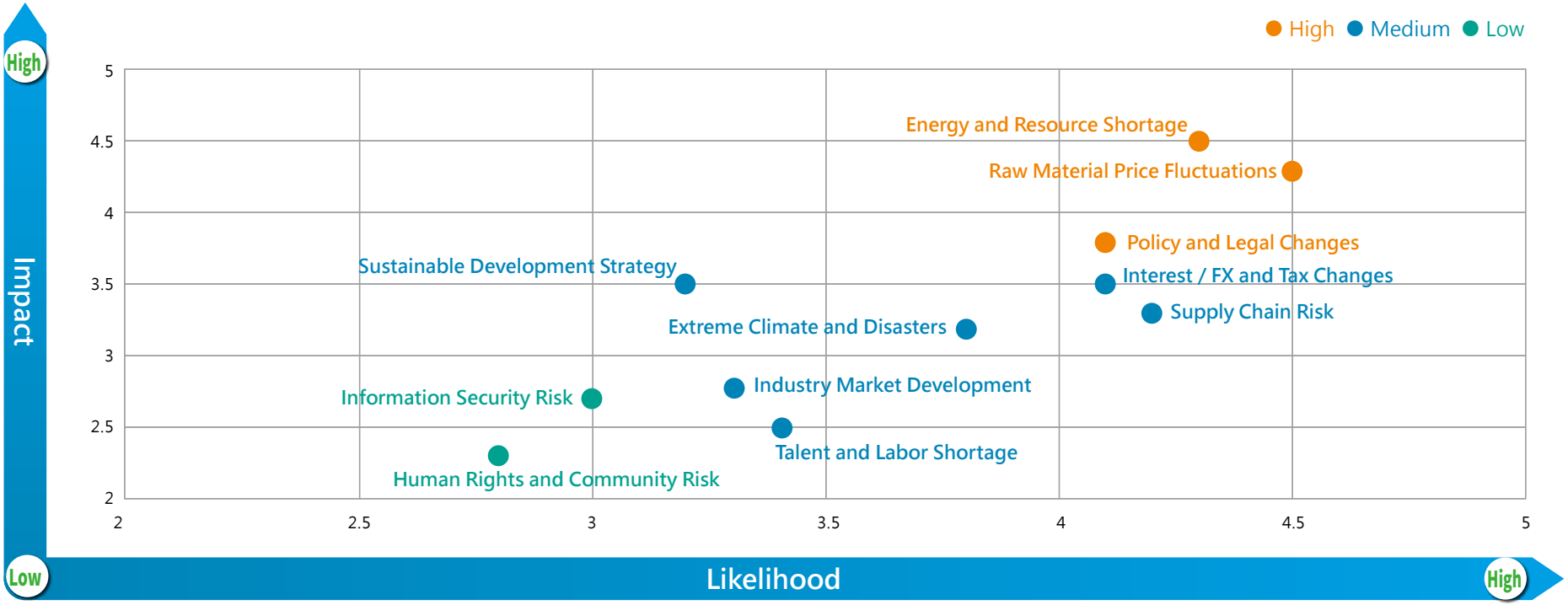
**Strategy**
- Industry / market development
- Policy / legal changes
- Sustainable development strategy

**Operations**
- Supply chain risk
- Talent and labor shortage
- Information security risk

**Finance**
- Interest and exchange rate fluctuations
- Changes in tax regulations
- Raw material price fluctuations

**Environmental & Social**
- Extreme climate / natural disasters
- Human rights and communities
- Energy and resource shortages

### ◆ Risk Matrix



## Risk Category

| Risk Category | Definition / Scope | Risk Matrix | Description of Risk Causes | Responsible Unit | Management Strategy |
|---|---|---|---|---|---|
| Category 1 Strategic Risk  | Industry and Market Development | Medium Risk | Changes in international markets or industry development, or the emergence of new competitors or substitute technologies, may lead to customer loss or declining sales volume. | General Manager Office | 1. Conduct regular domestic and overseas business visits to collect industry-related information and ensure the suitability of production and sales strategies.<br>2. Actively monitor international trends and promptly understand the latest industry developments to formulate R&D strategies. |
| | Policy and Legal Changes | High Risk | Changes in international or local policies and regulations may have significant impacts on the industry, such as carbon emission controls, tightened environmental regulations, or cancellation of subsidy policies, which may increase the Company's costs and affect profitability. | Audit Office<br>General Manager Office<br>Sales Division | 1. Strengthen communication with government agencies, industry associations, and customers, and establish policy and regulatory monitoring and compliance management systems.<br>2. Promote carbon reduction, energy conservation, and environmental management measures to reduce compliance costs resulting from strengthened carbon fees and environmental regulations. |
| | Sustainable Development Strategy | Medium Risk | 1. Policy risk: Failure to adapt to strict ESG regulatory requirements may result in fines or business interruption.<br>2. Technology and capital risk: Investment in green technologies or low-carbon transformation may involve high costs and potential technological failure.<br>3. Market risk: Failure to fulfill sustainability commitments may lead to customer loss. | General Manager Office | 1. Regularly convene the Sustainability Committee and report sustainability goals and progress to the Board of Directors.<br>2. Follow the national sustainable development pathway and align with the sustainability requirements of international customers.<br>3. Actively communicate with overseas customers to understand international sustainability trends. |
| Category 2 Financial Risk  | Interest rate and exchange rate fluctuations; changes in tax regulations | Medium Risk | Changes in the economic environment, interest rates, exchange rates, or capital market volatility may affect a company's financing capability and financial stability. | Audit Office<br>Finance Division | 1. Establish financial risk assessment and early warning mechanisms, optimize capital structure and liquidity management, and continuously monitor operations and financial status in accordance with internal control systems.<br>2. 2. Strengthen natural hedging and offset foreign currency receivables and payables, and appropriately use derivative financial instruments under risk controls to reduce the impacts of exchange rate and financial fluctuations. |

| Risk Category | Definition / Scope | Risk Matrix | Description of Risk Causes | Responsible Unit | Management Strategy |
|---|---|---|---|---|---|
| Category 2 Financial Risk  | Raw Material Price Fluctuations | High Risk | Due to industry characteristics, sharp changes in raw material prices may result in significant fluctuations in financial valuation gains and losses. | Finance Division<br>Procurement Division<br>Sales Division | 1. Conduct risk management for major metal raw materials, including cobalt and nickel; hold regular risk management meetings; and conduct derivative financial product transactions based on the principle of risk avoidance.<br>2. Adjust production and sales strategies promptly through weekly production and sales meetings and effectively manage raw material and finished goods inventory targets. |
| Category 3 Operational Risk  | Supply Chain Risk | Medium Risk | Risk that supply chain disruptions or suppliers' failure to meet international standards, such as human rights and ESG standards, may affect the Company's production, operations, or delivery. | Procurement Department | 1. Sign supply contracts for major raw materials with two or more suppliers.<br>2. Regularly review safety stock levels and actively monitor international logistics conditions to reduce delay risks.<br>3. Actively seek new suppliers, both domestic and overseas, for procurement.<br>4. Conduct supplier audits regularly to ensure that supplier operations comply with international standards. |
| | Talent and Labor Shortage | Medium Risk | Risk that insufficient human resources or skill mismatches may cause difficulties for the Company in operations, innovation, or expansion. | Human Resources Department | 1. Strengthen recruitment, retention, and foreign labor management to ensure the supply of key functional talent.<br>2. Establish competency development and skills training systems to enhance employees' technical and cross-departmental capabilities.<br>3. Conduct workforce planning, succession systems, and flexible workforce deployment to reduce talent gaps and operational risks. |
| | Information Security Risk | Low Risk | Threats arising from cyberattacks, internal errors, or technical vulnerabilities may lead to data leakage, business interruption, financial losses, or reputational damage. | Information Technology Department | 1. Conduct regular network vulnerability scans and establish firewalls and filtering software to reduce hacker intrusion.<br>2. Introduce encryption systems to encrypt confidential documents and prevent data leakage.<br>3. Conduct regular information security awareness campaigns and training.<br>4. Regularly back up key servers, sign backup service agreements, and conduct disaster drills annually. |

| Risk Category | Definition / Scope | Risk Matrix | Description of Risk Causes | Responsible Unit | Management Strategy |
|---|---|---|---|---|---|
| Category 4 Environmental & Social Risk  | Extreme climate<br>Natural disasters and human-made disasters | Medium Risk | Major impacts of various disasters on business operations may lead to financial losses, business interruption, and safety issues. | Industrial Safety Department<br>All operating departments | 1. Establish disaster risk management systems, early warning mechanisms, and regular risk assessments.<br>2. Strengthen plant facility safety, fire safety, and hazardous chemical management, and conduct regular drills.<br>3. Establish emergency response plans, including backup supply and internal and external communication mechanisms, to reduce the impacts of disasters on operations. |
| | Human Rights and Community Risk | Low Risk | 1. If workers suffer human rights violations such as discrimination, harassment, forced labor, or unsafe working environments, legal and compliance risks and customer audit risks may arise.<br>2. If plant operations trigger community concerns about noise, odors, traffic, or other issues, community relations may become tense and the Company's social acceptance may decline. | Human Resources Division | 1. Formulate and publicly disclose human rights policies in accordance with international standards, and strengthen grievance and remediation mechanisms.<br>2. Implement human rights due diligence, training, and ESG audits for employees, migrant workers, and the supply chain.<br>3. Establish community communication and grievance mechanisms to reduce impacts and implement improvement measures. |
| | Energy and Resource Shortage | High Risk | Shortages of energy and resources may affect business operations and production, potentially causing financial losses, business interruption, and safety issues. | Manufacturing Division<br>Maintenance Department | 1. Establish emergency response and business continuity plans for energy interruptions to ensure production safety and operational stability.<br>2. Implement energy management systems and monitoring mechanisms to improve energy efficiency and diversify energy sources. |

# 3.3 Regulatory Compliance and Integrity Management (Material Topic) GRI 2-27

As international requirements for corporate governance transparency and compliance continue to rise, regulations and standards related to financial disclosure, environmental protection, human rights protection, and anti-corruption have been strengthened. In addition to ensuring compliance with laws, enterprises should also establish a sound culture of integrity management and internal control systems. Coremax fully recognizes that regulatory compliance and integrity management are important cornerstones of stable operations and sustainable development.

To strengthen internal control mechanisms, reduce compliance risks, and improve corporate governance quality, the Company listed Regulatory Compliance and Integrity Management as one of this year's material topics. Through institutionalized management, training, and risk supervision mechanisms, we ensure that all operating activities comply with relevant laws, regulations, and ethical standards, and implement the principles of fair trade, anti-corruption, and integrity governance, demonstrating our commitment to responsible business operations.

## Significance to Coremax

A comprehensive regulatory compliance and integrity management mechanism helps reduce corporate violation and ethical risks and maintain operational stability, corporate reputation, and brand trust. To this end, an effective compliance and integrity governance system is established, covering internal monitoring mechanisms, integrity management standards, and employee codes of conduct to ensure that all business activities comply with legal requirements and business ethics standards.

| Management Approach and Elements | Impact Management | Management Approach Targets Implementation Performance |
|---|---|---|
| **Strategy** | **Positive Impact Items** | **2025 Targets** |
| • Regular regulatory checks and updates; strengthen internal audits and regulatory communication | • Reduce penalties and operational risks<br>• Enhance corporate reputation and investor confidence | • Conduct integrity management-related education and training<br>• Number of material violations (Note), corruption cases, or whistleblowing cases: 0 |
| **Management Practices and Purpose** | **Positive Impact Control Measures** | **2025 Implementation Performance** |
| • Corporate governance: Integrity Management Code, Code of Ethical Conduct, insider trading prevention mechanisms, regulatory management procedures, and other mechanisms<br>• Human rights: domestic and international human rights conventions and ISO 45001 occupational safety and health management<br>• Environmental regulations: ISO 14001 environmental management policy | • Establish compliance policies and standards, internal review, and supervision mechanisms<br>• Conduct regulatory and ethics training for all employees<br>• Strengthen corporate governance and Board oversight | • Training on ethical conduct, integrity management policies, and insider trading prevention for directors, managers, and employees reached a cumulative total of 529 participants and 867 hours, including 14 attendances by Board members for related courses totaling 90 hours.<br>• Material violations (Note), corruption cases, or whistleblowing cases: 0 |
| **Grievance Mechanism** | **Negative Impact Items** | **2026 Targets** |
| • Internal audit process<br>• Grievance and whistleblowing windows and mailboxes | • Complex compliance processes may increase corporate costs and administrative burden, affecting operational efficiency. | • Integrity governance and regulatory compliance risk assessment and monitoring<br>• Number of material violations (Note), corruption cases, or whistleblowing cases: 0 |
| **Topic Standards Referenced** | **Remediation and Prevention of Negative Impacts** | **Medium- and Long-term Target Planning** |
| • GRI 205: Anti-corruption<br>• GRI 206: Anti-competitive Behavior | • Establish compliance audit procedures according to risk level, and prioritize compliance for high-risk regulations. | • Regulatory compliance risk assessment and monitoring<br>• No violations of laws or regulations |

Note: Material violations refer to major fine events of NT$1 million or more.

# Strict Compliance for Sustainable Operations

## Corporate Governance

To ensure the Group's strict compliance with relevant laws and regulations, we continuously monitor domestic and international policy and legal developments that may affect the Company's business and finances. Coremax also strengthens compliance management by establishing sound systems and internal controls, including:

- Internal control system and accounting system;
- Corporate Governance Best Practice Principles and Corporate Social Responsibility Best Practice Principles;
- Procedures and Guidelines for Preventing Dishonest Conduct;
- Procedures for Endorsements and Guarantees, Debt Commitments, and Contingencies;
- Personal Data Protection Management Regulations
- Pollution Prevention and Control Procedures.

Coremax is committed to creating a sound business environment for the industry and ensuring the Group's sustainable development. In 2025, no penalties related to corporate governance occurred.

## Human Rights Protection

Coremax Group values employees' professional capabilities and provides equal employment opportunities. The Group does not discriminate on the basis of race, gender, age, disability, religion, ethnicity, zodiac sign, blood type, or any other characteristic protected by relevant laws. Labor conditions are handled in accordance with the relevant provisions of the Labor Standards Act. In 2025, no human rights-related grievances or incidents occurred. Please refer to Section 5.1 Human Rights Policy and Commitment of this report for details on human rights policies and commitments.

## Market Competition GRI 205, GRI206

Coremax Group conducts industry competition based on the principles of fairness, openness, and legitimacy, and firmly opposes any improper conduct with peers related to jointly fixing prices, market allocation, customer allocation, bidding, agreement content, monopolies, or joint boycotts of suppliers or customers. We strictly comply with relevant regulations to ensure that competition with peers takes place in a fair and open environment. In 2025, no violations of antitrust laws occurred.

**Coremax Group complies with all applicable laws and regulations. In 2025, there were zero incidents involving the following:**

- Corruption
- Bribery
- Antitrust violations
- Child labor
- Forced labor
- Significant violations*
- Violations related to product and service information and labeling
- Loss or leakage of customer data

Note: Significant violations refer to penalties of NT$1 million or more.

## Non-compliance Incidents and Responses

In 2025, Coremax Group had a total of four violations with fines totaling NT$1.224 million. No penalties related to corporate governance occurred. Other violations are listed below.

NT$

| Aspect | Item | 2025 Non-compliance Items | Reason | Improvement Measures | Improvement Progress |
|---|---|---|---|---|---|
| Environment Related | Waste Management | 60,000 | Cadmium exceeding the standard was detected in the non-hazardous wastewater storage area of Coremax's Hsinchu Plant, violating the Waste Disposal Act. | The production process has been comprehensively reviewed, and the relevant waste management system has been strengthened. | Properly handled |
| | Air Pollution Prevention and Control | 960,000 | Although Uranus' Toufen Plant held a stationary pollution source installation permit, it operated without obtaining an operating permit, violating the Air Pollution Control Act. | The application for the stationary pollution source operating permit has been submitted. | Properly handled |
| Social Related | Occupational Health and Safety | 60,000 | An Heng-I employee suffered an occupational injury when a finger was caught and pinched while handling a process abnormality. | Equipment engineering improvements have been implemented, and safety operating standards and training have been established. | Properly handled |
| | Building Act | 144,000 | Heng-I commenced construction of a sludge pond without obtaining a permit. | Construction permits (miscellaneous licenses) should be obtained before commencement of construction. | Properly handled |
| Total Amount | | 1,224,000 | | | |
| Number of Cases | | 4 | | | |

## Grievance Mechanism for Seeking Advice and Raising Concerns GRI 2-26

The Group has established the Integrity Management Code and Code of Ethical Conduct and has built a comprehensive grievance and reporting mechanism as the formal channel for employees and stakeholders to express opinions and raise concerns. The mechanism applies to environmental (E), social (S), and governance (G) issues, including but not limited to environmental pollution and illegal emissions, workplace safety and health, labor and human rights, discrimination or harassment, corruption and fraud, dishonest conduct, and legal compliance.

The Group has established diverse communication channels, including a dedicated reporting mailbox and hotline, with a dedicated unit responsible for accepting, investigating, responding to, and handling reports. To ensure effective operation of the mechanism, the Group strictly adheres to confidentiality principles, protects the confidentiality of reporters' identities and report content, allows anonymous reporting, and explicitly prohibits any form of retaliation or improper treatment to safeguard reporters' rights and interests.

For cases verified as true, the Group will take appropriate disposition and improvement measures in accordance with relevant regulations and continue to track improvement progress. It has also established positive feedback and reward mechanisms to encourage employees and stakeholders to report issues honestly and to strengthen the Company's culture of integrity and risk management capabilities.

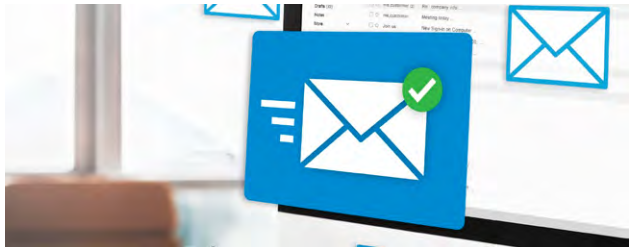
**In 2025, Coremax Group had zero reported cases involving material violations of integrity management or relevant regulations.**

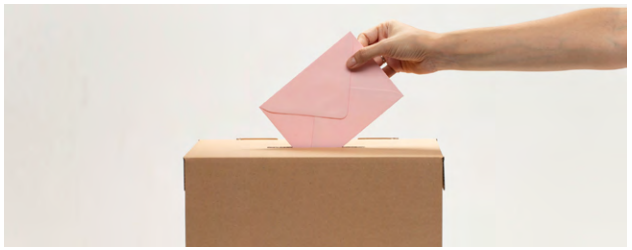
### ◆ Internal Advice Channels and Communication Methods

1. **Dedicated receiving unit: Human Resources Department**
   - Whistleblowing hotline：03-5983101 ext. 3333
   - Whistleblowing email：hr880@coremaxcorp.com
2. **Manager communication mechanism**：opinions are reflected through regular department manager meetings or one-on-one interviews.
3. **Employee satisfaction survey**：regularly collects employee opinions and improvement suggestions.
4. **Labor-management meetings**：an official platform for communication and consultation between labor and management.
5. **Occupational Safety Committee meetings**：a grievance platform for safety, health, and environmental management issues

### ◆ External Advice Channels and Communication Methods

1. Contact mailbox / feedback section on the Company's official website
2. External contact windows (business units or relevant responsible units)
3. Supplier communication platform and regular evaluation feedback mechanism
4. Stakeholder questionnaire survey





# 3.4 R&D Innovation and Quality Management

Coremax meets customer needs with high-quality products and professional services and continues to promote improvement and innovation to enhance overall value. We understand that providing high-quality products that meet customer expectations is a fundamental corporate responsibility, and that talent is key to fulfilling our quality commitments. Therefore, we actively cultivate professional talent, strengthen R&D and process technologies, continuously improve product quality, and strive to become a trusted partner for customers.

## Quality Management System Certification

o maintain quality, Coremax Group has introduced ISO 9001 and IATF 16949 management systems. We conduct internal audits regularly every year and pass verification by third-party certification bodies.


## R&D and Innovation Planning

Coremax Group's R&D investment in 2025 reached NT$18.91 million. R&D efforts focused on production process optimization and quality improvement to enhance production efficiency. In the future, the Group will continue developing new products and strengthening raw material recycling and reuse technologies to enhance overall competitive advantages and respond to diversified market needs and sustainability trends.

### Short-term Goals

1. Product quality improvement and process optimization
2. Improve waste recycling treatment efficiency and implement the circular economy

### Medium- and Long-term Goals

1. Respond to international market development: develop hydroxide compounds with various Ni, Co, and Mn ratios
2. Diversify cobalt, nickel and othermetal material recycling technologies and processes R&D to improve recycling output, efficiency, and quality

## Historical R&D Expenses and Ratios

Unit: NT$ thousand

| Year | 2023 | 2024 | 2025 |
|---|---|---|---|
| R&D Expenses | 13,410 | 20,327 | 18,912 |
| Operating Revenue | 5,231,731 | 4,095,506 | 6,191,109 |
| Percentage of Operating Revenue | 0.26% | 0.50% | 0.31% |

## Intellectual Property Management

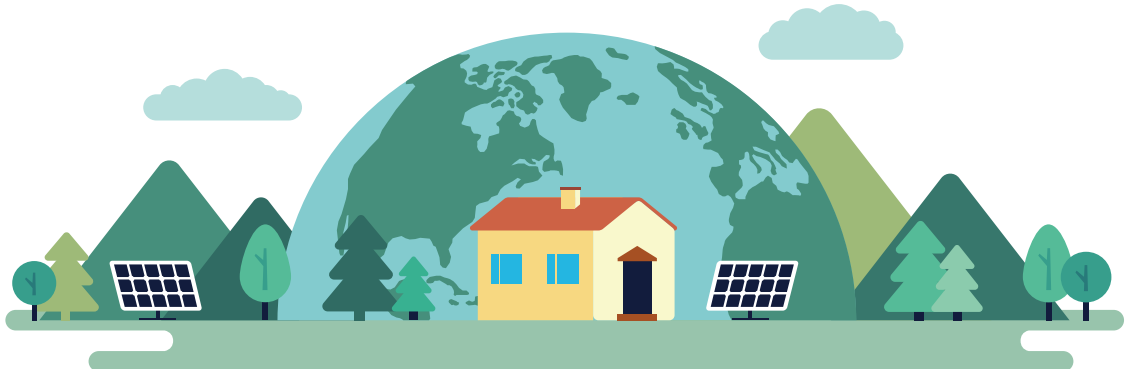
Coremax Group values the management and protection of intellectual property rights and regards them as core assets for technological innovation and sustainable competitiveness. To respond to a rapidly changing industry environment and improve R&D effectiveness, the Group actively strengthens its technological foundation and new product development and builds a comprehensive intellectual property management mechanism.

We comply with relevant laws and regulations, strictly respect the intellectual property rights of others, and simultaneously implement the identification, application, maintenance, and risk control of the Company's key technologies to ensure that R&D results are legally protected and have market advantages. Promoting intellectual property strategies and establishing internal systems not only effectively reduce operational risks but further strengthen the Group's competitive position and brand value in global markets.

