



2025
ESG REPORT



SINO-JAPAN
CHEMICAL

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SINO-JAPAN CHEMICAL
中日合成化学有限公司





About the Report

About the Report

The Report is to disclose plans and practice of corporate social responsibility and sustainable development implemented by Sino-Japan Chemical Co., Ltd. (hereinafter referred to as Sino-Japan Chemical) as well as to provide stakeholders with the performance of sustainable development achieved by Sino-Japan Chemical. The reporting boundary, duration, release cycle, and preparation accordance of the Report as well as contact details and other relevant information are as follows :

Reporting boundary

Taipei Headquarters: 14F., No. 99, Sec. 2, Ren Ai Rd., Zhongzheng Dist., Taipei City
Linyuan Plant in Kaohsiung: No. 6, Shi Hua 4th Rd., Linyuan Dist., Kaohsiung City (Linyuan Industrial Park)

Duration and the release cycle

The Report is the 2025 Corporate Sustainability Report that is released by Sino-Japan Chemical for the first time. The information and statement presented in the Report is the implementation status of environment, social responsibility (including human rights), and corporate governance (including economy) in 2025 (from January 1, 2025, to December 31, 2025). It is released once every complete year.

Preparation accordance

The Report is disclosed according to GRI: 2021 Standards. A table of comparison between the content of the Report and GRI: 2021 Standards is provided at the end of the Report.

Contact details

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Sustainability development policy statement

Sino-Japan Chemical Co., Ltd., adhering to the philosophy of safe production and social contribution, persists in its mission of "bringing prosperity and comfort to humanity and society through science and technology." While pursuing sustainable management and profitability, the Company fulfills its corporate social responsibility by establishing the following Sustainable Development Best Practice Principles across the three dimensions of Environment (E), Society (S), and Governance (G), committing to achieving the vision of promoting balanced and sustainable development of economy, society, and environmental ecology.

- I. We aspire to be a sustainable manufacturer that prospers alongside the environment, implementing green transformation and actively promoting and participating in various environmental protection and socially concerned issues. Facing global climate change and global warming, we declare our carbon reduction targets.
- II. We comply with internationally recognized labor human rights, prohibit discrimination, ensure equal employment opportunities, value employee rights, cultivate talent, provide reasonable remuneration and benefits, and create a healthy and safe workplace environment.
- III. We emphasize corporate governance, comply with legal and ethical standards, uphold the rights and interests of customers, employees, shareholders, and all stakeholders, provide accurate, timely, and transparently disclosed ESG-related information, create win-win value, and earn long-term trust.
- IV. We deeply understand the risks and opportunities in the workplace, as well as the impact on work within the Company's control scope. We establish and effectively maintain management systems for quality, occupational safety and health, and environmental protection.
- V. We fully recognize the impact of the Company's products and business activities on society and the environment. We are committed to creating a sustainable business model and aspire to inspire more business partners to jointly achieve sustainable development goals.
- VI. We encourage employees to actively engage in social participation and contribute to environmental improvement, promoting a more harmonious, inclusive, and progressive society.



Message from the Chairperson

Message from the Chairperson

Thank you for reading Sino-Japan Chemical Sustainability Report.

Currently, we are in an era where corporations are required to address social issues such as climate change and human rights problems, and ESG has become one of the most important global issues. To enhance competitiveness and pursue sustainable management, enterprises at home and abroad focus on three dimensions, Environmental (E), Social (S), and Corporate Governance (G), and disclose the current status and objectives in ESG Sustainability Report in order to improve corporate long-term performance and corporate value. Sino-Japan Chemical also carries the core philosophy of sustainable development, emphasizes employee care and environmental protection, and implements corporate social responsibility to make every effort to build a highly resilient corporate structure in order to establish the foundation for sustainable development.



Digital Transformation to Strengthen Production Safety

Following “Safety Philosophy” and “Mission” disclosed by Nippon Shokubai Group, we always adhere to “Safety takes priority over production”. Besides, we follow “**TechnoAmenity** Providing prosperity and comfort to people and society, with our unique technology.” as our mission to the society. Sino-Japan Chemical's Linyuan Plant has fully embraced digital transformation and AI technologies through the establishment of a smart logistics center and integrated operational platform, driving simultaneous enhancements in intelligent warehousing and occupational safety management. By comprehensively improving product quality and supply chain efficiency, we strive to deliver products that precisely meet customer needs while fulfilling our commitment to customers through superior quality and reliable delivery performance.

Green Transformation: Joining Hands to Contribute to Society

In the face of climate change, the Company closely follows the government's pace toward "2050 Net-Zero Emissions" and inherits the sustainability spirit of our parent company, Nippon Shokubai Group, setting milestones to reduce carbon emissions by 20% by 2030 and achieve carbon neutrality by 2050. We are practicing energy conservation and carbon reduction step by step through the construction of self-use solar energy facilities in our plants, manufacturing process improvements, and the research and development of green products. Through these efforts, we hope to not only serve our customers but also bring smiles to everyone who indirectly uses our products. When we earn the trust of our customers and society, it is the greatest contribution of all our colleagues. The Company deeply believes in the principle of "taking from society and giving back to society." While ensuring stable corporate growth, we also proactively care for neighboring communities, invest in public welfare, and continuously cultivate a safe, healthy, and friendly workplace, ensuring peace of mind for our employees and reassurance for society.



Fulfillment of sustainable development goals

To respond to changes in the external environment and supply chain uncertainties, the Company is advancing a multi-supplier sourcing strategy and strengthening our supply system, while also dedicating ourselves to enhancing the high added value of our products by deeply cultivating core technologies. Through these strategies, we expect to reinforce our competitiveness, build a foundation for sustainable growth, and further enhance corporate value. Furthermore, the Company will also commit to raising ESG awareness among all employees, solidly advancing various ESG activities on the basis of full participation. At the same time, under the premise of fulfilling our social and environmental responsibilities, we will continue to appropriately share ESG-related information to safeguard the rights and interests of our stakeholders. We sincerely hope to receive your continued support and understanding.

SINO-JAPAN CHEMICAL
Chairperson | President

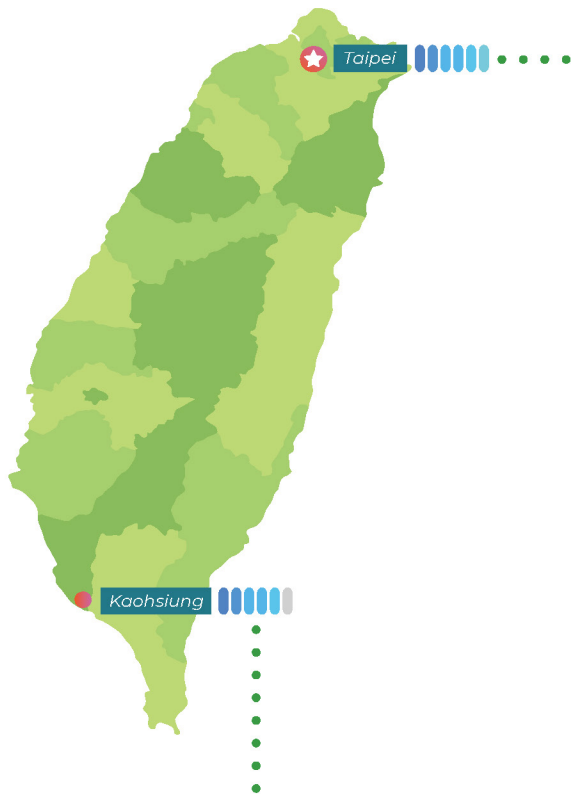
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01. Sino-Japan Chemical

1.1 Company profile



Taipei Headquarters in Taipei, Ren Ai Rd.



Linyuan Plant in Kaohsiung
(Linyuan Industrial Park)



1.1.1 Company main history

The Company was established in 1970 with funds raised by Sankyo Co. Ltd. in Japan, China Chemical & Pharmaceutical Co., Ltd., and Great Victory Chemical Industry Co., Ltd. jointly. It was technically assisted and supervised by Nippon Nyukazai Co. Ltd. and was the first professional surfactant manufacturer in Taiwan. In the beginning, it mainly produced pesticide emulsifiers in Shulin Plant. In 1982, Linyuan Plant was established in Kaohsiung Linyuan Petrochemical Industrial Park for professional production of nonionic surfactant. In 2008, Nippon Shokubai Group became the biggest shareholder of the Company. Over the past years, we continue working hard in advancing details related to safety & health, environmental protection, and internal control as well as optimizing production technology, organizational systems, and equipment to lay a cornerstone for the continuous development and sustainable management of Sino-Japan Chemical.

1.1.2 Product application and sales territory

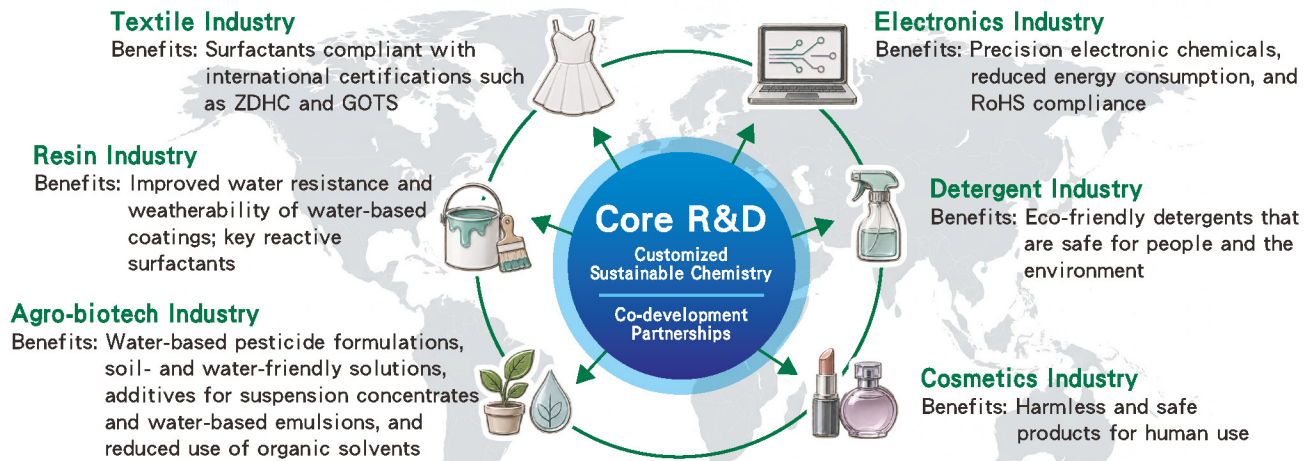
For more than 50 years, our products are widely used in different industries, they play a key role in every industry and are closely related to our daily life. To satisfy customer demands, we continue investing in R&D equipment, establishing key technology, providing customized products and services of joint development, and building long-term partnership with customers.

For the "detergent" industry, we are active in developing a variety of eco-cleaning products and providing green products that are friendly to human body and environment in order to make efforts to green home. For the "resin" industry, we focus on continuous improvement of water resistance and weather resistance performance on waterborne resin paints. We have become a key supplier for reactive surfactants. In the "electronics" industry, we meet electronic material specifications, develop and sell low-metal ion electronic chemicals, and are committed to meeting industry needs as a key partner. In the "textile" industry, the Company has been committed to developing products that meet various international certifications, such as ZDHC and GOTS, to help customers establish product market segmentation and improve product value and fabric safety. In the "cosmetics" industry, we focus on researching biomass materials and developing cosmetic formula ingredients that are safe for the human body. As for the "agri-biotechnology" industry, we responded to the trend of environmental demand in water-borne pesticide formulations all over the world and developed water-based flowable concentrate and emulsion agent, oil in water to step into the new trend of environmental protection with customers.



Other than the domestic market, our products are marketed in more than 50 countries over the five continents in the world. In the future, we will concentrate on the expansion of overseas markets and continue enhancing the ratio of overseas sales.

