



康普材料科技股份有限公司
COREMAX CORPORATION

2022

SUSTAINABILITY REPORT



Core Service · Max Value



CoreMax recognizes its responsibility to Taiwan's industry, society, and economic growth. With steadfast footprints, we prioritize social harmony and sustainable development, embodying corporate social responsibility.

We relentlessly pursue excellence in economics, society, and the environment, aiming for flawless products, incident-free safety, and a pollution-free environment.

Looking ahead, CoreMax will expand rechargeable lithium-ion batteries materials capacity, maintain production quality, and innovate for customer needs.

As a prominent member of the chemical industry, we confidently embrace challenges, committed to fulfilling our promise of sustainable societal well-being.

Content



Scope and Methodology of This Report	3
Message from Management	4
Achievements Overview 2022	5
Appendix	
GRI Criteria Index	77
SASB Chemicals Industry Standard Reference Table	78
"Operational Procedures for Preparation and Submission of Sustainability Reports by Listed Companies" Chemical Industry Sustainability Disclosure Indicators	79
Climate-related Information of Listed and OTC Companies	80
Third Party Verification Statement	83

1 Overview of CoreMax Group

1.1 Organizational Overview of CoreMax Group	7
1.2 Product and Value Chain	10
1.3 Operational Performance	11
1.4 Core Values and Key Performance Indicators (KPIs)	12

2 Sustainability Management and Key Themes

2.1 ESG Governance Bodies	14
2.2 Process and Management of Material Topic	14
2.3 Impact Management Mechanism	19

3 Robust Corporate Governance

3.1 Organizational Governance Structure	21
3.2 Integrity in Business Operations and Anti-Corruption	26
3.3 Risks Management	29
3.4 Research and Innovation along with Quality Management	30
3.5 Customer Relationship Management	32
3.6 Supplier Management	33
3.7 Regulatory Compliance	36

4 Sustainable Environmental Management

4.1 Environmental Management Policy and Investment	39
4.2 Water and Effluents Management	40
4.3 Air Pollution Prevention and Control	42
4.4 Waste Management	43
4.5 Energy Policy and Greenhouse Gas Inventory	44
4.6 Climate Change Adaptation and Resilience (TCFD)	46

5 Blissful Workplace

5.1 Human Rights Policy and Commitment	51
5.2 Labor-Employer Relations	52
5.3 Employee Benefits Scheme	55
5.4 Talent Development and Growth	58
5.5 Occupational Health and Safety	61

6 Social Engagement

6.1 Community Care and Public Welfare Participation	74
6.2 External Association Engagement	76
6.3 Social Engagement and Philanthropic Activities	76

Scope and Methodology of This Report (GRI 2-1)

CoreMax Chemical Co., Ltd (referred to as Coremax Crop. hereinafter) first released its Corporate Social Responsibility (CSR) Report in 2014; in 2021, in response to the Financial Supervisory Commission's requirements, it was renamed the Sustainability Report. This year marks the 9th issuance. This year's Sustainability Report is also the first non-financial information report issued by the CoreMax Group (referred to as the Group or we) in a collective manner, revealing the Group's efforts and achievements in the areas of ESG (Economic, Social, and Environmental) and demonstrating our determination and commitment to sustainable development.

Reporting Period: January 1st to December 31st 2022 (GRI 2-3)

Reporting Scope: (GRI 2-2)

The reporting scope of this report covers CoreMax Group, including CoreMax Corp., Uranus Chemicals Co., Ltd. (referred to as Uranus), and Heng-I Chemical Co., Ltd (referred to as Heng-I), as well as various plants. Environmental and social information does not include overseas plants.

Data Compilation (GRI 2-4)

This report is prepared in accordance with the "Guidelines for the Preparation and Submission of Sustainability Reports by Listed Companies." The content references the General Standard 2021 version published by the Global Reporting Initiative (GRI), and adopts the Sustainability Accounting Standards Board (SASB) industry standards for the chemical sector, as well as the framework of the Task Force on Climate-related Financial Disclosures (TCFD). Financial information in this report is consistent with the annual report, and the currency used in the report is New Taiwan Dollar (NT\$).

Report Management Process (2-14)

This report is compiled by the General Manager's Office of CoreMax, responsible for coordination and compilation. The ESG Working Group, composed of relevant departments from various companies, submits the data. All information undergoes internal managerial review and verification by a third-party organization before final approval by the Chairman for publication and distribution.

External Assurance / Certification (GRI 2-5)

This report has been entrusted to KPMG Taiwan, who conducted a limited assurance engagement in accordance with the "Announcement of the Financial Accounting Foundation of the Republic of China (Taiwan) No. 1 - Limited Assurance Engagements on Non-Historical Financial Information." They performed procedures to obtain limited assurance on the subject matter information. Please refer to the appendix for the limited assurance statement.

Report Publication (GRI 2-3)

This report is published annually, with the 2023 edition being released in June. The next edition of the report is scheduled for release in June 2024.

Distribution Channels and Contact Information (GRI 2-3)

This report is regularly published on the company's website. For any corrections, updates, or suggestions regarding the report's content, please refer to the electronic file content posted on the company's website. If you have any suggestions or inquiries about the report, feel free to contact us using the following contact information.

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Message from Management

(GRI 2-22)

Dear stakeholders,

With the increasing global emphasis on climate change, our country made significant policy progress in 2022. The National Development Council (NDC) announced the "Taiwan 2050 Net Zero Emissions Pathway and Strategy Overview" in March 2022, providing a roadmap for net-zero actions. In December, we further unveiled the interim target of a 24% carbon reduction by 2030. Moreover, the Climate Change Adaptation Act was passed in December, officially enshrining the goal of achieving net-zero carbon emissions by 2050. In the coming years, we anticipate continued focus on innovating green technologies and driving the overall industry's green transformation.

At CoreMax Group, we deeply recognize that our operational activities carry significant responsibilities for climate action, environmental protection, economic growth, and societal development. As a result, we are proceeding steadily, prioritizing customer orientation as our foremost operational principle. We aim to deliver exceptional product quality and a diversified product portfolio. Throughout our development journey, we scrutinize and minimize our impacts in the economic, social, and environmental dimensions, thus fulfilling our corporate social responsibility.



Chairman Chi Cheng Ho

Product Aspect

Early Adoption of Battery Materials and Continuous Enhancement of Product Quality

CoreMax Group has been strategically involved in the field of electric vehicle battery materials for several years, consistently enhancing product quality. In response to the demands of our automotive industry clients, we implemented the IATF 16949 automotive quality management system in 2019, utilizing a PDCA approach for management and continuous improvement. Furthermore, CoreMax dedicates annual investments to innovative research and development to meet the specifications and requirements of diverse customers, regions, and markets.

Beyond elevating product quality, we offer a broader array of solutions. We approach product responsibility from the customer's perspective, actively improving processes to reduce energy consumption and greenhouse gas emissions. In 2020, we conducted our inaugural product carbon footprint assessment (ISO 14067), integrating the concept of green products into design. Alongside maintaining the stability of existing products, we commit to ongoing investment in the development of emerging markets related to climate, ensuring the implementation of climate actions through high-quality green products.

Environmental Aspect

Committed to Climate Action, Minimizing Adverse Environmental Impact

Within CoreMax Group's operational activities, the primary environmental impacts stem from emissions during the production process and indirect energy usage. Without proper management, this could lead to potential air, wastewater, and waste pollution. Therefore, we are fully committed to environmental management. Since 2009, we have implemented the ISO 14001 environmental management system and consistently pursued improvements. We have also completed assessments for systems such as ISO 14064-1 greenhouse gas inventory, ISO 14046 water footprint, ISO 14051 material flow cost accounting, and ISO 50001 energy management. Following the upcoming completion of the new version of ISO 14064-1 organizational GHG verification, we plan to establish more precise carbon reduction targets.

Additionally, in waste reduction efforts, CoreMax has been engaged in oxidation catalysts waste recycling since the establishment of the first oxidation catalysts production line. We extended this initiative to include waste sulfuric acid recycling after setting up the sulfuric acid business. Beyond reducing environmental impacts, these actions also enhance customer efficiency on the usage end. Looking ahead, we will continue to mitigate environmental impacts, fostering a sustainable operational environment characterized by low pollution and low risk.

Social Aspect

Creating a Safe and Friendly Workplace, Building a Diverse Talent Team

On the societal front, due to the challenging market environment we navigate, CoreMax Group is dedicated to cultivating employees to meet professional standards and requirements, fostering their ability for positive thinking and innovative ideas. Furthermore, we are committed to providing a safe and friendly work environment managed under the ISO 45001 system, with the goal of zero safety incidents. We strive to enhance working conditions and the work environment. The Group conducts regular labor-management meetings to facilitate communication and provides avenues for employee suggestions and grievances, strengthening the labor-management relationship and safeguarding employee rights.

Looking ahead, CoreMax Group will continue to uphold its five core values: Safety, Talent, Quality, Innovation, and Excellence, to elevate group performance. We will also enhance the effectiveness of our corporate governance, ensuring smoother operation of management systems. Additionally, we will bolster our response and adaptation to climate change, actively seek climate-related emerging markets and opportunities. Through diverse channels, we will persist in understanding suggestions from stakeholders and reinforce our competitive edge!

Achievements Overview 2022

Governance



- Achieved a new record high in operating revenue in 2022, showcasing successful business management and market expansion.
- Significantly increased R&D investment in 2022, more than doubling the previous year's amount.
- Obtained ISO 14067 carbon footprint certificates for cobalt sulfate and nickel sulfate products in 2022.
- Received two consecutive years of subsidies from the Taiwan Institute of Economic Research's "Branding Taiwan," aiming to drive future growth through the CoreMax brand.
- Maintained the validity of certifications, including ISO 9001 Quality Management System and IATF 16949 Automotive Quality Management System, across all CoreMax sites, both domestic and overseas.

Environment



- Maintained the validity of the following certifications: ISO 14001 Environmental Management System, ISO 50001 Energy Management System, etc. Certification updates were completed for all CoreMax sites, including Hsinchu, Toufen, and 3 overseas plants (Thailand, Ningbo, Zhangzhou).
- Recovered 334,386 kilograms of waste catalyst and 11,778.6 metric tons of waste sulfuric acid for recycling.
- 100% procurement of packaging materials made from recycled paper that has been certified by FSC (Forest Stewardship Council).

Social



- Maintained the validity of ISO 45001 Occupational Health and Safety Management System certification. Certification updates were completed for all CoreMax sites, including Hsinchu, Toufen, and 3 overseas plants (Thailand, Ningbo, Zhangzhou).
- Collaborated with Social Welfare Organizations annually to purchase public welfare gift boxes for employees, demonstrating practical support for vulnerable groups.
- Donated NT\$100,000 to the Hukou Township Office for emergency assistance, ensuring timely help during crises and showcasing the spirit of corporate social responsibility.
- Contributed NT\$1 million to the Cancer Hope Foundation to provide expert consultation, course activities, resource assistance, recovery supplies, support groups, and patient activities, aiding cancer patients and their families in overcoming challenges and completing treatment positively.
- Donated magazines to 41 primary schools and 13 junior high schools in Miaoli County, totaling 2124 copies, aiming to cultivate children's long-term reading interests and fostering lifelong learning habits.

Chapter 1

Overview of CoreMax Group



INTEGRITY



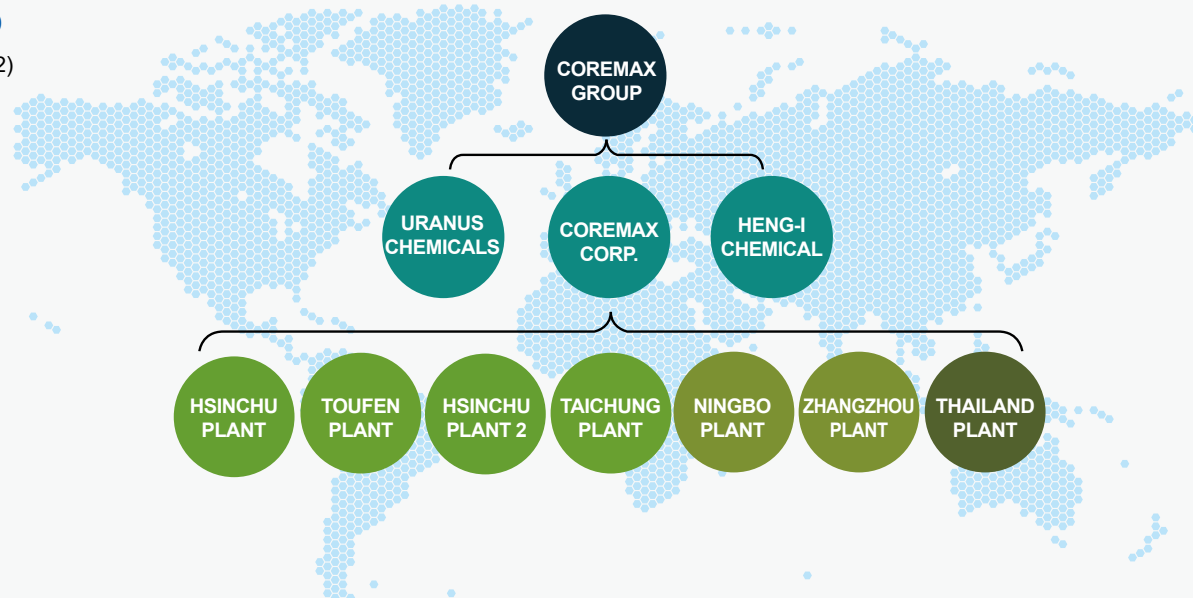
SENSITIVITY




1.1 Organizational Overview of CoreMax Group

(GRI 2-1) (GRI 2-2)

About CoreMax Group

CoreMax Group comprises three companies: CoreMax Corporation, Uranus Chemicals Company Limited, and Heng-I Chemical Co., Ltd. CoreMax Corp. leads the group's strategy, while each company specializes in different areas. CoreMax Corp. went public on the Taiwan Stock Exchange in 2017, belonging to the chemical industry. As of the end of 2022, the group employs 515 people worldwide.



Company	CoreMax Corporation 	Uranus Chemicals 	Heng-I Chemical 
Year Established	1992	1975	1961
Capital	1.07 billion	620 million	498 million
Key Products	Catalytic Oxidation Used Catalyst Regeneration Service Battery Materials	Research and Manufacturing of Specialty Chemicals for Metal Base and Electronic/ Battery Materials	Fertilizers/Compound Fertilizers Electronic-Grade Sulfuric Acid
No. of employees	204 (Hsinchu and Toufen) 17 (Coremax Ningbo) 31 (Coremax Zhangzhou) 7 (Coremax Thailand) Total: 259 employees	119 (all locations)	137 (all locations)



CoreMax Group Locations

CoreMax Corporation

Hsinchu Plant	+886 3 598 3101	No. 11, Wenhua Rd., Hsinchu Industrial Park, Hsinchu County 303035, Taiwan (R.O.C.)
Toufen Plant	+886 37 631 018	No.440, Zhonghua Road, Toufen City, Miaoli County 351029, Taiwan (R.O.C.)
Overseas Plant: Zhangzhou	+86.596.6081.866	30, Binhai Road, Gulei Economic Zone, Zhangzhou City, Fujian Province, China 363216
Overseas Plant: Ningbo	+86.574.8650.2235	789 Fengming Road, Ningbo Petrochemical Economic & Technological Development Zone, Zhenhai District, Ningbo City, China 315204
Overseas Plant: Thailand	+66.33.012.571	Eastern Seaboard Industrial Estate (Rayong) 64/62, Moo 4, Tambol Pluakdaeng, Amphur Pluakdaeng, Rayong 21140 Thailand.

Heng-I Chemical

Toufen	+886 37 623 396	No.440, Zhonghua Road, Toufen City, Miaoli County 351029, Taiwan (R.O.C.)
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Uranus Chemicals

Hsinchu Plant 1	+886 3 598 5750	No. 11, Wenhua Rd., Hukou Township, Hsinchu County 303035, Taiwan (R.O.C.)
Hsinchu Plant 2	+886 3 598 6750	No. 18, Shijian Rd., Hukou Township, Hsinchu County 303035, Taiwan (R.O.C.)
Toufen	+886 37 612 068	No.440, Zhonghua Road, Toufen City, Miaoli County 351029, Taiwan (R.O.C.)
Taichung	+886 4 2699 6606	No. 68, Ln. 245, Sec. 3, Shatian Rd., Dadu Dist., Taichung City 432013, Taiwan (R.O.C.)

1992 Producing Oxidation Catalysts

CoreMax Corp., initially established as a joint venture between Swiss-based SMC AG and Taiwan's Uranus Chemicals Co., Ltd., later became CoreMax Corp. after complete acquisition by Taiwanese shareholders. CoreMax Corp. began by producing oxidation catalysts and developed a catalyst recovery process, offering waste catalyst regeneration services.

2018 Manufacture and Sales of Cobalt-Based Products for Power Batteries

Ventured into cobalt material extraction and related product manufacturing for the electric vehicle industry. It specializes in producing and selling cobalt-based products for advanced power batteries within the group, utilizing advanced processing equipment and flexible material combinations to provide competitive products to customers.

2015 Invested in Uranus Chemicals Co., Ltd.

CoreMax invested in Uranus Chemicals, which became another subsidiary. Uranus Chemicals started with oxalic acid production.

Expanding the Production Lines for Battery Materials. 2011

The Company set up a nickel sulfate production line for cathode materials used in electric vehicles. In response to the rapid growth of the electric vehicle market, CoreMax continued expanding its production lines for battery materials.

1999 Entered the Battery Materials Sector

The Company entered the battery materials sector, producing materials for lithium batteries.

Invested in Heng-I Chemical Co., Ltd. 2009

CoreMax Corp. invested in Heng-I Chemical, its subsidiary. Heng-I, an early player in chemical fertilizer production, played a role in Taiwan's agricultural development and transformation. In recent years, it collaborated with a Japanese company to produce and supply electronic-grade sulfuric acid for the semiconductor industry, becoming a crucial chemical supplier for Taiwan's semiconductor sector.

CoreMax Corp.



- 1992 Launch of the first oxidation catalyst production line.
- 1994 Completion of the first waste catalyst recovery production line.
- 1999 Completion of advanced materials and battery materials production lines.
- 2004 Establishment of Ningbo CoreMax Chemical Co., Ltd.
- 2010 Commencement of mass production at the Rayong oxidation catalyst production line in Thailand.
- 2011 Establishment of CoreMax (Zhangzhou) Chemical Co., Ltd.
- 2017 Start of mass production on the third battery materials production line.

Since 1992:
Establishment of oxidation catalyst and battery materials production lines. ▶

**Subsidiaries:
Heng-I Chemicals**



- 2009 CoreMax invested in Heng-I Chemical Co., Ltd., making it a subsidiary.
- 2013 Collaborated with Mitsubishi Chemical Corporation to establish the second electronic-grade sulfuric acid plant.
- 2014 Commenced operations of Sulfuric Acid Plant 8, entering the recycling and reuse business. Collaborated with Mitsubishi Chemical Corporation to establish the third electronic-grade sulfuric acid plant.
- 2021 Expansion of Sulfuric Acid Plant 8, commencement of the fourth electronic-grade sulfuric acid plant.
- 2022 Completion of the new warehouse and office building.

**Subsidiaries:
Uranus Chemicals**



- 2015 CoreMax invested in Uranus Chemicals making it a subsidiary.
- 2018 Entered the bulk green energy market by investing in cobalt material extraction and cobalt sulfate crystallization production lines.
- 2021 Commenced full-scale production of cobalt extraction line in Toufen plant.
- 2022 Commenced full-scale production of cobalt sulfate line in Hsinchu Plant 2.

2009 Invest in Electronic Grade Applications ▶

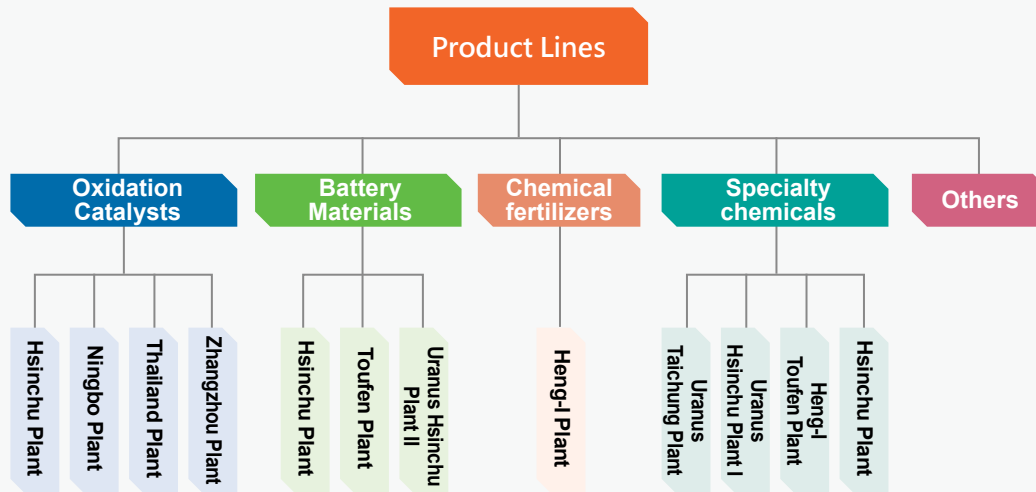
- 2017 Went public on the Taiwan Stock Exchange and initiated comprehensive branding efforts.
- 2019 Attained IATF 16949 certification for automotive production quality management system.
- 2020 Obtained qualified cobalt refinery certificate under the RMI Responsible Minerals Assurance Process.
- 2021 Participated in the "Branding Taiwan Forward" program by the Taiwan Institute of Economic Research, continuously enhancing the CoreMax Group's brand image.



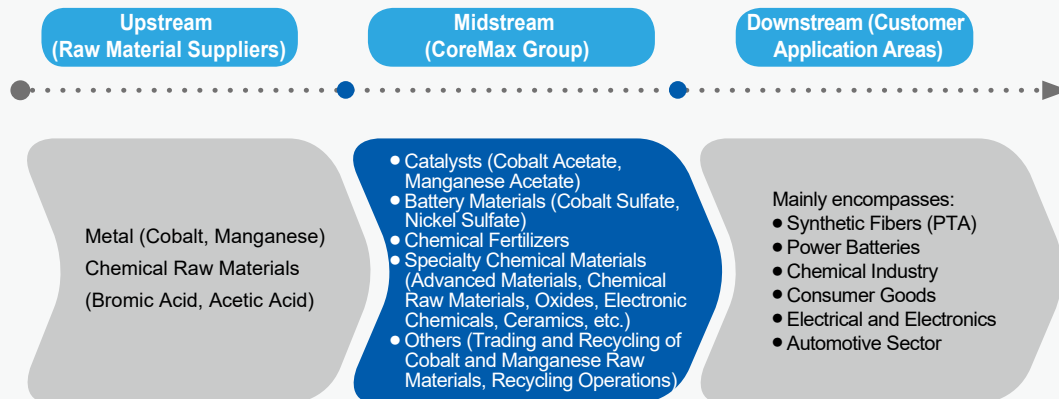
2017 :
Went public on the Taiwan Stock Exchange and initiated comprehensive branding efforts.

1.2 Product and Value Chain (GRI 2-6)

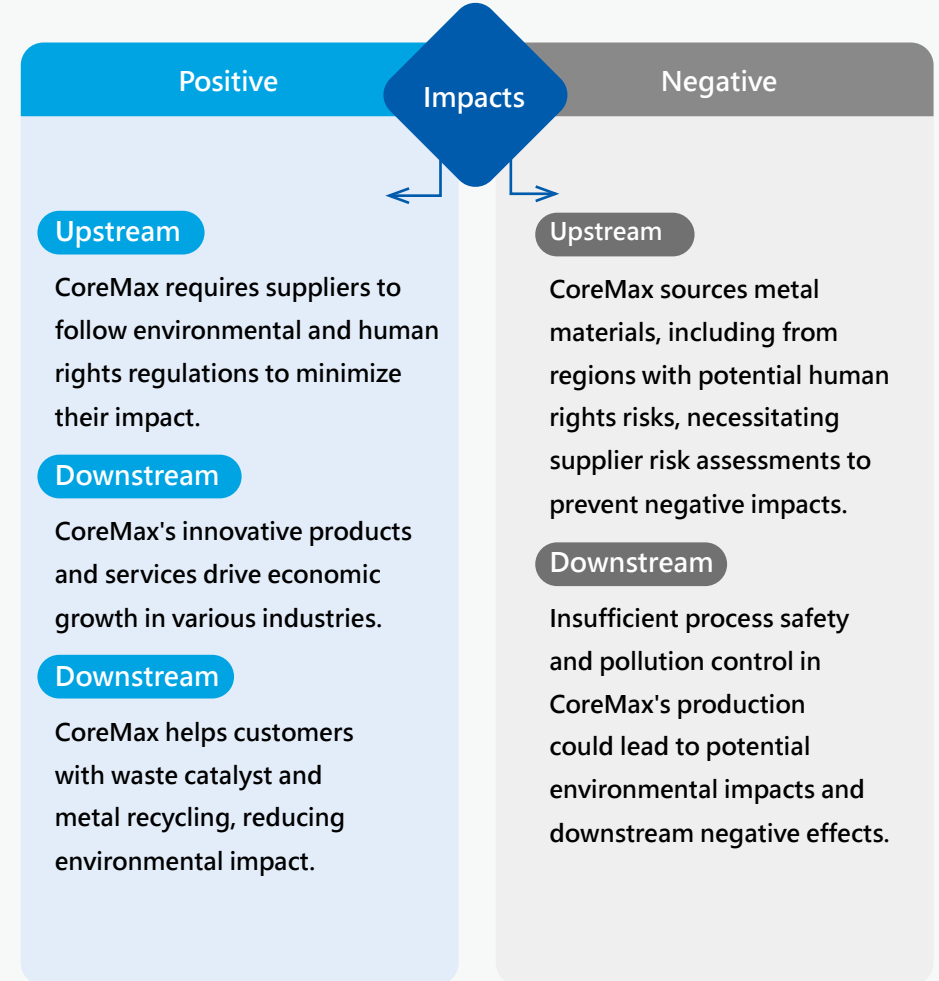
CoreMax Group's main product lines encompass catalytic materials, battery materials, chemical fertilizers, and specialty chemicals. These products find diverse applications in downstream industries, including chemical manufacturing, consumer goods, electronics, electrical engineering, automotive sectors, and more.



Industry Value Chain



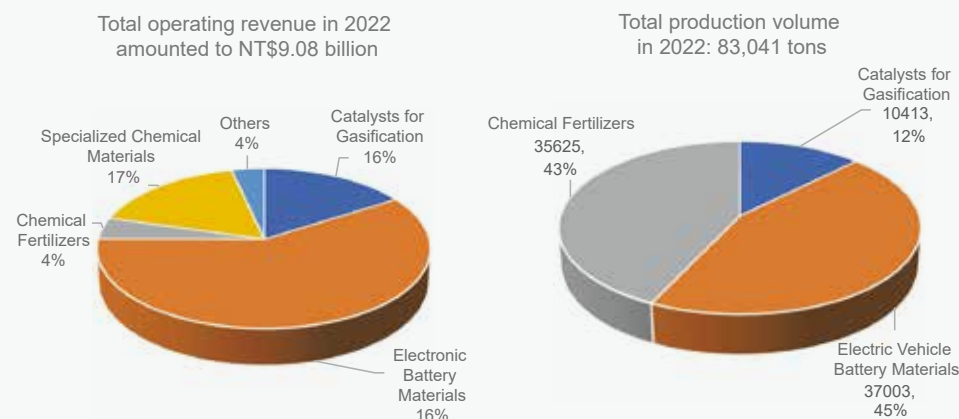
Impact Assessment



1.3 Operational Performance

In 2022, CoreMax Group achieved a total operating revenue of 9.08 billion NTD. The main driver of this growth was the increasing demand for electric vehicles due to climate change concerns, leading to higher sales of CoreMax's electric vehicle battery materials and contributing to overall revenue growth.

During the same year, the group's total production output was approximately 83,041 metric tons, including 10,413 metric tons of catalytic materials, 37,003 metric tons of electric vehicle battery materials, and 35,625 metric tons of chemical fertilizers. Various other product categories exist with differing measurement units; hence production quantities are not included in this calculation.



In 2022, CoreMax Group's consolidated operating revenue reached NT\$9,081,621 thousand, with a gross profit of NT\$1,024,526 thousand. Compared to 2021, the operating revenue increased by 24%. The net profit after tax for 2022 was NT\$530,100 thousand, resulting in an earnings per share of NT\$4.72.



The net profit after tax for 2022 was NT\$530,100 thousand, resulting in an earnings per share of NT\$4.72.

2020-2022 Consolidated Operating Revenue and Earnings Per Share (NTD)

Item	2020	2021	2022
Operating Revenue	5,285,365	7,338,783	9,081,621
Gross Profit	475,469	943,365	1,024,526
Operating Income	216,302	584,373	582,835
Income Before Tax	206,434	605,596	733,696
Net Income	165,645	448,420	530,100
Earnings Per Share	1.73	4.67	4.72

Note: Please refer to company's Annual Report for more details.

Customer and Market

In 2022, within CoreMax Group's overall revenue, domestic sales accounted for 20% while exports accounted for 80%. The proportion of exports has increased compared to previous years, primarily from customers in the Asian and European-American regions. With the increasing impact of climate change, various countries have introduced policies to phase out internal combustion engine vehicles, leading to a rise in demand for electric vehicle batteries in the market. Additionally, due to significant price fluctuations in raw materials caused by geopolitical events like the Russia-Ukraine conflict, CoreMax's recycling technology offers customers more choices, aligning with market demands.



In 2022, within CoreMax Group's overall revenue, domestic sales accounted for 20% while exports accounted for 80%.

Change in Domestic and Export Ratios

Unit: NTD

Item		2020		2021		2022	
		Amount	Ratio	Amount	Ratio	Amount	Ratio
Domestic		1,739,338	33%	1,630,174	21%	1,760,095	20%
Overseas	Asia	3,355,738	63%	5,427,260	74%	5,932,970	65%
	Europe, US	190,289	4%	281,349	4%	1,388,556	15%
Total Revenue		5,285,365	100%	7,338,783	100%	9,081,621	100%

1.4 Core Values and Key Performance Indicators (KPIs)

CoreMax Group adheres to the established strategy of "end-to-end product management," cultivating excellent professionals, innovating production techniques, and manufacturing high-quality products to meet customer demands and enhance company performance. We are committed to continuous improvement, pursuing excellence, and constant progress to create a shared vision for the company and its members.