## Green and Low-carbon Actions

Coremax Group actively implements the concept of green and low-carbon operations, comprehensively reviews potential environmental impacts during product manufacturing processes, establishes indicators for each production stage, and continuously optimizes processes to effectively reduce carbon emissions throughout the product life cycle.

| Green Actions | Indicator | Description |
|---|---|---|
| Minimize and eliminate the impact of hazardous substances on the environment as much as possible | Comply with hazardous substance emission standards | The Group complies with hazardous substance emission standards and continues to develop new processes toward stricter standards. |
| Use recycled raw materials | Varies depending on product content | 1. Recycled metals accounted for 16% of Uranus' battery material products.<br>2. Recycled paper packaging materials with FSC certification are procured.<br>3. Heng-I recycles waste liquid with pH ≦ 2.0 (waste sulfuric acid) generated from integrated circuit manufacturing processes in the electronic components manufacturing industry to produce industrial sulfuric acid. |
| Develop new circular technologies | Increase waste recycling volume every year | Valuable metals in Coremax metal waste account for <6%. |
| Reduce water resource consumption | Decrease every year | Uranus Toufen Plant recycles steam condensate and scrubber discharge water for reuse in the process. |
| Reduce energy consumption | Decrease every year | Energy-saving projects：<br>1. Solar power and cogeneration equipment achieved an annual electricity-saving rate of 7.8%.<br>2. Coremax's Hsinchu Plant improved production processes and effectively reduced natural gas consumption, achieving annual energy savings equivalent to 7.1% of the plant's natural gas use.<br>3. Coremax's Toufen Plant added pump variable frequency drives and automatic start-stop devices, effectively reducing electricity consumption and achieving an annual electricity-saving rate of 3.2% at the plant. |



# 3.5 Customer Relationship Management

Coremax Group is committed to building stable and long-term partnerships. We believe that only by deeply understanding customer needs and continuously providing high-quality products and services can we establish a lasting foundation of cooperation and mutual trust. To this end, we not only strengthen internal quality management and technological innovation, but also actively listen to customer feedback and work with customers to create long-term value.

## Customer Privacy and Confidentiality GRI 418-1

Coremax Group's products are industrial chemicals and are operated under a B2B model. Although they do not involve marketing and labeling requirements for general consumer products, the Group still provides safety data sheets and accurate labeling in accordance with GHS, chemical substance management regulations, and applicable international customer standards to ensure product safety. We attach great importance to the protection of customer privacy and intellectual property rights. In addition to signing confidentiality agreements with customers, we have established the Personal Data Protection Management Regulations and Information System and Network Resource Use Regulations to ensure the security and compliance of information processing. The scope applies to all branches, operating sites, subsidiaries, customers, and suppliers. According to the Company's Information System Management Procedures, all customer data are subject to access control mechanisms to reduce data leakage risk.

**In 2025, the Group received no grievances related to infringement of customer privacy or loss of customer data.**

## Customer satisfaction survey

Coremax Group continues to collect customer feedback through customer satisfaction surveys and communication management procedures to ensure that the Company's products and services meet customer needs and expectations. The 2025 survey results show that the average satisfaction score of domestic customers was 94 points and that of export customers was 94 points. Consolidated analysis showed that the items receiving higher evaluations were personnel cooperation, after-sales service quality, and telephone etiquette of sales personnel.

In addition, we designate the automotive battery materials customer with the largest transaction volume as a key focus and plan to conduct monthly regular surveys. Feedback is collected on product quality, price reasonableness, delivery schedule, cooperation, and other aspects as a basis for continuous improvement and service optimization.

## Customer Complaint Handling Procedure

To effectively handle customer complaints and continuously improve service quality, the Group has established clear customer complaint handling procedures and simultaneously develops improvement measures for abnormal issues. Customers may contact the sales contact window in writing, by email (sales@coremaxcorp.com), or by telephone to report issues. All customer complaint cases are centrally accepted by the sales unit, after which a cross-departmental team is organized to ensure that cases are effectively resolved and specific improvement measures are proposed.

# 3.6 Supply Chain Management

With the increasing rigor of international regulations such as Responsible Mineral Sourcing and the EU Battery Regulation, requirements for supply chain transparency, traceability, and sustainability responsibility continue to rise. Coremax recognizes that supply chain management is critical to ensuring operational stability and promoting sustainable development. With responsible procurement, risk management, local connection, and sustainable co-prosperity as its core strategies, the Group continues to strengthen supplier risk assessment and supervision mechanisms, gradually introduces supply chain carbon footprint management, and promotes raw material traceability and responsible procurement systems. These efforts enhance supply chain information transparency and environmental performance, while working with suppliers to build a stable, resilient, low-carbon supply chain system.

## Local Procurement GRI 204-1

Coremax Group's top 10 raw materials accounted for 90.8% of total procurement value, while the local procurement ratio was 10.2%. As major metal raw materials still depend on international imports, the local procurement ratio has shown a year-by-year growth trend. In the future, the Group will continue working to increase local procurement and deepen cooperation with local suppliers.

### Procurement Value Ratio of Coremax Group's Top 10 Raw Materials in the Past Three Years

| Year | 2023 | 2024 | 2025 |
|---|---|---|---|
| Local Procurement (Taiwan) | 6.3% | 8.4% | 10.2% |
| Non-local Procurement | 92.7% | 86.2% | 80.6% |
| Total | **99.0%** | **94.6%** | **90.8%** |

## Supplier Risk Management GRI 308-2

Coremax classifies qualified suppliers by risk level and adopts corresponding action plans for different risk levels.

| Risk Level | Definition | Action Plan |
|---|---|---|
| Low Risk | • Standard-product suppliers<br>• Suppliers rated Grade A or Grade B in the current year's evaluation | • Give priority to low-risk suppliers for procurement. |
| Medium Risk | • Suppliers that may be replaced only after approval.<br>• Suppliers whose evaluation grade for the year is Grade C. | • Continue tracking quality and reduce order volume as appropriate. |
| High Risk | • Sole-source suppliers<br>• Suppliers rated Grade D in the current year's evaluation | • Conduct audits of high-risk suppliers.<br>• Actively develop and evaluate the introduction of second-source suppliers or alternative materials. |

### Number and Percentage of Suppliers by Risk Level in 2025

The Group gives priority to low-risk suppliers for procurement, reduces orders placed with suppliers identified as medium-risk, and continues to track their quality. When a high-risk supplier is identified, Coremax conducts audit guidance for that supplier and seeks alternative materials or new suppliers. In 2025, Coremax Group had no high-risk suppliers and had two medium-risk suppliers. Details of supplier risk identification are shown in the table below.

| Risk Level | Foreign Suppliers | Domestic Suppliers | Percentage |
|---|---|---|---|
| Low Risk | 41 | 95 | 98.6% |
| Medium Risk | 2 | 0 | 1.4% |
| High Risk | 0 | 0 | 0% |
| Total | **43** | **95** | **100%** |

## Responsible Minerals Management GRI 414-2

Since 2019, Coremax has committed to adopting the OECD Due Diligence Guidance for Responsible Supply Chains of Minerals from Conflict-Affected and High-Risk Areas for its cobalt metal raw material supply chain. This guidance serves as the basis for the Company's Responsible Mining Supply Chain Due Diligence Policy, and the related requirements are incorporated into supplier contracts and cooperation agreements to ensure that supply chain conduct complies with international standards. Starting in 2025, the nickel metal supply chain was further included in the scope of responsible minerals management, continuously expanding management coverage.

To fulfill corporate social responsibility and support international human rights principles, Coremax collects and reviews information on cobalt smelters based on the CMRT Conflict Minerals Reporting Template provided by the Responsible Minerals Initiative, and uses it for supply chain risk identification and tiered management. In the future, the Company will continue tracking and responding to risk issues related to mineral supply chains and plans to undergo relevant RMI audits in the fourth quarter each year to obtain compliance certification and strengthen the transparency and credibility of supply chain management.

In addition, Coremax also pays attention to the potential environmental impacts of mineral sources. The Company is gradually assessing carbon emission risks from key metals during mining and processing, using the results as an important basis for promoting supply chain carbon management and sustainable procurement strategies, thereby comprehensively improving the environmental performance and sustainable value of the supply chain.

## Responsible Minerals Management Steps

- STEP 1 Establish sound corporate management systems
- STEP 2 Identify and assess supply chain risks
- STEP 3 Develop and implement measures for identified risks
- STEP 4 Conduct independent third-party audits(RMI)
- STEP 5 Annual due diligence report
- STEP 6 Community engagement

## New Supplier Cooperation Evaluation and Screening Mechanism

To ensure supply chain quality and sustainability management standards, Coremax Group has established a new supplier cooperation evaluation and screening mechanism. Comprehensive reviews are conducted before cooperation, covering environment, safety and health, quality management systems, delivery performance, and production capacity stability. Supplier carbon management capabilities, such as implementation of greenhouse gas inventories and energy efficiency, are also gradually included in the assessment to ensure that the supply chain aligns with low-carbon transition trends.

Through the above mechanisms, the Group comprehensively evaluates suppliers' risk levels and operational compliance as an important basis for cooperation decisions. Coremax Group values human rights risk management in the supply chain and requires suppliers to sign the Supplier Social Responsibility and Code of Conduct, commit to complying with the Group's human rights policy, and explicitly prohibit child labor and any conduct that violates labor rights. Through new supplier cooperation evaluations, supplier risk classification, and regular evaluations, the Group continuously identifies and manages potential human rights risks in the supply chain, including prohibitions on child labor and forced labor, to ensure that supplier operations meet the Company's requirements and international responsibility standards. In 2025, Coremax Group found no supplier involvement in human rights violations or significant human rights risks.

◆ Evaluation Process:

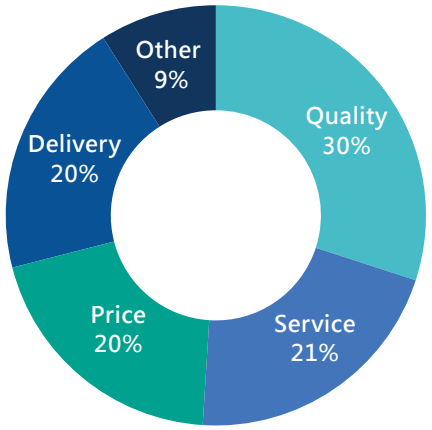
New supplier needs → New supplier survey → Supplier signs the Code of Conduct → Confirm as qualified supplier → Regular evaluation and audit

## Supplier Evaluation and Selection Survey Mechanism

The Group has established regular supplier evaluation and management mechanisms that combine institutionalized surveys with annual performance evaluations to comprehensively review suppliers' management capabilities and cooperation performance. Through surveys on environmental, occupational safety and health, and quality management systems, conducted in principle once every three years, the Group evaluates implementation of suppliers' management systems and carries out rolling adjustments and improvements according to operational needs and risk levels.

In addition, the Group conducts annual evaluations based on the Supplier Evaluation Form, covering quality, delivery, price, service, and other comprehensive indicators. In 2025, evaluations of 116 suppliers were completed. The Group also added evaluations of the top 10 service suppliers by annual transaction value this year, with an overall qualification rate of 100%. Evaluation results serve as an important basis for procurement allocation, supplier management, and subsequent cooperation decisions. To obtain timely information on market supply and demand changes and supply conditions, the Group also maintains irregular email contacts and telephone interviews to track suppliers' operating developments and international market conditions, strengthening the timeliness and risk response capabilities of supply chain management to ensure stable supply and promote sustainable development.

◆ Raw Material Supplier Evaluation Items




◆ Service Supplier Evaluation Items

# Supply Chain Carbon Footprint Management:

To reduce the environmental impact of the supply chain and respond to climate change issues, Coremax Group plans to launch a supply chain carbon footprint management mechanism, gradually transforming the traditional supplier management model into a sustainability management framework centered on carbon emission data, and continuously strengthening supply chain environmental performance and information transparency.

In terms of management planning, Scope 3 emissions management will be the focus. Through supplier questionnaire surveys and data collection, the Group will understand carbon emission information and energy use of major raw material suppliers, and conduct risk identification and classification management based on supplier carbon emission intensity. This will serve as an important reference for future procurement decisions and supplier management.

In implementation, Coremax plans to prioritize carbon inventories and carbon information disclosure for key suppliers, and encourage them to introduce greenhouse gas management mechanisms and establish carbon reduction targets. Through continuous communication and guidance, the Group will gradually improve the overall carbon reduction capacity and climate risk response capability of its supply chain.

In the short term, the Group will complete the inventory and collection of carbon-related data from major suppliers and gradually improve the disclosure of supply chain carbon information to establish a complete foundation for carbon management.

In the future, Coremax will continue to deepen its supply chain carbon management mechanism, gradually expand the scope and disclosure coverage of carbon inventories, and combine Product Carbon Footprint management with key performance indicators to quantitatively manage supply chain carbon reduction results and move toward a low-carbon supply chain and sustainable development goals.

## ◆ Survey Results for Top 10 Raw Material and Packaging Material Suppliers

Coremax conducted a survey on sustainability policies and guidelines for the top 10 raw material and packaging material suppliers by transaction value in 2025, and all top 10 suppliers participated in the survey. In the environmental and social indicator surveys, 90% of suppliers met the relevant environmental and social standards. Compared with the previous year, the proportion of suppliers meeting the standards increased significantly, demonstrating Coremax Corporation's determination to work with supply chain partners toward sustainable development.

| Year | 2024 | 2025 |
|---|---|---|
| Number of Important Suppliers | 10 | 10 |
| Number of Suppliers Completing the Survey | 10 | 10 |
| Number Meeting Environmental Standards | 2 | 9 |
| Number Meeting Social Standards | 8 | 9 |

# Sustainability Environment



Coremax Group regards environmental protection as an indispensable key element for achieving sustainable development. Accordingly, the Group actively promotes energy conservation and carbon reduction, resource management, and pollution prevention initiatives, striving to minimize the environmental impact of its operations. The Group complies with environmental regulations, strengthens management systems, and fosters a safe, low-carbon, and pollution-free working environment. Through concrete actions, it fulfills its corporate responsibility to the planet and collectively advances toward a sustainable future.

04

# 4.1 Climate Change Adaptation (TCFD)

## Climate Governance TCFD1(a) TCFD1(b)

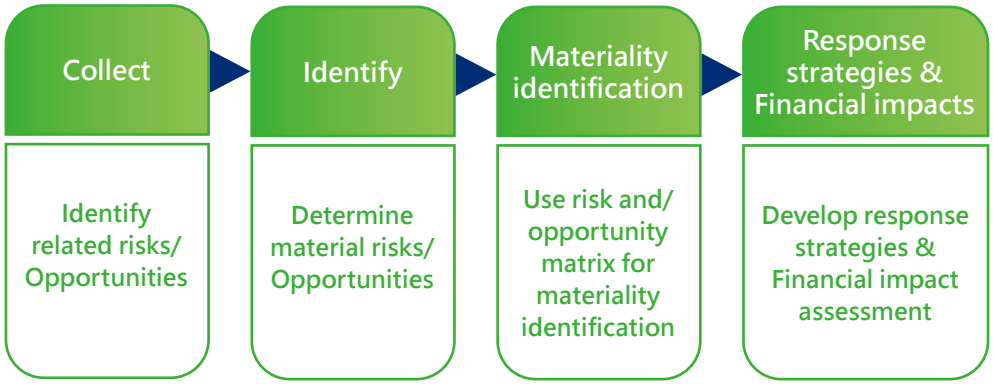
In response to global climate change trends, Coremax refers to the climate-related financial disclosure framework of the Financial Stability Board (FSB), the Task Force on Climate-related Financial Disclosures (TCFD), to identify and assess climate change risks and opportunities, analyze climate-related risks faced under different scenarios, evaluate financial impacts, and propose response measures.

Coremax Corporation's Board of Directors is the highest governance body for climate-related risk and opportunity management and is responsible for supervising and reviewing the formulation of related strategies and policies. Under authorization from the Board, Coremax established the Sustainability Development Committee in 2022 and set up a risk management team dedicated to climate change issues, including identification and assessment of risks and opportunities, formulation of response measures, and analysis and response to related financial impacts.

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

Coremax incorporates climate risks into key operational management. Through policy formulation, regular assessment, and preventive measures, the Company reduces the potential impact of climate change on operations. We continue to conduct annual climate risk assessments by referring to TCFD guidance, global risk reports, and climate change research results for Taiwan, while combining actual operating conditions. Risks are classified on a five-level scale based on urgency (short-, medium-, and long-term), likelihood, and potential impact. Customer needs and market dynamics are also incorporated to comprehensively understand climate-related risks and opportunities. For identified climate risks, Coremax has also established management indicators and targets to strengthen climate adaptation capability and mitigate the impact of climate change on Company operations.

◆ Climate Risk and Opportunity Assessment and Identification Process:




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

To assess the impact of climate-related risks and opportunities on organizational operations, Coremax Corporation's sustainability implementation team systematically identifies and assesses climate-related transition risks, physical risks, and potential opportunities through management interviews, questionnaire surveys, and cross-departmental meetings. The assessment of impact level, likelihood, and time horizon serves as the basis for subsequent response strategies and management mechanism planning.

Regarding physical risks, climate change may lead to rising average temperatures, windstorms, and more frequent extreme climate events such as floods, heavy rainfall, and droughts. Based on the geographical and climate conditions of each operating site, the overall impact and likelihood of physical risks are low to medium, while extreme climate events may affect operational stability over the long term.

Regarding transition risks, increased policy and regulatory requirements, rising climate-related costs, and changes in market and customer demand preferences are the main current transition risks. Among them, increased climate-related costs are mainly a medium-term impact, while regulatory requirements, increased stakeholder attention to ESG, and changes in market demand have relatively high likelihoods in the short term and may affect operating cost structures and product competitiveness.

## ◆ Climate Risk and Opportunity Matrix

Based on the characteristics of its main operations and future market development, Coremax refers to climate-related risks and opportunities proposed by the TCFD guidance and assesses a total of 4 transition risks, 3 physical risks, and 6 climate-related opportunities. This assessment was conducted through a questionnaire survey of senior department managers, with 13 valid responses collected. After consolidation, discussion, and ranking based on the potential impact and likelihood of each risk and opportunity, 10 material climate issues were identified, including 1 physical risk item, 4 transition risk items, and 5 opportunity items.

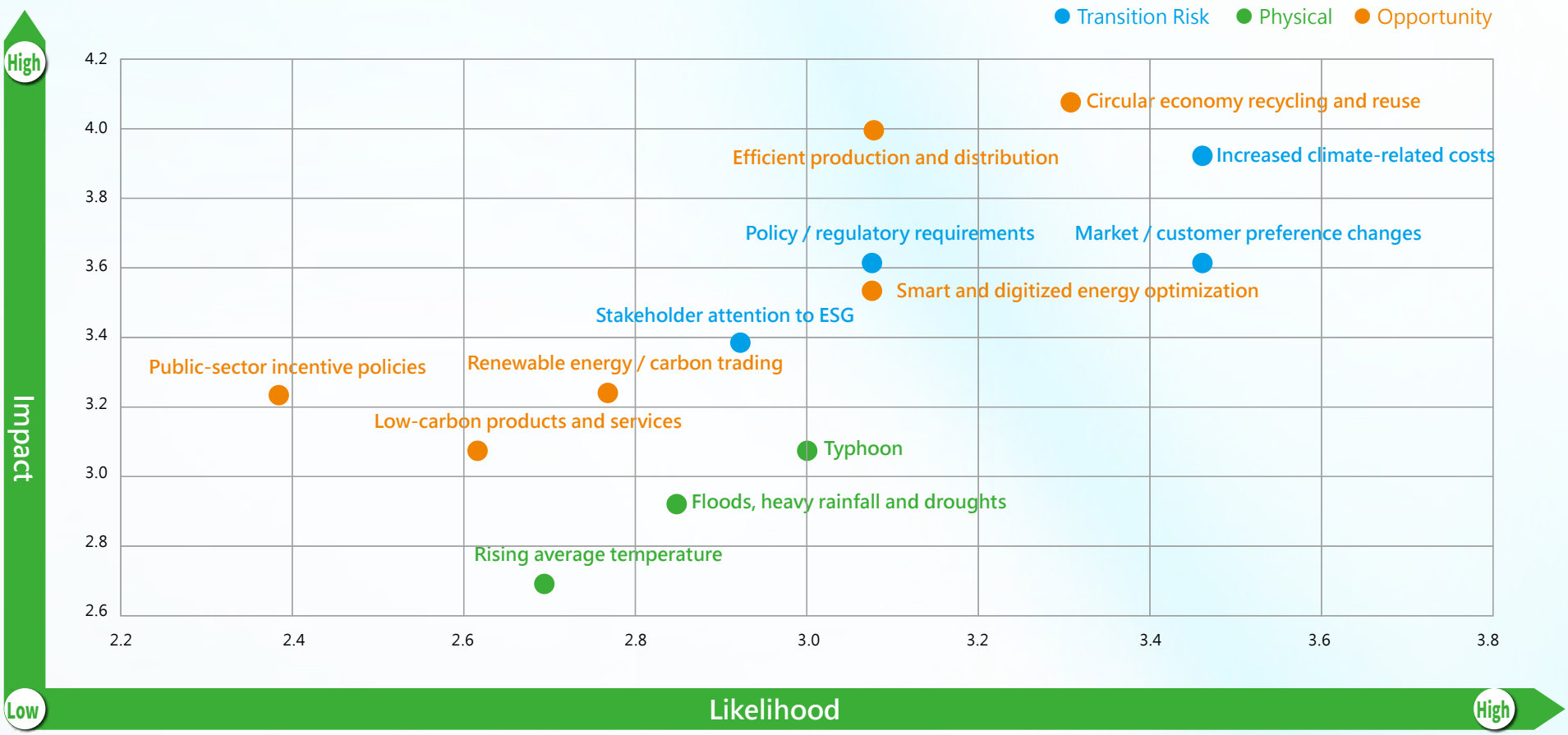
## ◆ Overview of Short-, Medium-, and Long-term Climate Change Risks and Opportunities

| TCFD Category | Issue | Impact Level | Likelihood | Time of Occurrence |
|---|---|---|---|---|
| Transition Risk | Increased Climate-related Costs | 3.9 | 3.5 | Medium-term |
| Transition Risk | Changes in Market and Customer Demand Preferences | 3.6 | 3.5 | Short-term |
| Transition Risk | Increased Policy and Regulatory Requirements | 3.6 | 3.1 | Medium-term |
| Transition Risk | Increased Stakeholder Attention to ESG | 3.4 | 2.9 | Short-term |
| Physical Risk | Typhoon | 3.1 | 3.0 | Medium-term |
| Physical Risk | Extreme Climate such as Floods, Heavy Rainfall, and Droughts | 2.9 | 2.8 | Long-term |
| Physical Risk | Rising Average Temperature | 2.7 | 2.7 | Long-term |

| TCFD Category | Issue | Impact Level | Likelihood | Time of Occurrence |
|---|---|---|---|---|
| Opportunity | Introduce Circular Economy: Recycling and Reuse | 4.1 | 3.3 | Short-term |
| Opportunity | Use More Efficient Production and Distribution Processes | 4.0 | 3.1 | Short-term |
| Opportunity | Promote Green Production: Smart and Digitalized Processes to Optimize Energy Efficiency | 3.5 | 3.1 | Medium-term |
| Opportunity | Participate in Renewable Energy or Carbon Trading Markets | 3.2 | 2.8 | Long-term |
| Opportunity | Develop Low-carbon Products and Services | 3.1 | 2.6 | Long-term |
| Opportunity | Obtain Public-sector Incentive Policies | 3.2 | 2.4 | Long-term |

* Impact level : We use a 1-5 scoring mechanism: scores of 4-5 indicate high impact, resulting in high financial costs or capital expenditures; a score of 3 indicates medium impact, resulting in moderate financial costs or capital expenditures; scores of 1-2 indicate low impact, resulting in minor financial costs or capital expenditures.

