

The background features a stylized landscape with a range of mountains in shades of blue and teal, and a dark green forest of evergreen trees in the foreground. The sky is a warm, yellowish-gold color, suggesting a sunrise or sunset, with faint, overlapping geometric shapes in light green and yellow.

CCPG 2022

ESG Appendix

Appendix A

In order to protect and reduce the safety and health risks of operations, services and activities within the company, prior to the delivery of contracted operations, we will convene a consultative organization meeting to formulate the contractor's environmental, safety and health management procedures as required by law. At the meeting, we discuss and communicate with contractors and inform them of the working environment and the hazards of operations, such as fire, elevated operations, moving operations that promote repeated musculoskeletal disorders. Contractors and employers are urged to provide a health examination and health management measures to their workers based on the operational risks. We also plan safety and health education courses and promote safety awareness to workers employed by contractors. In 2018, we introduced automated mechanical packaging machines in packaging working area that pose high-risk musculoskeletal hazards to prevent musculoskeletal injuries to contractors.

2022 CCP Training Hours Received by Contractors - by Factory

Factory	Training Hours			No. of People at the End of the Year			Average Hours		
	Male	Female	Total	Male	Female	Total	Male	Female	Total
Hsinchu Factory	1,250	81	1,331	1,250	81	1,331	1.00	1.00	1.00
Changpin Factory	452	22	474	452	22	474	1.00	1.00	1.00
Mailiao Factory	454	44	498	454	44	498	1.00	1.00	1.00
Dafa Factory	1,929	112	2,041	1,929	112	2,041	1.00	1.00	1.00
Kaohsiung Factory	895	79	974	895	79	974	1.00	1.00	1.00
CCJS	5,912	257	6,169	5,912	257	6,169	1.00	1.00	1.00
CCZZ	471	31	502	471	31	502	1.00	1.00	1.00
CCSG	290	0	290	290	0	290	1.00	1.00	1.00
Total	11,653	626	12,279	11,653	626	12,279	1.00	1.00	1.00

2022 CCPC Training Hours Received by Contractors - by Factory

Factory	Training Hours			No. of People at the End of the Year			Average Hours		
	Male	Female	Total	Male	Female	Total	Male	Female	Total
Miaoli Factory	1,898	205	2,103	1,898	205	2,103	1.00	1.00	1.00
Changpin Factory	1,992	160	2,152	1,992	160	2,152	1.00	1.00	1.00
Mailiao Factory	837	81	918	837	81	918	1.00	1.00	1.00
Dafa Factory	7	4	11	7	4	11	1.00	1.00	1.00
CCPJ	2,836	276	3,112	2,836	276	3,112	1.00	1.00	1.00
Total	7,570	726	8,296	7,570	726	8,296	1.00	1.00	1.00

2022 DCC Training Hours Received by Contractors - by Factory

Factory	Training Hours			No. of People at the End of the Year			Average Hours		
	Male	Female	Total	Male	Female	Total	Male	Female	Total
Mailiao Factory	1,101	106	1,207	1,101	106	1,207	1.00	1.00	1.00
Dafa Factory	1,188	75	1,263	1,188	75	1,263	1.00	1.00	1.00
Kaohsiung Factory	168	15	183	168	15	183	1.00	1.00	1.00
DCCJS	374	62	436	374	62	436	1.00	1.00	1.00
CCDPJ	719	24	743	719	24	743	1.00	1.00	1.00
CCDSG	649	2	651	649	2	651	1.00	1.00	1.00
DCCM	264	7	271	264	7	271	1.00	1.00	1.00
Total	4,463	291	4,754	4,463	291	4,754	1.00	1.00	1.00

Note: There are no female contractors in CCSG.

Appendix B

2022 CCP Statistics of Number of Environmental Violations and Fines - by Factory

(In 2022, CCP did not violate environmental regulations that resulted in a fine of more than NT\$100,000)

2022 CCPC Statistics of Number of Environmental Violations and Fines - by Factory

Unit: NT\$10,000

Item	Mailiao Factory	
	No. of Cases	Amount
Air pollution	1	20

Note 1: The incidents disclosed here are mainly deficiencies with fines over NT\$100,000.

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

Note 3: There were no violations with fines over NT\$100,000 for Taipei Company, Miaoli Factory, Dafa Factory, Changpin Factory and Panjin Factory.

2022 DCC Statistics of Number of Environmental Violations and Fines - by Factory

Unit: NT\$10,000

Item	Mailiao Factory		Dafa Factory	
	No. of Cases	Amount	No. of Cases	Amount
Air pollution	1	22.5	1	67.5

Note 1: The incidents disclosed here are mainly deficiencies with fines over NT\$100,000.

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

Note 3: There were no violations with fines over NT\$100,000 for Taipei Company, Kaohsiung Factory, Jiangsu Factory, Panjin Factory, Malaysia Factory and Singapore Factory.

CCPG's 2020-2022 Environmental Protection Related Expenditure - by Company

Unit: NT\$ million

Item	CCP			CCPC			DCC		
	2022	2021	2020	2022	2021	2020	2022	2021	2020
Pollution prevention	298.90	104.50	123.06	96.74	111.83	124.82	42.61	61.73	184.76
Waste management	405.64	389.02	407.95	305.08	282.06	240.44	145.23	87.99	78.07
Other environment protection	120.95	93.85	64.95	80.31	84.19	72.42	37.72	82.04	123.80
Total	825.49	587.37	595.96	482.13	478.08	437.68	225.56	231.76	386.63

CCP 2022 GHG Emissions - by Factory

Unit: kt CO₂e

GHG Type	Hsinchu Factory	Changpin Factory	Mailiao Factory	Dafa Factory	Dafa Factory II	Kaohsiung Factory	CCJS	CCZZ	CCSG
Direct GHG emissions (Scope 1)	178.7	55.7	0.4	354.2	68.9	25.4	976.2	12.6	10.4
Indirect GHG emissions (Scope 2)	76.5	29.1	40.2	236.4	311.3	70.2	567.5	23.8	88.8
Total Emissions	255.2	84.8	40.5	590.6	380.1	95.6	1,543.7	36.5	99.2
Unit carbon emission (kt CO ₂ e/thousand tons)	0.81	0.42	0.45	2.53	0.36	0.42	0.58	0.28	0.25

CCPC 2022 GHG Emissions - by Factory

Unit: kt CO₂e

GHG Type	Miaoli Factory	Miaoli Factory II	Changpin Factory	Mailiao Factory	Dafa Factory	CCPJ
Direct GHG emissions (Scope 1)	1,334.8	111.2	6.0	28.1	573.4	461.4
Indirect GHG emissions (Scope 2)	74.9	1,095.6	5.5	504.9	1.2	79.0
Total Emissions	1,409.7	1,206.7	11.5	533.0	574.6	540.4
Unit carbon emission (kt CO ₂ e/thousand tons)	1.33	1.65	0.13	0.66	1.26	3.63

DCC 2022 GHG Emissions - by Factory

Unit: kt CO₂e

GHG Type	Mailiao Factory	Dafa Factory	Kaohsiung Factory	DCCJS	CCDPJ	CCDSG	DCCM
Direct GHG emissions (Scope 1)	110.6	51.9	35.4	43.2	36.3	46.6	2.7
Indirect GHG emissions (Scope 2)	734.6	562.8	46.7	178.0	346.1	192.5	4.4
Total Emissions	845.2	614.7	82.1	221.2	382.5	239.2	7.1
Unit carbon emission (kt CO ₂ e/thousand tons)	0.65	0.83	0.30	1.05	1.80	0.41	0.13

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

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

Note 3: For data of overseas factories, only carbon dioxide (CO₂) emissions were checked in China factories.

Note 4: The global warming potential (GWP) is based on the IPCC Fifth Assessment Report (2013).

Note 5: GHG emission factor: The calculation for Taiwan factories is based on the latest data released by the EPA during inventory. Grid emissions for China were based on the local power grid, while the rest of the emission were calculated based on the "Guidelines for Accounting and Reporting Greenhouse Gas Emissions for Petrochemicals Production Enterprises in China."

2022 SCOPE 3 GHG Emissions - by Category

Unit: kt CO₂e

Category	Category 1 – Purchased Goods and Services	Category 3 – Fuel- and Energy-Related Activities	Category 4 – Upstream Transportation and Distribution	Category 5 – Waste Generated in Operations	Category 6 – Business Travel	Category 7 – Employee Commuting	Category 9 – Downstream Transportation and Distribution
CCP	1,557.83	126.38	36.26	3.14	0.006	1.95	55.30
CCPC	1,481.75	334.17	54.06	2.11	0.024	2.01	42.00
DCC	1,679.81	203.00	26.93	1.86	0.003	0.76	39.24

Note: Scope 3 emissions cover factories in Taiwan. The category for the inventory includes 7 statistical categories: purchased goods and services, upstream transportation and distribution, downstream transportation and distribution, business travel, fuel and energy-related activities, waste generated from operations as well as employee commuting.

CCP 2022 Energy Consumption Statistics - by Factory

Unit: Gigajoule (GJ)

Item	Hsinchu Factory	Changpin Factory	Mailiao Factory	Dafa Factory	Kaohsiung Factory	CCJS	CCZZ	CCSG
Externally purchased power	548,896	205,764	107,236	94,936	199,498	1,800,861	113,345	42,605
Diesel	5,616	565	801	-	3,696	9,376	1,377	-
Natural gas	-	371,584	-	101,085	393,228	745,246	67,336	-
Heavy oil/fuel oil	122,264	-	-	12,259	-	13,722	1,562	-
Coal	1,693,334	-	-	3,407,256	-	11,061,157	-	-
Externally purchased steam	-	-	145,272	-	209,507	1,236,278	-	815,765
Steam sold to external parties	97,536	-	-	1,797,314	-	-	-	-
Power sold to external parties	685	-	-	175,386	-	-	-	-
Self-generated steam	2,016,388	334,866	-	1,529,433	-	9,729,123	52,208	-
Self-generated power	20,667	-	-	482,937	-	1,537	-	-
Renewable energy consumption (including wind energy, solar energy, biomass, etc.)	-	2,674	-	-	-	-	-	-
Renewable energy share	-	0.46%	-	-	-	-	-	-
Grid power usage percentage	24.16%	35.60%	42.33%	5.78%	24.75%	12.11%	61.73%	4.96%
Unit product fossil fuel energy use (GJ/ton)	7.24	2.86	2.79	1.29	3.50	5.63	1.40	2.19

CCPC 2022 Energy Consumption Statistics - by Factory

Unit: Gigajoule (GJ)

Item	Miaoli Factory	Changpin Factory	Mailiao Factory	Dafa Factory	CCPJ
Externally purchased power	2,747,796	78,140	1,025,709	166,717	580,029
Diesel	21,717	-	-	-	6,926
Natural gas	87,665	555,380	-	34,224	98,319
Heavy oil/fuel oil	48,051	-	-	22,816	14,846
Coal	10,899,091	-	-	5,587,587	5,222,915
Externally purchased steam	-	-	2,457,113	-	-
Steam sold to external parties	-	-	-	2,841,810	2,799,136
Power sold to external parties	-	-	-	787,570	204,107
Self-generated steam	5,124,912	613,229	-	2,578,369	4,435,215
Self-generated power	2,157,605	-	-	392,462	429,046
Renewable energy consumption (including wind energy, solar energy, biomass, etc.)	-	-	-	-	-
Renewable energy share	-	-	-	-	-
Grid power usage percentage	19.91%	12.33%	29.45%	7.64%	19.87%
Unit product fossil fuel energy use (GJ/ton)	7.71	7.23	4.29	4.77	19.62

DCC 2022 Energy Consumption Statistics by - Factory

Unit: Gigajoule (GJ)

Item	Mailiao Factory	Dafa Factory	Kaohsiung Factory	DCCJS	CCDPJ	CCDSG	DCCM
Externally purchased power	1,312,939	730,481	266,401	204,107	281,562	392,710	29,020
Diesel	-	-	-	244	4,349	647	27,676
Natural gas	-	846,875	351,821	373,617	280,581	-	-
Heavy oil/fuel oil	252,601	-	-	-	-	-	-
Coal	-	-	-	-	-	-	-
Externally purchased steam	4,575,847	4,071,603	92,835	2,799,136	972,340	1,514,955	-
Steam sold to external parties	-	-	-	-	1,489	77,121	-
Power sold to external parties	-	-	-	-	-	-	-
Self-generated steam	-	-	-	-	334,402	381,453	19,970
Self-generated power	-	-	-	-	-	-	-
Renewable energy consumption (including wind energy, solar energy, biomass, etc.)	-	-	-	-	-	635	1,691
Renewable energy share	-	-	-	-	-	0.03%	2.92%
Grid power usage percentage	21.38%	12.93%	37.47%	6.04%	18.31%	21.44%	51.19%
Unit product fossil fuel energy use (GJ/ton)	4.73	7.59	2.59	15.98	7.22	3.11	1.08

Note 1: Total energy consumption = diesel + natural gas + heavy oil/fuel oil + coal + externally purchased power + externally purchased steam - power sold to external parties - steam sold to external parties + renewable energy.