We uphold five core values and their corresponding 25 key behavioral indicators, which are assessed through the "Core Values Key Behavioral Indicators Assessment Form." We aspire for all employees in the group to embrace the same ideals, fostering a solid and steadfast corporate culture. By contributing their best efforts in their respective roles, employees strive to create greater benefits for shareholders, while also dedicating attention to sustainable development and corporate social responsibility.

Five Core Values and 25 Key Behavioral Indicators

Safety

1. Prioritize safety and environmental responsibility for oneself and others.
2. Follow established procedures for safe and eco-friendly operations.
3. Respect and heed guidance from environmental and safety experts.
4. Continuously improve environmental knowledge and risk management skills.
5. Never compromise safety and environmental standards for efficiency or profit.

Talent

6. Respect all employees.
7. Acknowledge and appreciate contributions.
8. Value diverse knowledge and skills.
9. Support ongoing development.
10. Ensure fair treatment and transparency.

Quality

11. Prioritize meeting company's quality standards.
12. Emphasize and improve product, work, and service quality.
13. Collaborate closely with peers on quality issues.
14. Continuously enhance operational processes for better quality.
15. Maintain comprehensive quality documentation and systems.

Innovation

16. Embrace new information and ideas openly and flexibly.
17. Collaborate actively with innovative ideas to transform processes for efficiency.
18. Approach challenges optimistically, seeking proactive solutions.
19. Continuously contribute innovative thinking for creative solutions.
20. Utilize imagination and foresight to understand possibilities, opportunities, and trends.

Continuous Improvement

21. Uphold the highest professional standards in tasks.
22. Demonstrate innovation for achieving excellence.
23. Take pride in work, focusing on details and the overall environment.
24. Strive to get things right the first time, learning from mistakes.
25. Continuously learn from situations, proactively enhancing performance and quality.

Chapter 2

Sustainability Management and Key Themes



Working together



Corporate
responsibility



No Deforestation



COREMAX GROUP
康普集團



Environment



Legal Process



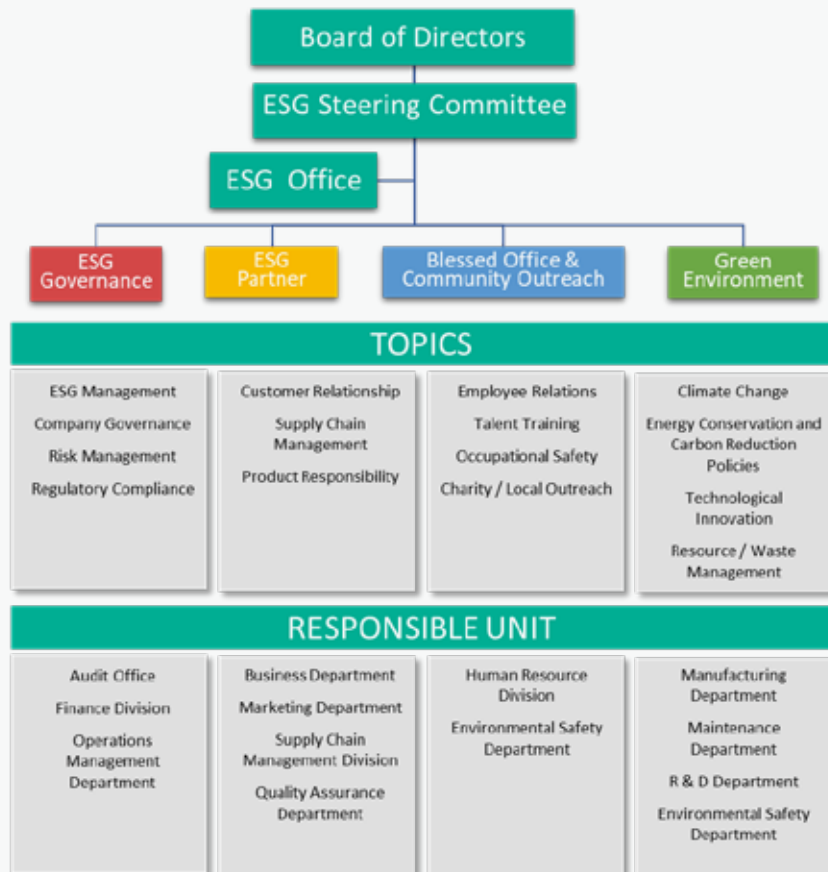
Government



Social support

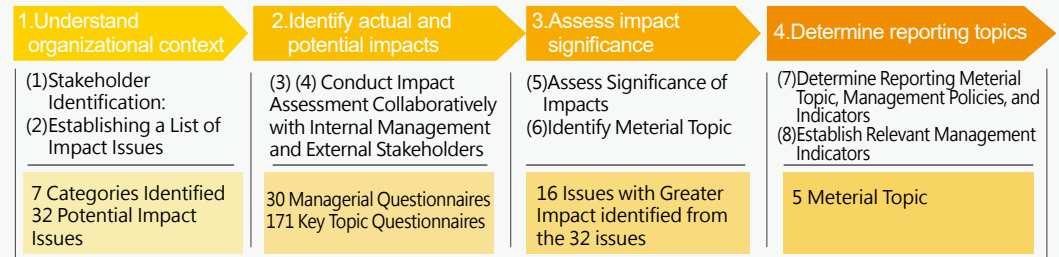
2.1 ESG Governance Bodies (GRI 2-9)

In August 3, 2022, CoreMax Group established a "Sustainability Development Committee" to oversee and plan sustainable strategies. Led by the Chairman, the committee includes the CEO and executives from various departments. An executor is designated to implement ESG initiatives. The committee has a Sustainability Office and working groups focusing on areas like Governance, Partnerships, Well-being, Social Care, and Green Environment, each led by senior executives. The committee reports its annual achievements and plans to the Board of Directors.



2.2 Process and Management of Material Topic (GRI 3-1, 3-2, 3-3)


We refer to the GRI 2021 updated process of identifying key areas to assess the impact of various issues such as environmental, economic, and human/human rights within the scope of the the CoreMax Group We manage these issues based on their actual and potential impact.









(1) Stakeholder Identification: Identifying 7 categories of stakeholders

To comprehensively assess the significant themes affecting CoreMax Group's sustainable development, we follow the AA1000 SES Stakeholder Engagement Standards. By evaluating the dependency, responsibility, concern, influence, and diverse perspectives of stakeholders within each category, we have identified 7 categories of stakeholders highly relevant to our company's operations. We strive to understand their concerns, engage in open communication about our sustainability achievements, and actively listen to their insights. This approach allows us to adjust our business strategies in response to their feedback, working collaboratively with stakeholders to achieve sustainable development.

Stakeholder Concerns and Communication Channels/Frequency (GRI 2-16)

Audience	Material Topic for Group	Communication Channel / Frequency
 Employees	<ul style="list-style-type: none"> Labor Relations / Employee-Employer Relations Occupational Health and Safety Business Performance / Market Position Workforce Diversity and Equal Opportunity Innovation Management and Sustainable Manufacturing 	<ol style="list-style-type: none"> Employees can express their opinions or file complaints through various channels such as written communication, Chairman's mailbox, HR dedicated mailbox, email, company intranet, physical suggestion box, verbal communication, or phone, addressing any concerns and safeguarding their rights. In cases of sexual harassment, external third-party lawyer's contact details are provided for reporting, along with email and fax options. The company ensures effective resolution of issues through an employee complaint and reporting management process. Labor-management meetings (quarterly) establish robust communication channels. HR department regularly reviews salary structure, benefits, and adjusts as per labor law amendments (periodically). Implementation of annual employee profit-sharing scheme. Employee participation in cash capital increase and shareholding (irregularly).

Audience	Material Topics for Group	Communication Channel / Frequency
 Shareholders/Investors	<ul style="list-style-type: none"> Business Performance/Market Position Innovative Management and Sustainable Manufacturing Regulatory Compliance Labor Relations Product Responsibility 	<ol style="list-style-type: none"> Monthly corporate updates for visiting and calling institutional investors. Annual Shareholders' Meeting: Compile required financial annual report. Investor Relations webpage (as needed): Shareholder access to operational, financial, borrowing, and shareholder details. Dedicated shareholder contact point and email. Designated spokesperson and corporate shareholder contact. Occasional use of electronic communication platforms. Unscheduled visits by partner banks for credit review.
 Customers	<ul style="list-style-type: none"> Innovative Management and Sustainable Manufacturing Customer Health and Safety Regulatory Compliance Information Security Product Responsibility 	<ol style="list-style-type: none"> Unscheduled visits by sales teams to customers. Customer service online inbox (as needed). Annual customer satisfaction surveys. Email and phone communication (as needed). Participation in relevant product exhibitions to understand market direction (as needed). Occasional customer visits to the facility.
 Suppliers	<ul style="list-style-type: none"> Business Performance/Market Position Supplier Environmental and Social Indicator Compliance Innovative Management and Sustainable Manufacturing 	<ol style="list-style-type: none"> Email and phone communication (as needed). Supplier audits (annual audit plan). Occasional supplier visits to the facility. Surveys (Unscheduled, every three years after the initial survey). Code of conduct agreement with raw material suppliers. Participation in international conferences related to raw materials.
 Government / Regulatory Authorities	<ul style="list-style-type: none"> Regulatory Compliance Pollution Emissions and Management Occupational Health and Safety Issue Management 	<ol style="list-style-type: none"> Correspondence through official documents (as needed). Participation in meetings (as needed).
 Financial Institutions	<ul style="list-style-type: none"> Corporate Governance Innovative Management and Sustainable Manufacturing Regulatory Compliance 	<ol style="list-style-type: none"> Phone communication (as needed). Email communication (as needed). Personal visits (as needed).
 Distributors	<ul style="list-style-type: none"> Innovative Management and Sustainable Manufacturing Product Responsibility Economic Performance 	<ol style="list-style-type: none"> Corporate briefings. Public information disclosure through the observation platform. Unscheduled visits.

(2) Establishment of Sustainability Issue Log:

We referred to GRI Guidelines, SASB Industry Standards, TCFD Guidelines, domestic and international policy trends, company strategies, and market trends to identify 31 potential impact topics. These cover areas such as Economic/Corporate Governance, Sustainable Environment, Happy Workplace, Social Engagement, Product Innovation, and Supplier Management

(3) Assessment of the Impact of CoreMax Group's Operational Activities on Economy, Environment, and Human Rights (Actual/Potential, Positive/Negative, Short-term/Long-term) and Probability of Occurrence:

CoreMax Group's management assessed the impact of 31 identified issues on the environment, economy, and human rights using 2022 actions. The evaluation considered actual and potential impacts, positive/negative categories, impact timeframes, and likelihood. 30 surveys were used, yielding the following results:

Table 1: Impact of CoreMax's operational activities on the economy, environment, and human rights

#	Issues	Degree of Impact					Remarks	Impact Assessment + Positive - Negative	Impact Severity	Probability of Occurrence
		Shareholders	Suppliers	Employees	Customers	Community				
1	Regulatory Compliance			●	○	●	Two waste violation incidents in 2022, promptly resolved.	-	3	3
2	Integrity and Anti-Corruption	○		●			Company-wide ethical business promotion.	+	3	2
3	Information Security			○	●		Dedicated cybersecurity personnel, protocols established.	+	5	5
4	Customer Relationship Management	○			●		Annual customer satisfaction surveys for improvement.	+	3	3
5	Financial Performance	●		○			CoreMax Group has achieved positive growth in financial performance due to the demand from electric vehicles.	+	5	5
6	Corporate Operating Strategy	●		○			ESG consensus camp, sustainability goals, brand project.	+	5	5
7	Risk Management	○		●			Weekly risk management team meetings.	+	5	5
8	Climate Action					●	Initiating greenhouse gas inventory in 2023.	+	2	5
9	Waste Management			○		●	Strong environmental management, fines for waste issues.	-	4	2
10	Circular Economy			○		●	Using recycled materials, recycling initiatives.	+	4	4
11	Water and Effluents Management			○		●	Water consumption impact, wastewater treatment.	-	1	2
12	Energy Management			○		●	Solar energy reduces emissions.	-	3	2
13	Air Pollution Control			○		●	Air pollution control compliance.	+	4	4

#	Issues	Degree of Impact					Remarks	Impact Assessment + Positive - Negative	Impact Severity	Probability of Occurrence
		Shareholders	Suppliers	Employees	Customers	Community				
14	Biodiversity					●	Locations not in sensitive/biodiversity areas.	+	2	4
15	Net Zero Policy					●	Ongoing material/process improvements.	+	3	3
16	Occupational Health and Safety			●			One burn incident in 2022.	-	1	1
17	Talent Recruitment, Retention, and Development			●			Professional training for talent development.	+	5	5
18	Human Rights Policy			●			Legal employment practices.	+	3	3
19	Diversity and Inclusion			●			Gender/nationality equality promotion.	+	3	3
20	Social Engagement					●	Charitable donations, organization gifts.	+	5	5
21	ESG Advocacy			●		●	Compliance with policies and trends.	+	5	5
22	Digital Transformation			●			Transitioning to paperless administration.	+	3	3
23	Innovation / Low Carbon Products and Services	o			●		Ongoing R&D across divisions.	+	3	3
24	Product Responsibility			o	●		Strong product responsibility and compliance.	+	3	3
25	Innovative Management and Sustainable Manufacturing	o		o	●		Sustainable manufacturing through efficiency.	+	4	4
26	Supply Chain ESG Social Performance		●	o	o		Supply chain compliance improvement, proactive communication.	+/-	3	3
27	Supply Chain ESG Environmental Performance		●	o	o		Supply chain compliance improvement, proactive communication.	+/-	3	3
28	Supplier Assessment		●		o		Annual supplier assessments.	+	3	3
29	Green Procurement		●		o		Using recyclable materials reduces footprint.	+	5	5
30	Sustainable Supply Chain		●		o		Collaborating with supply chain for sustainability.	+	5	5
31	Brand Management	o			●		Enhancing image through online media.	+	5	5

Impact Level: ● Organization directly causes this impact o Organization indirectly causes this impact

Impact Assessment Score:

1 = No impact, 2 = Low impact, 3 = Moderate impact, 4 = High impact, 5 = Very high impact

Probability Assessment Score:

1 = Highly unlikely, 2 = Occasional occurrence, 3 = Frequent occurrence, 4 = Consistent occurrence, 5 = Inevitable occurrence

(4) Stakeholder Concerns Survey:

To understand stakeholder views on CoreMax Group's sustainability, we surveyed seven stakeholder categories in February 2023, receiving 171 responses. We also surveyed 24 managers' perceptions of operational impacts. This helped us identify 11 key impact areas (Table Two, upper right quadrant).

(5) Significance Assessment

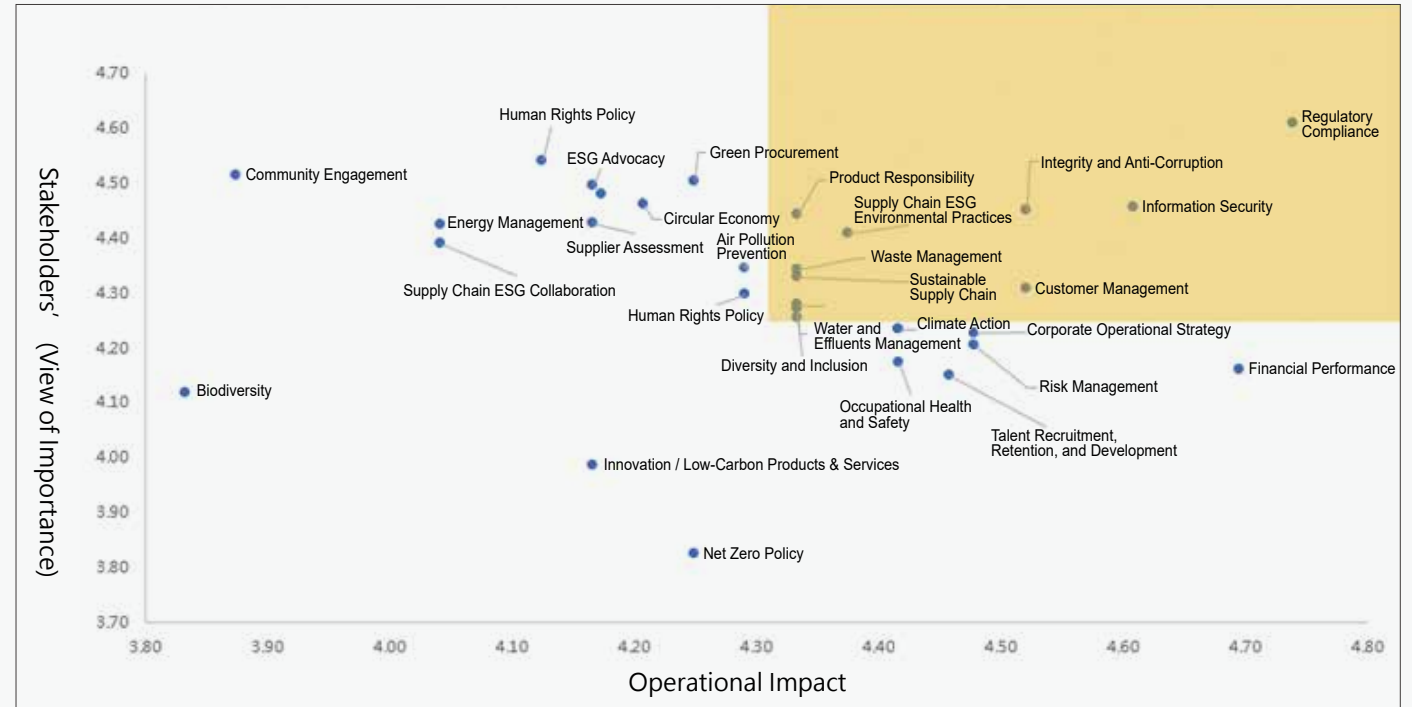
To ensure diverse perspectives, we assess through the following steps:

Step 1: Qualitatively review alignment with CoreMax Group's strategy and issue planning.

Step 2: Refer to internal management and stakeholder survey results, aligning focus and impact.

Once the significant impact threshold is reached, the prioritization of key themes is determined based on the total score.

Table 2: Key Sustainability Themes in 2022 for CoreMax Group



(6) Confirming Significant Themes:

We have consolidated relevant issues and selected a total of 5 significant themes for management. They are as follows:

Significant Themes

1. Regulatory Compliance (Elevated in priority from existing significant themes)
2. Integrity and Anti-Corruption (Existing significant theme)
3. Research and Development Innovation and Quality Management (New significant theme)
4. Supplier Management (Existing significant theme)
5. Waste Management (New significant theme)

(7) Confirming Material Topic, Management Approach, and Indicators

Following the methodology outlined earlier, we have established five Material Topic. These themes have been further developed with reference to the GRI and SASB guidelines, resulting in the formulation of relevant management indicators and objectives. Please refer to Table 3 for detailed information.

(8) We have aligned these five Material Topic with the GRI guidelines and the United Nations Sustainable Development Goals (SDGs) to establish management indicators and objectives.



Decent Work and
Economic Growth



Industry, Innovation,
and Infrastructure



Responsible Consumption
and Production



Climate Action



2.3 Impact Management Mechanism (GRI 2-12, 2-13)

The Board of Directors oversees and decides on significant topic impacts, while departments assess and address potential risks. Through surveys and interviews, we prioritize issues with departmental input.

Comparing the significant topics chosen in 2021 to those selected in 2022, "Research and Innovation for Quality Management" and "Waste Management" have been added as Material Topic. These additions address emerging market opportunities and transition possibilities in response to future climate change.

Changes to Significant Material Topic between 2022 and 2021

(GRI 3-2)

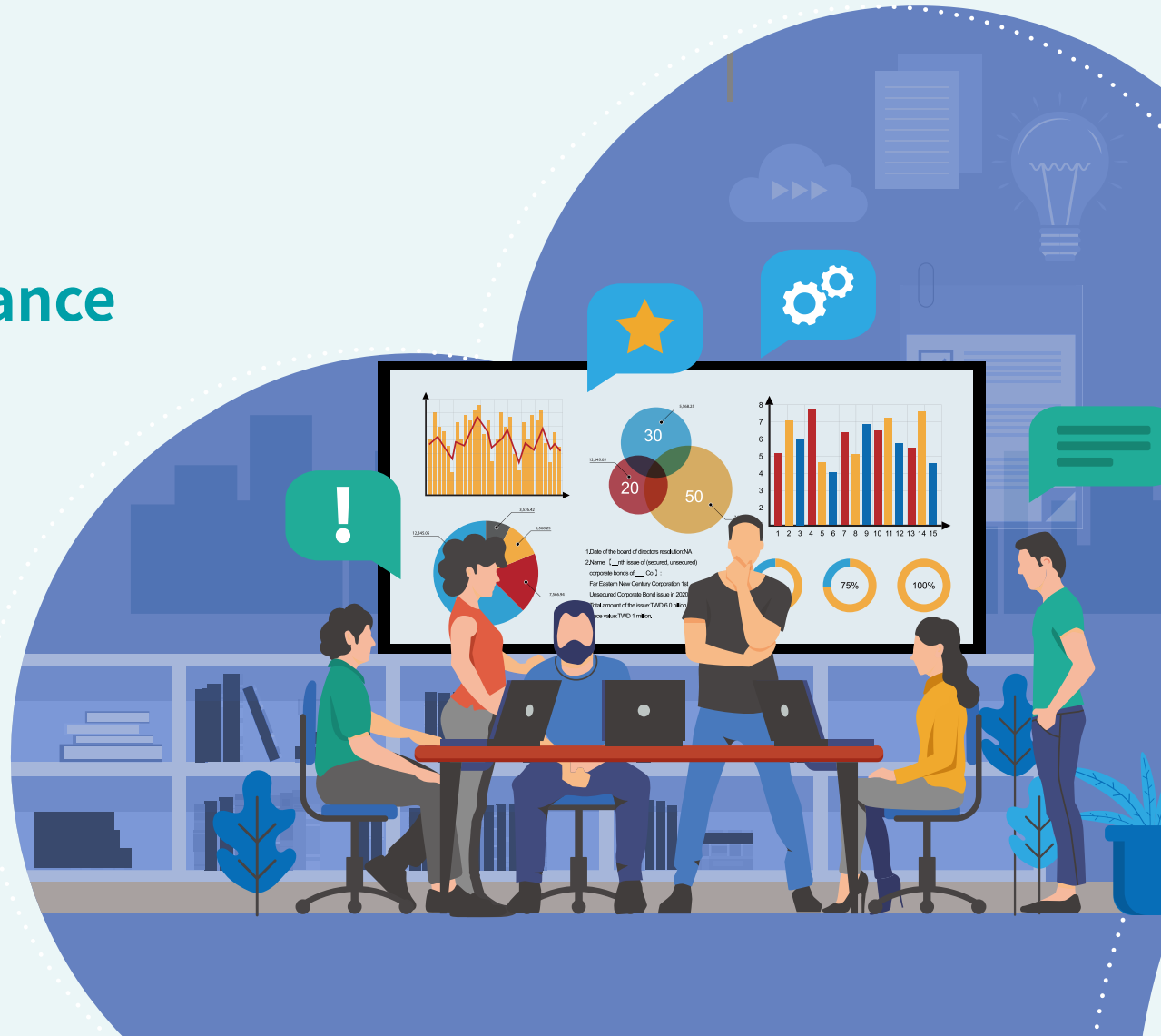
2021 Material Topic (in order of importance)	2022 Material Topic (in order of importance):
1. Economic Performance	1. Regulatory Compliance (Existing Material Topic, promoted in ranking)
2. Integrity in Business	2. Integrity in Business and Anti-Corruption (Existing Material Topic)
3. Regulatory Compliance	3. Research and Innovation, Quality Management (New Material Topic)
4. Supplier Social Responsibility	4. Supplier Management (Existing Material Topic)
5. Customer Privacy	5. Waste Management (New Material Topic)
6. Environmental Protection	
7. Quality Labor Relations	
8. Training and Education	
9. Health and Safety and Disaster Prevention	

Table 3: Management Indicators (MI) for Material Topic (GRI 2-12, 2-13, GRI 2-25, 2-26)

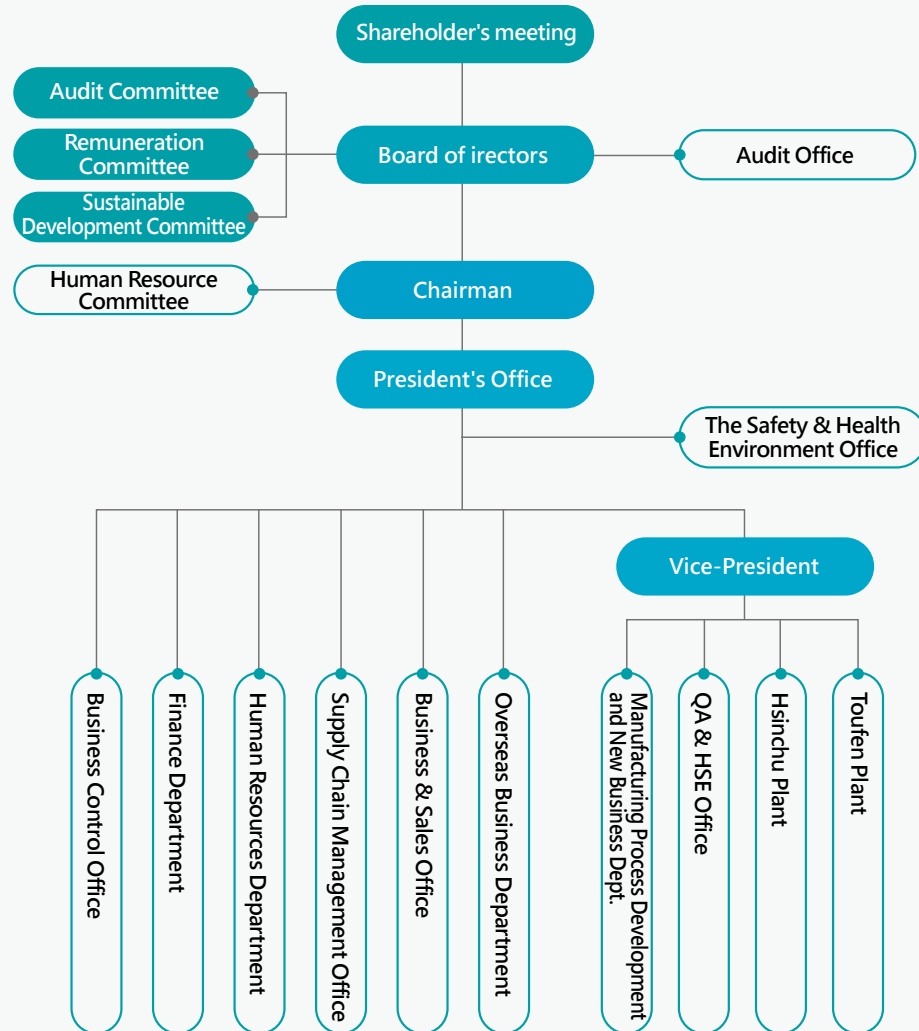
Significant Theme	GRI	SDGs	MI / Goals	2022 Achievement against MI
1. Regulatory Compliance	GRI 2-27	None	Compliance with relevant regulations in corporate governance, environmental protection, and labor relations No monetary and non-monetary penalties	<ul style="list-style-type: none"> In terms of regulatory compliance in 2022, there were only two violations related to waste management; there were no other instances of non-compliance leading to fines.
2. Integrity and Anti-Corruption	GRI 2-23 GRI 2-24	None	Education and training Board members' education, training, and commitment signing	<ul style="list-style-type: none"> New employee education and training had a 100% completion rate. Board members' education and training also had a 100% completion rate. Completion rate for board document signatures was 100%.
3. Research and Innovation with Quality Management	GRI 417	#8 Employment and Economic Growth #9 Industry, Innovation, and Infrastructure #12 Sustainable Consumption and Production #13 Climate Action	Investment in research and development	<ul style="list-style-type: none"> The total R&D investment in 2022 amounted to NT\$20,558,000, showing growth compared to 2021.
4. Supplier Management (Sustainable Supply Chain, Supply Chain ESG Performance)	GRI 308 GRI 414	#12 Sustainable Consumption and Production	Supplier code of conduct including commitment to conflict-free minerals, human rights, and environmental indicators Supplier assessment and compliance	<ul style="list-style-type: none"> Performance evaluation was conducted for the top ten suppliers in terms of transaction amount in 2022, focusing on "environmental aspects" and "social aspects," with a total of 10 suppliers surveyed.
5. Waste Management	GRI 301 GRI 306	#12 Sustainable Consumption and Production	Reduction ratio of waste generation No incidents of non-compliance	<ul style="list-style-type: none"> In 2022, 334,386 kilograms of waste catalysts and 11,778.55 metric tons of waste acids were recycled. There were two instances of waste-related compliance violations in 2022, which have been reviewed and improved upon.

Chapter 3

Robust Corporate Governance



3.1 Organizational Governance Structure (GRI 2-10)



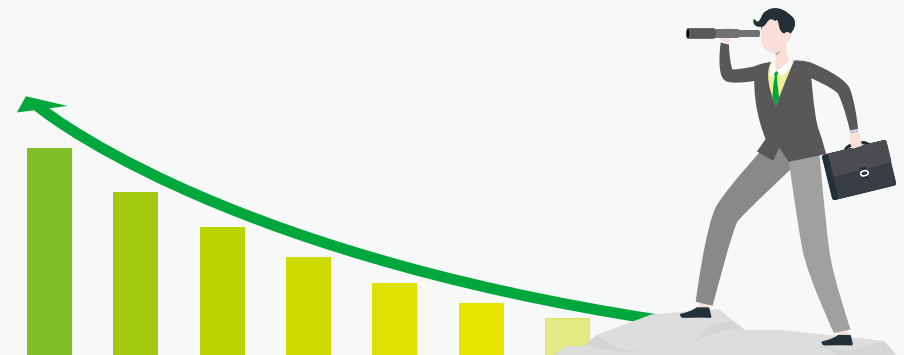
Board Operations and Roles

The board of directors of CoreMax Group serves as the highest governing body and decision-making center for major operational strategies. It oversees the audit committee and compensation committee. To fulfill its supervisory responsibilities, the board has established "Board Meeting Rules" in accordance with the "Regulations Governing the Board of Directors of Public Companies." It also follows the principles of the "Code of Conduct" to regulate directors' conflict of interest behaviors, ensuring a robust corporate governance mechanism.

As per the company's board meeting rules, the board meets at least once per quarter and communicates with the company's financial and internal audit executives to understand risk management, major litigation risk assessment, and internal audit reports. Furthermore, through internal (audit department) and external (auditors) annual audit plans and financial statement verification, the company continuously verifies its compliance with relevant laws and financial accounting standards.