【 Product Application & Sales Territory】



【Sales Territory & Global Markets】

Marketed in over 50 countries across five continents, expanding overseas markets



1.1.3 Rigorous standardized manufacturing process and quality management

To pursue quality stability and operational safety, we keep introducing the latest production equipment and technology, fully implement the automatic control system, and complete automatic storage equipment and precise automatic filling system. In 2024, we introduced an intelligent inspection system. In 2025, we will complete the construction of a logistics center and implement intelligent warehousing management equipment to comprehensively enhance production and operational safety, shipping efficiency, and energy conservation and carbon reduction targets.

We are committed to providing high-quality products and services to ensure customer satisfaction. To fulfill this commitment, we continuously improve our quality, environmental, safety, and health management systems, comply with regulatory requirements, and continuously enhance and obtain various certifications and verifications. Details are as follows:

Certifications obtained	Year of certification
ISO-9002 Process Quality Assurance System Certification	1997
ISO-9001 Quality Management System Certification	2000
ISO-14001 Environmental Management System Certification	2006
OHSAS-18001 Occupational Safety and Health Management System Certification	2007
HALAL Certification	2014
CNS 15506 Taiwan Occupational Safety and Health Management System and other certifications	2015
Passed JIPM review in Japan and received TPM Excellence Award.	2018
ISO-45001 Occupational Safety and Health Management System Certification	2019
RSPO SCCS MB Supply Chain Certification	2019
ZDHC MRSL LEVEL3 Product Certification	2023
GOTS Global Organic Textile Standard Certification	2024



1.1.4 Equipment investment and occupational safety management

The Company's main equipment includes EO/PO polymerization high-pressure reaction tanks, EO/PO polymerization pretreatment tanks, refining tanks, mixing and blending tanks, high-temperature reaction tanks for thermal oil systems, flakers, and pulverizers. Over the years, the Company has continuously introduced new technologies and implemented factory intelligent management, environmental protection, production waste reduction, and energy conservation activities, such as intelligent unmanned material handling systems in logistics centers, high-efficiency wastewater treatment pools, on-site solar power generation for self-use, high-efficiency wastewater treatment pools, plant-wide industrial safety and environmental monitoring systems, and smart inspection - automated checklist digitization. Through regular environmental review and audit, we strengthen environmental, safety, and health management. We will continue to introduce image recognition for factory personnel safety management, UWB personnel positioning and anomaly detection systems, and factory operations management platforms, to achieve "zero pollution" and "zero accidents."

中日合成化學 監控系統				中日合成化學 監控系統					
監測項目	監測值	狀態	單位	超限值	監測項目	監測值	狀態	單位	超限值
5901-SS	13.28	正常	ppm	25	5915-碳氫	0.37	正常	ppm	8
5902-酸鹼	8.10	正常	pH	9	5916-乙烷	0.13	正常	ppm	8
5903-溫度	36.40	正常	°C	40	5917-乙烷	0.48	正常	ppm	8
5904-COD	70.00	正常	ppm	100	5918-甲醛	預留	預留	---	---
5905-流量	16.11	正常	m3/hr	20	5919-乙烷	0.00	正常	ppm	8
5906-乙烷	1.49	正常	ppm	8	5920-碳氫	0.03	正常	%LEL	16
5907-乙烷	0.33	正常	ppm	8	5921-乙烷	0.16	正常	ppm	8
5908-碳氫	1.72	正常	%LEL	16	5922-乙烷	0.50	正常	ppm	8
5909-碳氫	1.32	正常	%LEL	16	5923-乙烷	0.07	正常	ppm	8
5910-碳氫	1.04	正常	ppm	16	5924-碳氫	0.08	正常	ppm	16
5911-碳氫	0.54	正常	ppm	16	5925-碳氫	0.06	正常	ppm	16
5912-碳氫	1.80	正常	%LEL	16	預留		正常		
5913-碳氫	0.34	正常	%LEL	16	預留		正常		
5914-碳氫	0.55	正常	%LEL	16	預留		正常		





1.1.5 Flexible services and innovative R&D

The Company provides flexible customized services, advantages of small-volume and large-variety production, and various packaging materials to satisfy customer demands in quality and quantity. To provide comprehensive technical support and immediate after-sales close-contact services, the Company invests more than 10% of its workforce in research and development to provide customers with the most professional advice.

We possess sophisticated analytical instruments, small reactive equipment, and complete database of surfactants as well as focus on the development of surfactants and establish key technology to ensure our competitiveness in domestic and overseas markets.

In 2024, the Company introduced green products such as polyglycerol and triglycerides, with the aim of replacing traditional petrochemical-based polyethylene glycol ethers in eco-friendly applications like cosmetics and eco-friendly detergents. At the same time, we are committed to developing high-value-added technologies and products for innovative electronic materials such as semiconductors and PCB manufacturing auxiliary agents, leading forward-looking innovation and expanding new horizons for the industry.



As industries develop, the demand for industrial applications continues to evolve. We continue to innovate and develop new technologies and products to meet market demands, and are continuously improving our production processes while strengthening green R&D and innovation. We hope to bring abundance and comfort to mankind and society through science and technology, based on respect for humanity, with the goal of social coexistence and environmental harmony.

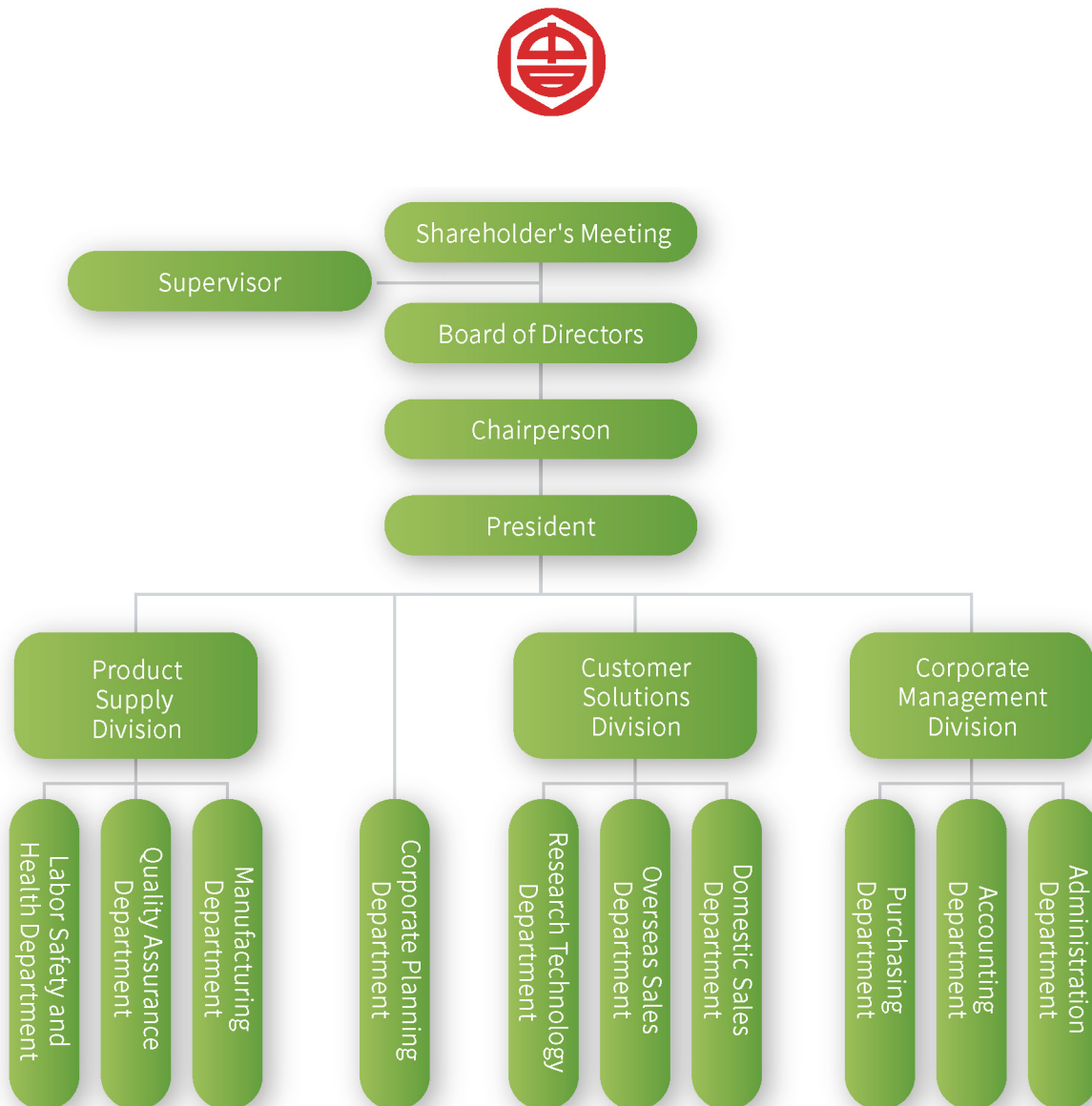




1.2 Corporate governance organizational structure

1.2.1 The highest governing body:

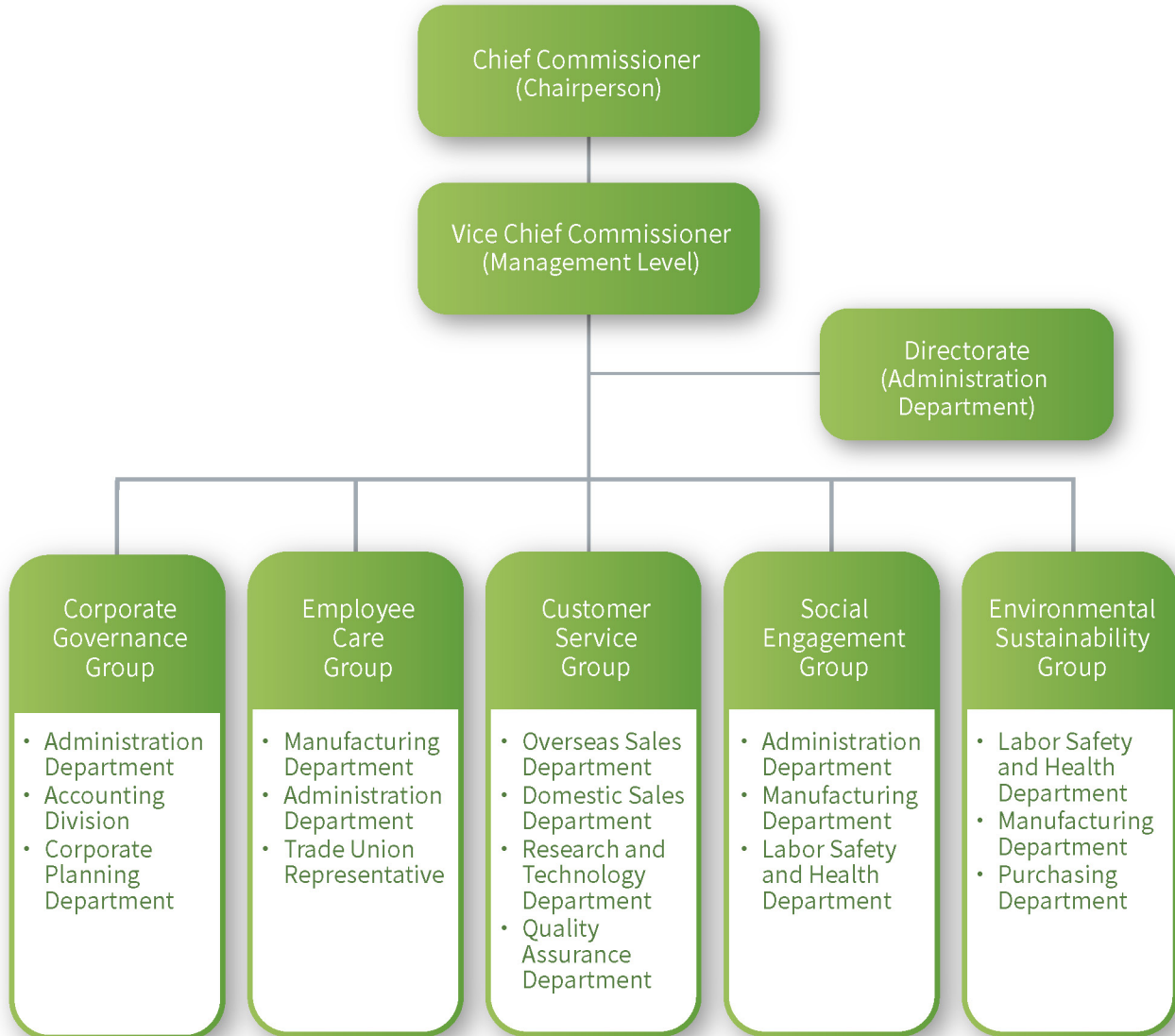
To fulfill internal management mechanism and supervision, resources are integrated and shared through the resource platform. In addition, it focuses on the integration of back-end management performance and the coordination of front-end to further enhance the business performance at the front-end. Based on different job duties, Sino-Japan Chemical establishes relevant departments to increase business performance of the Company. The organizational structure is as below:





1.2.2 Sustainability Committee:

The Board of Directors authorized to establish “Sustainability Committee” as the highest governing authority. The structure is shown below:





1.2.3 Committee duty:

To fulfill social responsibility as a corporate citizen, link with international trends, actively respond to risk evaluation and coping strategies for environment, society, and corporate governance required by stakeholders, and achieve sustainable development goals, the Board of Directors authorizes the establishment of the Sustainability Committee.