Note 2: The calorific value conversion coefficients calculated based on the unit calorific value tables of energy products by the Bureau of Energy, Ministry of Economic Affairs.

Note 3: Renewable energy share = renewable energy use/total energy consumption.

Note 4: Grid power usage percentage = Externally purchased power / total energy consumption usage.

CCP 2022 Water Resources Statisticsby - Factory

Unit: megaliters (thousand cubic meters)

Item	Hsinchu Factory	Changpin Factory	Mailiao Factory	Dafa Factory	Kaohsiung Factory	CCJS	CCZZ	CCSG
(+)Tap water	1,265	284	-	5,094	151	77	142	233
(+)Reservoir water	-	-	-	-	-	-	-	-
(+)River water	-	-	111	-	-	4,205	-	-
(+)Groundwater	-	-	-	-	-	-	-	-
(+)Rainwater	85	13	16	63	4	343	8	11
(+)Externally Purchased Pure Water	-	-	67	-	15	-	-	-
Total Water Withdrawal (A)	1,350	297	194	5,157	170	4,625	150	244
Recycled Water								
Total Recycled Water	12,425	3,824	5,751	11,248	7,444	38,438	2,813	297
(+)Surface Water	-	-	-	-	81	-	-	-
(+)Seawater	-	-	130	-	-	-	-	-
(+)Third-party Water	684	106	-	1,780	-	1,880	68	22
Total water discharge (B)	684	106	130	1,780	81	1,880	68	22
Total COD (kg)	162,805	2,763	5,250	117,122	3,060	199,733	1,741	8,219
Water Consumption								
Total water consumption (A-B)	666	191	64	3,377	89	3,377	82	222
Product capacity (thousand tons) (C)	314	202	91	1,275	230	2,640	131	392
Unit product water discharge (B/C)	2.178	0.525	1.429	1.396	0.352	0.712	0.519	0.056

CCPC 2022 Water Resources Statisticsby - Factory

Unit: megaliters (thousand cubic meters)

Item		Miaoli Factory	Changpin Factory	Mailiao Factory	Dafa Factory	CCPJ
Water Withdrawal	(+)Tap water	29	152	-	1,045	1,490
	(+)Reservoir water	3,649	-	-	-	-
	(+)River water	5,001	228	1,042	-	-
	(+)Groundwater	-	-	-	-	-
	(+)Rainwater	56	1	37	1	44
	(+)Externally Purchased Pure Water	-	-	344	557	-
	Total Water Withdrawal (A)	8,735	381	1,423	1,603	1,534
Recycled Water	Total Recycled Water	54,869	2,383	5,360	18,683	19,564
Water Discharge	(+)Surface Water	2,884	-	-	-	-
	(+)Seawater	-	-	-	-	-
	(+)Third-party Water	-	76	699	192	932
	Total water discharge (B)	2,884	76	699	192	932
Total COD (kg)		46,352	3,362	28,114	31,635	41,160
Water Consumption	Total water consumption (A-B)	5,851	305	724	1,411	602
Product capacity (thousand tons) (C)		1,791	88	811	458	149
Unit product water discharge (B/C)		1.610	0.864	0.862	0.419	6.255

DCC 2022 Water Resources Statisticsby - Factory

Unit: megaliters (thousand cubic meters)

Item	Mailiao Factory	Dafa Factory	Kaohsiung Factory	DCCJS	CCDPJ	CCDSG	DCCM
(+)Tap water	-	1,723	505	478	611	1,259	85
(+)Reservoir water	-	-	-	-	-	-	-
(+)River water	1,125	-	-	-	-	-	-
(+)Groundwater	-	-	-	-	-	-	-
(+)Rainwater	56	3	3	56	18	34	2
(+)Externally Purchased Pure Water	311	287	-	-	146	72	-
Total Water Withdrawal (A)	1,492	2,013	508	534	775	1,365	87
Recycled Water							
Total Recycled Water	26,817	1,964	6,012	5,208	235	7,296	5,887
(+)Surface Water	-	-	-	-	-	-	8
(+)Seawater	-	-	-	-	-	-	-
(+)Third-party Water	748	679	122	208	272	150	-
Total water discharge (B)	748	679	122	208	272	150	8
Total COD (kg)	30,111	36,233	4,331	27,496	12,102	55,006	309
Water Consumption							
Total water consumption (A-B)	744	1,334	386	326	503	1,215	79
Product capacity (thousand tons) (C)	1,297	744	274	211	213	589	53
Unit product water discharge (B/C)	0.577	0.913	0.445	0.986	1.277	0.255	0.151

CCP 2022 Air Pollutant Emissions - by Factory

Unit: Tons

Item	Hsinchu Factory	Changpin Factory	Mailiao Factory	Dafa Factory	Kaohsiung Factory	CCJS	CCZZ	CCSG
Nitrogen Oxides (NOx)	9.5	14	-	161	20	262	4	0.06
Sulfur Oxides (SOx)	11	2	0.5	38	1.4	96	0.01	-
Volatile Organic Compounds (VOC)	4	23	14.6	89	76	237	0.6	-
particulate matter (PM)	1	0.3	-	7	3	8	0.3	0.2

CCPC 2022 Air Pollutant Emissions - by Factory

Unit: Tons

Item	Miaoli Factory	Changpin Factory	Mailiao Factory	Dafa Factory	CCPJ
Nitrogen Oxides (NOx)	431	9.3	9.4	217	75
Sulfur Oxides (SOx)	336	1	1	53	50
Volatile Organic Compounds (VOC)	188.4	24.3	34	-	7.5
particulate matter (PM)	47	0.1	1	6	6

DCC 2022 Air Pollutant Emissions - by Factory

Unit: Tons

Item	Mailiao Factory	Dafa Factory	Kaohsiung Factory	DCCJS	CCDPJ	CCDSG	DCCM
Nitrogen Oxides (NOx)	26	39	22	22	21	0.2	-
Sulfur Oxides (SOx)	0.7	2	2.7	4.7	2	-	-
Volatile Organic Compounds (VOC)	59	52	15	130	2	-	0.1
particulate matter (PM)	1.7	2	1.6	-	0.7	0.5	1

CCP 2022 Waste Statistics - by Factory

Unit: Tons

Item	Hsinchu Factory	Changpin Factory	Mailiao Factory	Dafa Factory	Kaohsiung Factory	CCJS	CCZZ	CCSG
General Business Waste Reuse Volume	12,668	22	54	22,986	674	89,595	1,031	-
Non-Recovery Treatment Volume of General Business Waste	1,991	247	1,524	1,381	1,096	1,960	394	-
General Business Waste Volume	14,660	268	1,578	24,367	1,770	91,555	1,426	-
General Business Waste Recovery Rate (%)	86%	8%	3%	94%	38%	98%	72%	-
Hazardous Business Waste Reuse Volume	441	-	-	13	0	1,605	181	2,124
Non-Recovery Treatment Volume of Hazardous Business Waste	168	18	-	-	3	19,055	75	4
Hazardous Business Waste Volume	609	18	-	13	3	20,660	256	2,128
Hazardous Business Waste Recovery Rate (%)	72%	0%	-	100%	0%	8%	71%	100%
Total Generation of Recovered Waste	13,110	22	54	22,999	674	91,200	1,213	2,124
Total Non-Recoverable Waste Generation	2,159	265	1,524	1,381	1,099	21,015	469	4
Total Factory Waste Generation	15,268	286	1,578	24,381	1,774	112,215	1,682	2,128
Waste Recycling Rate (%)	86%	8%	3%	94%	38%	81%	72%	100%
Unit Product Waste Emission Volume (ton/thousand ton)	48.64	1.41	17.38	19.12	7.71	42.50	12.82	5.42

CCPC 2022 Waste Statistics - by Factory

Unit: Tons

Item	Miaoli Factory	Changpin Factory	Mailiao Factory	Dafa Factory	CCPJ
General Business Waste Reuse Volume	73,187	65	15,615	37,009	33,589
Non-Recovery Treatment Volume of General Business Waste	27,077	159	456	49	10,220
General Business Waste Volume	100,264	224	16,071	37,059	43,809
General Business Waste Recovery Rate (%)	73%	29%	97%	100%	77%
Hazardous Business Waste Reuse Volume	1,781	-	-	-	14
Non-Recovery Treatment Volume of Hazardous Business Waste	1,678	-	-	-	2,898
Hazardous Business Waste Volume	3,459	-	-	-	2,912
Hazardous Business Waste Recovery Rate (%)	51%	-	-	-	0%
Total Generation of Recovered Waste	74,968	65	15,615	37,009	33,603
Total Non-Recoverable Waste Generation	28,756	159	456	49	13,118
Total Factory Waste Generation	103,723	224	16,071	37,059	46,721
Waste Recycling Rate (%)	72%	29%	97%	100%	72%
Unit Product Waste Emission Volume (ton/thousand ton)	57.91	2.56	19.80	80.99	313.94

DCC 2022 Waste Statistics - by Factory

Unit: Tons

Item	Mailiao Factory	Dafa Factory	Kaohsiung Factory	DCCJS	CCDPJ	CCDSG	DCCM
General Business Waste Reuse Volume	71	226	243	268	81	5	35
Non-Recovery Treatment Volume of General Business Waste	481	601	229	-	1	59	14
General Business Waste Volume	552	826	473	268	82	64	49
General Business Waste Recovery Rate (%)	13%	27%	51%	100%	98%	8%	72%
Hazardous Business Waste Reuse Volume	-	-	-	5	-	10,735	57
Non-Recovery Treatment Volume of Hazardous Business Waste	-	-	-	2,164	5,880	491	200
Hazardous Business Waste Volume	-	-	-	2,169	5,880	11,227	257
Hazardous Business Waste Recovery Rate (%)	-	-	-	0%	0%	96%	22%
Total Generation of Recovered Waste	71	226	243	272	81	10,740	92
Total Non-Recoverable Waste Generation	481	601	229	2,164	5,882	550	214
Total Factory Waste Generation	552	826	473	2,437	5,963	11,290	306
Waste Recycling Rate (%)	13%	27%	51%	11%	1%	95%	30%
Unit Product Waste Emission Volume (ton/thousand ton)	0.43	1.11	1.72	11.53	28.00	19.16	5.82

Appendix C

2022 Ratio of Members and Workers of the Occupational Health and Safety Committee

Company	Operating Location	Total number of Safety and Health Committees	Workers of the Committee	Ratio of the Workers of the Committee
CCP	Taipei Company	18	15	83%
	Hsinchu Factory	26	12	46%
	Changpin Factory	9	4	44%
	Mailiao Factory	17	6	35%
	Dafa Factory	26	12	46%
	Kaohsiung Factory	22	9	41%
CCPC	Taipei Company	21	16	76%
	Miaoli Factory	42	14	33%
	Mailiao Factory	24	8	33%
	Dafa Factory	13	6	46%
DCC	Taipei Company	18	15	83%
	Mailiao Factory	19	7	37%
	Dafa Factory	23	9	39%
	Kaohsiung Factory	17	6	35%

Overseas Operations	Total number of Safety and Health Committees	Workers of the Committee	Ratio of the Workers of the Committee
CCJS	36	28	78%
CCZZ	36	22	61%
CCSG	3	2	67%
CCPJ	14	14	100%
DCCJS	25	9	36%
CCDPJ	14	14	100%
CCDSG	13	12	92%
DCCM	12	11	92%