* Likelihood : We use a 1-5 scoring mechanism: scores of 4-5 indicate high likelihood, such as occurring once a month or frequently every year; a score of 3 indicates medium likelihood, such as occurring once every five years; scores of 1-2 indicate low likelihood, such as occurring once every ten years.




## ◆ TCFD Climate Risk Financial Impact Assessment

Through the risk matrix, we ranked each risk, identified four transition risks and one physical risk, and estimated their possible financial impacts as follows:

| | Time | Risk Category / Issue | Impact on Coremax | Estimated Financial Impact | Estimated Impact Magnitude |
|---|---|---|---|---|---|
| 1 | Medium-term 3–5 years | **Transition Risk**：Increased Climate-related Costs | In response to climate change trends, the gradual introduction of carbon pricing mechanisms such as carbon fees or carbon taxes, as well as climate-related increases in energy prices, may increase operating costs. | • **Carbon fee/tax**：Based on the Group's 2025 carbon emissions of 24,998 metric tons, assuming a carbon fee of NT$300 per metric ton, the estimated carbon fee would be NT$7.5 million, accounting for approximately 0.13% of revenue.<br>• **Rising energy prices**：Based on the Group's 2025 electricity and natural gas consumption, assuming electricity and natural gas prices each increase by 3%, energy expenses are estimated to increase by approximately NT$6.3 million. | +++ |
| 2 | Short-term 1–3 years | **Transition Risk**：Changes in Market and Customer Demand Preferences | With rising environmental awareness, customers will pay more attention to energy-saving and carbon-reducing products, requiring market and R&D departments to invest more resources in research and thereby increasing operating costs. | • **Increase in operating costs**<br>• **R&D Expenses**：R&D expenses are estimated to increase by 10%; based on 2025 R&D expenses, this would increase costs by NT$1.89 million. | ++ |
| 3 | Medium-term 3–5 years | **Transition Risk**：Increased Policy and Regulatory Requirements | As climate change makes international regulations and customer requirements increasingly stringent, compliance and carbon emission costs will rise. | • **Environmental governance expenses**：Based on the Group's 2025 environmental investment expense of NT$31.94 million, assuming a 3% increase, the estimated expense would be NT$32.90 million, accounting for approximately 0.57% of revenue. | ++ |
| 4 | Short-term 1–3 years | **Transition Risk**：Increased Stakeholder Attention to ESG | Responding to stakeholders' increased requirements for ESG disclosure transparency and carbon management will increase operating costs. | • **Increase in operating costs**：If a sustainability or carbon management system is introduced, expenses are estimated to increase by NT$2 million. Related labor and management resource inputs are estimated to increase by one person per year, which, based on the 2025 average salary of non-managerial employees, would add NT$770,000. | + |
| 5 | Medium-term 3–5 years | **Physical Risk**：Typhoon | Extreme climate change may increase the likelihood of typhoons, torrential rainfall, or droughts, which could cause flooding at plants or nearby communities, damage to plant equipment, transportation disruptions, and employees being unable to report to work normally, resulting in reduced revenue or increased costs. | • **Increased workforce scheduling and personnel costs**：Based on the number of employees in 2025, 447, and the average non-managerial salary of NT$2,111 per day, labor costs would increase by NT$950,000 per day.<br>• **Increased equipment damage and repair costs**：Repair expenses increase by 5%. | ++ |



Note：Description of impact magnitude: +++ high impact; ++ medium impact; + small impact.

## ◆ TCFD Opportunity Assessment

Through the opportunity matrix, we ranked each opportunity, identified two short-term opportunities and three medium- to long-term opportunities, and estimated their possible financial impacts as follows:

| | Time | Opportunity Source | Impact on Coremax | Estimated Positive Financial Impact | Estimated Impact Magnitude |
|---|---|---|---|---|---|
| 1 | Short-term 1–3 years | Recycling and Reuse | Increase resource efficiency and promote the circular economy through recycling and reuse. | • **Lower raw material costs :** Use recycled materials to reduce costs by 6%. | +++ |
| 2 | Short-term 1–3 years | Use More Efficient Production and Distribution Processes | Optimize production and sales processes to reduce logistics costs and carbon footprint. | • **Cost reduction :** Reduce logistics costs by 5%. | ++ |
| 3 | Medium-term 3–5 years | Promote Green Production: Smart and Digitalized Processes to Optimize Energy Efficiency | Improve energy conversion efficiency and reduce energy use through smart production. | • **Lower energy procurement costs and lower carbon tax/fee expenses :** Based on the Group's 2025 carbon emissions of 24,998 metric tons, if carbon emissions are reduced by 10% and a carbon fee of NT$300 per metric ton is assumed, the estimated carbon fee reduction would be NT$750,000. | ++ |
| 4 | Long-term 5–10 years | Participate in renewable energy projects and adopt energy-saving measures | Increase green energy, phase out old equipment, and replace it with energy-saving equipment. | • **Can reduce overall energy procurement costs :** If the air compression and vacuum systems are replaced, electricity costs are expected to decrease by 430,000 kWh per year. Assuming future electricity costs of NT$5 per kWh, electricity expenses could decrease by approximately NT$2.15 million. | + |
| 5 | Long-term 5–10 years | Develop Low-carbon Products and Services | Developing low-carbon products and related services to respond to customers' low-carbon procurement needs will help improve product differentiation and market competitiveness, while strengthening long-term cooperation with customers. | • **Increased sales volume :** Based on 2025 battery materials revenue, if growth reaches 5%, battery materials product revenue would increase by approximately NT$195 million. | ++ |

Note：Description of impact magnitude: +++ high impact; ++ medium impact; + small impact.

Overall, the Company's climate-related risks are mainly concentrated in transition risks such as carbon fee mechanisms, rising energy prices, and increasingly stringent regulations, which will affect operating costs. However, energy-saving measures and the development of low-carbon products may also drive cost optimization and market opportunities. Overall, climate change presents controllable risks and expandable opportunities for the Company.

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

Coremax Corporation's Taiwan plants have established greenhouse gas reduction targets, using 2021 as the base year and setting a 2030 target to reduce greenhouse gas emissions by 27%. This serves as one of the Group's important climate management indicators. Starting in 2026, the Group also plans to gradually establish carbon reduction targets for subsidiaries to expand the overall carbon management scope of the Group.

To continue deepening carbon management, the Group will further launch Scope 3 (other indirect emissions) inventories starting in 2026. The inventory scope will cover emissions from supply chain transportation, raw material procurement, and the product use stage, serving as a reference for subsequent carbon management and carbon reduction action planning and gradually improving the Group's carbon emissions disclosure.

Facing global low-carbon transition trends, Coremax continues to invest in green facilities and process improvements to enhance energy efficiency, including installation of solar panels and introduction of cogeneration systems. At the same time, in line with regulations and management needs, the Group has obtained ISO 14001 environmental management system certification and ISO 14064 organizational-level greenhouse gas inventory verification, and completed ISO 14067 product carbon footprint verification for major products. These management measures help strengthen the organization's operational resilience and market competitiveness in response to climate transition. Relevant low-carbon innovation actions and greenhouse gas disclosure information can be found in the relevant sections of this report.

### 2030 GHG Reduction Target

Reduce GHG emissions by **27%** from the base year

### Climate Management Achievements

- ISO 14001 Environmental Management System Certification
- ISO 14064-1 Organizational-level GHG Inventory Verification
- ISO 14067 Product Carbon Footprint Verification

# 4.2 Environmental Management Policies and Inputs

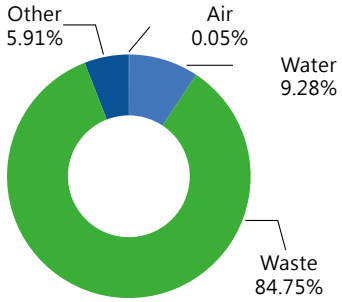
Coremax Group has introduced the ISO 14001 environmental management system to build a systematic environmental management policy aligned with international standards. Each plant follows the PDCA management cycle and regularly conducts environmental assessments and internal audits based on regulations and relevant standards. If potential risks or nonconformities are found, preventive improvement measures are promptly initiated to reduce environmental impacts and ensure operational compliance.

Because process activities are closely related to energy and resource consumption and environmental impacts, Coremax is committed to pollution prevention and continuous improvement in pursuit of sustainable business operations. The Group also commits all employees to follow the following principles to jointly maintain and improve environmental quality:

- Comply with regulations and thoroughly improve the environment
- Promote environmental protection concepts through education and training
- Improve production efficiency and implement pollution prevention
- Fulfill corporate responsibility and achieve a win-win for the economy and environmental protection


## Environmental Investment

Coremax Group's environmental protection expenditures include work environment testing and the operation and maintenance of pollution prevention equipment. In 2025, the Group invested approximately NT$31.94 million.




◆ Coremax Group Environmental Investment in 2025

| Item | Expense (NT$ thousand) | Percentage |
|---|---|---|
| Air Pollution Prevention and Control Expenses | 16.67 | 0.05% |
| Water Pollution Prevention Expenses | 2,963.37 | 9.28% |
| Waste Treatment (General Waste) Expenses | 2,647.58 | 8.29% |
| Waste Treatment (Hazardous Sludge) Expenses | 13,648.13 | 42.74% |
| Waste Treatment (Inorganic Sludge) Expenses | 10,120.50 | 31.69% |
| Waste Treatment (Non-hazardous Mixed Waste Liquid) Expenses | 513.80 | 1.61% |
| Waste Treatment (Scrapped Items) Expenses | 137.76 | 0.43% |
| Soil and Groundwater Pollution Prevention Expenses | 1,888.76 | 5.91% |
| Total | 31,936.57 | 100.00% |

## Assessment of Impacts on Local Communities and Environment and Response Actions

### ◆ Pollutant Emission Management

All pollutant emissions from each plant are effectively treated in accordance with local competent authority regulations before discharge; therefore, no negative impacts on the local community environment occurred.

### ◆ Waste Management

Waste is effectively classified and properly treated, with qualified treatment vendors commissioned to assist in removal and transport. Complete records of declared waste clearance and treatment volumes are retained to ensure that all commissioned industrial waste is properly treated.

### ◆ Chemical Substance Management

All production sites have established chemical safety management policies and prepare corresponding response equipment when using regulated chemical substances to strengthen risk control. To improve employees' response capabilities, we regularly conduct annual drills and education and training for hazard prevention and response plans, thereby reducing the risk and potential impact of chemical-related environmental incidents. For chemical management, please refer to Section 5.5 Occupational Safety and Health, Chemical Management.

# 4.3 Water Resource Management

Comprehensive water resource management helps reduce corporate water-use risks and ensure operational stability. By establishing water-use monitoring and water-saving mechanisms, promoting water efficiency improvements and reuse, and complying with relevant regulations, the Group ensures that operations align with sustainable water resource use principles. Sound water resource management systems and water efficiency measures help reduce the Company's dependence on and risks related to water resources, improve operational resilience in water-stressed areas, and ensure the stability of production activities. Accordingly, the Group has built systematic water-use management and monitoring mechanisms, promotes water conservation measures, optimizes process water use, reuses wastewater, and follows relevant regulations and standards to ensure that operations comply with sustainable water resource use principles and respond to stakeholder expectations regarding environmental protection and sustainable operations.

## Management Approach

| | |
|---|---|
| Purpose | • Reduce water resource use, lower production costs and the environmental impact of wastewater discharge, and set short-, medium-, and long-term reduction targets using 2020 as the base year. |
| Management Plan | • 2025 targets: (1) Reduce water intensity by 5% compared with the base year; (2) Ensure effluent quality meets standards.<br>• Medium-term target for 2028: (1) Reduce water intensity by 10% compared with the base year; (2) Ensure effluent quality meets standards.<br>• Long-term target for 2030: (1) Reduce water intensity by 15% compared with the base year; (2) Ensure effluent quality meets standards. |
| Evaluation Mechanism | • Use water intensity and the effluent quality exceedance ratio as important performance indicators, submit review reports to management, and hold annual review meetings to examine the previous year's performance, propose improvement measures, and review the effectiveness of those measures.<br>• Continue implementing the ISO 14001 environmental management system to systematically manage water resource use. |
| Evaluation Results | • In 2025, water intensity decreased by 31.7% compared with 2020, achieving the target.<br>• Effluent quality at all plants met standards. |
| Remediation and Prevention Measures for Negative Impacts | • For scenarios in which insufficient water resources may affect production, relevant contingency measures have been established, including water storage and allocation planning, to maintain operational continuity. Through regular review and revision of water resource reduction plans, the Group continues to improve water efficiency and management effectiveness. |
| Policy Adjustment | • Improvement plans for unmet targets are reviewed during management review meetings. |
| Grievance Mechanism | • Please refer to Section 3.3 Regulatory Compliance and Integrity Management. |

## Impact Assessment and Water Resource Risk GRI 303-1

Coremax Group uses the World Resources Institute's Aqueduct Water Risk Atlas to assess water resource risks at each plant. Results show that all current operating sites are located in low to medium water-stress areas (Low-Medium Risk, risk levels 1-2), and no plants are located in areas of high or extremely high water scarcity. In addition, Coremax does not withdraw water from ecological conservation areas and does not operate in areas of biodiversity value or protected or restored habitats.

When conducting the financial assessment of climate change risks, we specifically consider electronic-grade sulfuric acid chemicals, which involve large volumes of water in the production process. If extreme climate leads to water stoppage or rationing policies lasting more than one week, there will be a substantive financial impact on the Group's revenue and manufacturing costs, and the corresponding operational response plan will be activated.

## Water Resource Management Overview GRI 303-1

| Plant | Water Withdrawal Source | Water Recycling Equipment |
|---|---|---|
| Coremax Hsinchu Plant / Toufen Plant Uranus Hsinchu Plant 1 / Hsinchu Plant 2 | Water is sourced from Taiwan Water Corporation. | Discharge water from pure water production is recycled for use in cooling towers. |
| Uranus Toufen Plant | Production line water is entirely supplied by Heng-I Chemical in the form of purified water, soft water, and hard water, while domestic water for employees is sourced from Taiwan Water Corporation. | Scrubber replacement water and steam condensate |
| Uranus Taichung Plant | Water is sourced from Taiwan Water Corporation and groundwater | Discharge water from pure water production is recycled for use in cooling towers. |
| Heng-I Chemical | Water is sourced from Taiwan Water Corporation. | The plant has a wastewater recycling system. Process wastewater is filtered through the wastewater regeneration system and then returned to the process, reducing water resource consumption. |

## Drainage Management GRI 303-2

For industrial wastewater generated by Coremax Group, wastewater treatment facilities are properly planned based on the characteristics of wastewater sources from each process. Source reduction, classification, and appropriate treatment equipment and technologies are applied for various process wastewater streams to enable the wastewater treatment system to effectively degrade pollutants. We regularly conduct effluent quality testing in accordance with regulations and standards announced by the competent authorities to ensure that industrial wastewater complies with discharge standards, thereby preventing water pollution, ensuring clean water resources, and protecting the ecological environment.

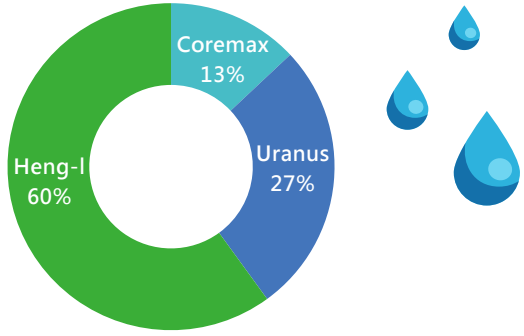
| Plant | Discharge Treatment Method | Effluent Standard | Discharge Location |
|---|---|---|---|
| Coremax Hsinchu Plant | Chemical Treatment | Hsinchu Industrial Park Wastewater Treatment Plant discharge standards | Sewer connection - Hsinchu Industrial Park Wastewater Treatment Plant |
| Coremax Toufen Plant | No process wastewater | | |
| Uranus Hsinchu Plant 1 | Chemical Treatment | Hsinchu Industrial Park Wastewater Treatment Plant discharge standards | Sewer connection - Hsinchu Industrial Park Wastewater Treatment Plant |
| Uranus Hsinchu Plant 2 | Chemical Treatment | Hsinchu Industrial Park Wastewater Treatment Plant discharge standards | Sewer connection - Hsinchu Industrial Park Wastewater Treatment Plant |
| Uranus Toufen Plant | Entrusted to Heng-I Chemical for treatment | Process wastewater is sent via a dedicated pipeline to Heng-I Chemical's wastewater treatment plant for treatment after storage permits are obtained. | Discharged to Zhonggang River in accordance with surface water effluent standards |
| Uranus Taichung Plant | According to wastewater discharge permit | Wastewater from each process at the plant is treated at the wastewater treatment facility according to chemical industry effluent standards. | Discharged to Wu River in accordance with surface water effluent standards |
| Heng-I Chemical | According to wastewater discharge permit | Wastewater from each process at the plant is treated at the wastewater treatment facility according to chemical industry effluent standards. | Discharged to Zhonggang River in accordance with surface water effluent standards |

## Wastewater Discharge from 2023 to 2025

Unit: million liters, ML

| Plant | 2023 | 2024 | 2025 | 2025 Percentage |
|---|---|---|---|---|
| Coremax Hsinchu Plant | 17.09 | 12.93 | 14.54 | 8.75% |
| Coremax Toufen Plant | 2.91 | 6.29 | 7.77 | 4.67% |
| Uranus Hsinchu Plant 1 | 4.25 | 5.00 | 5.30 | 3.19% |
| Uranus Hsinchu Plant 2 | 22.87 | 4.72 | 7.41 | 4.46% |
| Uranus Toufen Plant | 31.13 | 39.63 | 28.83 | 17.35% |
| Uranus Taichung Plant | 1.69 | 4.45 | 3.50 | 2.10% |
| Heng-I | 112.11 | 94.52 | 98.84 | 59.48% |
| Total | **192.05** | **167.54** | **166.18** | **100.0%** |

◆ Wastewater Discharged



## Water Resource Recovery and Reuse GRI 303-5

Uranus Hsinchu Plant 2 successfully reduced water consumption and wastewater discharge through the recycling and reuse of process wastewater.

Uranus Chemicals Taichung Plant recycles discharge water from pure water production for use in cooling towers.

Heng-I Chemical's wastewater treatment plant currently recycles wastewater from Sulfuric Acid Plant 8 for RO treatment, after which it is returned to the warm-water tank at Sulfuric Acid Plant 8 for use.

## Coremax Group 2025 Water Usage Overview

GRI 303-3, 303-4, 303-5

| Item (million liters, ML) | Category | Coremax Group |
|---|---|---|
| Water Withdrawal | Surface Water | 472.95 |
| | Groundwater | 13.59 |
| | Seawater | - |
| | Produced Water | - |
| | Other | - |
| Total Water Withdrawal | | 486.54 |
| Water Discharge | | 166.18 |
| Water Consumption | | 320.36 |

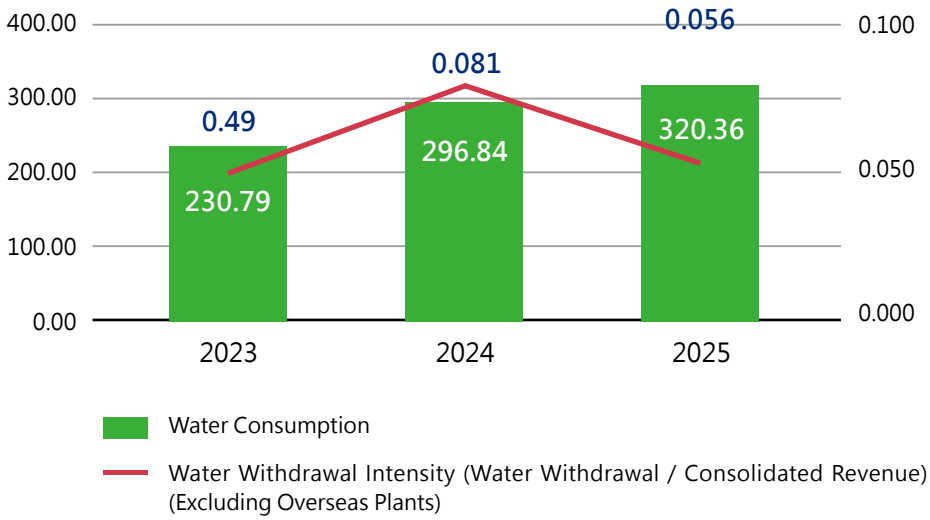
Note 1: Water consumption = water withdrawal - water discharge

Note 2: In the Company's processes, some water resources are contained in raw materials or naturally generated during chemical reactions and are classified as produced water. Because such water is mostly generated incidentally during processes and is difficult to clearly distinguish from operational water, it has not yet been separately quantified for disclosure. Nevertheless, it has been included in the overall water resource management mechanism and is properly managed according to water quality characteristics.

## 2025 Group-wide Water Resource Management

| Item (million liters, ML) | 2023 | 2024 | 2025 |
|---|---|---|---|
| Water Withdrawal | 422.84 | 464.38 | 486.54 |
| Water Discharge | 192.05 | 167.54 | 166.18 |
| Water Consumption | 230.79 | 296.84 | 320.36 |
| Consolidated Revenue (excluding overseas plants - NT$ million) | 4,745.11 | 3,655.02 | 5,748.82 |
| Water Intensity (Water Withdrawal / Consolidated Revenue) | 0.049 | 0.127 | 0.056 |

### ◆ Water Consumption Intensity Trend



# 4.4 Air Pollution Prevention and Control

## Air Pollution Prevention and Control Policy and Targets GRI 305-6, 305-7

Coremax Group conducts air pollution prevention work through the ISO 14001 environmental management system, and establishes and implements prevention measures in accordance with regulatory requirements to avoid environmental pollution. Among the Group's plants, Coremax Hsinchu Plant, Uranus Taichung Plant, and Heng-I Toufen Plant have legally installed stationary pollution source control equipment to properly manage air pollutant emissions.