Chairperson of the Company is the Chief Commissioner of the Sustainability Committee, and the Vice President/Associate Vice President of each division serves as the Vice Chief Commissioner, while the tier one supervisors of each department act as committee members. A meeting must be held at least every half a year. If necessary, additional meetings can be called up. The Board of Directors should be reported the implementation status aperiodically.

The Sustainability Committee is to assist continuous promotion of corporate social responsibility and enhance corporate governance in order to fulfill the purpose of sustainable management. Its duty includes:

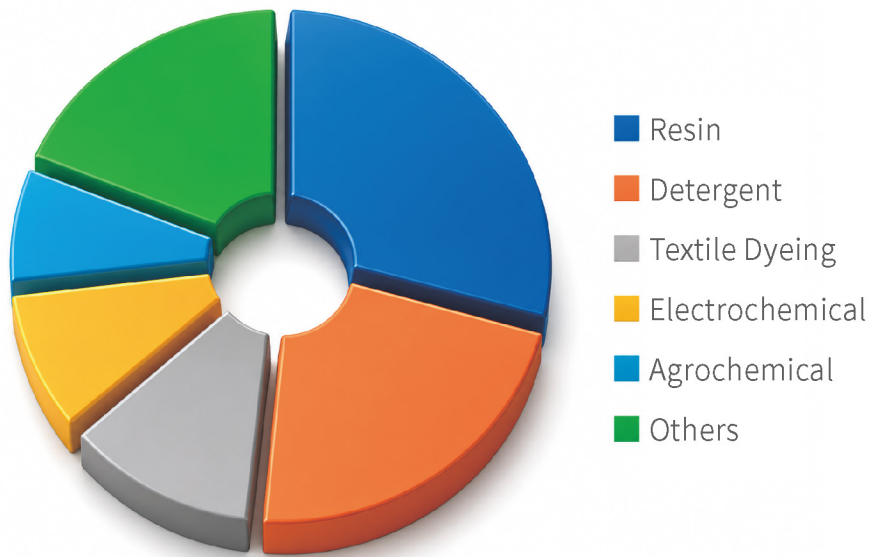
- ◆ Planning guidelines and strategies of sustainable development activities promoted by the Company.
- ◆ Establishing plans and measures for sustainable development promotion and reviewing the actual effectiveness.
- ◆ Discussing other important matters of sustainable development promotion.
- ◆ Other matters that are instructed to the Committee through the resolution of the Board of Directors.



1.3 Marketing overview

1.3.1 Distribution of sales revenue by the classification of domestic industry:

Our products are diversified and cover a wide range. The scope of application spreads more than 20 industries.



1.3.2 Rooted in Taiwan and eye on the world:

Our products are marketed in more than 50 countries over the five continents in the world. In the future, we will focus on expanding overseas markets and continue increasing the ratio of overseas sales.





1.4 Activity value chain

1.4.1 Promoting supplier cooperation and management:

Sino-Japan Chemical (SJC) adheres to the principles of the United Nations Convention against Corruption (UNCAC) and is committed to complying with the anti-corruption laws and regulations of the jurisdictions where it operates, in order to establish sound corporate governance, corporate social responsibility standards, and risk control mechanisms. The Company has a zero-tolerance policy toward all forms of bribery and corruption, strictly prohibiting and enforcing internal controls and oversight.

In addition, SJC completed the signing of the Environmental and Social Responsibility Declaration with its major suppliers in 2023. This systematic management mechanism requires suppliers to jointly adhere to principles of environmental protection, social responsibility, and ethical management, strengthening the sustainability and risk management capabilities of the supply chain.

1.4.2 Regular assessment:

In line with its core values of respect and protection of human rights, SJC introduced the "Human Rights Principles Assessment Operation" when selecting new suppliers. The Company requires suppliers to comply with relevant international human rights standards and Taiwan's current laws and regulations to ensure they implement voluntary labor practices, do not employ child labor, comply with statutory working hours and wage payment regulations, provide a safe and humane working environment, and prohibit any form of discrimination based on gender, nationality, race, or disability, while protecting employees' rights to freedom of association and collective bargaining.

All suppliers doing business with SJC are required to commit to respecting and protecting the basic human rights of employees, and to creating a friendly, safe, and dignified work environment so that employees can work with peace of mind.

To further deepen suppliers' implementation and effectiveness regarding human rights and sustainability issues, the Company regularly requires suppliers to complete the "ESG Supplier Risk Assessment Questionnaire," which assesses five key areas: labor rights, occupational health and safety, business ethics, the environment, and management systems. Through systematic reviews of supplier risks and response measures related to sustainability issues, SJC continues to strengthen the overall positive impact of its supply chain on society and the environment.



This survey is conducted every two years. The following data represents the 2025 survey results for the top five suppliers (only four responded), with procurement quantities accounting for 73.7% of the total. The risk assessment is outlined below:

Suppliers	Sent	Response	Goal (%)	Risk Assessment (Actual %)
A	V	V	80%	95.3%
B	V	V	80%	98.6%
C	V	V	80%	96.6%
D	V	V	80%	93.2%
E	V	V	80%	85.8%

Besides, the Company also carries out periodic assessment to contractors. It includes work quality/ operational area management, work schedule control and management, cooperation and coordination, self-management of environment, safety & health, and special consideration. We expect contractors to meet schedules requested by the Company under the consideration of occupational safety and health as well as achieve problem-solving to create win-win situations.

Audits of domestic and overseas raw material suppliers were conducted by the Quality Assurance Department and the Purchasing Department during 2025. On-site audits were conducted at three domestic suppliers and two overseas suppliers. No defects were found during the audits, so all were deemed to be approved suppliers. Explanation is provided below:

Audit date	Raw material supplier	Location	Auditors	Audit outcome	Decision (Pass score is 80)
2025/03/25	A	Domestic	2 x QA Dept. 2 x Purchasing Dept.	Score = 94.67 No defects recorded.	Pass
2025/05/30	B	Written review	QA Dept.	Score = 92.44 No defects recorded.	Pass
2025/08/14	C	Domestic	2 x QA Dept. 3 x Purchasing Dept.	Score = 91.56 No defects recorded.	Pass
2025/11/04	D	Written review	QA Dept.	Score = 88.89 No defects recorded.	Pass
2025/11/25	E	Domestic	2 x QA Dept. 2 x Purchasing Dept.	Score = 95.56 No defects recorded.	Pass



1.4.3 Promoting local supply chain:

Suppliers are important partners for the sustainable operation of Sino-Japan Chemical. To reduce the risks and costs of supplies in the supply chain, Sino-Japan Chemical is active in working with suppliers for localized supplies. Except shortening delivery time and lowering transportation risks, it also reduces carbon emission caused by distant transportation and creates local employment opportunities to promote the development of local industries and economy in Taiwan.

Currently, the proportion of "local procurement" for the Company's top 10 raw materials in 2025 was 64.4%. "Local procurement" refers to the Company's raw materials being produced and manufactured in Taiwan.

1.4.4 Strengthening customer service:

The growth of SJC has relied on customer trust. SJC's growth relies on customer trust. To create greater customer values, in addition to providing comprehensive service systems and regularly reviewing customer product usage to ensure stable operation of customer production lines, SJC continues to promote material innovation and improvement. Through joint customer visits conducted by sales and technical personnel, the Company works closely with customers' R&D teams to co-develop optimized products and achieve mutual growth with customers. Meanwhile, the official website provides clear product application categories and complete chemical specifications and related data. Customers can contact us directly through the official website for product inquiries or feedback, and the relevant teams are able to provide timely and accurate responses to ensure customers receive the most suitable product solutions.





On October 31, 2025, the Company collaborated with the Industrial Technology Research Institute (ITRI) to organize the "Cosmetic Raw Material Technology Seminar." The event was held at ITRI's Material and Chemical Research Laboratories in Hsinchu. Industry experts and over 20 companies were invited to participate, and the on-site exchange was very enthusiastic.

The seminar included:

1. Evolution and modern applications of surfactants: From HLB and HLD to material selection strategies, we shared techniques for selecting surfactants.
2. New product launch: Sharing applications of all-purpose emulsifiers and solubilizers.
3. Cosmetic PIF: Practical sharing of product safety assessment (Associate Professor Yi-Hsien Chen from Providence University was specially invited to share her insights).
4. DIY: Moisturizing cream and fragrance spray.

The event facilitated technical exchange with customers and demonstrated Sino-Japan Chemical's commitment to product safety and innovative R&D.

1.4.5 Customer satisfaction survey:

In order to ensure that quality management meets customer demands and increase customer satisfaction, Sino-Japan Chemical adopts questionnaires for "Customer Satisfaction Survey". We send customers the questionnaires and ask them to fill in the level of satisfaction for relevant questions. The results of customer satisfaction survey in 2025 are as below:

Classification	Copies of questionnaire issued	Copies of questionnaire returned	Recovery rate	Level of satisfaction
Domestic customers	60	60	100%	98.3%
Overseas customers	30	30	100%	94.0%



1.4.6 Handling customer complaints:

In order to respond and handle customer complaints promptly, eliminate customer dissatisfaction and prevent recurrence, furthermore continuously enhance the quality of product and service, and increase customer satisfaction and loyalty, Sino-Japan Chemical has a mechanism in place to handle customer complaints. Each customer complaint will be established a special case to provide concrete improvement and response within the deadline requested by customers.

In 2025, the customer complaint and its handling are as below:

Number of customer complaint	Number of closure	Closure rate
1	1	100%





1.5 Sustainable development road map

1.5.1 Blueprint of sustainability strategy

Sino-Japan Chemical starts from our core competence and devotes ourselves to social responsibility through innovative thinking. We follow the Mission of our parent company in Japan and turn the concept of corporate sustainability into our business mission. It not only enables us to strengthen our corporate resilience but also helps us to break new ground from our business model to reach multiple winning synergy that is good for our business and others, Company profits, sustainable management, and environmental sustainability.

The details of the safety concepts, corporate philosophy, corporate value, and code of conduct instructed by the Group are as follows:

Safety Philosophy

Safety takes priority over production.

Mission

TechnoAmenity Providing prosperity and comfort to people and society, with our unique technology.

Values

Important guiding principles to fulfill our Mission

Respect Diversity

We will create new value by respecting the unique traits of each person.

Pioneer New Possibilities

Pioneer New Possibilities: We will courageously provide solutions to customer challenges and social issues.

Contribute to Global Environmental Preservation

We will work to ensure a better global environment is passed down to the next generation.

Code of conduct

1. We will contribute to the realization of a sustainable society by putting the Group Mission **TechnoAmenity** into practice.
2. We will execute our business activities by always ensuring both internal and external safety.
3. We will enforce thorough-going compliance in every area.



4. We will support international human rights standards and respect the human rights of all people touched by our business activities.
5. We will engage in fair and sincere business activities with all of our stakeholders.
6. We will provide materials and solutions needed by customers.
7. We will help reduce our environmental impact and help tackle environmental issues through technology.
8. We will actively disseminate information and dialogue with stakeholders.
9. We will recognize and respect diversity so that every person and organization reaches their full potential.
10. We will contribute to the development of local communities as a member of those communities.

