

CCGP

2019 CSR report

Appendix

Appendix A

Employee Training Completion Percentage for 2019 CCP Compliance and Anti-Corruption Training Based on Each Factory

Category	Taipei Office	Hsinchu Factory	Changpin Factory	Mailiao Factory	Dafa Factory	Kaohsiung Factory	CCJS	CCZZ	CCSG
Management roles	100%	100%	100%	100%	100%	96.9%	100%	100%	100%
Non-management roles	100%	99.6%	98.7%	98.5%	99.8%	100%	100%	100%	100%

Employee Training Completion Percentage for 2019 CCPC Compliance and Anti-Corruption Training Based on Each Factory

Category	Taipei Office	Miaoli Factory	Changpin Factory	Mailiao Factory	Dafa Factory	CCPJ
Management roles	96.9%	94.4%	100%	100%	100%	100%
Non-management roles	97.3%	98.8%	100%	99.6%	100%	100%

Employee Training Completion Percentage for 2019 DCC Compliance and Anti-Corruption Training Based on Each Factory

Category	Taipei Office	Changpin Factory	Mailiao Factory	Dafa Factory	Kaohsiung Factory	DCCJS	CCDPJ	CCDSG	DCCM
Management roles	100%	100%	100%	100%	100%	100%	100%	100%	100%
Non-management roles	93.3%	100%	98.7%	98.4%	99.0%	100%	100%	100%	96.3%

Note: management: entry-level supervisors (inclusive) and above; non-management: general staff.

List of labor unions/associations of CCPG (non-important roles)

Industry Associations	R&D Associations and Academic Societies
Taiwan Responsible Care Association	Fractionation Research, Inc.
Taipei Chemical Material Business Association	National Central University Catalyst and Reaction Engineering Production and Research Alliance
Taiwan Electrical and Electronic Manufacturers' Association	The Chinese Institute of Environmental Engineering
Taiwan Printed Circuit Association	Polymeric Foam Technology Alliance, National Taiwan University of Science and Technology
Taiwan Battery Association	Industrial Safety and Health Association (ISHA) of the R.O.C.
Chinese Industrial Machinery Association	Chinese Chemical Society
JAPAN HYGIENIC PVC ASSOCIATION	
Other Associations	
The Third Wednesday Club	Taiwan Association for Hydrogen Energy
Environmentally Biodegradable Polymer Association	Taiwan Halal Integrity Development Association
Chung-Hua Association for Financial and Economic Strategies	Kaohsiung Anti-Cancer Service Association
Pressure Vessel Association	Miaoli County Industrial Association
Renwu Industrial Park Manufacturers Association	Miaoli County Employment Relation Association
Taichung Harbor West Pier Business Association	Importers and Exporters Association of Miaoli
Taiwan Japan Association for Business Communication	Kaohsiung County Industrial
Importers and Exporters Association of Taipei	Yunlin Hsien Industrial Association
Taiwan Cogeneration Association	Hsinchu Industrial Park Association
Occupational Hygiene Association of Taiwan	Hsinchu County Industrial Association
Chinese National Association of Industry and Commerce, Taiwan (CNAIC)	Changhua County Industrial Association
Taiwan Alliance for Sustainable Supply	Changhua County Changhua Coastal Industrial Park Industry Association

Appendix B

2019 CCP Occupational Injury Indicators Based on Each Factory

Factory	Total occupational injury incidents (number of cases)		Traffic accidents (number of cases)		Injury rate (IR)		Absence rate (AR)		Lost day rate (LDR)		Deaths	
	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female
Taipei Office	0	0	0	1	0.00	1.25	0.38%	0.33%	0.00	2.50	0	0
Hsinchu Factory	1	0	0	0	0.10	0.00	0.13%	0.15%	0.09	0.00	0	0
Changpin Factory	1	0	3	0	1.90	0.00	0.04%	0.00%	0.95	0.00	0	0
Mailiao Factory	0	0	0	1	0.00	19.65	3.16%	0.31%	0.00	19.65	0	0
Dafa Factory	8	0	4	0	2.68	0.00	0.03%	0.03%	4.02	0.00	0	0
Kaohsiung Factory	4	0	3	1	1.70	2.17	0.33%	0.19%	23.66	2.17	0	0
CCJS	3	0	0	0	0.17	0.00	0.09%	0.28%	5.48	0.00	0	0
CCZZ	1	0	0	0	0.23	0.00	0.00%	0.00%	0.93	0.00	0	0
CCSG	1	0	0	0	2.32	0.00	1.06%	0.62%	2.32	0.00	0	0