CCP 2022 Occupational Injury Statistics - by Factory

Factory	Taipei Company	Hsinchu Factory	Changpin Factory	Mailiao Factory	Dafa Factory	Kaohsiung Factory	CCJS	CCZZ	CCSG	Total	
Work-related Injury	Male	0	1	2	0	1	3	9	1	0	17
	Female	0	0	0	0	0	0	5	0	0	5
Traffic Accident	Male	0	0	0	1	1	6	0	0	0	8
	Female	0	0	0	0	0	1	0	0	0	1
Incident Rate (IR)	Male	0.00	0.14	1.24	1.54	0.38	1.99	0.48	0.32	0.00	0.59
	Female	0.00	0.00	0.00	0.00	0.00	2.19	0.68	0.00	0.00	0.58
Absentee Rate (AR)	Male	0.27%	0.30%	0.09%	2.57%	1.53%	1.27%	0.16%	0.04%	1.93%	0.51%
	Female	0.43%	0.70%	0.00%	0.04%	2.11%	0.59%	0.41%	0.19%	1.32%	0.43%
Lost Day Rate (LDR)	Male	0.00	0.28	3.10	23.08	7.25	14.39	5.68	0.00	0.00	5.45
	Female	0.00	0.00	0.00	0.00	0.00	30.73	12.44	0.00	0.00	10.11

Factory		Taipei Company	Hsinchu Factory	Changpin Factory	Mailiao Factory	Dafa Factory	Kaohsiung Factory	CCJS	CCZZ	CCSG	Total
Total number of hours worked	Male	239,416	1,411,357	322,569	129,988	1,048,427	903,688	3,730,244	627,460	67,140	8,480,289
	Female	189,499	89,462	10,920	8,118	19,080	91,122	1,462,808	194,354	12,445	2,077,808
No. of high-consequence work-related injuries	Male	0	0	0	0	0	0	0	0	0	0
	Female	0	0	0	0	0	0	0	0	0	0
No. of Recordable work-related Injuries	Male	0	1	2	1	2	9	9	1	0	25
	Female	0	0	0	0	0	1	5	0	0	6
No. of fatalities as a result of work-related injury	Male	0	0	0	0	0	0	0	0	0	0
	Female	0	0	0	0	0	0	0	0	0	0
Rate of high-consequence work-related injuries	Male	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
	Female	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Rate of recordable work-related injuries	Male	0.00	0.14	1.24	1.54	0.38	1.99	0.48	0.32	0.00	0.59
	Female	0.00	0.00	0.00	0.00	0.00	2.19	0.68	0.00	0.00	0.58
Rate of fatalities as a result of work-related injury	Male	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
	Female	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00

CCPC 2022 Occupational Injury Statistics - by Factory

Factory		Taipei Company	Miaoli Factory	Changpin Factory	Mailiao Factory	Dafa Factory	CCPJ	Total
Work-related Injury	Male	0	5	0	0	0	3	8
	Female	1	0	0	0	0	0	1
Traffic Accident	Male	1	10	0	1	0	1	13
	Female	0	1	0	0	0	0	1

Factory		Taipei Company	Miaoli Factory	Changpin Factory	Mailiao Factory	Dafa Factory	CCPJ	Total
Incident Rate (IR)	Male	0.85	0.65	0.00	0.35	0.00	0.69	0.56
	Female	1.12	2.07	0.00	0.00	0.00	0.00	0.66
Absentee Rate (AR)	Male	0.20%	1.33%	0.07%	0.33%	0.85%	0.21%	0.92%
	Female	0.63%	0.80%	5.27%	1.06%	0.77%	0.37%	0.71%
Lost Day Rate (LDR)	Male	6.77	271.58	0.00	0.35	0.00	19.47	171.26
	Female	53.51	14.46	0.00	0.00	0.00	0.00	18.20
Total number of hours worked	Male	236,281	4,634,322	574,753	571,043	308,845	1,167,114	7,492,358
	Female	178,699	96,811	21,170	19,710	5,168	280,926	602,484
No. of high-consequence work-related injuries	Male	0	0	0	0	0	0	0
	Female	0	0	0	0	0	0	0
No. of Recordable work-related Injuries	Male	1	15	0	1	0	4	21
	Female	1	1	0	0	0	0	2
No. of fatalities as a result of work-related injury	Male	0	1	0	0	0	0	1
	Female	0	0	0	0	0	0	0
Rate of high-consequence work-related injuries	Male	0.00	0.00	0.00	0.00	0.00	0.00	0.00
	Female	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Rate of recordable work-related injuries	Male	0.85	0.65	0.00	0.35	0.00	0.69	0.56
	Female	1.12	2.07	0.00	0.00	0.00	0.00	0.66
Rate of fatalities as a result of work-related injury	Male	0.00	0.04	0.00	0.00	0.00	0.00	0.03
	Female	0.00	0.00	0.00	0.00	0.00	0.00	0.00

DCC 2022 Occupational Injury Statistics - by Factory

Factory	Taipei Company	Mailiao Factory	Dafa Factory	Kaohsiung Factory	DCCJS	CCDPJ	CCDSG	DCCM	Total	
Work-related Injury	Male	0	3	1	0	0	1	3	0	8
	Female	0	0	0	0	0	0	0	0	0
Traffic Accident	Male	1	0	0	0	0	0	0	0	1
	Female	0	0	0	0	0	0	0	0	0
Incident Rate (IR)	Male	1.36	1.00	0.30	0.00	0.00	0.98	1.69	0.00	0.59
	Female	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Absentee Rate (AR)	Male	1.46%	0.36%	1.74%	0.51%	0.46%	0.34%	2.23%	2.21%	1.04%
	Female	0.32%	0.00%	0.88%	0.32%	2.38%	1.35%	1.32%	2.14%	1.45%
Lost Day Rate (LDR)	Male	1.36	12.34	4.49	0.00	0.00	50.95	17.49	0.00	8.87
	Female	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Total number of hours worked	Male	147,103	599,465	668,531	410,044	561,043	205,102	354,499	126,704	3,072,491
	Female	113,672	14,433	12,168	15,095	158,511	21,322	59,798	49,589	444,588
No. of high-consequence work-related injuries	Male	0	0	0	0	0	0	0	0	0
	Female	0	0	0	0	0	0	0	0	0
No. of Recordable work-related Injuries	Male	1	3	1	0	0	1	3	0	9
	Female	0	0	0	0	0	0	0	0	0
No. of fatalities as a result of work-related injury	Male	0	0	0	0	0	0	0	0	0
	Female	0	0	0	0	0	0	0	0	0

Factory		Taipei Company	Mailiao Factory	Dafa Factory	Kaohsiung Factory	DCCJS	CCDPJ	CCDSG	DCCM	Total
Rate of high-consequence work-related injuries	Male	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
	Female	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Rate of recordable work-related injuries	Male	1.36	1.00	0.30	0.00	0.00	0.98	1.69	0.00	0.59
	Female	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Rate of fatalities as a result of work-related injury	Male	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
	Female	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00

Note 1: As there were no occupational disease incidents in 2022, the occupational disease rate (ODR) of CCPG is 0.

Note 2: Injury Rate (IR) = Number of work-related injuries / Total number of hours worked × 200,000*.

Note 3: Absence Rate (AR) = (hours of injury leave + sick leave hours) / Total number of hours worked × 100%.

Note 4: Lost Work Day Rate (LDR) = Lost Work Days / Total number of hours worked × 200,000*.

Note 5: Rate of fatalities as a result of work-related injury = No. of fatalities as a result of work-related injury / Total number of hours worked × 200,000*.

Note 6: Rate of high-consequence work-related injuries (excluding fatalities) = No. of high-consequence work-related injuries (excluding fatalities) / Total number of hours worked × 200,000*.

Note 7: Rate of recordable work-related injuries = No. of recordable work-related injuries / Total number of hours worked × 200,000*.

★ : Refers to the rate per 100 employees for 50 weeks per year with 40 working hours per week.

Appendix D

2022 CCP Education and Training on Regulatory Compliance and Human Rights - Employee Training Completion Percentage - by Factory

Category	Taipei Company	Hsinchu Factory	Changpin Factory	Mailiao Factory	Dafa Factory	Kaohsiung Factory	CCJS	CCZZ	CCSG
Management Role	100%	100%	100%	100%	100%	100%	100%	100%	--
Non-management Role	100%	100%	100%	100%	100%	100%	100%	100%	100%

Note: Management Role - entry-level manager (inclusive) and above; Non-management Role - general employee.

2022 CCPC Education and Training on Regulatory Compliance and Human Rights - Employee Training Completion Percentage - by Factory

Category	Taipei Company	Miaoli Factory	Changpin Factory	Mailiao Factory	Dafa Factory	CCPJ
Management Role	100%	100%	100%	100%	100%	100%
Non-management Role	100%	100%	100%	100%	100%	100%

2022 DCC Education and Training on Regulatory Compliance and Human Rights - Employee Training Completion Percentage - by Factory

Category	Taipei Company	Mailiao Factory	Dafa Factory	Kaohsiung Factory	DCCJS	CCDPJ	CCDSG	DCCM
Management Role	100%	100%	100%	100%	100%	100%	100%	100%
Non-management Role	100%	100%	100%	100%	100%	100%	100%	100%

CCPG 2022 Manpower Composition - by Company

Unit: Number of People

Contract Type		Region	CCP		CCPC		DCC	
			Male	Female	Male	Female	Male	Female
Employees on fixed-term contracts	Part-time employees, contract drivers, consultants	Taiwan	25	15	93	24	11	5
		Overseas and expatriates	174	59	396	102	51	5
		Subtotal	199	74	489	126	62	10
Non-fixed term Contract	Other employees	Taiwan	1,816	208	2,986	157	858	85
		Overseas and expatriates	1,582	664	188	47	499	135
		Subtotal	3,398	872	3,174	204	1,357	220
Group Total			3,597	946	3,663	330	1,419	230

CCPG 2022 Employee Age Distribution - by Company

Unit: Number of People

Region	Age Distribution	CCP			CCPC			DCC		
		Governance Unit	Management	Non-management	Governance Unit	Management	Non-management	Governance Unit	Management	Non-management
Taiwan	Under 30 years old	0	0	303	0	0	967	0	0	114
	30-50 years old	0	78	1,098	0	98	1,807	0	58	642
	Over 50 years old	2	99	484	8	74	306	4	37	104
Overseas	Under 30 years old	0	9	514	0	1	234	0	1	79
	30-50 years old	0	212	1,692	0	58	435	0	48	520
	Over 50 years old	0	22	30	0	4	1	1	14	27
Group Total		2	420	4,121	8	235	3,750	5	158	1,486

CCPG 2022 Age Distribution of New Employees - by Company

Unit: Number of People

Age Distribution	Region	CCP		CCPC		DCC	
		Male	Female	Male	Female	Male	Female
Under 30 years old	Taiwan	102	20	267	29	50	13
	Overseas	178	37	96	19	35	4
30-50 years old	Taiwan	61	6	149	12	18	3
	Overseas	113	82	30	14	39	8
Over 50 years old	Taiwan	6	0	1	0	2	0
	Overseas	0	0	0	0	0	3
Group Total		460	145	543	74	144	31

CCPG 2022 Age Distribution of Employee Departures - by Company

Unit: Number of People

Age Distribution	Region	CCP		CCPC		DCC	
		Male	Female	Male	Female	Male	Female
Under 30 years old	Taiwan	44	10	100	11	8	3
	Overseas	118	27	67	9	23	2
30-50 years old	Taiwan	49	6	59	5	0	0
	Overseas	73	56	25	9	38	5
Over 50 years old	Taiwan	39	5	20	0	0	0
	Overseas	0	0	0	0	5	1
Group Total		323	104	271	34	74	11

Note: The number of employee departures includes retirements, redundancies, deaths, part-time workers / consultants without renewal of contracts, and inter-company transfers within the Group.

