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7.1 Environmental and Employee Data

The boundary of data collection for this chapter includes the production businesses listed in the Sustainability Report.

Direct and Energy Indirect GHG Emissions

Unit: ktCO₂e

(acculate based)			Petroch	nemical			Poly	ester			Tex	tile			То	tal	
(market-based)		2021	2022	2023	2024	2021	2022	2023	2024	2021	2022	2023	2024	2021	2022	2023	2024
Direct Emissions	Scope 1	389	352	334	217	805	687	604	655	146	124	78	62	1,340	1,163	1,016	934
Energy Indrect Emissions	Scope 2	152	150	127	70	537	474	465	397	326	245	214	197	1,015	869	806	664
Biogenic Emission	S	25	24	18	13	0	2	4	0	0	11	11	31	25	37	33	44
Total		541	502	461	287	1,342	1,161	1,069	1,052	472	369	292	259	2,355	2,032	1,822	1,598
GHG Emissions per Unit of Production (tCO ₂ e / metric ton of production)		0.23	0.24	0.25	0.21	0.26	0.24	0.23	0.22	0.96	0.82	0.74	0.72	0.29	0.28	0.26	0.24

Unit: ktCO₂e

(In pation leaved)	(location-based)		Petroch	nemical			Poly	ester			Tex	tile			То	tal	
(location-based)		2021	2022	2023	2024	2021	2022	2023	2024	2021	2022	2023	2024	2021	2022	2023	2024
Direct Emissions	Scope 1	389	352	334	217	805	687	604	655	146	124	78	62	1,340	1,163	1,016	934
Energy Indrect Emissions	Scope 2	152	150	127	70	537	486	488	433	326	245	214	197	1,015	881	829	700
Biogenic Emission	S	25	24	18	13	0	2	4	0	0	11	11	31	25	37	33	44
Total		541	502	461	287	1,342	1,173	1,092	1,088	472	369	292	259	2,355	2,044	1,845	1,634

Noto:

- 1. The disclosure on GHG emissions covers 100% of the FENC production sites in this report, consolidated in accordance with the operational control approach.
- 2. GHGs include CO₂, CH₄, N₂O, HFCs, PFCs, SF6 and NF₃.
- 3. The calculation is based on the ISO 14064-1:2018 GHG inventory standards.
- 4. Biogenic emissions are not included in the total.
- 5. From 2020 to 2024, 100% of the emission data passed the internal audit.
- 6. The percentages of emission data being third-party verified under the ISO 14064-3 standards are 100%, 88%, 100%, and 100% in 2021, 2022, 2023, and 2024, respectively.
- 7. The boundary of data collection for GHG emissions per unit of production for the Textile Business does not include FEAZ, FENV and FEAV.





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Other Indirect GHG Emissions (Scope 3)

Unit: ktCO₂e

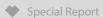
		Petroc	hemical			Poly	ester			Tex	tile			To	otal	
	2021	2022	2023	2024	2021	2022	2023	2024	2021	2022	2023	2024	2021	2022	2023	2024
Purchased Goods and Services	2,219	2,484	2,200	1,845	4,763	4,461	4,467	4,354	772	695	630	550	7,754	7,640	7,297	6,749
Capital Goods	6	20	17	21	38	67	60	86	9	4	14	70	53	91	91	177
Fuel- and Energy-related Activities	84	89	82	50	291	247	215	215	98	70	41	32	473	406	338	297
Upstream Transportation and Distribution	92	66	53	0.05	137	146	151	182	11	8	20	18	240	220	224	200
Waste Generated in Operations	5	7	4	4	4	4	4	5	3	3	2	1	12	14	10	10
Business Travel	0.04	0.04	0.07	0.07	0.43	0.62	1.15	0.74	0.45	0.29	0.75	0.62	0.92	0.95	1.97	1.43
Employee Commuting	0.40	0.47	0.43	0.26	19.63	19.46	19.14	3.49	5.24	10.39	6.67	12.11	25.27	30.32	26.24	15.86
Upstream Leased Assets	0.76	2.16	2.20	2.02	0.37	0.52	1.52	1.34	3.57	0.46	0.43	0.30	4.70	3.14	4.15	3.66
Downstream Transportation and Distribution	75	74	78	105	317	288	290	443	32	19	8	20	424	381	376	568
Processing of Sold Products	-	-	-	-	-	2,824	2,731	2,697	-	-	78	169	-	2,824	2,809	2,866
Use of Sold Products	-	-	-	-	-	-	-	-	-	-	-	0.01	-	-	-	0.01
End-of-Life Treatment of Sold Products	-	-	-	-	-	294	287	328	-	0.34	68	74	-	294	355	402
Downstream Leased Assets	0.01	0.10	0	0.10	0.06	0.08	0.19	0.18	0	0	0	0	0.07	0.18	0.19	0.28
Franchises	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Investments	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Total	2,482	2,744	2,437	2,027	5,571	8,353	8,226	8,315	935	809	868	947	8,988	11,906	11,531	11,289

Note

- 1. The disclosure on GHG emissions covers 100% of the FENC production sites in this report, consolidated in accordance with the operational control approach.
- 2. Significant indirect GHG emissions are identified in accordance with the ISO 14064-1:2018 standards and divided into the 15 reporting categories based on the GHG Protocol.
- 3. The calculation of GHG emissions generated from "processing of sold products" and "end-of-life treatment of sold products" began in 2022; the calculation of GHG emissions generated from "use of sold products" began in 2024.
- 4. FENC production sites do not engage in franchising or investment activities, thus without GHG emissions under the two categories.
- 5. From 2020 to 2024, 100% of the emission data passed the internal audit.
- 6. The percentages of emission data being third-party verified under the ISO 14064-3 standards are 100%, 94%, 100% and 100% in 2021, 2022, 2023 and 2024, respectively.







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Energy Consumption

		Petroch	nemical			Poly	ester/			Tex	rtile			To	otal	
	2021	2022	2023	2024	2021	2022	2023	2024	2021	2022	2023	2024	2021	2022	2023	2024
Purchased Electricity	1,137	1,106	960	510	3,483	3,079	3,131	3,036	1,989	1,522	1,360	1,207	6,609	5,707	5,451	4,753
Purchased Renewable Electricity	0	0	0	0	27	131	316	403	0	218	273	311	27	349	589	714
Self-Generated Renewable Electricity	1	4	7	26	6	11	22	25	33	34	37	36	40	49	66	87
Total Electricity Consumption	1,138	1,110	967	536	3,516	3,221	3,469	3,464	2,022	1,774	1,670	1,554	6,676	6,105	6,106	5,554
Natural Gas	4,077	4,232	3,738	2,457	2,533	2,458	2,991	3,184	822	738	687	663	7,432	7,428	7,416	6,304
Heavy Oil	0	0	0	0	285	247	70	25	3	8	4	0	288	255	74	25
Diesel	8	6	5	3	28	33	28	21	17	8	6	5	53	47	39	29
Coal	0	0	0	0	3,897	3,443	2,419	3,370	1,215	1,039	684	266	5,112	4,482	3,103	3,636
Coal-Water Slurry	0	0	0	0	2,297	1,951	1,300	1,245	144	111	90	8	2,441	2,062	1,390	1,253
Biomass Fuel	201	192	141	133	0	24	41	0	0	101	102	295	201	317	284	428
Purchased Steam	18	22	12	0	297	264	285	322	246	219	173	177	561	505	470	499
Total Energy Consumption	5,442	5,562	4,863	3,129	12,853	11,641	10,603	11,631	4,469	3,998	3,416	2,968	22,764	21,201	18,882	17,728
Percentage of Renewable Electricity	0.1%	0.4%	1%	5%	1%	4%	10%	12%	2%	14%	19%	22%	1%	7%	11%	14%
Percentage of Renewable Energy	4%	4%	3%	5%	0.3%	1%	4%	4%	1%	9%	12%	22%	1%	3%	5%	7%
Energy Consumption per Unit of Production (GJ / metric ton of production)	2.29	2.67	2.64	2.27	2.53	2.47	2.25	2.38	7.13	7.18	7.06	7.49	2.81	2.88	2.67	2.65

Note

- $1. \, Energy \, consumption \, is \, mainly \, for \, production \, purposes, \, covers \, energy \, used \, for \, the \, generation \, of \, electricity, \, heat \, and \, steam; \, cogeneration; \, firefighting \, pumps; \, vehicles \, for \, internal \, transport.$
- 2. The calorific value is based on the factors of calorific value from all production sites.
- 3. External energy consumption is not taken into account.
- 4. Data collection on energy consumption accounts for 100% of the production sites within the scope of this report.
- 5. Percentage of renewable electricity = (purchased renewable electricity + self-generated renewable electricity) ÷ total electricity consumption.
- 6. Percentage of renewable energy = (purchased renewable electricity + self-generated renewable electricity + biomass fuel) + total energy consumption.
- 7. The boundary of data collection for energy consumption per unit of production for the Textile Business does not include FEAZ, FENV and FEAV.