1.5.2 Sustainable development goals:

		Short-term goals	Mid-term goals	Long-term goals
Key point of sustainable development promotion		Establishing Sustainability Committee and its system, checking current situation of ESG, and confirm the development blueprint	Establishing goals and strategies according to the development blueprint and introducing necessary management system	Developing and integrating new business models
Dimension of practice	Friendly environment	Setting up environmental policies according to the situation of greenhouse gas emission verification	Actively participate in reasonable carbon reduction targets, implement ISO 14001 to enhance performance, establish intelligent factory equipment and energy resource management systems, and improve energy efficiency.	Evaluating and setting the goals of carbon neutrality
	Shared-good society	Actively participating in community activities	Healthy Workplace Certification	Giving back to the society by helping underprivileged groups
	Corporate governance	Strengthening the functions of Sustainable Development Committee	Strengthening ESG information disclosure	Promoting business sustainable management
	Sustainable innovation	Identifying demands of the green industry	Green energy technology integration and positioning	Establishing new business models



1.5.3 Response to UN sustainable development goals (SDGs):

The Company is devoted to promoting gender equality of employment, creating a friendly workplace, and committed to providing for diversified employees to bring out their greatest potentials. We strengthen the development of sustainable economy to create excellent revenue performance year by year and continue expanding business scale through comprehensive connection and integration capability. No matter whether it is the fulfillment of ESG or the response to SDGs, Sino-Japan Chemical focuses on the main business to promote environmental and social development, fully implement corporate social responsibility, and create innovative and sustainable services.

What Sino-Japan Chemical created is not only a job but also an opportunity and a place for like-minded partners to participate in the future and to make the most of their talents. To enhance employee well-being and corporate sustainable operation, we provide measures balancing work and life that care for employee family and the personal life of employee, including dimensions in work, health, and family. We set up friendly systems and supports to create positive and supporting working environment. In order to create a good learning environment, we take the initiative to understand the latest trend of learning and employee demands, make good use of resource and learning platforms, improve interaction with employees, increase learning willingness, and enhance employees' competitiveness.

1.5.4 Ethical management and code of ethics:

Sino-Japan Chemical has established complete management regulations and systems, clearly expressed policies of ethical management, and provided employees with relevant educational training.





1.5.5 Regulatory compliance:

SJC places great importance on compliance with various laws and regulations. Colleagues with expertise in legal affairs are responsible for tracking and clarifying relevant legal requirements to ensure the Company's operations comply with government regulations.

Audit outcomes and response strategies for government audits in 2025 are tabled below:

Auditing Unit	Penalties		Action Taken
Economic Development Bureau, Kaohsiung City Government	Failure to declare hazardous materials at the factory		The hazardous materials in the factory have been confirmed and reported on the website. Regular review and reporting every six months going forward.
Type	No. of plant visits	Audit outcome	Notes
Industrial safety	7 times	No defects	
Environmental Protection	10 times	No defects	
Fire safety	3 time	No defects	
Working conditions	0 time	No defects	

1.5.6 Promoting commitments to corporate social responsibility:

Sino-Japan Chemical reviews and promotes corporate social responsibility with an active attitude. We integrate the promotion of sustainability commitment into daily operation to fully respond to the trend of sustainable development and make commitments to the sustainable development of the corporate and the society.

To guide our employees meeting ethical conduct standards and ensure stakeholders understand the Company's standards of ethics better, our parent company, Nippon Shokubai, established “Code of Conduct” for all the employees in Sino-Japan Chemical to follow and use it as guidelines for actions. New employees will be guided by the competent authority to know the company culture and code of conduct so that all the activities in the Company follow the social regulations and standards related to law, environment, and safety.



Sino-Japan Chemical provides high-quality and safe products and believes talents are the greatest cornerstone for the Company. Other than maintaining the rights and interests of internal employees, we also ensure suppliers to respect employees, adopt responsible manufacturing processes to the environment, and offer safe working conditions and welfare. We emphasize and make sure employee health and safety, including our suppliers' and whether working environment meets regulations. We continue enhancing social and environmental responsibility in our supply chain, actively monitoring risks and opportunities impacted by the environment, and moving towards the goal of environmentally friendly enterprise.

1.5.7 Cooperating with associations:

Other than pursuing our sustainable management, Sino-Japan Chemical responds to the demand of business development and tries hard to support associations in the same trade or in other industries and other non-profit organizations to strengthen information exchange within the industry or with other industries and promote industrial connection. Other than enhancing professional knowledge of the industry together with each organization, we also expect to perform social responsibility with each organization and further enhance the responsibility of the whole supply chain to the society.

Our memberships in various organizations are as follows:

Organization name	Membership status
Petrochemical Industry Association of Taiwan	Member
Taiwan Cleaning Product Association	Member
Taiwan Chemical Industry Association	Member
Member of Roundtable on Sustainable Palm Oil	Member
Taiwan Halal Integrity Development Association	Member
Zero Discharge of Hazardous Chemicals	Member



1.5.8 Internal control and audit by the Group:

The Company has obtained ISO international management system certification and HALAL, RSPO, and ZDHC certifications to meet specific industry customer requirements. In 2024, GOTs certification was also obtained to meet textile industry customer needs, receiving widespread recognition.

RSPO is not only a standard setter for sustainable management in the palm oil industry, but also a strong supporter for enterprises implementing ESG principles. Through joining RSPO and implementing its standards, enterprises can establish a more sustainable and competitive business model while balancing environmental conservation, social responsibility, and economic benefits.





1.6 Implementation of Sustainability Management

1.6.1 Strengthening Corporate Governance

1. Corporate management system: Improve internal control and management systems to enhance operational resilience and create long-term value.
2. Process management system: Complete multiple optimization and efficiency measures, significantly improving operational efficiency and reducing error risks.
3. Employee education and training: Content covers occupational safety and health, quality management, information security, personal capability development, and sexual harassment prevention, strengthening employees' professional competence and risk awareness capabilities.
4. Sexual harassment prevention: Establish prevention measures and grievance mechanisms in accordance with the Gender Equality in Employment Act and conduct related education and training. No related grievance cases were received in 2024, demonstrating a workplace culture of respect and safety.
5. Personnel evaluation system: In compliance with labor laws and regulations, the performance evaluation system was kept up-to-date to improve operational efficiency.
6. Emergency response measures for wartime: Incorporate geopolitical risks into operational risk management and establish "Wartime Emergency Response Measures." Through advance planning combined with regular fire and emergency drills, we ensured the safety of personnel and the continuous operation of key businesses in the event of a crisis, thereby strengthening corporate operational resilience.
7. Data Protection Management Handbook: The Company updated its data protection management handbook in accordance with the requirements for "cyber security protection and control measures" outlined in the "Cyber Security Management Act". Effective information security management meets the information security audit requirements of customers or suppliers.

Corporate governance serves as the core foundation for achieving sustainable development. The Company will continue to uphold integrity management as a principle, combining risk management, compliance mechanisms, and transparent governance culture to strengthen organizational resilience and corporate reputation, and fulfill sustainable commitments to stakeholders and society.





1.6.2 Strengthening Information Security Management

In response to digital transformation and information security risks, the Company has strengthened information security management and response drills to enhance system protection and risk response capabilities. Specific measures are as follows:

- 1.Implementation of trade secret management: Implementing classified encryption mechanisms for sensitive documents to strengthen information asset protection and operational risk control. No material information security incidents affecting operations or stakeholders occurred during the year.
- 2.Continue to strengthen information security awareness and improve protection capabilities: Starting in 2025, the Company implemented a zero-trust network security architecture company-wide and established an endpoint protection system to improve overall information security protection capabilities.
- 3.Information security education and training: In 2025, a total of 6 information and cybersecurity training sessions were held, with 409 participants attending, averaging 2 to 3 training sessions per employee.
- 4.Lower operational risks: Expand the off-site backup system with a more complete backup mechanism to ensure stable system operation.
- 5.Enhanced operational safety: The new electronic approval system was introduced to enhance operational safety and efficiency.
- 6.Email control: Implementing email outbound backup, control, and auditing to improve communication security and information governance.
- 7.Lower the probability and impact of incidents: Regularly implement social engineering drills and vulnerability scanning to strengthen response capabilities and consolidate defense foundation.





1.6.3 Implementing Generative AI Technology and Smart Management Systems to Enhance Operational Efficiency and Environmental Sustainability

1. In response to the rapid development of generative AI technology, the Company has established "Management Guidelines for Generative AI Usage" to provide clear application guidance and management standards for enhancing operational efficiency. Users apply generative AI to data analysis, preparation and compilation of meeting materials, and other tasks, in accordance with management regulations, to improve operational efficiency and decision-making speed.

2. Smart applications:

(1) Implementing workplace safety and environmental monitoring systems: Implementing gas data visualization analysis systems and real-time monitoring of high-risk operations by contractors to ensure factory and personnel safety.

(2) Establishing an "Intelligent Management System for Wastewater Treatment Plant" :
Real-time monitoring of operational status and abnormal alerts ensures compliance and stability in water resource management.

(3) Promoting the "Smart Factory Management System":
Real-time access to 3D drawings and information on the types, quantities, and locations of chemicals in the facility. Enhancing management efficiency.

(4) Implementing the "Smart Inspection System":
Achieving digitalized and paperless inspection processes, improving efficiency and reducing paper usage to fulfill environmental protection commitments.

(5) Establishment of an "Intelligent Unmanned Transportation System for the Logistics Center":
Introduce an intelligent warehouse management system and unmanned equipment to improve warehouse inbound and outbound efficiency and accuracy, providing customers with faster and more reliable services.

3. Digital Innovation and Sustainability Strategy: Continuously building an operational model that is highly efficient, low-risk, and environmentally responsible, advancing toward the goal of integrating intelligence and sustainability.





1.6.4 Internal Control and Audit

1. "Internal Control System": The Company has implemented an "Internal Control System" since 2011, formulating an "Internal Audit" plan annually, which is submitted to the Board of Directors for approval before implementation. Additionally, an Internal Control Supervisory Committee, comprising managerial officers from the management team, convenes quarterly to review and confirm the relevant implementation status.
2. 2025 audit: The audit covered development project progress management within the "R&D cycle", traceability and identification of qualified suppliers in the "Procurement and Payment Cycle", and the loan process for "Business Certificates". Internal audit findings and subsequent improvement reviews effectively enhanced corporate governance.
3. Review and revise circular processes: To strengthen the internal control system, improve corporate governance, and enhance departmental management functions, starting in 2025, all departments will collaborate in phases as planned to confirm and review the content of various internal control cycles and important management-related provisions, and propose amendments as necessary. In 2025, the Company completed the review and revision of internal control procedures for budget management, the salary cycle, and the production cycle.
4. J-SOX Internal Control Audit: As a member of the Nippon Shokubai Group, the Company regularly undergoes J-SOX internal control audits conducted by the parent company. These audits cover company-wide internal controls, settlement and financial reporting processes, as well as sales processes. The preparation and operational evaluations for 2025 received effective assessments from Nippon Shokubai and its supervising independent auditors.



1.7 Fulfilling ESG Sustainability Through Smart Workplace Safety

1.7.1 Project Background and ESG Implementation Philosophy

Facing global sustainability and regulatory challenges, Sino-Japan Chemical upholds the principle that "safety takes priority over production" by introducing digital transformation and AI technologies at the Linyuan Plant to enhance operational safety and reduce environmental risks. This initiative not only focuses on upgrading occupational safety, but is also regarded as a key infrastructure for implementing ESG practices. Through technology-driven management, the Company aims to establish a sustainable operating model that is monitorable, traceable, and continuously improved.

1.7.2 Smart Technology Solutions and Application Scenarios

1. Building a factory operation management platform: IISI Occupational Safety Management Platform (OSM)

SJC introduced a "safety-first" factory operation management platform, integrating personnel, equipment, environment, and operation information across the entire plant to break down the limitations of fragmented systems and data silos.