CCPG 2022 Employee Rank Distribution - by Company

Unit: Number of People

Rank	Region	CCP		CCPC		DCC	
		Male	Female	Male	Female	Male	Female
Executive	Taiwan	2	0	5	3	4	0
	Overseas	10	0	2	0	5	0
Senior manager	Taiwan	23	0	11	1	10	0
	Overseas	10	4	2	0	8	0
Mid-level manager	Taiwan	39	2	54	2	26	1
	Overseas	29	2	7	0	6	0
Junior manager	Taiwan	101	12	92	12	47	11
	Overseas	160	28	45	7	36	9
General employees	Taiwan	1,676	209	2,917	163	782	78
	Overseas	1,547	689	528	142	495	131
Group Total		3,597	946	3,663	330	1,419	230

Note 1: Ratio of female senior managers: 8.9% at CCP, 20% at CCPC and 0% at DCC.

Note 2: Ratio of female senior managers = (number of female senior managers + number of female executives) / (number of senior managers + number of executives).

CCPG 2022 Employee Diversity Distribution - by Company

Unit: Number of People

Diversity	CCP		CCPC		DCC	
	Management	Non-management	Management	Non-management	Management	Non-management
People with disabilities - Taiwan	0	17	0	24	1	4
People with disabilities - Overseas	0	1	0	0	0	1
Group Total	0	18	0	24	1	5

CCPG 2022 Unpaid Parental Leave Analysis in Taiwan - by Company

Item	CCP		CCPC		DCC	
	Male	Female	Male	Female	Male	Female
Number of employees eligible for parental leave for the year	229	15	448	9	120	8
Number of employees applying for parental leave for the year	2	0	13	2	4	1
Number of employees reinstated after parental leave for the year	1	1	13	1	4	2
Number of employees applying for reinstatement for the year	1	1	13	1	4	2
Reinstatement rate	100%	100%	100%	100%	100%	100%
Number of employees reinstated in the previous year	2	3	9	1	1	2
Number of employees reinstated in the previous year and has been a full year	2	3	5	1	0	2
Retention rate	100%	100%	55.6%	100%	0%	100%

Note 1: Reinstatement rate = Number of employees applying for reinstatement for the year/Number of people reinstated after parental leave for the year.

Note 2: Retention rate = Number of employees reinstated in the previous year and has been a full year / Number of people who have been reinstated in the previous year.

CCPG 2022 Unpaid Parental (Maternity) Leave Analysis in Overseas - by Company

Item	CCP		CCPC		DCC	
	Male	Female	Male	Female	Male	Female
Number of employees eligible for maternity leave for the year	61	46	30	9	18	8
Number of employees for maternity leave for the year	61	46	30	9	18	8
Number of employees reinstated from maternity leave for the year	51	35	30	6	15	2
Number of employees applying for reinstatement for the year	51	35	30	6	15	2
Reinstatement rate	100%	100%	100%	100%	100%	100%
Number of employees reinstated in the previous year	66	47	28	13	13	5
Number of employees reinstated in the previous year and has been a full year	66	47	26	13	13	3
Retention rate	100%	100%	92.9%	100%	100%	60%

Note 1: Reinstatement rate = Number of employees applying for reinstatement for the year/Number of people reinstated after maternity leave for the year.

Note 2: Retention rate = Number of employees reinstated in the previous year and has been a full year / Number of people who have been reinstated in the previous year.

CCPG's employee benefits

"Bonus" Benefits	"Non-bonus" Benefits	
<p>Bonuses for festivals</p> <ol style="list-style-type: none"> 1. Bonuses for 3 major holidays - Mid-Autumn Festival, Dragon Boat Festival, and Labor Day 2. Red envelope for the start of Lunar New Year 3. Red envelope for working during Lunar New Year 4. Dividend 5. Year-end bonus 6. Annual pay rise 7. Position rotation allowance 8. Allowance for emergency recall of employees <p>Related allowances for expatriates</p> <ol style="list-style-type: none"> 1. Subsidies for expatriates 2. Education subsidy for children of expatriates 3. Allowance for expatriates on long-term assignment <p>Special subsidies</p> <ol style="list-style-type: none"> 1. Overtime fees are better than the provisions stipulated in the Labor Standards Act 2. A gold coin given to employees who have served for more than 20 years 3. A gold coin given to retiring employees 4. A full-month wage as a wedding present 5. Employee birth incentive and childcare subsidy 6. Bereavement benefit payment for employees or their families 7. Emergency interest-free salary advance for employees 8. The Self-appropriation of 6+1 New Pension System Reward Program 9. Rural area subsidy 	<p>Healthcare</p> <ol style="list-style-type: none"> 1. Labor insurance coverage levels and pension contribution levels are calculated based on full wage 2. Group insurance for employees 3. Free annual health examination 4. Regular special health examination 5. Chang Chun Good Mood hotline consultation and 2 free annual professional counseling sessions 6. Employees are entitled to paid vaccination leave 7. Occasional stress relief and fitness courses 8. Employee overseas emergency support service 9. Aside from the existing life insurance, accident insurance and occupational accident insurance, employees and their families are covered with medical hospitalization and cancer group insurance in 2022. <p>Self-growth</p> <ol style="list-style-type: none"> 1. Group's internal diverse training 2. External professional training 3. Cadre training for expatriates 4. Free online English and Japanese course 5. Online course for internal lecturers 6. Course for the mentorship system 7. Online course for digital teaching material producers 8. Presentation production course 9. Chang Chun EMBA magazine online courses 	<p>Job benefits</p> <ol style="list-style-type: none"> 1. Subsidies for equipment for employee canteen 2. Free employee uniform and protective equipment 3. Free meals in China factories 4. Overseas training personnel provided with free accommodation and flights to Taiwan 5. Employment priority given to children of employees <p>Parent-child</p> <ol style="list-style-type: none"> 1. CCPG family sports day 2. CCPG ball competitions 3. CCPG Running Together for Good Health activity 4. CCPG hand in hand for beach cleanups 5. Painting CCPG - Parent-child Painting activity 6. Contracted kindergarten discounts 7. CCPG parent-child education seminars 8. Unpaid parental leave <p>Life enrichment</p> <ol style="list-style-type: none"> 1. Formed Employee Welfare Committee and welfare funds allocated 2. 2-day travel leave with pay per year 3. Subsidies for various types of employee sporting events and activities 4. Subsidies for various types of club activities 5. Subsidies for (retired) employees' social activities

CCPG 2022 Health Examinations for Operations with Special Hazards - by Company

Unit: Number of People

Operations for Special Physical Examinations	CCP	CCPC	DCC
Working with Dimethylformamide (DMF)	60	9	12
Working with formaldehyde	392	6	10
Working with dust	1,036	113	28
Working with ionizing radiation	55	31	12
Working in a noisy environment	488	522	459
Working with tetrachloroethane	5	0	0
Working with n-Hexane	5	0	14
Working with chromic acid	113	29	19
Working with benzene	406	66	226
Working with nickel	0	10	31
Working with chromium	12	97	0
Working with manganese	11	12	4
Working with mercury	17	1	19
Working with carbon disulfide	0	9	0
Working with Methylene bisphenyl isocyanate	0	0	3
Working with cadmium	1	0	0
Working with methanol	383	0	38
Working with carbon monoxide	90	0	5
Working with hydrogen sulfide	44	0	12

Operations for Special Physical Examinations	CCP	CCPC	DCC
Working with phenols	189	0	0
Working with ammonia	7	0	22
Working with acid mist or acid anhydride	22	0	0
Working with manganese	1	0	0
Working with sulfuric acid	0	0	34
Working with acetic acid	0	0	28
Working with sodium hydroxide	0	0	37
Working with hydrochloric acid	0	0	22
Working with hydrogen peroxide	0	0	10
Working with allyl alcohol	0	0	33
Working with hydroquinone	0	0	15
Working with vinyl acetate	0	0	16
1,4 Butanediol	0	0	10
Working with acetonitrile	0	0	10
Working with ethanol	0	0	22
Working with vinyl chloride	0	0	7
Total	3,337	905	1,158

Appendix E

Education and Training on Regulatory Compliance and Human Rights - Course Topic

- ◆ Chang Chun Group Code of Conduct
- ◆ Legal compliance - Non-violation of Laws
- ◆ Maintain a Fair Competition Environment - No Concerted Behavior and Abuse of Dominant Position, Compliance Measures for Competition Law
- ◆ Anti-bribery and Anti-corruption - All Forms of Corruption are Strictly Prohibited
- ◆ Confidential Information Protection Standards - Trade Secrets, Data Security, and Personal Data Protection, and Strict Compliance with Confidential Information Protection Regulations
- ◆ Investor Protection - Norms to Ban Insider Trading
- ◆ Conflict of Interest and Money Laundering Prevention

2022 CCP Education and Training on Regulatory Compliance and Human Rights - Employee Training Completion Percentage - by Factory

Category	Taipei Company	Hsinchu Factory	Changpin Factory	Mailiao Factory	Dafa Factory	Kaohsiung Factory	CCJS	CCZZ	CCSG
Management Role	100%	100%	100%	100%	100%	100%	100%	100%	--
Non-management Role	100%	100%	100%	100%	100%	100%	100%	100%	100%

Note: Management Role - entry-level manager (inclusive) and above; Non-management Role - general employee.

2022 CCPC Education and Training on Regulatory Compliance and Human Rights - Employee Training Completion Percentage - by Factory

Category	Taipei Company	Miaoli Factory	Changpin Factory	Mailiao Factory	Dafa Factory	CCPJ
Management Role	100%	100%	100%	100%	100%	100%
Non-management Role	100%	100%	100%	100%	100%	100%

2022 DCC Education and Training on Regulatory Compliance and Human Rights - Employee Training Completion Percentage - by Factory

Category	Taipei Company	Mailiao Factory	Dafa Factory	Kaohsiung Factory	DCCJS	CCDPJ	CCDSG	DCCM
Management Role	100%	100%	100%	100%	100%	100%	100%	100%
Non-management Role	100%	100%	100%	100%	100%	100%	100%	100%

Appendix F

List of CCPG Participation in Trade Unions/ Associations (Non-important Roles)

Industry Associations	
Chinese Industrial Machinery Association	Suzhou Safety Production Management Association
Chinese National Federation of Industries	Changshu Safety Production Management Association
Taipei Chemical Suppliers Association	China Petroleum and Chemical Industry Federation
Taiwan Electrical and Electronic Manufacturers' Association	China Electronics Materials Industry Association
Taiwan Printed Circuit Association	China Epoxy Resin Industry Association
Taiwan Battery Association	China Electronic Circuit Industry Association
Taiwan Nanotechnology Industry Development Association	Federation of Malaysian Manufacturers
Taiwan Wind Industry Association (TWIA)	Malaysian Petrochemical Association
Taiwan Flat Panel Display Materials & Devices Association	Malaysian Chamber of International Trade and Industry
China Phenolic Resin Industry Association	Malaysian Chemical Industry Council
China Electronics Materials Industry Association of Copper Clad Laminate Materials Branch	Singapore Business Federation
Jiangsu Chemical Industry Association	Japan Chemical Innovation and Inspection Institute
Changshu Heat and Power Industry Association	
R&D Associations and Academic Societies	
Chinese Chemical Society	The Chinese Institute of Environmental Engineering
Industrial Safety and Health Association of the R.O.C.	Suzhou Environmental Science Society

Other Associations	
The Third Wednesday Club	Importers and Exporters Association of Miaoli
Occupational Hygiene Association of Taiwan	West Pier Area Manufacturer Association of Port of Taichung
Chung-Hua Association for Financial and Economic Strategies	Changhua County Industrial Association
Taiwan Japan Association for Business Communication	Changhua Coastal Industrial Park Association
Importers and Exporters Association of Taipei	Yunlin Hsien Industrial Association
Taiwan Cogeneration Association	Renwu Industrial Park Manufacturers Association
Cross-Strait CEO Summit	Kaohsiung City General Industry Association
Chinese National Association of Industry and Commerce, Taiwan	Jiangsu Customs Brokers Association
Taiwan Safety Council	Jiangsu Association of Circular Economy
TASS-Taiwan Alliance for Sustainable Supply	Jiangsu Port Association
Taiwan Business Council for Sustainable Development	Port of Yangzhou Association
Taiwan Halal Integrity Development Association	Yangzhou City Energy Conservation Association
Hsinchu County Industrial Association	Changshu Port Association
Miaoli County Fire Department Association	Changshu Industrial Economic Federation
Miaoli County Industrial Association	Taipei Investor's Association in Malaysia
Miaoli Association of Industrial Relations	

Appendix A

In order to protect and reduce the safety and health risks of operations, services and activities within the company, prior to the delivery of contracted operations, we will convene a consultative organization meeting to formulate the contractor's environmental, safety and health management procedures as required by law. At the meeting, we discuss and communicate with contractors and inform them of the working environment and the hazards of operations, such as fire, elevated operations, moving operations that promote repeated musculoskeletal disorders. Contractors and employers are urged to provide a health examination and health management measures to their workers based on the operational risks. We also plan safety and health education courses and promote safety awareness to workers employed by contractors. In 2018, we introduced automated mechanical packaging machines in packaging working area that pose high-risk musculoskeletal hazards to prevent musculoskeletal injuries to contractors.