Unit: TJ





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Water Withdrawal and Water Consumption

		Petroch	nemical			Polye	ester			Tex	tile			Tot	al	
	2021	2022	2023	2024	2021	2022	2023	2024	2021	2022	2023	2024	2021	2022	2023	2024
Rivers/Lakes/Streams	5,556	5,449	5,141	4,112	1,666	1,424	1,146	1,583	1,572	1,340	1,005	801	8,794	8,213	7,292	6,496
Third-party Water	7,574	6,900	5,599	2,302	2,356	2,094	2,051	2,151	2,418	1,692	1,492	1,415	12,348	10,686	9,142	5,868
Groundwater	54	0	0	0	1,794	1,723	1,489	1,496	89	81	64	60	1,937	1,804	1,553	1,556
Rainwater	12	13	10	0	144	122	92	109	49	19	60	125	205	154	162	234
Total Water Withdrawal	13,196	12,362	10,750	6,414	5,960	5,363	4,778	5,339	4,128	3,132	2,621	2,401	23,284	20,857	18,149	14,154
Total Water Consumption	6,985	6,111	5,378	2,898	2,919	2,658	2,384	2,714	801	606	641	549	10,705	9,375	8,403	6,161
Water Withdrawal per Unit of Production (kiloliters / metric ton of production)	5.56	5.93	5.83	4.66	1.14	1.11	0.99	1.08	8.08	6.82	6.39	6.37	2.85	2.81	2.55	2.09

Note:

- 1. Rivers, lakes, streams and rainwater are surface water. Third-party water refers to tap water as well as wastewater from external organizations. Groundwater includes well water.
- 2. The difference between water withdrawal and effluent discharge is considered water consumption, which is mainly the result of evaporation at the cooling tower. Loss during production is a minor contributor.
- 3. The concentration of total dissolved solids (TDS) across the water withdrawal categories are under 1,000 mg/L.
- 4. No quarry water, seawater, or produced water that enters an organization's boundary because of extraction (e.g., crude oil), processing (e.g., sugar cane crushing), or use of any raw material, and has to consequently be managed by the organization is used at any of FENC production sites.
- 5. Data collection on water resources management accounts for 100% of the production sites within the scope of this report.
- 6. The boundary of data collection for water withdrawal per unit of production for the Textile Business does not include FEAZ, FENV and FEAV.

Reused Water Volume and Recycling Rate

I Init-	maaa	litor

Unit: megaliter

			Petroch	nemical			Polye	ester			Tex	tile			То	tal	
		2021	2022	2023	2024	2021	2022	2023	2024	2021	2022	2023	2024	2021	2022	2023	2024
	Cooling Water	704,250	700,497	598,014	373,795	502,119	491,856	480,988	527,377	33,106	39,274	44,252	45,346	1,239,475	1,231,627	1,123,254	946,518
Circulating Wate	Other circulating Water	16,067	14,668	28,352	27,232	836	859	821	831	0	0	0	0	16,903	15,527	29,173	28,063
Recycled Water	Recycled Water Excluding Reclaimed Water	346	284	169	32	741	660	513	539	1,054	448	364	359	2,141	1,392	1,046	930
	Reclaimed Water	1,782	1,140	1,095	470	178	210	197	238	1,776	1,548	1,251	1,359	3,736	2,898	2,543	2,067
Total (Reused W	Vater)	722,445	716,589	627,630	401,529	503,874	493,585	482,519	528,985	35,936	41,270	45,867	47,064	1,262,255	1,251,444	1,156,016	977,578
Water Recycling	g Rate	98%	98%	98%	98%	99%	99%	99%	99%	90%	93%	95%	95%	98%	98%	98%	99%

Note

- 1. "Circulating water" refers to water that is used by a water consumption facility and is directly recycled and reused within said facility without being discharged.
- 2. "Recycled water" refers to water that is recycled and reused after being discharged out of the water consumption facility.
- 3. The "Other circulating Water" category under circulating water mainly includes boiler and production circulating water.
- 4. The water recycling rate is calculated as: total reused water ÷ (total water withdrawal + total reused water) × 100%. The calculation is based on the formula for recycling (reuse) rate, R1, in the Water Usage Plan issued by the MOEA of Taiwan.
- 5. The data disclosed in the table, Reused Water Volume and Water Recycling Rate, covers 100% of the FENC production sites covered in this report.





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Water Discharge

			Petroch	nemical			Polye	ester			Tex	tile			Tot	tal	
		2021	2022	2023	2024	2021	2022	2023	2024	2021	2022	2023	2024	2021	2022	2023	2024
TDS	Freshwater	0	0	0	0	967	367	330	1,542	847	445	366	398	1,814	812	696	1,940
103	Other Water	6,211	6,251	5,372	3,516	2,074	2,338	2,064	1,083	2,480	2,081	1,614	1,454	10,765	10,670	9,050	6,053
	Surface Water	0	0	0	0	2,000	1,702	1,341	1,594	1,849	1,271	947	832	3,849	2,973	2,288	2,426
Destination	Off-Site Wastewater Treatment Facilities	6,211	6,251	5,372	3,516	1,041	1,003	1,053	1,031	1,478	1,255	1,033	1,020	8,730	8,509	7,458	5,567
Total Water Disc	harge	6,211	6,251	5,372	3,516	3,041	2,705	2,394	2,625	3,327	2,526	1,980	1,852	12,579	11,482	9,746	7,993
	e per Unit of Production c ton of production)	2.62	3.00	2.91	2.55	0.58	0.56	0.50	0.53	6.53	5.40	4.89	4.92	1.53	1.54	1.37	1.18

Note:

- $1.\, {\sf FENC}\, does\, not\, discharge\, effluent\, directly\, to\, the\, seawater\, or\, groundwater\, /\, well\, water.$
- 2. "Fresh Water" means total dissolved solids ≤1,000mg/L; "Others" means total dissolved solids>1,000mg/L.
- 3. The boundary of data collection for effluent discharge per unit of production for the Textile Business does not include FEAZ, FENV and FEAV.

Air Pollutant Emissions

		Petroch	nemical			Poly	ester			Tex	tile			To	tal	
	2021	2022	2023	2024	2021	2022	2023	2024	2021	2022	2023	2024	2021	2022	2023	2024
NOx	217	172	110	100	470	426	295	253	123	101	115	124	810	699	520	477
SOx	80	72 75 38 216				223	283	269	69	75	90	93	365	370	448	400
POP	0	0	0	0	0	0	0.07	0.08	0	0	0	0	0	0	0.07	0.08
VOC	160	116	106	38	302	292	257	263	28	22	19	7	490	430	382	308
HAP	0	0	0	0	3	3	3	3	0	0	0	0	3	3	3	3
Particulate Pollutants	17	15	8	7	46	37	37	33	19	37	32	38	82	89	77	78
Total	474	375	299	183	1,037	981	875	821	239	235	256	262	1,750	1,591	1,430	1,266
Air Pollutant Emissions per Unit of Production (kg / metric ton of production)	0.20	0.18	0.16	0.14	0.20	0.21	0.18	0.17	0.38	0.43	0.53	0.67	0.22	0.22	0.19	0.19

Note:

- 1. Only the emitted gas types are listed.
- 2. Particulate pollutants include particulate matter, dust and smoke.
- 3. The data types include: actual measured values, annualized sample values and estimated values.
- 4. Data on the emission of hazardous air pollutants (HAPs) are collected at APG Polytech in accordance with mandates from the U.S. Environmental Protection Agency; at FIGP in accordance with the list of HAPs in Japan; at Kuanyin Chemical Fiber Plant in accordance with the Standards for Air Pollutant Emission from Stationary Pollution Sources enacted by the Ministry of Environment in Taiwan.
- 5. The disclosure on air pollutant emissions covers 100% of the FENC production sites in this report.
- 6. The boundary of data collection for Air Pollutant Emissions per Unit of production for the Textile Business does not include FEAZ, FENV and FEAV.

Unit: megaliter

Unit: metric ton





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Air Pollutant Emissions per Unit of Production

Unit: kg / metric ton of production

	Petrochemical	Polyester	Textile	Total
NOx	0.07	0.05	0.32	0.07
SOx	0.03	0.06	0.24	0.06
POP	0.00	0.00002	0.00	0.00001
VOC	0.03	0.05	0.01	0.05
НАР	0.00	0.0007	0.00	0.0005
Particulate Pollutants	0.01	0.01	0.10	0.01
Total	0.14	0.17	0.67	0.19

Waste Generated per Unit of Production

Unit: kg / metric ton of production

		2021	2022	2023	2024
Treatment	Recycling and Reuse	13.92	12.68	12.89	13.13
Method	Non-Recycling and Non-Reuse	2.25	2.47	2.30	2.05
Type	General Industrial Waste	15.36	14.73	14.27	14.82
Туре	Hazardous Industrial Waste	0.81	0.42	0.92	0.36
Total Waste		16.17	15.16	15.19	15.18

Note: FEAZ, FEAV and FENV are not included.

Waste Volume

Note: The Textile Business does not include FEAZ, FEAV and FENV.