2019 CCPC Occupational Injury Indicators Based on Each Factory

Factory	Total occupational injury incidents (number of cases)		Traffic accidents (number of cases)		Injury rate (IR)		Absence rate (AR)		Lost day rate (LDR)		Deaths	
	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female
Taipei Office	0	0	0	0	0.00	0.00	1.21%	1.32%	0.00	0.00	0	0
Miaoli Factory	8	0	9	0	0.94	0.00	1.67%	0.18%	364.95	0.00	1	0
Changpin Factory	0	0	0	0	0.00	0.00	0.15%	0.00%	0.00	0.00	0	0
Mailiao Factory	0	0	1	0	0.35	0.00	0.64%	1.01%	3.47	0.00	0	0
Dafa Factory	1	0	0	0	0.84	0.00	0.02%	0.00%	0.84	0.00	0	0
CCPJ	2	0	0	0	0.48	0.00	0.04%	0.19%	1.14	0.00	0	0

2019 DCC Occupational Injury Indicators Based on Each Factory

Factory	Total occupational injury incidents (number of cases)		Traffic accidents (number of cases)		Injury rate (IR)		Absence rate (AR)		Lost day rate (LDR)		Deaths	
	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female
Taipei Office	0	0	0	0	0.00	0.00	0.25%	0.30%	0.00	0.00	0	0
Changpin Factory	0	0	0	0	0.00	0.00	2.71%	0.00%	0.00	0.00	0	0
Mailiao Factory	4	0	0	0	1.39	0.00	0.74%	0.27%	47.32	0.00	0	0
Dafa Factory	2	0	1	0	0.92	0.00	0.13%	0.00%	9.82	0.00	0	0
Kaohsiung Factory	2	0	2	0	1.77	0.00	0.37%	0.63%	31.81	0.00	0	0
DCCJS	1	0	0	0	0.36	0.00	0.39%	1.20%	0.00	0.00	0	0
CCDPJ	2	0	0	0	1.74	0.00	0.06%	0.00%	11.50	0.00	0	0
CCDSG	5	0	0	0	3.02	0.00	1.09%	0.61%	3.62	0.00	0	0
DCCM	1	0	0	0	1.28	0.00	0.39%	0.05%	17.46	0.00	0	0

Note 1: There were no occurrences of occupational diseases in CCGP in 2019. The occupational disease rate (ODR) is therefore 0.

Note 2: GRI injury rate (IR) = number of occupational injury incidents/(work hours + overtime hours)*200,000*

Note 3: GRI Absentee Rate (AR) = (number of occupational injury leave hours + number of sick leave hours)/(work hours + overtime hours)* 100%

Note 4: GRI lost day rate (LDR) = number of lost days/(work hours + overtime hours)*200,000*

*: Refers to the percentage of for every 100 employees calculated based on 40 work hours each week and 50 weeks each year

2019 CCP Training Hours for Contractors Based on Each Company

Factory	Training hours			Number of instances at the end of the year			Average hours		
	Male	Female	Total	Male	Female	Total	Male	Female	Total
Hsinchu Factory	866	119	985	866	119	985	1.00	1.00	1.00
Changpin Factory	1,650	48	1,698	1,650	48	1,698	1.00	1.00	1.00
Mailiao Factory	560	44	604	560	44	604	1.00	1.00	1.00
Dafa Factory	924	38	962	1,848	76	1,924	0.50	0.50	0.50
Kaohsiung Factory	1,125	59	1,184	1,125	59	1,184	1.00	1.00	1.00
CCJS	6,581	429	7,010	6,581	429	7,010	1.00	1.00	1.00
CCZZ	913	33	946	913	33	946	1.00	1.00	1.00
CCSG	356	N/A	356	356	N/A	356	1.00	N/A	1.00
Total	12,975	770	13,745	13,899	808	14,707	0.93	0.95	0.93

2019 CCPC Training Hours for Contractors Based on Each Company

Factory	Training hours			Number of instances at the end of the year			Average hours		
	Male	Female	Total	Male	Female	Total	Male	Female	Total
Miaoli Factory	3,146	478	3,624	3,146	478	3,624	1.00	1.00	1.00
Changpin Factory	1,251	45	1,296	1,251	45	1,296	1.00	1.00	1.00
Mailiao Factory	1,122	89	1,211	1,122	89	1,211	1.00	1.00	1.00
Dafa Factory	16	7	22	31	13	44	0.50	0.50	0.50
CCPJ	1,591	84	1,675	1,591	84	1,675	1.00	1.00	1.00
Total	7,126	703	7,828	7,141	709	7,850	1.00	0.99	1.00