2022 CCP Training Hours Received by Contractors - by Factory

Factory	Training Hours			No. of People at the End of the Year			Average Hours		
	Male	Female	Total	Male	Female	Total	Male	Female	Total
Hsinchu Factory	1,250	81	1,331	1,250	81	1,331	1.00	1.00	1.00
Changpin Factory	452	22	474	452	22	474	1.00	1.00	1.00
Mailiao Factory	454	44	498	454	44	498	1.00	1.00	1.00
Dafa Factory	1,929	112	2,041	1,929	112	2,041	1.00	1.00	1.00
Kaohsiung Factory	895	79	974	895	79	974	1.00	1.00	1.00
CCJS	5,912	257	6,169	5,912	257	6,169	1.00	1.00	1.00
CCZZ	471	31	502	471	31	502	1.00	1.00	1.00
CCSG	290	0	290	290	0	290	1.00	1.00	1.00
Total	11,653	626	12,279	11,653	626	12,279	1.00	1.00	1.00

2022 CCPC Training Hours Received by Contractors - by Factory

Factory	Training Hours			No. of People at the End of the Year			Average Hours		
	Male	Female	Total	Male	Female	Total	Male	Female	Total
Miaoli Factory	1,898	205	2,103	1,898	205	2,103	1.00	1.00	1.00
Changpin Factory	1,992	160	2,152	1,992	160	2,152	1.00	1.00	1.00
Mailiao Factory	837	81	918	837	81	918	1.00	1.00	1.00
Dafa Factory	7	4	11	7	4	11	1.00	1.00	1.00
CCPJ	2,836	276	3,112	2,836	276	3,112	1.00	1.00	1.00
Total	7,570	726	8,296	7,570	726	8,296	1.00	1.00	1.00

2022 DCC Training Hours Received by Contractors - by Factory

Factory	Training Hours			No. of People at the End of the Year			Average Hours		
	Male	Female	Total	Male	Female	Total	Male	Female	Total
Mailiao Factory	1,101	106	1,207	1,101	106	1,207	1.00	1.00	1.00
Dafa Factory	1,188	75	1,263	1,188	75	1,263	1.00	1.00	1.00
Kaohsiung Factory	168	15	183	168	15	183	1.00	1.00	1.00
DCCJS	374	62	436	374	62	436	1.00	1.00	1.00
CCDPJ	719	24	743	719	24	743	1.00	1.00	1.00
CCDSG	649	2	651	649	2	651	1.00	1.00	1.00
DCCM	264	7	271	264	7	271	1.00	1.00	1.00
Total	4,463	291	4,754	4,463	291	4,754	1.00	1.00	1.00

Note: There are no female contractors in CCSG.

Appendix B

2022 CCP Statistics of Number of Environmental Violations and Fines - by Factory

(In 2022, CCP did not violate environmental regulations that resulted in a fine of more than NT\$100,000)

2022 CCPC Statistics of Number of Environmental Violations and Fines - by Factory

Unit: NT\$10,000

Item	Mailiao Factory	
	No. of Cases	Amount
Air pollution	1	20

Note 1: The incidents disclosed here are mainly deficiencies with fines over NT\$100,000.

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

Note 3: There were no violations with fines over NT\$100,000 for Taipei Company, Miaoli Factory, Dafa Factory, Changpin Factory and Panjin Factory.

2022 DCC Statistics of Number of Environmental Violations and Fines - by Factory

Unit: NT\$10,000

Item	Mailiao Factory		Dafa Factory	
	No. of Cases	Amount	No. of Cases	Amount
Air pollution	1	22.5	1	67.5

Note 1: The incidents disclosed here are mainly deficiencies with fines over NT\$100,000.

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

Note 3: There were no violations with fines over NT\$100,000 for Taipei Company, Kaohsiung Factory, Jiangsu Factory, Panjin Factory, Malaysia Factory and Singapore Factory.

CCPG's 2020-2022 Environmental Protection Related Expenditure - by Company

Unit: NT\$ million

Item	CCP			CCPC			DCC		
	2022	2021	2020	2022	2021	2020	2022	2021	2020
Pollution prevention	298.90	104.50	123.06	96.74	111.83	124.82	42.61	61.73	184.76
Waste management	405.64	389.02	407.95	305.08	282.06	240.44	145.23	87.99	78.07
Other environment protection	120.95	93.85	64.95	80.31	84.19	72.42	37.72	82.04	123.80
Total	825.49	587.37	595.96	482.13	478.08	437.68	225.56	231.76	386.63

CCP 2022 GHG Emissions - by Factory

Unit: kt CO₂e

GHG Type	Hsinchu Factory	Changpin Factory	Mailiao Factory	Dafa Factory	Dafa Factory II	Kaohsiung Factory	CCJS	CCZZ	CCSG
Direct GHG emissions (Scope 1)	178.7	55.7	0.4	354.2	68.9	25.4	976.2	12.6	10.4
Indirect GHG emissions (Scope 2)	76.5	29.1	40.2	236.4	311.3	70.2	567.5	23.8	88.8
Total Emissions	255.2	84.8	40.5	590.6	380.1	95.6	1,543.7	36.5	99.2
Unit carbon emission (kt CO ₂ e/thousand tons)	0.81	0.42	0.45	2.53	0.36	0.42	0.58	0.28	0.25

CCPC 2022 GHG Emissions - by Factory

Unit: kt CO₂e

GHG Type	Miaoli Factory	Miaoli Factory II	Changpin Factory	Mailiao Factory	Dafa Factory	CCPJ
Direct GHG emissions (Scope 1)	1,334.8	111.2	6.0	28.1	573.4	461.4
Indirect GHG emissions (Scope 2)	74.9	1,095.6	5.5	504.9	1.2	79.0
Total Emissions	1,409.7	1,206.7	11.5	533.0	574.6	540.4
Unit carbon emission (kt CO ₂ e/thousand tons)	1.33	1.65	0.13	0.66	1.26	3.63

DCC 2022 GHG Emissions - by Factory

Unit: kt CO₂e

GHG Type	Mailiao Factory	Dafa Factory	Kaohsiung Factory	DCCJS	CCDPJ	CCDSG	DCCM
Direct GHG emissions (Scope 1)	110.6	51.9	35.4	43.2	36.3	46.6	2.7
Indirect GHG emissions (Scope 2)	734.6	562.8	46.7	178.0	346.1	192.5	4.4
Total Emissions	845.2	614.7	82.1	221.2	382.5	239.2	7.1
Unit carbon emission (kt CO ₂ e/thousand tons)	0.65	0.83	0.30	1.05	1.80	0.41	0.13

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

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

Note 3: For data of overseas factories, only carbon dioxide (CO₂) emissions were checked in China factories.

Note 4: The global warming potential (GWP) is based on the IPCC Fifth Assessment Report (2013).

Note 5: GHG emission factor: The calculation for Taiwan factories is based on the latest data released by the EPA during inventory. Grid emissions for China were based on the local power grid, while the rest of the emission were calculated based on the "Guidelines for Accounting and Reporting Greenhouse Gas Emissions for Petrochemicals Production Enterprises in China."

2022 SCOPE 3 GHG Emissions - by Category

Unit: kt CO₂e

Category	Category 1 – Purchased Goods and Services	Category 3 – Fuel- and Energy-Related Activities	Category 4 – Upstream Transportation and Distribution	Category 5 – Waste Generated in Operations	Category 6 – Business Travel	Category 7 – Employee Commuting	Category 9 – Downstream Transportation and Distribution
CCP	1,557.83	126.38	36.26	3.14	0.006	1.95	55.30
CCPC	1,481.75	334.17	54.06	2.11	0.024	2.01	42.00
DCC	1,679.81	203.00	26.93	1.86	0.003	0.76	39.24

Note: Scope 3 emissions cover factories in Taiwan. The category for the inventory includes 7 statistical categories: purchased goods and services, upstream transportation and distribution, downstream transportation and distribution, business travel, fuel and energy-related activities, waste generated from operations as well as employee commuting.

CCP 2022 Energy Consumption Statistics - by Factory

Unit: Gigajoule (GJ)

Item	Hsinchu Factory	Changpin Factory	Mailiao Factory	Dafa Factory	Kaohsiung Factory	CCJS	CCZZ	CCSG
Externally purchased power	548,896	205,764	107,236	94,936	199,498	1,800,861	113,345	42,605
Diesel	5,616	565	801	-	3,696	9,376	1,377	-
Natural gas	-	371,584	-	101,085	393,228	745,246	67,336	-
Heavy oil/fuel oil	122,264	-	-	12,259	-	13,722	1,562	-
Coal	1,693,334	-	-	3,407,256	-	11,061,157	-	-
Externally purchased steam	-	-	145,272	-	209,507	1,236,278	-	815,765
Steam sold to external parties	97,536	-	-	1,797,314	-	-	-	-
Power sold to external parties	685	-	-	175,386	-	-	-	-
Self-generated steam	2,016,388	334,866	-	1,529,433	-	9,729,123	52,208	-
Self-generated power	20,667	-	-	482,937	-	1,537	-	-
Renewable energy consumption (including wind energy, solar energy, biomass, etc.)	-	2,674	-	-	-	-	-	-
Renewable energy share	-	0.46%	-	-	-	-	-	-
Grid power usage percentage	24.16%	35.60%	42.33%	5.78%	24.75%	12.11%	61.73%	4.96%
Unit product fossil fuel energy use (GJ/ton)	7.24	2.86	2.79	1.29	3.50	5.63	1.40	2.19

CCPC 2022 Energy Consumption Statistics - by Factory

Unit: Gigajoule (GJ)

Item	Miaoli Factory	Changpin Factory	Mailiao Factory	Dafa Factory	CCPJ
Externally purchased power	2,747,796	78,140	1,025,709	166,717	580,029
Diesel	21,717	-	-	-	6,926
Natural gas	87,665	555,380	-	34,224	98,319
Heavy oil/fuel oil	48,051	-	-	22,816	14,846
Coal	10,899,091	-	-	5,587,587	5,222,915
Externally purchased steam	-	-	2,457,113	-	-
Steam sold to external parties	-	-	-	2,841,810	2,799,136
Power sold to external parties	-	-	-	787,570	204,107
Self-generated steam	5,124,912	613,229	-	2,578,369	4,435,215
Self-generated power	2,157,605	-	-	392,462	429,046
Renewable energy consumption (including wind energy, solar energy, biomass, etc.)	-	-	-	-	-
Renewable energy share	-	-	-	-	-
Grid power usage percentage	19.91%	12.33%	29.45%	7.64%	19.87%
Unit product fossil fuel energy use (GJ/ton)	7.71	7.23	4.29	4.77	19.62

DCC 2022 Energy Consumption Statistics by - Factory

Unit: Gigajoule (GJ)

Item	Mailiao Factory	Dafa Factory	Kaohsiung Factory	DCCJS	CCDPJ	CCDSG	DCCM
Externally purchased power	1,312,939	730,481	266,401	204,107	281,562	392,710	29,020
Diesel	-	-	-	244	4,349	647	27,676
Natural gas	-	846,875	351,821	373,617	280,581	-	-
Heavy oil/fuel oil	252,601	-	-	-	-	-	-
Coal	-	-	-	-	-	-	-
Externally purchased steam	4,575,847	4,071,603	92,835	2,799,136	972,340	1,514,955	-
Steam sold to external parties	-	-	-	-	1,489	77,121	-
Power sold to external parties	-	-	-	-	-	-	-
Self-generated steam	-	-	-	-	334,402	381,453	19,970
Self-generated power	-	-	-	-	-	-	-
Renewable energy consumption (including wind energy, solar energy, biomass, etc.)	-	-	-	-	-	635	1,691
Renewable energy share	-	-	-	-	-	0.03%	2.92%
Grid power usage percentage	21.38%	12.93%	37.47%	6.04%	18.31%	21.44%	51.19%
Unit product fossil fuel energy use (GJ/ton)	4.73	7.59	2.59	15.98	7.22	3.11	1.08

Note 1: Total energy consumption = diesel + natural gas + heavy oil/fuel oil + coal + externally purchased power + externally purchased steam - power sold to external parties - steam sold to external parties + renewable energy.