### ◆ Coremax Group Emissions in 2025

Unit: metric tons

| Company | Volatile Organic Compounds (VOCs) | Particulate Matter (PM) | Sulfur Oxides (SOx) | Nitrogen Oxides (NOx) |
|---|---|---|---|---|
| Coremax | 0.307 | 0.108 | 0.001 | 3.612 |
| Uranus | 0.094 | 0.111 | 0.000 | 1.957 |
| Heng-I | 1.155 | 0.727 | 1.589 | 1.361 |
| Total | **1.556** | **0.946** | **1.590** | **6.930** |

Note: Statistics are based on reported data from the Ministry of Environment's Stationary Pollution Source Management Information Disclosure Platform.

| Plant | Major Air Pollutants | Main Sources |
|---|---|---|
| Coremax Hsinchu Plant | PM, SOx, NOx, VOCs | Generated from storage tanks, process emission ducts, and LPG/natural gas boiler combustion |
| Uranus Taichung Plant | PM, SOx, NOx, VOCs | Generated from fugitive emissions at oxalic acid process piping connections and natural gas boiler combustion |
| Heng-I Toufen Plant | PM, SOx, NOx, VOCs, sulfuric acid droplets | Fugitive emissions from sulfuric acid and fertilizer process emission ducts and boiler heavy oil piping valves |

The following are the monitoring indicators and emissions listed in the Air Pollution Fee and Emissions Declaration Integrated Management System and the stationary pollution source operating permits. The calculation method is based on announced coefficients:

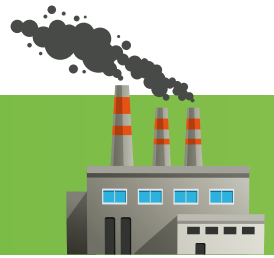
## ◆ Coremax Hsinchu Plant

| Emission Outlet | Air Pollution Test Item | Emission Standard (g/s) | Monitoring Value (g/s) | Actual Emissions (kg) | |
|---|---|---|---|---|---|
| | | | | 2024 | 2025 |
| P01 | Acetic acid | ≦0.674 | 0.006 | 285.86 | 307.10 |
| P02 | Acetic acid | ≦0.387 | 0.007 | | |
| | Hydrobromic acid | ≦0.153 | 0.035 | | |
| P03 | Acetic acid | ≦0.25 | 0.008 | | |
| | Hydrobromic acid | ≦0.099 | 0.016 | | |

## ◆ Uranus Taichung Plant

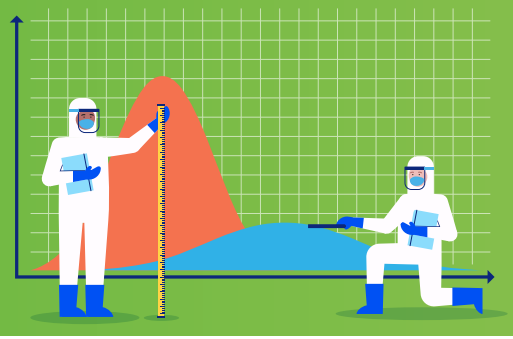
| Emission Outlet | Air Pollution Test Item | 2024 | | | 2025 | | |
|---|---|---|---|---|---|---|---|
| | | Emission Standard | Monitoring Value | Actual Emissions (kg) | Emission Standard | Monitoring Value | Actual Emissions (kg) |
| P04.P05. P06.P07.P08 | SOx | SOx | 15ppm | Tested once every five years | 0 | 15ppm 100ppm 10mg/Nm3 | Tested once every five years |
| | NOx | NOx | 150ppm | 975.95 | 1546.05 | | 1546.05 |
| | PM | Particulate matter | 10mg/Nm3 | 29.25 | 46.30 | | 46.30 |
| P101 | VOC | VOC | Not specified | Not tested | 0 | Not specified | Not tested |

Note: The emission standard is the control value for a single stack, actual emissions are the total of five stacks, and monitoring values represent the range between the minimum and maximum values from the five stacks.



## ◆ Heng-I

| Emission Outlet | Air Pollution Test Item | 2024 | | | 2025 | | |
|---|---|---|---|---|---|---|---|
| | | Emission Standard | Monitoring Value | Actual Emissions (kg) | Emission Standard | Monitoring Value | Actual Emissions (kg) |
| P901 | SOx | 11.66 g/s | 0.04 g/s | 1,178.01 | 11.66 g/s | 0.02 g/s | 757.49 |
| | NOx | 250ppm | 3 ppm | 816.48 | 250ppm | 3 ppm | 666.78 |
| | PM | 100mg/Nm³ | 2 mg/Nm³ | 360.06 | 100mg/Nm³ | 2 mg/Nm³ | 337.75 |
| P161 | SOx | 650ppm | 3 ppm | 896.09 | 650ppm | 3 ppm | 259.64 |
| | Sulfuric acid droplets | 100mg/Nm³ | 2 mg/Nm³ | - | 100mg/Nm³ | 9 mg/Nm³ | - |
| P181 | SOx | 650ppm | 41 ppm | 89.2 | 650ppm | 60 ppm | 112.66 |
| | Sulfuric acid droplets | 100mg/Nm³ | 3 mg/Nm³ | - | 100mg/Nm³ | 4 mg/Nm³ | - |
| PA02 | SOx | 300 ppm | 1.7 ppm | 444.55 | 300 ppm | 2.4 ppm | 435.03 |
| | NOx | 250ppm | 4.2 ppm | 797.18 | 250ppm | 3.0 ppm | 650.88 |
| | PM | 100mg/Nm³ | 2 mg/Nm³ | 511.61 | 100mg/Nm³ | 1.5 mg/Nm³ | 431.16 |
| | VOC | - | - | 1,241.49 | - | - | 743.26 |

# 4.5 Waste Management GRI 3-3, GRI 306

Coremax Group actively follows regulatory requirements and industry best practices. Through the ISO 14001 environmental management system, the Group has established a comprehensive waste management mechanism, promotes process source reduction, and commissions qualified waste removal vendors for treatment. At the same time, we continue to promote resource recycling and reuse of spent catalysts and waste sulfuric acid, and expand the use of recycled metals as product raw materials, fully implementing the circular economy concept. For Coremax, waste management is not only regulatory compliance but also a key strategy for achieving environmental sustainability and resource responsibility, helping reduce operational risks and strengthen sustainable competitiveness.

## Management Approach

| | |
|---|---|
| Purpose | • Follow relevant regulations, properly dispose of waste, and continuously reduce waste generation through source reduction and recycling and reuse measures, thereby lowering treatment costs and reducing the impact of waste on the environment. |
| Management Plan | • 2025 target: Implement the waste management mechanism; proper waste treatment rate of 100%.<br>• Medium-term target for 2028: Implement the waste management mechanism; proper waste treatment rate of 100%.<br>• Long-term target for 2030: Implement the waste management mechanism; proper waste treatment rate of 100%. |
| Evaluation Mechanism | • Continue implementing the ISO 14001 environmental management system to systematically manage waste treatment. |
| Evaluation Results | • In 2025, the waste management mechanism was implemented, all waste was properly treated in accordance with relevant regulations, and the proper treatment rate reached 100%, achieving the annual target. |
| Remediation and Prevention Measures for Negative Impacts | • For scenarios in which improper waste management may affect the environment and operations, the Group has established waste management and classification mechanisms, including source reduction, classified storage, and legally compliant outsourced removal and treatment, to reduce environmental impacts and ensure regulatory compliance. Through regular review and revision of waste reduction and management practices, the Group continues to enhance management effectiveness. |
| Policy Adjustment | • Future waste reduction and management improvement plans will be reviewed and confirmed during management review meetings. |
| Grievance Mechanism | • Please refer to Section 3.3 Regulatory Compliance and Integrity Management. |

## Waste Manegemant

Coremax Group handles industrial waste through two main methods: outsourced removal and self-reuse. Outsourced waste is handled by legally qualified waste clearance and treatment vendors, and GPS vehicle tracking systems are used to track transportation routes and final treatment destinations, strengthening the traceability of transportation and disposal processes. In addition, relevant departments conduct irregular ride-along or follow-up audits, at least once per year, to confirm on site that treatment processes meet requirements and that outsourced vendors properly handle all types of waste in accordance with regulations.

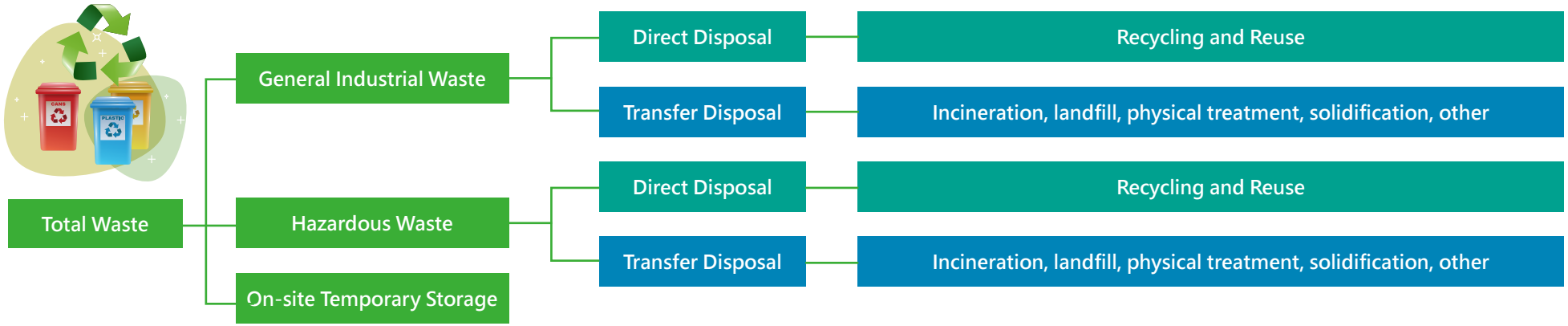
We handle waste receipt and treatment declarations in accordance with the law. After waste is generated, it is properly classified and stored in designated areas, with follow-up treatment processes effectively managed through information systems. Relevant commitment documents are also properly retained for inspection by competent authorities.

## 2025 Waste Disposal Methods

Unit: metric tons

| Company | Category | Disposal Method | | | | | | | |
|---|---|---|---|---|---|---|---|---|---|
| | | Reuse and Recycling | Incineration | Landfill | Physical Treatment | On-site Temporary Storage | Solidification | Other | Total |
| Coremax | Hazardous | - | - | - | - | - | - | - | - |
| | Non-hazardous | - | 31.73 | - | 339.43 | - | 296.77 | - | 667.93 |
| Uranus | Hazardous | - | 317.82 | - | - | - | 29.67 | 30.77 | 378.26 |
| | Non-hazardous | - | 49.23 | - | 876.09 | 3.32 | - | 552.56 | 1481.20 |
| Heng-I | Hazardous | - | - | 9.37 | - | - | - | - | 9.37 |
| | Non-hazardous | 48.2 | 8.32 | - | - | 1.0 | - | - | 57.52 |
| Total Hazardous Waste | | - | 317.82 | 9.37 | - | - | 29.67 | 30.77 | 387.63 |
| Total Non-hazardous Waste | | 48.20 | 89.28 | - | 1215.52 | 4.32 | 296.77 | 552.56 | 2206.65 |
| Total Waste | | 48.2 | 407.10 | 9.37 | 1215.52 | 4.32 | 326.44 | 583.33 | 2594.28 |

Note: Others include thermal treatment, stabilization, and chemical treatment.



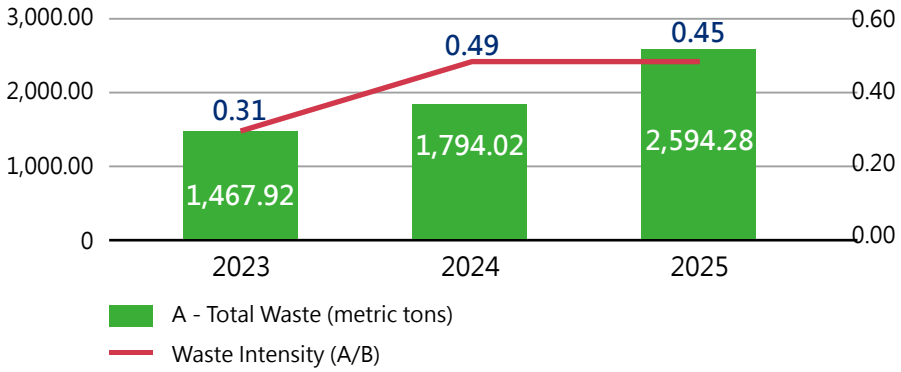
## Historical Waste Intensity

In 2025, Coremax Group's total waste increased by 44.6% compared with the previous year, mainly because Uranus Toufen Plant actively promoted metal raw material circulation and introduced recycled metals as a source of cobalt metal for cobalt sulfate production. Due to the more diverse composition of recycled materials, more precipitates and residues were generated during extraction, increasing process waste. However, as revenue scale grew, waste intensity showed an overall downward trend, indicating improvement in waste generated per unit of revenue.

This raw material transition strategy helps improve resource circulation utilization, reduce reliance on primary mineral resources, and strengthen supply chain sustainability, aligning with circular economy development. The Company simultaneously strengthens process optimization and waste reduction management and continues to evaluate the feasibility of resource recovery from by-products. In the future, it will further improve the efficiency of recycled material use and the proportion of resource reuse, balancing circular economy promotion with environmental management goals.

| | 2023 | 2024 | 2025 |
|---|---|---|---|
| A-Total Waste (metric tons) | 1,467.92 | 1,794.02 | 2,594.28 |
| B-Consolidated Revenue (excluding overseas plants - NT$ million) | 4,745.11 | 3,655.02 | 5,748.82 |
| Waste intensity (A/B) | 0.31 | 0.49 | 0.45 |

◆ Waste Intensity




## 2025 Spent Catalyst and Waste Sulfuric Acid Recovery Volume

Coremax values the circular economy. In 2025, we recovered 290.52 metric tons of spent catalysts and 12,895.70 metric tons of waste sulfuric acid from customers.

| Category (metric tons) | 2024 Recovery Volume | 2025 Recovery Volume |
|---|---|---|
| Spent Catalysts | 359.16 | 290.52 |
| Waste Sulfuric Acid | 8,924.25 | 12,895.70 |

# 4.6 Energy Policy and Greenhouse Gases (Material Topic)

As the world moves toward the 2050 net-zero emissions target, governments are strengthening carbon emission management and climate-related regulations, and enterprises face increasing pressure to reduce carbon emissions. Greenhouse gas management is no longer only an environmental responsibility; it is also closely linked to business cooperation, product selection, and supply chain stability. Therefore, we have listed greenhouse gas management as one of our material topics and continue to promote greenhouse gas inventories, energy efficiency improvements, and related carbon reduction measures as an important foundation for low-carbon transition and long-term sustainable competitiveness.

## Significance to Coremax

Facing the global net-zero emissions vision and customers' carbon reduction targets, greenhouse gas management is not only a basic requirement for Coremax to comply with regulations and enter international supply chains, but also a key action to respond to customer carbon reduction needs and strengthen industrial resilience. It has far-reaching significance for promoting low-carbon transition and enhancing sustainable competitiveness.

| Management Approach and Elements | Impact Management | Management Approach Targets Implementation Performance |
|---|---|---|
| **Strategy** | **Positive Impact Items** | **2025 Targets** |
| • Continue promoting greenhouse gas inventory to understand Scope 1 to Scope 3 carbon emission sources.<br>• Formulate short-, medium-, and long-term carbon reduction strategies, and introduce energy-saving equipment, green electricity procurement, and process optimization.<br>• Gradually build carbon management and disclosure capabilities in line with global net-zero trends and regulations. | • Carbon reduction actions help respond to domestic and international net-zero regulations and customer requirements, enhancing market competitiveness and cooperation stability.<br>• Improving energy efficiency can reduce production consumption per unit and carbon tax expenditures, strengthening cost control capabilities. | • Reduce emissions intensity |
| **Management Practices and Purpose** | **Positive Impact Control Measures** | **2025 Implementation Performance** |
| • Conduct annual greenhouse gas inventories covering Scope 1 and Scope 2, gradually expand to Scope 3 supply chain emissions, and continue implementing the ISO 50001 energy management policy.<br>• Establish an integrated platform for energy use and emissions data to improve the timeliness and accuracy of carbon information. | • Establish a carbon emissions management system, introduce emission tracking and performance review procedures, and strengthen data transparency.<br>• Set carbon reduction pathways and targets, introduce energy-saving and renewable energy measures in phases, and regularly review and adjust implementation progress. | • Completed installation of solar panels at Coremax Hsinchu Plant<br>• Emissions intensity decreased by 30.9% compared with the previous year. In addition to revenue growth, this also benefited from improved energy efficiency, showing an improving trend in energy intensity. |
| **Grievance Mechanism** | **Negative Impact Items** | **2026 Targets** |
| • Process improvement meetings<br>• Carbon reduction team meetings | • Lack of greenhouse gas inventories and carbon reduction planning could make it impossible to respond to increasingly strict carbon regulations, such as CBAM and carbon taxes, and international customer carbon reduction requirements, affecting product exports and cooperation opportunities. | • Continue reducing emissions intensity |
| **Topic Standards Referenced** | **Remediation and Prevention of Negative Impacts** | **Medium- and Long-term Target Planning** |
| • GRI 302: Energy Use<br>• GRI 305: Greenhouse Gas Emissions | • Establish greenhouse gas and carbon footprint inventory systems to ensure timely and accurate carbon emissions information.<br>• Set carbon reduction pathways and medium- to long-term targets, and promote process improvement, energy transition, and green electricity procurement.<br>• Strengthen carbon inventory and emission reduction cooperation mechanisms with upstream suppliers in line with customer requirements and net-zero targets. | • Reduce carbon emissions by 27% by 2030 compared with the base year<br>• Formulate a net-zero emissions policy<br>• Establish an internal carbon pricing mechanism<br>• Work with suppliers to implement carbon reduction |

## Energy Management GRI 302-1

Coremax Group's main energy use is natural gas and electricity, accounting for approximately 44.9% and 36.1% of total energy consumption, respectively. Total energy consumption in 2025 was 322,906 gigajoules (GJ). To strengthen the energy management mechanism and promote energy conservation and carbon reduction, Coremax Hsinchu Plant introduced and obtained certification for the ISO 50001 energy management system. Through systematic management, the plant continuously optimizes energy performance, implements energy-saving improvements, strives to reduce operational environmental impacts, and moves toward low-carbon operations.

Energy use in 2025 is shown in the table below

Unit: GJ

| | | Coremax | Uranus | Heng-I | Total | Percentage |
|---|---|---|---|---|---|---|
| Non-renewable Fuels | Imported Natural Gas | 87,425 | 57,609 | - | **145,034** | **44.9%** |
| | Liquefied Petroleum Gas | 112 | - | - | **112** | **0.0%** |
| | Diesel | 654 | 454 | 4,062 | **5,170** | **1.6%** |
| | Gasoline | 212 | 95 | 52 | **359** | **0.1%** |
| | Heavy Oil | - | - | 14,446 | **14,446** | **4.5%** |
| Purchased Electricity | Purchased Non-renewable Electricity | 31,525 | 26,057 | 58,836 | **116,418** | **36.1%** |
| Self-generated Renewable Electricity | Self-generated and Self-consumed Renewable Electricity | 628 | 1,782 | 7,425 | **9,835** | **3.0%** |
| Purchased Steam | Purchased Steam | 28,029 | 3,503 | - | **31,532** | **9.8%** |
| Energy-saving Project Annual Energy-saving Results | | **767** | - | - | **767** | **0.3%** |
| | Total | **148,586** | **89,500** | **84,821** | **322,906** | **100.0%** |

Note 1: Calculations refer to the heating values in the 2024 Energy Statistics Handbook announced by the Bureau of Energy.

Note 2: Energy consumption conversion (GJ) = [Energy use of each type (unit) x heating value of each energy type (kcal/unit) x heat conversion coefficient (4.184 x $10^3$ joules (J)/kcal)] / $10^9$.

Note 3: The heating value for purchased steam was previously converted using the natural gas heating value and has been changed to use the thermal energy value of 754.

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

In 2025, energy intensity decreased by 30.7% compared with the previous year. The main reason for the decrease was the increase in revenue scale this year, which reduced the energy use corresponding to each unit of revenue. With changes in revenue structure and capacity utilization, energy intensity showed an improving trend. The Group will continue to enhance energy efficiency through energy management measures.

| Year | 2023 | 2024 | 2025 |
|---|---|---|---|
| Total Energy Consumption (GJ) | 279,116 | 296,944 | 322,906 |
| Consolidated Revenue (excluding overseas plants - NT$ million) | 4,745.11 | 3,655.02 | 5,748.82 |
| Energy Intensity (Total Energy Consumption / Consolidated Revenue) | 58.82 | 81.24 | 56.17 |

## Greenhouse Gas Management GRI 305-1, 305-2, 305-4

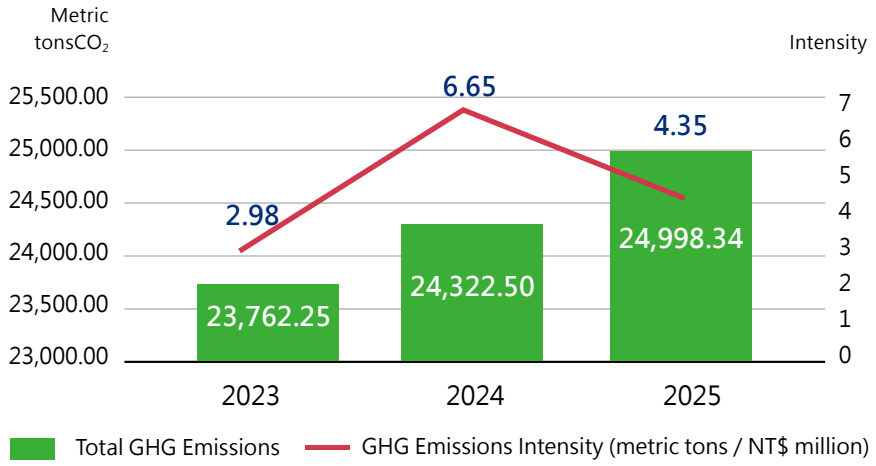
Greenhouse Gas Emissions Information for the Past Three Years

| Coremax Group (Unit: $tCO_2e$) | 2023 | 2024 | 2025 |
|---|---|---|---|
| Scope 1: Direct Greenhouse Gas Emissions | 6,866.95 | 8,135.90 | 9,669.84 |
| Scope 2: Energy Indirect Greenhouse Gas Emissions | 16,895.30 | 16,186.60 | 15,328.50 |
| Total Emissions (Scope 1 + Scope 2) | 23,762.25 | 24,322.50 | 24,998.34 |
| Consolidated Revenue (excluding overseas plants - NT$ million) | 4,745.11 | 3,655.02 | 5,748.82 |
| GHG Emissions Intensity (Emissions / Consolidated Revenue) | 5.01 | 6.65 | 4.35 |

Note 1: Coremax Group currently does not calculate Scope 3 emissions.

Note 2: The purchased steam used by Coremax and Uranus Toufen Plant is residual steam generated from Heng-I Chemical's process. The carbon emissions have already been calculated in Heng-I Chemical's carbon emissions; therefore, Coremax and Uranus Toufen Plant do not double-count them.