Petrochemical Polyester Textile Total 2022 2021 2022 2023 2024 2021 2022 2023 2024 2021 2022 2023 2024 2021 2023 2024 Recycling and Reuse 5,525 3,196 4,511 2,361 90,557 77,187 74,596 72,682 18,463 15,334 13,599 14,370 114,545 95,717 92,706 89,413 Treatment Method Non-Recycling and Non-Reuse 2,060 1,395 1,919 218 11,390 11,558 12,020 11,367 5,030 5,544 2,445 2,236 18,480 18,497 16,384 13,821 General Industrial Waste 4,533 3,701 3,667 2,579 100,692 87,746 84,010 82,791 21,186 19,577 14,867 15,406 126,411 111,024 102,544 100,776 Type Hazardous Industrial Waste 3,052 2,307 1,301 1,200 6,614 6,546 890 2,763 1,255 999 2,606 1,258 1,177 3,190 2,458 Total Waste 7,585 4,591 6,430 2,579 101,947 88,745 86,616 84,049 23,493 20,878 16,044 16,606 133,025 114,214 109,090 103,234 Waste Generated per Unit of Production 3.20 17.20 37.13 2.20 3.49 1.87 20.06 18.85 18.34 34.04 32.84 29.34 16.17 15.16 15.19 15.18 (kg / metric ton of production)

- 1. Waste materials are classified based on local governmental regulations. For instance, sludge generated from wastewater treatment is deemed hazardous industrial waste based on the definitions of Chinese and Vietnamese governments while it is deemed as general industrial waste in Taiwan.
- 2. Non-recycling and non-reused waste disposal are handled off-site by qualified waste treatment companies.
- 3. The data collection on waste management accounts for 100% of FENC production sites in the scope of this report.
- 4. The waste disclosures from 2021, 2022, 2023 and 2024 have been 100% verified by SGS.
- 5. The boundary of data collection for Waste Generated per Unit of Production for the Textile Business does not include FEAZ, FENV and FEAV.

Unit: metric ton





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Number and Rate of New Employee Hires

					Ta	iwan							Mainla	nd China							Viet	tnam			
		202	1	20	22	202	23	20	24	20	21	202	22	20	23	202	24	202	21	202	22	202	23	202	24
		Number	%	Number	%	Number	%	Number	%	Number	%	Number	%	Number	%	Number	%	Number	%	Number	%	Number	%	Number	%
	Male	47	12%	174	25%	112	18%	87	19%	899	160%	390	85%	345	83%	176	54%	1,167	56%	1,803	75%	390	22%	1,213	59%
Under 30	Female	14	9%	106	52%	74	40%	30	23%	347	92%	125	49%	126	60%	85	54%	2,491	64%	3,334	76%	484	15%	2,058	57%
	Subtotal	61	11%	280	31%	186	23%	117	20%	1,246	133%	515	72%	471	75%	261	54%	3,658	61%	5,137	76%	874	17%	3,271	58%
	Male	69	4%	175	8%	111	5%	38	2%	715	38%	351	19%	322	18%	166	10%	337	27%	617	41%	332	23%	676	40%
31~50	Female	16	3%	39	6%	27	4%	14	2%	465	26%	221	13%	237	14%	171	10%	1,094	38%	1,626	51%	374	12%	1,643	45%
	Subtotal	85	4%	214	7%	138	5%	52	2%	1,180	32%	572	16%	559	16%	337	10%	1,431	34%	2,243	47%	706	15%	2,319	43%
	Male	2	1%	4	0%	6	1%	2	0.3%	10	4%	5	2%	10	3%	8	2%	6	9%	11	17%	8	11%	18	23%
Over 51	Female	3	1%	1	0%	2	1%	1	0.3%	0	0%	1	11%	5	9%	1	3%	12	33%	9	19%	3	5%	10	14%
	Subtotal	5	1%	5	0%	8	1%	3	0%	10	4%	6	2%	15	4%	9	2%	18	18%	20	18%	11	8%	28	19%
То	otal	151	4%	499	10%	332	7%	172	4%	2,436	50%	1,093	24%	1,045	23%	607	14%	5,107	50%	7,400	64%	1,591	16%	5,618	50%

					Jā	apan							ı	J.S.							То	tal			
		20	21	20)22	20	23	20)24	20	21	20	22	202	23	202	24	202	1	202	22	202	23	20	24
		Number	%	Number	%	Number	%																		
	Male	7	19%	7	21%	29	57%	11	22%	14	48%	6	21%	1	4%	5	20%	2,134	69%	2,602	60%	877	19%	1,492	36%
Under 30	Female	3	38%	2	15%	4	27%	6	40%	1	50%	2	50%	1	20%	0	0%	2,856	64%	3,646	45%	689	15%	2,179	27%
	Subtotal	10	23%	9	20%	33	50%	17	26%	15	48%	8	24%	2	7%	5	17%	4,990	66%	6,248	26%	1,566	8%	3,671	15%
	Male	13	15%	15	10%	54	27%	32	17%	10	17%	9	15%	3	5%	5	9%	1,144	23%	1,337	38%	822	10%	917	18%
31~50	Female	2	14%	6	22%	23	64%	6	15%	2	22%	1	10%	1	9%	3	23%	1,579	29%	2,024	38%	662	10%	1,837	17%
	Subtotal	15	15%	21	12%	77	33%	38	17%	12	18%	10	14%	4	6%	8	11%	2,723	26%	3,361	19%	1,484	5%	2,754	9%
	Male	0	0%	1	8%	1	20%	2	22%	1	2%	1	2%	1	2%	0	0%	19	1%	22	160%	26	40%	30	81%
Over 51	Female	0	0%	0	0%	0	0%	1	25%	1	5%	0	0%	0	0%	0	0%	16	4%	12	486%	10	114%	13	237%
	Subtotal	0	0%	1	5%	1	9%	3	23%	2	2%	1	1%	1	1%	0	0%	35	2%	34	120%	36	30%	43	60%
To	otal	25	16%	31	13%	111	36%	58	19%	29	16%	19	10%	7	4%	13	8%	7,748	40%	9,643	44%	3,086	14%	6,468	5%

Not

^{1. &}quot;Number of new employee hires" refers to the total number of employees hired by the FENC sites in a specific region. Beginning in 2024, disclosures on non-permanent employees have been included in the report, including retrospective data collection that dates back to 2022.

^{2.} The rate is derived by dividing the number of the new employees hires of an age group by the total number of employees of the same age group, gender and region.





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Number and Rate of Resignations

					Ta	iwan							Mainlar	nd China							Viet	nam			
		202	1	202	22	202	23	202	24	202	21	202	.2	202	23	202	.4	202	1	202	2	202	23	202	24
		Number	%	Number	%	Number	%	Number	%	Number	%	Number	%	Number	%	Number	%								
	Male	65	17%	112	16%	116	18%	75	16%	919	164%	470	91%	340	82%	199	61%	1,832	88%	1,657	69%	833	48%	1,044	51%
Under 30	Female	18	11%	37	18%	33	18%	41	32%	347	92%	160	58%	130	62%	81	52%	2,956	76%	2,647	60%	1,255	38%	1,778	49%
	Subtotal	83	15%	149	16%	149	18%	116	20%	1,266	135%	630	80%	470	75%	280	58%	4,788	80%	4,304	63%	2,088	41%	2,822	50%
	Male	110	6%	260	12%	232	11%	182	8%	726	39%	488	25%	429	23%	285	16%	593	47%	620	41%	506	35%	665	39%
31~50	Female	22	4%	50	7%	37	6%	58	9%	520	29%	451	25%	366	21%	254	15%	1,439	50%	1,530	48%	917	29%	1,672	42%
	Subtotal	132	6%	310	11%	269	6%	240	9%	1,246	34%	939	25%	795	22%	539	16%	2,032	49%	2,150	45%	1,423	31%	2,337	44%
	Male	97	10%	89	9%	119	13%	166	21%	21	9%	25	9%	29	8%	53	15%	17	26%	19	29%	25	35%	17	22%
Over 51	Female	17	5%	19	6%	25	7%	52	16%	10	143%	13	34%	9	17%	46	153%	20	56%	14	30%	14	23%	17	24%
	Subtotal	114	9%	108	8%	144	12%	218	20%	31	12%	38	11%	38	10%	99	27%	37	36%	33	29%	39	30%	34	23%
To	tal	329	8%	567	11%	562	12%	574	13%	2,543	52%	1,607	33%	1,303	29%	918	22%	6,857	63%	6,487	56%	3,550	36%	5,193	47%

					Ja	apan							l	J.S.							To	otal			
		202	21	202	22	202	23	202	24	202	21	202	22	20	23	20	24	202	1	202	22	202	23	202	24
		Number	%																						
	Male	2	6%	2	6%	4	8%	2	4%	0	0%	3	10%	3	12%	1	4%	1,883	61%	2,244	61%	1,296	45%	1,321	45%
Under 30	Female	1	13%	0	0%	1	7%	1	7%	0	0%	0	0%	0	0%	0	0%	2,546	57%	2,844	58%	1,419	38%	1,901	49%
	Subtotal	3	7%	2	4%	5	8%	3	5%	0	0%	3	9%	3	10%	1	3%	4,429	59%	5,088	59%	2,715	41%	3,222	47%
	Male	5	6%	2	1%	18	9%	11	6%	5	9%	4	6%	6	10%	7	12%	1,237	25%	1,374	24%	1,191	21%	1,150	20%
31~50	Female	1	7%	1	4%	3	8%	0	0%	2	22%	0	0%	0	0%	1	8%	1,651	31%	2,032	35%	1,323	24%	1,985	33%
	Subtotal	6	6%	3	2%	21	9%	11	5%	7	10%	4	6%	6	9%	8	11%	2,888	28%	3,406	29%	2,514	22%	3,135	26%
	Male	0	0%	1	8%	1	20%	1	11%	7	11%	5	8%	4	6%	7	12%	128	9%	139	10%	178	13%	244	19%
Over 51	Female	0	0%	6	86%	0	0%	0	0%	1	5%	1	5%	2	11%	5	33%	46	11%	53	12%	50	10%	120	27%
	Subtotal	0	0%	7	35%	1	9%	1	8%	8	10%	6	7%	6	7%	12	16%	174	10%	192	10%	228	12%	364	21%
То	tal	9	6%	12	5%	27	9%	15	5%	15	8%	13	5%	15	8%	21	12%	7,491	35%	8,686	40%	5,457	28%	6,721	33%

Note

1. "Resignations" refers to the total number of employees who resigned from FENC sites in a specific region. Beginning in 2024, disclosures on non-permanent employees have been included in the report, including retrospective data collection that dates back to 2022.