Note 2: The calorific value conversion coefficients calculated based on the unit calorific value tables of energy products by the Bureau of Energy, Ministry of Economic Affairs.

Note 3: Renewable energy share = renewable energy use/total energy consumption.

Note 4: Grid power usage percentage = Externally purchased power / total energy consumption usage.

CCP 2022 Water Resources Statisticsby - Factory

Unit: megaliters (thousand cubic meters)

Item	Hsinchu Factory	Changpin Factory	Mailiao Factory	Dafa Factory	Kaohsiung Factory	CCJS	CCZZ	CCSG
(+)Tap water	1,265	284	-	5,094	151	77	142	233
(+)Reservoir water	-	-	-	-	-	-	-	-
(+)River water	-	-	111	-	-	4,205	-	-
(+)Groundwater	-	-	-	-	-	-	-	-
(+)Rainwater	85	13	16	63	4	343	8	11
(+)Externally Purchased Pure Water	-	-	67	-	15	-	-	-
Total Water Withdrawal (A)	1,350	297	194	5,157	170	4,625	150	244
Recycled Water								
Total Recycled Water	12,425	3,824	5,751	11,248	7,444	38,438	2,813	297
(+)Surface Water	-	-	-	-	81	-	-	-
(+)Seawater	-	-	130	-	-	-	-	-
(+)Third-party Water	684	106	-	1,780	-	1,880	68	22
Total water discharge (B)	684	106	130	1,780	81	1,880	68	22
Total COD (kg)	162,805	2,763	5,250	117,122	3,060	199,733	1,741	8,219
Water Consumption								
Total water consumption (A-B)	666	191	64	3,377	89	3,377	82	222
Product capacity (thousand tons) (C)	314	202	91	1,275	230	2,640	131	392
Unit product water discharge (B/C)	2.178	0.525	1.429	1.396	0.352	0.712	0.519	0.056

CCPC 2022 Water Resources Statisticsby - Factory

Unit: megaliters (thousand cubic meters)

Item	Miaoli Factory	Changpin Factory	Mailiao Factory	Dafa Factory	CCPJ
(+)Tap water	29	152	-	1,045	1,490
(+)Reservoir water	3,649	-	-	-	-
(+)River water	5,001	228	1,042	-	-
(+)Groundwater	-	-	-	-	-
(+)Rainwater	56	1	37	1	44
(+)Externally Purchased Pure Water	-	-	344	557	-
Total Water Withdrawal (A)	8,735	381	1,423	1,603	1,534
Recycled Water					
Total Recycled Water	54,869	2,383	5,360	18,683	19,564
(+)Surface Water	2,884	-	-	-	-
(+)Seawater	-	-	-	-	-
(+)Third-party Water	-	76	699	192	932
Total water discharge (B)	2,884	76	699	192	932
Total COD (kg)	46,352	3,362	28,114	31,635	41,160
Water Consumption					
Total water consumption (A-B)	5,851	305	724	1,411	602
Product capacity (thousand tons) (C)	1,791	88	811	458	149
Unit product water discharge (B/C)	1.610	0.864	0.862	0.419	6.255

DCC 2022 Water Resources Statisticsby - Factory

Unit: megaliters (thousand cubic meters)

Item	Mailiao Factory	Dafa Factory	Kaohsiung Factory	DCCJS	CCDPJ	CCDSG	DCCM
(+)Tap water	-	1,723	505	478	611	1,259	85
(+)Reservoir water	-	-	-	-	-	-	-
(+)River water	1,125	-	-	-	-	-	-
(+)Groundwater	-	-	-	-	-	-	-
(+)Rainwater	56	3	3	56	18	34	2
(+)Externally Purchased Pure Water	311	287	-	-	146	72	-
Total Water Withdrawal (A)	1,492	2,013	508	534	775	1,365	87
Recycled Water							
Total Recycled Water	26,817	1,964	6,012	5,208	235	7,296	5,887
(+)Surface Water	-	-	-	-	-	-	8
(+)Seawater	-	-	-	-	-	-	-
(+)Third-party Water	748	679	122	208	272	150	-
Total water discharge (B)	748	679	122	208	272	150	8
Total COD (kg)	30,111	36,233	4,331	27,496	12,102	55,006	309
Water Consumption							
Total water consumption (A-B)	744	1,334	386	326	503	1,215	79
Product capacity (thousand tons) (C)	1,297	744	274	211	213	589	53
Unit product water discharge (B/C)	0.577	0.913	0.445	0.986	1.277	0.255	0.151

CCP 2022 Air Pollutant Emissions - by Factory

Unit: Tons

Item	Hsinchu Factory	Changpin Factory	Mailiao Factory	Dafa Factory	Kaohsiung Factory	CCJS	CCZZ	CCSG
Nitrogen Oxides (NOx)	9.5	14	-	161	20	262	4	0.06
Sulfur Oxides (SOx)	11	2	0.5	38	1.4	96	0.01	-
Volatile Organic Compounds (VOC)	4	23	14.6	89	76	237	0.6	-
particulate matter (PM)	1	0.3	-	7	3	8	0.3	0.2

CCPC 2022 Air Pollutant Emissions - by Factory

Unit: Tons

Item	Miaoli Factory	Changpin Factory	Mailiao Factory	Dafa Factory	CCPJ
Nitrogen Oxides (NOx)	431	9.3	9.4	217	75
Sulfur Oxides (SOx)	336	1	1	53	50
Volatile Organic Compounds (VOC)	188.4	24.3	34	-	7.5
particulate matter (PM)	47	0.1	1	6	6

DCC 2022 Air Pollutant Emissions - by Factory

Unit: Tons

Item	Mailiao Factory	Dafa Factory	Kaohsiung Factory	DCCJS	CCDPJ	CCDSG	DCCM
Nitrogen Oxides (NOx)	26	39	22	22	21	0.2	-
Sulfur Oxides (SOx)	0.7	2	2.7	4.7	2	-	-
Volatile Organic Compounds (VOC)	59	52	15	130	2	-	0.1
particulate matter (PM)	1.7	2	1.6	-	0.7	0.5	1

CCP 2022 Waste Statistics - by Factory

Unit: Tons

Item	Hsinchu Factory	Changpin Factory	Mailiao Factory	Dafa Factory	Kaohsiung Factory	CCJS	CCZZ	CCSG
General Business Waste Reuse Volume	12,668	22	54	22,986	674	89,595	1,031	-
Non-Recovery Treatment Volume of General Business Waste	1,991	247	1,524	1,381	1,096	1,960	394	-
General Business Waste Volume	14,660	268	1,578	24,367	1,770	91,555	1,426	-
General Business Waste Recovery Rate (%)	86%	8%	3%	94%	38%	98%	72%	-
Hazardous Business Waste Reuse Volume	441	-	-	13	0	1,605	181	2,124
Non-Recovery Treatment Volume of Hazardous Business Waste	168	18	-	-	3	19,055	75	4
Hazardous Business Waste Volume	609	18	-	13	3	20,660	256	2,128
Hazardous Business Waste Recovery Rate (%)	72%	0%	-	100%	0%	8%	71%	100%
Total Generation of Recovered Waste	13,110	22	54	22,999	674	91,200	1,213	2,124
Total Non-Recoverable Waste Generation	2,159	265	1,524	1,381	1,099	21,015	469	4
Total Factory Waste Generation	15,268	286	1,578	24,381	1,774	112,215	1,682	2,128
Waste Recycling Rate (%)	86%	8%	3%	94%	38%	81%	72%	100%
Unit Product Waste Emission Volume (ton/thousand ton)	48.64	1.41	17.38	19.12	7.71	42.50	12.82	5.42

CCPC 2022 Waste Statistics - by Factory

Unit: Tons

Item	Miaoli Factory	Changpin Factory	Mailiao Factory	Dafa Factory	CCPJ
General Business Waste Reuse Volume	73,187	65	15,615	37,009	33,589
Non-Recovery Treatment Volume of General Business Waste	27,077	159	456	49	10,220
General Business Waste Volume	100,264	224	16,071	37,059	43,809
General Business Waste Recovery Rate (%)	73%	29%	97%	100%	77%
Hazardous Business Waste Reuse Volume	1,781	-	-	-	14
Non-Recovery Treatment Volume of Hazardous Business Waste	1,678	-	-	-	2,898
Hazardous Business Waste Volume	3,459	-	-	-	2,912
Hazardous Business Waste Recovery Rate (%)	51%	-	-	-	0%
Total Generation of Recovered Waste	74,968	65	15,615	37,009	33,603
Total Non-Recoverable Waste Generation	28,756	159	456	49	13,118
Total Factory Waste Generation	103,723	224	16,071	37,059	46,721
Waste Recycling Rate (%)	72%	29%	97%	100%	72%
Unit Product Waste Emission Volume (ton/thousand ton)	57.91	2.56	19.80	80.99	313.94

DCC 2022 Waste Statistics - by Factory

Unit: Tons

Item	Mailiao Factory	Dafa Factory	Kaohsiung Factory	DCCJS	CCDPJ	CCDSG	DCCM
General Business Waste Reuse Volume	71	226	243	268	81	5	35
Non-Recovery Treatment Volume of General Business Waste	481	601	229	-	1	59	14
General Business Waste Volume	552	826	473	268	82	64	49
General Business Waste Recovery Rate (%)	13%	27%	51%	100%	98%	8%	72%
Hazardous Business Waste Reuse Volume	-	-	-	5	-	10,735	57
Non-Recovery Treatment Volume of Hazardous Business Waste	-	-	-	2,164	5,880	491	200
Hazardous Business Waste Volume	-	-	-	2,169	5,880	11,227	257
Hazardous Business Waste Recovery Rate (%)	-	-	-	0%	0%	96%	22%
Total Generation of Recovered Waste	71	226	243	272	81	10,740	92
Total Non-Recoverable Waste Generation	481	601	229	2,164	5,882	550	214
Total Factory Waste Generation	552	826	473	2,437	5,963	11,290	306
Waste Recycling Rate (%)	13%	27%	51%	11%	1%	95%	30%
Unit Product Waste Emission Volume (ton/thousand ton)	0.43	1.11	1.72	11.53	28.00	19.16	5.82

Appendix C

2022 Ratio of Members and Workers of the Occupational Health and Safety Committee

Company	Operating Location	Total number of Safety and Health Committees	Workers of the Committee	Ratio of the Workers of the Committee
CCP	Taipei Company	18	15	83%
	Hsinchu Factory	26	12	46%
	Changpin Factory	9	4	44%
	Mailiao Factory	17	6	35%
	Dafa Factory	26	12	46%
	Kaohsiung Factory	22	9	41%
CCPC	Taipei Company	21	16	76%
	Miaoli Factory	42	14	33%
	Mailiao Factory	24	8	33%
	Dafa Factory	13	6	46%
DCC	Taipei Company	18	15	83%
	Mailiao Factory	19	7	37%
	Dafa Factory	23	9	39%
	Kaohsiung Factory	17	6	35%

Overseas Operations	Total number of Safety and Health Committees	Workers of the Committee	Ratio of the Workers of the Committee
CCJS	36	28	78%
CCZZ	36	22	61%
CCSG	3	2	67%
CCPJ	14	14	100%
DCCJS	25	9	36%
CCDPJ	14	14	100%
CCDSG	13	12	92%
DCCM	12	11	92%