### ◆ GHG Emissions Trend



## Coremax Corporation Carbon Reduction Pathway and Action Plan

Coremax Corporation's Taiwan plants established a 2030 carbon reduction target in 2025, aiming to reduce carbon emissions in 2030 by 27% compared with 2021. Starting in 2026, the Group plans to gradually establish carbon reduction targets for subsidiaries. To continue deepening carbon management, the Group will also further launch Scope 3 (other indirect emissions) inventories starting in 2026, covering emissions from supply chain transportation, raw material procurement, and product use stages. This will enable a more comprehensive understanding of the Group's carbon footprint and serve as a reference for subsequent carbon reduction action planning toward long-term net-zero development goals.

| Scope | Emission Category Base Year 2021 | Carbon Reduction Actions | Description |
|---|---|---|---|
| Scope 1 | Stationary Combustion Proportion: 22.8% | Energy Efficiency Improvement | Invest in high-efficiency boilers or other combustion equipment and conduct regular maintenance to ensure optimal combustion efficiency. |
| | | Fuel Switching | Gradually phase out fossil fuels and switch to low-carbon or zero-carbon fuels, such as: :<br>• Natural gas combined with process hydrogen as fuel: collect relevant process hydrogen for use on production lines. If feasible, use a natural gas-hydrogen mixed fuel and adjust the air-fuel ratio to achieve optimal combustion efficiency, reduce natural gas demand, and reduce greenhouse gases generated from natural gas combustion.<br>• Electrification: classify process heat source requirements and change low-temperature processes from steam heating equipment to electrified equipment, seek new technologies to improve electricity efficiency or the added value of heat generation, and combine renewable electricity to reduce greenhouse gas emissions. |
| | | Process Optimization | Review and optimize production processes to reduce demand for direct combustion energy. |
| | | Steam Efficiency Improvement | Improve insulation of steam pipelines and reduce leakage. |
| | | Heat Energy Recovery | Introduce waste heat recovery systems to reduce demand for steam or increase the value of waste heat utilization. |
| | Process Emissions Proportion: 0% | - | Because current process emissions are zero, vigilance should be maintained to ensure that no new process emissions arise in future operations. |
| | Mobile Combustion Proportion: 0.5% | Switch to Electric Equipment | Gradually phase out diesel forklifts used in the plants and replace them with electric forklifts to reduce fuel demand. |
| | | Increase the Proportion of Electric Company Vehicles | Encourage employees to use electric company vehicles for business travel and mobility, increase the usage frequency of electric company vehicles, and gradually replace gasoline-powered company vehicles to reduce gasoline consumption. |
| Scope 2 | Purchased Electricity Proportion: 38.8% | Procure Renewable Energy | • Sign renewable energy power purchase agreements (PPAs).<br>• Purchase renewable energy certificates (RECs) or green electricity.<br>• Participate in green electricity supplier programs. |
| | | Energy Efficiency Improvement | • Replace old equipment and introduce energy-saving lighting (LED), high-efficiency motors, and HVAC systems.<br>• Optimize energy management systems and implement intelligent monitoring to reduce energy waste.<br>• Encourage employees to conserve electricity. |
| | Purchased Steam Proportion: 37.9% | Low-carbon Steam Procurement | The Company plans to purchase low-carbon steam produced from waste heat or renewable energy to replace conventional high-carbon steam sources. |

| Scope | Emission Category Base Year 2021 | Carbon Reduction Actions | Description |
|---|---|---|---|
| Scope 3 | Not yet fully inventoried; expected to complete inventory in 2027 | Supply Chain Carbon Reduction | • Work with major suppliers and encourage the supply chain to set carbon reduction targets and plans.<br>• Give priority to purchasing low-carbon products and services.<br>• Conduct supply chain carbon footprint assessments, identify hot spots, and develop collaborative carbon reduction strategies. |
| | | Product Design and Circular Economy | • Research and develop recycled material reuse technologies, and consider forming alliances with relevant enterprises to increase the proportion of recycled raw materials used.<br>• Promote waste reduction, recycling, and reuse. |
| | | Logistics and Transportation | Optimize transportation routes, choose low-emission transportation methods, and encourage suppliers to use low-carbon transportation. |
| | | Employee Commuting and Business Travel | Encourage green commuting methods and optimize business travel policies. |

## 2025 Energy Efficiency Performance and Carbon Reduction Achievements GRI 305-5

| Plant | Energy-saving and Carbon Reduction Actions | Carbon Reduction Results |
|---|---|---|
| Coremax Hsinchu Plant | Solar power generation of approximately 175,000 kWh | 86 metric tons $CO_2e$ |
| Coremax Toufen Plant | Added variable frequency drives for vacuum pumps and PLC automatic pump start-stop devices | 101 metric tons $CO_2e$ |
| Uranus Hsinchu Plant 2 | Solar power generation of approximately 495,000 kWh | 235 metric tons $CO_2e$ |
| Heng-I | Solar power generation of approximately 256,000 kWh | 121 metric tons $CO_2e$ |
| Heng-I | Waste heat recovery cogeneration equipment, with self-generated and self-consumed electricity of approximately 1.806 million kWh | 856 metric tons $CO_2e$ |

# Blissful Workplace



Coremax Group recognizes that talent is the core competitiveness for corporate sustainability. Through sound mechanisms for talent selection, cultivation, and retention, as well as diverse and attractive benefit policies, we create a high-quality workplace environment. Upholding the principle of "right talent, right aptitude, and right position," Coremax enables employees to fully apply their expertise, while listening to employee voices through diverse communication channels. Through comprehensive human resources policies, we aim to enhance corporate innovation momentum and organizational resilience, thereby promoting the Company's steady operation and sustainable development.

05

# 5.1 Human Rights Policy and Commitment (Material Topic) GRI 406-1, 408-1, 409-1, 411-1

Coremax Group is committed to protecting individual rights and workplace dignity and creating a fair, diverse, and inclusive work environment. In accordance with laws and regulations at its Taiwan and overseas operating sites, and with reference to international standards such as the United Nations Global Compact (UNGC), the International Labour Organization (ILO), and the Responsible Business Alliance (RBA), the Group incorporates principles such as respect for human rights, equal employment, freedom of association, prohibition of child labor, and prohibition of forced labor into its human resources policies. Coremax actively employs disadvantaged groups and persons with disabilities, and clearly stipulates in its human rights policy that there shall be no differential treatment based on race, gender, age, religion, sexual orientation, or other factors, ensuring that every employee can fully demonstrate their strengths in a discrimination-free environment.

In 2025, no forced labor, human rights violations, discrimination, or conduct that undermined human dignity was reported within the Group's internal operations, and no disputes or grievances involving Indigenous Peoples' rights. We have established comprehensive sexual harassment prevention and grievance mechanisms and internal systems such as the Work Rules, Human Rights Policy, and Workplace Sexual Harassment Prevention Measures, clearly regulating employee rights protection and workplace conduct standards. If a complaint occurs, an investigation procedure will be initiated, follow-up will continue, and improvement plans will be proposed. We will continue optimizing communication channels, compensation and benefits, and career development resources, striving to build a workplace culture of mutual respect and trust.

## Significance to Coremax

Establishing clear human rights commitments and management mechanisms helps reduce labor, human rights, and compliance risks and deepen stakeholders' trust in the Company.

| Management Approach and Elements | Impact Management | Management Approach Targets Implementation Performance |
|---|---|---|
| **Strategy** | **Positive Impact Items** | **2025 Targets** |
| • Implement human rights policies and management systems<br>• Strengthen employees' human rights awareness and compliance understanding<br>• Improve grievance and communication channels and risk prevention mechanisms | • Establishing a workplace culture that respects human rights and equal treatment helps enhance employee trust, cohesion, and work engagement.<br>• Strengthening labor rights protection and regulatory compliance can reduce labor disputes, human rights risks, and compliance risks, while safeguarding corporate reputation and sustainable competitiveness. | • 0 cases of material human rights violations<br>• 100% of new employees received human rights training<br>• Held 2 human rights-related courses<br>• Held afternoon tea gatherings to care for and engage new employees<br>• Convened 4 Labor-Management Meetings |
| **Management Practices and Purpose** | **Positive Impact Control Measures** | **2025 Implementation Performance** |
| • Clarify the Company's position and commitment to human rights protection by formulating and announcing a human rights policy<br>• Enhance employees' understanding of human rights and related regulations through education, training, and internal communication<br>• Regularly review grievance and communication channels to ensure smooth communication mechanisms | • Regularly review and update human rights policy content<br>• Include human rights issues in training courses for new and current employees<br>• Conduct awareness communication through Labor-Management Meetings, internal announcements, and education and training | • No material human rights violations occurred<br>• 100% of new employees received human rights training<br>• Held 2 human rights-related courses<br>• Held 3 care afternoon tea gatherings for new employees<br>• Convened 4 Labor-Management Meetings |
| **Grievance Mechanism** | **Negative Impact Items** | **2026 Targets** |
| The grievance mechanism is regularly announced and promoted through labor-management meetings and education and training, and provides multiple grievance channels, including：<br>• Report directly to unit supervisors<br>• Call the grievance hotline<br>• Email the grievance mailbox<br>• Physical suggestion boxes are set up at each plant<br>• Dedicated sexual harassment grievance channel | • If comprehensive human rights policies and management mechanisms are not established, labor rights protection may be insufficient and workplace discrimination or improper treatment may occur, affecting employee trust and organizational cohesion.<br>• If grievance and communication channels do not operate effectively, potential human rights disputes may not be reported and handled promptly, which could lead to labor disputes, regulatory risks, and impacts on corporate reputation. | • 0 cases of material human rights violations<br>• Hold 2 human rights-related training sessions<br>• Convene 4 Labor-Management Meetings<br>• Complete human rights due diligence and follow-up improvement measures |
| **Topic Standards Referenced** | **Remediation and Prevention of Negative Impacts** | **Medium- and Long-term Target Planning** |
| • GRI 405: Diversity and Equal Opportunity<br>• GRI 406: Non-discrimination<br>• GRI 408: Child Labor<br>• GRI 409: Forced or Compulsory Labor | • When human rights-related incidents occur, immediately initiate investigation and improvement mechanisms.<br>• Regularly review the effectiveness of human rights policies and management practices. | • Continue strengthening the content and depth of human rights education and training.<br>• Continuously revise human rights policies and management mechanisms in line with international trends. |

## Human Rights Training

Coremax Group values and respects employee rights. We promote human rights-related education and training to improve all employees' awareness and sensitivity regarding human rights issues and further prevent human rights violations. In 2025, a total of 534 employees participated in training, with a participation rate of 100%. The Group's training headcount and hours are summarized below:

| Year | 2023 | 2024 | 2025 |
|---|---|---|---|
| Training Participants | 427 | 349 | 534 |
| Training Percentage | 100% | 76% | 100% |
| Training Hours | 427 | 419 | 500 |

### ◆ Prevention of Unlawful Workplace Infringement

To prevent and eliminate all types of unlawful workplace infringement, Coremax Group has established the Prevention Plan for Unlawful Infringement in the Performance of Duties and the Workplace Sexual Harassment Grievance and Disciplinary Measures, clearly regulating prevention, reporting, investigation, disciplinary action, and remediation procedures, and establishing comprehensive protection and remediation mechanisms. The measures cover definitions of unlawful infringement such as workplace violence, workplace bullying, sexual harassment, and employment discrimination, and establish dedicated grievance handling mechanisms and deliberation procedures to ensure fairness, objectivity, and confidentiality in case handling and protect the rights of the parties involved.

The Group has a dedicated grievance hotline, fax, and email address for unlawful workplace infringement, and posts grievance information in visible locations at workplaces to provide employees with safe and accessible grievance channels. For reported cases, the Company conducts investigations under the principle of confidentiality and strictly prohibits any form of retaliation.

In addition, we strengthen employees' understanding of workplace respect and prevention of unlawful infringement through regular labor-management meetings and internal communications, and provide support measures such as psychological counseling, professional guidance, or medical referrals when necessary. As of 2025, the Group had received no grievances of unlawful workplace infringement.

**The human rights training participation rate reached 100%**

**Coremax Group grievances of unlawful workplace infringement in 2025: 0 cases**

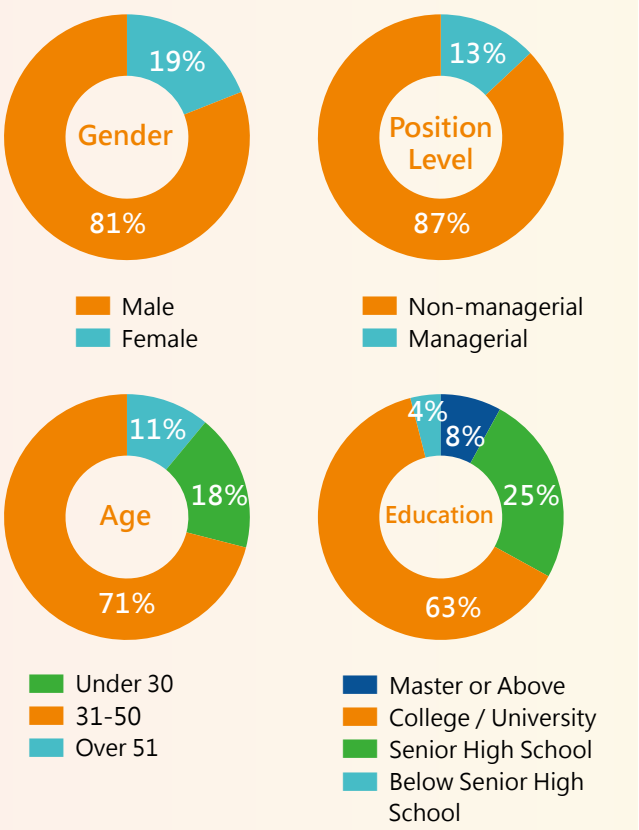
# 5.2 Employment Relationship GRI 2-7, 2-8

Coremax Group has operating sites in several Asian locations. All plants follow the Group's unified policies and give priority to hiring local talent, implementing a fair and inclusive recruitment system. Except for one cooperative education intern, the Group does not use contract or dispatched labor and fully implements direct employment, ensuring stable labor-management relationships and protecting employees' rights and interests.

As of the end of 2025, Coremax Group had 447 full-time employees, including 362 men and 85 women. Men accounted for 81% and women accounted for 19%. Although men make up the majority of employees due to characteristics of the chemical industry, Coremax always upholds equality and nondiscrimination, respecting and treating every employee fairly, including foreign colleagues and disadvantaged groups such as persons with disabilities. In 2025, Coremax Group employed 89 foreign employees and 5 employees with disabilities. In addition, the Group had 11 security personnel and 8 contractor employees, who are non-employee workers mainly responsible for plant security maintenance and cleaning and are not involved in core production processes. Compared with 2024, the Company's headcount and composition did not fluctuate significantly.

## Employee Composition and Workforce Structure GRI 405-1

| Item No. | Coremax Group | | | |
|---|---|---|---|---|
| | Employee Category | Male | Female | Total |
| Position Level | Managerial | 46 | 10 | 56 |
| | Non-managerial | 316 | 75 | 391 |
| | Subtotal | 362 | 85 | 447 |
| By Age | Under 30 | 59 | 19 | 78 |
| | 31~50 | 257 | 62 | 319 |
| | Over 51 | 46 | 4 | 50 |
| | Subtotal | 362 | 85 | 447 |
| Education Level | Master's Degree or Above | 29 | 7 | 36 |
| | College / University | 205 | 76 | 281 |
| | Senior High School | 111 | 2 | 113 |
| | Below Senior High School | 17 | 0 | 17 |
| | Subtotal | 362 | 85 | 447 |
| Employment Type | Permanent Employees | 362 | 85 | 447 |
| | Fixed-term Employees | 0 | 0 | 0 |
| | Subtotal | 362 | 85 | 447 |
| Diversity Indicators | Persons with Disabilities / Disadvantaged Groups | 4 | 1 | 5 |
| | Indigenous Peoples | 1 | 1 | 2 |
| | Foreign Employees | 89 | 0 | 89 |
| Non-employee Workers | Security Personnel | 11 | 0 | 11 |
| | Contractors (plant environmental maintenance) | 2 | 6 | 8 |



## 2025 New Hires and Employee Turnover GRI 401-1

The Company discloses new hires and employee turnover by gender and age. To meet organizational development needs, Coremax Corporation's Taiwan plants recruited 96 new employees in 2025, with a total new hire rate of 21.3%. The 2025 turnover rate was 26.4%, a slight increase from 25.3% in 2024, with no significant overall change. By gender, the 2025 turnover rate was 21.1% for men and 5.3% for women, consistent with the workforce structure formed by the nature of the industry, in which male employees account for a higher proportion.

After reviewing reasons for departure, the main reasons remained personal career planning and family factors, with no major labor disputes or structural workforce issues involved. The Company will continue optimizing compensation and benefits systems and career development planning, while strengthening retention mechanisms through diverse employee care measures to maintain a stable workforce structure and reduce employee turnover.

### ◆ Number of New Hires

| Gender | Male | | Female | | Total | |
|---|---|---|---|---|---|---|
| | No. of Employees | % | No. of Employees | % | No. of Employees | % |
| Under 30 | 26 | 5.8% | 7 | 1.6% | 7 | 1.6% |
| 31-50 | 38 | 8.4% | 17 | 3.8% | 55 | 12.2% |
| Over 51 | 7 | 1.6% | 1 | 0.2% | 8 | 1.8% |
| Total | **71** | **15.8%** | **25** | **5.6%** | **96** | **21.3%** |

Note: New hire rate for each category = number of new hires in that category in 2025 / total number of employees in 2025.

### ◆ Number of Departures

| Year | 2024 | | | | | | 2025 | | | | | |
|---|---|---|---|---|---|---|---|---|---|---|---|---|
| Gender | Male | | Female | | Total | | Male | | Female | | Total | |
| | No. of Employees | % | No. of Employees | % | No. of Employees | % | No. of Employees | % | No. of Employees | % | No. of Employees | % |
| Under 30 | 10 | 2.2% | 8 | 1.7% | 18 | 3.9% | 9 | 2.0% | 4 | 0.9% | 13 | 2.9% |
| 31-50 | 82 | 17.9% | 13 | 2.8% | 95 | 20.7% | 67 | 14.9% | 16 | 3.6% | 83 | 18.4% |
| Over 51 | 2 | 0.4% | 1 | 0.2% | 3 | 0.7% | 19 | 4.2% | 4 | 0.9% | 23 | 5.1% |
| Total | **94** | **20.5%** | **22** | **4.8%** | **116** | **25.3%** | **95** | **21.1%** | **24** | **5.3%** | **119** | **26.4%** |

Note: Turnover rate for each category = number of departures in that category in 2025 / total number of employees in 2025.

## Remuneration Policy GRI 2-19~2-21, GRI 202-1

The Group determines salaries based on employees' education, professional competencies, and relevant work experience, and ensures that the compensation system does not differ due to gender, age, marital status, political affiliation, race, or other factors, fully implementing the principle of equal pay for equal work. Male and female employees in the same position and grade have a basic salary ratio of 1:1, reflecting salary fairness and a diverse and equal employment policy.

To ensure market competitiveness of salaries, the Group regularly participates in external salary surveys and analyzes internal data and industry survey results to evaluate market salary levels and the overall economic environment, adjusting compensation policies when appropriate. Salary standards for each type of position are also established based on local salary levels and organizational hierarchy. For example, the starting salary for technician positions is no less than NT$36,000, which is 1.26 times the 2025 basic wage of NT$28,590 under the Labor Standards Act, fully demonstrating the Company's emphasis on labor value and practice of corporate social responsibility. In 2025, the annual total compensation ratio was 10.81 and the annual total compensation change ratio was 8.31%.

In terms of compensation governance and decision-making mechanisms, Coremax has established a Remuneration Committee responsible for formulating and reviewing compensation policies, systems, and structures for directors, managers, and employees, and conducting professional assessments of the reasonableness, performance linkage, and market competitiveness of compensation. Resolutions of the Remuneration Committee must be submitted to the Board of Directors for review and approval to ensure that compensation decisions have appropriate supervision and governance mechanisms. The Board regularly reviews the linkage between compensation policies and operating performance, long-term strategies, and sustainable development goals, ensuring that the compensation system helps attract, retain, and motivate talent and meets stakeholder expectations. For more complete information on compensation of directors, managers, and employees, please refer to the relevant sections of the Company's latest annual report.

## Salary of Full-Time Non-Managerial Employees GRI2-21, GRI 405-2

| Item (Unit: NT$ thousand) | Coremax Group | | | | | |
|---|---|---|---|---|---|---|
| | 2023 | | 2024 | | 2025 | |
| | Male | Female | Male | Female | Male | Female |
| Number of Full-time Non-managerial Employees (persons) | 349 | 74 | 340 | 79 | 339 | 77 |
| Average Salary of Full-time Non-managerial Employees (NT$ thousand/person) | 699 | 709 | 696 | 693 | 723 | 755 |
| Median Salary of Full-time Non-managerial Employees (NT$ thousand/person) | 620 | 653 | 607 | 638 | 636 | 672 |

Note: The Group-wide median is an approximate estimate calculated by weighting each subsidiary's median by the number of employees and does not reflect the actual salary distribution of all Group employees.

In 2025, the ratio of the average salary of full-time male non-managerial employees to the local basic wage (NT$28,590) was 2.11:1.
In 2025, the ratio of the average salary of full-time female non-managerial employees to the local basic wage (NT$28,590) was 2.20:1.
In 2025, the ratio of female employee salary to male employee salary was 1:0.96.

## Labor-Management Communication and Employee Welfare Committee GRI 2-30

Coremax Group firmly believes that good labor-management relations are an important foundation for stable business operations and improved organizational effectiveness, and values the communication and feedback of employee opinions. The Group is committed to creating an open and transparent communication atmosphere, promoting mutual trust between labor and management through continuous two-way communication mechanisms, and maintaining a positive and harmonious work environment.

We respect employees' freedom of assembly and association and establish labor-management communication mechanisms in accordance with relevant laws. Although the Group has not established a labor union, it still holds regular labor-management meetings and annual employee communication meetings to exchange opinions and communicate on issues affecting employee rights. In 2025, a total of four labor-management meetings were held, with labor and management representatives each accounting for 50%. Opinions and suggestions collected at the meetings serve as references for subsequent system optimization and policy adjustments. Through stable communication mechanisms, no major labor-management disputes requiring further coordination have occurred to date, indicating that the Group maintains good labor-management interaction with employees.

## Minimum Notice Periods for Operational Changes GRI 402-1

If employment relationships with some employees must be terminated due to significant operational changes, advance notice will be provided in accordance with legal requirements at each operating site. Taiwan plants follow the statutory notification procedures under the Labor Standards Act, which stipulate the advance notice periods for termination of labor contracts:

- For employees who have worked for more than three months but less than one year: notice shall be given 10 days in advance.
- For employees who have worked for more than one year but less than three years: notice shall be given 20 days in advance.
- For employees who have worked for more than three years: notice shall be given 30 days in advance.

# 5.3 Employee Benefits

## Employee Benefits Policy GRI 401-2

Coremax Group values talent retention and is committed to building an attractive and competitive human resources system. We protect equal employment opportunities, establish a reasonable and transparent performance evaluation system, and provide compensation and bonuses that are superior to industry standards. To further care for employees' physical and mental health, Coremax has also introduced Employee Assistance Program (EAP) services, providing professional resources such as psychological counseling, legal and financial consultation, and stress management to help employees address challenges they may encounter at work and in life, improving overall well-being and work stability.

We regularly convene the Employee Welfare Committee, through which employee representatives reflect needs and make proposals to Company management, continuously optimizing the workplace environment and welfare measures. Through the Welfare Committee, we plan diverse programs such as cultural and recreational activities, quarterly gatherings, domestic and overseas travel, childbirth subsidies, holiday gifts, and emergency relief funds to enhance employee well-being and cohesion.

In addition, Coremax has an employee stock subscription system. When new shares are issued for cash capital increases, 10% of the shares are reserved for employees to subscribe, motivating employees, retaining talent, and improving productivity and corporate cohesion. Service awards are also provided to long-serving colleagues to express appreciation and recognition.