2. Personnel safety management image recognition: AI-powered real-time warning system.

For high-risk operation areas (such as tank farms and filling stations), AI image recognition technology has been introduced to upgrade traditional, labor-intensive industrial safety management to real-time, proactive smart monitoring.

3. Abnormal person identification and person positioning: UWB (Ultra WideBand) smart positioning technology

In explosion-proof and high-risk process areas, SJC has introduced UWB high-precision personnel positioning technology to create a "visualized personnel safety defense line."

4. Gas data analysis module: Smart environmental monitoring and early warning management

SJC has incorporated all existing gas sensing equipment into its gas data analysis module, enhancing environmental risk control through data integration and smart analysis.



1.7.3 Linkage between smart technology implementation and the three ESG dimensions

◆ Environment:

Utilize gas data analysis and thermal imaging monitoring to provide early warning of abnormal conditions, reduce the risk of leaks and pollution incidents, and support environmental protection and regulatory compliance.

◆ Social:

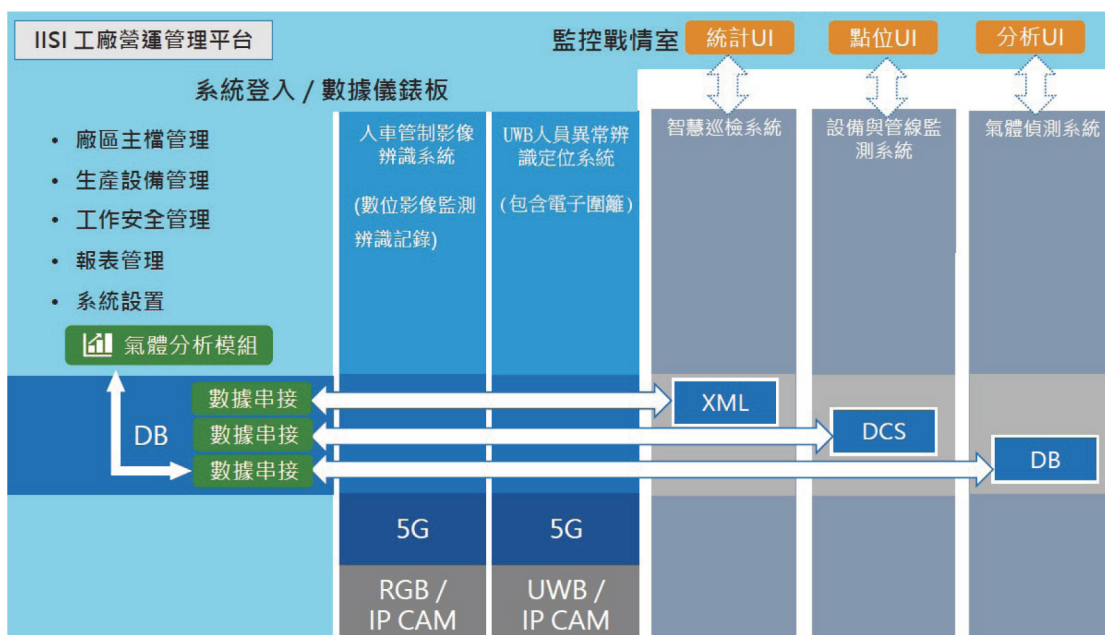
The AI image recognition, UWB personnel positioning, and vital sign monitoring protect the safety of employees and contractors, and create a people-oriented safe working environment.

◆ Governance:

The plant operation management platform integrates data, establishes management SOPs and incident tracking mechanisms, enhances management transparency and decision-making quality, and strengthens the Company's corporate governance.

1.7.4 Advancing SJC's sustainability commitment through smart workplace safety initiatives

Sino-Japan Chemical adopts the core philosophy of "I leveraging technology to implement responsibility and support sustainability with data" by introducing intelligent technologies and integrating ESG into daily operations. The Company comprehensively enhances occupational safety protection and risk management, while laying a solid foundation for future sustainability disclosure, continuous improvement, and smart manufacturing, steadily advancing toward safe, stable, and sustainable development path.





02. Implementation of corporate social responsibility

2.1 Process of material topics

Our Company listens and responds to the topics that are concerned by stakeholders and introduces substantive analysis when preparing the sustainability report. Through systematic analytical mode, we hope to identify topics of sustainability that are concerned by stakeholders and use them as the reference for information disclosure of the Report to facilitate effective communication with stakeholders. The analysis of significant dimensions in the Report includes the following five steps:

2.1.1 Identifying stakeholders:

Through internal discussion with managers and colleagues in different departments and their feedback, we identify stakeholders, including institutional shareholders, directors & supervisors, managers, employees, customers, suppliers, contractors, and underprivileged groups.

2.1.2 Collecting sustainability topics and summarizing dimensions to be considered

The collection of topics comes from two sources, external and internal. External sources include GRI Standards. Based on the 33 consideration dimensions listed in GRI Standards, we incorporate them into international topics and standards to summarize a list of dimensions to be considered.

2.1.3 Understanding the topics

Through questionnaires, we understand stakeholders' concern towards each topic. We also carry out survey on the senior managers in the Company at the same time to evaluate the impact of each topic caused to the Company's operation.



2.1.4 Identifying material topics

After adding scores of stakeholders' concern and impact to the sustainable development recognized by the senior managers together, we conduct analysis and sequencing of dimensions. Upon the internal discussion and the approval of senior managers, the material topics of the Report are determined.

2.1.5 Reviewing and discussion

According to the material topics identified for the year, we disclose management guidelines. In the future, we will continue strengthening management and disclosing relevant information in the sustainability report.





2.2 Investigation of material topics

2.2.1 Questionnaire survey:

Based on the level of attention and impact towards GRI material topics, the Company conducted survey to stakeholders through questionnaires. We identified stakeholders according to 2.1.1 and issued 165 copies of questionnaires to institutional shareholders, directors & supervisors, managers, employees, customers, suppliers, contractors, and underprivileged groups. 123 copies of questionnaires were returned with a recovery rate of 74.55%.

2.2.2 Material Topic Determination:

Based on the statistical results above, Sino-Japan Chemical Co., Ltd. selected topics for 2025 ranked by level of concern (A scale of 1 to 5):

- ◆ Occupational Safety and Health. (Average 4.532)
- ◆ Economic Performance (Average 4.524)
- ◆ Customer Privacy (Average 4.524)
- ◆ Product research and development and innovation. (Average 4.516)
- ◆ Customer Service. (Average 4.508)
- ◆ Human Rights. (Average 4.427)

In 2025, the ranking of material topics in the stakeholder survey shifted slightly. The top three topics with the highest scores were "Occupational Safety and Health", "Economic Performance", and "Customer Privacy". Overall, there was little difference in scores across topics, and all areas remained a high priority.

Compared to the previous year, "Occupational Safety and Health" and "Economic Performance" remained in the top three, demonstrating continued emphasis on the company's achievements in managing employee safety and operational performance. "Customer privacy" ranked among the top three, reflecting the increasing concern among stakeholders regarding information security and privacy protection. Although "Product R&D and Innovation" ranked slightly lower, it continued to receive significant attention.

The Company has incorporated "Customer Service" and "Human Rights" into daily operations and management processes to implement corporate governance and continue appropriate communication and response.

Due to global trends such as climate change, Net Zero by 2050, and environmental sustainability, the Company will continue to provide disclosure on material topics such as Carbon Emissions and Waste in this Report.



2.3 Stakeholder communication

2.3.1 Topics, channels, frequency, and results

Meeting the expectation of stakeholders is an important goal of CSR policies established by Sino-Japan Chemical. We communicate and interact with stakeholders through different methods. The communication methods and channels with stakeholders are shown as below:

Topics concerned by stakeholders and engagement results

Stakeholder	Topics	Communication channels	Frequency	Response/ engagement results
Shareholder	Management strategy and future development Corporate governance Regulatory compliance: environment Supplier environmental assessment	Annual shareholders' meeting	Once a year	Business report Financial report Earnings distribution
Director Supervisor		Board of Directors	Twice a year	Annual budget Business report Financial report Voluntary retirement of employees Appointed managers' appointment Other proposals
Customer	Regulatory compliance (environment) Product and service labelling Customer health and safety Customer privacy	Satisfaction survey Business visit	Once a year	Feedback of customer satisfaction achieved the target.
Employee	Labor/ management relations Occupational health and safety	Labor-management meeting Employee grievance mailbox Employee Welfare Committee Occupational Safety and Health Committee	Omit	The content of meeting met legal regulations, and the meeting did not have important resolution and engagement.
Supplier	Regulatory compliance (environment) Supplier environmental assessment	Periodic supplier assessment	Once a year	Suppliers follow legal regulations for environmental management and have no material violation.

After identifying material topics, we further confirm the impacts to internal and external organization caused by the major considerations. Its scope, boundary, and schedule are fully disclosed in the Report. Besides, senior managers discussed each material topic with each other and established strategies, guidelines, and coping measures to strengthen the communication with stakeholders.



2.3.2 Material topic communication

Dimension	Material topic	Strategy and guidelines	Coping measures
Economy	<ul style="list-style-type: none"> ◆ 201 Economic Performance ◆ 205 Anti-Corruption 	Establishing long-term strategies and goals Strengthening information disclosure	<ul style="list-style-type: none"> * Investing more resources in technology innovation, quality improvement, and manufacturing cost reduction. * Integrating business and product information to strengthen development in the Mainland China and overseas areas. * Strengthening business continuity management (BCM) to increase the resilience of business continuity plan (BCP). * Implement responsible procurement and ensure source compliance. * Prioritize the evaluation and procurement of local suppliers to achieve a ratio of over 60%. This strategy supports the development of local industries, shortens logistics transportation distances, and reduces the carbon footprint. * Regularly visit and audit suppliers to reinforce the green and sustainable procurement concept
	<ul style="list-style-type: none"> ◆ Product Research and Development & Innovation 	Developing environmentally friendly green products and continuously enhancing competitiveness	<ul style="list-style-type: none"> * Introduce green product R&D by using biofuels as substitutes for fossil-based raw materials and developing related products to support environmental protection. * Based on solid R&D technology foundation, target specific industries, including electronic chemicals, resins, pesticides, and cosmetics, and continuously focus on new product development to reinforce market competitiveness. * In response to trends, actively deploying across various industries with solid core technology research and development to drive innovation and future development.
	<ul style="list-style-type: none"> ◆ Customer Service 	Meeting customer needs and strengthening customized services	<ul style="list-style-type: none"> * Increasing frequency of sales personnel visits to enhance service responsiveness. * Technical personnel conducting joint visits to resolve customer issues. * Rapid sample provision. * Provide customized products according to customer needs. * Quickly address and improve customer complaints.
Environment	<ul style="list-style-type: none"> ◆ 305 Emissions 	Cultivation of customer and supplier relations to realize carbon emission reduction targets	<ul style="list-style-type: none"> * Regular reviewing and actively following up the changes of governmental regulations. * Strengthening green supply chain to reinforce audit and management to suppliers. * Locate the plant's GHG emission hot spots, devise fixed/stationary emission reduction measures, and implement power-saving operations. * Carefully selecting suppliers, minimizing resource and energy consumption, strengthening carbon reduction management, comprehensively evaluating production carbon emissions, and reducing environmental and social impacts.
	<ul style="list-style-type: none"> ◆ 306 Effluents and Waste 	Waste reduction and implementation of waste disposal	<ul style="list-style-type: none"> * Strengthen the reduction of packaging materials waste in the supply chain. * Comply with regulations and implement the correct way of disposing of waste.