CCP 2022 Occupational Injury Statistics - by Factory

Factory	Taipei Company	Hsinchu Factory	Changpin Factory	Mailiao Factory	Dafa Factory	Kaohsiung Factory	CCJS	CCZZ	CCSG	Total	
Work-related Injury	Male	0	1	2	0	1	3	9	1	0	17
	Female	0	0	0	0	0	0	5	0	0	5
Traffic Accident	Male	0	0	0	1	1	6	0	0	0	8
	Female	0	0	0	0	0	1	0	0	0	1
Incident Rate (IR)	Male	0.00	0.14	1.24	1.54	0.38	1.99	0.48	0.32	0.00	0.59
	Female	0.00	0.00	0.00	0.00	0.00	2.19	0.68	0.00	0.00	0.58
Absentee Rate (AR)	Male	0.27%	0.30%	0.09%	2.57%	1.53%	1.27%	0.16%	0.04%	1.93%	0.51%
	Female	0.43%	0.70%	0.00%	0.04%	2.11%	0.59%	0.41%	0.19%	1.32%	0.43%
Lost Day Rate (LDR)	Male	0.00	0.28	3.10	23.08	7.25	14.39	5.68	0.00	0.00	5.45
	Female	0.00	0.00	0.00	0.00	0.00	30.73	12.44	0.00	0.00	10.11

Factory		Taipei Company	Hsinchu Factory	Changpin Factory	Mailiao Factory	Dafa Factory	Kaohsiung Factory	CCJS	CCZZ	CCSG	Total
Total number of hours worked	Male	239,416	1,411,357	322,569	129,988	1,048,427	903,688	3,730,244	627,460	67,140	8,480,289
	Female	189,499	89,462	10,920	8,118	19,080	91,122	1,462,808	194,354	12,445	2,077,808
No. of high-consequence work-related injuries	Male	0	0	0	0	0	0	0	0	0	0
	Female	0	0	0	0	0	0	0	0	0	0
No. of Recordable work-related Injuries	Male	0	1	2	1	2	9	9	1	0	25
	Female	0	0	0	0	0	1	5	0	0	6
No. of fatalities as a result of work-related injury	Male	0	0	0	0	0	0	0	0	0	0
	Female	0	0	0	0	0	0	0	0	0	0
Rate of high-consequence work-related injuries	Male	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
	Female	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Rate of recordable work-related injuries	Male	0.00	0.14	1.24	1.54	0.38	1.99	0.48	0.32	0.00	0.59
	Female	0.00	0.00	0.00	0.00	0.00	2.19	0.68	0.00	0.00	0.58
Rate of fatalities as a result of work-related injury	Male	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
	Female	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00

CCPC 2022 Occupational Injury Statistics - by Factory

Factory		Taipei Company	Miaoli Factory	Changpin Factory	Mailiao Factory	Dafa Factory	CCPJ	Total
Work-related Injury	Male	0	5	0	0	0	3	8
	Female	1	0	0	0	0	0	1
Traffic Accident	Male	1	10	0	1	0	1	13
	Female	0	1	0	0	0	0	1

Factory		Taipei Company	Miaoli Factory	Changpin Factory	Mailiao Factory	Dafa Factory	CCPJ	Total
Incident Rate (IR)	Male	0.85	0.65	0.00	0.35	0.00	0.69	0.56
	Female	1.12	2.07	0.00	0.00	0.00	0.00	0.66
Absentee Rate (AR)	Male	0.20%	1.33%	0.07%	0.33%	0.85%	0.21%	0.92%
	Female	0.63%	0.80%	5.27%	1.06%	0.77%	0.37%	0.71%
Lost Day Rate (LDR)	Male	6.77	271.58	0.00	0.35	0.00	19.47	171.26
	Female	53.51	14.46	0.00	0.00	0.00	0.00	18.20
Total number of hours worked	Male	236,281	4,634,322	574,753	571,043	308,845	1,167,114	7,492,358
	Female	178,699	96,811	21,170	19,710	5,168	280,926	602,484
No. of high-consequence work-related injuries	Male	0	0	0	0	0	0	0
	Female	0	0	0	0	0	0	0
No. of Recordable work-related Injuries	Male	1	15	0	1	0	4	21
	Female	1	1	0	0	0	0	2
No. of fatalities as a result of work-related injury	Male	0	1	0	0	0	0	1
	Female	0	0	0	0	0	0	0
Rate of high-consequence work-related injuries	Male	0.00	0.00	0.00	0.00	0.00	0.00	0.00
	Female	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Rate of recordable work-related injuries	Male	0.85	0.65	0.00	0.35	0.00	0.69	0.56
	Female	1.12	2.07	0.00	0.00	0.00	0.00	0.66
Rate of fatalities as a result of work-related injury	Male	0.00	0.04	0.00	0.00	0.00	0.00	0.03
	Female	0.00	0.00	0.00	0.00	0.00	0.00	0.00

DCC 2022 Occupational Injury Statistics - by Factory

Factory	Taipei Company	Mailiao Factory	Dafa Factory	Kaohsiung Factory	DCCJS	CCDPJ	CCDSG	DCCM	Total	
Work-related Injury	Male	0	3	1	0	0	1	3	0	8
	Female	0	0	0	0	0	0	0	0	0
Traffic Accident	Male	1	0	0	0	0	0	0	0	1
	Female	0	0	0	0	0	0	0	0	0
Incident Rate (IR)	Male	1.36	1.00	0.30	0.00	0.00	0.98	1.69	0.00	0.59
	Female	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Absentee Rate (AR)	Male	1.46%	0.36%	1.74%	0.51%	0.46%	0.34%	2.23%	2.21%	1.04%
	Female	0.32%	0.00%	0.88%	0.32%	2.38%	1.35%	1.32%	2.14%	1.45%
Lost Day Rate (LDR)	Male	1.36	12.34	4.49	0.00	0.00	50.95	17.49	0.00	8.87
	Female	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Total number of hours worked	Male	147,103	599,465	668,531	410,044	561,043	205,102	354,499	126,704	3,072,491
	Female	113,672	14,433	12,168	15,095	158,511	21,322	59,798	49,589	444,588
No. of high-consequence work-related injuries	Male	0	0	0	0	0	0	0	0	0
	Female	0	0	0	0	0	0	0	0	0
No. of Recordable work-related Injuries	Male	1	3	1	0	0	1	3	0	9
	Female	0	0	0	0	0	0	0	0	0
No. of fatalities as a result of work-related injury	Male	0	0	0	0	0	0	0	0	0
	Female	0	0	0	0	0	0	0	0	0

Factory		Taipei Company	Mailiao Factory	Dafa Factory	Kaohsiung Factory	DCCJS	CCDPJ	CCDSG	DCCM	Total
Rate of high-consequence work-related injuries	Male	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
	Female	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Rate of recordable work-related injuries	Male	1.36	1.00	0.30	0.00	0.00	0.98	1.69	0.00	0.59
	Female	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Rate of fatalities as a result of work-related injury	Male	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
	Female	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00

Note 1: As there were no occupational disease incidents in 2022, the occupational disease rate (ODR) of CCPG is 0.

Note 2: Injury Rate (IR) = Number of work-related injuries / Total number of hours worked × 200,000*.

Note 3: Absence Rate (AR) = (hours of injury leave + sick leave hours) / Total number of hours worked × 100%.

Note 4: Lost Work Day Rate (LDR) = Lost Work Days / Total number of hours worked × 200,000*.

Note 5: Rate of fatalities as a result of work-related injury = No. of fatalities as a result of work-related injury / Total number of hours worked × 200,000*.

Note 6: Rate of high-consequence work-related injuries (excluding fatalities) = No. of high-consequence work-related injuries (excluding fatalities) / Total number of hours worked × 200,000*.

Note 7: Rate of recordable work-related injuries = No. of recordable work-related injuries / Total number of hours worked × 200,000*.

★ : Refers to the rate per 100 employees for 50 weeks per year with 40 working hours per week.

Appendix D

2022 CCP Education and Training on Regulatory Compliance and Human Rights - Employee Training Completion Percentage - by Factory

Category	Taipei Company	Hsinchu Factory	Changpin Factory	Mailiao Factory	Dafa Factory	Kaohsiung Factory	CCJS	CCZZ	CCSG
Management Role	100%	100%	100%	100%	100%	100%	100%	100%	--
Non-management Role	100%	100%	100%	100%	100%	100%	100%	100%	100%

Note: Management Role - entry-level manager (inclusive) and above; Non-management Role - general employee.

2022 CCPC Education and Training on Regulatory Compliance and Human Rights - Employee Training Completion Percentage - by Factory

Category	Taipei Company	Miaoli Factory	Changpin Factory	Mailiao Factory	Dafa Factory	CCPJ
Management Role	100%	100%	100%	100%	100%	100%
Non-management Role	100%	100%	100%	100%	100%	100%

2022 DCC Education and Training on Regulatory Compliance and Human Rights - Employee Training Completion Percentage - by Factory

Category	Taipei Company	Mailiao Factory	Dafa Factory	Kaohsiung Factory	DCCJS	CCDPJ	CCDSG	DCCM
Management Role	100%	100%	100%	100%	100%	100%	100%	100%
Non-management Role	100%	100%	100%	100%	100%	100%	100%	100%

CCPG 2022 Manpower Composition - by Company

Unit: Number of People

Contract Type		Region	CCP		CCPC		DCC	
			Male	Female	Male	Female	Male	Female
Employees on fixed-term contracts	Part-time employees, contract drivers, consultants	Taiwan	25	15	93	24	11	5
		Overseas and expatriates	174	59	396	102	51	5
		Subtotal	199	74	489	126	62	10
Non-fixed term Contract	Other employees	Taiwan	1,816	208	2,986	157	858	85
		Overseas and expatriates	1,582	664	188	47	499	135
		Subtotal	3,398	872	3,174	204	1,357	220
Group Total			3,597	946	3,663	330	1,419	230

CCPG 2022 Employee Age Distribution - by Company

Unit: Number of People

Region	Age Distribution	CCP			CCPC			DCC		
		Governance Unit	Management	Non-management	Governance Unit	Management	Non-management	Governance Unit	Management	Non-management
Taiwan	Under 30 years old	0	0	303	0	0	967	0	0	114
	30-50 years old	0	78	1,098	0	98	1,807	0	58	642
	Over 50 years old	2	99	484	8	74	306	4	37	104
Overseas	Under 30 years old	0	9	514	0	1	234	0	1	79
	30-50 years old	0	212	1,692	0	58	435	0	48	520
	Over 50 years old	0	22	30	0	4	1	1	14	27
Group Total		2	420	4,121	8	235	3,750	5	158	1,486

CCPG 2022 Age Distribution of New Employees - by Company

Unit: Number of People

Age Distribution	Region	CCP		CCPC		DCC	
		Male	Female	Male	Female	Male	Female
Under 30 years old	Taiwan	102	20	267	29	50	13
	Overseas	178	37	96	19	35	4
30-50 years old	Taiwan	61	6	149	12	18	3
	Overseas	113	82	30	14	39	8
Over 50 years old	Taiwan	6	0	1	0	2	0
	Overseas	0	0	0	0	0	3
Group Total		460	145	543	74	144	31

CCPG 2022 Age Distribution of Employee Departures - by Company

Unit: Number of People

Age Distribution	Region	CCP		CCPC		DCC	
		Male	Female	Male	Female	Male	Female
Under 30 years old	Taiwan	44	10	100	11	8	3
	Overseas	118	27	67	9	23	2
30-50 years old	Taiwan	49	6	59	5	0	0
	Overseas	73	56	25	9	38	5
Over 50 years old	Taiwan	39	5	20	0	0	0
	Overseas	0	0	0	0	5	1
Group Total		323	104	271	34	74	11

Note: The number of employee departures includes retirements, redundancies, deaths, part-time workers / consultants without renewal of contracts, and inter-company transfers within the Group.