2019 DCC Training Hours for Contractors Based on Each Company

Factory	Training hours			Number of instances at the end of the year			Average hours		
	Male	Female	Total	Male	Female	Total	Male	Female	Total
Mailiao Factory	1,396	98	1,494	1,396	98	1,494	1.00	1.00	1.00
Dafa Factory	462	19	481	924	38	962	0.50	0.50	0.50
Kaohsiung Factory	932	35	967	932	35	967	1.00	1.00	1.00
DCCJS	415	72	487	195	58	253	2.13	1.24	1.92
CCDPJ	1,061	56	1,117	1,061	56	1,117	1.00	1.00	1.00
DCCM	652	1	653	652	1	653	1.00	1.00	1.00
Total	4,918	281	5,199	5,160	286	5,446	0.95	0.98	0.95

Note 1: There are no female contractors at CCSG.

Note 2: The training hours of contractors at DCC Changpin Factory are included in those of CCPC Changpin Factory.

Note 3: The training hours of contractors at CCDSG are included in those of CCSG.

Appendix C

2019 CCP Number of Environmental Violations and Fines Based on Each Factory

Unit: NT\$10 thousand

Item	Hsinchu Factory		Dafa Factory		Kaohsiung Factory	
	Number of Cases	Amount	Number of Cases	Amount	Number of Cases	Amount
Air pollution	1	10	3	30	2	20

Note 1: For the major deficiencies disclosed here, each incident is in the amount of NT\$100,000 or more.

Note 2: The remaining pollutants not listed in the table represent no violations in the year.

Note 3: Taipei Office, Changpin Factory, Mailiao Factory, CCJS, CCZZ, and CCSG had no violation with a fine of NT\$100,000 or more during the year.

2019 CCPC Number of Environmental Violations and Fines Based on Each Factory

Unit: NT\$10 thousand

Item	Miaoli Factory	
	Number of Cases	Amount
Air pollution	1	10

Note 1: For the major deficiencies disclosed here, each incident is in the amount of NT\$100,000 or more.

Note 2: The remaining pollutants not listed in the table represent no violations in the year.

Note 3: Taipei Office, Changpin Factory, Mailiao Factory, Dafa Factory, and CCPJ had no violation with a fine of NT\$100,000 or more during the year.

2019 DCC Number of Environmental Violations and Fines Based on Each Factory

Unit: NT\$10 thousand

Item	Mailiao Factory		Dafa Factory		Kaohsiung Factory		DCCJS	
	Number of Cases	Amount	Number of Cases	Amount	Number of Cases	Amount	Number of Cases	Amount
Air pollution	1	10	1	10	1	10	-	-
Waste pollution	-	-	-	-	-	-	2	54.7

Note 1: For the major deficiencies disclosed here, each incident is in the amount of NT\$100,000 or more.

Note 2: The remaining pollutants not listed in the table represent no violations in the year.

Note 3: Taipei Office, CCPG Changpin Factory, CCPG Mailiao Factory, CCJS, CCZZ, CCPC Dafa Factory, and CCPG Panjin Factory, CCPG Singapore Factory, and DCCM had no violation with a fine of NT\$100,000 or more during the year.

2019 CCP Energy Consumption Based on Each Factory

Unit: Gigajoules (GJ)

Item	Hsinchu Factory	Changpin Factory	Mailiao Factory	Dafa Factory	Kaohsiung Factory	CCJS	CCZZ	CCSG
Electricity purchased from external parties	64,550	200,751	122,290	658,785	241,142	1,722,920	15,150	43,075
Diesel	3,312	202	N/A	3,434	3,197	8,298	10,391	N/A
Natural Gas	N/A	143,227	N/A	141,408	491,401	85,462	2	N/A
Heavy oil/fuel oil	110,773	N/A	N/A	15,064	N/A	2,367	2,595	N/A
Coal	4,315,095	N/A	N/A	N/A	N/A	12,942,460	N/A	N/A
Steam purchased from external parties	N/A	N/A	207,462	4,414,887	275,852	1,294,762	N/A	783,836
Steam sold to external parties	156,386	N/A	N/A	2,074,674	N/A	N/A	N/A	N/A
Electricity sold to external parties	7,735	N/A	N/A	202,865	N/A	N/A	N/A	N/A