In driving the overall corporate sustainability management strategy, the board also plays a supervisory and guiding role. The management regularly reports to the board on indicator achievements and predicts key indicators to ensure timely goal attainment. Additionally, the board reviews and approves sustainability disclosure reporting periodically. In 2022, a total of five board meetings were held, featuring presentations by the finance and audit departments, establishing a comprehensive oversight system to review the company's performance and discuss vital strategic issues to maintain continuous growth and meet market demands.

To fulfill its supervisory role, the board has established mechanisms for auditing, compliance, and risk management, along with internal check systems running concurrently. It has formed audit, compensation, and sustainable development committees to assist the board in its supervisory duties. The chairs of these committees regularly report their activities and decisions to the board.



Compensation Committee

CoreMax Corp. has a "Compensation Committee" under the Board of Directors, complying with the "Remuneration Committee Regulations." The committee, comprising selected professionals and independent individuals, ensures objective compensation planning for directors, supervisors, and executives. It oversees performance evaluation, policies, and standards for top members and senior executives. The committee evaluates remuneration based on performance and industry benchmarks, aiming to protect stakeholders' interests. The committee, including I-Ping Hsu, Wen-Tsung Wang and Yuan-Lung Chang held two meetings in 2022 to discuss director and supervisor remuneration, profit sharing, salary adjustments, bonuses, and capital increase proposals. Decisions were recorded and presented to the Board.

Audit Committee

To strengthen board operations and governance, we established an Audit Committee in 2017. Comprising three independent directors serving three-year terms, the committee convenes quarterly and as needed. It includes relevant managers, auditors, legal advisors, and others for information exchange. The committee's focus includes proper financial reporting, auditor selection, internal controls, legal compliance, and risk management.



Corporate Sustainability Committee

To uphold corporate social responsibility and align with global trends, we actively respond to stakeholder concerns in environmental, social, and governance aspects, aiming for sustainable operations. The committee convenes at least twice annually and its responsibilities include:

1. Setting sustainable development directions, strategies, goals, and corresponding management policies and plans.
2. Formulating sustainable development plans, encompassing governance, integrity, environmental and social goals, strategies, and execution plans.
3. Advocating and implementing integrity and risk management efforts.
4. Monitoring, reviewing, and revising the execution and effectiveness of sustainable development initiatives, reporting to the Board of Directors.
5. Addressing stakeholder concerns, including shareholders, customers, suppliers, employees, government, NGOs, communities, and media, and overseeing communication plans.
6. Undertaking other matters assigned by the Board of Directors.

Board Nomination and Structure

CoreMax Group's "Director Nomination Procedure" outlines policies for nominating and assessing directors. The process emphasizes diverse backgrounds, professional skills, ethics, and leadership. After board review, candidates are elected via shareholder vote. Shareholders with over 1% ownership can submit director candidates in writing.

Current board elected on June 12, 2020, for 3 years. The 9-member board includes Chairman as highest governing officer and 3 independent directors. Their election follows a nomination system, with board review before shareholder vote. Independent directors have 5+ years' relevant work experience or lecturer-level qualifications. They offer expertise in operations, tech, finance, and oversee strategy and operations.

Name	Designation	Gender	Nationality	Professional Background / Skills	Age			Terms (Years)			Simultaneous Holding of Senior Executive and Employee Roles
					Below 30	31 -50	Above 50	1-3	4-6	7-9	
Chi-Cheng Ho	Chairman	M	R.O.C.	Chemical Industry Business Experience. Key Experience/Current Positions: Chairman of CoreMax Crop Vice General Manager of RTA Company, USA.			✓				Chairman of CoreMax
Representative, Chang-Shin Investment Co., Ltd. Hsien-Tung Chiu	Director	M	R.O.C.	Business, Legal, Financial, Accounting, or Corporate Business-Relevant Work Experience. Key Experience/Current Positions: Manager of Management Department at Heng-I Chemical Auditor at PwC.			✓				
Representative, Cheng Jade Enterprise Co., Ltd. Eugene Lawrence Ho	Director	M	US	Business Experience in industrial Chemical Industry . Key Experience/Current Positions: CEO of CoreMax Corp Deputy General Manager of Uranus Chemicals Sales Specialist at Itochu Chemical Frontier Corporation in Japan.		✓					Managing Director of CoreMax
Chi-Chou Ho	Director	M	R.O.C.	Chemical/Heat Treatment Industry Business Experience. Key Experience/Current Positions: CEO of Abba Aluminum Co., Ltd.. Special Assistant to the CEO of Shih Her Technologies Inc.			✓				
Chih-Fa Cheng	Director	M	R.O.C.	Business, legal, financial, accounting, or corporate business experience; Certified Public Accountant (CPA) issued by Republic of China (Taiwan). CPA, EVERGREAT CPAs Chairman, Yusing Management and Consulting Co., Ltd. Director at Uranus Chemicals.			✓				
Ching-Yuan Lai	Director	M	R.O.C.	Experienced in chemical industry business. Key Experience/Current Positions: General Manager of Heng-I Chemical Plant Manager, Xinchang Chemical Corporation Assistant Vice President, CAPCO			✓				

Name	Designation	Gender	Nationality	Professional Background / Skills	Age			Terms (Years)			Simultaneous Holding of Senior Executive and Employee Roles
					Below 30	31 -50	Above 50	1-3	4-6	7-9	
I-Ping Hsu	Independent Director	M	R.O.C.	Experienced in transportation industry business. Primary experience/current roles: Chairman of Hsinchu Bus Company, Ltd.. Chairman of HCT Logistics Co., Ltd.			✓				
Wen-Tsung Wang	Independent Director	M	R.O.C.	Experienced in business, legal, financial, accounting, or corporate affairs as required; Certified Public Accountant (CPA) issued by Republic of China (Taiwan). Partner CPA, Bing-Cheng United Accountants Office Independent Independent Director at Sysage Technology Co., Ltd.. Supervisor at Emax Tech Co. Ltd.			✓				
Yuan-Lung Chang	Independent Director	M	R.O.C.	Experienced in business, legal, financial, accounting, or corporate affairs as required; Certified Public Accountant (CPA) issued by Republic of China (Taiwan). Accountant at Dilgent Public Accountants Firm. Independent Director at GSD Technologies Co., Ltd. Independent Director at Shin Zu Shing Co., Ltd.			✓				

Board Diversity and Independence (GRI 405-1)

CoreMax Group enforces diverse and independent board policies. Directors possess relevant expertise. Executives serving as directors are limited to 2 (22% of total), adhering to governance standards. Three independent directors (1/3) ensure independence. Diversity policies encompass gender, age, nationality, and culture. The board aims for increased gender diversity, moving beyond an all-male composition.

Board Performance Evaluation (GRI 2-18)

As per the "Board Performance Evaluation Guidelines" adopted in 2019, CoreMax Group conducts annual self-assessments of the overall board, individual members, and functional committees in Q1, reporting to the board. External evaluation occurs at least every three years.

In the 2022 Corporate Governance Evaluation System, the company scored 36% to 50%. Continuous efforts will enhance this score.



Trainings and Collective Knowledge for Board (GRI 2-17)

CoreMax Group annually trains directors in board functions, performance assessment, ethics, and advocacy. It shares stock exchange course information and encourages directors to attend courses aligning with their schedules, covering governance, economics, environment, social responsibility, and more. Below is the 2022 director training summary:

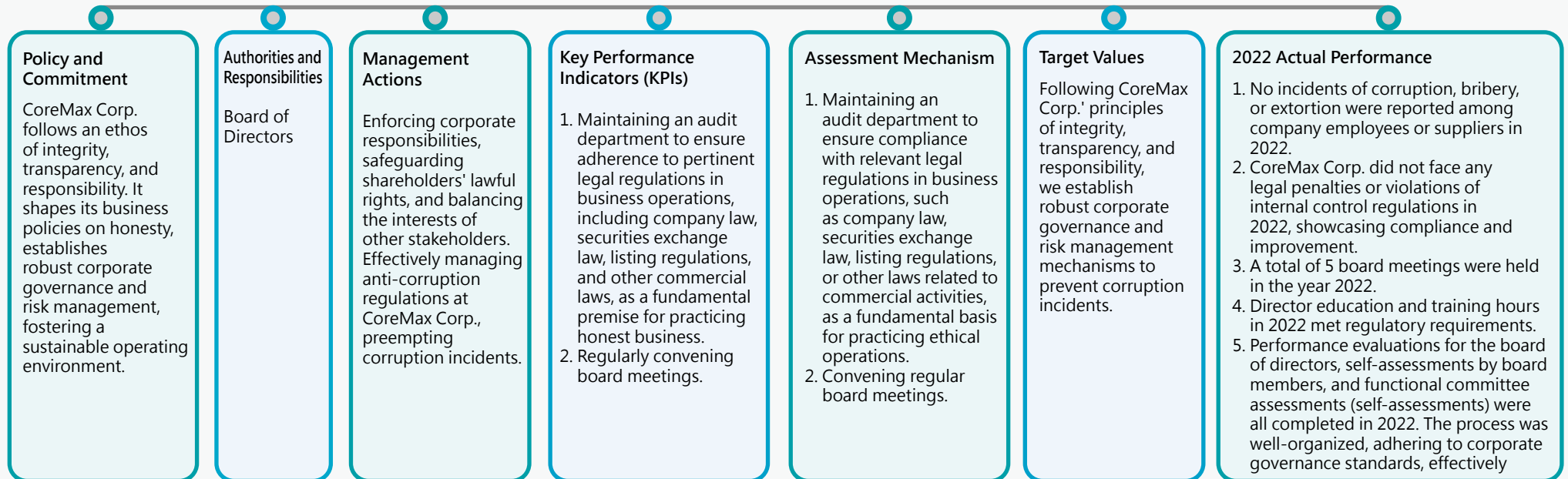
Designation	Name	Training Date	Offering Authority	Course Name	Duration
Chairman	Chi-Cheng Ho	8/3 11/4	Taiwan Corporate Governance Association (TCGA) TCGA	Trends and Risk Management in Digital Technology and Artificial Intelligence Supervision of Board and Supervisors in Ensuring Effective Enterprise Risk Management and Crisis Handling	6
Director	Eugene Lawrence Ho	8/3 11/4	TCGA TCGA	Trends and Risk Management in Digital Technology and Artificial Intelligence Supervision of Board and Supervisors in Ensuring Effective Enterprise Risk Management and Crisis Handling	6
Director	Chih-Fa Cheng	8/3 10/5 10/14 11/4	TCGA Taiwan Securities and Futures Institute (SFI) SFI TCGA	Trends and Risk Management in Digital Technology and Artificial Intelligence Legal Compliance Seminar on Insider Trading for Internal Personnel in 2022 Insider Trading Prevention Seminar for the Year 2022 Supervision of Board and Supervisors in Ensuring Effective Enterprise Risk Management and Crisis Handling	12
Director	Chi-Chou Ho	8/3 11/4	TCGA TCGA	Trends and Risk Management in Digital Technology and Artificial Intelligence Supervision of Board and Supervisors in Ensuring Effective Enterprise Risk Management and Crisis Handling	6
Director	Ching-Yuan Lai	8/3 11/4	TCGA TCGA	Trends and Risk Management in Digital Technology and Artificial Intelligence Supervision of Board and Supervisors in Ensuring Effective Enterprise Risk Management and Crisis Handling	6
Director	Hsien-Tung Chiu	8/3 11/4	TCGA TCGA	Trends and Risk Management in Digital Technology and Artificial Intelligence Supervision of Board and Supervisors in Ensuring Effective Enterprise Risk Management and Crisis Handling	6
Independent Director	I-Ping Hsu	8/3 11/4	TCGA TCGA	Trends and Risk Management in Digital Technology and Artificial Intelligence Supervision of Board and Supervisors in Ensuring Effective Enterprise Risk Management and Crisis Handling	6
Independent Director	Wen-Tsung Wang	6/30 8/3 11/4	TCGA TCGA TCGA	ESG Reporting Trends and Implications for Information Disclosure in Business Trends and Risk Management in Digital Technology and Artificial Intelligence Supervision of Board and Supervisors in Ensuring Effective Enterprise Risk Management and Crisis Handling	9
Independent Director	Yuan-Lung Chang	5/10 5/10 8/3 11/4	SFI SFI TCGA TCGA	Legitimacy of Cybersecurity Management Laws under Ransomware Threats Competitiveness vs. Survival: ESG Trends and Strategies Trends and Risk Management in Digital Technology and Artificial Intelligence Supervision of Board and Supervisors in Ensuring Effective Enterprise Risk Management and Crisis Handling	12

Policy Commitments (GRI 2-23) (GRI 2-24)

The company's communication and commitment to various policies are as follows:

Category	Highest level of approval for commitments	Applicable activities and scope	Communication Channel
Responsible business practices	Chairman	Establishment of stable supply chain relationships with provided goods or services and supplier partners.	Website: https://www.coremaxcorp.com/zh-tw/supplier-chain
Human rights policy	Chairman	Respect for workplace human rights and creation of a friendly work environment. Contribution to social welfare and promotion of sustainable environmental practices.	Website: https://www.coremaxcorp.com/zh-tw/human-rights-policy
Environmental policy	Chairman	Group's environmental treatment facilities operate in sync with factory production to ensure emissions of wastewater, exhaust gases, and waste materials comply with local regulations.	Website: https://www.coremaxcorp.com/zh-tw/environmental-safety-and-health-management

3.2 Integrity in Business Operations and Anti-Corruption Material Topic



Integrity in Operations and Business Ethics

The finance department had been tasked with integrity in business management at CoreMax Corp. It assists the management in formulating and overseeing the implementation of integrity in business policies and anti-corruption and anti-bribery programs. The department also provides regular reports to the Board of Directors regarding execution. To further enhance ethical business practices and meet the expectations of investors and other stakeholders, CoreMax Corp. officially adopted the "Code of Conduct" and "Code of Ethics" in 2011. This included educating and training all employees across its operational sites, establishing detailed operational procedures, behavioral guidelines, and reward and punishment systems. This ensures that all employees comprehend and uphold the significance of ethical operations and professional ethics.

Code of Conduct	Code of Ethics	Insider Trading Prevention Mechanism
sets standards for directors, executives, and all employees of CoreMax Corp., prohibiting any form of improper benefits in business activities or engagement in unlawful and unethical behavior. This encompasses forbidding bribery, accepting bribes, providing illegal political donations, improper charitable donations or activities, and inappropriate acceptance of gifts or hospitality. The code also mandates that directors, supervisory units, and executives avoid conflicts of interest and establish robust internal control systems for business activities prone to unethical behavior or high inherent risks.	outlines the moral behavior expected of directors, executives, and employees while performing their job duties. It covers avoiding conflicts of interest, refraining from conveying inappropriate benefits, acting against personal gain, ensuring confidentiality of company and customer information, promoting fair transactions and accurate reporting of transactions, and proper use and maintenance of company assets. In addition to this, CoreMax Corp. has established a "Performance Appraisal Method" that assesses not only job performance but also work attitude, moral conduct, and more. The combination of selection, employment, training, and retention is enhanced by effective goal management and performance appraisal systems to elevate management performance.	The Insider Trading Prevention Mechanism prevents insider trading, improper information leakage, and ensures consistency and accuracy in external information disclosure. It involves the formulation of the "Internal Significant Information Handling Procedures." Applicable to company directors, executives, and all employees, it strictly prohibits those aware of significant information from disclosing it to others or seeking out non-job-related undisclosed significant company information. This mechanism solidifies the management of insider trading prevention procedures.



Integrity and Ethical Behavior Training

CoreMax provides "Integrity and Ethical Behavior Training" for all employees during new hire orientation, achieving 100% coverage for newcomers. An annual training program on integrity and ethics is also conducted. Through various meetings and educational sessions, the concept of ethical business is communicated to all staff to prevent corruption comprehensively. In addition to establishing regulations, dedicated units, and promoting ethical education, punitive measures are in place. Furthermore, internal and external reporting channels are available, ensuring a comprehensive approach to prevent dishonest behavior and misconduct.

Insider Trading and Conflict of Interest Prevention Measures

According to the rules for board meetings, if a board director or officer of CoreMax represented by the director has interests in a specific meeting subject, and due to which CoreMax' s interests may be harmed, the director may present his views in the meeting, but will be prohibited from participating in relevant discussions and voting, and should recuse himself from site of these proceedings. In addition, the board director should not exercise the voting rights on behalf of other directors. The provisions in paragraph 2 of Article 206 and paragraph 2 of Article 180 of CoreMax Act should be applied to the directors who are not allowed to exercise their voting rights under the preceding paragraph and the resolution of the board meeting of CoreMax.

To maximize the interests of customers, shareholders, and employees, CoreMax' s board of directors carefully considers every proposal listed in the agenda of the board meetings and accurately assesses the potential risks to CoreMax's operation. The selection and appointment of directors are conducted in accordance with the relevant laws and regulations of the stock exchange. The candidate nomination system is adopted in the process, where the board of directors and the shareholders who meet the requirements of the statutory shareholding ratio nominate the directors, handle the announcement, and review the nomination in accordance with the procedures prescribed by law.



To avoid conflicts of interest in the top governance unit (the board), CoreMax follows the following procedures to exercise strict control, including:

- All new directors are required to sign a letter of consent for being appointed. In the letter of consent, the new directors must declare that they will comply with Article 23 of CoreMax Act, and faithfully perform their duties and fulfill their obligation of being a qualified member of the management.
- All directors are required to sign a declaration stating that they have ascertained the contents regarding the recusal in relation to the exercise of voting rights under Article 206 of CoreMax Act and the legal consequence of the breach.
- A system for the recusal of board directors due to conflicts of interest has been established in accordance with the rules for board meetings.

Thanks to the high ethical and self-disciplinary standard of the directors and the use of proper mechanisms, no conflict of interest has occurred since the establishment of the board.

Mechanism for Seeking Advice and Raising Concerns

Ethical Ethics and Integrity Consultation and Reporting Mechanism: The company, its directors, independent directors, executives, employees, and substantial controllers are prohibited from directly or indirectly providing, promising, requesting, or accepting any form of undue benefits, including kickbacks, commissions, facilitation fees, or providing or receiving undue benefits from clients, agents, contractors, suppliers, public officials, or other stakeholders during business operations, except where permitted by local laws.

To ensure robust corporate governance oversight, both internal and external channels for consultation are established. Through annual employee interviews, we inform colleagues about consultation and reporting channels, allowing them and stakeholders to seek opinions on ethical and integrity matters and providing a platform for complaints in case of rights violation. This promotes effective communication between the company and employees, customers, suppliers, and investors on matters of interest.

HR Dedicated Email: (hr880@coremaxcorp.com)

Phone : 03-5983101 extension:3233

- Internal Channels:
- Physical Suggestion Box at the Plant Site
- Immediate Supervisor
- Audit Personnel
- Chairman's Email: (CEO@coremaxcorp.com)

Internal Audit Organization and Operations

Audit Office

Internal Audit operates independently under the Board of Directors. It plans, implements, and revises internal control systems, executes annual audit plans, and coordinates self-inspection plans for units and subsidiaries. Compliance with legal requirements is a priority. The unit promptly informs management about potential deficiencies and reports during board meetings. Monthly or as needed, it updates the Chairman or CEO. This structure ensures oversight, compliance, and timely communication.

Transparency in Information Disclosure

CoreMax Corp. adheres to regulations for timely reporting of financial and business information on the Public Information Observation Platform and offers investor services on its website. A designated individual manages information collection and disclosure, following the spokesperson system as required. Equity matters are handled by a professional stock agency, with monthly reports tracking insider equity changes.

Accounting and Internal Controls

CoreMax Corp. has established robust accounting and internal control systems to mitigate higher-risk unethical business activities. These systems prohibit off-book accounts and require continuous evaluation to ensure effectiveness. Internal audit personnel regularly review compliance and report findings to the Board.

The company has devised internal control policies, audit procedures, and management protocols, which undergo sporadic assessments by internal and external experts. This practice minimizes risks related to personnel responsibilities and safeguards investor interests. In 2022, CoreMax Corp. incurred no legal penalties or breaches of internal control regulations, reflecting its strong compliance and limited areas for improvement.

Information Security Management

The company has designated an Information Security Officer and a security team to oversee information security matters. Internal audits are conducted by the audit department as per the internal control system, with audit reports reviewed by independent directors and reported in board meetings.

Intellectual Property Management

CoreMax Corp. is dedicated to enhancing its technological foundation and developing new products while adhering to government regulations, respecting intellectual property rights, and safeguarding the company's proprietary key technologies. To achieve our corporate goals and intellectual property strategy, we've established an operational framework that enhances company value, mitigates operational risks, and ensures competitive advantages. Our intellectual property strategy at CoreMax includes:

1. Establishment of an Intellectual Property Management System.
2. Integration of intellectual property resources to maximize their utilization.
3. Enhancement of intellectual property knowledge among our team members.

3.3 Risks Management

Operational Aspects of Risk Management

Management Policy

With sustainable development as the company's mission, implementing comprehensive and rigorous risk assessment management along with effective crisis handling is a cornerstone of ensuring sustainable growth. In order to mitigate economic losses and negative impacts resulting from any risks or disaster events, safeguard the interests of stakeholders, and uphold the company's image, proactive efforts are made in corporate risk management, crisis prevention, and drills. This facilitates immediate responses to potential crises, maintaining a resilient and sustainable operation.

Policy and Practices

The company's operations are overseen and audited by the Board of Directors, Audit Committee, Compensation Committee, and Sustainability Development Committee. Corporate social responsibility issues including economic, environmental, and social aspects are communicated through the Board of Directors. The senior management team then reviews and prevents potential significant risks, devising operational plans. Internal operation processes are closely monitored through strict control measures and continuous process improvement. Document timeliness and security are updated, and sporadic audits by internal audit units are conducted to establish control mechanisms, minimizing potential risk and disasters.

Risk Management Process

The company manages key risks in its business operations such as marketing, production, human resources, and finance through the "Internal Control System," "Internal Audit Implementation Rules," and "Risk Management Guidelines." These require Board approval. The internal audit department reports directly to the Board, assisting in overseeing processes, executing annual audit plans, ensuring effective internal controls, reliable financial reporting, legal compliance, and providing improvement recommendations. Monthly senior executive meetings track product lines, personnel, products, and development, evaluating and addressing risk factors.

Risk Management Principles

Our company operates with a risk management team composed of cross-functional departments collaborating closely. This ensures the implementation of an effective enterprise risk management framework. The aim is to identify, assess, respond to, monitor, and review risks efficiently, thereby safeguarding the company's interests.

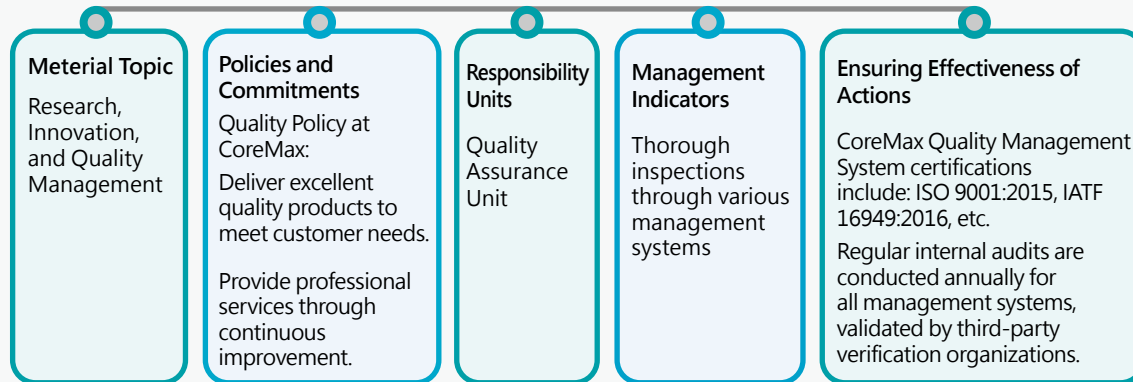
ESG Risk Management

ESG risks include corporate governance, workplace well-being, social responsibility, and supply chain management. These risks are integrated into our overall risk management system through internal controls. The outcomes are reported to the Board by the Sustainability Development Committee biannually for discussion on sustainable development directions and goals.

3.4 Research and Innovation along with Quality Management

Material Topic

Material Topic Management Policy (GRI 3-3)



Achievements in 2022

- 1.ISO 9001 Quality Management System
- 2.ISO 14001 Environmental Management System
- 3.ISO 45001 Occupational Health and Safety Management System, ISO 50001 Energy Management System, IATF 16949 Automotive Quality Management System Certificates for various plant management systems, including Hsinchu Plant, Toufen Plant, and three overseas plants (Thailand, Ningbo, Zhangzhou), were successfully renewed within the 3-year validity period through third-party verification agency review.



Research and Development (R&D) and Innovation Planning

In 2022, CoreMax Group invested NT\$20,558 million in R&D, showing growth from 2021. R&D focus includes optimizing production processes, improving product quality, and developing new products for enhanced efficiency. The plan also involves advancing recycling for raw materials and strengthening competitive advantages.

Current R&D priorities:

Short-term

1. Enhance existing product quality based on customer needs.
2. Improve processes for producing products with different specifications.
3. Enhance waste recycling and promote circular economy practices.
4. Elevate quality of fertilizer product line.

Medium to Long-term

1. Develop hydrogen compounds with varying nickel, cobalt, and manganese ratios aligned with market trends.
2. Diversify recycling techniques for cobalt and nickel metals to boost efficiency and yield.

Past Years' R&D Expenditure and Proportion

Unit: NTD '000	2020	2021	2022
R&D Expenditure	29,438	8,971	20,558
Net Operating Revenue	5,285,365	7,338,783	9,081,621
Percentage of Operating Revenue	0.56%	0.12%	0.23%

Green and Low-Carbon Initiatives

CoreMax Group evaluates potential impacts during product manufacturing and sets diverse indicators at each stage to achieve green and low-carbon product goals.



Green Initiatives	Indicators	Details
Minimize and Eliminate Environmental Impact of Hazardous Substances	Compliance with Harmful Emission Standards	<ul style="list-style-type: none"> Group complies with harmful substance emission standards.
Utilize Recycled Raw Materials	Varies by Product Category Proportion	<ul style="list-style-type: none"> Quantity of black powder used in CoreMax batteries. 100% procurement of packaging materials made from recycled paper with FSC certification. pH value of waste liquid generated in the manufacturing process of electronic components by HY components, $\text{pH} \leq 2.0$ (waste sulfuric acid), used in industrial sulfuric acid production.
Develop New Recycling Technologies (Reuse of Process Waste)	Annual Waste Reduction	<ul style="list-style-type: none"> CoreMax disposal of valuable metals is less than 6%. HY recycles waste heat to save steam consumption in the sulfuric acid deoxygenation tank (11 tons/day).
Reduce Water and Effluents Consumption (Increase in Recycled Water Usage Ratio)	Annual Increase in Waste Recycling Volume	<ul style="list-style-type: none"> Heng-I has established a pure water system to enhance the existing RO system and improve water utilization efficiency. The sulfuric acid plant's goal for 2023 is to reduce water consumption by 5% compared to 2022.
Decrease Energy Consumption (Annual Reduction in Energy Usage %)	Yearly Decrease	<ul style="list-style-type: none"> Group aims to achieve an annual 1% reduction in electricity consumption. Heng-I plans to launch a cogeneration system in the second half of 2023, utilizing waste heat steam for power generation. This is expected to contribute to approximately 12.6% of the annual electricity consumption at the Toufen plant.

Carbon Footprint Verification

In 2022, Cobalt Sulfate at the Hsinchu Plant and Nickel Sulfate at the Toufen Plant underwent carbon footprint assessments and received ISO 14067 Carbon Footprint Verification Statements through SGS third-party verification.



3.5 Customer Relationship Management

Customer Privacy and Confidentiality :

CoreMax Group places significant emphasis on Customer Relationship Management. Taking "Comp Materials" as an example, due to the company's high regard for customer privacy and intellectual property rights, in addition to signing confidentiality agreements with customers to protect sensitive information, the company has also established related protocols such as the "Personal Data Protection Management Guidelines" and "Information System and Network Resource Usage Guidelines." This commitment is aimed at safeguarding the company's intellectual property, confidential information, as well as personal data of customers and employees. This ensures that while conducting business operations, data leakage incidents are prevented, safeguarding customer rights. We assign dedicated personnel to archive customer privacy-related information. Additionally, we follow the company's internal ISO procedure QP016 - Information System Management Procedure to set database permissions. Access to the database requires colleagues to submit applications, undergo departmental approval, and adhere to related protocols, thereby ensuring optimal data protection measures.



In 2022, the CoreMax Group did not receive any complaints related to customer privacy infringements or customer data loss.

Customer Satisfaction Feedback:

To ensure customer satisfaction, CoreMax Group has established customer satisfaction and communication procedures. We collect customer feedback on product quality and market response to monitor and measure customer needs and expectations. Annually in November, we conduct satisfaction surveys for customers with sales ranging from NT\$5 million to NT\$8 million. We sample 2 customers from each sales range: NT\$5 million to NT\$20 million, NT\$20 million to NT\$40 million, NT\$40 million to NT\$60 million, and comprehensively survey customers with sales exceeding NT\$80 million.

Given the significant volume of transactions with automotive battery customers, they are prioritized for mandatory surveys. Additionally, we conduct monthly interviews with 3 randomly selected shipping customers to assess product quality, pricing, delivery, and cooperation, providing insights for improvements.

Customer Complaint Handling Process

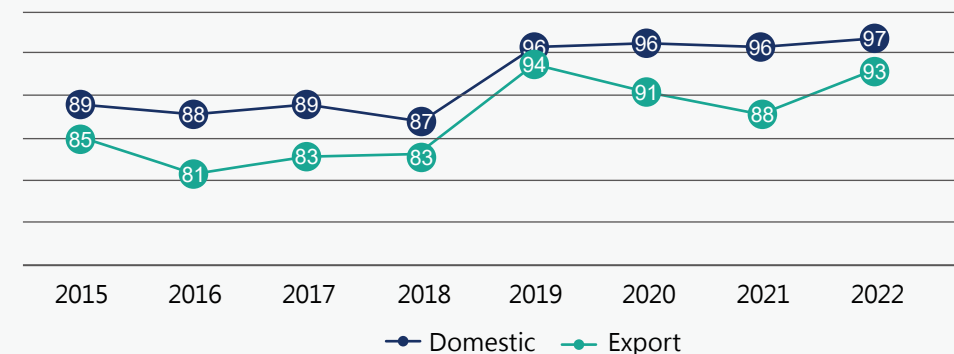
We've implemented a customer complaint handling process where any received complaints (written or verbal) are channeled to the business department. All complaints are logged and jointly processed by the Quality Assurance Department to address product quality demands and propose effective improvements.