### ◆ Benefits Provided to Full-time Employees

All employees of Coremax Group are protected by government labor laws and agreements between labor and management, and enjoy the following benefits:

| | | |
|---|---|---|
| **Annual travel subsidies**  | **Flexible working hours**  | **Childbirth bonus :** NT$30,000 for the first child; NT$60,000 for the second child; NT$100,000 for the third child<br>Prenatal examination leave, accompanying prenatal examination leave, and paternity leave exceed statutory requirements and are increased to 10 days.  |
| **Comprehensive insurance**<br>insurance, national health insurance, group insurance, cancer insurance, travel accident insurance, and commercial insurance)  | **Annual performance bonuses, employee compensation distribution, employee profit sharing, and share ownership**  | **Holiday gift vouchers and gifts, Labor Day vouchers, and birthday vouchers**  |
| **Free periodic health examinations, with professional nurses providing health management services.**  | **Occupational injury hospitalization subsidies, hospitalization consolation payments, and funeral subsidies.**  | **Encourage various club activities and provide a ctivity subsidies**  |
| **Full subsidies for education and training courses**  | **Wedding gift allowance**  | **Comfortable and modern employee dormitories**  |

## Retirement System GRI 201-3

Coremax Group has established employee retirement measures and contributes monthly retirement reserves to employees' individual pension accounts at the Bureau of Labor Insurance in accordance with the Labor Standards Act and the Labor Pension Act. Contributions are currently made in compliance with regulations.

| Item | Retirement Contribution as Percentage of Salary | Employee Participation in Retirement Plan |
|---|---|---|
| Old Pension System | Employer: contributes 2% of monthly salary | 100% |
| New Pension System | Employer: contributes 6% of monthly salary<br>Employee: may voluntarily contribute 0-6% of monthly salary | 100% |

## Parental Leave GRI 401-3

The Group provides various types of leave in accordance with the Labor Standards Act and handles parental leave without pay and reinstatement procedures in accordance with the Act of Gender Equality in Employment and the Regulations for Implementing Unpaid Parental Leave for Raising Children. To help colleagues balance work and family, Coremax not only provides maternity leave, paternity leave, prenatal checkup leave, and parental leave as required by law, but also further demonstrates its emphasis on maternal care and gender equality by extending prenatal checkup leave, paternity leave, and paternity prenatal checkup leave to 10 days of paid leave, creating a friendly workplace that supports parenting. During the reporting period, 10 employees applied for parental leave without pay. Some employees have returned to work, and for those who have not yet returned, the Company provides flexible assistance and support to help them transition smoothly back to the workplace.

### ◆ 2025 Return-to-work and Retention Statistics after Parental Leave

| Item | | Total | |
|---|---|---|---|
| | | Male | Female |
| Annual Status | Employees Entitled to Parental Leave | 16 | 9 |
| | Employees Taking Parental Leave | 6 | 3 |
| Return-to-work Status | (A) Employees Due to Return to Work | 6 | 3 |
| | (B) Employees Who Returned to Work | 3 | 2 |
| | **Return-to-work Rate = B/A (%)** | **50.0%** | **66.7%** |
| Retention Status | (C) Employees Who Returned to Work in the Previous Year | 5 | 3 |
| | (D) Employees Still Employed 12 Months after Returning to work in the Previous Year | 2 | 2 |
| | **Retention Rate = D/C (%)** | **40.0%** | **66.7%** |

## Employee Transition Assistance Program GRI 404-2

The Group has introduced the Employee Assistance Program (EAP). Employees who need consultation on psychological, legal, health, management, or financial issues may use the 24-hour toll-free consultation hotline and email assistance channels provided by Double F Management Consulting Co., Ltd. to help colleagues handle and solve personal issues and achieve balance between work and personal life. In 2025, three employees received EAP counseling by telephone.

## Employee Satisfaction Survey GRI 404-2

The Group's Human Resources Division conducted its first employee satisfaction survey in December 2025. The survey covered work content, work environment, compensation and benefits, performance evaluation and promotion, learning and development, and organizational communication. It comprehensively assessed employees' satisfaction with various Company systems and work experiences, identified organizational strengths and areas for improvement, and collected employee opinions as an important basis for subsequent improvements, continuously building an attractive and cohesive workplace environment.

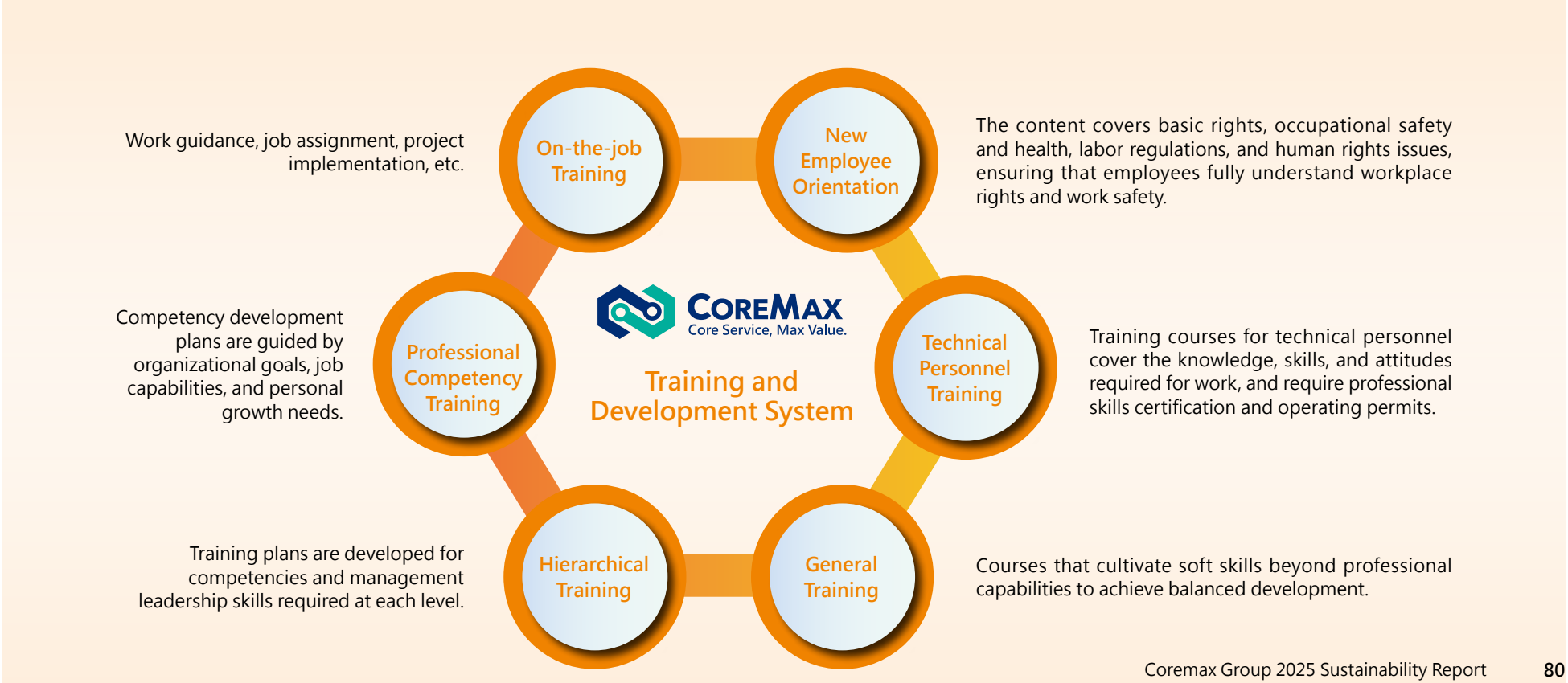
The survey covered all employees at Taiwan plants, totaling 447 people, with a response rate of 43%. Results show that overall employee satisfaction was 3.8 points out of 5, generally positive. Among respondents, 64% stated that they were satisfied or very satisfied, 30% were neutral, and only 6% were dissatisfied, indicating that most employees held positive views of the Company's overall environment and systems.

| Target Participants | Plant |
|---|---|
| Topics | Work content, work environment, compensation and benefits, performance evaluation and promotion, learning and development, organizational communication, overall satisfaction, etc. |
| Number Surveyed | 358 persons |
| Response Rate | 54% |
| Overall Satisfaction | 3.8 points ( lowest 1, highest 5 ) |
| Survey Results | 64% of employees were satisfied or very satisfied with their current work, 30% were neutral, and only 6% were dissatisfied. |
| Improvement Plan | For aspects with relatively lower satisfaction in the 2025 survey, such as compensation and performance evaluation and promotion, the Group will continue reviewing and optimizing compensation and benefits systems, and plans to promote a comprehensive competency inventory in 2026. This will strengthen the linkage and transparency of performance evaluation and promotion systems, improving overall employee satisfaction and organizational cohesion. |

# 5.4 Talent Development and Cultivation

Facing rapid industrial change, technological innovation, and globalization trends, Coremax deeply recognizes that talent is the key driver of continuous innovation and sustainable corporate development. To strengthen organizational resilience and professional capabilities, Coremax actively integrates internal and external resources and plans diverse training courses based on industry trends and competency needs, creating an active learning culture and promoting talent development and retention. Given the key role of talent development in corporate competitiveness and sustainable operations, the Company has listed Talent Recruitment, Retention, and Development as one of this year's material topics and an important cornerstone for strengthening human resources strategies and achieving sustainable corporate development.

Coremax Group is committed to creating an active learning corporate culture. By integrating internal and external resources and planning diverse, forward-looking education and training courses based on organizational goals and competency needs, the Group strengthens employees' professional capabilities and career development and enhances overall competitiveness. Training covers occupational safety and health, professional skills, general knowledge, and management. Course types include new employee training, on-the-job learning, technical training, and management competency courses. After course completion, we conduct training satisfaction surveys to collect feedback on course content, instructors, and learning outcomes as a basis for future training planning.



## Learning Opportunities and Career Development GRI 404-1

| Training Category | Coremax Group | | | |
|---|---|---|---|---|
| | No. of Persons | | Hours | |
| | Male | Female | Male | Female |
| On-the-job Training | 1,492 | 219 | 2,971 | 742 |
| Professional Competency Training | 190 | 81 | 1,495 | 366 |
| Hierarchical Management Training | 67 | 22 | 399 | 117 |
| Managerial Competency Training | 412 | 69 | 1,615 | 476 |
| Technical Personnel Training | 730 | 214 | 1,460 | 345 |
| General Training | 2 | 0 | 6 | 0 |
| Self-development Training | 2,893 | 605 | 7,945 | 2,045 |
| Total | **1,492** | **219** | **2,971** | **742** |

## Coremax Group Employee Training Hours in 2025

| Hours | Coremax Group | | | |
|---|---|---|---|---|
| Employee Category | Total Male Hours | Total Female Hours | Male Average | Female Average |
| Managerial | 788 | 269 | 17 | 27 |
| Non-managerial | 7,157 | 1,777 | 23 | 24 |
| Total | **7,945** | **2,045** | **22** | **24** |
| <30 | 1,090 | 448 | 18 | 24 |
| 31-50 | 6,126 | 1,525 | 24 | 25 |
| >51 | 731 | 73 | 16 | 18 |
| Total | **7,946** | **2,045** | **22** | **24** |

Note: Average training hours = total training hours / total number of employees.

## By Training Program Type

| Hours | Coremax Group | | | |
|---|---|---|---|---|
| Employee Category | Male Participants | Female Participants | Male Hours | Female Hours |
| Managers | 310 | 68 | 891 | 269 |
| Professionals | 873 | 183 | 2,585 | 802 |
| Administrative Staff | 39 | 287 | 101 | 769 |
| Technical Personnel | 1,671 | 67 | 4,366 | 206 |
| Total | **2,893** | **605** | **7,943** | **2,045** |

## Performance Evaluation GRI 404-3

Coremax Group promotes a performance management and development system. Through a fair and reasonable evaluation mechanism, the Group improves individual and organizational performance, strengthens two-way communication, and supports long-term human resources planning. All active employees are included in the annual management-by-objectives system, which operates in three phases: initial goal setting, mid-term progress review, and year-end performance evaluation. Results serve as a basis for promotion, salary adjustment, bonus distribution, and training planning, and help identify talent with development potential.

Annual performance bonuses and employee remuneration amounts and distribution methods are submitted by management to the Board of Directors for review based on Company operating results. Final approval is based on duties, contributions, and performance, ensuring that the reward system balances incentive effects with internal fairness.

Except for employees with less than three months of service, all employees participated in performance evaluations in 2025, with a participation rate of 100%, fully demonstrating the Company's commitment to gender equality and fair development.

**The employee performance evaluation participation rate reached 100% in 2025**

## Security Personnel Training GRI 410-1

The Group's security guards are dispatched by professional security companies, and all personnel must complete training and pass review before taking up duty. To improve professional competence and legal awareness and ensure human rights protection, security personnel must receive at least two hours of on-the-job training each month, covering traffic guidance, security duties, company rules, labor laws, and human rights-related regulations, thereby strengthening duty performance and conduct standards.

# 5.5 Occupational Health and Safety (Material Topic)

Coremax Group has listed Occupational Health and Safety as one of this year's material topics, demonstrating our emphasis on employee well-being and operational stability. The Group is committed to building a prevention-oriented occupational safety and health management system. Each operating site implements risk identification, operational controls, and education and training in accordance with policy. We encourage employees to actively report potential risks, and strengthen awareness of full participation through regular safety meetings and training activities, jointly moving toward the goal of zero occupational injuries and zero accidents.

## Significance to Coremax

The Company believes that occupational safety and health are the key foundation for protecting employee rights and maintaining operational stability. Through systematic safety management and health promotion measures, the Company can reduce operational risks and occupational diseases, improve employee job satisfaction and organizational resilience, and ensure uninterrupted operations. The Company also continues investing significant resources to promote safety culture and prevention mechanisms in response to stakeholders' strong attention to workplace safety, working together to create a safe and sustainable workplace.

| Management Approach and Elements | Impact Management | Management Approach Targets Implementation Performance |
|---|---|---|
| **Strategy** | **Positive Impact Items** | **2025 Targets** |
| • Establish an occupational safety management system and strengthen operational risk identification and control mechanisms<br>• Implement regular workplace environmental monitoring and health monitoring to prevent occupational diseases and high-risk factors<br>• Continue promoting safety culture education and behavioral improvements to enhance overall safety awareness and emergency response capabilities | • Establishing a comprehensive occupational safety system helps reduce industrial accidents and workforce losses and improve operational stability.<br>• Implement employee health management to improve job satisfaction and organizational belonging.<br>• Strengthen safety culture to enhance corporate image and stakeholder trust. | • Zero industrial accidents<br>• Ensure work safety-related requirements comply with regulations<br>• Implement employee safety knowledge education and training |
| **Management Practices and Purpose** | **Positive Impact Control Measures** | **2025 Implementation Performance** |
| • Regularly convene Occupational Safety and Health Committee meetings to review risks and track improvement progress<br>• Implement pre-operation risk assessments and contractor safety management to control contractor operations<br>• Establish employee health records and a regular health examination system to monitor abnormal risk factors<br>• Establish occupational safety and emergency incident reporting mechanisms | • Establish occupational safety audits and abnormality reporting mechanisms to ensure timely response to risk events.<br>• Promote regular occupational safety education and training to improve risk warning capabilities and operational safety. | • Four industrial accidents<br>• Quarterly education and training implementation rate: 100%<br>• Convened 13 Occupational Safety Committee meetings |
| **Grievance Mechanism** | **Negative Impact Items** | **2026 Targets** |
| • Occupational Safety Committee meetings<br>• Dedicated occupational safety contact window | • Failure to effectively control operational risks may lead to occupational safety incidents and production interruptions.<br>• Lack of health management and monitoring may increase the incidence of occupational diseases and labor dispute risks. | • Zero disabling injuries and zero industrial accidents<br>• Conduct quarterly education and training |
| **Topic Standards Referenced** | **Remediation and Prevention of Negative Impacts** | **Medium- and Long-term Target Planning** |
| • GRI 403: Occupational Health and Safety | • Strengthen control of high-risk areas and high-risk operations, and introduce real-time monitoring and warning systems.<br>• Strengthen emergency response management.<br>• Conduct root cause analysis and preventive measures for safety incidents. | • Zero disabling injuries and zero industrial accidents<br>• Build a healthy and safe workplace environment |

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

All Coremax Group plants follow the Occupational Safety and Health Act and ISO 45001 occupational safety and health management system standards to establish comprehensive management systems, clearly regulating occupational hazard identification and risk assessment, emergency response mechanisms, contractor management, and other related procedures. Through institutionalized and standardized processes, the Group continuously strengthens risk control and prevention mechanisms. This management system applies to all personnel working within plant areas, including Group employees and resident contractors. The Group regularly conducts internal audits and third-party external verification each year to review the effectiveness of the management system and pursue continuous improvement, ensuring the effectiveness of the system and compliance with laws, regulations, and standards. As of the reporting year, all operating sites of the Group have obtained ISO 45001 occupational safety and health management system certification. Although the Taichung Plant has not yet obtained certification, it still operates under the same management framework and procedures.

| Type / Number of Persons | Sites Certified to ISO 45001 | | | | | | Sites Implementing ISO 45001 Standards |
|---|---|---|---|---|---|---|---|
| | Coremax | | Uranus | | | Heng-I | Uranus |
| | Hsinchu Plant | Toufen Plant | Hsinchu Plant 1 | Hsinchu Plant 2 | Toufen Plant | Toufen Plant | Taichung Plant |
| Employees | 87 | 78 | 13 | 68 | 43 | 127 | 23 |
| Non-employees | 3 | 1 | 0 | 0 | 0 | 9 | 0 |
| Coverage Rate | 100% | 100% | 100% | 100% | 100% | 100% | 100% |

### ◆ Permit management

High-risk operations must apply for permits and complete relevant protective measures before work may begin. In 2025, Coremax Group had a total of 669 permits for high-risk operations, as detailed in the table below.

| Company | Hot Work | Work at Height | Confined Space | Temporary Electricity | Roof Work | Other | Total |
|---|---|---|---|---|---|---|---|
| Coremax | 56 | 101 | 5 | 0 | 3 | 0 | **165** |
| Uranus | 83 | 51 | 10 | 0 | 2 | 0 | **146** |
| Heng-I | 109 | 118 | 38 | 21 | 11 | 61 | **358** |
| Total | **248** | **270** | **53** | **21** | **16** | **61** | **669** |

### ◆ Equipment management

For hazardous machinery and equipment, such as boilers and high-pressure gas specific equipment, the Group manages certificates of qualification and type certifications, such as forklifts and explosion-proof electrical equipment, and conducts automatic inspections, key inspections, and operation checks to ensure normal equipment performance and safety protection.

### ◆ Chemical management

Coremax regularly conducts workplace environmental monitoring in accordance with the law, and all monitoring results comply with statutory permissible standards. The annual implementation items and frequency at each site are shown in the right table:

| | General Chemicals | Toxic and Concerned Chemical Substances | 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/year |
| Coremax Toufen Plant | - | sulfuric acid, nickel | Dust, noise, carbon dioxide | Twice/year |
| Uranus Hsinchu Plant 1 | - | Nitric acid, hydrochloric acid, sodium hydroxide, potassium hydroxide, nickel | Carbon dioxide, dust, illuminance | Twice/year |
| Uranus Hsinchu Plant 2 | - | Sulfuric acid, hydrogen peroxide | Noise, dust, illuminance, carbon dioxide | Twice/year |
| Uranus Toufen Plant | - | Sulfuric acid, hydrochloric acid | Noise, dust, nickel, illuminance | Twice/year |
| Uranus Taichung Plant | Oxalic acid | - | Dust, noise, illuminance | Twice/year |
| Heng-I | - | Sulfuric acid, mercury, formaldehyde | Dust, noise | Twice/year |

## Hazard Risk Assessment Procedure GRI 403-2

The general manager of each Company serves as the highest supervisor of occupational safety and health management within Coremax Group and is responsible for approving hazard identification and risk assessment. Unit supervisors promote implementation. We regularly hold management review meetings to discuss and revise identified risks, and adjust risk levels and control measures based on actual circumstances. Through systematic processes, the Group strengthens control of medium- and high-risk factors and continues moving toward the goal of zero occupational injuries.

| | |
|---|---|
| Hazard Identification | Each plant conducts hazard identification according to its actual process characteristics, identifying potential occupational disease risks related to daily operations, including physical and chemical hazard types. |
| Risk Assessment | Risk levels are scored based on exposure frequency, likelihood of potential incidents, and severity of consequences, and are analyzed and determined through a risk matrix as the basis for planning risk control measures. |
| Incident Investigation | Each plant's response process is regulated in accordance with the Incident Reporting and Investigation Management Procedures. When occupational hazards or potential risks are found at the worksite, reporting and investigation procedures are activated to reduce the possibility of recurrence. |
| Training and Communication | Necessary EHS orientation training is provided for all personnel entering plant areas, including employees, contractors, and visitors. |
| Emergency Response | Through the emergency response organization, when a disaster occurs, existing personnel, equipment, and external support are mobilized and integrated in the fastest and most effective manner to achieve mutual support, minimize potential risks and losses, and ensure operational safety and personnel health. |

## Occupational Safety Committee GRI 403-4

Coremax Group convenes Occupational Safety Committee meetings quarterly in accordance with the law. In 2025, the committees had a total of 43 members, including 16 worker representatives, accounting for more than 50%.

| | No. of Meetings | No. of Committee Members | Worker Representatives |
|---|---|---|---|
| Coremax | 4 | 8 | 5 |
| Uranus | 4 | 9 | 3 |
| Heng-I | 5 | 10 | 8 |

| Other Participation, Consultation, and Communication Channels and Frequency | | External Communication Methods |
|---|---|---|
| Labor-management consultation meetings (safety and health-related issues) | 4 times/year | To ensure effective implementation of the safety, health, and environmental management systems and organizational consensus, Coremax convenes safety and health committee meetings every quarter to review policies, coordinate across departments, and discuss EHS performance and issues.<br>In addition, the management representative chairs an annual Management Review Meeting to review the year's EHS implementation results and management performance, and establish the next year's EHS objectives and performance indicators based on relevant risks. Feasible improvement plans are also proposed, focusing on safety accident prevention, resource conservation, workplace health promotion, and overall management improvement to continuously reduce potential safety, health, and environmental risks. |
| Safety and Health Management Committee | 4 times/year | |
| Safety and Health Management Team | When change management is conducted | |
| Year-end Employee Forum | At least once/year | |
| Environmental Satisfaction Survey | Once every three years | |
| Safety and Health Opinion Form | Once every three years | |
| Nonconformity Review Meeting | At least once/year | |
| Incident Investigation Review Meeting | At least once/year | |

## Physical Examinations and Health Assessments GRI 403-3

Coremax provides regular health examinations every two years, which is better than regulatory requirements, and also arranges special operation health examinations for colleagues in high-risk occupations or with high incidence of occupational diseases. Employees with abnormal results are tracked and managed, and health counseling and care guidance are provided. Employees in high-risk groups for overwork are also included in a special care list. In 2025, a total of 371 employees received health examinations.

## 2025 On-site Service Implementation Frequency

| | Coremax Group |
|---|---|
| Number of On-site Physician Services | 16 |
| Number of On-site Nurse Services | 156 |
| Total Employees Participating in Health Education Activities | 560 |
| Total Employees Receiving Interview Guidance | 266 |

## Occupational Health Services and Health Promotion

GRI 403-6

Coremax Group values employees' physical and mental health and upholds the belief that employees are the Company's most important asset. The Group is committed to creating a healthy, safe, and supportive work environment. We promote diverse health promotion activities, raise employees' health awareness, and integrate workplace health management into corporate culture. Management also actively participates in and supports related activities, demonstrating strong emphasis on employee health and well-being.