CCPC Energy Consumption in 2019 at Each Factory

Unit: Gigajoules (GJ)

Item	Miaoli Factory	Mailiao Factory	Dafa Factory	CCPJ
Electricity purchased from external parties	1,564,547	994,541	N/A	17,041
Diesel	11,905	N/A	2,169	3,580
Natural Gas	11,370	N/A	N/A	1,100
Heavy oil/fuel oil	78,361	N/A	N/A	12,094
Coal	18,377,076	N/A	7,570,953	6,303,235
Steam purchased from external parties	N/A	1,959,692	462,651	N/A
Steam sold to external parties	N/A	N/A	3,862,479	N/A
Electricity sold to external parties	N/A	N/A	539,714	N/A

2019 DCC Energy Consumption Based on Each Factory

Unit: Gigajoules (GJ)

Item	Mailiao Factory	Dafa Factory	Kaohsiung Factory	DCCJS	CCDPJ	CCDSG	DCCM
Electricity purchased from external parties	1,129,361	898,810	293,351	386,099	17,041	416,354	39,466
Diesel	802	1,218	1,407	751	271	491	30,697
Natural Gas	N/A	656,894	309,992	191,085	354,442	N/A	112,998
Heavy oil/fuel oil	276,625	N/A	N/A	N/A	N/A	N/A	N/A
Coal	N/A	N/A	N/A	1,139,438	N/A	N/A	N/A
Steam purchased from external parties	3,932,930	4,333,734	206,647	700,105	N/A	1,555,956	N/A
Steam sold to external parties	9,378	N/A	N/A	N/A	N/A	49,577	N/A

Note: DCC had no electricity sold to external parties.

2019 CCP Energy Consumption Based on Each Factory

Unit: kt-CO₂e

GHG Type	Hsinchu Factory	Changpin Factory	Mailiao Factory	Dafa Factory	Kaohsiung Factory	CCJS	CCZZ	CCSG
Direct GHG emissions (Scope 1)	374	38	0	399	30	1,014	17	9
Indirect GHG emissions (Scope 2)	6	2	44	446	89	637	30	72
Total volume of emissions	380	40	45	845	119	1,651	46	81

2019 CCPC Energy Consumption Based on Each Factory

Unit: kt-CO₂e

GHG Type	Miaoli Factory	Miaoli Factory II	Mailiao Factory	Dafa Factory	CCPJ
Direct GHG emissions (Scope 1)	1,465	38	27	599	462
Indirect GHG emissions (Scope 2)	265	1,035	401	38	2
Total volume of emissions	1,730	1,072	429	637	465

2019 DCC Greenhouse Gas Emissions Based on Each Factory

Unit: kt-CO₂e

GHG Type	Mailiao Factory	Dafa Factory	Kaohsiung Factory	DCCJS	CCDPJ	CCDSG	DCCM
Direct GHG emissions (Scope 1)	146	94	29	112	22	45	3
Indirect GHG emissions (Scope 2)	670	490	66	168	335	184	6
Total volume of emissions	817	584	96	280	357	229	9

Note 1: GHG emissions in Scope 1 included carbon dioxide (CO₂), methane (CH₄), nitrous oxide (N₂O), and hydrofluorocarbons (HFCs). No other gases were emitted.

Note 2: GHG emissions in Scope 2 included carbon dioxide (CO₂), methane (CH₄), and nitrous oxide (N₂O). No other gases were emitted.

Note 3: Data of the inspection of Scope 1 and Scope 2 greenhouse gases at CCGP factories were reported to the Environmental Protection Agency, and Scope 3 greenhouse gases were not inspected.

Note 4: For the data of factories in China, only the CO₂ emissions were inspected.

2019 CCP Water Resources Consumption Based on Each Factory

Unit: Ton

Item	Hsinchu Factory	Changpin Factory	Mailiao Factory	Dafa Factory	Kaohsiung Factory	CCJS	CCZZ	CCSG
Running water consumption	1,979,283	395,638	N/A	5,975,759	271,881	110,898	176,665	232,997
River water consumption	N/A	N/A	274,013	N/A	N/A	5,733,882	N/A	N/A
Pure water purchased from external parties	N/A	N/A	75,000	N/A	43,696	N/A	N/A	N/A
Pure water sold to external parties	N/A	N/A	N/A	1,882,524	N/A	N/A	N/A	N/A
Steam condensate purchased from external parties	N/A	N/A	N/A	N/A	N/A	492,383	N/A	N/A
Total water consumption	1,979,283	395,638	349,013	4,093,235	315,577	6,337,163	176,665	232,997

Note: CCP did not use reservoir water, well water, or groundwater.