2. The rate is derived by dividing the number of the resignations of an age group by the total number of employees of the same age group, gender and region.





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Number and Rate of Voluntary and Involuntary Resignations

				Tai	iwan							Mainla	nd China							Vie	tnam			
	202	1	202	22	202	3	202	4	202	1	202	2	202	3	202	4	202	1	202	2	202	:3	202	24
	Number	%	Number	%	Number	%	Number	%	Number	%	Number	%	Number	%	Number	%	Number	%	Number	%	Number	%	Number	%
Voluntary	259	6%	560	11%	523	11%	450	10%	2,399	49%	1,403	29%	1,116	24%	794	19%	5,952	55%	3,816	33%	2,828	29%	2,869	26%
Involuntary	70	2%	7	0%	39	1%	124	3%	144	3%	204	4%	187	4%	124	3%	905	8%	2,671	23%	722	7%	2,324	21%
Total	329	8%	567	11%	562	12%	574	13%	2,543	52%	1,607	33%	1,303	29%	918	22%	6,857	63%	6,487	56%	3,550	36%	5,193	47%

				J.	apan							l	J.S.							To	otal			
	202	21	202	22	202	23	202	24	202	1	202	2	202	3	202	4	202	1	202	2	202	3	202	:4
	Number	%	Number	%	Number	%	Number	%	Number	%														
Voluntary	9	6%	12	5%	27	9%	15	5%	12	7%	11	6%	15	8%	19	11%	6,930	35%	5,802	26%	4,509	23%	4,147	20%
Involuntary	0	0%	0	0%	0	0%	0	0%	3	2%	2	1%	0	0%	2	1%	561	3%	2,884	13%	948	5%	2,574	13%
Total	9	6%	12	5%	27	9%	15	5%	15	8%	13	7%	15	8%	21	12%	7,491	35%	8,686	40%	5,457	28%	6,721	33%

- 1. The term, voluntary resignation, refers to the termination of employment relationships initiated by employees, such as the request to resign or retire.
- 2. The term, involuntary resignation, refers to the termination of employment relationships initiated by the employer or in accordance with the law, such as retirement upon the statutory retirement age, retirement with distinctions, dismissal and contract termination.
- 3. The percentage is calculated by dividing the numbers of voluntary resignation and involuntary resignation by the number of employees in the region.
- 4. "Resignations" refers to the total number of employees who resigned from FENC sites in a specific region. Beginning in 2022, disclosures on non-permanent employees have been included in the report, including retrospective data collection that dates back to 2022.

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Salary Ratio by Gender

	Taiwan					Mainlan	nd China			Viet	nam			Jap	an			U.	S.	
	2021	2022	2023	2024	2021	2022	2023	2024	2021	2022	2023	2024	2021	2022	2023	2024	2021	2022	2023	2024
Section Chief and Above (Female to Male)	1.05:1	0.96:1	0.96:1	1.01:1	0.83:1	0.82:1	0.75:1	0.83:1	1.17:1	1.11;1	1.01:1	1.05:1	0.93:1	1.01:1	1.18:1	1.01:1	0.97:1	0.99:1	1.00:1	0.83:1
Rank-and-file Employee (Female to Male)	1.01:1	1.01:1	1.02:1	1.04:1	0.84:1	0.78:1	0.79:1	0.83:1	1.04:1	1.02:1	1.01:1	0.97:1	0.96:1	0.86:1	1.01:1	1.01:1	0.94:1	0.97:1	0.94:1	0.95:1
Factory Worker (Female to Male)	1.22:1	1.22:1	1.18:1	1.19:1	0.91:1	0.91:1	0.91:1	0.95 :1	0.95:1	0.94:1	0.93:1	0.94:1	0.93:1	0.91:1	0.92:1	0.97:1	1.00:1	1.00:1	0.99:1	0.99:1

lote:

- 1. The ratio is derived by female base salary to male base salary for the same rank of job.
- 2. Base salary" refers to the remuneration paid to employees in December of each year, including salaries with monthly stipends and performance bonuses.

Salary Comparison to Market Level

			Taiv	wan			Mainlan	nd China			Viet	nam			Jap	oan			U.	S.	
		2021	2022	2023	2024	2021	2022	2023	2024	2021	2022	2023	2024	2021	2022	2023	2024	2021	2022	2023	2024
Average Annual Regular Salary over Market Level		45%	45%	46%	50%	86%	65%	60%	46%	44%	44%	40%	50%	14%	35%	31%	1%	26%	57%	59%	41%
Market Level Entry-Level Salary over Male	Male	140%	21%	16%	14%	140%	128%	131%	112%	12%	12%	12%	10%	168%	205%	186%	9%	146%	134%	120%	147%
Minimum Wage	Female	113%	21%	16%	14%	113%	111%	117%	109%	12%	12%	12%	10%	128%	168%	167%	9%	146%	134%	120%	147%

Note: The data sources for market rates of salaries across FENC's global locations include: the average salary in the manufacturing industry and the minimum wages published by the Directorate-General of Budget, Accounting and Statistics of Executive Yuan in Taiwan; the average wages published by the National Bureau of Statistics of China and the minimum wages published by Shanghai and Suzhou People's Municipal Governments in mainland China; the average wages published by the General Statistics Office of Vietnam and the minimum wages among tier-one cities in Vietnam; the regional minimum salary determined by the Ministry of Health, Labor and Welfare and the Statistical Survey of Actual Status for Salary in the Private Sector by the National Tax Agency in Japan; the U.S. locations. Data comparison is conducted based on statistics from the current year.

Ratio of Salary and Salary Increase Between the Highest Salary and Median Salary

		Taiv	wan			Mainlar	nd China			Viet	nam			Jap	oan			U	.S.	
	2021	2022	2023	2024	2021	2022	2023	2024	2021	2022	2023	2024	2021	2022	2023	2024	2021	2022	2023	2024
Salary Ratio The Highest Individual Salary : Median Salary of Other Employees	7.48:1	7.38:1	7.18:1	6.88:1	5.15:1	5.09:1	5.01:1	5.25:1	8.35:1	7.00:1	9.47:1	9.57:1	2.38:1	1.54:1	1.53:1	3.44:1	2.16:1	2.40:1	3.50:1	3.60:1
Salary Increase Ratio The Highest Individual Salary : Median Salary of Other Employees	1.02:1	0.78:1	0.43:1	0.68:1	2.04:1	1.42:1			1.14:1	1.11:1		1.19:1					1.07:1	2.22:1	2.18:1	1.09:1

Note

- 1. The disclosed data from production sites in Taiwan, mainland China, Vietnam, Japan, and the U.S. represent the average values from sites where salary adjustments were made during the reporting year.
- 2. The salary ratio is the ratio of the annual total salary for the organization's highest-paid individual to the median annual total salary for all employees.
- 3. The annual salary increase ratio is the ratio of the percentage increase in annual total salary for the organization's highest-paid individual to the median percentage increase in annual total salary for all employees (excluding the highest-paid individual).
- 4. "-" indicates no salary adjustment.



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Training Categories and Attendance

			Taiwan		M	ainland Chin	na		Vietnam			Japan			U.S.			Total	
		2022	2023	2024	2022	2023	2024	2022	2023	2024	2022	2023	2024	2022	2023	2024	2022	2023	2024
New Recruit	Sessions	91	85	50	347	354	368	2,219	1,817	3,449	35	15	19	18	5	13	2,710	2,276	3,899
Training	Attendance count	749	463	222	1,102	1,415	698	54,140	13,400	57,238	38	72	57	35	5	13	56,064	15,355	58,228
Specialized	Sessions	3,009	3,066	3,112	2,430	2,663	2,184	1,552	1,058	1,137	682	670	19	271	483	343	7,944	7,940	6,795
Training	Attendance count	20,439	22,129	26,926	16,014	18,326	14,916	20,203	24,821	26,202	685	670	30	702	1,420	1,560	58,043	67,366	69,634
Management	Sessions	403	395	466	61	41	21	80	68	73	0	0	1	53	55	86	597	559	647
Training	Attendance count	1,592	2,446	2,825	1,480	604	403	830	1,105	750	0	0	20	106	110	185	4,008	4,265	4,183
Occupational Safety and	Sessions	792	959	602	134	161	185	497	912	1,241	12	12	12	134	203	274	1,569	2,247	2,314
Health Training	Attendance count	18,745	18,576	19,781	4,674	5,711	4,709	17,354	45,622	35,153	1,370	264	3,708	1,370	1,967	1,692	43,513	72,140	65,043
Anti corruntion	Sessions	106	70	91	177	156	42	213	240	388	1	1	20	1	1	1	498	468	542
Anti-corruption Training	Attendance count	6,133	4,924	4,917	5,490	5,121	3,564	13,555	9,692	10,734	71	264	309	77	74	69	25,326	20,075	19,593
Human Rights	Sessions	19	87	88	176	155	42	237	218	367	1	1	20	1	1	1	434	462	518
Training	Attendance count	4,411	5,517	6,833	5,412	5,104	3,581	13,502	9,760	10,734	171	270	309	175	176	168	23,671	20,827	21,625
Tatal	Sessions	4,420	4,662	4,409	3,325	3,530	2,842	4,798	4,313	6,655	731	699	91	478	748	718	13,752	13,952	14,715
Total	Attendance count	52,069	54,055	61,504	34,172	36,281	27,871	119,584	104,400	140,811	2,335	1,540	4,433	2,465	3,752	3,687	210,625	200,028	238,306

Note:

- 1. Modifications were made to the internal training categories in 2022.
- 2. Since 2024, non-permanent employees have been included in the scope of data collection.