Dimension	Material topic	Strategy and guidelines	Coping measures
Society	<ul style="list-style-type: none"> ◆ Occupational Safety and Health ◆ Customer Privacy ◆ Human Rights 	<p>Implementing regulatory compliance and product responsibility</p> <p>Developing relationship with customers and suppliers</p> <p>Creating working environment that is friendly and LOHAS</p> <p>Establishing customer personal data protection mechanism</p>	<ul style="list-style-type: none"> * Providing employee communication and grievance channels as well as actively optimizing good working environment. * Providing employee welfare, including annual tour, health examination, and special payment for childbirth. * Establishing smooth internal communication channels and sexual harassment grievance mailbox. * We continue to monitor amendments to relevant regulations and have updated our "Sexual Harassment Prevention Complaint and Disciplinary Measures," while simultaneously promoting education, training, and advocacy efforts. These measures have been announced to all personnel, demonstrating our commitment to creating a safe, respectful work environment free from sexual harassment, workplace bullying, or any unlawful violations. * There were no violations of labor-related laws in 2024. * Offering employees budgets for self-motivated educational training to strengthen knowledge management and enhance employee competence as well as encourage employees to engage with fitness exercise. * Implementing occupational safety and health policies * Developing environmentally friendly products The Company's R&D team carries the concepts of protecting global ecology, environmental sustainability, and friendliness to human body and combines these concepts with industrial application to develop products that meet environmental protection regulations and industrial certification, such as eco-friendly cleaning materials, water-based pesticide dispersants, and water-based paint emulsifiers. They are products that meet certification of RSPO, ZDHC, and GOTs. We hope to make contributions to environmental sustainability. * Management information is open and transparent, following regulations. * Signing confidential agreements with customers/ suppliers to maintain security of R&D and cooperation information with customers/ suppliers.



2.4 Promotion of commitments to corporate social responsibility

Sino-Japan Chemical reviews and promotes corporate social responsibility with an active attitude. We also integrate the sustainability commitments into our daily operation to fully respond to the trend of sustainable development and make commitments to the sustainable development of the enterprise and the society.

Based on the implementation of social responsibility, the policy and commitment of corporate social responsibility delivered by Sino-Japan Chemical include:

- Formulating the corporate social responsibility statement.
- All of the Company's business activities follow social regulations and standards related to law, environment, and safety.
- Ensuring the transparency of management information to strengthen business performance and maintain rights and interests of shareholders.
- Valuing corporate governance and implementing internal audit and control system.
- Providing safe and healthy working environment and fulfilling cultivation and development of professional competence.
- Working with customers and suppliers to enhance the supply chain's social and environmental responsibility.
- Implementing energy saving and carbon reduction as well as establishing energy saving and central control system and process of digital documents.
- Caring and giving back to society, participating in social and public welfare, and sponsoring industrial talent cultivation.
- In response to government policies and the United Nations "2030 Sustainable Development Goals," we continue to invest funds in green deposits, contributing to green finance for the development of green industries.

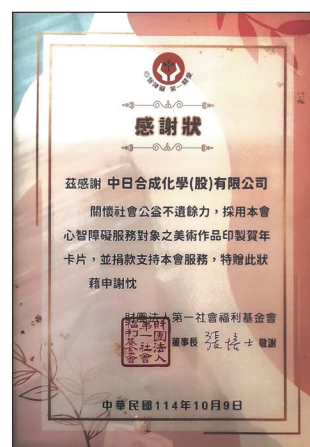
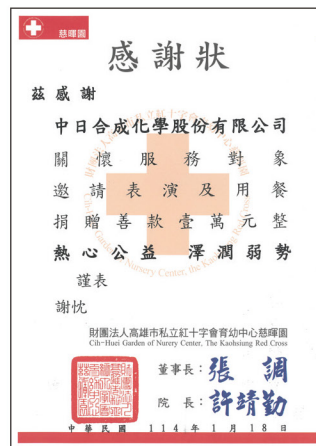




2.5 Active participation in social activities

Other than ensuring steady development, the Company also takes the initiative to participate in social welfare activities and community welfare near the plant. The details are as below.

- A long-term sponsor to The First Social Welfare Foundation for their activities of art camp for members with mental disability. The cards painted by the mentally disabled members are used as greeting cards for greetings in traditional festivals and Lunar New Year.
- We donated to the Childhood Cancer Foundation of the Republic of China to help cancer-affected children receive appropriate care.
- Joining the organization of “Linyuan Petrochemical Industrial Park Good-Neighborhood Fund” to give back to the residents in Linyuan District, Kaohsiung City. The fund is used in the following purposes:
 - (1) Local construction projects
 - (2) Public welfare activities
 - (3) Scholarships
 - (4) Emergency assistance
 - (5) Sponsoring community festivals, art activities, and sports events
 - (6) Supporting community health, afforestation, landscaping, and public facility maintenance
 - (7) Books donation to elementary schools in the community
- We provide internship opportunities for university students, promoting cooperative education and practical training through internship programs.
- Donation to senior charity activities organized by the Huashan Foundation
- Donation to the Genesis Social Welfare Foundation to support outreach activities delivering gifts to families of patients in a vegetative state and vulnerable groups.
- Donation to Kun-Chih Charity for hosting winter charity clinic and distribution of charity supplies
- Inviting mentally disabled groups to perform at the end-of-year dinner party.
- Hosting activities of second-hand books and clothes donation.
- Participating in Petrochemical Cup Labor-Management Softball Tournament.
- Launched a charity calendar initiative in cooperation with social welfare organizations, with part of the proceeds allocated to support their social service projects.





03. Creation of an environment with friendliness and LOHAS

3.1 Employee structure

3.1.1 Nature of duty and gender status

	Whole company		Taipei Headquarters		Kaohsiung Linyuan Plant	
	Male	Female	Male	Female	Male	Female
Total number of employees	153	16	40	9	113	7
Number of permanent employees	153	16	40	9	113	7
Number of full-time employees	153	16	40	9	113	7
Total	169		49		120	

3.1.2 Employee turnover

	Whole company		Taipei Headquarters		Kaohsiung Linyuan Plant	
	Male	Female	Male	Female	Male	Female
Number of employees resigned	4	0	4	0	0	0
Number of employees recruiting new blood	4	0	2	0	2	0
Number of employees applying leave without pay	0	1	0	1	0	0
Number of employees resumed their duties	0	0	0	0	0	0



3.1.3 Contractor Role:

Item	Contractor Name	Contracted Business	Whether the contract was signed	Period of Cooperation
1	Labor Hire Agency	Cleaning	YES	Annual contract
2	Labor Hire Agency	Inspection (product packaging)	YES	Annual contract
3	Labor Hire Agency	Shipping	YES	Annual contract

Contractor Gender Overview

Year	2025	
Gender	Male	Female
Age/Persons	Persons	Persons
Under 30	7	
31-50		
Over 51		1

3.2 Remuneration policy

The Company's "Personnel System" and "Personnel Management Regulations" specify clear regulations for the promotion system, assessment system, and remuneration policy.

- The same salary is offered during the probation and after formal employment.
- New employees: Educational background and experience will be taken into the consideration to offer salary according to the regulations.
- Current employees: Salary will be adjusted every year based on personal performance (achievement of management by objectives and competence assessment) according to the regulations.



Salary structure includes:

- Base pay: competence pay, supervisory differential pay, and seniority pay.
- Allowance: Meal allowance, transportation allowance, and others.
- Bonus: Traditional holiday bonus (end of the year, Dragon Boat Festival, Moon Festival), business sustainability bonus, R&D bonus, and working-hour zero accident bonus.

In addition, to gather the morale of all employees and enhance adhesion to the Company, we provide:

- Termination indemnity to those who are qualified for old retirement fund, with seniority more than 10 years, and resign due to personal factors.
- Policy of voluntary retirement.
- We provide "Self-Development Education and Training Funding Assistance" to enhance employees' knowledge and skills while promoting physical and mental health.
- Welfare systems, including travel subsidy, scholarships for employees' children, Lunar New Year allowance, seniority bonus (appreciation leave), self-motivated educational training subsidy, employee group insurance, travel leave, and special leave that is better than regulations specified in Labor Standards Act.

3.3 Group engagement

The Company has the organization of trade union, and the percentage of membership is 89.9%. This was mainly due to Company negotiations with the trade union. All employees above the grade of assistant manager are considered management cadre and employer's representatives so they are not union members. Other than holding regular representative meetings and directors & supervisors meetings, labor-management meetings will be held regularly to discuss working conditions, employment provisions, and employee working conditions and environment enhancement as the accordance of harmony between labors and management.





3.4 Occupational safety and health

The Company has obtained international certification of ISO-45001 Occupational Safety and Health. According to the regulations, the Company has identified each source of risks and identified material risk sources through the risk management, including:

Significant Risk Assessment Register										Year: 2025
Operational activity	Identifying risks and results (scenario description of the results might be caused by risks)	Place/ responsible unit	Type of hazard	Rating	Method of control (<input checked="" type="checkbox"/> V or remark)					
					Elimination	Replacement	Engineering controls	Process (Name)	Administrative controls	Personnel protective equipment
Uneven road surface	Forklift overturning during operation	Main gate/ Management Department	PH1	200			V	Health and Safety Work Rules		V
Adding chemicals	Activated carbon spillage	Wastewater treatment plant/ Engineering Department	CH3	192			V	Personal protective equipment		V
Loading and unloading operations	Freight elevator malfunction	Fourth Warehouse/ Quality Control Department	PH3	168			V	Automatic inspection program		V

Based on the sources of material risks above, the Company works actively in seeking improvement measures and lists concrete annual improvement goals, including:

Policy	Goal	Index (quantified)	Management plan
			Name
Obligation of compliance Continuous improvement Energy saving and waste reduction Environmental protection Disaster prevention Friendly workplace	Improve plant safety and reduce the probability of disasters.	Zero incidents of vehicle overturning hazards.	Warehouse 3 asphalt pavement repair project
		No forklift accidents.	Replaced forklift No. 19 with a new model
		Hazard of flying or falling objects: 0	Plant pipe rack painting and repair works
	Promoting labor health and strengthening personnel spiritual growth	Assisted family activities and held employee health examination and seminar: Once/ year.	Health promotion activities



To strengthen occupational health and safety at the Company and ensure a quality environment for all employees, the Taipei Company, Linyuan plant carried out a series of continuous improvement activities during 2025. Improvements to the hardware facilities and software management systems aimed to realize the goal of zero industrial safety accidents.

Item		Description
1. Plant safety and environmental protection measures	1. Plant asphalt road surface repair project	Improve operational safety and convenience for personnel.
	2. Addition of activated carbon feeding system to the wastewater treatment plant.	
	3. Conduct 2 response drills a year (including toxic chemicals, earthquakes, spills and leaks, terrorist attacks, and power outages)	Train personnel on emergency response knowledge and strengthen the plant's internal emergency response capabilities.
	4. Continued implementation of PSM (Process Safety Management) system.	Enforce process safety and improve the process safety knowledge of employees to prevent the risk of accidents.
2. New equipment installation or upgrades	1. Replacement of one (freight elevator) in Warehouse 4	Ensure safe utilization and quality stability to improve efficiency.
3. Workplace environment improvement	1. Safety lifeline reconfiguration project for filling operation area platform	Optimizing the overall work environment to enable operating personnel to perform related operations in a safer working environment.
4. Future implementation items	1. Personnel safety management image recognition system setup	Real-time monitoring of filling operations with AI determining whether personnel are wearing protective equipment, enabling immediate notification if any abnormalities are detected.
	2. UWB personnel positioning and anomaly detection system	Real-time tracking of personnel equipped with positioning tags, displaying their locations on the factory floor plan in the management platform, and issuing alerts with location information when abnormal behavior is detected.
	3. Introduction of a gas detection and data analysis system	Conducted real-time monitoring and data recording and analysis at 25 detection points within the plant. Implement smart detection and diagnostic systems to provide early warnings of anomalous conditions, thereby enhancing chemical substance management and emergency response operational capabilities.





3.5 Employee health and safety promotion

The Company holds a Safety, Health, and Environmental Protection Committee meeting every quarter and have made the following resolutions on the issues of employee health and safety promotion, including:

Quarter 1	1. Health promoting activities: Health exams, abnormal workload plan, musculoskeletal injury risk assessment 2. Flu awareness
Quarter 2	1. Health promoting activities: Middle-aged and elderly employees care/Maternal health protection plan/Overwork related illness prevention/ Risk assessment of musculoskeletal disorders 2. Metabolic syndrome awareness
Quarter 3	1. Health promoting activities: Abnormal workload plan, human-factor hazard prevention plan, Special health exam, health exam report consultation service, middle-to-senior worker health and safety plan. 2. Stroke awareness
Quarter 4	1. Health promoting activities: Special health exam, health exam report consultation services, autumn company holiday. 2. Influenza awareness





3.6 Employee activities

To boost employee morale and promote the mental, physical, and spiritual well-being of employees, the Company continued to host a variety of outdoor activities in 2024. We hope this will help employees unwind outside of work and improve their productivity at work.