2019 CCPC Water Resources Consumption Based on Each Factory

Unit: Ton

Item	Miaoli Factory	Mailiao Factory	Dafa Factory	CCPJ
Running water consumption	39,001	N/A	654,492	1,461,707
Reservoir water consumption	3,607,721	N/A	N/A	N/A
River water consumption	5,803,062	2,197,593	N/A	N/A
Pure water purchased from external parties	N/A	315,017	497,800	N/A
Pure water sold to external parties	N/A	N/A	N/A	90,110
Steam condensate purchased from external parties	N/A	N/A	167,248	N/A
Total water consumption	9,449,784	2,512,610	1,319,540	1,371,597

Note: CCPC did not use well water or groundwater.

2019 DCC Water Resources Consumption Based on Each Factory

Unit: Ton

Item	Mailiao Factory	Dafa Factory	Kaohsiung Factory	DCCJS	CCDPJ	CCDSG	DCCM
Running water consumption	N/A	2,203,490	544,654	794,472	559,822	1,260,575	98,078
River water consumption	3,021,310	N/A	N/A	N/A	N/A	N/A	N/A
Pure water purchased from external parties	317,863	385,607	N/A	N/A	90,110	54,752	N/A
Steam condensate purchased from external parties	N/A	392,602	N/A	261,277	N/A	N/A	N/A
Total water consumption	3,339,173	2,981,699	544,654	1,055,749	649,932	1,315,327	98,078

Note: DCC did not use reservoir water, well water, groundwater, or pure water and did not have pure water sold to external parties.

2019 CCP Water Recycling Based on Each Factory

Item	Unit	Hsinchu Factory	Changpin Factory	Mailiao Factory	Dafa Factory	Kaohsiung Factory	CCJS	CCZZ	CCSG
Total volume of recycled and reused water	Ton	0	150,153	77,438	12,443,021	92,275	3,455,152	600	177,842
Total volume of recycled and reused water as a ratio of total water intake	%	0%	38%	22%	304%	29%	55%	0%	76%
Number of reuses for a drop of water	Frequency/year	1.0	1.4	1.2	4.0	1.3	1.5	1.0	1.8

Note: Number of reuses for a drop of water = (total water recycled + total water used)/total water used

2019 CCPC Water Recycling Based on Each Factory

Item	Unit	Miaoli Factory	Mailiao Factory	Dafa Factory	CCPJ
Total volume of recycled and reused water	Ton	54,989,440	727,014	20,433,711	14,089,802
Total volume of recycled and reused water as a ratio of total water intake	%	582%	29%	1549%	1027%
Number of reuses for a drop of water	Frequency/year	6.8	1.3	16.5	11.3

2019 DCC Water Recycling Based on Each Factory

Item	Unit	Mailiao Factory	Dafa Factory	Kaohsiung Factory	DCCJS	CCDPJ	CCDSG	DCCM
Total volume of recycled and reused water	Ton	1,674,173	2,684,384	218,643	3,056,890	149,119	5,845,492	22,282
Total volume of recycled and reused water as a ratio of total water intake	%	50%	90%	40%	290%	23%	444%	23%
Number of reuses for a drop of water	Frequency/year	1.5	1.9	1.4	3.9	1.2	5.4	1.2

2019 CCP Water Recycling Based on Each Factory

Unit: Ton

Item	Hsinchu Factory	Changpin Factory	Mailiao Factory	Dafa Factory	Kaohsiung Factory	CCJS	CCZZ	CCSG
Total amount of wastewater discharged outside the factory	897,333	112,300	1,259,980	1,683,512	190,371	2,157,392	84,077	18,112

2019 CCPC Wastewater Based on Each Factory

Unit: Ton

Item	Miaoli Factory	Mailiao Factory	Dafa Factory	CCPJ
Total amount of wastewater discharged outside the factory	3,374,675	N/A	295,510	833,548

Note: CCP Mailiao Factory was entrusted to treat the wastewater discharged from CCPC Mailiao Factory.