Average Number of Training Hours of Age in 2024

Unit: hour / person

Average Hours

Under 30	41.66
31~50	23.40
Over 51	23.40
Total	29.49

Note: Since 2024, non-permanent employees have been included in the scope of data collection.

Average Number of Training Hours and of Regions Unit: hour / person

	2021	2022	2023	2024
Taiwan	29.50	26.40	29.65	24.91
Mainland China	22.23	19.24	20.37	16.41
Vietnam	14.48	29.22	25.31	36.13
Japan	14.70	24.30	23.74	16.91
U.S.	52.17	52.52	70.22	65.27
Total	19.95	26.61	25.46	29.49

Note: Since 2024, non-permanent employees have been included in the scope of data collection.

Average Number of Training Days and of Regions

Unit: day / person

	2021	2022	2023	2024
Taiwan	3.69	3.30	3.71	3.11
Mainland China	2.78	2.41	2.54	2.05
Vietnam	1.81	3.65	3.16	4.52
Japan	1.84	3.03	2.96	2.11
U.S.	6.52	6.57	8.78	8.16
Total	2.49	3.33	3.18	3.69

Note: Since 2024, non-permanent employees have been included in the scope of data collection.





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Human Resource Overview

			Taiv	wan			Mainlar	nd China			Viet	nam			Jap	oan			U.	.S.			То	tal	
		2021	2022	2023	2024	2021	2022	2023	2024	2021	2022	2023	2024	2021	2022	2023	2024	2021	2022	2023	2024	2021	2022	2023	2024
Permar	Male (%)	73%	73%	72%	72%	55%	57%	58%	57%	33%	34%	33%	34%	84%	84%	83%	82%	82%	82%	81%	81%	48%	48%	49%	47%
ent Emp	Female (%)	27%	27%	28%	28%	45%	43%	42%	43%	67%	66%	67%	66%	16%	16%	17%	18%	18%	18%	19%	19%	52%	52%	51%	53%
oloyees	Number	4,176	4,177	4,012	3,724	4,870	4,564	4,513	4,105	10,241	11,578	9,629	10,947	155	219	264	300	180	187	180	172	19,622	20,725	18,598	19,248
Tempo	Male (%)	90%	90%	90%	92%	62%	53%	46%	57%	36%	54%	39%	41%	76%	-	57%	67%	100%	-	-	-	67%	80%	76%	78%
rary Emp	Female (%)	10%	10%	10%	8%	38%	47%	54%	43%	64%	46%	61%	59%	24%	-	43%	33%	0%	-	-	-	33%	20%	24%	22%
oloyees	Number	888	884	829	794	593	284	180	138	566	56	148	197	17	0	46	9	4	0	0	0	2,070	1,224	1,203	1,138
	Male (%)	76%	76%	75%	75%	56%	56%	58%	57%	33%	34%	33%	34%	83%	84%	79%	81%	83%	82%	81%	81%	50%	50%	51%	49%
Total	Female (%)	24%	24%	25%	25%	44%	44%	42%	43%	67%	66%	67%	66%	17%	16%	21%	19%	17%	18%	19%	19%	50%	50%	49%	51%
	Number	5,064	5,061	4,841	4,518	5,463	4,848	4,693	4,243	10,807	11,634	9,777	11,144	172	219	310	309	184	187	180	172	21,692	21,949	19,801	20,386

Note:

- 1. The term, "permanent employee" in this report is identical to the terms, "permanent employee" and "full-time employee" referenced in the GRI standards.
- 2. The term, "temporary employee" in this report refers to migrant workers in Taiwan; contract or outsourced workers in mainland China; employees under the probation period in Vietnam; outsourced workers in Japan; temporary workers in the U.S.; temporary employees as referenced in the GRI standards.
- 3. The headcount is based on the payroll settlement date in December of the current year at all FENC sites.
- 4. There are no part-time employees or non-guaranteed hours employees at any FENC production sites.

Calculation Formulas and Definitions of Indicators Related to Occupational Injury Statistics

Indicator	Formulas and Definitions	Explanation
Occupational Injuries	Including premature fatalities, permanent total and partial disabilities, temporary total disabilities and that result in no more than one lost day. Minor injuries and traffic accidents that occur during employees' commute to and from work are excluded.	The classification corresponds to Process Safety Incidents Count (PSIC) in the SASB standards for the chemical industry.
Severe Occupational Injuries	Defined as an inability or difficulty to restore to pre-injury health condition within 6 months.	It corresponds to Process Safety Incident Severity Rate (PSISR) as per the SASB standards for the chemical industry.
Injury Rate (IR)	Total number of occupational injuries × 200,000	IR indicates the percentage of every 100 workers with 40 work hours a week, 50 weeks a year. It corresponds to Total Recordable Incident Rate (TRIR) and Process Safety Total Incident Rate (PSTIR) in the SASB standards for the chemical industry.
Lost Time Injury Frequency Rate (LTIFR)	Total number of occupational injuries ÷ total work hours × 1,000,000	LTIFR indicates the number of lost time injuries occurring in a workplace per 1 million hours worked.
Absentee Rate % (AR%)	Days of absence ÷ total work days × 100%	-
Lost Day Rate (LDR)	Lost days ÷ total work hours × 200,000. Lost days do not include the day of injury and the day of work resumption.	LDR indicates the percentage of every 100 workers with 40 work hours a week, 50 weeks a year. It corresponds to Lost Workday Rate (LWR) in Dow Jones Sustainability Index (DJSI).
Rate of Work-Related Fatalities	Number of work-related fatalities ÷ total work hours × 200,000	Rate of Work-Related Fatalities indicates the percentage of every 100 workers with 40 work hours a week, 50 weeks a year. It corresponds to fatality rate in the SASB standards for the chemical industry.





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Statistics on Occupational Injury

			Petroch	emical			Poly	ester			Tex	tile		(Corporate N	lanagemen	t		To	tal	
		2021	2022	2023	2024	2021	2022	2023	2024	2021	2022	2023	2024	2021	2022	2023	2024	2021	2022	2023	2024
	Male	2	0	1	0	37	22	11	12	29	38	20	5	1	0	0	0	69	60	32	17
Occupational Injury Cases	Female	0	0	0	0	10	2	2	0	20	15	10	10	0	0	0	0	30	17	12	10
	Total	2	0	1	0	47	24	13	12	49	53	30	15	1	0	0	0	99	77	44	27
	Male	0.34	0.00	0.22	0.00	0.34	0.36	0.19	0.20	0.20	0.21	0.14	0.03	0.12	0.00	0.00	0.00	0.25	0.23	0.15	0.07
Injury Rate (IR)	Female	0.00	0.00	0.00	0.00	0.09	0.03	0.03	0.00	0.14	0.08	0.07	0.06	0.00	0.00	0.00	0.00	0.11	0.07	0.05	0.04
	Total	0.34	0.00	0.22	0.00	0.43	0.39	0.22	0.20	0.33	0.29	0.20	0.10	0.12	0.00	0.00	0.00	0.37	0.30	0.20	0.12
Last Time a lations	Male	1.69	0.00	1.12	0.00	1.71	1.78	0.94	1.00	0.98	1.03	0.68	0.16	0.58	0.00	0.00	0.00	1.27	1.15	0.73	0.37
Lost Time Injury Frequency Rate	Female	0.00	0.00	0.00	0.00	0.46	0.16	0.17	0.00	0.68	0.41	0.34	0.32	0.00	0.00	0.00	0.00	0.55	0.33	0.27	0.22
(LTIFR)	Total	1.69	0.00	1.12	0.00	2.17	1.94	1.11	1.00	1.66	1.44	1.02	0.48	0.58	0.00	0.00	0.00	1.83	1.48	1.01	0.59
	Male	0.37	0.90	0.14	0.38	0.09	0.20	0.32	0.26	0.37	0.12	0.38	0.13	0.05	0.11	0.10	0.09	0.25	0.15	0.35	0.17
Absentee Rate % (AR%)	Female	0.05	0.04	0.03	0.04	0.07	0.08	0.17	0.16	0.28	0.33	0.37	0.31	0.07	0.20	0.17	0.16	0.18	0.26	0.30	0.26
, ,	Total	0.42	0.94	0.17	0.42	0.15	0.28	0.48	0.42	0.65	0.44	0.75	0.44	0.12	0.31	0.26	0.24	0.43	0.41	0.65	0.43
	Male	0.00	0.00	2.24	0.00	2.85	4.87	4.24	2.64	2.88	2.77	0.89	1.26	0.35	0.00	0.00	0.00	2.73	3.12	1.78	1.56
Lost Day Rate (LDR)	Female	0.00	0.00	0.00	0.00	0.94	0.92	1.44	1.00	1.72	1.49	1.82	1.11	0.00	0.00	0.00	0.00	1.31	1.28	1.61	1.03
,	Total	0.00	0.00	2.24	0.00	3.80	5.79	5.68	3.64	4.60	4.26	2.72	2.37	0.35	0.00	0.00	0.00	4.04	4.39	3.39	2.59
	Male	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Number of Work-Related	Female	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Fatalities	Total	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	Male	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Rate of Work- Related	Female	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Fatalities	Total	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00

Note

^{1.} Statistics cover 100% production sites in this report, including permanent employees and temporary employees. The term, "permanent employee" in this report refers to migrant workers in Taiwan; contract or outsourced workers in mainland China; employees under the probation period in Vietnam; outsourced workers in the GRI standards.