Customer Satisfaction with the Products

To gauge customer satisfaction with our products, CoreMax Group conducts an annual customer satisfaction survey, using the results as a reference for formulating business strategies. In the 2022 survey, we distributed 18 questionnaires to domestic and export customers. Domestic customer satisfaction scored 97 points, while export customer satisfaction scored 93 points. The survey analysis indicated that the highest-rated aspects for domestic customers were personnel cooperation, after-sales service, and telephone courtesy. For export customers, top-rated aspects were personnel cooperation, after-sales service, and telephone courtesy.

CoreMax Group Satisfaction Survey Scores

Customer Satisfaction	2015	2016	2017	2018	2019	2020	2021	2022
Domestic	89	88	89	87	96	96	96	97
Export	85	81	83	83	94	91	88	93



3.6 Supplier Management

Material Topic

Strong supplier partnerships are essential for our continuous operational growth. We collaborate with suppliers to share corporate social responsibility and mutual growth. In 2022, amidst challenges like labor and material shortages, we maintained close communication and monitored industry news. Supplier support has driven our growth, and we're committed to fair and legal relationships, resource sharing, and mutual growth. As key materials are imported, we focus on sustainable partnerships, beyond enhancing our capabilities.

Material Topic	Supplier Management
Impact Assessment	<p>Positive: CoreMax Group collaborates with suppliers to deliver stable, quality raw materials while adhering to ESG regulations, ensuring top-notch products for customers.</p> <p>Potential Negative Impacts: CoreMax Group sources vital materials like cobalt, mostly from potentially risky areas in Africa. To ensure ethical and regulatory compliance, suppliers commit to responsible practices and pledge not to use conflict minerals.</p>
Policy and Commitment	<ol style="list-style-type: none"> 1.CoreMax Group has a supplier management policy that enforces supplier adherence to codes of conduct covering environmental protection, occupational safety, and labor rights. 2.Through assessments, CoreMax ensures suppliers meet social responsibility standards for energy conservation, environmental protection, labor safety, and human rights. 3.CoreMax Group commits to mutual growth with suppliers, practicing corporate social responsibility and striving for sustainability.
Responsibility Units	Supply Chain Management Office and Quality Assurance Unit
Management Indicators	<ol style="list-style-type: none"> 1.Yearly assessments of material and packaging suppliers via "Supplier Evaluation Form." 2.Ongoing tracking of supply quality and environmental practices through surveys. 3.On-site audits per "Annual Audit Plan for Suppliers." 4.New cobalt suppliers undergo "Cobalt Reporting Template" (CRT) for conflict minerals.
Ensuring Action Effectiveness Practices	<ul style="list-style-type: none"> ● Supplier ISO certificate validity tracking: sporadic reviews. ● Communication of these actions and outcomes with stakeholders: Reporting to the Board of Directors, publication on the official website, inclusion in the corporate sustainability report.
Stakeholder Engagement	The company has established the "Supplier Management Procedure" and "Supplier Social Responsibility and Code of Conduct," publicly available on its website. These guidelines ensure that suppliers adhere to product safety and ethical standards,

Supplier Locations and Proportion of Group's Local Branches

Due to raw material origins, CoreMax Group primarily procures from abroad, with relatively lower local sourcing.

Categories	Region	CoreMax	Uranus	Hengl
Local Sourcing (Taiwan)	Local	2.1%	0%	3.36%
Overseas Sourcing	Overseas	88.23%	0%	1.18%
Total			94.87%	

Note: "Local procurement" involves transactions in NTD, while "overseas procurement" involves transactions settled in foreign currencies.

Suppliers' Management

CoreMax partners closely with suppliers to enhance value for downstream customers while also addressing social and environmental issues. Embodying the "green, energy-saving, and Earth-loving" philosophy, CoreMax promotes ESG awareness among suppliers, fostering joint efforts in corporate social responsibility and environmental protection across the supply chain. °

Risks Associated with Suppliers' Management

CoreMax classifies qualified suppliers by risk levels and implements appropriate action plans accordingly.

Risk Levels	Definitions	Action Plans	Number of supplier risk levels in 2022	Percentage
Low Risk	1. Standard Suppliers: Suppliers meeting predefined criteria. 2. A or B-graded Suppliers in the current year's assessment.	Prioritize procurement from low-risk suppliers.	23 (overseas)+ 40 (domestic) Total: 63	96.92%
Medium Risk	1. Approved Replacement Suppliers: Suppliers requiring approval for change. 2. C-graded Suppliers in the current year's assessment.	Continuously monitor their quality and adjust order quantities as needed.	1 (overseas)+ 1 (domestic) Total 2	3.08%
High Risk	1. Sole Suppliers: Suppliers without alternatives. 2. D-graded Suppliers in the current year's assessment.	1. Conduct audits for high-risk suppliers. 2. Actively develop and evaluate introducing a second supplier or alternative materials.	0	0%

Responsible Mining Supply Chain Due Diligence Policy

CoreMax procures cobalt raw materials from suppliers, mainly originating from the Congo with potential human rights risks. To ensure responsible sourcing, CoreMax follows the "OECD Due Diligence Guidance for Responsible Supply Chains of Minerals" and integrates it into supplier agreements.

“

CoreMax successfully underwent RMI's Responsible Minerals Assurance Process (RMAP) audit in October 2022, obtaining a compliance cobalt refinery certificate in December 2022.

Due Diligence Process in Management of Minerals

CoreMax uses the Cobalt Reporting Template (CRT) to investigate suppliers and identify smelter origins. In 2022, investigations covered 3 new cobalt suppliers, achieving a 100% response rate.

1

The "Responsible Minerals Supply Chain Due Diligence Policy" was established by CoreMax and published on the company website on November 1, 2019. In 2022, the policy was communicated to 3 new cobalt suppliers, all recycling suppliers, achieving a 100% response rate.

2

CoreMax follows the OECD Guidance to create the "Responsible Minerals Supply Chain Risk Management Sequence," assessing and mitigating supplier risks based on identified concerns.

3

In August 2020, CoreMax issued the "2020 Cobalt Supply Chain Responsible Management Report." This trend continued in August 2022 with the release of the "2022 Cobalt Supply Chain Responsible Management Report." Reports follow a five-step approach: Establish systems, Identify risks, Implement measures, Third-party audits, and Yearly due diligence reports.

4

Supplier Evaluation and Screening Mechanism

To uphold supplier corporate social responsibility, we've established the "Supplier Social Responsibility and Code of Conduct." It applies to all companies under CoreMax, including subsidiaries, joint ventures, and branches, ensuring compliance throughout the supply chain.

Starting in 2018, CoreMax initiated the signing of the "Supplier Social Responsibility and Code of Conduct" with material suppliers. By 2022, 3 new foreign suppliers signed the code, maintaining a 100% signing rate among both domestic and international material suppliers. We continue to drive this initiative, requiring all new suppliers to sign the code.

Supplier Health, Safety, and Environmental and Quality System Survey

CoreMax conducts a triennial survey of domestic raw material and packaging suppliers for health, safety, environmental, and quality systems. The first survey took place in 2019, involving 31 suppliers. ISO 9001 and ISO 14001 certification are required. In 2021, 2 more suppliers were surveyed with a 100% response rate. A comprehensive survey for domestic suppliers was conducted in 2022, involving 39 suppliers, all achieving ISO certification. Supplier ISO certificates are periodically reviewed, and ISO-certified suppliers are prioritized during selection. Domestic automotive material suppliers undergo a second-party audit per IATF 16949.

Supplier Evaluation

CoreMax has established a comprehensive supplier evaluation process. In addition to requiring suppliers to sign the "Supplier Code of Conduct," we have historically conducted quarterly assessments for suppliers with more than 2 transactions in a quarter. However, due to stable performance and cooperation from suppliers, we transitioned to an annual assessment cycle starting from 2021. We use our internally developed "Supplier Scorecard" to evaluate suppliers who have had more than 8 transactions in a year. The evaluation criteria encompass quality, delivery, pricing, service, and other factors. In 2022, a total of 34 suppliers underwent this assessment, and we are pleased to report that all of them achieved a passing score, resulting in a 100% qualification rate. This statistical data serves as the basis for procurement allocation and future collaboration decisions.

Furthermore, we maintain open communication with our suppliers through email and telephone interviews as situation calls for. This approach allows us to stay informed about their supply status and global market conditions, enabling us to promptly respond to market changes and make informed decisions.

Supplier Audit

In addition to assessing suppliers through scorecards, our company annually establishes an audit plan for raw material and packaging suppliers. We conduct on-site audits of these suppliers, focusing primarily on aspects such as quality and environmental indicators. In 2022, we continued to implement our supplier audit plan, conducting on-site audits of four suppliers. We are pleased to report that no discrepancies were found during these on-site inspections.

“

ESG/CSR Policy and Guidelines Survey Results for Top 10 Material and Packaging Suppliers with highest transaction amount in 2022

Investigation Item	No. of Surveys Issued	Total Responses	Percentage of Compliance
Supplier's Issuance or Formulation of ESG/CSR Policy and Guidelines	10	10	100%

“

We conducted an investigation into the performance of the top 10 raw material and packaging suppliers, based on transaction amounts, to assess their "environmental and social indicators" for the year 2022. This investigation involved 10 suppliers in total (GRI 308-2) (GRI 414-2). We have provided guidance to suppliers who did not meet the required standards.

Year	2022	Percentage
Number of Key Suppliers	10	100%
Number of Completed Surveys	10	100%
Number of Environmental Compliance	2	20%
Number of Social Compliance	8	80%

“

In 2022, the average compliance rate for "Environmental Aspects" and "Social Aspects" reached 91.67%. (GRI 308-1) (GRI 414-1) for new suppliers

Year	2022	Compliance Rate
Number of New Suppliers	6	91.67% (Average)
Number of Environmental Compliance	5	83.33%
Number of Social Compliance	6	100%

“

Environmental Indicators

CoreMax assesses supplier for ISO 14001 certification. In 2022, 6 suppliers lacked ISO 14001 or hadn't responded to suppliers' OHS questionnaire. Encouraging them to obtain certification and follow up on questionnaire responses.

Surveys Conducted	Overseas: 24+ Domestic: 41
Responses Received	Overseas: 19+ Domestic: 41
Overall Response Rate (%)	92.3%

“

Social Indicators

CoreMax surveys suppliers for ESG-related statements and signed "Supplier Social Responsibility and Code of Conduct" and "Supplier ESG Self-Assessment Questionnaire." Only upon successful completion of the signing process, suppliers can be incorporated as qualified suppliers. Non-responsive suppliers are contacted via email or phone to understand reasons.

Surveys Conducted	Overseas: 24+ Domestic: 41
Responses Received	Overseas: 19+ Domestic: 41
Overall Response Rate (%)	92.3%

3.7 Regulatory Compliance

Material Topic

Material Topic Management Policy (GRI 3-3)

Material Topic	Regulatory Compliance
Impact Assessment	Positive: CoreMax Group strictly follows regulations and has no major compliance issues in recent years Potential Negative Impact: In 2022, we addressed compliance issues and penalties promptly and will factor them into future management.
Policy and Commitment	Corporate Governance: Integrity and insider trading prevention. Human Rights: Policies based on global human rights conventions. Customer Health and Safety, Privacy, Marketing: Meeting quality expectations, employing management systems. Environmental Regulations: Compliance through improved energy, emissions, pollution prevention.
Responsibility Units	Audit team, Department heads
Management Indicators	Ensure Safety and Minimize Negative Impact
Ensuring Action Effectiveness Practices	Implement ISO Systems with PDCA Cycle
Stakeholder Engagement	Periodically publish Audit Results on Company Website, Annual Reports, and Sustainability Reports

Regulatory compliance is a major focus for CoreMax this year, encompassing climate-related changes and governance, environmental, and labor regulations.

Corporate Governance

CoreMax strictly complies with laws and regulations, closely monitoring global policy and legal trends. We establish internal controls, accounting practices, governance guidelines, CSR policies, and mechanisms to prevent unethical behavior.

Market Competition

CoreMax upholds fairness and transparency, opposing collusion, price-fixing, market division, and other improper behaviors. We comply with laws and regulations, promoting open competition. No antitrust violations occurred in 2022.

Human Rights

CoreMax values equal employment opportunities, non-discrimination, and labor rights. We respect diversity and prohibit child and forced labor. No discrimination or labor rights violations were reported in 2022.

Environmental Protection

CoreMax reduces environmental impact through lean management. In 2022, two waste management oversights occurred and were rectified.

CoreMax had no regulatory violations in corporate governance, product safety, or labor relations in 2022. 2 waste management oversights occurred but were promptly improved.

Category	Issue	Fines in 2022	Non-Monetary Sanctioned Incidents	Reasons for Sanctions
Corporate Governance	Integrity and Corruption	None	None	
	Other (Tax Law, Anti-Competitive Practices)	None	None	
Environment Protection	Air Pollution Emissions	None	None	
	Water Pollution Emissions	None	None	
	Waste Management	NT\$ 132,000	None	Refer to notes
	Toxic and Hazardous Substances	None	None	
Social Aspects	Labor Standards	None	None	
	Occupational Health and Safety	None	None	



There were 2 waste management violations in 2022:

1. Uranus Toufen Plant operated without an approved waste cleanup plan. They initiated operations without obtaining approval for their waste cleanup plan, despite having secured facility establishment documents. Consequently, they were fined NT\$120,000 after an official inspection for violating Article 31, Paragraph 1, Subparagraph 1 of the Waste Disposal Act.
2. Heng-I Chemical made an inaccurate quantity declaration. In a July 12, 2022 inspection by the Environmental Protection Bureau, they identified an incorrect quantity declaration regarding organic sludge (D-0901) generated from process 370001 in October 2021. The reported 4.45 metric tons exceeded the actual storage amount of 2.45 metric tons for that month. This resulted in a NT\$12,000 penalty under Article 31, Paragraph 1, Subparagraph 2 of the Waste Disposal Act, as specified in Article 52 of the same act.

Chapter 4

Sustainable Environmental Management

CoreMax Group values sustainable business and responsibly manages resources and pollution. Committed to legal compliance, we create a safe, pollution-free work environment and work towards long-term corporate sustainability.



4.1 Environmental Management Policy and Investment

Since gaining ISO 14001 certification in 2019, CoreMax Group aligns its practices with international standards through an environmental management policy. Our facilities follow the "PDCA management cycle" to assess and address compliance risks, implementing proactive improvements.

“

Our commitment to pollution prevention and continuous improvement reflects our social responsibility for sustainable business. We adhere to regulations, promote environmental awareness, enhance efficiency, and fulfill our corporate duty for a mutually beneficial economy-environment relationship:

- Adhere to regulations, drive environmental improvement
- Educate and advocate for environmental awareness
- Enhance production efficiency, implement pollution prevention
- Fulfill corporate responsibility, achieve economic and environmental win-win

Assessing Local Impacts and Responses

Air Emissions

All emissions of pollutants from our various facilities are effectively treated in accordance with local regulatory requirements before being released, ensuring that there are no adverse impacts on the local community environment.

Waste Management

Emissions of pollutants from all our facilities are treated in compliance with local regulatory standards before release, ensuring that there are no adverse impacts on the local community environment.

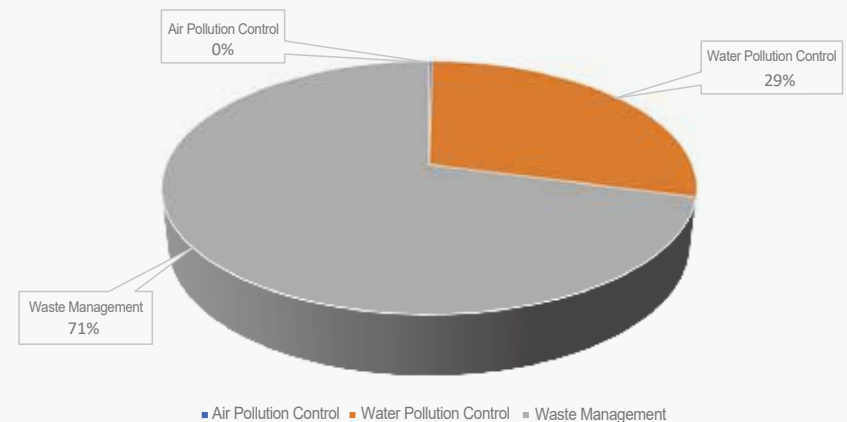
Chemical Handling

Our production facilities are equipped with chemical safety measures, including emergency equipment for handling and transporting regulated chemicals. We conduct annual hazard prevention drills and training to enhance our staff's response capabilities, reducing the risk of environmental harm.

Environmental Capital Investment

CoreMax invested about NT\$5,670,000 in environmental costs, equivalent to 0.06% of our NT\$ 9,092,621,000 total revenue in 2022.

CoreMax's Environmental Capital Investments in 2022 breakdown by category



CoreMax Group Environmental Investment by Site in 2022 (KNTD):

Item	CoreMax Group
Air Pollution Prevention Fee	12.25
Water Pollution Prevention Fee	1,637.28
Waste Disposal Cost	4,020.95
Total	5,670.47

4.2 Water and Effluents Management (GRI 303-1)(GRI 303-2)(GRI 303-3)(GRI 303-4)(GRI 303-5)

Impact and Risk Assessment

CoreMax evaluates water risks using the World Resources Institute's tool. Our facilities in Hsinchu and Toufen industrial areas face low to medium water stress (Low - Medium risk (1-2)), avoiding high water-stressed regions. We don't use sensitive areas for water sourcing and don't impact biodiversity-rich habitats.

Additionally, we assess climate-related risks. For water-intensive products like electronic-grade chemicals, extended water scarcity could impact revenue and manufacturing costs if supply disruption exceeds a week.

Scenario Simulation	Financial Impact	Response Strategies
Prolonged Drought, 1 week Water Suspension	No Impact	Our company currently has a water storage facility with a capacity of 500 m3, sufficient to meet the water demand for a week of water shortage.
1-2 weeks Water Suspension	Increased Manufacturing Costs	1.Coordinate water truck deliveries. 2.Reduce production output.
3 weeks or more Water Suspension	Decreased Revenue	Implement wastewater recycling and treatment facilities to reduce reliance on tap water.

Water Sources

Plant	Water Sources	Water Recycling Equipment
CoreMax Corp. Hsinchu and Toufen	Both plant sites rely entirely on Taiwan Water Corporation.	No system in place.
Uranus Hsinchu Plant 1 and Hsinchu Plant 2	Both plant sites rely entirely on Taiwan Water Corporation.	No system in place.
Uranus Toufen	Water is sourced from Heng-I Chemical for comprehensive use, including purified and soft/hard water. Employee and domestic water use is sourced from Heng-I and resold tap water.	No system in place.
Uranus Taichung	Water is sourced from Taiwan Water Corporation and groundwater.	Emission water from pure water is reused for cooling.
Heng-I	Water is sourced from Taiwan Water Corporation.	RO pure water system and recycling for cooling and soft water production.

Water withdrawal and discharge

Boundary expansion prompted a redefinition of our scope, recalculating data for all plant locations. In 2022, CoreMax Group's water intake reached 462.12 megaliter, up by 27.5% from 2021. Water discharge was 160.68 megaliter, a 52.7% increase from 2021. Our water intensity in 2022 was 5.48 megaliter per hundred million NTD, slightly up by 1.67% from 2021. We remain dedicated to lowering water intensity.

Group's Water Consumption for 2020-2022 (GRI 303-3) (GRI 303-4) (GRI 303-5)

Item	Unit	2020	2021	2022
Withdrawal	megaliter	385.00	362.34	462.12
Discharge	megaliter	107.13	105.21	160.68
Consumption	megaliter	277.88	257.13	301.43
Consolidated Revenue	10,000 NTD	528,537	733,878	908,162
Consolidated Revenue (Excluding Overseas Plants)	10,000 NTD	467,855	672,566	843,807
Water Intensity (Water Intake/Consolidated Revenue) (Excluding Overseas Plants)	megaliter / 100 million NTD	8.23	5.39	5.48

Note: Toufen plant officially started operation in October 2022, hence water consumption data for 2022 is only available for October to December.

Water Consumption Formula Explanation (Water Consumption = Water Withdrawal - Wastewater Discharge)

Due to boundary expansion, data for 2020 and 2021 has been updated to include Uranus and Heng-I.

1 megaliter = 1000 cubic meters.

Discharge Management (GRI 303-2) (GRI 303-4)

CoreMax Group efficiently manages industrial wastewater by planning treatment facilities based on process wastewater characteristics. We reduce, categorize, and employ appropriate treatment for effective pollutant degradation. Regular water quality testing ensures compliance with regulations, preventing water pollution and maintaining ecological balance.

Water and Effluents Recycling and Reuse (GRI 303-5)

Uranus Taichung Plant recycles 780 tons of water in 2022 for cooling tower via pure water production. Other plants don't have similar recycling practices.



Management of water discharge-related impacts (GRI 303-2)

Plant	Discharge treatment method	Description (Environmental Indicators and Regulatory Compliance)	Discharged Location
CoreMax Hsinchu Plant	Chemical Treatment	Water discharge Standards for Hsinchu Industrial Zone Wastewater Treatment Plant	Managed by Hsinchu Industrial Zone Wastewater Treatment Plant
CoreMax Toufen Plant	No process wastewater, only domestic wastewater treated and discharged into Jhonggang River.		
Uranus Hsinchu Plant	Chemical Treatment	Water discharge Standards for Hsinchu Industrial Zone Wastewater Treatment Plant	Managed by Hsinchu Industrial Zone Wastewater Treatment Plant
Uranus Hsinchu Plant 2	Chemical Treatment	Water discharge Standards for Hsinchu Industrial Zone Wastewater Treatment Plant	Managed by Hsinchu Industrial Zone Wastewater Treatment Plant
Uranus Toufen Plant	Managed by Heng-I Chemical for treatment	Process wastewater is treated at Heng-I Chemical's facility after obtaining storage permits. Treatment follows chemical industry discharge standards	Discharged into Jhonggang River based on surface water discharge standards
Taichung Plant	According to wastewater discharge permit	Waste water undergoes treatment at the water treatment facility to meet chemical industry discharge standards	Discharged into Wu River based on surface water discharge standards
Heng I Company Ltd.	According to wastewater discharge permit	Waste water undergoes treatment at the water treatment facility to meet chemical industry discharge standards	Discharged into Jhonggang River based on surface water discharge standards

Wastewater Discharge Volume (tons) from 2020 to 2022

Plant	2020	2021	2022
CoreMax Hsinchu	22,580	21,070	17,729
CoreMax Toufen	(combined data)	(combined data)	5,586
Uranus Hsinchu Plant	-	-	2,605
Uranus Hsinchu Plant 2	-	-	21,805
Uranus Toufen	-	-	7,103
Uranus Taichung	1,359	793	1,096
Heng-I	70,984	72,637	104,759
Total	94,923	94,500	160,684

Note 1: Uranus Toufen Plant began operations in Oct 2022, so its wastewater data only includes Oct to Dec 2022.

Note 2: Uranus Hsinchu Plant 2 operated in 2022.

Note 3: CoreMax Hsinchu and Toufen Plant data were combined in 2020 and 2021.

4.3 Air Pollution Prevention and Control (GRI 305-7)

Air Pollution Prevention Policy and Targets

CoreMax Group uses ISO 14001 for air pollution prevention, adhering to regulatory measures and maintaining efficient facility operations to prevent environmental harm. No violations occurred in 2022.

For CoreMax Group factories including CoreMax Hsinchu Plant, Uranus Taichung Plant, and Heng-I Toufen Plant, there are specific air pollution control devices mandated by law. The following are the monitored air pollution indicators:

CoreMax Hsinchu Plant

Law-mandated fixed pollution control equipment.

Emission outlets	Monitoring parameters	2022		
		Emission standards (g/s)	Monitoring values (g/s)	Actual emissions (kg)
P01	Acetic acid	≤ 0.674	0.006	1863.15
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	

Note: Emissions refer to the emissions of volatile organic compounds (VOCs).

Uranus Taichung Plant

The oxalic acid process follows the air pollution control operation permit from the competent authority.

Emission outlets	Monitoring parameters	2022		
		Emission standards (g/s)	Monitoring values (g/s)	Actual emissions (kg)
P04.P05. P06.P07	SOx	15ppm	0.1-0.4ppm	0
	NOx	150ppm	25-65ppm	1710.76
	Particulate matters (PM)	10mg/Nm ³	0.1-0.4mg/Nm ³	51.24
P101	VOC	Not Specified	0.0234kg/hr	46.8

Note 1: Emission standards are per individual unit, but the actual emissions represent the sum of 4 units. Monitoring data is based on 2023 samples..

Note 2: Monitoring values: Range from the minimum to maximum of the 4 stacks.

Heng-I Toufen Plant

Emission outlets	Monitoring parameters	2022		
		Emission standards (g/s)	Monitoring values (g/s)	Actual emissions (kg)
P901	Particulate matters (PM)	100mg/Nm ³	5mg/Nm ³	270.73
	SOx	11.66 g/s	0.10 g/s	1,187.22
	NOx	250ppm	4ppm	970.41
	Sulfuric Acid Droplets	0.58 g/s	0.01 g/s	-
PA01,PA02, PA03	Particulate matters (PM)	100mg/Nm ³	4.5mg/Nm ³	1,224.12
	SOx	300ppm	1.8ppm	453.21
	NOx	250ppm	6.2ppm	810.18
	VOCs	-	-	1,153.91
P161	SOx	650ppm	62ppm	968.81
	Sulfuric Acid Droplets	100mg/Nm ³	<1mg/Nm ³	-
P181	SOx	650ppm	93ppm	202.09
	Sulfuric Acid Droplets	100mg/Nm ³	8mg/Nm ³	-

Factories without installations or emissions:

- CoreMax Toufen plant: Exempt from equipment setup due to regulations.
- Uranus Hsinchu Plant 1: No emissions data in 2022 due to inactive processes.
- Uranus Hsinchu Plant 2: Exempt from equipment setup due to regulations.
- Uranus Toufen Plant: Exempt from equipment setup due to regulations.

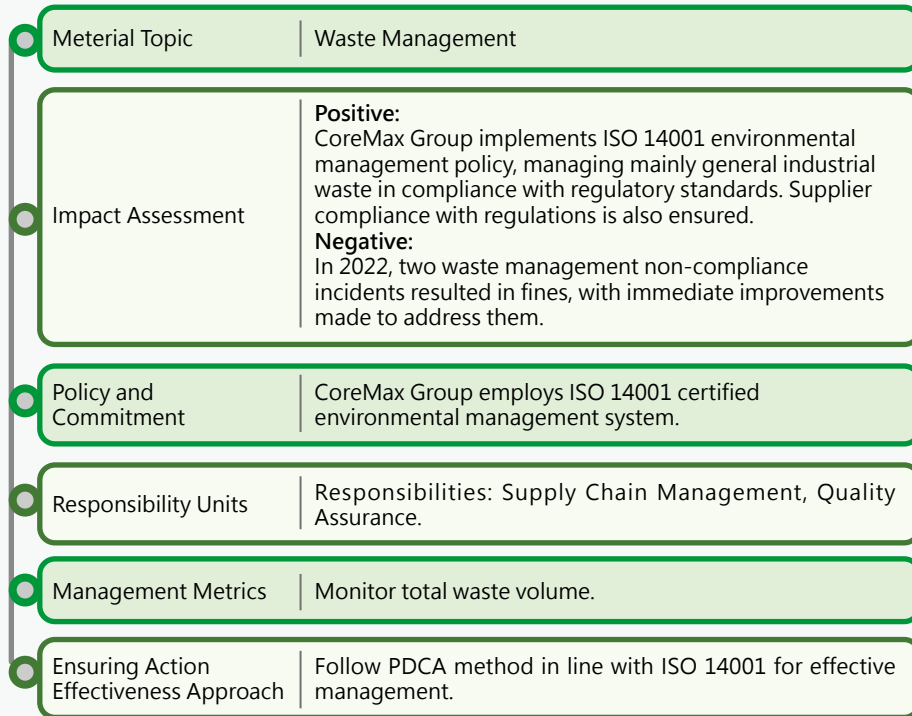


4.4 Waste Management

Material Topic

Environmental Management System

CoreMax Group has developed a waste management process according to the ISO 14001 standards. Below is an illustration of the process



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In 2022, CoreMax Group generated 524.66 metric tons of general industrial waste, with no hazardous waste produced. Of this, 53.85 metric tons were transferred for disposal, and 426.80 metric tons were directly disposed of. The largest portion of direct disposal was 317.03 metric tons of inorganic sludge waste. Additionally, 44.01 metric tons of waste were temporarily stored on-site. The company is Basel Convention-compliant and had no significant waste transportation abroad or leakage incidents in 2022.

Waste Management

CoreMax Group adheres to waste management regulations, utilizing outsourced transport and internal recycling. Contracts with compliant vendors are signed, and GPS tracking monitors routes and disposal. Environmental staff supervise transport and address issues, enhancing efficiency and reducing pollution risks.

Waste is sorted, stored, and computer-controlled for removal. Declarations follow regulations, and proper processing is verified within 96 hours. Processing commitment documents are collected for record-keeping.

Waste Disposal Methods in 2022 (in tons)

Plant	Category	Method				Total Disposal by Category	Total
		Reuse & Recycling	Incineration	Landfill	Others (Note 1)		
CoreMax Corp.	Hazardous	0	0	0	0	0	261.54
	Non-hazardous	0	48.42	0	213.12	261.54	
Uranus Chemicals	Hazardous	0	0	0	0	0	151.31
	Non-hazardous	0	15.17	0	136.14	151.31	
Heng-I Chemicals	Hazardous	0	0	0	0	0	67.80
	Non-hazardous	53.85	13.95	0	0	67.80	
Total							480.65

Note 1: Other disposal includes physical and thermal treatments.

In 2022, Uranus Toufen plant and Heng-I Chemical had 2 non-compliance incidents in waste management, promptly improved. See Chapter 3.7 for details.

4.5 Energy Policy and Greenhouse Gas Inventory

CoreMax Group Energy Policy

Adhere to regulatory compliance and fulfill social responsibilities.
Support green procurement to enhance energy efficiency.
Continuously improve for a green and sustainable operation.