2019 CCP Wastewater Based on Each Factory

Unit: Ton

Item	Mailiao Factory	Dafa Factory	Kaohsiung Factory	DCCJS	CCDPJ	CCDSG	DCCM
Total amount of wastewater discharged outside the factory	N/A	823,626	145,334	200,519	229,330	167,857	11,200

Note: CCP Mailiao Factory was entrusted to treat the wastewater discharged from DCC Mailiao Factory.

2019 CCP Wastewater Based on Each Factory

Unit: Ton

Item	Hsinchu Factory	Changpin Factory	Mailiao Factory	Dafa Factory	Kaohsiung Factory	CCJS	CCZZ	CCSG
Nitrogen oxides (NOx)	171	5	0	230	21	250	8	1
Sulfur oxides (SOx)	147	5	1	54	0.9	83	0	0
Volatile organic compounds (VOCs)	52	16	13	79	93	246	4	0
Suspended particles (PM)	9	0	0	13	5	14	0	1

2019 CCPC Air Pollutant Emissions Based on Each Factory

Unit: Ton

Item	Miaoli Factory	Mailiao Factory	Dafa Factory	CCPJ
Nitrogen oxides (NOx)	919	6	291	80
Sulfur oxides (SOx)	701	1	80	52
Volatile organic compounds (VOCs)	229	32	0	3
Suspended particles (PM)	85	1	29	4

2019 DCC Air Pollutant Emissions Based on Each Factory

Unit: Ton

Item	Mailiao Factory	Dafa Factory	Kaohsiung Factory	DCCJS	CCDPJ	CCDSG	DCCM
Nitrogen oxides (NOx)	44	37	7	43	63	1	0
Sulfur oxides (SOx)	1	5	3	40	1	0	0
Volatile organic compounds (VOCs)	58	56	38	176	7	0	0
Suspended particles (PM)	1	2	7	0	2	1	0

2019 CCP Waste Based on Each Factory

Unit: Ton

Item	Hsinchu Factory	Changpin Factory	Mailiao Factory	Dafa Factory	Kaohsiung Factory	CCJS	CCZZ	CCSG
Total general industrial waste	29,309	549	3,075	24,391	1,350	93,833	1,855	0
Total recycled general industrial waste	24,795	318	61	23,428	125	93,590	1,426	0
Total incinerated general industrial waste	387	37	1,808	311	790	159	0	0
Total buried general industrial waste	1,941	194	1,200	651	435	84	429	0
Total general industrial waste processed through other methods	2,186	0	6	0	0	0	0	0
Total hazardous industrial waste	331	61	0	12	2	14,274	296	17
Total recycled hazardous industrial waste	0	0	0	0	1	925	208	0
Total incinerated hazardous industrial waste	138	61	0	12	0	12,950	88	2
Total buried hazardous industrial waste	0	0	0	0	0	265	0	15
Total other hazardous industrial waste processed through other methods	192	0	0	0	2	133	0	0
Total waste output	29,640	610	3,075	24,402	1,352	108,107	2,150	17
Waste recycling rate (%)	84%	52%	2%	96%	9%	87%	76%	0%

Note 1: Other general industrial waste disposal methods: Heat treatment, solidification treatment, physical treatment, chemical treatment, etc.

Note 2: Other hazardous industrial waste disposal methods: Heat treatment and high-temperature wet air oxidation.

2019 CCPC Waste Based on Each Factory

Unit: Ton

Item	Miaoli Factory	Mailiao Factory	Dafa Factory	CCPJ
Total general industrial waste	140,632	13,595	41,141	47,679
Total recycled general industrial waste	103,875	13,244	41,081	38,667
Total incinerated general industrial waste	34,572	296	21	0
Total buried general industrial waste	1,397	17	39	9,013
Total general industrial waste processed through other methods	744	37	0	0
Total hazardous industrial waste	4,299	0	0	831
Total recycled hazardous industrial waste	1,413	0	0	0
Total incinerated hazardous industrial waste	2,886	0	0	815
Total buried hazardous industrial waste	0	0	0	0
Total other hazardous industrial waste processed through other methods	0	0	0	17
Total waste output	144,931	13,595	41,141	48,511
Waste recycling rate (%)	73%	97%	100%	80%