^{2.} Total work hours of employees are 45,457,432 hours in 2024.

^{3.} There were no high-consequence work-related injuries (defined as an inability or difficulty to restore to preinjury health condition within 6 months) in 2021, 2022 and 2024. However, there were 2 severe occupational injuries related to being caught-in/between and dust combustion in 2023. These incidents correspond to a 0.01% Process Safety Incident Severity Rate (PSISR) as per the SASB standards for the chemical industry.

^{4.} There were no occupational illnesses between 2020 and 2024.

^{5.} Beginning in 2024, disclosures from the Corporate Management have been included in the report, with retrospective adjustments made to data dating back to 2021.





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Contractor's Occupational Injury at Production Sites

			Petrocl	hemical			Polye	ester			Tex	tile			Tot	tal	
		2021	2022	2023	2024	2021	2022	2023	2024	2021	2022	2023	2024	2021	2022	2023	2024
	Male	2	2	4	1	3	6	5	2	0	0	0	0	5	8	9	3
Occupational Injury Cases	Female	0	0	0	0	0	1	0	2	0	0	0	0	0	1	0	2
	Total	2	2	4	1	3	7	5	4	0	0	0	0	5	9	9	5
	Male	0.32	0.41	1.04	0.68	0.30	0.58	0.41	0.19	0.00	0.00	0.00	0.00	0.26	0.45	0.49	0.19
Injury Rate (IR)	Female	0.00	0.00	0.00	0.00	0.00	0.10	0.00	0.19	0.00	0.00	0.00	0.00	0.00	0.06	0.00	0.12
	Total	0.32	0.41	1.04	0.68	0.30	0.67	0.41	0.38	0.00	0.00	0.00	0.00	0.26	0.50	0.49	0.31
l a sh Tima a Indiama	Male	1.60	2.04	5.19	3.38	1.49	2.88	2.03	0.96	0.00	0.00	0.00	0.00	1.30	2.23	2.46	0.93
Lost Time Injury Frequency Rate	Female	0.00	0.00	0.00	0.00	0.00	0.48	0.00	0.96	0.00	0.00	0.00	0.00	0.00	0.28	0.00	0.62
(LTIFR)	Total	1.60	2.04	5.19	3.38	1.49	3.36	2.03	1.92	0.00	0.00	0.00	0.00	1.30	2.50	2.46	1.55
	Male	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Number of Work- Related Fatalities	Female	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	Total	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	Male	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Rate of Work-Related Fatalities	Female	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
	Total	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00

Noto

- 1. Statistics cover 100% production sites in this report.
- 2. Total work hours of contractors are 3,229,312 hours in 2024, including contractors of engineering and labor services.
- 3. There were no high-consequence work-related injuries (defined as an inability or difficulty to restore to pre-injury health condition within 6 months) in 2021, 2022 and 2024. However, there was 1 severe occupational injury related to being caught-in/between in 2023. This incident corresponds to a 0.05% Process Safety Incident Severity Rate (PSISR) as per the SASB standards for the chemical industry.
- 4. There were no occupational illnesses between 2020 and 2024.





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7.2 GRI Standard Index

Statement of use	FENC has reported in accordance with the GRI Standards for the period January 1 to December 31, 2024.
GRI 1 used	GRI 1: Foundation 2021
Applicable GRI Sector Standard	N/A

GRI Standard	Disclosure	Chapters	Pages
GRI 2: Gen	eral Disclosures 2021		
The organ	ization and its reporting practices		
2-1	Organizational details	About This Report, 1.1, 6.1.1, 6.1.2	3, 36, 148, 148
2-2	Entities included in the organization's sustainability reporting	About This Report, 1.1.2	3, 37
2-3	Reporting period, frequency and contact point	About This Report	3
2-4	Restatements of information	About This Report	3
2-5	External assurance	About This Report, 7.5	3, 179
Activities	and workers		
2-6	Activities, value chain and other business relationships	1.1, 4.4, 6.1.1	36, 131, 148
2-7	Employees	4.1.2, 6.1.1	107, 148
2-8	Workers who are not employees	4.1.2, 6.1.3	107, 150
Governan	ce		
2-9	Governance structure and composition	1.2.2, 1.5.1, Please refer to "II. Corporate Governance Report" in the 2024 FENC Annual Report.	40, 51
2-10	Nomination and selection of the highest governance body	1.2.2	40
2-11	Chair of the highest governance body	Please refer to "II. Corporate Governance Repor Annual Report.	t" in the 2024 FENC
2-12	Role of the highest governance body in overseeing the management of impacts	Identification of Stakeholders and Material Topics, Boosting Stakeholder Dialogue, 1.5.1	8, 11, 51
2-13	Delegation of responsibility for managing impacts	1.3.1, 1.5.1	42, 51
2-14	Role of the highest governance body in sustainability reporting	Identification of Stakeholders and Material Topics, Boosting Stakeholder Dialogue, 1.5.1	8, 11, 51

GRI Standard	Disclosure	Chapters	Pages
2-15	Conflicts of interest	1.2.2	40
2-16	Communication of critical concerns	1.2.2, 1.5.1	40, 51
2-17	Collective knowledge of the highest governance body	1.2.1, 1.2.2	39, 40
2-18	Evaluation of the performance of the highest governance body	1.2.2	40
2-19	Remuneration policies	1.2.2, 4.1.5	40, 114
2-20	Process to determine remuneration	1.2.2, 4.1.5	40, 114
2-21	Annual total compensation ratio	4.1.3	112
Strategy, p	policies and practices		
2-22	Statement on sustainable development strategy	Message from the Chairman, 1.5.1	5, 51
2-23	Policy commitments	Boosting Stakeholder Dialogue, 1.1, 1.3, 1.5.1, 2.4, 4.1.1, 4.1.4, 4.4.1	11, 36, 42, 51, 65, 101, 113, 132
2-24	Embedding policy commitments	Boosting Stakeholder Dialogue, 1.1, 1.2, 1.3, 4.1.1, 4.1.4, 4.4.1	11, 36, 39, 42, 101, 113, 132
2-25	Processes to remediate negative impacts	Boosting Stakeholder Dialogue, 1.2.1, 2.4, 4.1.1, 4.1.4, 4.4.1	11, 39, 65, 101, 113, 132
2-26	Mechanisms for seeking advice and raising concerns	Boosting Stakeholder Dialogue, 1.2, 1.3, 1.5.1, 4.4.1	11, 39, 42, 51, 132
2-27	Compliance with laws and regulations	1.3.3	44
2-28	Membership associations	There are 93 associations meeting the recomme index.	endations of the
Stakehold	er engagement		
2-29	Approach to stakeholder engagement	Identification of Stakeholders and Material Topics, Boosting Stakeholder Dialogue	8, 11
2-30	Collective bargaining agreements	4.1.4	113





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Material Topics

GRI Standard	Disclosure	Chapters	Pages
GRI 3: Mat	erial Topics 2021		
3-1	Process to determine material topics	Identification of Stakeholders and Material Topics	8
3-2	List of material topics	Identification of Stakeholders and Material Topics	8
Green Pro	ducts		
GRI 3: Mat	erial Topics 2021		
3-3	Management of material topics	Sustainability issues of chapter 2	59
Custom Ite	ems		
Custom	Revenue from green products	2.2	62
Custom	Green product labels and certifications	2.2	62
Custom	Green initiatives	2.2	62
Climate St	rategies and Low Carbon Transition		
GRI 3: Mat	erial Topics 2021		
3-3	Management of material topics	Sustainability issues of chapter 3	70
GRI 201: E	conomic Performance 2016		
201-2	Financial implications and other risks and opportunities due to climate change	Special Report 2, 3.2.1	26, 73
GRI 305: E	missions 2016		
305-1	Direct (Scope 1) GHG emissions	3.1.2	78
305-2	Energy indirect (Scope 2) GHG emissions	3.1.2	78
305-3	Other indirect (Scope 3) GHG emissions	3.1.2	78
305-4	GHG emissions intensity	3.1.2	78
305-5	Reduction of GHG emissions	Special Report 2, 3.1.2	26, 78
Environme	ental Management		
GRI 3: Mat	erial Topics 2021		
3-3	Management of material topics	Sustainability issues of chapter 3	70