Item	Event Name	Material Outcomes	Implementation Period
1	Employee incentive travel	Corporate retreat to Changhua	2025/06/28
2	Employee incentive travel	Chiayi family travel	2025/09/13
4	Petrochemical Cup - Softball Competition	Petrochemical companies at Renwu Industrial Park, Dashe Industrial Park, and Linyuan Industrial Park played friendship ball games	2025/11/22
5	Intra-company Cup - Golf Friendship Tournament	To promote the physical and mental well-being of employees, enrich the recreational life of employees, and encourage employees to socialize with each other	2025/5/24 2025/11/22





04. Concern for environmental sustainability development

4.1 Environmental consideration

The Company obtained the international certification of ISO-14001 Environmental Management System Certification and determined material environmental considerations through the evaluation of environmental dimension. Among them, we have established management plans for the improvement measures of material environmental consideration to achieve the purpose of pollution prevention and achieve the goal of sustainable environment.

Policy	Goal	Index (quantified)	Management plan
			Name
Obligation of compliance Continuous improvement Energy saving and waste reduction Environmental protection Disaster prevention Friendly workplace	Reduce the probability of heavy liquid leaks and prevent chemical spills.	0 major environmental accidents caused by leakage per year.	Gas data management and analysis system
	Upgrade to energy-saving electrical equipment that is more environmentally friendly.	Blower energy savings efficiency of over 30%.	Replaced one blower at the wastewater treatment plant
	Train personnel in toxic disaster chemical knowledge to bolster the plant's toxic disaster response capabilities.	Plant drills are held twice a year, and off-site drills are held once a year.	Toxic substance spill response drills

Toxic Disaster Response Drill





4.2 Environmental Testing

The Company has established a pipeline testing plan in accordance with relevant environmental regulations, to be executed once annually. The execution results all comply with the specific requirements of environmental regulations, as shown below:

空氣污染物檢驗編號: E2114A2954

一、檢測結果附件

廢氣		(1)排氣平均溫度: 3.34 %		(2)排氣平均溫度: 30.3 °C		(3)排氣平均流速: 1.44 m/s		(4)平均濕基實測排氣量: 5.64 Nm ³ /min		(5)平均乾基實測排氣量: 5.45 Nm ³ /min	
空氣污染物	排氣組成(%)	CO ₂	O ₂	CO	空氣污染物實測值	濃度單位	乾基排氣量(Nm ³ /min)	空氣污染物排氣量(Kg/hr)	削減率(%)	排放標準	合格
檢測方法編號	CO ₂	O ₂	CO	空氣污染物實測值	濃度單位	乾基排氣量(Nm ³ /min)	空氣污染物排氣量(Kg/hr)	削減率(%)	排放標準	合格	
環氧氯丙烷 (A738, 73B)	0.0	20.6	ND<0.1	ND<1.3E-05	g/s	5.45	4.7x10 ⁻⁴	-	-	-	是
環氧乙烷 (A738, 72B)	0.0	20.6	ND<0.1	4.35x10 ⁻³	g/s	5.45	0.02	0.01	-	-	是
間-甲酚 (A501, 70B)	0.0	20.6	ND<0.1	ND<1.3E-05	g/s	5.45	4.7x10 ⁻⁵	-	-	-	是
丙二醇 (CLA5043)	0.0	20.6	ND<0.1	ND<1.3E-05	g/s	5.45	4.8x10 ⁻⁵	-	-	-	是

備註: 1. 檢測結果附件非檢測報告, 僅提供本檢測案計算結果區間和排放標準等資訊做為參考, 檢測數據仍以檢測報告為主。
2. 非許可之項目不可做為空氣污染防制法授權的檢測目的, 故不能當作空污法執行依據。

頁次 1

空氣污染物檢驗編號: E2114A2953

一、檢測結果附件

廢氣		(1)排氣平均溫度: 3.33 %		(2)排氣平均溫度: 29.8 °C		(3)排氣平均流速: 1.46 m/s		(4)平均濕基實測排氣量: 0.87 Nm ³ /min		(5)平均乾基實測排氣量: 0.84 Nm ³ /min	
空氣污染物	排氣組成(%)	CO ₂	O ₂	CO	空氣污染物實測值	濃度單位	乾基排氣量(Nm ³ /min)	空氣污染物排氣量(Kg/hr)	削減率(%)	排放標準	合格
檢測方法編號	CO ₂	O ₂	CO	空氣污染物實測值	濃度單位	乾基排氣量(Nm ³ /min)	空氣污染物排氣量(Kg/hr)	削減率(%)	排放標準	合格	
環氧氯丙烷 (A738, 73B)	0.0	20.6	ND<0.1	ND<1.3E-05	g/s	0.84	7.2x10 ⁻⁴	-	-	-	是
環氧乙烷 (A738, 72B)	0.0	20.6	ND<0.1	5.35x10 ⁻⁴	g/s	0.84	1.3x10 ⁻⁴	0.004	-	-	是
間-甲酚 (A501, 70B)	0.0	20.6	ND<0.1	ND<1.3E-05	g/s	0.84	7.2x10 ⁻⁵	-	-	-	是
丙二醇 (CLA5043)	0.0	20.6	ND<0.1	1.46x10 ⁻⁵	g/s	0.84	5.3x10 ⁻⁵	-	-	-	是

備註: 1. 檢測結果附件非檢測報告, 僅提供本檢測案計算結果區間和排放標準等資訊做為參考, 檢測數據仍以檢測報告為主。
2. 非許可之項目不可做為空氣污染防制法授權的檢測目的, 故不能當作空污法執行依據。

頁次 1

空氣污染物檢驗編號: E2114A2952

一、檢測結果附件

廢氣		(1)排氣平均溫度: 3.56 %		(2)排氣平均溫度: 35.3 °C		(3)排氣平均流速: 1.98 m/s		(4)平均濕基實測排氣量: 2.92 Nm ³ /min		(5)平均乾基實測排氣量: 2.82 Nm ³ /min	
空氣污染物	排氣組成(%)	CO ₂	O ₂	CO	空氣污染物實測值	濃度單位	乾基排氣量(Nm ³ /min)	空氣污染物排氣量(Kg/hr)	削減率(%)	排放標準	合格
檢測方法編號	CO ₂	O ₂	CO	空氣污染物實測值	濃度單位	乾基排氣量(Nm ³ /min)	空氣污染物排氣量(Kg/hr)	削減率(%)	排放標準	合格	
環氧氯丙烷 (A738, 73B)	0.0	20.6	ND<0.1	ND<1.3E-05	g/s	2.82	2.4x10 ⁻⁴	-	-	-	是
環氧乙烷 (A738, 72B)	0.0	20.6	ND<0.1	ND<1.3E-05	g/s	2.82	1.7x10 ⁻⁴	0.018	-	-	是
間-甲酚 (A501, 70B)	0.0	20.6	ND<0.1	ND<1.3E-05	g/s	2.82	2.4x10 ⁻⁵	-	-	-	是
丙二醇 (CLA5043)	0.0	20.6	ND<0.1	ND<1.3E-05	g/s	2.82	2.5x10 ⁻⁵	-	-	-	是

備註: 1. 檢測結果附件非檢測報告, 僅提供本檢測案計算結果區間和排放標準等資訊做為參考, 檢測數據仍以檢測報告為主。
2. 非許可之項目不可做為空氣污染防制法授權的檢測目的, 故不能當作空污法執行依據。

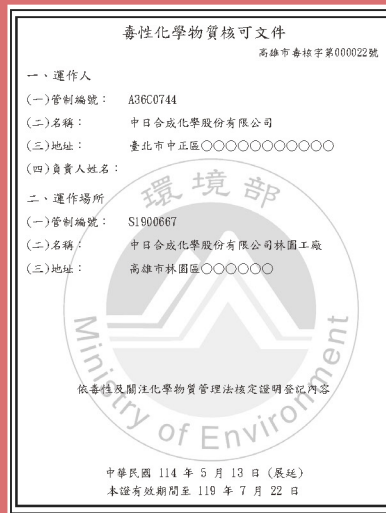
頁次 1



4.3 New and extended environmental protection and industrial safety projects

1. In response to regulatory amendments requiring adequate emergency response personnel for inter-county transportation, the Company has renewed its contract to join the emergency response organization to maintain the transportation of toxic chemicals across counties.
2. The Company has established a pipeline testing plan in accordance with relevant environmental regulations, to be executed once annually. The execution results all comply with the specific requirements of environmental regulations, as shown below:

Extension



4.4 Greenhouse gas emission

4.4.1 Total GHG emissions

An organizational GHG inventory was conducted by the Company in accordance with the ISO-14064-1 international standard. The organizational boundaries encompassed the Taipei office and Linyuan (Kaohsiung) factory. Reporting boundaries encompassed Categories 1 to 6. Category 5 was excluded on the basis of materiality assessment. Nothing satisfied the criteria for Category 6 so the actual inventory encompassed Categories 1 to 4.

The emissions factors quoted by the GHG inventory were sourced from the “Greenhouse Gas Emission Factor Management Table Version 6.0.4” published by the Ministry of the Environment, and the MOE “Product Carbon Footprint Database.” Global Warming Potential (GWP) used IPCC AR6 to calculate GHG emissions.

All GHG emissions were expressed in “Tonnes/CO2 equivalent” (tCO2e).



Based on our accounting, the company's total greenhouse gas (GHG) emissions for 2025 are summarized in the table below, alongside a comparison with 2024. In 2025, total emissions amounted to 7,280.7341 metric tons of CO₂e, representing an increase of 336.4385 metric tons of CO₂e compared to 2024. This increase was primarily driven by "Indirect GHG emissions from purchased steam," resulting from a higher steam emission factor calculated by the steam supplier for 2025. Notably, if the original 2024 emission factor were applied, the overall emissions for 2025 would show a decrease compared to the previous year.

Greenhouse Gas Inventories Data									
Direct GHG Emission (Category 1)									
Emission source	Emission source category	CO ₂	CH ₄	N ₂ O	HFCs	2025 Total emissions	2024 Total emissions	Emission gap	
Stationary combustion	Natural gas	v	v	v		426.4428	1,010.1774	-583.7346	
Stationary combustion	Diesel fuel	v	v	v		0.6593	0.7513	-0.0920	
Stationary combustion	Acetylene	v				0.0609	0.0203	0.0406	
Mobile combustion	Gasoline	v	v	v		20.2353	23.9890	-3.7537	
Mobile combustion	Diesel fuel	v	v	v		66.2967	76.2577	-9.9610	
Direct fugitive emissions	refrigerant				v	83.0160	81.8448	1.1712	
Direct fugitive emissions	Night Soil		v			10.0161	13.7770	-3.7609	
Direct fugitive emissions	CBRF3				v	0.0000	0.0000	0.0000	
Total						606.7271	1,206.8175	-600.0904	
Indirect GHG Emission (Category 2)									
Input energy	Input power	v				2,222.2087	2,784.0880	-561.8793	
Input energy	Input steam	v				4,451.7983	2,953.3901	1498.4082	
Total						6,674.0070	5,737.4781	936.5289	
Category 1+ Category 2 Total						7,280.7341	6,944.2956	336.4385	