Energy Management (GRI 305-1)(GRI 305-2)(GRI 305-4)

CoreMax Group relies on a range of energy sources, including gasoline, heavy fuel oil, externally sourced steam and electricity. The main energy sources are externally purchased steam (approximately 72% of total consumption) and electricity (about 14%) respectively. In 2022, total energy consumption amounted to 877,088.67 GJ. Energy Consumption in 2022 :

Project		CoreMax Hsinchu	CoreMax Toufen	Uranus Hsinchu Plant 1	Uranus Hsinchu Plant 2	Uranus Toufen	Uranus Taichung	Heng-I	CoreMax Group
Non-renewable fuels	Imported natural gas (GJ)	0	31,583.04	0	0	0	36,532.98	0	68,116.02
	Liquefied petroleum gas (GJ)	5,837.77	0	5.05	22,782.10	0	0	0	28,624.92
	Diesel fuel (GJ)	108.13	388.45	112.47	161.67	142.43	126.02	4,582.99	5,622.16
	Gasoline (GJ)	170.68	8.76	29.85	5.07	1.36	9.98	77.05	302.75
	Heavy fuel oil (GJ)	0	0	0	0	0	0	16,387.89	16,387.89
	Other petroleum products Hydraulic oil(GJ):	30.12	0	0	0	0	0	0	30.12
Purchased electricity	Purchased non-renewable electricity (GJ)	15,478.34	22,454.81	1,922.40	11,479.10	2,228.05	4,398.84	65,402.10	123,363.64
	Purchased renewable electricity (GJ)	0	0	0	0	0	0	0	0.00
Purchased steam	Purchased steam (GJ)	134,622.48	462,490.52	5,710.72	0	31,817.45	0	0	634,641.17
Total consumption of each plant (GJ)		156,247.52	516,925.58	7,780.49	34,427.94	34,189.29	41,067.82	86,450.03	877,088.67
Total(GJ)		877,088.67Gigajoule (GJ)							

Note 1: Refer to Energy Bureau announcements for energy calorific values.

Note 2: Energy consumption (GJ) = [Energy usage (unit) x Energy calorific value (kcal/unit) x Conversion factor (4.184 x 10³ J/kcal)] ÷ 10⁹.

Note 3: Data is rounded to two decimal places.

Energy Management and Energy Intensity (GRI 302)

CoreMax Group understands the importance of the energy management and has started the GHG inventory checking process. We expect that all plants will complete ISO 14064-1: 2018 verification by 2023.

Year	2020	2021	2022
Total Energy Consumption (GJ)	496,233.31	653,810.18	877,088.67
Revenue (10,000 NTD)	359,298.4	588,700.1	843,807.0
Energy Intensity (GJ/10,000 NTD Revenue)	1.38	1.11	1.04

Note 1: From 2022, includes Uranus Chemicals and Heng-I Chemical in total energy consumption.

Note 2: 2020 and 2021 used individual revenue (10,000 NTD); 2022 used consolidated revenue (excluding overseas plants) (10,000 NTD).

Greenhouse Gas Management

CoreMax Group's main greenhouse gas emissions come from Scope 2 indirect energy use. In 2022, total Scope 1 and Scope 2 emissions were 29,591 metric tons. Despite higher overall emissions, the intensity per unit has decreased compared to previous years.

Greenhouse Gas Emissions data (2020-2022): (GRI 305-4)

CoreMax Group	2020	2021	2022
Scope 1 Emissions (metric tons)	8,131	6,938	6,525
Scope 2 Emissions (metric tons)	18,349	19,906	23,066
Total Emissions (metric tons)	26,480	26,844	29,591
Revenue (millions)	5,285.4	7,338.8	9,081.6
Greenhouse Gas Emissions Intensity (metric tons/million)	5.01	3.66	3.26

Achievements in Energy Conservation and Carbon Reduction (GRI 302-4)(GRI 305-5)

In 2022, CoreMax Group achieved energy conservation and carbon reduction efforts compared to 2021. We will continue managing based on greenhouse gas emission intensity.

Energy Efficiency Measures	Electricity Saved (kWh)	Heat Saved (106 kcal)	Carbon Saved (tCO ₂ e)	Energy Saved (GJ)
CoreMax Group	4,486,562.4	3857.749	2283.65	16.125



4.6 Climate Change Adaptation and Resilience (TCFD)

CoreMax addresses climate change risks and opportunities following the TCFD framework by FSB, evaluating scenarios, financial impacts, and proposing adaptation strategies.

Climate Issue Governance

The Board of Directors is the highest governing body overseeing climate-related risks and opportunities. In 2022, CoreMax established the Sustainability Development Committee under the Board's authority to manage sustainability, including climate-related issues. This committee involves department representatives in assessing and addressing climate risks and opportunities.

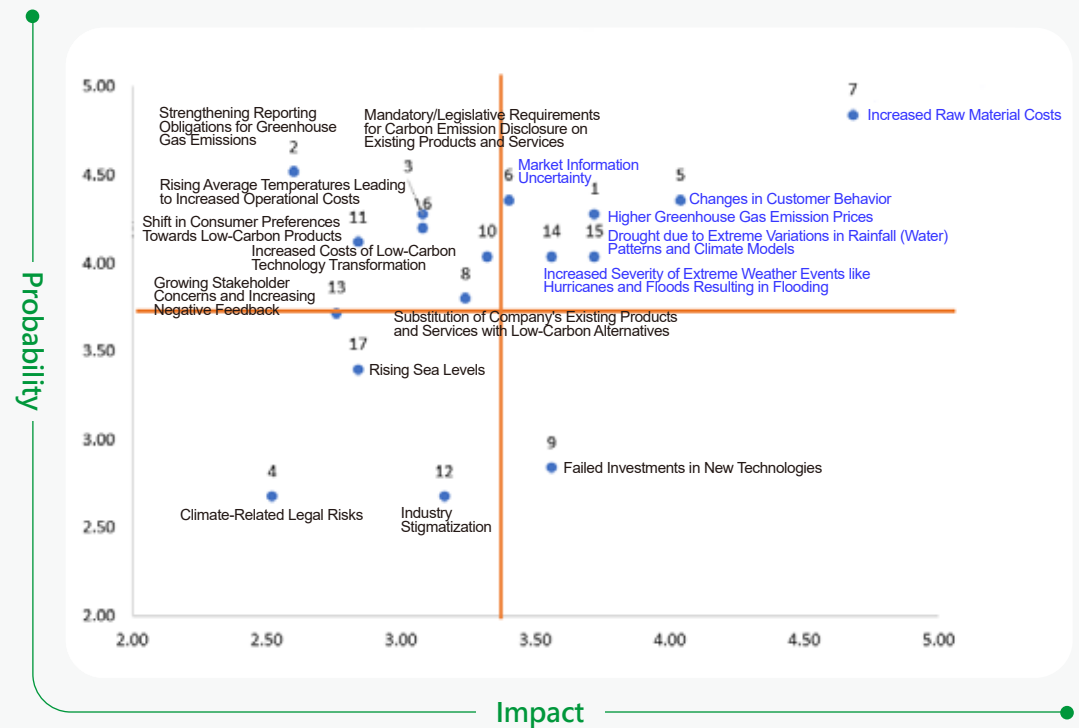


Climate Risk and Opportunity Assessment

Climate Risk Identification

We evaluated the 17 climate-related risks from the TCFD guidelines, prioritizing them based on impact and likelihood to create a risk matrix.

CoreMax TCFD Risks



TCFD Climate Risk Financial Impact Assessment

Using the risk matrix, we prioritized and identified four transition risks and one physical risk. We assessed their potential financial impacts, as explained below:

Timeline	Risk Category	Impact to CoreMax	Subsequent Financial Impact	Magnitude Estimation on Impact	Probability of Occurrence
Short term (1-3 years)	Transformational Risk: Increased Raw Material Costs	Climate change-induced shortages in raw material supply could lead to increased procurement costs, driving up manufacturing expenses.	(1) Magnitude of Impact on Affected Raw Material Categories (2) Affected Products and Scope (3) Onset of Impact	+++	+++
Short term (1-3 years)	Physical Risk (Immediate): Drought due to Extreme Variations in Rainfall (Water) Patterns and Climate Models	The company has a water storage capacity of 500 degrees, sufficient for a week of water usage during water outages. Prolonged droughts causing extended water rationing could financially affect operations.	(1) Increase in Manufacturing Costs (2) Decrease in Revenue (3) Increase in Capital Expenditure (additional equipment purchase) to address Water Shortages	+++	++
Short term (1-3 years)	Physical Risk (Immediate): Increased Severity of Extreme Weather Events like Hurricanes and Floods Resulting in Flooding	Extreme Weather Hazards: Higher probabilities of extreme weather events like hurricanes or heavy rain/flooding could result in facility and community flooding, equipment damage, transportation disruptions, and reduced income or higher costs.	(1) Decrease in Revenue (2) Ongoing Operational Planning Costs (3) Alternative Solution Costs (4) Increase in Workforce Scheduling and Human Resource Costs (5) Increase in Equipment Damage and Maintenance Costs	+++	+
Mid to long term (3-10 years)	Transformational Risk: Changes in Customer Behavior	Increasing customer focus on energy-efficient and carbon-reducing products could demand additional resources for market and R&D efforts, raising operational costs.	(1) Ongoing Operational Planning Costs (2) Alternative Solution Costs	++	+++
Mid to long term (3-10 years)	Transformational Risk: Market Information Uncertainty	Lack of technology for relevant low-carbon products or slower market entry than competitors may erode market share and lead to reduced income in the future.	(1) Decreased Revenue Due to Market Trend Uncertainty (2) Alternative Solution Costs	++	++

*Impact Magnitude Explanation: +++ High, ++ Moderate, + Low

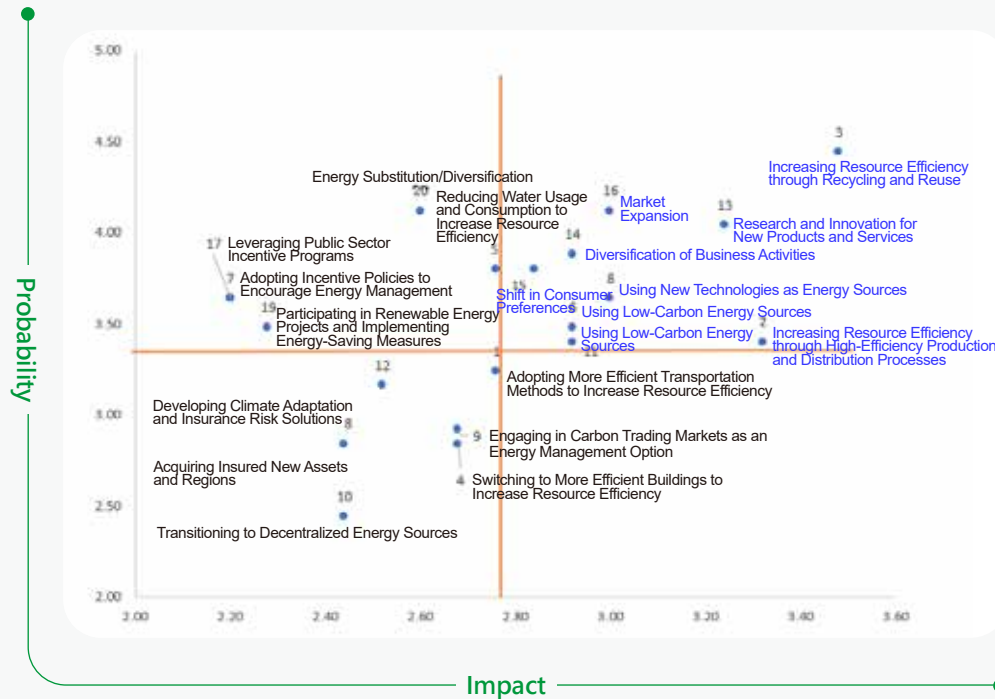
*Probability Explanation: +++ High, ++ Moderate, + Low



Identification of Climate-Related Market Opportunities

We've classified climate-related opportunities based on impact severity and likelihood, as shown in the diagram. CoreMax sees significant potential in product and service-related opportunities, including new product development, resource-efficient production, distribution processes, and market expansion.

CoreMax TCFD Opportunity



TCFD Climate-related Opportunity Financial Assessment

We evaluated the potential financial impacts of the top 3 transformational opportunities, as explained below:

Timeline	Risk Category	Impact to CoreMax	Subsequent Financial Impact	Magnitude Estimation on Impact	Probability of Occurrence
Short term (1-3 years)	Enhanced Resource Efficiency	CoreMax Group is dedicated to long-term investment in the recycling of spent catalysts and waste sulfuric acid. Through recycling and reuse, we assist clients in cost reduction. We plan to expand these efforts to enhance resource efficiency in response to climate change impacts.	Increased capital expenditures for equipment Increased revenue	+++	+++
Mid to long term (3-10 years)	Research and Innovation for New Products and Services	By strategically focusing on catalysts and battery materials, CoreMax Group has positioned itself to swiftly capture opportunities and meet the demand in the electric vehicle market.	Increased capital expenditures for equipment Increased research and development expenses Increased revenue	+++	++
Mid to long term (3-10 years)	Market Expansion	Venturing into emerging markets related to climate issues,	Increased capital expenditures Increased revenue	+++	++

*Impact Magnitude Explanation: +++ High impact magnitude, ++ Moderate impact magnitude, + Low impact magnitude

*Probability Explanation: +++ High probability, ++ Moderate probability, + Low probability

Scenario Analysis and Implications

We assessed three scenarios to evaluate strategies:

- BAU (Business as Usual): Worst-case scenario, no changes.
- NDC (Nationally Determined Contributions): Simulates impacts based on country's contributions, between BAU and 1.5° C.
- 1.5° C: Simulates proactive decarbonization within 1.5° C range.

In various scenarios, we evaluated the effects of TCFD-defined risks and opportunities. Climate-induced market opportunities, like electric vehicles, have increased revenue. Rising raw material costs have also boosted our catalytic converter recycling business. With escalating climate impacts, we'll consider investing more resources into emerging climate-related market opportunities.


Risks / Opportunities	Description	Risk and Opportunity Assessment in Different Scenarios		
		NDC	1.5°C	Implications for CoreMax
Risk	Transformational Risk: Increased Raw Material Costs	Cost Increase: ++	Cost Increase: +++	Increase in Raw Material Costs due to Climate Change Impacts
Risk	Physical Risk (Immediate): Drought due to Extreme Variations in Rainfall (Water) Patterns and Climate Models	Cost Increase: ++ Revenue Decrease: ++	Cost Increase: +++ Revenue Decrease: +++	Extended Drought Caused by Extreme Weather Could Impact CoreMax Group's Operations
Risk	Physical Risk (Immediate): Increased Severity of Extreme Weather Events like Hurricanes and Floods Resulting in Flooding	Cost Increase: ++ Revenue Decrease: ++	Cost Increase: +++ Revenue Decrease: +++	Flood-Induced Factory Shutdown Could Impact CoreMax Group's Operations
Opportunities	Enhanced Resource Efficiency	Cost Increase: ++ Revenue Increase: +++	Cost Increase: ++ Revenue Increase: +++	Higher raw material costs benefit resource recycling. If CoreMax invests more, it can seize this opportunity and generate long-term revenue.
Opportunities	Research and Innovation for New Products and Services	Cost Increase: ++ Revenue Increase: +++	Cost Increase: ++ Revenue Increase: +++	Climate change boosts demand for low-carbon products. CoreMax can capitalize on this opportunity, leading to increased revenue in the long run.
Opportunities	Market Expansion	Cost Increase: +++ Revenue Increase: ++	Cost Increase: ++ Revenue Increase: ++	Emerging market assessment demands sustained investment, leading to short-term cost rise and long-term revenue gain.

* Impact Scale Explanation: +++ High, ++ Moderate, + Low

Response Strategies and Management Indicators

Based on the strategies and risk process, CoreMax identifies the following immediate actions and future tracking indicators:

Potential Risks	Response Strategies	Management Indicators
Increased Raw Material Costs	(1) Introduce Second Supplier (2) Switch to Recycled Plastic Pallets to Reduce Costs (3) Development of Alternative Materials (4) Process Improvement	1.New competitive suppliers 2.Higher recycled pallet usage 3.Key material substitutions 4.Reduced material wastage process
Increased Severity of Extreme Weather Events (Floods)	(1) Assess flood-prone areas and implement preventive measures (2) Ensure inventory readiness for climate-related disasters (3) Enhance employee safety awareness through education	1.100% disaster drill completion 2.Emergency response system established 3.Biannual awareness campaigns
Enhancing Resource Efficiency through Recycling and Reuse	(1) New product development (2) Alternative energy exploration	1.Annual new product development targets 2.Green energy indicators
Changes in Customer Behavior	(1) Improve recycling technology (2) Enhance energy efficiency (3) Set annual electricity reduction goal (4) Verify product carbon footprint	1.Increased recycling efficiency 2.Improved yield rate 3.Electricity reduction target 4.Obtain verification certificate



Chapter 5

Blissful Workplace

At CoreMax Group, our employees are crucial assets for sustainable development. We ensure this through tailored talent management, diverse benefits, robust labor systems, and a supportive work environment. By fostering effective communication and creating a blissful workplace, we promote both employee growth and the company's long-term sustainability.

5.1 Human Rights Policy and Commitment (GRI 406, GRI 407, GRI 408, GRI 409)

At CoreMax Group, we uphold personal freedoms and reject discrimination. We provide quality job opportunities for marginalized groups and disabled individuals, with no use of child labor across our subsidiaries. Our employment practices comply with labor regulations in various regions.

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We follow company and government rules, integrating equal employment, human rights, diversity, and anti-child labor principles into our hiring policies. Our commitment to equal employment is unwavering.

Our human rights policy ensures fair treatment regardless of race, class, gender, or other factors. We create a welcoming work environment that values each employee's contributions.

CoreMax Group strives for equal job opportunities, diverse talent development, and an anti-discrimination stance. We prioritize human rights, focusing on professional abilities and adhering to labor laws. No forced labor, rights violations, or discrimination incidents have occurred.

We prevent sexual harassment, address complaints, and ensure compliance. Our internal documents and policies firmly state our commitment to human rights and fair treatment. We foster open communication, robust benefits, training, and opportunities.

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As of 2022, no gender, racial discrimination, or human rights violation cases have emerged. Our practices reflect our commitment to human rights, equality, and respectful workplaces.



董事長：何基永

Human Rights Training (GRI 407-1)

CoreMax Group strictly follows local regulations across its operational sites. The company's Human Rights Policy emphasizes respecting employees' freedom of association and collective bargaining, ensuring its implementation to prevent any human rights violations. The Supplier Management section on the official website transparently discloses social responsibility guidelines, ensuring suppliers are aware of the company's policies on equality, freedom, and the prohibition of child labor. Learn more at <https://www.coremaxcorp.com/zh-tw/supplier-chain>.

Total human rights policy training hours and percentage of trained employees

Year	Employee Trained			Percentage			Hours of Training		
	2020	2021	2022	2020	2021	2022	2020	2021	2022
Total	69	145	185	20%	38%	40%	69	145	185

Note: The above totals are for CoreMax Corp., Heng-I, and Uranus combined. Each individual received one hour of training.

5.2. Labor-Employer Relations

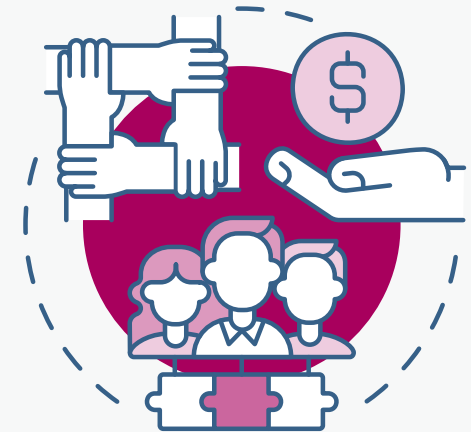
CoreMax Group's operations span Taiwan and other Asian regions like mainland China (Ningbo, Zhangzhou) and Thailand (Rayong). Subsidiaries align with the parent company's policies, hiring locally for efficient product supply. Open and fair recruitment principles ensure direct employment, promoting a stable and efficient workforce with no contract or temporary workers.

Employee Composition in Workforce Structure (GRI 405-1)

In 2022, CoreMax Group had 460 full-time employees, with 82.8% male and 17.2% female representation. The group also employed 59 foreign workers and 6 employees with disabilities.

Prevention of Sexual Harassment (GRI 406-1)

To prevent sexual harassment, CoreMax Group implements corrective measures, a dedicated committee, and a clear reporting process. The "Workplace Sexual Harassment Complaint and Disciplinary Measures" policy defines harassment, sets up a committee, and ensures confidentiality. A hotline and communication at the workplace facilitate reporting. Quarterly meetings raise awareness, and a 24-hour hotline offers support. No harassment cases have been reported as of 2022.



CoreMax Group

Total Number of Employees in 2022

460人

Hired 195 New Employees in 2022
Percentage of Total Workforce: 42.39%



Male

82.8%



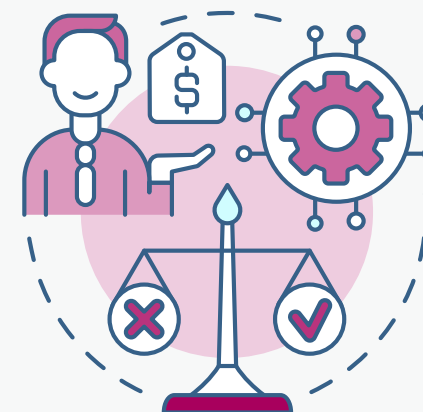
Female

17.2%

Number of Departed Employees in 2022: 115

	Group	Male		Female		Total	
		No.	%	No.	%	No.	%
Seniority	Managerial	49	89.1%	6	10.9%	55	100%
	Non- Managerial	332	82.0%	73	18.0%	405	100%
Age Group	30 & below	64	75.3%	21	24.7%	85	100%
	31~50	279	83.5%	55	16.5%	334	100%
	51 & above	38	92.7%	3	7.3%	41	100%
Employment Type	Non- Regular Contract	352	76.7%	107	23.3%	459	100%
	Regular Contract	1	100.0%	0	0.0%	1	100%
Other Diversity Indicators	Employees with Disabilities/Vulnerable Groups	6	100.0%	0	0.0%	6	100%
	Foreign	59	100.0%	0	0.0%	59	100%
Non-Employee Workers	Security Personnel	10	90.9%	1	9.1%	11	100%
	Others	2	33.3%	4	66.7%	6	100%

Explanation: "Supervisors" include employees in roles ranging from basic, intermediate, to senior management levels. "Non-supervisors" encompass administrative, professional, and technical staff.



New Hires and Departures in 2022 (GRI 401-1)

In response to the operational needs of the organization, CoreMax Taiwan facility recruited a total of 195 new employees in 2022 (166 males, 29 females). The overall new hire rate for 2022 was 42.39%, and the turnover rate was 25.00%.

New Hires Statistics

	Group	Male	%	Female	%	Total	%
CoreMax Group	30 & below	44	9.57%	16	3.48%	60	13.04%
	31-50	120	26.09%	13	2.83%	133	28.91%
	51 & above	2	0.43%	0	0.00%	2	0.43%
	Sub-total	166	36.09%	29	6.30%	195	42.39%

Note: New hire rate for male (female) employees in that age group = New male (female) hires in 2022 / Total employees at end of 2022

Employee Turnover Statistics

	Group	Male	%	Female	%	Total	%
CoreMax Group	30 & below	17	3.70 %	5	1.09%	22	4.78%
	31-50	79	17.17%	11	2.39%	90	19.57%
	51 & above	3	0.65%	0	0.00%	3	0.65%
	Sub-total	99	21.52%	16	3.48%	115	25.00%

Note: Attrition rate for male (female) employees in that age group = Male (female) departures in 2022 / Total employees at end of 2022.

Compensation Policy (GRI 2-19) (GRI 2-20)(GRI 202-1) (GRI 405-2)

Management Approach :

We assess market salaries and economic indicators to adjust compensation. Pay is calculated based on education, experience, and local standards, ensuring equal pay regardless of gender, age, etc. Equal work receives equal pay, maintaining a 1:1 gender salary ratio. For instance, operator roles start at NT\$35,000, exceeding the local legal requirement by 1.39 times.

Compensation Process (GRI 2-20)

CoreMax Group's pay structure is determined by education and relevant experience, adhering to equal pay for equal work and avoiding gender-based differences.

Full-Time Employee Salaries

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Utilizing CoreMax Corp. as an illustrative case, in 2022, the average salary for non-supervisory full-time employees at CoreMax Corp. was NT\$789,000, up by 3.27% from 2021. The median salary for the same group in 2022 was NT\$676,000, down by 1.02% from 2021.

Full-Time Employee Salaries

Group	2020		2021		2022	
	M	F	M	F	M	F
Full-Time Non-Supervisory Employees: (people)	135		129		179	
Average Salary for Full-Time Non-Supervisory Employees: (NT\$1,000 per person)	801		764		789	
Median Salary for Full-Time Non-Supervisory Employees: (NT\$1,000 per person)	711		683		676	

Using CoreMax Corp. as an example, the male-to-female and female-to-local-wage ratios, along with salary comparisons, are as follows:

In 2022:

Male-to-local-basic-wage ratio was 1.97:1.

Female-to-local-basic-wage ratio was 1.95:1.

Female-to-male salary ratio was 0.99:1 (GRI 405-2).

Average salary for full-time non-supervisory employees was NT\$789,000, reflecting a 3.27% increase from 2021.

The median salary for the same group was NT\$676,000, showing a 1.02% decrease from 2021.

Note: In 2022, out of the total of 198 considered, 54 employees joined in 2022, accounting for 27.27%. The calculation of bonuses considers tenure and joining dates, which may impact the median salary.

Labor-Management Communication and Employees' Committee (GRI 2-30)

CoreMax Group values harmonious labor-management relations, emphasizing open communication with employees. It holds regular labor-management meetings, conducts annual employee interviews, and encourages dialogue to boost morale and create a harmonious work environment. While no labor union is present, the company's labor-management relationship remains positive, avoiding disputes or coordination issues.

“

In 2022, a total of 4 labor-management meetings were held, with labor and management representatives each accounting for 50% of the participants, in compliance with relevant regulations. All employees of the company were invited to participate and encouraged to provide valuable suggestions. This allowed for a better understanding of colleagues' opinions regarding company management and welfare systems, which could serve as reference points for future policy and system improvements. As of now, the labor-management relationship is harmonious, and no labor disputes or litigations have arisen. There have been no instances requiring coordination of labor-management relations.

Established in 2004, the Employee Welfare Committee manages welfare funds, tailoring subsidies and activities to employee needs. In 2022, due to the pandemic, events were adjusted, and the welfare fund was used for diverse activities. This approach demonstrates CoreMax's commitment to employee well-being and engagement.

- 1.The Welfare Committee designs welfare policies to meet employee needs.
- 2.Labor-management meetings facilitate two-way communication of employee opinions.
- 3.The annual employee interview system listens to employee feedback.

Notice Period for Termination (GRI 402-1)

CoreMax Group values employee departures and conducts exit interviews to gather feedback and make necessary improvements for a better work environment. The company follows statutory notice periods for contract terminations:

- 1.For employees working 3+ months but less than 1 year, a 10-day notice is given.
- 2.For employees working 1+ year but less than 3 years, a 20-day notice is provided.
- 3.For employees working 3+ years, a 30-day notice is required.

In cases of job changes, discussions occur with the immediate supervisor weeks prior to the change, and the change is announced upon agreement.

5.3. Employee Benefits Scheme (GRI 201-3)(GRI 401-2) (GRI 401-3) (GRI 411)

CoreMax Group places a strong emphasis on talent retention, ensuring equal job opportunities for employees and a fair performance evaluation system. The company's salary and bonus systems surpass industry standards, and it prioritizes responsible local employment practices. Comprehensive insurance and retirement plans are provided in accordance with legal requirements. In addition to fostering a physically safe work environment, CoreMax is attentive to the psychological well-being of its employees. The company organizes domestic and international employee travel and leisure activities to promote their mental and physical health and alleviate stress. The welfare systems of CoreMax's subsidiaries adhere to or surpass local governmental regulations and labor laws, ensuring that both local and international employees within the CoreMax family enjoy a sense of security.



The company convenes regular Employee Welfare Committees, which serve as platforms for employees to voice their needs and suggestions, facilitating improvements in collaboration with the company's management. This collaborative effort aims to uphold and foster a positive work environment. Through the Employee Welfare Committee, various activities are organized, including cultural and recreational events, quarterly gatherings, travel outings, maternity support, holiday gift vouchers, and emergency assistance funds.

Furthermore, we have an Employee Stock Ownership Plan (ESOP) through cash capital increase. When the company issues new shares, 10% of the total new shares are reserved for purchase by company employees. This program is designed to retain talent, motivate employees, enhance their morale, and boost productivity.

In addition to providing a robust personnel system, CoreMax not only insists on offering diverse and comprehensive employee benefits but also provides various recreational facilities. This allows employees to relax and find solace in body and mind during their leisure time. Through these activities, we enhance interactions and camaraderie among colleagues, fostering a joyful and harmonious workplace. For long-term employees, we also recognize their years of service through tenure awards as a gesture of appreciation and encouragement.

CoreMax Group goes beyond statutory labor insurance and national health insurance by offering group insurance coverage (life, accident, medical), with affordable premiums extended to family members. This comprehensive insurance system ensures employees have peace of mind while working. We also have dedicated dormitories at our main facilities. Employees from outside the city can apply to stay at these dormitories, which feature suite-style rooms complete with private bathrooms, refrigerators, and washing machines.

In 2022, we organized a vacation-themed afternoon tea event and invited well-known food trucks to set up stalls on-site, providing vouchers for everyone to enjoy popular delicacies. The event included a Dress Code contest that matched the vacation theme, with even the Chairman dressing up and celebrating with the employees. The HR department specially arranged a dart competition for the manufacturing team, who typically wear uniforms. After enthusiastic participation and intense competition, the top three dart masters were determined.



2022 Vacation-themed Afternoon Tea Event

In 2022, we organized a vacation-themed afternoon tea event where we invited renowned food trucks to set up stalls on-site. Vouchers were distributed, allowing each colleague to savor popular delicacies. The event included a Dress Code contest that perfectly matched the vacation theme. Even the Chairman dressed up enthusiastically and celebrated joyfully with the employees! The support departments also specially arranged a dart competition for the colleagues in the manufacturing department who wear uniforms. After enthusiastic participation and intense competition, the top three dart masters were determined.



VIP Box at the Basketball Game of the Lions

In 2022, in addition to hosting 2 sessions of the VIP box viewing experience at the home games of the Hsinchu Lions, we also made available a total of 18 tickets for 3 other games through the company's social media platform. These tickets were provided free of charge to employees, allowing colleagues to personally experience the lively atmosphere of the games.