GRI Standard	Disclosure	Chapters		Pag	es
GRI 305: E	missions 2016				
305-6	Emissions of ozone-depleting substances (ODS)	Related substances are no	ot used.		
305-7	Nitrogen oxides (NOx), sulfur oxides (SOx), and other significant air emissions	3.4.1		90	
GRI 306: W	/aste 2020				
306-1	Waste generation and significant waste-related impacts	3.4.2		92	
306-2	Management of significant waste-related impacts	3.4.2		92	
306-3	Waste generated	3.4.2		92	
306-4	Waste diverted from disposal	3.4.2		92	
306-5	Waste directed to disposal	3.4.2		92	
Operation	al Performance and Strategies				
GRI 3: Mat	erial Topics 2021				
3-3	Management of material topics	Sustainability issues of cha	apter 1	35	
GRI 301: M	laterials 2016				
201-1	Direct economic value generated and distributed	1.1.1		36	
		(NT\$ Thousand)	Taiwan	Mainland China	Japan
		Subsidies for technical development	49,784	2,780	0
		Subsidies for energy conservation	0	134	0
201-4	Financial assistance received from government	Physical/mental handicapped living allowance	36	44,589	10,596
		Other item	49,820	47,503	10,596
		Total subsidies are NT\$ 10 in Vietnam, Japan, and the government.			
GRI 207: Ta	ax 2019				
207-1	Approach to tax	1.1.1, 1.3.3		36, 44	





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GRI Standard	Disclosure	Chapters	Pages
207-2	Tax governance, control, and risk management	1.1.1, 1.3	36, 42
207-3	Stakeholder engagement and management of concerns related to tax	1.1.1	36
207-4	Country-by-country reporting	1.1.1, 4.1.2	36, 107
Corporate	Sustainability		
GRI 3: MA	TERIAL TOPICS 2021		
3-3	Management of material topics	Sustainability issues of chapter 1	35
Custom It	ems		
Custom	Sustainable development principles	1.5.1	51
Custom	Structure of sustainability governance	1.5.1	51
Custom	Disclosure of sustainability data	1.5.1	51
Productio	n and Product Innovation		
GRI 3: MA	TERIAL TOPICS 2021		
3-3	Management of material topics	Sustainability issues of chapter 2	59
Custom It	ems		
Custom	Funds for R&D and innovation	2.1	60
Custom	The number of patents approved	2.1	60
Energy an	d Resource Management		
GRI 3: MA	TERIAL TOPICS 2021		
3-3	Management of material topics	Sustainability issues of chapter 3	70
GRI 301: M	Naterials 2016		
301-1	Materials used by weight or volume	4.1.1	101
301-2	Recycled input materials used	2.2, 3.3.2	62, 84
301-3	Reclaimed products and their packaging materials	3.3.2, 3.4.2	84, 92
GRI 302: E	nergy 2016		
302-1	Energy consumption within the organization	3.3.1	82

GRI Standard	Disclosure	Chapters	Pages
302-3	Energy intensity	3.3.1	82
302-4	Reduction of energy consumption	3.3.1	82
GRI 303: W	ater and Effluents 2018		
303-1	Interactions with water as a shared resource	3.3.3	85
303-2	Management of water discharge-related impacts	3.3.3	85
303-3	Water withdrawal	3.3.3	85
303-4	Water discharge	3.3.3	85
303-5	Water consumption	3.3.3	85
Product A	ccountability and Life Cycle Assessment		
GRI 3: Mat	erial Topics 2021		
3-3	Management of material topics	Sustainability issues of chapter 2	59
SASB: Safe	ty & Environmental Stewardship of Chemicals		
RT-CH- 410b.1.	 Percentage of products that contain Globally Harmonized System of Classification and Labeling of Chemicals (GHS) Category 1 and 2 Health and Environmental Hazardous Substances Percentage of such products that have undergone a hazard assessment 	2.3	64
RT-CH- 410b.2.	 Discussion of strategy to manage chemicals of concern Discussion of strategy to develop alternatives with reduced human and/or environmental impact 	2.2, 2.3	62, 64
Custom Ite	ems		
Custom	Life cycle assessment	2.3	64
Custom	Product quality and safety certification	2.3	64
Risk Mana	gement		
GRI 3: Mat	erial Topics 2021		

Sustainability issues of chapter 1 35

3-3 Management of material topics







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GRI Standard	Disclosure	Chapters	Pages
Custom Ite	ems		
Custom	Risk control policy	1.3.1	42
Custom	Identification and management of major risks	1.3.2	42
Custom	Risk control mechanism	1.3.3	44
Corporate	Governance		
GRI 3: Mate	erial Topics 2021		
3-3	Management of material topics	Sustainability issues of chapter 1	35
GRI 205: A	nti-competitive Behavior 2016		
205-1	Operations assessed for risks related to corruption	1.2.1	39
205-2	Communication and training about anti- corruption policies and procedures	1.2.1, 4.2, 4.4.1	39, 116, 132
205-3	incidents of corruption and actions taken	No relevant issue (1.2.1)	39
GRI 206: A	nti-competitive Behavior 2016		
206-1	Legal actions for anti-competitive behavior, anti-trust, and monopoly practices	No relevant issue(1.3.3)	44
Occupatio	nal Safety and Health		
GRI 3: MAT	ERIAL TOPICS 2021		
3-3	Management of material topics	Sustainability issues of chapter 4	100
GRI 403: O	ccupational Health and Safety 2018		
403-1	Occupational health and safety management system	4.3.1	121
403-2	Hazard identification, risk assessment, and incident investigation	4.3.1, 4.3.2	121, 125
403-3	Occupational health services	4.3.3	128
403-4	Worker participation, consultation, and communication on occupational health and safety	Boosting Stakeholder Dialogue, 4.3.1	11, 121
403-5	Worker training on occupational health and safety	4.3.1	121
403-6	Promotion of worker health	4.3.3	128

GRI Standard	Disclosure	Chapters	Pages	
403-7	Prevention and mitigation of occupational health and safety impacts directly linked by business relationships	4.3	121	
403-8	Workers covered by an occupational health and safety management system	4.3.1	121	
403-9	Work-related injuries	4.3.1, 4.3.2	121, 125	
403-10	Work-related ill health	4.3.2, 4.3.3	125, 128	
Sustainable Corporate Image				
GRI 3: MAT	TERIAL TOPICS 2021			
3-3	Management of material topics	Enhancing Corporate Sustainable Image	18	
Custom Items				
Custom	Participating in sustainable awards	Enhancing Corporate Sustainable Image	18	
Custom	Participating in sustainable conferences and activities	Enhancing Corporate Sustainable Image	18	

Sustainable Supply Chain Management

Sustainab	Sustainable Supply Chain Management				
GRI 3: MATERIAL TOPICS 2021					
3-3	Management of material topics	Sustainability issues of chapter 4	100		
GRI 204: P	rocurement Practices 2016				
204-1	Proportion of spending on local suppliers	4.4.1	132		
GRI 308: S	GRI 308: Supplier Environmental Assessment 2016				
308-1	New suppliers that were screened using environmental criteria	4.4.1	132		
308-2	Negative environmental impacts in the supply chain and actions taken	4.4.1	132		
GRI 414: S	GRI 414: Supplier Social Assessment 2016				
414-1	New suppliers that were screened using social criteria	4.4.1	132		
414-2	Negative social impacts in the supply chain and actions taken	4.4.1	132		





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GRI Standard	Disclosure	Chapters	Pages		
Sustainabl	e Community				
GRI 3: MAT	GRI 3: MATERIAL TOPICS 2021				
3-3	Management of material topics	Sustainability issues of chapter 6	147		
GRI 302: Er	nergy 2016				
302-1	Energy consumption within the organization	6.2.1	151		
302-4	Reduction of energy consumption	6 Target and Progress, 6.2.1	147, 151		
GRI 303: W	ater and Effluents 2018				
303-1	Interactions with water as a shared resource	6.2.1	151		
303-3	Water withdrawal	6.2.1	151		
GRI 305: Er	missions 2016				
305-1	Direct (Scope 1) GHG emissions	6.2.1	151		
305-2	Energy indirect (Scope 2) GHG emissions	6.2.1	151		
305-3	Other indirect GHG emissions(Scope3)	6.2.1	151		

7.3 Response to Sustainable Guidance and Principles

Sustainability Accounting Standards Board (SASB) - Chemical Industry

Code	Accounting Metric	Description	Chapters
Greenhou	se Gas Emissions		
RT-CH- 110a.1.	Gross global Scope 1 emissions Percentage covered under emissions-limiting regulations	934 ktCO ₂ e 75%	3.2.2
RT-CH- 110a.2.	Discussion of long-term and short-term strategy or plan to manage Scope 1 emissions, emissions reduction targets, and an analysis of performance against those targets	Please refer to Special Repo	rt 2, 3.2.1, 3.2.2

Code	Accounting Metric	Description	Chapters
Air Quality			
	Air emissions of the following pollutants: (1) NOx (excluding N_2O)	477 metric tons	
RT-CH- 120a.1.	(2) SOx	400 metric tons	3.4.1
120d.1.	(3) VOCs	308 metric tons	
	(4) HAPs	3 metric tons	
Energy Ma	nagement		
	(1) Total energy consumed	17,728,000 GJ	
RT-CH-	(2) percentage grid electricity	31%	Special Report 2,
130a.1.	(3) percentage renewable	7%	3.3.1
	(4) total self-generated energy	11,762,000 GJ	
Water Management			
RT-CH-	(1) Total water withdrawn, percentage in regions with High or Extremely High Baseline Water Stress	14,154 megaliters, 11%	
140a.1.	(2) Total water consumed, percentage in regions with High or Extremely High Baseline Water Stress	The revenue from green products is 48.301 billion	3.3.3
RT-CH- 140a.2.	Number of incidents of non-compliance associated with water quality permits, standards, and regulations	0	
RT-CH- 140a.3.	Description of water management risks and discussion of strategies and practices to mitigate those risks	Please refer to "3.3.3"	
Hazardous	Waste Management		
RT-CH-	Amount of hazardous waste generated	2,458 metric tons	3.4.2
150a.1.	percentage recycled	41%	3.4.2
Communi	ty Relations		
RT-CH- 210a.1.	Discussion of engagement processes to manage risks and opportunities associated with community interests	Please refer to Identification Material Topics, Boosting St "6.2.4"	