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

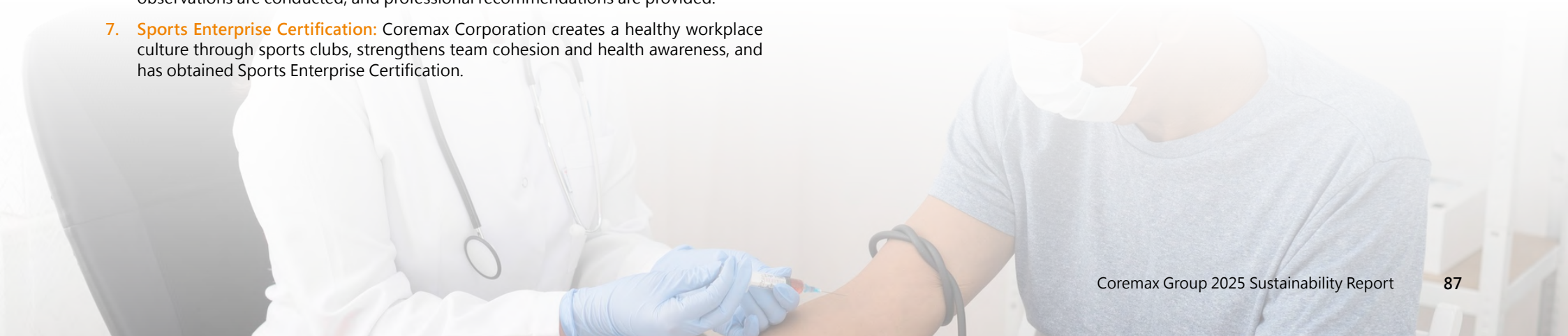
1. **Regular and special health examinations:** Regular health examinations are conducted for general employees and special-operation personnel.
2. **Maternal protection management:** Case classification management is conducted for pregnant and breastfeeding employees to ensure workplace health and rights.
3. **Prevention of unlawful infringement:** Hazard identification and risk assessment are completed for situations in which employees may suffer unlawful infringement while performing duties.
4. **Health seminars and consultations:** Health promotion seminars and employee health consultation services are held regularly.
5. **Occupational injury and disease and high-risk employee management:** Assessments and individual consultation management are provided for workers with occupational injuries and diseases and high-risk health cases.
6. **On-site services by contracted physicians and nurses:** Regular site visits and health observations are conducted, and professional recommendations are provided.
7. **Sports Enterprise Certification:** Coremax Corporation creates a healthy workplace culture through sports clubs, strengthens team cohesion and health awareness, and has obtained Sports Enterprise Certification.

## Maternal Care and Workload Health Risk Control

Coremax actively supports government policies on maternal and child health care, does not employ child labor, and avoids assigning pregnant or breastfeeding female employees to work that may harm fetal or infant health. In addition to managing risks from physical, chemical, and ergonomic hazards that may exist in the workplace, the Group also promotes multiple health protection and promotion measures.

For breastfeeding employees from pregnancy through one year after childbirth, the Group implements comprehensive hazard identification and risk assessment. When necessary, professional physicians assist with adjustments to job duties, lactation rooms are provided, pregnancy health information and breastfeeding-related information are offered, and dedicated free parking spaces are provided, creating a friendly workplace environment.

In addition, to prevent employees from developing cardiovascular diseases or other occupational diseases under abnormal workloads such as shift work, night work, and long working hours, Coremax has established an Abnormal Workload-Induced Disease Prevention Plan. Through health risk assessment and tiered management, one-on-one follow-up and necessary interventions are implemented to effectively reduce major health risks.



## Workplace Safety and OSH Education and Training Participants and Hours GRI 403-5

### ◆ 2025 Occupational Safety-related Education and Training

| | Type | Pre-employment Training | Regulatory License Training | | On-the-job Training |
|---|---|---|---|---|---|
| | Target Participants | New and Transferred Personnel | Initial License Training | License Refresher Training | Specific or General Personnel |
| Coremax Group | Total Participants | 104 | 61 | 163 | 1,332 |
| | Total Hours | 591 | 1,217 | 660 | 2,617 |

## Coremax Group 2025 Occupational Injury Statistics

GRI 403-9, 403-10

| Occupational Injury Category | | Employees | Non-employees |
|---|---|---|---|
| Occupational Injury | No. of Persons | 4 | 0 |
| | Ratio | 5.241 | 0 |
| Occupational Disease | No. of Persons | 0 | 0 |
| | Ratio | 0 | 0 |
| Fatality | No. of Persons | 0 | 0 |
| | Ratio | 0 | 0 |
| Total Working Hours | | 763,155 | 113,000 |

Note:
1. Calculations are based on the monthly occupational injury statistical reports.
2. Recordable occupational injury rate = number of occupational injuries / total working hours x 1,000,000 hours; values after the third decimal place are truncated.
3. Occupational disease rate = number of occupational disease cases / total working hours x 1,000,000 hours. An occupational disease is a disease caused by workers' exposure to hazards while performing duties and must be diagnosed by a physician.
4. Occupational injury fatality rate = number of deaths caused by occupational injuries / total working hours x 1,000,000 hours.
5. Non-employees include security guards and cleaning service company personnel.

## Response Drills

To improve colleagues' ability to respond to emergencies and handle crises, the Group conducts response drills for different incidents. In 2025, a total of 34 drills were held across plants. Details of drills at each plant are shown below.

| Company / Category | Fire Safty | Toxic Chemical Substances | Specified Chemical Substances | Evacuation / Escape | Dye Solution / Dust Leakage | Others | Total |
|---|---|---|---|---|---|---|---|
| Coremax | 4 | 1 | 2 | 0 | 0 | 2 | 9 |
| Uranus | 7 | 1 | 3 | 7 | 0 | 3 | 21 |
| Heng-I | 3 | 0 | 1 | 0 | 0 | 0 | 4 |
| Total | **14** | **2** | **6** | **7** | **0** | **5** | **34** |

## Near Misses and Process Safety Total Incident Rate (PSTIR)

The Company has introduced a process safety management system and implements process hazard analysis, management of change, equipment integrity inspections, and other measures to reduce the risks of leaks, explosions, and fires that may occur during high-risk chemical operations. In 2025, Coremax Group had no Tier 1 or Tier 2 process safety incidents, and the full-year PSTIR was 0. There were eight near-miss incidents. The Group will continue promoting near-miss reporting and experience sharing to strengthen risk warning and safety culture.

Note: A process safety incident refers to an incident that meets all of the following: (1) directly involves chemical substances or chemical processes; (2) occurs within a plant's production, distribution, storage, utility, or laboratory facilities; (3) involves a material release, fire, explosion, or implosion occurring in or originating from a chemical process unit; and (4) any of the following applies: (a) results in a recordable injury, lost work time, death, or hospitalization of on-site or off-site personnel; (b) a fire, explosion, or necessary cleanup to avoid or remedy environmental damage results in direct costs exceeding NT$75,000; (c) an official order for shelter-in-place or evacuation, on-site or off-site, or off-site precautionary shelter-in-place or evacuation is issued; or (d) the release exceeds the American Petroleum Institute (API) 754 Tier II chemical release threshold.

# Social Engagement



Coremax Group upholds the philosophy of "what is taken from society is used for society," actively engaging in local community care and public welfare activities and striving to promote social inclusion and mutual prosperity. Through resource investment, the Group continues to respond to community needs, support disadvantaged groups, and advance diverse social engagement initiatives covering education, health, the environment, sports, and other areas. Through these efforts, Coremax practices its corporate social value and works hand in hand with stakeholders toward sustainable development.

06

# 6.1 Community Engagement and Public Welfare Participation GRI 413-1

During festivals each year, Coremax Group purchases employee welfare gift boxes through cooperation with social welfare organizations, purchasing charity gift boxes from these organizations to support disadvantaged groups through concrete action.

Coremax has long been concerned with local community development and social issues. In 2025, a major fire incident occurred in a local community, causing the unfortunate deaths of brave firefighters. The Company was deeply saddened and immediately contacted relevant units to express concern and provide needed resources and assistance. Through concrete actions, the Company supported frontline disaster relief personnel and their families, hoping to work with the community through difficult times and jointly safeguard local stability. In 2025, Coremax Group sponsored approximately NT$4.63 million. Details are shown below.

| Activity | Amount | Beneficiaries |
|---|---|---|
| Support for Local Sports | 4,500,000 | Hsinchu Lioneers Basketball Team |
| Donation of Disaster Rescue Equipment | 1,000,000 | Miaoli County Fire Department and Miaoli County Residents |
| 2025 Global Views Magazine Books | 400,000 | Elementary and junior high school students in Toufen City and remote areas of Miaoli County |
| Winter Warmth Project | 290,000 | Low- and middle-income households, disadvantaged families, and elderly people living alone (Hukou Township, Hsinchu County; Toufen City, Miaoli County; and the Luzhu and Minsheng communities in Toufen City) |
| Chih-Sheng Lin Charity Celebrity Golf Tournament | 100,000 | Indigenous Baseball Development Association |
| 2025 Mid-Autumn Charity Gift Boxes | 72,450 | Down Syndrome Foundation |
| 2025 Toufen City Streetlight Adoption | 50,000 | Residents and road users of Toufen City, Miaoli County |
| Sponsorship for Equipment Fund of Hsinchu Industrial Park Volunteer Fire Brigade | 20,000 | Hsinchu Industrial Park Volunteer Fire Brigade |
| Total | **6,432,450** | |




## ◆ Support Local Community Development

Coremax Group has long been concerned with local community development and actively gives back to society through diverse actions such as supporting local sports, public safety, and community care, promoting community vitality and sustainable development. In sports promotion, the Hsinchu Lioneers are a representative professional basketball team in Hsinchu and enjoy strong support from local residents and young people. In 2025, the Group sponsored the Hsinchu Lioneers basketball team with NT$4.5 million to support team operations and event promotion. Through corporate strength, the Group hopes to help enhance local sports development capacity, use sports events to build community cohesion, and promote local exchange and cultural identity.

In addition, we actively pay attention to environmental protection issues and encourage employees and local communities to jointly participate in coastal environmental maintenance. Company colleagues participated in a beach cleanup in the Baishatun area, working with volunteers from various places in coastal cleanup. Approximately 250 participants joined the event that day and removed about 321.7 kilograms of marine waste, reducing the environmental impact of marine debris through concrete action and raising public awareness of marine conservation and environmental sustainability.

At the same time, public attention to firefighting and disaster rescue safety issues has increased in recent years, and Coremax Group actively responds to public safety needs. To strengthen local disaster response and rescue capabilities, the Group donated NT$1 million to the Miaoli County Fire Department for the purchase of disaster rescue equipment such as drones, helping improve disaster search and rescue efficiency and response capability and protecting the lives and property of local residents. By combining corporate resources with public safety needs, the Company hopes to build more comprehensive disaster prevention resilience for the community.

In the future, Coremax Group will continue to pay attention to local community needs, support sports development, environmental protection, public safety, and community public welfare activities in diverse ways, deepen connections and interactions with local communities, and jointly create a living environment that is vibrant, safe, and environmentally sustainable.

2018-2021

2022



2023


2024


2025


◆ Support for Rural Education Programs

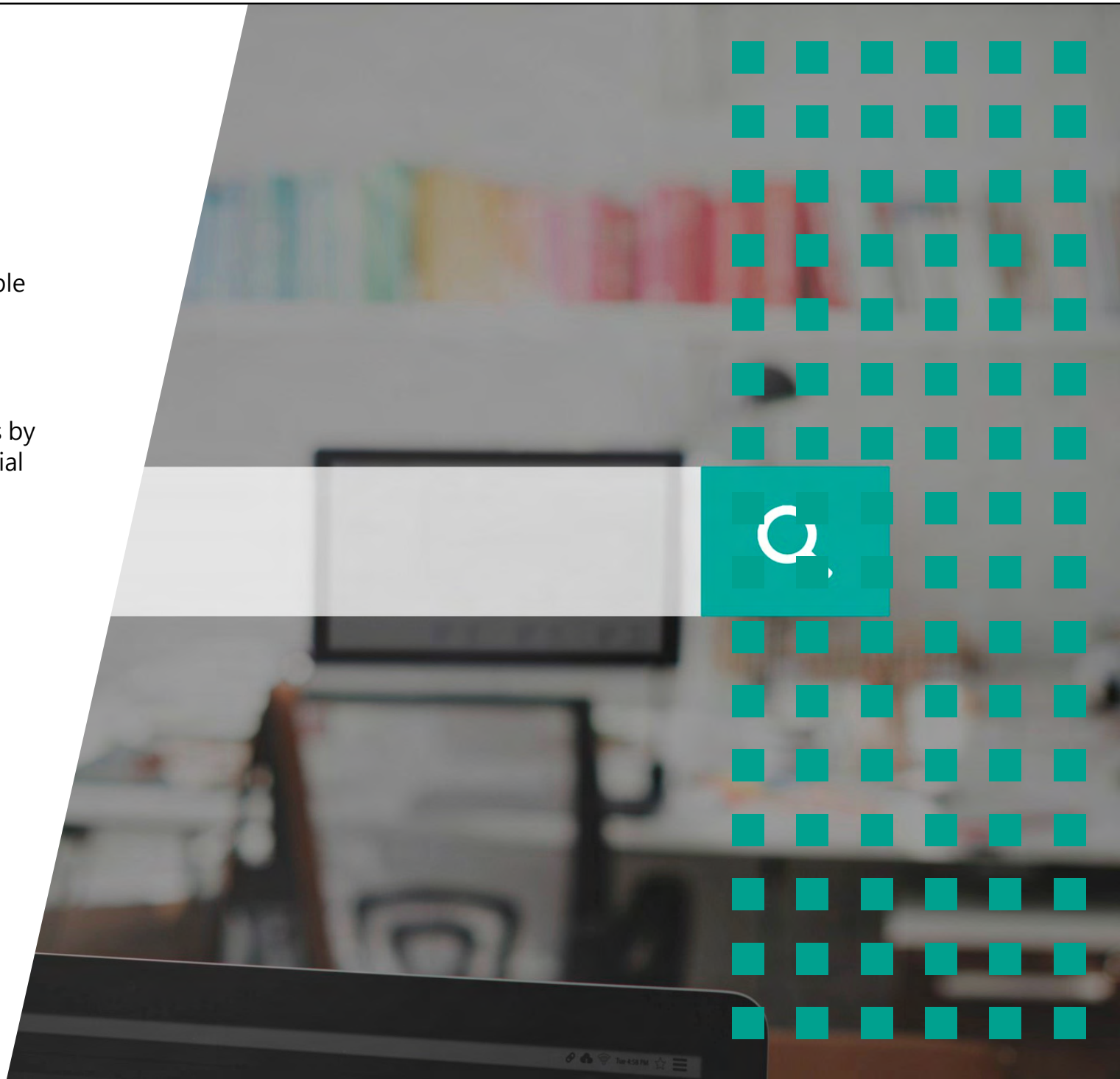
Since 2018, Coremax Group has supported the Seeds of Reading: Give Children a Great Future program initiated by Global Views and the CommonWealth Education Foundation for eight consecutive years, donating Future Children and Future Teens magazines to classes at elementary and junior high schools in remote areas of Miaoli County. Actively fulfilling corporate social responsibility and cultivating children's lifelong enjoyment of learning, Chairman Ho of Coremax Group believes that reading can improve understanding and judgment, enabling people to see things comprehensively and thoroughly. He hopes that children can gradually build interest in reading over the long term and develop lifelong learning habits, maintaining a kind heart and creating a more fulfilling future life.

## 6.2 External Association and Organization Participation GRI 2-28

| | Association Name | Participation Method |
|---|---|---|
| 1 | Taiwan Battery Association | Member |
| 2 | Cobalt Institute | Member |
| 3 | Hsinchu Industrial Park Manufacturers Association | Director and Member |
| 4 | Hsinchu Industrial Association | Member |
| 5 | Chinese Human Resource Management Association | Member |
| 6 | Toufen Industrial Park Manufacturers Association | Member |
| 7 | Labor-Management Association | Member |

# Appendix

- GRI Standards Index
- TCFD Standards Cross-Reference Table
- SASB Chemical Industrial Standards Comparison Table
- Regulations for the Preparation and Submission 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 for the period from January 1, 2025 to December 31, 2025. |
| GRI 1 Used | GRI 1: Foundation 2021 |
| Applicable GRI Sector Standards | Specific topic disclosures identified through the material topic identification process are disclosed, with reference to the SASB Chemicals Standard. |

| GRI Standard | Disclosure | Location | Page |
|---|---|---|---|
| **General Disclosures** | | | |
| GRI 2: General Disclosures 2021 | 2-1 Organizational Details | 1.1 Corporate Organization Overview | 9 |
| | 2-2 Entities Included in the Organization's Sustainability Reporting | Reporting Boundary | 4 |
| | 2-3 Reporting Period, Frequency, and Contact Point | Reporting Duration | 4 |
| | 2-4 Restatements of Information | Data Compilation | 4 |
| | 2-5 External Assurance | External Assurance | 5 |
| | 2-6 Activities, Value Chain, and Other Business Relationships | 1.2 Products and Value Chain | 13 |
| | 2-7 Employees | 5.2 Employment Relationship | 73 |
| | 2-8 Workers Who Are Not Employees | 5.2 Employment Relationship | 73 |
| | 2-9 Governance Structure and Composition | Relevant sections of the Company's latest annual report (Note) | - |
| | 2-10 Nomination and Selection of the Highest Governance Body | 3.1 Corporate Governance Structure | 27 |
| | 2-11 Chair of the Highest Governance Body | 3.1 Corporate Governance Structure | 27 |
| | 2-12 Role of the Highest Governance Body in Overseeing the Management of Impacts | 2.1 ESG Implementation Structure | 19 |
| | 2-13 Delegation of Responsibility for Managing Impacts | 2.1 ESG Implementation Structure | 19 |
| | 2-14 Role of the Highest Governance Body in Sustainability Reporting | 2.1 ESG Implementation Structure | 19 |
| | 2-15 Conflicts of Interest | 3.1 Corporate Governance Structure | 27 |
| | 2-16 Communication of Critical Concerns | 3.1 Corporate Governance Structure | 26 |

| GRI Standard | Disclosure | Location | Page |
|---|---|---|---|
| GRI 2: General Disclosures 2021 | 2-17 Collective Knowledge of the Highest Governance Body | 3.1 Corporate Governance Structure and relevant sections of the Company's latest annual report (Note) | 27 |
| | 2-18 Evaluation of the Performance of the Highest Governance Body | 3.1 Corporate Governance Structure | 26 |
| | 2-19 Remuneration Policies | 5.2 Employment Relationship and relevant sections of the Company's latest annual report (Note) | 75 |
| | 2-20 Process to Determine Remuneration | 5.2 Employment Relationship | 75 |
| | 2-21 Annual Total Compensation Ratio | 5.2 Employment Relationship | 75 |
| | 2-22 Statement on Sustainable Development Strategy | Message from Management | 6 |
| | 2-23 Policy Commitments | 3.1 Corporate Governance Structure | 28 |
| | 2-24 Embedding Policy Commitments | 3.1 Corporate Governance Structure | 28 |
| | 2-25 Processes to Remediate Negative Impacts | In each material topic section<br>1.3 Business Performance<br>3.3 Regulatory Compliance and Integrity Management<br>4.6 Energy Policy and Greenhouse Gases<br>5.1 Human Rights Policy and Commitment<br>5.5 Occupational Health and Safety | <br>14<br>34<br>64<br>70<br>83 |
| | 2-26 Mechanisms for Seeking Advice and Raising Concerns | 3.3 Regulatory Compliance and Integrity Management | 37 |
| | 2-27 Compliance with Laws and Regulations | 3.3 Regulatory Compliance and Integrity Management | 34 |
| | 2-28 Membership Associations | 6.2 External Association and Organization Participation | 92 |
| | 2-29 Approach to Stakeholder Engagement | 2.2 Stakeholders and Material Topics | 21 |
| | 2-30 Collective Bargaining Agreements | 5.2 Employment Relationship | 76 |

Note: For the Company's latest annual report, please refer to the official website.

| GRI Standard | Disclosure | Location | Page |
|---|---|---|---|
| **Material Topics** | | | |
| GRI 3: Material Topics 2021 | 3-1 Process to Determine Material Topics | 2.2 Stakeholders and Material Topics | 21 |
| | 3-2 List of Material Topics | 2.2 Stakeholders and Material Topics | 21 |
| | 3-3 Management of Material Topics | Each material topic section | - |
| **Material Topic: Business Performance** | | | |
| GRI 201: Economic Performance | GRI 201-2 Financial implications and other risks and opportunities due to climate change | 4.1 Climate Change Adaptation (TCFD) | 46 |
| | GRI 207-1 Tax Policy | 1.3 Business Performance | 14 |
| | GRI 207-2 Tax governance, control, and risk management | 1.3 Business Performance | 14 |
| | GRI 415-1 Political Contributions | The Group made no direct or indirect political contributions. | - |
| **Material Topic: Regulatory Compliance and Integrity Management** | | | |
| GRI 205 Anti-corruption | GRI 205-1 Operations assessed for risks related to corruption | 3.3 Regulatory Compliance and Integrity Management | 34 |
| | GRI 205-2 Communication and training about anti-corruption policies and procedures | 3.3 Regulatory Compliance and Integrity Management | 34 |
| | GRI 205-3 Confirmed incidents of corruption and actions taken | 3.3 Regulatory Compliance and Integrity Management | 34 |
| GRI 206: Anti-competitive Behavior | GRI 206-1 Legal actions for anti-competitive behavior, anti-trust, and monopoly practices | 3.3 Regulatory Compliance and Integrity Management | 34 |
| **Material Topic: Energy Policy and Greenhouse Gases** | | | |
| GRI 302: Energy | GRI 302-1 Energy consumption within the organization | 4.6 Energy Policy and Greenhouse Gases | 64 |
| | GRI 302-3 Energy Intensity | 4.6 Energy Policy and Greenhouse Gases | 64 |
| | GRI 302-4 Reduction of Energy Consumption | 4.6 Energy Policy and Greenhouse Gases | 64 |
| GRI 305: Emissions | GRI 305-1 Direct (Scope 1) GHG emissions | 4.6 Energy Policy and Greenhouse Gases | 64 |
| | GRI 305-2 Energy indirect (Scope 2) GHG emissions | 4.6 Energy Policy and Greenhouse Gases | 64 |
| | GRI 305-4 GHG emissions intensity | 4.6 Energy Policy and Greenhouse Gases | 64 |
| | GRI 305-5 Reduction of GHG emissions | 4.6 Energy Policy and Greenhouse Gases | 64 |