In addition to holiday gifts for the three major festivals, in 2022, the company also prepared welfare items for the Mid-Year Ghost Festival to distribute to employees. The Group encourages colleagues to actively participate in sports-related activities. In 2022, apart from arranging two sessions of VIP box viewing at the home games of the Hsinchu Attacking Lions, we also made available a total of 18 tickets for 3 other games through the company's social media platform, which employees could obtain for free, allowing them to experience the lively atmosphere of the games firsthand. Due to the global impact of the Covid-19 pandemic in 2022, considering the epidemic prevention measures and the health of all employees, employee travel plans were adjusted. Instead of group trips, employees were encouraged to plan trips with their families, and a flexible approach was taken to utilize travel subsidies.

Retirement Scheme

CoreMax Corp. follows legal retirement rules and provides retirement funds for all employees at a 100% participation rate. In Taiwan, there are old and new retirement systems. Old system contributes 2% of monthly salary per year to a bank account. New system contributes 6% to an individual retirement account, with options from 0% to 6% additional contribution. As of 2022, 3 employees are in the old system, while 457 are in the new system.

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At the end of 2022, a total of 3 employees chose the old pension system for retirement, while 457 employees opted for the new pension system.

Employee Welfare

Full-time employees (excluding temporary or part-time staff) enjoy a range of benefits, including:

- Domestic and international travel opportunities for relaxation
- Comprehensive insurance coverage (labor insurance, health insurance, group insurance, cancer insurance, travel insurance, commercial insurance)
- 6% monthly contribution to new labor retirement fund, full contribution to old labor retirement fund
- Full subsidy for education and training programs

- Free regular health check-ups, with supervisor-subsidized check-ups
- Employee bonuses and stock options
- Occupational injury hospitalization assistance, hospital visitation allowance, and funeral assistance
- Marriage gift
- Maternity benefits: 1st child – 3NT\$0,000, 2nd child – NT\$60,000, 3rd child – NT\$100,000
- Festival vouchers for Lunar New Year, Labor Day, and birthdays
- Club activities: badminton club, yoga club
- Comfortable and modern employee dormitories
- Pregnancy-friendly parking spaces
- New employee welcome package

Parental Leave (GRI 401-3)

The company follows the Labor Standards Act and offers various types of leave, including unpaid parental leave, for employees with childcare needs. In 2022, 3 male and 1 female employee applied for parental leave. After the leave period, 1 employee returned to work, 1 applied for an extension, and 1 did not return due to personal family reasons. The company complies with gender equality laws and regulations and provides maternity, paternity, and parental leave as required.



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In 2022, a total of 3 male and 1 female employees in our company applied for parental leave. Among those who completed their parental leave, 1 employee has returned to work. There was 1 employee who applied for an extension, and another employee chose not to return to work due to personal family considerations.

The statistics for maternity leave return and retention in CoreMax Group in 2022:

Category	Male	Female
Number of employees eligible for parental leave in 2022	17	11
Number of employees who actually applied for parental leave in 2022	3	1
Total number of employees expected to return to work in 2022 (A)	3	1
Total number of employees who returned to work in 2022 (B)	2	0
Return-to-work rate for 2022 (B/A): Z/Y (%)	67%	0%
Total number of employees who returned to work in 2021 (C)	1	0
Number of employees still employed 12 months after re-turning in 2021 (D)	0	0
Retention rate for 2022 (D/C): V/W (%)	0%	0%

Employee Transition Assistance Program (GRI 404-2)

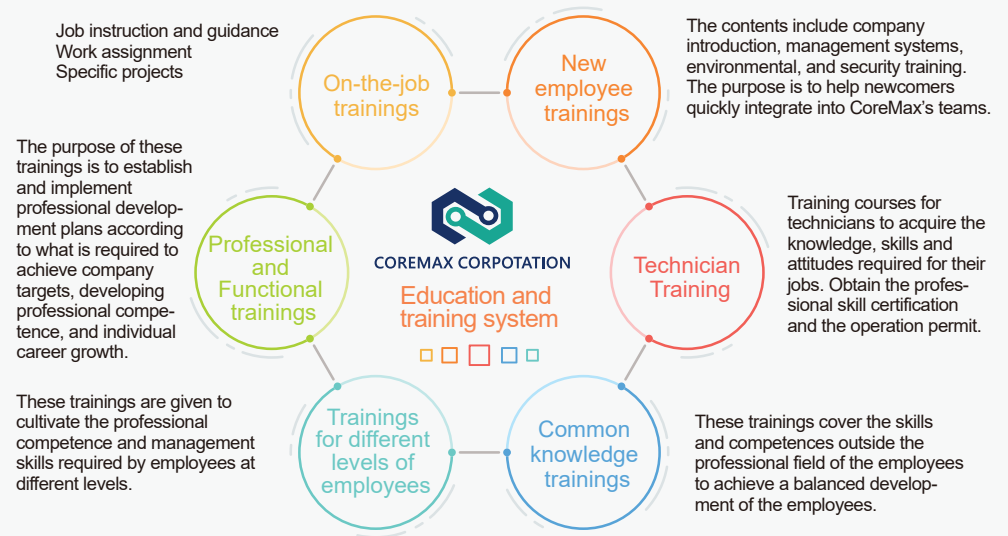
In 2022, CoreMax Group launched an "Employee Assistance Program" (EAP) that provides free 24-hour consultations through "JUMI Management Consultants" for employees seeking support on issues like mental health, legal matters, health, management, and finance. This program aims to help employees resolve personal challenges and achieve a better work-life balance. In the same year, 3 employees utilized EAP counseling via phone consultations.

5.4 Talent Development and Growth

CoreMax Group values its employees as vital assets and prioritizes talent development. We foster a learning culture to address rapid changes, industry competition, and global trends. Our training system covers rights, safety, labor laws, and more. We blend internal and external resources, creating diverse programs for skill enhancement. We focus on organizational goals, departmental needs, and individual growth, offering tailored training for new hires, skill development, and management. Our aim is to bolster both personal and company growth.

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CoreMax makes an annual education plan with diversified trainings for its employees. To improve the competitiveness of CoreMax and its employees, CoreMax integrates its internal and external resources and oversees the business environment and future trends to set company targets, departmental goals, and the objectives of individual professional development. The types of education and training provided by CoreMax can be classified into new employee trainings, on-the-job trainings, professional and functional trainings, trainings for different levels of employees, general knowledge trainings, and self-development trainings to enhance the overall competitiveness of the team.



Opportunities for Further Education and Career Development (GRI 404-1)

In 2022, the average training hours per person were 29.7 hours (average of 28.8 hours for males; average of 26.95 hours for females). Despite the ongoing impact of the Covid-19 pandemic, the first half of the year experienced deferred training programs. However, starting from July, the full facility training plan resumed normal operations. As a result, the training hours increased by an average of 3.61 hours per person compared to 2021. CoreMax places significant emphasis on enhancing employees' job skills and personal growth. In 2022, the company's expenditure on employee training amounted to a total of 908,166 New Taiwan Dollars, reflecting a 223.2% increase compared to the previous year.

On-the-job trainings

According to the nature of work and individual capacity of each unit, training on the key skills needed to perform the specific tasks and training on the general skills done by the supervisor of each unit to the department personnel have been strengthened, and in the forms of job assignment, job instruction, and guidance as well as engagement in specific projects. In 2022, the total number of participants in on-the-job training was 446, with a total training duration of 712 hours.

Professional and functional training

These trainings are given to improve employees' professional competence in the fields of production, quality assurance, environmental works, information technology, business, human resources, research and development, finance, etc. The purpose of these trainings is to improve employees' work performance and the competitiveness of the teams, and most of these trainings were in the form of expatriation. In 2022, there were a total of 105 participants in professional skills training, accumulating a total training duration of 503 hours. This included the "Auto CAD Drawing Fundamentals" training conducted by invited professional instructors, which was attended by 42 individuals, with a total training duration of 168 hours.

Job-level based trainings

The management trainings for employees at different levels are designed to train employees with the knowledge and skills required for individual career development and the development of CoreMax and various departments. In 2022, the "Excellence in Talent Development" series of courses was launched, with the course titled "The Mission and Challenges of Leadership." A total of 14 individuals participated in this course, accumulating a total training duration of 98 hours. The course focused on assisting leaders in self-assessment and continuously optimizing their leadership abilities. It emphasized leadership behaviors and qualities. The satisfaction rating after the training was 4.7 out of 5 points.

Management Skills for Managers

Managerial employees play an important role in the operation of an organization. These trainings provide the management and leadership skills required in managerial positions at different levels; In recent years, due to the rapid growth of the company, it is necessary to cultivate competent managers in various fields. Therefore, CoreMax has organized management competency development course for new managers. In 2022, a total of 120 individuals participated in various courses aimed at enhancing managerial capabilities, including "Interdepartmental Communication and Integration," "Basic Concepts and Case Explanation of Labor Standards Act," "Accountability Management and Execution Skills," "Employee Care and Assistance Techniques," and "Recruitment Interview Skills." These courses contributed to the development of managerial skills among the leadership team. The cumulative training duration for these courses was 744 hours. The course structure and content were designed to be practical, and the post-training satisfaction surveys received highly positive feedback and commendation from supervisors. The average satisfaction rating was 4.72 out of 5 points.

Technician trainings

These trainings provide the knowledge, technical skills, and work attitudes required for technical positions, and employees can obtain operational licenses through certification of professional skills.

General Knowledge

To support CoreMax's overall vision and objectives in its development, CoreMax has launched the courses for common knowledge trainings. These trainings provide opportunities for the employees to have a common sense of teamwork to achieve the overall goals of CoreMax. At CoreMax, in addition to professional competence, we also value colleagues' personal development. By providing these trainings CoreMax enables its colleagues to achieve balanced development in their professional field and personal life. Every year the company, in accordance with relevant laws and regulations, strengthens employees' ability to rescue themselves through CoreMax' s fire training and the chemical disaster awareness courses, and has established its self-defense Firefighting Team, which is responsible for training staff on firefighting. The team conducts training courses with real fire in appropriate fields and teaches employees how to identify fire accidents through smoke. In 2022, a total of 101 participants engaged in general training courses, with a cumulative training duration of 750 hours. These courses included topics such as "Problem Analysis and Resolution," "Developing a Cost Control Mindset Workshop," "Presentation Design and Construction with Reporting Skills," "Fundamental Concepts and Five Core Tools of IATF16949," as well as courses planned by the Office of the President, including "ESG Education Training" and "ESG Workshop."

Self Development

CoreMax encourages its employees to pursue external training opportunities. In addition to acquiring professional skills in the workplace, colleagues can also participate in forums, seminars, language trainings, computer skills trainings, etc. organized by other training institutions. By doing so, employees can attain new knowledge and skills that are beneficial for their personal development. In the year 2022, there were a total of 35 participants in external training programs, excluding environmental health and safety regulatory training. The cumulative training duration amounted to 324 hours, with a total cost of 84,200 yuan.

Training Statistics for Employees of CoreMax Group in 2022

Hours Categories	Total Training Hours			Total Employees			Average Training Hours		
	Male	Female	合計	Male	Female	合計	Male	Female	合計
Supervisors	1,397.5	244	1,641.5	49	6	55	28.52	40.67	29.85
Professionals	2,789	327	3,116.0	60	14	74	46.48	23.36	42.11
Administrative	604.5	1,208	1,812.5	13	52	65	46.50	23.23	27.88
Technical	9,200	177.5	9,377.5	259	7	266	35.52	25.36	35.25
Total	13,991.0	1,956.5	15,947.5	381	79	460	36.72	24.77	34.67

Note: Average Training Hours = Total Training Hours / Total Number of Employees

Employee Training Satisfaction Survey:

We conduct post-training satisfaction surveys for both external and internal training courses. Feedback on course content, instructor performance, and self-assessment is collected to guide next year's training program planning.

Pre-employment Training

To maintain effective employment relationships, we conduct a 12-hour pre-employment training for new hires, covering company values, policies, labor laws, ethics, safety, and more. Additionally, customized job-specific training helps them adapt quickly. In 2022, all 195 new employees completed this training, ensuring a smooth integration into our company culture and operations

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In 2022, we hired 195 new employees, all of whom successfully completed the pre-employment training program. Through this system, we aim to ensure that each new employee comprehends the company's values and culture, rapidly integrates into the CoreMax family, and can effectively contribute their skills and abilities.

Performance Evaluation (GRI 404-3)

CoreMax Group's "Goal Management and Performance Evaluation" process includes three cycles: "Initial Goal Setting," "Mid-term Goal Review," and "End-of-Term Performance Assessment," aimed at identifying and nurturing talent.

All employees, except those under 3 months of employment, undergo performance evaluation. In 2022, 438 employees (75 female, 363 male) participated, ensuring gender-neutral treatment. Goals are set, reviewed, and assessed by managers, influencing promotions, salary adjustments, bonuses, and training needs. This process ensures two-way communication and fair career opportunities.

After establishing the annual operational goals of the company, each department's managers take on these objectives and extend them to every team member's work tasks. At the beginning of the year, we set up work Key Performance Indicators (KPIs). Mid-year, we review the execution status of the tasks for the first half of the year. Towards the end of the year, we review individual goals and work achievements for the entire year, looking ahead to future task directions and identifying the need for employee skills training and development. Ultimately, we finalize performance evaluations through performance discussions with immediate supervisors, ensuring a two-way communication mechanism. The outcomes of performance evaluations serve as the basis for promotions, salary adjustments, bonus distributions, as well as determining employee development and training requirements.

Compensation Scheme

We prioritize fairness and consistency in our compensation system. Employee salaries and bonuses are not influenced by factors like gender, age, religion, race, or disability. Compensation adjustments are based on educational background, expertise, and experience. Cash bonuses and profit-sharing are proposed to the board based on operational results, ensuring alignment with financial performance. Individual allocations consider job responsibilities, contributions, and performance evaluations.

Security Training

CoreMax Group's security personnel, managed by Long Hsiang Security Co., Ltd., undergo duty training before assignment. Monthly 2-hour education covers traffic control, case studies, regulations, labor laws, and human rights. This ensures compliance and prevents rights violations during duty.

5.5 Occupational Health and Safety

While not a major focus this year, we prioritize occupational health and safety at CoreMax Group. Following ISO 45001 standards, we ensure safe working environments and provide training to instill strong safety awareness among employees. Our goal is their well-being and equality.

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Occupational Health and Safety Policy :

- **Prevention:** Implementing hazard anticipation and injury/illness prevention.
- **Compliance:** Adhering to legal regulations and fulfilling social responsibilities.
- **System Implementation:** Engaging in education, training, and involving all members in consultation.
- **Continuous Improvement:** Lowering occupational hazard risks and ensuring personnel safety.

Occupational Health and Safety Management Procedures : ISO 45001 : 2018 (GRI 403-1)

For employee safety, CoreMax Group follows the ISO 45001:2018 standard for Occupational Health and Safety Management System. We have established procedures covering hazard identification, emergency response, and contractor management, ensuring employee safety through controlled processes and regular audits. This system applies to all facility personnel and undergoes both internal and external audits annually. Check our website for facility-specific certificates under the "Environmental Health and Safety Policy" section.

Short-term, Medium-term, and Long-term Goals

Aligned with our health and safety policy, we've chosen these management indicators to minimize incidents, enhance process safety, and improve overall occupational health and safety performance.

Responsible Units

Environmental Health and Safety Department. Roles include:

- Planning and managing environmental, safety, and health compliance.
- Establishing policies, plans, and procedures.
- Supervising initiatives and training.
- Organizing safety drills and inspections.
- Handling regulatory matters and audits.
- Implementing ISO standards.
- Coordinating with authorities.
- Leading self-defense firefighting drills.
- Overseeing other related affairs.

Employees under ISO 45001 in 2022 (GRI 403-8)

Locations with ISO 45001 Certification: CoreMax Hsinchu & CoreMax Toufen Locations currently undergoing implementation: Uranus Hsinchu, Uranus Hsinchu Plant 2, Uranus Toufen, Uranus Taichung and Heng-I Plant Expected completion of verification in 2023.

No.	Type	Obtained ISO 45001		Implementing ISO 45001				
		CoreMax Hsinchu	CoreMax Toufen	Uranus Hsinchu	Uranus Hsinchu Plant 2	Uranus Toufen	Uranus Taichung	Heng-I
Employees		142	62	60	42	23	23	137
Non-Employees		4	0	0	4	0	0	0
Coverage Rate		100%	100%	100%	100%	100%	100%	100%

Note: 1. Headcount are based on individuals still employed as of December 2022. 2. Non-Employees refer to long-term on-site service contractor personnel, whose attendance is treated similarly to employees.

Ensuring Effective Policy Implementation

We ensure ISO 45001 effectiveness through internal and external audits.

(1) Internal Audits: (QA) Trained auditors conduct annual internal audits based on the audit plan. Frequency: Once a year; 2022 internal audit dates:

Plant	CoreMax Hsinchu	CoreMax Toufen	Uranus Hsinchu	Uranus Hsinchu Plant 2	Uranus Toufen	Uranus Taichung	Heng-I
Date	2022/7/18~2022/8/12	2022/7/18~2022/8/12	2022/3/8~2022/3/18	2022/3/8~2022/3/18	2022/3/8~2022/3/18	2022/4/6~2022/4/12	2022/9/26~2022/9/28
Outcome	Non-compliant: 4	All in compliance	Non-compliant: 6	All in compliance	All in compliance	All in compliance	3 discrepancies were identified across the facility, all of which violate ISO 45001 clauses: 6.1.3 Legal and Other Requirements/9.1.2 Compliance Evaluation.
Improvement Plan	Documents and forms have been promptly revised to align with the current situation, and all revisions have been completed and closed.		Evaluate supervisors and operators using the certification table. Approved individuals will be listed in the Professional Qualification Certification Form.				Gaps addressed promptly through HS-P12 Occupational Health and Safety Abnormality Correction and Prevention Management procedure.

(2) External Audit: An annual external audit by DNV.GL for certified ISO 45001 locations took place on the following dates in 2022:

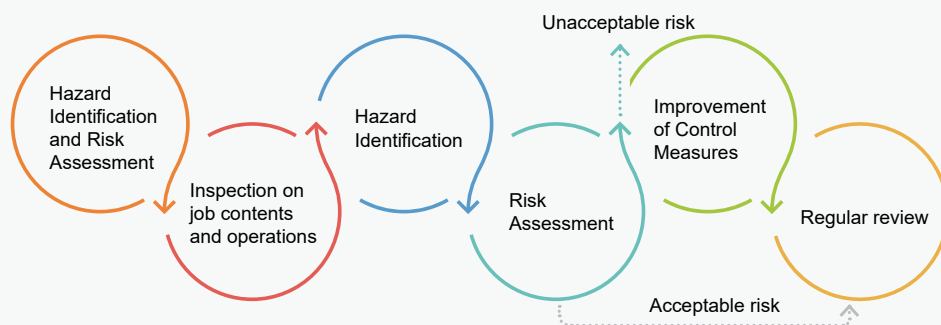
Plant	CoreMax Hsinchu	CoreMax Toufen	Uranus Hsinchu	Uranus Hsinchu Plant 2	Uranus Toufen	Uranus Taichung	Heng-I
Date	2022/9/19~2022/9/22	2022/9/19~2022/9/22					2022/12/15
Outcome	Non-compliant: 7	Non-compliant: 1					Total 8 AOC
Improvement Plan	Review forms from high-risk units for physical environment feedback, assess and identify improvements in working conditions.	Confirm qualifications for contracted electrical equipment inspection services.					In progress

Note: Uranus plants and Heng-I are undergoing system implementation and expected to complete verification by 2023.

Grievance Mechanism / Channel

Employees facing mistreatment, work-related concerns, or harassment can use these channels to voice complaints: 1) Supervisor 2) Phone 3) Email 4) Company Website 5) Suggestion Box 6) Fax 7) HR 8) Harassment Reporting Channel

Hazard Identification and Risk Assessment Process (GRI 403-2)



Workflow (refer to illustration)

CoreMax Group's hazard identification and risk assessment process is overseen by the General Manager, with managers executing approved tasks. We hold regular management reviews to discuss and approve new risk identifications. Adjustments are made based on changes or incidents. The goal is zero workplace accidents through strict risk management.

Risk Assessment Results for 2022

High and Moderate Risks			Occupational Health and Safety Objective Achievements		
Category	Qty	Hazard Type	Item	Target	Accomplished
High	0	None	Goals	9	7
Moderate	9	Fire, Explosion, Hazardous Substance Leakage, Contact with Harmful Substances, Contact with High/Low Temperatures, Electric Shock, Objects Collapse or Fall, Impact, Entrapment/Cutting/Crushing.	Purposes	9	7
			Projects	5	3

Note: Delays due to machinery changes and pandemic-related shipping disruptions have extended completion dates for some plans to March 31, 2023. Targets not met have been revised and improved.

Permit Management

High-risk operations in 2022, as shown in the table below.

Plant	Hot Work	Elevated Work	Confined Spaces	Temporary Electrical	Roof Works	Others
CoreMax Hsinchu	14	12	0	0	0	0
CoreMax Toufen	18	8	11	0	0	0
Uranus Hsinchu	6	16	2	0	0	0
Uranus Hsinchu Plant 2	42	46	2	0	0	0
Uranus Toufen	5	2	1	0	0	0
Uranus Taichung	3	0	1	0	1	1
Heng-I	144	264	13	8	0	76
Total	232	348	30	8	1	77

Equipment Management

Ensures safety and performance of hazardous machinery and equipment through checks, inspections, and certifications for items like boilers, high-pressure gas equipment, forklifts, and explosion-proof electrical devices.

Contractor Management

We have a procedure in place to ensure that contracted projects meet regulations and minimize facility risks. Contractors must follow safety rules, attend meetings, and undergo training before starting work.

There were no reported work-related accidents or absenteeism due to labor loss among contracted workers at CoreMax in 2022

Chemical Management

CoreMax conducts regular environmental measurements to ensure compliance with legal standards. Details of annual measurement projects and frequencies for each site are provided in the table below:

	General	Hazardous	Others	Frequency
CoreMax Hsinchu	-	Tetrachloroethylene, Cobalt(II) chloride, Hydrogen Bromide, Hydrochloric Acid, Sulfuric Acid, Ammonia, Potassium Cyanide, Acetic Acid, Acetic Anhydride	Dust, Noise, Carbon Dioxide, Illumination	2 times/year
CoreMax Toufen	-	Sulfuric Acid, Nickel, Ammonia	Dust, Noise, Carbon Dioxide	2 times/year
Uranus Hsinchu	Cobalt Hexahydrate Nitrate (as Cobalt)	Nitric Acid, Hydrochloric Acid, Sodium Hydroxide, Potassium Hydroxide, Ammonia, Nickel	Carbon Dioxide, Dust, Illumination	2 times/year
Uranus Hsinchu Plant 2	-	Sulfuric Acid, Ammonium Hydroxide, Hydrogen Peroxide	Noise, Dust, Illumination, Carbon Dioxide	2 times/year
Uranus Toufen	Sulfuric Acid, Hydrochloric Acid	-	Noise, Dust, Nickel, Illumination	2 times/year
Uranus Taichung	Oxalic Acid	Sodium Hydroxide	Dust	1 times/year
Heng-I	-	Sulfuric Acid, Mercury	Dust, Noise	2 times/year

Change Management

In 2022, there were 11 cases related to safety and health changes. These involve temporary and permanent changes in products, services, processes, regulatory obligations, and activities linked to hazards and occupational safety risks. Each change requires documentation submission, review team approval, and implementation.

Occupational Health and Safety Training

We comply with local occupational health and safety laws and provide annual training for employees. Through active participation and mutual assistance, we aim to prevent accidents, promote employee safety, and protect company assets in a friendly and healthy workplace.

Monthly safety meetings and regular inspections are conducted to reinforce safety messages and conduct training for new employees.

Our Environmental and Safety Department, along with supervisors, conduct regular workplace inspections and address any deficiencies promptly.

Negotiation and Communication (GRI 403-4)

CoreMax Group's Hsinchu Plant holds quarterly Occupational Safety Committee meetings as required by law. In 2022, the committee consisted of 16 members, with 7 representing labor, accounting for 44%. Other plants with fewer than 100 employees are not required to convene such meetings. The topics reviewed by the Occupational Safety Committee at CoreMax Corp.'s Hsinchu Plant include:

- Suggestions for Occupational Safety and Health Policy.
- Occupational Safety and Health Management Plans.
- Implementation plans for safety and health education and training.
- Operational environment monitoring plans, results, and implemented measures (with participation of labor representatives and public disclosure of results).
- Health Management, occupational disease prevention, and health promotion matters.
- Safety and health proposals.
- Self-inspections and safety and health audits.
- Preventive measures for hazards related to machinery and raw materials.
- Occupational accident investigation reports.
- On-site safety and health management performance.
- Safety and health management for contract services.
- Other matters related to occupational safety and health management.
- Channels for other communication related to occupational safety and health.

Other participation, consultation, and communication channels and frequencies.

	4 meetings per year
Labor-management negotiation meetings	Safety and Health Committee matters are handled by the Environmental and Safety Department.
Occupational Health and Safety Management Committee	4 meetings per year
Occupational Health and Safety Management Team	When organization change happens
Employee year-end discussion meetings	At least once per year
Environmental satisfaction surveys	Once every 3 years
Occupational Health and Safety feedback forms	Once every 3 years
Non-compliance review meetings	At least once per year
Incident investigation review meetings	At least once per year

External communication methods

To ensure consensus, we utilize a "Communication Management Procedure" that assigns roles and responsibilities. Regular Safety and Health Committee meetings discuss safety policies, procedures, and performance. An annual "Management Review Meeting" assesses yearly environmental and safety efforts and sets goals. We proactively address safety, health, and environmental concerns, aiming to reduce risks and improve performance.

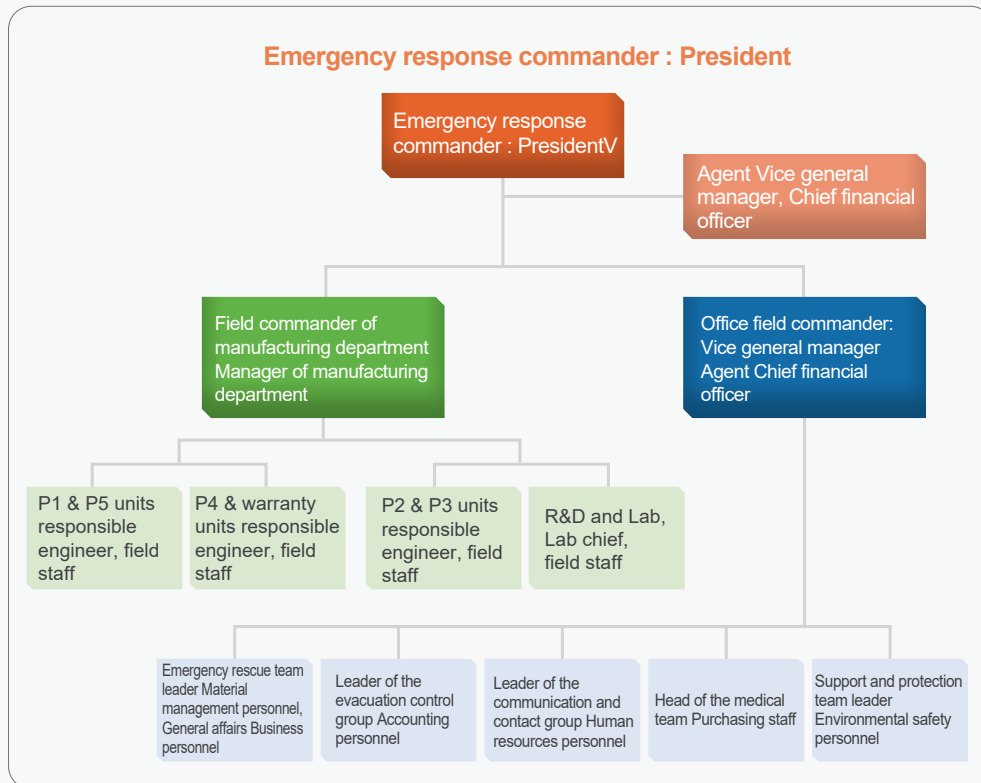


Occupational health services implementation across various factories

Plant	Categories of occupational health service functions	Ensuring Quality and Effectiveness
CoreMax Hsinchu		
CoreMax Tufen	1.Employee Health Management:	
Uranus Hsinchu	2.Health Promotion:	
Uranus Hsinchu Plant 2	3.Safety and Health Management with Training:	1.Health Guidance/Care Consultation Records
Uranus Tufen	4.On-Site Medical Services:	2.Work Environment Assessment Reports
Uranus Taichung	5.Work Environment Assessments	
Heng-I	1.Health check participation: ≥95%. 2.Abnormal workload survey rate: ≥95%. 3.Musculoskeletal survey: ≥95%, with cases addressed. 4.Maternity protection: 100% completion. 5.Preventing unlawful acts: Risk assessment done. 6.Respiratory protection plan: 100% evaluated. 7.Health education & promotion: 2 seminars, 100% consultations. 8.High-risk case consultation: 100%. 9.On-site visit: 1 conducted.	Perform year-end performance evaluation and confirm if targets were met as scheduled. Create a presentation summarizing the results for reporting at the Safety and Health Committee meeting.

Emergency Handling and Response

CoreMax Group's safety and health management has transitioned from passive regulatory compliance to proactive disaster prevention measures. Through systematic, regular, and continuous management practices, the company effectively minimizes potential risks and losses.



Internal Plant Management

CoreMax Group is dedicated to achieving its environmental goals through effective education and training. This ensures that all personnel understand regulations, possess necessary skills, and are aware of their roles and the potential consequences of abnormal operations within the environmental management system.

Customer Complaint Handling Process

CoreMax has established the "Regulations Governing Internal Emergency Response Measures" to regulate the organization, communication and emergency treatment when accidents occur. In addition, CoreMax has also established an emergency response team to mobilize and allocate existing human resources, equipment, external support in the The fastest and most effective way in the event of disasters to exercise the function of mutual assistance.

Internal Reporting Process

CoreMax requires all its work units to improve organization and response capability in the event of an emergency notified by the administrative system. By doing so, the management of CoreMax Can fully understand the situation, give correct instructions, minimize the impact and loss caused by accidents on the environment, personnel, equipment and production activities, to quickly clear the accident areas, and recover the production activities.

Emergency Response Training and Simulation Exercises

To equip all departments and related personnel with the necessary knowledge and skills to deal with abnormal situations and accidents, and to mobilize human resources quickly to eliminate disasters, all units should give necessary emergency training and simulation to operators. All emergency response personnel and the operators of the emergency response material should participate in the training. Trainings on emergency response should be carried out regularly. All departments should carry out drills for emergency response after the completion of trainings.

Establish Drill Schedule

The plan for drills should be established 7 days in advance of the scheduled emergency response drill to learn the contents and process of the emergency response drill for reference. The disaster prevention department should be notified 2 days before the drill.