2019 DCC Waste Based on Each Factory

Unit: Ton

Item	Mailiao Factory	Dafa Factory	Kaohsiung Factory	DCCJS	CCDPJ	CCDSG	DCCM
Total general industrial waste	650	927	458	440	0	182	23
Total recycled general industrial waste	109	371	133	440	0	3	9
Total incinerated general industrial waste	360	132	261	0	0	179	0
Total buried general industrial waste	154	412	60	0	0	0	14
Total general industrial waste processed through other methods	27	13	4	0	0	0	0
Total hazardous industrial waste	4	0	0	12,197	351	694	242
Total recycled hazardous industrial waste	0	0	0	9,057	125	154	57
Total incinerated hazardous industrial waste	4	0	0	117	90	510	0
Total buried hazardous industrial waste	0	0	0	1	136	30	185
Total other hazardous industrial waste processed through other methods	0	0	0	3,021	0	0	0
Total waste output	654	927	458	12,637	351	876	265
Waste recycling rate (%)	17%	40%	29%	75%	36%	18%	25%

Appendix D

Employee Training Completion Percentage for 2019 CCP Human Rights Training Based on Each Factory

Category	Taipei Office	Hsinchu Factory	Changpin Factory	Mailiao Factory	Dafa Factory	Kaohsiung Factory	CCJS	CCZZ	CCSG
Management roles	100%	100%	100%	100%	100%	96.9%	100%	100%	100%
Non-management roles	100%	99.6%	98.7%	98.5%	99.8%	100%	100%	100%	100%

Note: management: entry-level supervisors (inclusive) and above; non-management: general staff.

Employee Training Completion Percentage for 2019 CCPC Human Rights Training Based on Each Factory

Category	Taipei Office	Miaoli Factory	Changpin Factory	Mailiao Factory	Dafa Factory	CCPJ
Management roles	96.9%	94.4%	100%	100%	100%	100%
Non-management roles	97.3%	98.8%	100%	99.6%	100%	100%

Employee Training Completion Percentage for 2019 DCC Human Rights Training Based on Each Factory

Category	Taipei Office	Changpin Factory	Mailiao Factory	Dafa Factory	Kaohsiung Factory	DCCJS	CCDPJ	CCDSG	DCCM
Management roles	100%	100%	100%	100%	100%	100%	100%	100%	100%
Non-management roles	93.3%	100%	98.7%	98.4%	99.0%	100%	100%	100%	96.3%

2019 CCPG Manpower Composition Based on Each Company

Unit: Person

Contract Type		Region	CCP		CCPC		DCC	
			Male	Female	Male	Female	Male	Female
Fixed-Term Contract Contract employees	Part-time employees, contract drivers, consultants	Taiwan	9	9	54	19	2	4
		Overseas and expatriate assignment	0	0	0	0	0	3
		Subtotal	9	9	54	19	2	7
Non-fixed term Contract	Other employees	Factories in Taiwan	1,821	196	2,338	107	869	64
		Overseas factories and expatriate assignment	1,651	667	399	98	538	129
		Subtotal	3,472	863	2,737	205	1,407	193
Group Total			3,481	872	2,791	224	1,409	200

2019 CCPG Employee Age Distribution Based on Each Company

Unit: Person

Region	Age Distribution	CCP		CCPC		DCC	
		Management roles	Non-management roles	Management roles	Non-management roles	Management roles	Non-management roles
Taiwan	Under 30 years old	0	341	0	693	0	125
	30-50 years old	82	1,096	93	1,416	60	633
	Over 50 years old	89	427	75	241	42	79
Overseas	Under 30 years old	7	666	2	222	0	149
	30-50 years old	179	1,440	32	233	46	441
	Over 50 years old	19	7	8	0	13	21
Group Total		376	3,977	210	2,805	161	1,448

2019 CCPG New Employee Age Distribution Based on Each Company

Unit: Person

Age Distribution	Region	CCP		CCPC		DCC	
		Male	Female	Male	Female	Male	Female
Under 30 years old	Taiwan	77	14	243	14	36	9
	Overseas	241	47	51	9	28	4
30-50 years old	Taiwan	20	5	49	1	6	3
	Overseas	101	49	21	7	25	1
Over 50 years old	Taiwan	2	0	2	0	4	0
	Overseas	1	0	0	0	1	2
Group Total		442	115	366	31	100	19

2019 CCPG Resigned Employee Age Distribution Based on Each Company

Unit: Person

Age Distribution	Region	CCP		CCPC		DCC	
		Male	Female	Male	Female	Male	Female
Under 30 years old	Taiwan	31	10	51	4	16	7
	Overseas	148	36	29	15	31	3
30-50 years old	Taiwan	36	2	32	3	21	0
	Overseas	95	51	13	2	17	3
Over 50 years old	Taiwan	26	2	37	1	8	0
	Overseas	0	0	1	0	1	2
Group Total		336	101	163	25	94	15