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| **Material Topic: Human Rights Policy and Commitment** | | | |
| GRI 405: Diversity and Equal Opportunity | GRI 405-1 Diversity of governance bodies and employees | 3.1 Corporate Governance Structure<br>5.2 Employment Relationship | 26<br>73 |
| | GRI 405-2 Ratio of basic salary and remuneration of women to men | 5.2 Employment Relationship | 73 |
| GRI 406: Non-discrimination | GRI 406-1 Incidents of discrimination and corrective actions taken | 5.1 Human Rights Policy and Commitment | 70 |
| GRI 408: Child Labor | GRI 408-1 Operations and suppliers at significant risk for incidents of child labor | 3.6 Supply Chain Management<br>5.1 Human Rights Policy and Commitment | 41<br>70 |
| GRI 409: Forced or Compulsory Labor | GRI 409-1 Operations and suppliers at significant risk for incidents of forced or compulsory labor | 3.6 Supply Chain Management<br>5.1 Human Rights Policy and Commitment | 41<br>70 |
| **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 | 83 |
| | GRI 403-2 Hazard identification, risk assessment, and incident investigation | 5.5 Occupational Health and Safety | 83 |
| | GRI 403-3 Occupational Health Services | 5.5 Occupational Health and Safety | 83 |
| | GRI 403-4 Worker participation, consultation, and communication on occupational health and safety | 5.5 Occupational Health and Safety | 83 |
| | GRI 403-5 Worker training on occupational health and safety | 5.5 Occupational Health and Safety | 83 |
| | GRI 403-6 Promotion of worker health | 5.5 Occupational Health and Safety | 83 |
| | GRI 403-8 Workers covered by an occupational health and safety management system | 5.5 Occupational Health and Safety | 83 |
| | GRI 403-9 Work-related injuries | 5.5 Occupational Health and Safety | 83 |
| | GRI 403-10 Work-related ill health | 5.5 Occupational Health and Safety | 83 |

# TCFD Recommendations Index

| Pillar | Code | TCFD Recommended Disclosures | Reference Section / Description | Page |
|---|---|---|---|---|
| Governance | TCFD 1 ( a ) | Describe the board's oversight of climate-related risks and opportunities. | 4.1 Climate Change Adaptation | 46 |
| | TCFD 1 ( b ) | Describe management's role in assessing and managing climate-related risks and opportunities. | 4.1 Climate Change Adaptation | 46 |
| Strategy | TCFD 2 ( a ) | Describe the climate-related risks and opportunities the organization has identified over the short, medium, and long term. | 4.1 Climate Change Adaptation | 47 |
| | 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 | 47 |
| | TCFD 2 ( c ) | Describe the resilience of the organization's strategy, taking into consideration different climate-related scenarios, including a 2° C or lower scenario. | 4.1 Climate Change Adaptation | 47 |
| Risk Management | TCFD 3 ( a ) | Describe the organization's processes for identifying and assessing climate-related risks. | 4.1 Climate Change Adaptation | 46 |
| | TCFD 3 ( b ) | Describe the organization's processes for managing climate-related risks. | 4.1 Climate Change Adaptation | 46 |
| | TCFD 3 ( c ) | Describe how the processes for identifying, assessing, and managing climate-related risks are integrated into the organization's overall risk management system. | 4.1 Climate Change Adaptation | 46 |
| Metrics and Targets | TCFD 4 ( a ) | Disclose the metrics used by the organization to assess climate-related risks and opportunities in line with its strategy and risk management process. | 4.1 Climate Change Adaptation | 51 |
| | TCFD 4 ( b ) | Disclose Scope 1, Scope 2, and, if appropriate, Scope 3 greenhouse gas (GHG) emissions, and the related risks | 4.6 Energy Policy and Greenhouse Gases | 51<br>64 |
| | TCFD 4 ( c ) | Describe the targets used by the organization to manage climate-related risks and opportunities and performance against targets. | 4.1 Climate Change Adaptation | 51 |

# SASB Chemicals Standard Content Index

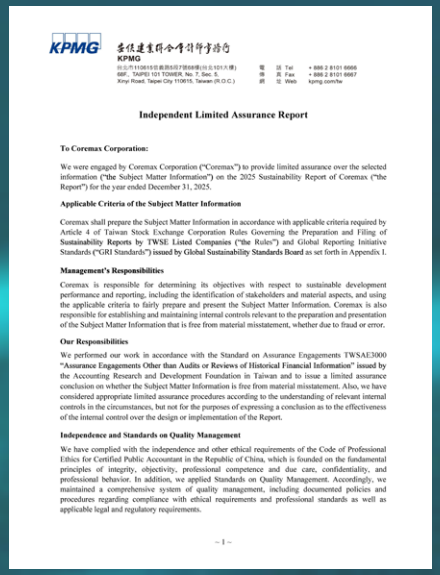
| Disclosure Topic | Metric Code | Accounting Metric | Disclosure / Response | Page |
|---|---|---|---|---|
| Greenhouse Gases | RT-CH-110a.1 | • Gross global Scope 1 emissions, percentage covered under emissions-limiting regulations | • 9,669.81 tCO2e ( Taiwan Plants Only)<br>• Percentage covered under emissions-limiting regulations: 0%. Please refer to 4.6 Energy Policy and Greenhouse Gases. | 66 |
| | RT-CH-110a.2 | Discussion of long-term and short-term strategies or plans for Scope 1 emissions, emission reduction targets, and analysis of performance against those targets. | Please refer to 4.6 Energy Policy and Greenhouse Gases. | 67 |
| Air Quality | RT-CH-120a.1 | Air emissions of the following pollutants：<br>1. NOx (excluding $N_2O$),<br>2. SOx,<br>3. volatile organic compounds (VOCs), and<br>4. hazardous air pollutants (HAPs) | Please refer to 4.4 Air Pollution Prevention and Control. | 58 |
| Energy Management | RT-CH-130a.1 | 1. Total energy consumed,<br>2. percentage grid electricity,<br>3. percentage renewable,<br>4. total self-generated energy | 1. 322,906 (GJ)<br>2. 92.2%<br>3. 7.8%<br>4. 9,835 GJ<br>Please refer to 4.6 Energy Policy and Greenhouse Gases. | 65 |
| Water Management | RT-CH-140a.1 | 1. Total water withdrawn,<br>2. Total water consumed;<br>3. Percentage of each in regions with High or Extremely High Baseline Water Stress | 1. 486.54 million liters<br>2. 320.36 million liters<br>3. 0%; After assessment, none of the Company's plants are located in areas with high water stress.<br>Please refer to 4.3 Water Resource Management. | 57 |
| | RT-CH-140a.2 | Number of incidents of non-compliance associated with water quality permits, standards, and regulations. | 0; The Company had no water-quality-related non-compliance incidents. | - |
| | RT-CH-140a.3 | Description of water management risks and discussion of strategies and practices to mitigate those risks. | Please refer to 4.3 Water Resource Management. | 54 |
| Hazardous Waste Management | RT-CH-150a.1 | Amount of hazardous waste generated, percentage recycled | Hazardous waste generated:387.63 metric tons, Percentage recycled: 0%<br>Please refer to 4.5 Waste Management. | 62 |
| Community Relations | RT-CH-210a.1 | Discussion of engagement processes to manage risks and opportunities associated with community interests | Please refer to 6.1 Community Engagement and Public Welfare Participation. | 90 |

| Disclosure Topic | Metric Code | Accounting Metric | Disclosure / Response | Page |
|---|---|---|---|---|
| Worker Health and Safety | RT-CH-320a.1 | (1) Total recordable incident rate (TRIR) and (2) fatality rate for (a) direct employees and (b) contract employees | 1. Total recordable incident rate (TRIR): 1.048<br>Note: Number of occupational injuries / total working hours x 200,000 hours.<br>2. Fatality rate: 0<br>The main causes of workplace injuries at the plant include falls and collisions, improper operation of machinery, and injuries caused by contact with hazardous substances. All occupational injuries have been included in management review as a basis for optimization and improvement, and education, training, and awareness have been strengthened.<br>Please refer to 5.5 Occupational Health and Safety. | 88 |
| | RT-CH-320a.2 | Description of efforts to assess, monitor, and reduce exposure of employees and contract workers to long-term (chronic) health risks | Please refer to 5.5 Occupational Health and Safety. | 83 |
| Resource Efficiency During the Use Phase of Product Design | RT-CH-410a.1 | Revenue from products designed for use-phase resource efficiency | Revenue from products designed for use-phase resource efficiency: approximately 4.2% of consolidated revenue. | - |
| Chemical Safety and 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 related products that have undergone hazard assessment. | None. | - |
| | RT-CH-410b.2 | Discussion of strategy to manage chemicals of concern and develop alternatives with reduced human and/or environmental impact | None. | - |
| Genetically Modified Organisms | RT-CH-410c.1 | Percentage of products by revenue that contain genetically modified organisms (GMOs) | The Group does not manufacture or sell products containing genetically modified organisms (GMOs). | - |
| Management of the Legal and Regulatory Environment | RT-CH-530a.1 | Discussion of corporate positions related to government regulations and/or policy proposals that address environmental and social factors affecting the industry | Please refer to 3.3 Regulatory Compliance and Integrity Management. | 34 |
| Operational Safety, Emergency Preparedness & Response | RT-CH-540a.1 | Process Safety Incident Count (PSIC), Process Safety Total Incident Rate (PSTIR), and Process Safety Incident Severity Rate (PSISR). | PSIC: 0;<br>PSTIR: 0;<br>PSISR: 0. | - |
| | RT-CH-540a.2 | Number of transport incidents. | None occurred. | - |

# Regulations for the Preparation and Submission of Sustainability Reports by Listed Corporates Chemicals Industrial Sustainability Disclosure Metrics

| Serial number | Indicator | Indicator category | Annual Disclosure | Unit | Page |
|---|---|---|---|---|---|
| 1 | Total energy consumed, percentage of purchased electricity, percentage of renewable energy use, and total self-generated and self-consumed energy | Quantitative | • Total energy consumption: 322,906 gigajoules (GJ)<br>• Percentage of purchased electricity: 36.1%<br>• Renewable energy use rate and total self-generated and self-consumed energy: 3.0%; 9,835 gigajoules (GJ) | gigajoules (GJ), percentage (%) | 65 |
| 2 | Total water withdrawal, total water consumption, and wastewater discharge required by regulations or disclosed voluntarily | Quantitative | • Total water withdrawal: 486.54 thousand cubic meters<br>• Total water consumption: 320.36 thousand cubic meters<br>• Wastewater discharge: 166.18 thousand cubic meters | thousand cubic meters ($m^3$) (= million liters) percentage (%) | 57 |
| 3 | Total amount of hazardous waste generated during product manufacturing as required by regulations or voluntarily disclosed, and the percentage recycled. | Quantitative | • Hazardous waste: 387.63 metric tons<br>• Percentage of hazardous waste recycled: 0% | metric tons (t) percentage (%) | 62 |
| 4 | Number and rate of occupational injuries | Quantitative | • Number of occupational injuries: 4<br>• Occupational injury ratio: 0.89%<br>Note: Occupational injury ratio = number of occupational injuries / total number of employees in the Group at year-end. | number percentage (%) | 88 |
| 5 | Operational activities with significant actual or potential negative impacts on local communities | Qualitative Description | Operational activities with potential impacts on local communities include the following aspects:<br>• Water Resource Management<br>• Waste Management<br>• Air Pollution Prevention and Control<br>• Chemical Safety Management | Not Applicable | 54<br>61<br>58<br>85 |
| 6 | Specific and effective mechanisms and actions adopted by the Company and its suppliers to reduce negative environmental or social impacts. | Qualitative Description | • Water Resource Management<br>• Air Pollution Management<br>• Chemical Safety Management<br>• Supplier Management | Not Applicable | 54<br>58<br>85<br>41 |
| 7 | Production by product category | Quantitative | Production at Coremax Group's Taiwan plants in 2025：<br>• Oxidation catalysts: 3,629 metric tons<br>• Power battery materials: 32,954 metric tons<br>• Specialty chemical materials: 84,133 metric tons<br>• Chemical fertilizers: 34,793 metric tons<br>• Other products: Due to the large variety of items and inconsistent units of measurement, production is not calculated. | Varies by product category | - |

# 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 2025 Sustainability Report of Coremax ("the Report") for the year ended December 31, 2025.

**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 1.

**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.

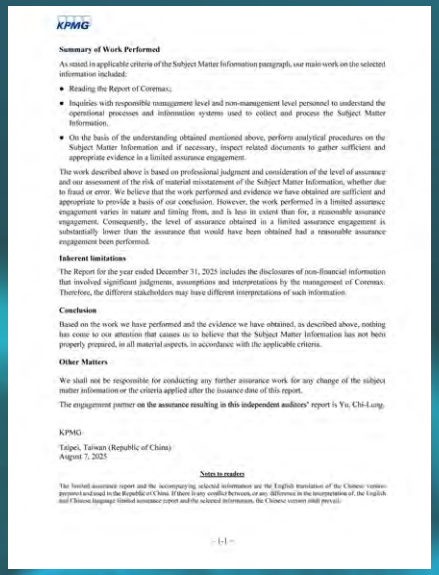
**Our Responsibilities**

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, 2025 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-Lung.

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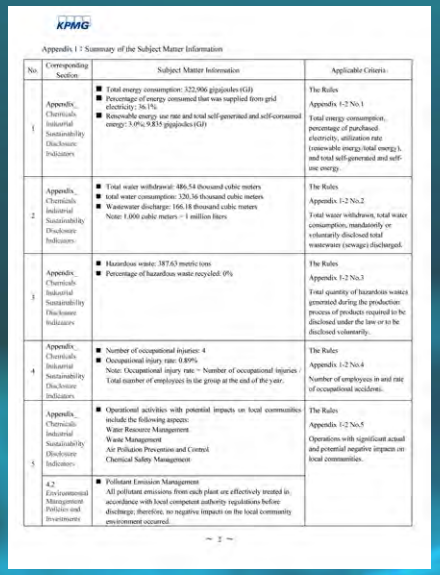
Taipei, Taiwan (Republic of China)
August 7, 2025

**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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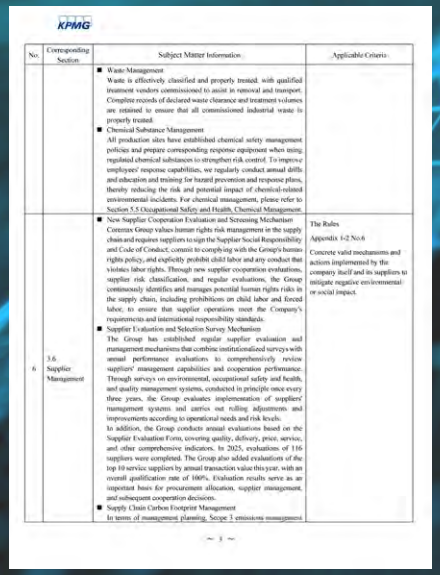
Appendix 1 Summary of the Subject Matter Information

| No. | Corresponding Section | Subject Matter Information | Applicable Criteria |
|---|---|---|---|
| 1 | Appendix Chemicals Industrial Sustainability Disclosure Indicators | ■ Total energy consumption: 322,906 gigajoules (GJ)<br>■ Percentage of energy consumed that was supplied from grid electricity: 36.1%<br>■ Renewable energy use rate and total self-generated and self-consumed energy: 3.0%; 9,835 gigajoules (GJ) | The Rules<br>Appendix 1-2 No.1<br>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 withdrawal: 486.54 thousand cubic meters<br>■ total water consumption: 320.36 thousand cubic meters<br>■ Wastewater discharge: 166.18 thousand cubic meters<br>Note: 1,000 cubic meters = 1 million liters | The Rules<br>Appendix 1-2 No.2<br>Total water withdrawn, total water consumption, mandatorily or voluntarily disclosed total wastewater (sewage) discharged. |
| 3 | Appendix Chemicals Industrial Sustainability Disclosure Indicators | ■ Hazardous waste: 387.63 metric tons<br>■ Percentage of hazardous waste recycled: 0% | The Rules<br>Appendix 1-2 No.3<br>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: 4<br>■ Occupational injury rate: 0.89%<br>Note: Occupational injury rate = Number of occupational injuries / Total number of employees in the group at the end of the year. | The Rules<br>Appendix 1-2 No.4<br>Number of employees in and rate of occupational accidents. |
| 5 | Appendix Chemicals Industrial Sustainability Disclosure Indicators | ■ Operational activities with potential impacts on local communities include the following aspects:<br>Water Resource Management<br>Waste Management<br>Air Pollution Prevention and Control<br>Chemical Safety Management | The Rules<br>Appendix 1-2 No.5<br>Operations with significant actual and potential negative impacts on local communities. |
| | 4.2 Environmental Management Policies and Investments | ■ Pollutant Emission Management<br>All pollutant emissions from each plant are effectively treated in accordance with local competent authority regulations before discharge; therefore, no negative impacts on the local community environment occurred. | |





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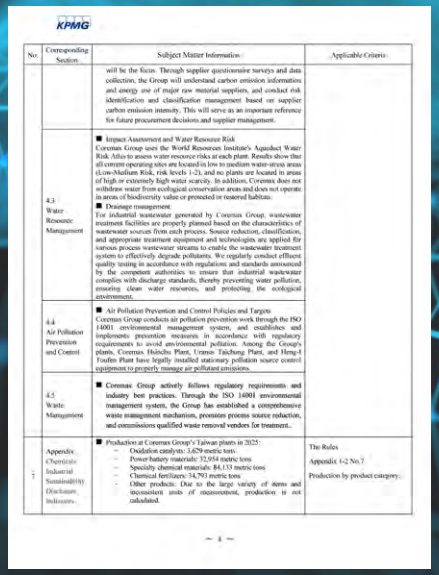
| No. | Corresponding Section | Subject Matter Information | Applicable Criteria |
|---|---|---|---|
| | | ■ Waste Management<br>Waste is effectively classified and properly treated with qualified treatment vendors commissioned to assist in removal and transport. Complete records of declared waste clearance and treatment volumes are retained to ensure that all commissioned industrial waste is properly treated.<br>■ Chemical Substance Management<br>All production sites have established chemical safety management policies and prepare corresponding response equipment when using regulated chemical substances to strengthen risk control. To improve employees' response capabilities, we regularly conduct annual drills and education and training for hazard prevention and response plans, thereby reducing the risk and potential impact of chemical-related environmental incidents. For chemical management, please refer to Section 5.5 Occupational Safety and Health, Chemical Management. | |
| 6 | 3.6 Supplier Management | ■ New Supplier Cooperation Evaluation and Screening Mechanism<br>Coremax Group values human rights risk management in the supply chain and requires suppliers to sign the Supplier Social Responsibility and Code of Conduct, commit to complying with the Group's human rights policy, and explicitly prohibit child labor and any conduct that violates labor rights. Through new supplier cooperation evaluations, supplier risk classification, and regular evaluations, the Group continuously identifies and manages potential human rights risks in the supply chain, including prohibitions on child labor and forced labor, to ensure that supplier operations meet the Company's requirements and international responsibility standards.<br>■ Supplier Evaluation and Selection Survey Mechanism<br>The Group has established regular supplier evaluation and management mechanisms that combine institutionalized surveys with annual performance evaluations to comprehensively review suppliers' management capabilities and cooperation performance. Through surveys on environmental, occupational safety and health, and quality management systems, conducted in principle once every three years, the Group evaluates implementation of suppliers' management systems and carries out rolling adjustments and improvements according to operational needs and risk levels.<br>In addition, the Group conducts annual evaluations based on the Supplier Evaluation Form, covering quality, delivery, price, service, and other comprehensive indicators. In 2025, evaluations of 116 suppliers were completed. The Group also added evaluations of the top 10 service suppliers by annual transaction value this year, with an overall qualification rate of 100%. Evaluation results serve as an important basis for procurement allocation, supplier management, and subsequent cooperation decisions.<br>■ Supply Chain Carbon Footprint Management<br>In terms of management planning, Scope 3 emissions management | The Rules<br>Appendix 1-2 No.6<br>Concrete valid mechanisms and actions implemented by the company itself and its suppliers to mitigate negative environmental or social impact. |





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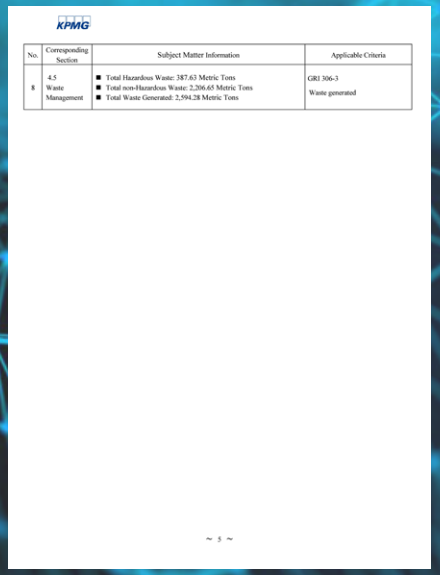
| No. | Corresponding Section | Subject Matter Information | Applicable Criteria |
|---|---|---|---|
| | | will be the focus. Through supplier questionnaire surveys and data collection, the Group will understand carbon emission information and energy use of major raw material suppliers, and conduct risk identification and classification management based on supplier carbon emission intensity. This will serve as an important reference for future procurement decisions and supplier management. | |
| | 4.3 Water Resource Management | ■ Impact Assessment and Water Resource Risk<br>Coremax Group uses the World Resources Institute's Aqueduct Water Risk Atlas to assess water resource risks at each plant. Results show that all current operating sites are located in low to medium water-stress areas (Low-Medium Risk, risk levels 1-2), and no plants are located in areas of high or extremely high water scarcity. In addition, Coremax does not withdraw water from ecological conservation areas and does not operate in areas of biodiversity value or protected or restored habitats.<br>■ Drainage management<br>For industrial wastewater generated by Coremax Group, wastewater treatment facilities are properly planned based on the characteristics of wastewater sources from each process. Source reduction, classification, and appropriate treatment equipment and technologies are applied for various process wastewater streams to enable the wastewater treatment system to effectively degrade pollutants. We regularly conduct effluent quality testing in accordance with regulations and standards announced by the competent authorities to ensure that industrial wastewater complies with discharge standards, thereby preventing water pollution, ensuring clean water resources, and protecting the ecological environment. | |
| | 4.4 Air Pollution Prevention and Control | ■ Air Pollution Prevention and Control Policies and Targets<br>Coremax Group conducts air pollution prevention work through the ISO 14001 environmental management system, and establishes and implements prevention measures in accordance with regulatory requirements to avoid environmental pollution. Among the Group's plants, Coremax Hsinchu Plant, Uranus Taichung Plant, and Heng-I Touliu Plant have legally installed stationary pollution source control equipment to properly manage air pollutant emissions. | |
| | 4.5 Waste Management | ■ Coremax Group actively follows regulatory requirements and industry best practices. Through the ISO 14001 environmental management system, the Group has established a comprehensive waste management mechanism, prioritizes process source reduction, and commissions qualified waste removal vendors for treatment. | |
| 7 | Appendix Chemicals Industrial Sustainability Disclosure Indicators | ■ Production at Coremax Group's Taiwan plants in 2025:<br>– Oxidation catalysts: 3,629 metric tons;<br>– Power battery materials: 32,054 metric tons<br>– Specialty chemical materials: 84,133 metric tons<br>– Chemical fertilizers: 34,793 metric tons<br>– Other products: Due to the large variety of items and inconsistent units of measurement, production is not calculated. | The Rules<br>Appendix 1-2 No.7<br>Production by product category. |





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| No. | Corresponding Section | Subject Matter Information | Applicable Criteria |
|---|---|---|---|
| 8 | 4.5 Waste Management | ■ Total Hazardous Waste: 387.63 Metric Tons<br>■ Total non-Hazardous Waste: 2,206.65 Metric Tons<br>■ Total Waste Generated: 2,594.28 Metric Tons | GRI 306-3<br>Waste generated |

CoreMax Group
康普集團

www.coremaxcorp.com