CCPG 2022 Employee Rank Distribution - by Company

Unit: Number of People

Rank	Region	CCP		CCPC		DCC	
		Male	Female	Male	Female	Male	Female
Executive	Taiwan	2	0	5	3	4	0
	Overseas	10	0	2	0	5	0
Senior manager	Taiwan	23	0	11	1	10	0
	Overseas	10	4	2	0	8	0
Mid-level manager	Taiwan	39	2	54	2	26	1
	Overseas	29	2	7	0	6	0
Junior manager	Taiwan	101	12	92	12	47	11
	Overseas	160	28	45	7	36	9
General employees	Taiwan	1,676	209	2,917	163	782	78
	Overseas	1,547	689	528	142	495	131
Group Total		3,597	946	3,663	330	1,419	230

Note 1: Ratio of female senior managers: 8.9% at CCP, 20% at CCPC and 0% at DCC.

Note 2: Ratio of female senior managers = (number of female senior managers + number of female executives) / (number of senior managers + number of executives).

CCPG 2022 Employee Diversity Distribution - by Company

Unit: Number of People

Diversity	CCP		CCPC		DCC	
	Management	Non-management	Management	Non-management	Management	Non-management
People with disabilities - Taiwan	0	17	0	24	1	4
People with disabilities - Overseas	0	1	0	0	0	1
Group Total	0	18	0	24	1	5

CCPG 2022 Unpaid Parental Leave Analysis in Taiwan - by Company

Item	CCP		CCPC		DCC	
	Male	Female	Male	Female	Male	Female
Number of employees eligible for parental leave for the year	229	15	448	9	120	8
Number of employees applying for parental leave for the year	2	0	13	2	4	1
Number of employees reinstated after parental leave for the year	1	1	13	1	4	2
Number of employees applying for reinstatement for the year	1	1	13	1	4	2
Reinstatement rate	100%	100%	100%	100%	100%	100%
Number of employees reinstated in the previous year	2	3	9	1	1	2
Number of employees reinstated in the previous year and has been a full year	2	3	5	1	0	2
Retention rate	100%	100%	55.6%	100%	0%	100%

Note 1: Reinstatement rate = Number of employees applying for reinstatement for the year/Number of people reinstated after parental leave for the year.

Note 2: Retention rate = Number of employees reinstated in the previous year and has been a full year / Number of people who have been reinstated in the previous year.

CCPG 2022 Unpaid Parental (Maternity) Leave Analysis in Overseas - by Company

Item	CCP		CCPC		DCC	
	Male	Female	Male	Female	Male	Female
Number of employees eligible for maternity leave for the year	61	46	30	9	18	8
Number of employees for maternity leave for the year	61	46	30	9	18	8
Number of employees reinstated from maternity leave for the year	51	35	30	6	15	2
Number of employees applying for reinstatement for the year	51	35	30	6	15	2
Reinstatement rate	100%	100%	100%	100%	100%	100%
Number of employees reinstated in the previous year	66	47	28	13	13	5
Number of employees reinstated in the previous year and has been a full year	66	47	26	13	13	3
Retention rate	100%	100%	92.9%	100%	100%	60%

Note 1: Reinstatement rate = Number of employees applying for reinstatement for the year/Number of people reinstated after maternity leave for the year.

Note 2: Retention rate = Number of employees reinstated in the previous year and has been a full year / Number of people who have been reinstated in the previous year.

CCPG's employee benefits

"Bonus" Benefits	"Non-bonus" Benefits	
<p>Bonuses for festivals</p> <ol style="list-style-type: none"> 1. Bonuses for 3 major holidays - Mid-Autumn Festival, Dragon Boat Festival, and Labor Day 2. Red envelope for the start of Lunar New Year 3. Red envelope for working during Lunar New Year 4. Dividend 5. Year-end bonus 6. Annual pay rise 7. Position rotation allowance 8. Allowance for emergency recall of employees <p>Related allowances for expatriates</p> <ol style="list-style-type: none"> 1. Subsidies for expatriates 2. Education subsidy for children of expatriates 3. Allowance for expatriates on long-term assignment <p>Special subsidies</p> <ol style="list-style-type: none"> 1. Overtime fees are better than the provisions stipulated in the Labor Standards Act 2. A gold coin given to employees who have served for more than 20 years 3. A gold coin given to retiring employees 4. A full-month wage as a wedding present 5. Employee birth incentive and childcare subsidy 6. Bereavement benefit payment for employees or their families 7. Emergency interest-free salary advance for employees 8. The Self-appropriation of 6+1 New Pension System Reward Program 9. Rural area subsidy 	<p>Healthcare</p> <ol style="list-style-type: none"> 1. Labor insurance coverage levels and pension contribution levels are calculated based on full wage 2. Group insurance for employees 3. Free annual health examination 4. Regular special health examination 5. Chang Chun Good Mood hotline consultation and 2 free annual professional counseling sessions 6. Employees are entitled to paid vaccination leave 7. Occasional stress relief and fitness courses 8. Employee overseas emergency support service 9. Aside from the existing life insurance, accident insurance and occupational accident insurance, employees and their families are covered with medical hospitalization and cancer group insurance in 2022. <p>Self-growth</p> <ol style="list-style-type: none"> 1. Group's internal diverse training 2. External professional training 3. Cadre training for expatriates 4. Free online English and Japanese course 5. Online course for internal lecturers 6. Course for the mentorship system 7. Online course for digital teaching material producers 8. Presentation production course 9. Chang Chun EMBA magazine online courses 	<p>Job benefits</p> <ol style="list-style-type: none"> 1. Subsidies for equipment for employee canteen 2. Free employee uniform and protective equipment 3. Free meals in China factories 4. Overseas training personnel provided with free accommodation and flights to Taiwan 5. Employment priority given to children of employees <p>Parent-child</p> <ol style="list-style-type: none"> 1. CCPG family sports day 2. CCPG ball competitions 3. CCPG Running Together for Good Health activity 4. CCPG hand in hand for beach cleanups 5. Painting CCPG - Parent-child Painting activity 6. Contracted kindergarten discounts 7. CCPG parent-child education seminars 8. Unpaid parental leave <p>Life enrichment</p> <ol style="list-style-type: none"> 1. Formed Employee Welfare Committee and welfare funds allocated 2. 2-day travel leave with pay per year 3. Subsidies for various types of employee sporting events and activities 4. Subsidies for various types of club activities 5. Subsidies for (retired) employees' social activities

CCPG 2022 Health Examinations for Operations with Special Hazards - by Company

Unit: Number of People

Operations for Special Physical Examinations	CCP	CCPC	DCC
Working with Dimethylformamide (DMF)	60	9	12
Working with formaldehyde	392	6	10
Working with dust	1,036	113	28
Working with ionizing radiation	55	31	12
Working in a noisy environment	488	522	459
Working with tetrachloroethane	5	0	0
Working with n-Hexane	5	0	14
Working with chromic acid	113	29	19
Working with benzene	406	66	226
Working with nickel	0	10	31
Working with chromium	12	97	0
Working with manganese	11	12	4
Working with mercury	17	1	19
Working with carbon disulfide	0	9	0
Working with Methylene bisphenyl isocyanate	0	0	3
Working with cadmium	1	0	0
Working with methanol	383	0	38
Working with carbon monoxide	90	0	5
Working with hydrogen sulfide	44	0	12

Operations for Special Physical Examinations	CCP	CCPC	DCC
Working with phenols	189	0	0
Working with ammonia	7	0	22
Working with acid mist or acid anhydride	22	0	0
Working with manganese	1	0	0
Working with sulfuric acid	0	0	34
Working with acetic acid	0	0	28
Working with sodium hydroxide	0	0	37
Working with hydrochloric acid	0	0	22
Working with hydrogen peroxide	0	0	10
Working with allyl alcohol	0	0	33
Working with hydroquinone	0	0	15
Working with vinyl acetate	0	0	16
1,4 Butanediol	0	0	10
Working with acetonitrile	0	0	10
Working with ethanol	0	0	22
Working with vinyl chloride	0	0	7
Total	3,337	905	1,158

Appendix E

Education and Training on Regulatory Compliance and Human Rights - Course Topic

- ◆ Chang Chun Group Code of Conduct
- ◆ Legal compliance - Non-violation of Laws
- ◆ Maintain a Fair Competition Environment - No Concerted Behavior and Abuse of Dominant Position, Compliance Measures for Competition Law
- ◆ Anti-bribery and Anti-corruption - All Forms of Corruption are Strictly Prohibited
- ◆ Confidential Information Protection Standards - Trade Secrets, Data Security, and Personal Data Protection, and Strict Compliance with Confidential Information Protection Regulations
- ◆ Investor Protection - Norms to Ban Insider Trading
- ◆ Conflict of Interest and Money Laundering Prevention

2022 CCP Education and Training on Regulatory Compliance and Human Rights - Employee Training Completion Percentage - by Factory

Category	Taipei Company	Hsinchu Factory	Changpin Factory	Mailiao Factory	Dafa Factory	Kaohsiung Factory	CCJS	CCZZ	CCSG
Management Role	100%	100%	100%	100%	100%	100%	100%	100%	--
Non-management Role	100%	100%	100%	100%	100%	100%	100%	100%	100%

Note: Management Role - entry-level manager (inclusive) and above; Non-management Role - general employee.

2022 CCPC Education and Training on Regulatory Compliance and Human Rights - Employee Training Completion Percentage - by Factory

Category	Taipei Company	Miaoli Factory	Changpin Factory	Mailiao Factory	Dafa Factory	CCPJ
Management Role	100%	100%	100%	100%	100%	100%
Non-management Role	100%	100%	100%	100%	100%	100%

2022 DCC Education and Training on Regulatory Compliance and Human Rights - Employee Training Completion Percentage - by Factory

Category	Taipei Company	Mailiao Factory	Dafa Factory	Kaohsiung Factory	DCCJS	CCDPJ	CCDSG	DCCM
Management Role	100%	100%	100%	100%	100%	100%	100%	100%
Non-management Role	100%	100%	100%	100%	100%	100%	100%	100%

Appendix F

List of CCPG Participation in Trade Unions/ Associations (Non-important Roles)

Industry Associations	
Chinese Industrial Machinery Association	Suzhou Safety Production Management Association
Chinese National Federation of Industries	Changshu Safety Production Management Association
Taipei Chemical Suppliers Association	China Petroleum and Chemical Industry Federation
Taiwan Electrical and Electronic Manufacturers' Association	China Electronics Materials Industry Association
Taiwan Printed Circuit Association	China Epoxy Resin Industry Association
Taiwan Battery Association	China Electronic Circuit Industry Association
Taiwan Nanotechnology Industry Development Association	Federation of Malaysian Manufacturers
Taiwan Wind Industry Association (TWIA)	Malaysian Petrochemical Association
Taiwan Flat Panel Display Materials & Devices Association	Malaysian Chamber of International Trade and Industry
China Phenolic Resin Industry Association	Malaysian Chemical Industry Council
China Electronics Materials Industry Association of Copper Clad Laminate Materials Branch	Singapore Business Federation
Jiangsu Chemical Industry Association	Japan Chemical Innovation and Inspection Institute
Changshu Heat and Power Industry Association	

R&D Associations and Academic Societies	
Chinese Chemical Society	The Chinese Institute of Environmental Engineering
Industrial Safety and Health Association of the R.O.C.	Suzhou Environmental Science Society

Other Associations	
The Third Wednesday Club	Importers and Exporters Association of Miaoli
Occupational Hygiene Association of Taiwan	West Pier Area Manufacturer Association of Port of Taichung
Chung-Hua Association for Financial and Economic Strategies	Changhua County Industrial Association
Taiwan Japan Association for Business Communication	Changhua Coastal Industrial Park Association
Importers and Exporters Association of Taipei	Yunlin Hsien Industrial Association
Taiwan Cogeneration Association	Renwu Industrial Park Manufacturers Association
Cross-Strait CEO Summit	Kaohsiung City General Industry Association
Chinese National Association of Industry and Commerce, Taiwan	Jiangsu Customs Brokers Association
Taiwan Safety Council	Jiangsu Association of Circular Economy
TASS-Taiwan Alliance for Sustainable Supply	Jiangsu Port Association
Taiwan Business Council for Sustainable Development	Port of Yangzhou Association
Taiwan Halal Integrity Development Association	Yangzhou City Energy Conservation Association
Hsinchu County Industrial Association	Changshu Port Association
Miaoli County Fire Department Association	Changshu Industrial Economic Federation
Miaoli County Industrial Association	Taipei Investor's Association in Malaysia
Miaoli Association of Industrial Relations	