2019 CCPG Employee Job Rank Distribution Based on Each Company

Unit: Person

Rank	Region	CCP		CCPC		DCC	
		Male	Female	Male	Female	Male	Female
Executives	Taiwan	2	0	7	3	5	0
	Overseas	10	0	4	0	4	0
Senior managers	Taiwan	18	0	13	1	13	0
	Overseas	12	2	2	0	13	1
Mid-level managers	Taiwan	37	1	43	3	26	1
	Overseas	27	1	7	0	9	3
Junior managers	Taiwan	101	12	88	10	48	9
	Overseas	129	24	27	2	24	5
Regular employees	Taiwan	1,672	192	2,241	109	779	58
	Overseas	1,473	640	359	96	488	123
Group Total		3,481	872	2,791	224	1,409	200

Note 1: The proportion of female senior managers: 4.5% at CCP, 13.3% at CCPC, and 2.8% at DCC.

Note 2: Proportion of female senior managers = (number of female senior managers + number of female managers) / (number of senior managers + number of managers)

2019 CCPG Employee Diversity Distribution Based on Each Company

Unit: Person

Diversity	CCP		CCPC		DCC	
	Management roles	Non-management roles	Management roles	Non-management roles	Management roles	Non-management roles
People with disabilities	0	18	0	16	1	5

2019 CCGP Analysis of Unpaid Parental Leave Based on Each Company in Taiwan

Item	CCP		CCPC		DCC	
	Male	Female	Male	Female	Male	Female
Number of employees eligible for parental leave for the year	217	8	356	11	146	7
Number of employees on parental leave for the year	0	0	4	2	5	3
Application rate	0%	0%	1.1%	18.2%	3.4%	42.9%
Number of employees reinstated from parental leave for the year	0	0	1	0	4	3
Number of employees applying for reinstatement for the year	0	0	1	0	4	3
Reinstatement rate	-	-	100%	-	100%	100%

Note 1: Application rate = number of employees on parental leave for the year / number of employees eligible for parental leave for the year

Note 2: Reinstatement rate = number of employees applying for reinstatement for the year / number of people reinstated from parental leave for the year

2019 CCGP Analysis of Unpaid Parental Leave (Maternity Leave) in Overseas Regions Based on Each Company

Item	CCP		CCPC		DCC	
	Male	Female	Male	Female	Male	Female
Number of employees eligible for maternity leave for the year	77	39	38	14	24	13
Number of employees for maternity leave for the year	77	39	38	14	24	13
Application rate	100%	100%	100%	100%	100%	100%
Number of employees reinstated from maternity leave for the year	78	24	38	11	24	10
Number of employees applying for reinstatement for the year	78	24	38	11	24	10
Reinstatement rate	100%	100%	100%	100%	100%	100%

Note 1: Application rate = number of employees on parental leave for the year / number of employees eligible for parental leave for the year

Note 2: Reinstatement rate = number of employees applying for reinstatement for the year / number of people reinstated from parental leave for the year

2019 CCGP Health Examination Items for Operations with Special Health Hazards

Unit: Person

The operations included in special physical examination items	CCP	CCPC	DCC
Dimethyl formamide operations	82	10	2
Formaldehyde operations	258	30	2
Dust operations	636	537	19
Ionizing radiation operations	52	35	11
Operations in noisy environments	881	330	406
Tetrachloroethane operations	6	N/A	N/A
N-hexane operations	1	12	1
Chromic acid operations	497	160	8
Benzene operations	257	69	136
Nickel operations	N/A	27	29
Chromium operations	231	90	N/A
Manganese operations	N/A	N/A	N/A
Arsenic operations	N/A	N/A	N/A
Mercury operations	21	N/A	N/A
Carbon disulfide operations	N/A	10	N/A
Methanol operations	310	N/A	N/A
Carbon monoxide operations	71	N/A	N/A
Hydrogen sulfide operations	105	N/A	N/A
Phenol operations	178	N/A	N/A
Vinyl chloride operations	N/A	N/A	8
Sulfuric acid operations	N/A	N/A	48
Sodium hydroxide operations	N/A	N/A	48
Hydrogen peroxide operations	N/A	N/A	31
Allyl alcohol operations	N/A	N/A	18
Hydrochloric acid operations	N/A	N/A	15
Total	3,586	1,310	782