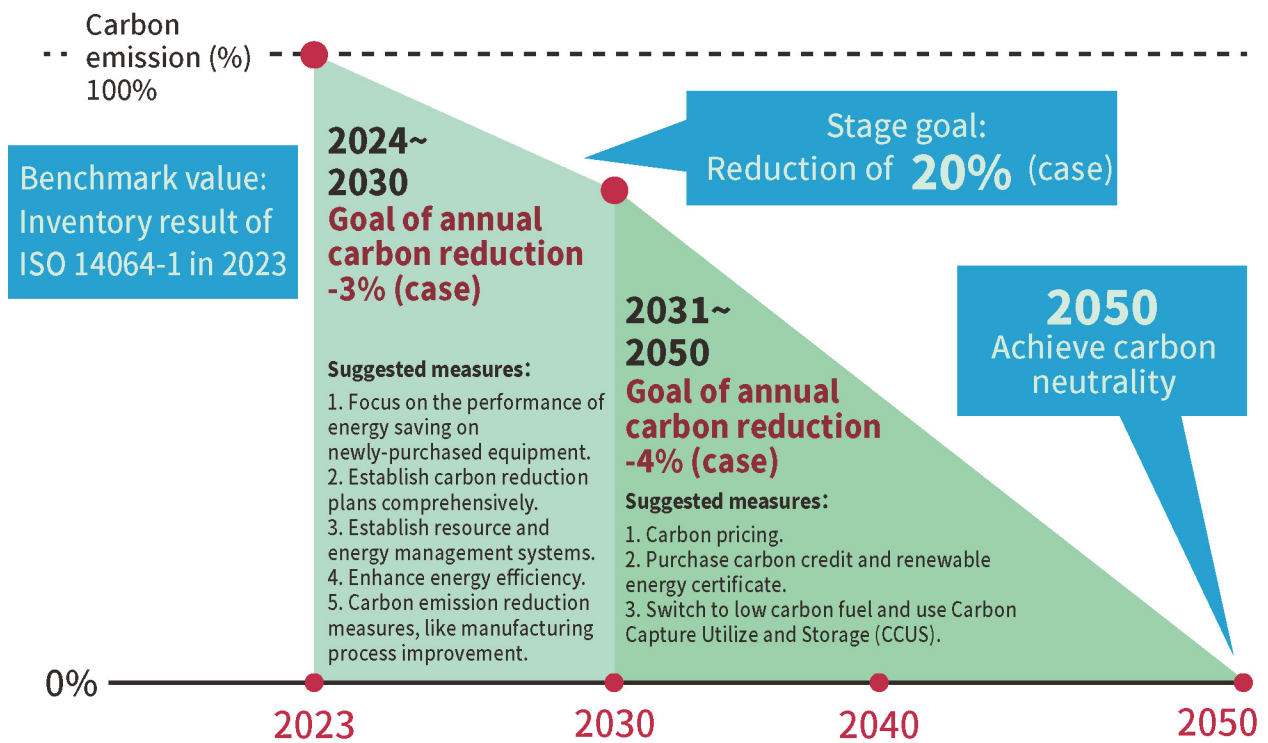
4.4.2 Emission reduction initiative:

Table 4.4.1 reveals the category with the highest ratio of emission density in the Company is Category 2- outsourced electricity. It is obvious that our Company specifically relies on the use of outsourced electricity. Therefore, in 2024, the Company completed the construction of solar power generation for self-consumption. In 2025, additional solar panels were also installed at the logistics center. In the future, the Company will continue to increase renewable energy generation, thereby reducing reliance on electricity generated from the combustion of fossil fuels and increasing the proportion of renewable energy in its power supply.



4.4.3 Implementation strategy of carbon neutrality:

To link with the world, the Company refers to the goals set by the Group and works around the customer demand in carbon neutrality to establish implementation strategies for future carbon neutrality as well as respond to the long-term goal of 2050 zero emission in Taiwan. The concrete strategies implemented by the Company include achieving 20% carbon reduction in 2030 and fulfilling the goal of “carbon neutrality” in 2050. The route of carbon neutrality is as below:





4.5 Waste disposal

The Company obtained the international certification of ISO-14001 Environmental Management System and determined material environmental considerations through

Item	Waste name	Total amount of waste declared (Tonne)		Difference (Tonne)
		2025	2024	
1	Organic sludge	35.14	16.28	+18.86
2	Non-hazardous organic waste liquid or solvent	141.24	159.92	-18.68
3	Mixed waste plastic	8.72	19.35	-10.63
4	Mixed waste paper	3.3	2.9	+0.4

4.6 Concrete energy-efficiency and carbon reduction measures

Equipment improvements:

■ Replaced one high-efficiency blower at the wastewater treatment plant

The high-performance air suspension blower was replaced to reduce operating power consumption. Compared with the previous blower, it saves 127,750 kWh of electricity annually, reduces CO2 emissions by 60.5 tons per year, and achieves 30% energy savings in the air suspension system.

■ Carbon reduction: Construction of solar power system at the logistics center (self-built/self-use)

Generating capacity: 213.6kW.

Benefits:

- (1) Improved corporate image (CSR).
- (2) Annual carbon reductions of 118 tons CO2.



05. Vision for the future

5.1 Performance for 2030:

The Company's medium- and long-term goals for 2030 are to achieve followings:

- As the creator of surfactant and surface chemistry, we aim to provide a wonderful life for human beings, earth, and the universe.
- Focus on the overseas markets as well as manufacture (including commissioned production) and prepare inventory for sales in overseas location.

5.2 Company's future development strategies and measures:

- Strengthening production and marketing models to enhance profitability.
- Launching strategic investment.
- Revitalisation of the organization and talent cultivation.
- Making flexible use of existing technology and knowledge to market in the areas, like electric car, semi-conductor, and printed circuit board, to expand market share.
- Promoting new technology development for patent application.
- Facilitating steady supplies of raw materials and reducing costs.
- Promoting overseas sales/ re-establishing promotional strategies.
- Enhancing profitability through the synergy among the companies in the Group.





Appendix 1: Table of GRI Standards

Statement of use	Sino-Japan Chemical Co., Ltd. refers to GRI standards to report information cited in the GRI table from January 1, 2025, to December 31, 2025.
GRI used	GRI 1 : Foundation 2021

Chapter	Corresponded GRI category/ regulations	Code	Disclosure content of GRI standards	Page
About the Report	GRI 2 General Disclosures 2021	GRI 2-1	Organizational details	P1
		GRI 2-2	Entities included in the organization's sustainability reporting	
		GRI 2-3	Reporting period, frequency and contact point	
Sustainability development policy statement Message from the Chairman	GRI 2 General Disclosures 2021	GRI 2-22	Statement on sustainable development strategy	P2 P3 P4 P5
		GRI 2-23	Policy commitments	
		GRI 2-24	Embedding policy commitments	
01. Sino-Japan Chemical				
1.1 Company profile	GRI 2 General Disclosures 2021	GRI 2-1	Organizational details	P6 P7 P8 P9 P10 P11 P12
		GRI 2-2	Entities included in the organization's sustainability reporting	
		GRI 2-28	Membership associations	



Chapter	Corresponded GRI category/ regulations	Code	Disclosure content of GRI standards	Page
1.2 Corporate governance organizational structure	GRI 2 General Disclosures 2021	GRI 2-9	Governance structure and composition	P13 P14 P15
		GRI 2-10	Nomination and selection of the highest governance body	
		GRI 2-11	Chair of the highest governance body	
		GRI 2-12	Role of the highest governance body in overseeing the management of impacts	
		GRI 2-14	Role of the highest governance body in sustainability reporting	
		GRI 2-15	Conflicts of interest	
		GRI 2-17	Collective knowledge of the highest governance body	
1.3 Marketing overview	GRI 2 General Disclosures 2021	GRI 2-6	Activities, value chain and other business relationships	P16
	GRI 201 Economic Performance 2016	GRI 201	GRI 201 Economic Performance 2016	
1.4 Activity value chain	GRI 2 General Disclosures 2021	GRI 2-6	Activities, value chain and other business relationships	P17 P18 P19
	GRI 205 Anti-corruption 2016	GRI 205	GRI 205 Anti-corruption 2016	P20 P21
1.5 Sustainable development road map	GRI 2 General Disclosures 2021	GRI 2-22	Statement on sustainable development strategy	P22 P23 P24 P25 P26 P27
1.6 Implementation of Sustainability Management	GRI 2 General Disclosures 2021	GRI 2-18	Evaluation of the performance of the highest governance body	P28 P29 P30 P31
		GRI 2-24	Embedding policy commitments	
		GRI 2-26	Mechanisms for seeking advice and raising concerns	



Chapter	Corresponded GRI category/ regulations	Code	Disclosure content of GRI standards	Page
1.7 Fulfilling ESG Sustainability Through Smart Workplace Safety	GRI 403 Occupational Health and Safety 2018	GRI 403-1	Occupational health and safety management system	P32 P33
		GRI 403-2	Hazard identification, risk assessment, and incident investigation	
		GRI 403-7	Prevention and mitigation of occupational health and safety impacts directly linked by business relationships	
		GRI 403-8	Workers covered by an occupational health and safety management system	
02. Implementation of corporate social responsibility				
2.1 Process of material topics	GRI3: Material Topics 2021	GRI 3	GRI3: Material Topics 2021	P34 P35
2.2 Investigation of material topics	GRI3: Material Topics 2021	GRI 3	GRI3: Material Topics 2021	P36
2.3 Stakeholder communication	GRI 2 General Disclosures 2021	GRI 2-16	Communication of critical concerns	P37 P38 P39
	GRI 418 Customer Privacy 2016	GRI 418	GRI 418 Customer Privacy 2016	
2.4 Promotion of commitments to corporate social responsibility	GRI 2 General Disclosures 2021	GRI 2-22	Compliance with laws and regulations	P40
2.5 Active participation in social activities	GRI 2 General Disclosures 2021	GRI 413	LOCAL COMMUNITIES 2016	P41 P42
03. Creation of an environment with friendliness and LOHAS				
3.1 Employee structure	GRI 2 General Disclosures 2021	GRI 2-7	Employees	P43 P44
		GRI 2-8	Workers who are not employees	



Chapter	Corresponded GRI category/ regulations	Code	Disclosure content of GRI standards	Page
3.2 Remuneration policy	GRI 2 General Disclosures 2021	GRI 2-19	Remuneration policies	P44
		GRI 2-20	Process to determine remuneration	P45
3.3 Group engagement	GRI 2 General Disclosures 2021	GRI 2-29	Approach to stakeholder engagement	P45
		GRI 2-30	Collective bargaining agreements	
3.4 Occupational safety and health	GRI 404 Training and Education 2016	GRI 404	GRI 404 Training and Education 2016	P46 P47 P48
	GRI 416 Customer Health and Safety 2016	GRI 416	GRI 416 Customer Health and Safety 2016	
3.5 Employee health and safety promotion	GRI 404 Training and Education 2016	GRI 404	GRI 404 Training and Education 2016	P49
3.6 Employee activities	GRI 401 Employment 2016	GRI 401	GRI 401 Employment 2016	P50
	GRI 402 Labor/ Management Relations 2016	GRI 402	GRI 402 Labor/ Management Relations 2016	
04. Concern for environmental sustainability development				
4.1 Environmental consideration	GRI 308 Supplier Environmental Assessment 2016	GRI 308	GRI 308 Supplier Environmental Assessment 2016	P51
	GRI 306 Waste 2020	GRI 306	GRI 306 Waste 2020	
4.2 Environmental Testing	GRI 308 Supplier Environmental Assessment 2016	GRI 308	GRI 308 Supplier Environmental Assessment 2016	P52
	GRI 306 Waste 2020	GRI 306	GRI 306 Waste 2020	



Chapter	Corresponded GRI category/ regulations	Code	Disclosure content of GRI standards	Page
4.3 New and extended environmental protection and industrial safety projects	GRI 2 General Disclosures 2021	GRI 2-22	Statement on sustainable development strategy	P53
4.4 Greenhouse gas emission	GRI 305 Emissions 2016	GRI 305	GRI 305 Emissions 2016	P53 P54 P55
4.5 Waste disposal	GRI 306 Waste 2020	GRI 306-5	Waste directed to disposal	P56
4.6 Concrete energy-efficiency and carbon reduction measures	GRI 2 General Disclosures 2021	GRI 2-22	Statement on sustainable development strategy	P56
05. Vision for the future				
5.1 Performance for 2030	GRI 2 General Disclosures 2021	GRI 2-18	Evaluation of the performance of the highest governance body	P57
5.2 Company's future development strategies and measures	GRI 2 General Disclosures 2021	GRI 2-13	Delegation of responsibility for managing impacts	P57
		GRI 2-14	Role of the highest governance body in sustainability reporting	
		GRI 2-18	Evaluation of the performance of the highest governance body	



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