Take Photos of the Drills

Photos should be taken during the drill, review meeting should be conducted after the drill, and records should be kept for reference.

Conduct Timely Reviews and Revisions

The emergency response plan should be reviewed and revised after the drill or actual situation, to improve the plan and enhance employees' awareness of crisis response.

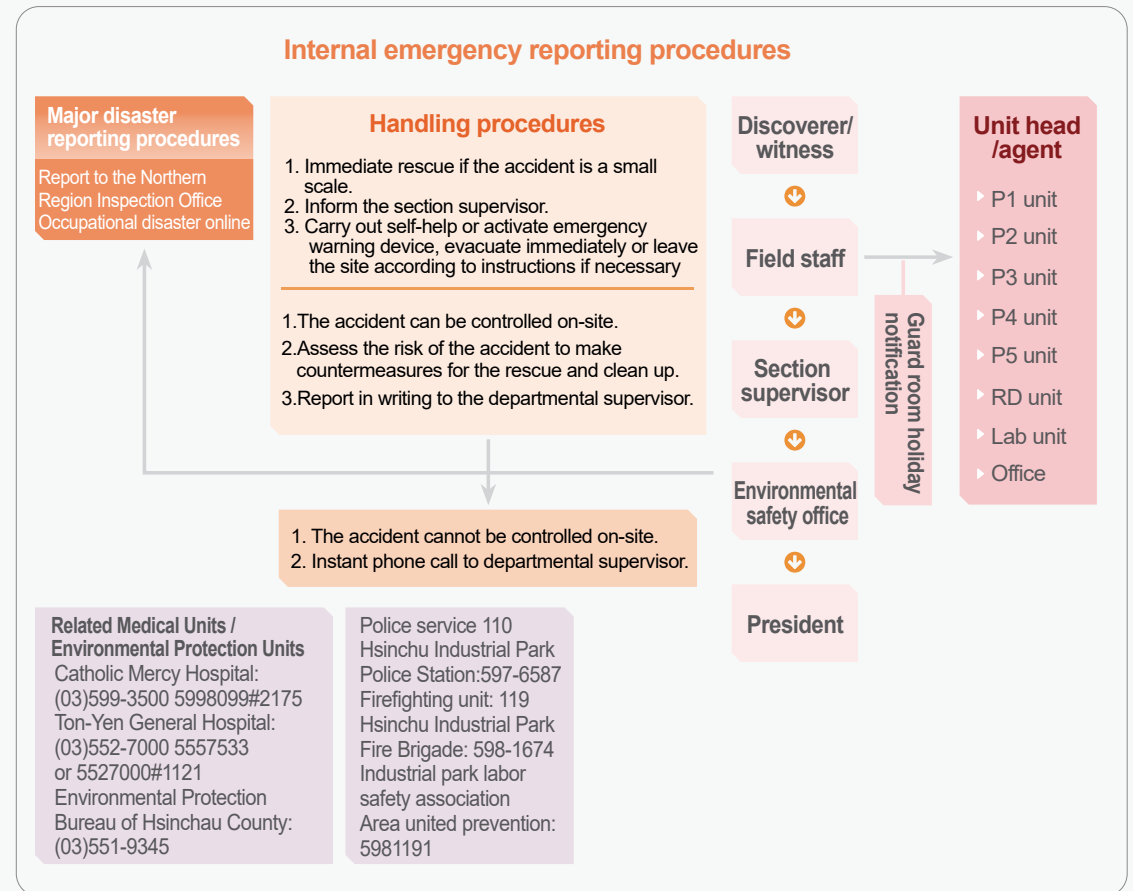
All Staff Participation in Drills

The "emergency response plan" covers the organizational structure, process and action plan, equipment preparation, trainings, etc. against each type of disaster. Field drills are held every June and December to ensure that all personnel in the plants are equipped with emergency response capabilities to protect the safety of life, company equipment, property, and to maintain the normal operation of CoreMax.

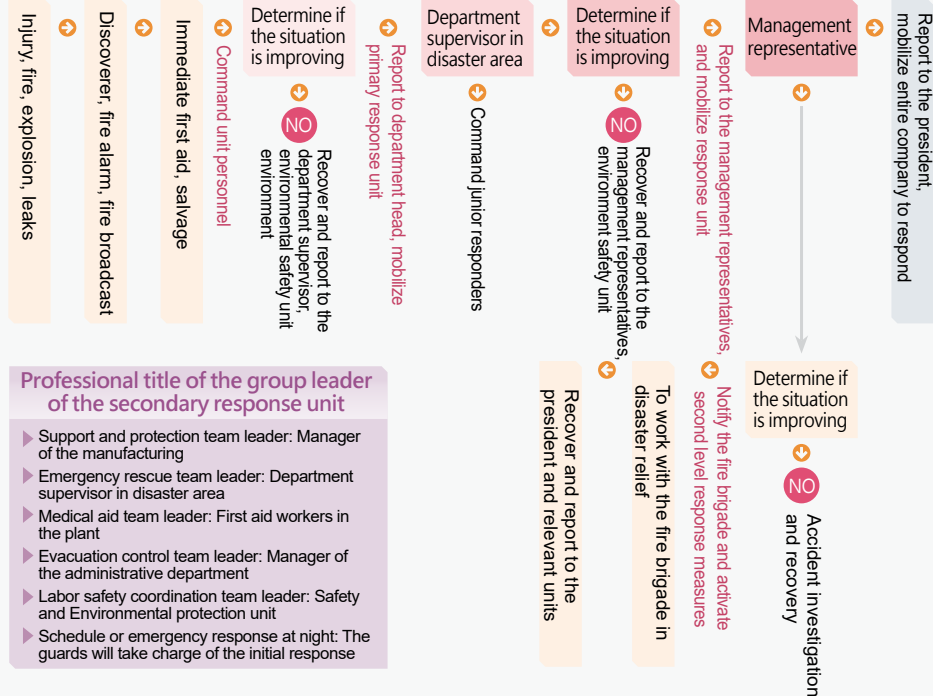
CoreMax's objective of safety, health and environmental protection is not only to comply with laws and regulations, but also to make every effort to achieve "zero injury accidents" and "zero environmental accidents." CoreMax firmly believes that "zero injury accidents" and "zero environmental accidents" are the most important basis for the sustainable development of CoreMax. Beside the emergency response training and drills, CoreMax's past safety performance can best prove that "zero injury accidents" is achievable.

Implementation in 2022

In 2022, Compass Group conducted comprehensive drills covering fire safety, evacuation, use of firefighting equipment, and chemical leak emergencies. These drills aimed to enhance emergency response capabilities and evaluate the effectiveness of our contingency plans.



Emergency response process



External Plant Management

CoreMax Corp., the headquarters of CoreMax Group, is located in the Hsinchu Industrial Zone. To foster a collaborative labor safety culture, the Hsinchu Industrial Zone Labor Safety and Health Promotion Association was established. This association facilitates information sharing among manufacturers, disaster preparedness coordination, and resource pooling for effective emergency response.

The association conducts biannual seminars, featuring nationwide case studies and emergency response promotion. CoreMax Group actively participates, aligning with the industrial zone's external emergency response procedures.

Tank Truck Loading Safety Management

Establish liquid tank truck operation regulations for operator safety. Here's the detailed standard operating procedure

Contractor Safety Management

Establish guidelines for contractor access management, emphasizing personnel, vehicles, and materials control. Provide safety training for the construction area before work begins. Ensure external contractor personnel sign safety commitments to prevent accidents and disasters.

Safety Inspection

To ensure effective operations and facilities, the Health, Safety, and Environment unit and supervisors conduct sporadic inspections for safety, hygiene, environment, and fire conditions. We prioritize 6S, chemical management, regular equipment checks, personal protective gear use, and collaborate for responsive plans. Deficiencies prompt immediate action, discussed in meetings for consistent improvement and preventive measures. Standard protocols and assessments track progress.

Occupational Health and Safety Education and Awareness

Establishment of Occupational Health and Safety Guidelines, which are categorized as follows:

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- 1.Safety and Health Management and Responsibilities at All Levels
- 2.Maintenance and Inspection of Equipment
- 3.Work Safety and Health Standards
- 4.Education and Training
- 5.Health Guidance and Management Measures
- 6.First Aid and Rescue
- 7.Preparation, Maintenance, and Use of Protective Equipment
- 8.Accident Reporting and Incident Notification
- 9.Other Relevant Safety and Health Matters

Fire Accident Emergency Response Plan

To enhance crisis handling, the company conducts biannual emergency drills. Staff roles include Command, Reporting, Firefighting, Evacuation, Safety, and First Aid teams. Through drills, employees learn equipment use, facility layout, and fire escape routes, improving self-rescue abilities. Regular fire safety training educates all employees about firefighting equipment and techniques, reducing fire hazards.

Workplace Safety and Health Education Training Participation (GRI 403-5)

Develop Safety and Health Work Process, which includes the following

CoreMax Group Education and Trainings

Type	Pre-Employment	Regulatory Certification		On-The-Job
Audience	New Hires & Transfers	Initial	Refresher	Specific or General Personnel
Total Participants	184	114	142	1082
Total Hours	1526.0	2504.0	582.0	2559.0

Number of Emergency Drill Exercises (times)

	Fire	Toxic Chemical Substances	Special Chemicals	Evacuation	Dye/Liquid/Dust Spill	Others
CoreMax Hsinchu	2	1	1	2	1	0
CoreMax Toufen	2		1		0	0
Uranus Hsinchu	2	1	1	2	1	0
Uranus Hsinchu Plant 2	0	0	1	0	0	0
Uranus Toufen	2	1	0	2	1	0
Uranus aichung	2	1	0	2	0	0
Heng-I	3	0	1	1	1	0
Total	13	4	5	9	4	0

Number of False Alarms and Safety Incidents

Type	False Alarms		Safety Incidents	
	On-site	Off-site	On-site	Off-site (commute)
CoreMax Hsinchu	6	0	0	0
CoreMax Toufen	1	0	0	0
Uranus Hsinchu	2	0	0	0
Uranus Hsinchu Plant 2	0	0	0	0
Uranus Toufen	0	0	1	0
Uranus Taichung	0	0	0	0
Group's Total	9	0	1	0

Note:

1. Non-Process Related False Alarms:

- (a) Incidents causing alarm to personnel without resulting in injuries or property damage, unrelated to the process.
- (b) Incidents involving minor injuries to personnel (referred to as "red medicine incidents") with no lost work hours or medical treatment.

2. Process Related False Alarms:

- (a) Incidents involving activation or failure of the process safety system, deviation of process operating parameters, but without causing injuries.

3. Non-Process Related Safety Incidents:

- (a) Incidents not falling into the categories of non-process false alarms, process false alarms, or process safety incidents.

4. Investigations for both false alarms and safety incidents are conducted per management guidelines. Relevant personnel are convened for meetings to investigate causes and review improvements.

In the event of a workplace safety incidence, the Company's safety personnel and management team will conduct an accident investigation: analyze the causes of the incident, and propose improvement policies in order to prevent and rectify the situation

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To reduce workplace accidents, we investigate incidents, analyze causes, and propose improvements, aiming for minimal recurrence. We adhere to safety regulations, aiming for "net zero" accidents and environmental incidents. Following a burn incident in 2022, we reviewed and revised SOPs to prevent similar occurrences.



CoreMax Group Occupational Injury Statistics for 2022 (GRI 403-8)

Indicators	Gender	CoreMax	Uranus	Heng I	Group
Absence Rate (AR)	Female	8.46%	9.05%	7.84%	8.47%
	Male	7.97%	6.09%	6.73%	7.05%
	Total	8.07%	6.55%	6.87%	7.29%
Disabling Injury Frequency Rate	Female	0	0	0	0
	Male	0	0	4.45	1.39
	Total	0	0	3.88	1.16
Lost Day Rate (LDR)	Female	0	0	0	0
	Male	0	0	13.37	4.17
	Total	0	0	11.66	3.48
Occupational Disease Rate (ODR)	Female	0	0	0	0
	Male	0	0	0	0
	Total	0	0	0	0
Number of annual deaths	Female	0	0	0	0
	Male	0	0	0	0
	Total	0	0	0	0
Rate for occupational injury deaths	Female	0	0	0	0
	Male	0	0	0	0
	Total	0	0	0	0
Fatal occupational injury rate (excluding number of deaths)	Female	0	0	0	0
	Male	0	0	0	0
	Total	0	0	0	0
Occupational injury rate (including number of deaths and severe occupational injuries)	Female	0	0	0	0
	Male	0	0	4.45	1.39
	Total	0	0	3.88	1.16

Lost Time Injury Statistics in 2022

In 2022, there was 1 work-related injury incident with a 3-day loss, an improvement from 2021 (1 incident, 17 days lost). The injury type was scalding (1 case). One person was injured, accounting for 0.2% of the 460 employees. The incident was attributed to insufficient safety measures and awareness. Investigations were conducted per management protocols, leading to improvements such as enhanced equipment safety and personnel training. Serious incidents are reported to the General Manager, and recordable incidents to immediate supervisors.

Note:

1. AR = (Absentee Hours / Scheduled Work Hours) X 100%
2. FR = (Total Lost Time Injury Cases / Total Exposure Hours) X 1,000,000
3. LDR = (Total Lost Workdays / Total Exposure Hours) X 1,000,000
4. ODR = (Total Occupational Disease Cases / Total Exposure Hours) X 1,000,000
5. Recordable OI = (Total Recordable Injury Cases / Total Exposure Hours) X 1,000,000
6. Serious OI = (Total Serious Injury Cases / Total Exposure Hours) X 1,000,000
7. Fatality Rate due to Occupational Injuries = (Number of Occupational Injury Deaths / Total Exposure Hours) X 1,000,000

CoreMax Group Physical and Health Examination Results (GRI 403-3) (GRI 403-6)

Type	Audience	Frequency	Item	Participants
General Physical Checkups	New Hires or Transfers	Prior to starting	According to "Labor Health Protection Regulations."	104
Specialized Physical Checkups	New Hires or Transfers Engaged in Hazardous Tasks	Prior to starting or transferring	Additional tests according to health examination institution's standard, including abdominal ultrasound, lung function, bone density, and cancer screening for all employees; ECG for those aged 40 and above.	76
General Health Checkup	All Employees	Once a year, regardless of age	Additional tests according to health examination institution's standard, including gastroscopy, colonoscopy, MRI, CT scan, echocardiography, etc.	127
Specialized Health Checkup	Employees Engaged in Hazardous Tasks	Once a year	Senior health checkup includes coronary artery examination.	230
Seniors Health Screening	Employees with 10, 15, 20, 25, 30, 35, and 40 Years of Service	Eligible employees in the same year (excl. general health checkup)	According to "Labor Health Protection Regulations."	0
Executive Management Health Screening	Managers and Above (Executive Level and Above)	Bi-annual	Additional tests according to health examination institution's standard, including abdominal ultrasound, lung function, bone density, and cancer screening for all employees; ECG for those aged 40 and above.	2

CoreMax Group prioritizes employee health by conducting regular health checkups and promoting various health-promoting activities. In addition to meeting legal requirements, the company goes beyond by offering specialized protection and tailored health consultations for those with abnormal test results. The Occupational Health Department evaluates checkup outcomes, providing individualized guidance and recommendations. The company also focuses on workplace hazards, creating protection plans and conducting specialized health checkups for tasks with specific health risks. This comprehensive approach underscores CoreMax's commitment to fostering a healthy and safe work environment.

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Special physical examinations for employees with high incidence rate and risk of occupational diseases are also available. For the employees with abnormal health condition, the company will track and manage the employee's health condition and provide necessary individual health consultation, care, and guidance, so that the employee can better understand their own health status.



On-Site Service Implementation Frequency (GRI 403-3)

	CoreMax Hsinchu	CoreMax Toufen	Uranus Hsinchu	Uranus Hsinchu Plant 2	Uranus Toufen	Uranus Taichung	Heng-I	Total
Number of On-Site Services Provided By Physicians	4	0	4	0	0	0	4	12
Number of On-Site Services Provided By Nurses	24	0	12	0	0	0	24	60
Total Number Of Employees Participating In Health Education Activities	260	0	53	62	0	0	130	505
Total Number of Employees Receiving Interview Guidance Total number of employees receiving interview guidance	151	0	77	0	0	0	97	325

The results of the implementation of the four major health protection programs in 2022 are as follows:

Plant	Maternal Health Protection	Abnormal Workload Reported	Improvement required as a result of human error	Workplace Unauthorized Intrusion Complaints
CoreMax Hsinchu	During Pregnancy: 2 Within 1 year after childbirth: 2 More than 1 year after childbirth, still breastfeeding:	0	0	0
CoreMax Toufen	During Pregnancy: Within 1 year after childbirth: More than 1 year after childbirth, still breastfeeding:	0	0	0
Uranus Hsinchu	During Pregnancy: Within 1 year after childbirth: 1 More than 1 year after childbirth, still breastfeeding:	0	0	0
Uranus Hsinchu Plant 2	During Pregnancy: Within 1 year after childbirth: More than 1 year after childbirth, still breastfeeding:	0	0	0
Uranus Toufen	During Pregnancy: Within 1 year after childbirth: More than 1 year after childbirth, still breastfeeding:	0	0	0
Uranus Taichung	During Pregnancy: Within 1 year after childbirth: More than 1 year after childbirth, still breastfeeding:	0	0	0
Heng-I	During Pregnancy: Within 1 year after childbirth: More than 1 year after childbirth, still breastfeeding:	0	0	0

In alignment with government policies, CoreMax prioritizes maternal and child health. We avoid hiring underage employees and protect pregnant or nursing women from hazardous tasks. We assess risks for nursing mothers within a year after childbirth and provide necessary support, including work adjustments and lactation rooms. Additionally, we promote prenatal and lactation health, offering free parking and various health activities. Our preventive programs also address abnormal workloads and cardiovascular risks. In 2022, 186 employees participated in health-promoting activities, reflecting our commitment to a healthy workplace.

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A total of 186 participants took part in various health promotion activities in 2022, including yoga and aerobic sessions.

Chapter 6

Social Engagement

CoreMax Corp. collaborates with social welfare groups by purchasing their gift boxes for employee benefits. Amidst the pandemic, the company also donates fruit gift boxes to needy families and supports local farmers. Contributions to emergency funds and educational materials further demonstrate the company's commitment to community well-being. °



6.1 Community Care and Public Welfare Participation (GRI 413-1)

Supporting Local Agriculture

In 2022, CoreMax Group supported Taiwanese agriculture by purchasing 1,000 citrus fruit gift sets from local farmers in Miaoli County due to the challenges in exporting fruits. The group also donated gift sets to disadvantaged families through local authorities. During the Mid-Autumn Festival, they further aided farmers by buying 300 boxes of locally grown melons.



Festive Gift of Love Donation

CoreMax Group launched the "Festive Gift of Love Donation" campaign in December 2022, encouraging employees to donate their holiday gift boxes to disadvantaged groups. Donating employees received a small gift as an incentive. The campaign collected 22 gift boxes, all donated to the Yilan A-Bao Educational Foundation.



The children are happy celebrating the Chinese New Year with gift sets they received from the CoreMax Group

Social Aid Donation – NT\$100,000 to Hukou Township during harsh winter months

CoreMax Group has donated NT\$100,000 as emergency assistance to Hukou Township Office for the 5th consecutive year, demonstrating its ongoing commitment to corporate social responsibility. This brings the total contributions to NT\$500,000 by the end of 2022.

Mid-Autumn Gift Boxes

For 8 consecutive years, CoreMax Group collaborates with social welfare organizations for festival employee welfare gift boxes. Prioritizing vulnerable group products, these gifts support both employees and underprivileged communities. Contributions enhance income and operations of these groups. Colleagues enjoy treats while contributing to charity.



- 2015 - 220 Gift Boxes to Hukou Fragrant Garden Care Home.
- 2016 - 230 Gift Boxes to Hukou Fragrant Garden Care Home.
- 2017 - 240 Gift Boxes to Hukou Fragrant Garden Care Home; 240 Gift Boxes for Heart Road Foundation.
- 2018 - 361 Gift Boxes to Down Syndrome Foundation.
- 2019 - 360 Gift Boxes to Hukou Fragrant Garden Care Home.
- 2020 - 255 Welfare Gift Boxes to Women's Rescue Social Welfare Foundation.
- 2021 - 300 Welfare Gift Boxes to Down Syndrome Foundation.
- 2022 - 300 Gift Boxes to Heart Road Foundation

Supporting Rural Education Program

Since 2018, CoreMax Group has supported the "Planting the Seeds of Reading" program by donating magazines to Miaoli County schools. This initiative aims to cultivate a love for learning and enhance comprehension and judgment skills among students. By the end of 2022, we've donated 8,208 magazines to 54 schools, and we remain committed to supporting rural education in the future.



New Employee Welcome Gift - "Peaceful Prosperity" Yilan Bowl

CoreMax Group provided a welcoming gift package for new employees, featuring the symbolic "Yilan Bowl" during 2022. This rice bowl (job), is crafted in collaboration with the Yilan A-Bao Education Foundation and the Yilan Bowl Museum. The bowl is made using traditional techniques and carries the phrase "Peaceful Prosperity," symbolizing blessings. CoreMax purchased 300 Yilan Bowls, supporting the journey of disabled individuals and adding significance to the rice bowl.

6.3 Social Engagement and Philanthropic Activities

Activity	Purpose	Participation Method
Supporting disadvantaged farmers in rural areas	CoreMax's social responsibility initiatives	Donation of NT\$400,000 Participation by 5 employees Other resources and supplies
Cash donations	CoreMax's social responsibility initiatives	Amount: 10,000 Participation by 1 employee
Purchase gift sets from NGO for philanthropic purposes	Support the disadvantaged groups	Amount: 52,920 Participation by 1 employee Other materials/items
Donation to support local basketball teams (Hsinchu Attack Lions)	Support local sports events and long-term development	Donation of NT\$4,000,000

6.2 External Association Engagement (GRI 2-28)

Association	Participating Units/Individuals	Involvement	Main Objectives
Taoyuan Young Entrepreneur Group	General Manager: Eugene Lawrence Ho	President of Taoyuan Young Entrepreneur Group	Promoting industry exchanges
Taiwan Battery Association	Business & Marketing Department	Member	Promoting the development and cooperation of the Taiwan battery industry
Cobalt Institute	General Manager: Eugene Lawrence Ho, Department: Business & Marketing Department	Member	Facilitating exchanges among cobalt metal producers, users, recyclers, and traders
Hsinchu Industrial Park Enterprises Association	Uranus Chemicals	Member	Promoting industry exchanges
Hsinchu Industrial Association External Public Association	CoreMax Corp.	Member	Promoting industry exchanges
CHRNA	Human Resources Department	Member	Promoting industry exchanges



Appendix

GRI Criteria Index

Disclaimer	Based on GRI Guideline Reporting for the Period January 1, 2022, to December 31, 2022		
GRI 1 version	GRI 1 : Basic 2021		
Applicable GRI Industry Standards	None		
GRI Guidelines / Other Sources	Disclosure Items	Chapters	Page
General Disclosures			
GRI 2 : General Disclosures 2021	2-1 Organizational Profile	Chapter1 Overview of CoreMax Group- 1.1 Organizational Overview of CoreMax Group	7
	2-2 Entities Included in the Sustainability Report	Chapter1 Overview of CoreMax Group- 1.1 Organizational Overview of CoreMax Group	7
	2-3 Reporting Period, Frequency, and Contact Point	Scope and Methodology of This Report	3
	2-4 Restatements of Information	No mergers or acquisitions, changes in reporting period, nature of business, or measurement methods during the reporting period.	
	2-5 External Assurance or Verification	Scope and Methodology of This Report	3
	2-6 Operational and Value Chain Engagements	Chapter1 Overview of CoreMax Group-1.2 Product and Value Chain	10
	2-7 Employees	Chapter1 Overview of CoreMax Group- 1.1 Organizational Overview of CoreMax Group	7
		Chapter5 Blissful Workplace- 5.2 Labor-Employer Relations	52
	2-8 Non-Employee Workers	Chapter5 Blissful Workplace- 5.2 Labor-Employer Relations	52
	2-9 Governance Structure and Composition	Chapter2 Sustainability Management and Key Themes-2.1 ESG Governance Bodies	14
	2-10 Nomination and Selection of the Highest Governance Body	Chapter3 Robust Corporate Governance- 3.1 Organizational Governance Structure	21
	2-11 Chair of the Highest Governance Body	Chapter3 Robust Corporate Governance- 3.1 Organizational Governance Structure	21
	2-12 Role of the Highest Governance Body in Oversight of Impact Management	Chapter2 Sustainability Management and Key Themes-2.3 Impact Management Mechanism	19
	2-13 Head of Impact Management	Chapter2 Sustainability Management and Key Themes-2.3 Impact Management Mechanism	19
	2-14 Role of the Highest Governance Body in Sustainability Reporting	Chapter2 Sustainability Management and Key Themes-2.3 Impact Management Mechanism	19
	2-15 Conflicts of Interest	Chapter3 Robust Corporate Governance-3.2 Integrity in Business Operations and Anti-Corruption	26
		Please refer to the company's Annual Report for the year 2022 for more details.	49
	2-16 Communication of Key Impact Events	Chapter2 Sustainability Management and Key Themes-2.1 ESG Governance Bodies	14
	2-17 Collective Governance Intelligence of the Highest Governance Body	Chapter3 Robust Corporate Governance- 3.1 Organizational Governance Structure	25
	2-18 Highest Governance Unit' s Performance Evaluation	Chapter3 Robust Corporate Governance- 3.1 Organizational Governance Structure	24
	2-19 Compensation Policies	Chapter3 Robust Corporate Governance- 3.1 Organizational Governance Structure	22
	2-20 Compensation Determination Process	Chapter3 Robust Corporate Governance- 3.1 Organizational Governance Structure	22
	2-21 Annual Total Compensation Ratio	Salary information is considered confidential and will not be disclosed.	

GRI Guidelines / Other Sources	Disclosure Items	Chapters	Page
	2-22 Statement on Sustainable Development Strategy	Message from Management	4
	2-23 Policy Commitments	Chapter3 Robust Corporate Governance- 3.1 Organizational Governance Structure	26
	2-24 Inclusion of Policy Commitments	Chapter3 Robust Corporate Governance- 3.1 Organizational Governance Structure	26
	2-25 Procedures for Remedying Negative Impacts	Chapter3 Robust Corporate Governance-3.2 Integrity in Business Operations and Anti-Corruption	28
	2-26 Mechanisms for Seeking Advice and Raising Concerns	Chapter3 Robust Corporate Governance-3.2 Integrity in Business Operations and Anti-Corruption	28
	2-27 Regulatory Compliance	Chapter3 Robust Corporate Governance-3.7 Regulatory Compliance	36
	2-28 Membership in Industry Associations	Chapter6 Social Engagement-6.2 External Association Engagement	76
	2-29 Stakeholder Engagement Policies	Chapter2 Sustainability Management and Key Themes-2.1 ESG Governance Bodies	14
	2-30 Collective Bargaining Agreements	Chapter5 Blissful Workplace- 5.2 Labor-Employer Relations	54

Material Topic		Chapters	Page
GRI 3 : Material Topic 2021	3-1 process of determining Material Topics	Chapter 2 Sustainable Management and Material Topic 2.2 Material Topic Identification Process and Management	14
	3-2 Material Topic Table	Chapter 2 Sustainable Management and Material Topic 2.2 Material Topic Identification Process and Management	19
1. Regulatory Compliance			
GRI 3 : Material Topic 2021	3-3 Material Topic Management	Chapter 2 Sustainable Management and Material Topic 2.2 Material Topic Identification Process and Management	14
		Chapter 3 Robust Corporate Governance 3.7 Regulatory Compliance	36
2.Integrity in Business and Anti-Corruption			
GRI 3 : Material Topic 2021	3-3 Material Topic Management	Chapter 2 Sustainable Management and Material Topic 2.2 Material Topic Identification Process and Management	14
		Chapter 3 Robust Corporate Governance 3.2 Integrity in Business and Anti-Corruption	26
3.Custom Theme: Research and Innovation with Quality			
GRI 3 : Material Topic 2021	3-3 Material Topic Management	Chapter 2 Sustainable Management and Material Topic 2.2 Material Topic Identification Process and Management	14
		Chapter 3 Robust Corporate Governance 3.4 Research and Innovation and Quality Management	30
4.Supply Chain ESG Implementation			
GRI 3 : Material Topic 2021	3-3 Material Topic Management	Chapter 2 Sustainable Management and Material Topic 2.2 Material Topic Identification Process and Management	14
GRI 308 Supplier Environmental Assessment	308-1 Screening new suppliers using environmental standards.	Chapter 3 Robust Corporate Governance 3.6 Suppliers Management	34
GRI 414 Supplier Social Assessment	414-1 Screening new suppliers using social standards	Chapter 3 Robust Corporate Governance	34
5. Waste Management			
GRI 3 : Material Topic 2021	3-3 Material Topic Management	Chapter 2 Sustainable Management and Material Topic 2.2 Material Topic Identification Process and Management	14

Material Topic	Chapters	Page
GRI 306: Waste 2020	306-1 Generation of waste and significant impacts related to waste	Chapter 4 Sustainable Environment Management 4.4 Waste Management 43
	306-2 Management of significant impacts related to waste	Chapter 4 Sustainable Environment Management 4.4 Waste Management 43
	306-3 Generation of waste	Chapter 4 Sustainable Environment Management 4.4 Waste Management 43
	306-4 Disposal and transfer of waste	Chapter 4 Sustainable Environment Management 4.4 Waste Management 43
	306-5 Direct disposal of waste	Chapter 4 Sustainable Environment Management 4.4 Waste Management 43

SASB Chemicals Industry Standard Reference Table

Theme	Indicator Code	Description	Content	Page
Greenhouse Gas	RT-CH-110a.1	<ul style="list-style-type: none"> Scope 1 greenhouse gas emissions (tCO₂e) Percentage of Scope 1 greenhouse gas emissions subject to regulatory emission limits (%) 	<ul style="list-style-type: none"> Scope 1 greenhouse gas emissions: 6,525 tCO₂e Percentage of Scope 1 greenhouse gas emissions subject to regulatory limits: CoreMax has no Scope 1 greenhouse gas emissions subject to regulatory limits. Please refer to Chapter 4, Sustainable Environment Management, Section 4.5 - Energy Policy and Greenhouse Gas Inventory. 	45
	RT-CH-110a.2	Short, medium, and long-term management strategies and plans for Scope 1 greenhouse gas emissions, including emission reduction targets, performance assessment, and analysis.	The Group has not yet established short, medium, and long-term management strategies and emission reduction goals for Scope 1 greenhouse gas emissions. These will be established after completing the ISO 14064-1:2018 greenhouse gas inventory operation in 2023.	None
Air Quality	RT-CH-120a.1	Disclosure of air pollution-related emissions is required for the following pollutants: (1) Nitrogen oxides (NOx) (2) Sulfur oxides (SOx) (3) Volatile organic compounds (VOCs) (4) Hazardous air pollutants	Our company regularly discloses the following emission data: <ul style="list-style-type: none"> Nitrogen oxides Sulfur oxides Volatile organic compounds Hazardous air pollutants Please refer to Chapter 4, Sustainable Environment Management, Section 4.3 - Air Pollution Control.	42
Energy Management	RT-CH-130a.1	The following data needs to be disclosed: (1) Total energy consumption (GJ) (2) Proportion of grid electricity usage (%) (3) Proportion of renewable energy usage (%) (4) Self-generated energy (GJ)	The data for the year 2022 is as follows: <ul style="list-style-type: none"> Total energy consumption: 877,088.68 GJ Proportion of grid electricity usage: 100% Proportion of renewable energy usage: 0% Self-generated energy: 0 GJ Please refer to Chapter 4 "Sustainable Environment Management" / 4.5 "Energy Policy and Greenhouse Gas Inventory" for further details.	44
Water Management	RT-CH-140a.1	Disclosure needed: (1) Total water intake (2) Total water consumption (3) Operational locations in "high" or "extremely high" water-stressed areas and the proportion they represent of (1) and (2) Please refer to Chapter 4 "Sustainable Environment Management" for more information.	Please refer to Chapter 4 Sustainable Environment Management/4.2 Water and Effluents Management	41

Theme	Indicator Code	Description	Content	Page
	RT-CH-140a.2	Number of Cases of Violation of Water Quality-related Emission Permits, Standards, and Regulations	Please refer to Chapter 4 Sustainable Environment Management/4.2 Water and Effluents Management	41
	RT-CH-140a.3	Description of Water stewardship Management Risks and Strategies, as well as Practices to Mitigate Risks	Please refer to Chapter 4 Sustainable Environment Management/4.2 Water and Effluents Management	40
Hazardous Waste Management	RT-CH-150a.1	Total Amount of Hazardous Waste Generated by the Company and Recycling Percentage	None Please refer to Chapter 4 Sustainable Environment Management 4.4 Waste Management	43
Community Relations	RT-CH-210a.1	Process of Discussing Risks and Opportunities Related to Community Benefits in Engagement Management	Please refer to Chapter 6 "Community Engagement" / 6.1 "Community Maintenance and Involvement in Public Welfare"	74
Occupational Health and Safety	RT-CH-320a.1	For both employees and non-employees: (1) Total Recordable Incident Rate (TRIR) (2) Fatality Rate	(1) Total Recordable Incident Rate (TRIR): 0% (2) Fatality Rate: 0% Please refer to Chapter 5 "Blissful Workplace" for more details. Section 5.5 "Occupational Safety and Health"	70
	RT-CH-320a.2	Description of the assessment and monitoring of health risks related to employees and non-employees in reducing long-term/chronic exposures.	Please refer to Chapter 5, section 5.5 "Occupational Safety and Health" in the "Blissful Workplace" section for detailed information on the assessment and monitoring of health risks related to employees and non-employees in reducing long-term/chronic exposures.	71
Enhancing Efficiency in Product Design during Usage Phase	RT-CH-410a.1	Products with enhanced resource efficiency during the usage phase can contribute to sustainable revenue growth.	Please refer to Chapter 3, Section 3.4 "Research and Innovation for Anti-Corruption" for more information.	30
Chemical Safety and Environmental Management	RT-CH-410b.1	Revenue percentage of products containing chemicals classified under GHS hazard categories of health and environmental hazards, with classification levels of 1 and 2, as well as the percentage of related products undergoing hazard analysis, can be found in Chapter 3, Section 3.4 "Chemical Safety and Environmental Impact" for detailed information.	No related product	
	RT-CH-410b.2	The development strategy for alternative products that can reduce impacts on human health and the environment, particularly in relation to high-concern chemicals, is discussed in detail in Chapter 3, Section 3.4 "Chemical Safety and Environmental Impact."	No related product	
Genetically Modified Organisms (GMOs)	RT-CH-410c.1	Proportion of Genetically Modified Products in Total Revenue	No related product	
Legal and Regulatory Compliance Management	RT-CH-530a.1	Company's Stance on Government Regulation and Policy Planning Regarding Environmental and Social Issues	None	
Occupational Safety and Emergency Response	RT-CH-540a.1	Process Safety Incidents Count (PSIC), Process Safety Incident Rate (PSIR), Process Safety Incident Severity Rate (PSISR)	None	
	RT-CH-540a.2	Number of Transportation Incidents	None	

Taiwan Stock Exchange Corporation Rules Governing the Preparation and Filing of Sustainability Reports by TWSE Listed Companies Chemical Industry Sustainability Disclosure Indicators

No.	Indicators	Indicator Type	Annual Disclosure Status	Unit	Notes: Corresponding Chapter
1	Total Energy Consumption, Percentage of Purchased Electricity, Renewable Energy Usage Rate, and Self-generated Energy Total Consumption	Quantitative	<ul style="list-style-type: none"> ● Total Energy Consumption: 877,088.67 gigajoules (GJ) ● Percentage of Purchased Electricity: 14% ● Renewable Energy Usage Rate and Total Amount of Self-Generated Energy: 0% ; 0 GJ 	Gigajoules percentage (%)	Chapter 4 Sustainable Environment Management 4.5 Energy Policy and Greenhouse Gas Inventory
2	Total Water Withdrawal, Total Water Consumption, Regulatory-required or Voluntarily Disclosed (Waste) Water Discharge Volume	Quantitative	<ul style="list-style-type: none"> ● Total Water Withdrawal 462.12 ● Total Water Consumption: 301.43 ● Total Wastewater (Sewage) Discharge: 160.68 	Megaliter	Chapter 4 Sustainable Environment Management 4.2 Water and Effluents Management
3	Total Amount of Hazardous Waste Generated during Product Manufacturing Processes Subject to Regulatory Requirements or Voluntarily Disclosed, and Recycling Percentage	Quantitative	<p>Company does not generate any hazardous waste in its production process.</p> <p>Hazardous Waste Generated: 0 metric tons</p> <ul style="list-style-type: none"> ● Hazardous Waste Recycling Percentage: N.A. 	Metric Tons (t), Percentage (%)	Chapter 4 Sustainable Environment Management 4.4Waste Management
4	Explanation of Occupational Accident Numbers and Rates	Quantitative	<ul style="list-style-type: none"> ● Occupational accidents: 1 person ● Occupational accident rate: 0.22% 	Number of People, Percentage (%)	Chapter 5 Blissful Workplace 5.5 Occupational Safety and Health
5	Operating Activities with Significant Actual or Potential Negative Impact on Local Communities	Qualitative	<p>Impacts of operational activities on the local community include the following aspects:</p> <ul style="list-style-type: none"> ● Factory water withdrawal ● Wastewater discharge management ● Waste management ● Air pollution management ● Chemical safety management 	Not Applicable	Chapter 4 Sustainable Environment Management 4.1 Environmental Management Policy and Investment 4.2Water and Effluents Management 4.3 Air Pollution Control 4.4Waste Management
6	Concrete and Effective Mechanisms and Measures Taken by the Enterprise Itself and Its Suppliers to Reduce Negative Environmental or Social Impacts	Qualitative	<ul style="list-style-type: none"> ● Factory water withdrawal ● Wastewater discharge management ● Waste management ● Air pollution management ● Chemical safety management ● Supplier management 	Not Applicable	Chapter 3 Robust Corporate Governance 3.6 Suppliers Management Chapter 4 Sustainable Environment Management 4.1 Environmental Management Policy and Investment 4.2Water and Effluents Management 4.3 Air Pollution Control 4.4Waste Management
7	Product Output by Product Category	Quantitative	<p>2022 Product Output of CoreMax Group:</p> <ul style="list-style-type: none"> ● Catalysts: 10,413 metric tons ● Energy Storage Materials for Batteries: 37,003 metric tons ● Chemical Fertilizers: 35,625 metric tons ● Others: Due to the diverse range of other product categories and inconsistent units of measurement, production quantities are not calculated. 	Varies by product type	Chapter 1: Introduction to CoreMax Group 1.3 Operational Performance

Climate-related Information of Listed and OTC Companies

Risks and Opportunities of Climate Change for the Company and Relevant Mitigation Measures Taken

Item	Implementation Status
1. Board and Management Oversight of Climate Risks and Opportunities	The board of directors oversees climate-related risks and opportunities within the company. It establishes two committees: the Audit Committee and the Sustainability Development Committee. The Chairman, appointed by the board, serves as the Chairperson of the ESG Committee, responsible for coordinating the company's sustainable development goals. Senior executives at the Director level and above lead specific working groups.
2. Impact of Climate Risks on Business, Strategy, and Finances (Short, Medium, Long-term)	<p>The identified high-impact climate-related risks are as follows:</p> <ul style="list-style-type: none"> ● Transition risk: Rising raw material costs. ● Immediate Physical risk: Extreme changes in rainfall and climate patterns leading to drought. ● Immediate Physical risk: Increased severity of extreme weather events such as hurricanes and floods resulting in inundation. <p>Additionally, 3 prioritized transition opportunities are:</p> <ul style="list-style-type: none"> ● Enhancing resource efficiency. ● Research and innovation for developing new products and services. ● Market expansion <p>CoreMax Group aligns climate-related risks with its future development direction, emphasizing timely implementation of market opportunities, including resource efficiency improvements and new product/service development.</p>
3. Extreme Climate Events and Financial Impact of Transition Actions	We have conducted an initial assessment of potential impacts from extreme climate events such as floods and droughts for all CoreMax facilities locations. Following the conclusions of the IPCC AR6 Working Group, future sea-level rise may affect our facility operations. We plan to gradually integrate financial assessments in response to these climate-related risks.
4. Integrating Climate Risk Assessment into Overall Risk Management	Not planned for current phase; gradual implementation in the future.
5. Scenario Analysis for Resilience to Climate Risks	Not planned for current phase; gradual implementation in the future.
6. Transition Plan for Addressing Climate Risks and Targets	Not planned for current phase; gradual implementation in the future.
7. Use of Internal Carbon Pricing for Planning	Not planned for current phase; gradual implementation in the future.
8. Climate Targets, Carbon Offsetting, and RECs	Not planned for current phase; gradual implementation in the future.
9. Greenhouse Gas Inventory and Assurance (Section 1-1)	Our facilities finished inventory assessments in 2023 and will receive inspection reports by year-end.

Third-party Verification Statement



安侯建業聯合會計師事務所

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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 attached as Appendix I (“the Subject Matter Information”) on the 2022 Sustainability Report of CoreMax (“the Report”) for the year ended December 31, 2022.

Reporting Criteria of the Subject Matter Information

CoreMax shall prepare the Subject Matter Information in accordance with reporting criteria required by Article 4 of Taiwan Stock Exchange Corporation Rules Governing the Preparation and Filing of Sustainability Reports by TWSE Listed Companies (“the Regulation”) and Global Reporting Initiative Standards (“GRI Standards”) issued by Global Sustainability Standards Board as set forth in Appendix I.

Management’s Responsibility for the Report

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 reporting 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 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 reporting 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 listed 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 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 has a reasonable assurance engagement been performed.

Inherent limitations

The Report for the year ended December 31, 2022 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 reporting criteria.

Other Matters

The management of CoreMax is responsible for the maintenance of its website where includes the Limited Assurance Report, we shall not be responsible for any further changes on the Subject Matter Information or its applicable reporting criteria, nor be responsible for reconducting any assurance work after the issuance date of the Limited Assurance Report.

KPMG

Taipei, Taiwan (Republic of China)
July 31, 2023

Notes to reader

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

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Appendix I: Summary of the Subject Matter Information

No.	Corresponding Section	Page	Subject Matter Information	Reporting Criteria	The Regulation/ GRI Standards
1	4.5 Energy Policy and Greenhouse Gas Inventory	44	<ul style="list-style-type: none"> CoreMax Group relies on a range of energy sources, including gasoline, heavy fuel oil, externally sourced steam and electricity. The main energy sources are externally purchased steam (approximately 72% of total consumption) and electricity (about 14%) respectively. In 2022, total energy consumption amounted to 877,088.67 GJ. Energy Consumption in 2022: <ul style="list-style-type: none"> - Imported natural gas: 68,116.02 GJ - Liquefied petroleum gas: 28,624.92 GJ - Diesel fuel: 5,622.16 GJ - Gasoline: 302.75 GJ - Heavy fuel oil: 16,387.89 GJ - Other petroleum products (Hydraulic oil): 30.12 GJ - Purchased non-renewable electricity: 123,363.64 GJ - Purchased renewable electricity: 0.00 GJ - Purchased steam: 634,641.17 GJ - Total energy consumption: 877,088.67 GJ 	■ Details on Energy usage by CoreMax	Taiwan Stock Exchange Corporation Rules Table 1-2 No.1 Total energy consumption, percentage of purchased electricity, utilization rate of renewable energy and total self-generated energy
	Appendix_Chemical Industry Sustainability Disclosure Indicators	79	<ul style="list-style-type: none"> Total Energy Consumption: 877,088.67 gigajoules (GJ) Percentage of Purchased Electricity: 14% Renewable Energy Usage Rate and Total Amount of Self-Generated Energy: 0%; 0 GJ 		
2	4.2 Water and Effluents Management	40-41	<ul style="list-style-type: none"> In 2022, CoreMax Group's water intake reached 462.12 megaliter; water discharge was 160.68 megaliter. Group's Water Consumption for 2022: <ul style="list-style-type: none"> -Withdrawal: 462.12 megaliter -Discharge: 160.68 megaliter -Consumption: 301.43 megaliter 	■ Details on Water Consumption by CoreMax	Taiwan Stock Exchange Corporation Rules Table 1-2 No.2 Total water withdrawal, total water consumption, and the amount of wastewater (sewage) discharged that is required to be disclosed by law or voluntarily
	Appendix_Chemical Industry Sustainability Disclosure Indicators	79	<ul style="list-style-type: none"> Total Water Intake: 462.12 megaliter Total Water Consumption: 301.43 megaliter Total Wastewater (Sewage) Discharge: 160.68 megaliter 		
3	4.4 Waste Management	43	<ul style="list-style-type: none"> In 2022, CoreMax Group generated 524.66 metric tons of general industrial waste, with no hazardous waste produced. Of this, 53.85 metric tons were transferred for disposal, and 426.80 metric tons were directly disposed of. The largest portion of direct disposal was 317.03 metric tons of inorganic sludge waste. Additionally, 44.01 metric tons of waste were temporarily stored on-site. 	■ Details on Waste Disposal and Waste Produced by CoreMax	Taiwan Stock Exchange Corporation Rules Table 1-2 No.3 Total amount and recycled percentage of



No.	Corresponding Section	Page	Subject Matter Information	Reporting Criteria	The Regulation/ GRI Standards
	Appendix_Chemical Industry Sustainability Disclosure Indicators	79	<ul style="list-style-type: none"> Company does not generate any hazardous waste in its production process. Hazardous Waste Generated: 0 metric tons Hazardous Waste Recycling Percentage: N.A. 		hazardous waste generated during the production process of products disclosed as required by law or voluntarily
4	5.5 Occupational Health and Safety	69-70	<ul style="list-style-type: none"> CoreMax adhere to safety regulations, aiming for "net zero" accidents and environmental incidents. Following a burn incident in 2022, we reviewed and revised SOPs to prevent similar occurrences. CoreMax Group Occupational Injury Statistics for 2022: <ul style="list-style-type: none"> - Absence Rate (AR) Female: 8.47 %; Male: 7.05 %; Total: 7.29% - Disabling Injury Frequency Rate (FR) Female: 0; Male: 1.39; Total: 1.16 - Lost Day Rate (LDR) Female: 0; Male: 4.17; Total: 3.48 - Occupational Disease Rate (ODR) Female: 0; Male: 0; Total: 0 - Number of annual deaths Female: 0; Male: 0; Total: 0 - Rate for occupational injury deaths Female: 0; Male: 0; Total: 0 - Fatal occupational injury rate (excluding number of deaths) Female: 0; Male: 0; Total: 0 - Occupational injury rate (including number of deaths and severe occupational injuries) Female: 0; Male: 1.39; Total: 1.16 	■ Details on Performance of Occupational Safety and Health by CoreMax	Taiwan Stock Exchange Corporation Rules Table 1-2 No.4 Describe the number and rate of occupational accidents
	Appendix_Chemical Industry Sustainability Disclosure Indicators	79	<ul style="list-style-type: none"> Occupational accidents: 1 person Occupational accident rate: 0.22% 	■ Details on Performance of Occupational Safety and Health by CoreMax ■ Occupational accident rate = annual number of people in occupational accident / total number of employees of the year	



No.	Corresponding Section	Page	Subject Matter Information	Reporting Criteria	The Regulation/ GRI Standards
5	4.1 Environmental Management Policy and Investment	39	<ul style="list-style-type: none"> Air Emissions: All emissions of pollutants from our various facilities are effectively treated in accordance with local regulatory requirements before being released, ensuring that there are no adverse impacts on the local community environment. Waste Management: Emissions of pollutants from all our facilities are treated in compliance with local regulatory standards before release, ensuring that there are no adverse impacts on the local community environment. Chemical Handling: Our production facilities are equipped with chemical safety measures, including emergency equipment for handling and transporting regulated chemicals. We conduct annual hazard prevention drills and training to enhance our staff's response capabilities, reducing the risk of environmental harm. 	Assessment results of operations impact to local communities and related management policies	Taiwan Stock Exchange Corporation Rules Table 1-2 No.5 Operations with significant actual and potential negative impact on local communities
6	3.6 Supplier Management	35-36	<ul style="list-style-type: none"> Supplier Evaluation CoreMax has established a comprehensive supplier evaluation process. In addition to requiring suppliers to sign the "Supplier Code of Conduct," we have historically conducted quarterly assessments for suppliers with more than 2 transactions in a quarter. However, due to stable performance and cooperation from suppliers, we transitioned to an annual assessment cycle starting from 2021. We use our internally developed "Supplier Scorecard" to evaluate suppliers who have had more than 8 transactions in a year. The evaluation criteria encompass quality, delivery, pricing, service, and other factors. In 2022, a total of 34 suppliers underwent this assessment, and we are pleased to report that all of them achieved a passing score, resulting in a 100% qualification rate. This statistical data serves as the basis for procurement allocation and future collaboration decisions. Furthermore, we maintain open communication with our suppliers through email and telephone interviews as situation calls for. This approach allows us to stay informed about their supply status and global market conditions, enabling us to promptly respond to market changes and make informed decisions. Supplier Audit In addition to assessing suppliers through scorecards, our company annually establishes an audit plan for raw material and packaging suppliers. We conduct on-site audits of these suppliers, focusing primarily 	<ul style="list-style-type: none"> Supplier management related operating procedures CoreMax materials supplier evaluation and audit related documents 	Taiwan Stock Exchange Corporation Rules Table 1-2 No.6 Negative environmental or social impacts in the company itself and its supply chain and actions taken



No.	Corresponding Section	Page	Subject Matter Information	Reporting Criteria	The Regulation/ GRI Standards
			<ul style="list-style-type: none"> on aspects such as quality and environmental indicators. In 2022, we continued to implement our supplier audit plan, conducting on-site audits of four suppliers. We are pleased to report that no discrepancies were found during these on-site inspections. We conducted an investigation into the performance of the top 10 raw material and packaging suppliers, based on transaction amounts, to assess their "environmental and social indicators" for the year 2022. This investigation involved 10 suppliers in total: <ul style="list-style-type: none"> Number of Environmental Compliance: 2; Percentage: 20% Number of Social Compliance: 8; Percentage: 80% Environmental Indicators: CoreMax assesses supplier for ISO 14001 certification. In 2022, 6 suppliers lacked ISO 14001 or hadn't responded to suppliers' OHS questionnaire. Encouraging them to obtain certification and follow up on questionnaire responses. <ul style="list-style-type: none"> Surveys Conducted: Overseas: 24+ Domestic: 41 Responses Received: Overseas: 19+ Domestic: 41 Overall Response Rate (%): 92.3% Social Indicators: CoreMax surveys suppliers for ESG-related statements and signed "Supplier Social Responsibility and Code of Conduct" and "Supplier ESG Self-Assessment Questionnaire." Only upon successful completion of the signing process, suppliers can be incorporated as qualified suppliers. Non-responsive suppliers are contacted via email or phone to understand reasons. <ul style="list-style-type: none"> Surveys Conducted: Overseas: 24+ Domestic: 41 Responses Received: Overseas: 19+ Domestic: 41 Overall Response Rate (%): 92.3% 		
7	Appendix Chemical Industry Sustainability Disclosure Indicators	79	<ul style="list-style-type: none"> 2022 Product Output of CoreMax Group: Catalysts: 10,413 metric tons Energy Storage Materials for Batteries: 37,003 metric tons Chemical Fertilizers: 35,625 metric tons Others: Due to the diverse range of other product categories and inconsistent units of measurement, production quantities are not calculated. 	Details on product output	Taiwan Stock Exchange Corporation Rules Table 1-2 No.7 Production by reportable segment



No.	Corresponding Section	Page	Subject Matter Information	Reporting Criteria	The Regulation/ GRI Standards
8	3.7 3.7 Regulatory Compliance	37	<ul style="list-style-type: none"> CoreMax had no regulatory violations in corporate governance, product safety, or labor relations in 2022. 2 waste management oversights occurred but were promptly improved. There were 2 waste management violations in 2022: <ol style="list-style-type: none"> Uranus Toufen Plant operated without an approved waste cleanup plan. They initiated operations without obtaining approval for their waste cleanup plan, despite having secured facility establishment documents. Consequently, they were fined NT\$120,000 after an official inspection for violating Article 31, Paragraph 1, Subparagraph 1 of the Waste Disposal Act. Heng-1 Chemical made an inaccurate quantity declaration. In a July 12, 2022 inspection by the Environmental Protection Bureau, they identified an incorrect quantity declaration regarding organic sludge (D-0901) generated from process 370001 in October 2021. The reported 4.45 metric tons exceeded the actual storage amount of 2.45 metric tons for that month. This resulted in a NT\$12,000 penalty under Article 31, Paragraph 1, Subparagraph 2 of the Waste Disposal Act, as specified in Article 52 of the same act. 	<ul style="list-style-type: none"> "Total Monetary Amount of Penalties" and "Total number of Instances of Non-Compliance with Laws and Regulations" 	GRI Standards 2-27 Compliance with laws and regulations
9	4.3 Air Pollution Prevention and Control	42	<ul style="list-style-type: none"> For CoreMax Group factories including CoreMax Hsinchu Plant, Uranus Taichung Plant, and Heng-1 Toufen Plant, there are specific air pollution control devices mandated by law. The following are the monitored air pollution indicators: <ul style="list-style-type: none"> CoreMax Hsinchu Plant: Law-mandated fixed pollution control equipment. Emission outlet: P01 <ul style="list-style-type: none"> Monitoring parameters: Acetic acid Emission standards: ≤ 0.674 g/s Monitoring values: 0.006 g/s Emission outlet: P02 <ul style="list-style-type: none"> Monitoring parameters: Acetic acid Emission standards: ≤ 0.387 g/s Monitoring values: 0.007 g/s Monitoring parameters: Hydrobromic acid Emission standards: ≤ 0.153 g/s Monitoring values: 0.035 g/s Emission outlet: P03 <ul style="list-style-type: none"> Monitoring parameters: Acetic acid Emission standards: ≤ 0.25 g/s Monitoring values: 0.008 g/s 	<ul style="list-style-type: none"> Details on air pollutant emission testing by CoreMax 	GRI Standards 305-7 Nitrogen oxides (NOx), sulfur oxides (SOx), and other significant air emissions



No.	Corresponding Section	Page	Subject Matter Information	Reporting Criteria	The Regulation/ GRI Standards
			<ul style="list-style-type: none"> Monitoring parameters: Hydrobromic acid Emission standards: ≤ 0.099 g/s Monitoring values: 0.016 g/s Actual emissions: 1,863.15 kg Note: Emissions refer to the emissions of volatile organic compounds (VOCs). Uranus Taichung Plant: The oxalic acid process follows the air pollution control operation permit from the competent authority. Emission outlets: P04.P05.P06.P07 <ul style="list-style-type: none"> Monitoring parameters: SOx Emission standards: 15ppm Monitoring values: 0.1-0.4ppm Actual emissions: 0 kg Monitoring parameters: NOx Emission standards: 150ppm Monitoring values: 25-65ppm Actual emissions: 1710.76 kg Monitoring parameters: Particulate matters (PM) Emission standards: 10mg/Nm³ Monitoring values: 0.1-0.4mg/Nm³ Actual emissions: 51.24 kg Emission outlet: P101 <ul style="list-style-type: none"> Monitoring parameters: VOC Emission standards: Not Specified Monitoring values: 0.0234kg/hr Actual emissions: 46.8 kg Note 1: Emission standards are per individual unit, but the actual emissions represent the sum of 4 units. Monitoring data is based on 2023 samples. Note 2: Monitoring values: Range from the minimum to maximum of the 4 stacks. Heng-1 Toufen Plant Emission outlet: P901 <ul style="list-style-type: none"> Monitoring parameters: Particulate matters (PM) Emission standards: 100mg/Nm³ Monitoring values: 5mg/Nm³ Actual emissions: 270.73 kg Monitoring parameters: SOx Emission standards: 11.66 g/s Monitoring values: 0.10 g/s Actual emissions: 1,187.22 kg Monitoring parameters: NOx Emission standards: 250ppm Monitoring values: 4ppm 		



No.	Corresponding Section	Page	Subject Matter Information	Reporting Criteria	The Regulation/ GRI Standards
			<p>Actual emissions: 970.41 kg</p> <p>- Monitoring parameters: Sulfuric Acid Droplets Emission standards: 0.58 g/s Monitoring values: 0.01 g/s Emission outlets: PA01,PA02,PA03</p> <p>- Monitoring parameters: Particulate matters (PM) Emission standards: 100mg/Nm³ Monitoring values: 4.5mg/Nm³ Actual emissions: 1,224.12 kg</p> <p>- Monitoring parameters: SOx Emission standards: 300ppm Monitoring values: 1.8ppm Actual emissions: 453.21 kg</p> <p>- Monitoring parameters: NOx Emission standards: 250ppm Monitoring values: 6.2ppm Actual emissions: 810.18 kg</p> <p>- Monitoring parameters: VOCs Actual emissions: 1,153.91 kg Emission outlet: P161</p> <p>- Monitoring parameters: SOx Emission standards: 650ppm Monitoring values: 62ppm Actual emissions: 968.81 kg</p> <p>- Monitoring parameters: Sulfuric Acid Droplets Emission standards: 100mg/Nm³ Monitoring values: <1mg/Nm³ Emission outlet: P181</p> <p>- Monitoring parameters: SOx Emission standards: 650ppm Monitoring values: 93ppm Actual emissions: 202.09 kg</p> <p>- Monitoring parameters: Sulfuric Acid Droplets Emission standards: 100mg/Nm³ Monitoring values: 8mg/Nm³</p> <p>■ Factories without installations or emissions:</p> <ul style="list-style-type: none"> CoreMax Toufen plant: Exempt from equipment setup due to regulations. Uranus Hsinchu Plant 1: No emissions data in 2022 due to inactive processes. Uranus Hsinchu Plant 2: Exempt from equipment setup due to regulations. Uranus Toufen Plant: Exempt from equipment setup due to regulations. 		



No.	Corresponding Section	Page	Subject Matter Information	Reporting Criteria	The Regulation/ GRI Standards
10	5.2 Labor-Employer Relations	53	<p>■ In response to the operational needs of the organization, CoreMax Taiwan facility recruited a total of 195 new employees in 2022 (166 males, 29 females). The overall new hire rate for 2022 was 42.39%, and the turnover rate was 25.00%.</p> <p>■ New Hires Statistics (number of people, rate)</p> <ul style="list-style-type: none"> - 30 & below Male: 44 persons, 9.57%; Female: 16 persons, 3.48%; Total: 60 persons, 13.04% - 31-50 Male: 120 persons, 26.09%; Female: 13 persons, 2.83%; Total: 133 persons, 28.91% - 51 & above Male: 2 persons, 0.43%; Female: 0 people, 0.00%; Total: 2 persons, 0.43% - Sub-total Male: 166 persons, 36.09%; Female: 29 persons, 6.30%; Total: 195 persons, 42.39% <p>Note: New hire rate for male (female) employees in that age group = New male (female) hires in 2022 / Total employees at end of 2022</p> <p>■ Employee Turnover Statistics (number of people, rate)</p> <ul style="list-style-type: none"> - 30 & below Male: 17 persons, 3.70%; Female: 5 persons, 1.09%; Total: 22 persons, 4.78% - 31-50 Male: 79 persons, 17.17%; Female: 11 persons, 2.39%; Total: 90 persons, 19.57% - 51 & above Male: 3 persons, 0.65%; Female: 0 people, 0.00%; Total: 3 persons, 0.65% - Sub-total Male: 99 persons, 21.52%; Female: 16 persons, 3.48%; Total: 115 persons, 25.00% <p>Note: Attrition rate for male (female) employees in that age group = Male (female) departures in 2022 / Total employees at end of 2022.</p>	■ Details on New recruitment rate and Quitting rate by CoreMax	GRI Standards 401-1 New employee hires and employee turnover



No.	Corresponding Section	Page	Subject Matter Information	Reporting Criteria	The Regulation/ GRI Standards
11	3.5 Customer Relationship Management	32	<p>■ CoreMax Group places significant emphasis on Customer Relationship Management. Taking "Comp Materials" as an example, due to the company's high regard for customer privacy and intellectual property rights, in addition to signing confidentiality agreements with customers to protect sensitive information, the company has also established related protocols such as the "Personal Data Protection Management Guidelines" and "Information System and Network Resource Usage Guidelines." This commitment is aimed at safeguarding the company's intellectual property, confidential information, as well as personal data of customers and employees. This ensures that while conducting business operations, data leakage incidents are prevented, safeguarding customer rights. We assign dedicated personnel to archive customer privacy-related information. Additionally, we follow the company's internal ISO procedure QP016 - Information System Management Procedure to set database permissions. Access to the database requires colleagues to submit applications, undergo departmental approval, and adhere to related protocols, thereby ensuring optimal data protection measures.</p> <p>■ In 2022, the CoreMax Group did not receive any complaints related to customer privacy infringements or customer data loss.</p>	<p>■ Details on "Ethical code of conduct" and "Information system management program" by CoreMax</p>	<p>GRI Standards 418-1 Substantiated complaints concerning breaches of customer privacy and losses of customer data</p>