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Code	Accounting Metric	Description	Chapters
Workforce	Health & Safety		
RT-CH- 320a.1.	Total recordable incident rate (TRIR) and (2) fatality rate for (a) direct employees and (b) contract employees	0.12, 0	4.3.2
RT-CH- 320a.2.	Description of efforts to assess, monitor, and reduce exposure of employees and contract workers to long-term (chronic) health risks	Please refer to "4.3.3"	
Product D	esign for Use-phase Efficiency		
RT-CH- 410a.1.	evenue from products designed for use-phase resource efficiency	The revenue from green products is 48.301 billion	2.2
Safety & E	nvironmental Stewardship of Chemicals		
RT-CH- 410b.1.	(1) Percentage of products that contain Globally Harmonized System of Classification and Labeling of Chemicals (GHS) Category 1 and 2 Health and Environmental Hazardous Substances	12%	2.3
	(2) percentage of such products that have undergone a hazard assessment	100%	
RT-CH- 410b.2. Discussion of strategy to (1) manage chemicals of concern and (2) develop alternatives with reduced human and/or environmental impact		Please refer to Special Repo	rt 1, 2.2, 2.3, 4.3.1
Genetically Modified Organisms			
RT-CH- 410c.1.	Percentage of products by revenue that contain genetically modified organisms (GMOs)	No relevant products.	2.3
Managem	ent of the Legal & Regulatory Environment		
RT-CH- 530a.1.	Discussion of corporate positions related to government regulations and/or policy proposals that address environmental and social factors affecting the industry	Please refer to 1.3, 3.2.2	
Operation	al Safety, Emergency Preparedness & Response		
	Process Safety Incidents Count (PSIC)	27	
RT-CH- 540a.1.	Process Safety Total Incident Rate (PSTIR)	0.12	4.3.2
	Process Safety Incident Severity Rate (PSISR)	0.00%	
RT-CH- 540a.2.	Number of transport incidents	0	4.4.2
Operating	activity indicators		
RT-CH- 000.A	Output by department	Please refer to chapter 4 of	2024 annual report

Task Force on Climate-related Financial Disclosures (TCFD)

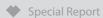
Dimension		Recommended Disclosure	Chapters	
Covernance	Disclosure of the organization's governance around climate-	Describe the board's oversight of climate-related risks and opportunities.	3.2.1	
related risks and opportunities		Describe management's role in assessing and managing climate-related risks and opportunities.	5.2.1	
	Disclosure of the actual and potential impacts of climate	Describe the climate-related risks and opportunities the organization has identified over the short, medium, and long term.		
Strategy	related risks and opportunities on the organization's businesses, strategy, and financial planning where such information is material	Describe the impact of climate-related risks and opportunities on the organization's businesses, strategy, and financial planning.	Special Report 2, 3.2.1, 3.2.2	
		Describe the resilience of the organization's strategy, taking into consideration different climate-related scenarios, including a 2°C or lower scenario.		
		Describe the organization's processes for identifying and assessing climate-related risks.		
Risk Management	identifies assesses and manages	Describe the organization's processes for managing climate-related risks.	Special Report 2, 3.2.1	
Management		Describe how processes for identifying, assessing, and managing climate-related risks are integrated into the organization's overall risk management.		
	Disclosure the metrics and targets used to assess and manage relevant climate related risks and opportunities where such	Disclose the metrics used by the organization to assess climate-related risks and opportunities in line with its strategy and risk management process.	Special Report 2, 3.2, 3.3	
Metrics and Targets		Disclose Scope 1, Scope 2, and, if appropriate, Scope 3 greenhouse gas (GHG) emissions, and the related risks		
	information is material	Describe the targets used by the organization to manage climate-related risks and opportunities and performance against targets.		

Sustainable Development Best Practice Principles for TWSE/TPEx Listed Companies

Description	Chapters
Chapter 1 General Principles	Message from the Chairman, Sustainability Strategy Blueprint, Targets and Progress of all chapters, Identification of Stakeholders and Material Topics,1
Chapter 2 Exercising Corporate Governance	Identification of Stakeholders and Material Topics, Boosting Stakeholder Dialogue, Targets and Progress of chapter 1.2, 1.3, 1.5, 4.1
Chapter 3 Fostering a Sustainable Environment	Special Report 1, Special Report 2, 1.5, 2, Targets and Progress of chapter 3 and 6, 2.2, 2.3, 3, 6.2
Chapter 4 Preserving Public Welfare	1.2, 1.3, 2.3, 2.4, 4, 5, 6.2
Chapter 5 Enhancing Disclosure of Sustainable Development Information	Sustainability Strategy Blueprint, Targets and Progress of all chapters, Identification of Stakeholders and Material Topics, Boosting Stakeholder Dialogue, 1.2, 1.3, 1.5, 4.4, 7.1
Chapter 6 Supplementary Provisions	Identification of Stakeholders and Material Topics, Boosting Stakeholder Dialogue, 1.5, 7







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7.4 Greenhouse Gas Inventory and Assurance Status

Greenhouse Gas Inventory Information

Scope of information disclosure according to the pathway for sustainable development of listed companies:

- 1. The parent company entity will begin the inventory process in 2023.
- 2. Subsidiaries in the consolidated financial report will begin the inventory process in 2025.

The Company and subsidiaries in the consolidated financial report adheres to the ISO 14064-1 standard for greenhouse gas inventory established by the International Organization for Standardization (ISO) to set up its greenhouse gas inventory mechanism.

Since 2023, the Company has conducted annual inventories for Scopes 1 and 2 emissions at all its production and business sites. Beginning in 2025, the annual inventories for consolidated subsidiaries will also be conducted. The greenhouse gas inventory data for the past two years have been summarized based on the control method, including the emissions from the Company and subsidiaries in the consolidated financial report. Details are as follows:

		2023		20	024
		Emissions (metric tons CO ₂ e)	Intensity (metric tons CO ₂ e / NT\$ million)	Emissions (metric tons CO ₂ e)	Intensity (metric tons CO ₂ e / NT\$ million)
	Scope 1	362,679		419,787	
Parent Company	Scope 2	226,550	<u>-</u>	174,125	-
	Subtotal	589,229	13.75	593,912	13.64
Consolidated	Scope 1	669,182		532,859	
Subsidiaries (Note)	Scope 2	948,955	-	831,538	-
(Note)	Subtotal	1,618,137	5.77	1,364,397	4.38
Total		2,207,366	6.83	1,958,309	5.51

Note: In 2023, 71 consolidated subsidiaries completed greenhouse gas emissions inventories. By 2024, all 102 consolidated subsidiaries completed the inventory process. Two subsidiaries were excluded based on the materiality principle, as their emissions accounted for less than 5% of the total emissions from the parent company and its consolidated subsidiaries.

Greenhouse Gas Assurance Information

Scope of assurance execution according to the pathway for sustainable development of listed companies:

- 1. The parent company entity will begin executing assurance from 2024.
- 2. Subsidiaries in the consolidated financial report will begin executing assurance from 2027.

Since 2023, the Company has conducted annual verification for Scopes 1 and 2 emissions at all its production sites. Beginning in 2025, the annual verification process for consolidated subsidiaries will also be conducted.

The assurance execution status for the greenhouse gas inventory of the Company and subsidiaries in the consolidated financial report over the past two years is detailed as follows:

The Status of Assurance		Emissions for 2023 (metric tons CO ₂ e)	Emissions for 2024 (metric tons CO ₂ e)
	Scope 1	362,679	419,787
	Scope 2	226,550	174,125
	Total	589,229	593,912
The parent company	Percentage of data covered as disclosed above	100%	100%
	Assurance institutions	DNV, SGS, TUV (Assurance statement issued by DNV)	DNV, SGS, TUV (Assurance statement issued by DNV
	Assurance explanation	ISO 14064-3:2019 Reasonable Assurance	ISO 14064-3:2019 Reasonable Assurance
	Assurance opinion	Unqualified Conclusion	Unqualified Opinion
	Scope 1	669,182	532,859
	Scope 2	948,955	831,538
	Total	1,618,137	1,364,397
Subsidiaries in the consolidated financial report (Note)	Percentage of data covered as disclosed above	100%	100%
	Assurance institutions	BSI, BV, SGS, TUV, ITRI(CMS)	AFNOR, ARES, BSI, DNV, ETC, ITRI(CMS), LRQA, MIRDC, SGS (Assurance statement issued by DNV)
	Assurance explanation	ISO 14064-3, 2019 Reasonable Assurance	ISO 14064-3, 2019 Reasonable Assurance
	Assurance opinion	Unqualified Opinion/Conclusion	Unqualified Opinion

Note: In 2023, 71 consolidated subsidiaries completed greenhouse gas emissions inventories. By 2024, all 102 consolidated subsidiaries completed the inventory process. Two subsidiaries were excluded based on the materiality principle, as their emissions accounted for less than 5% of the total emissions from the parent company and its consolidated subsidiaries.





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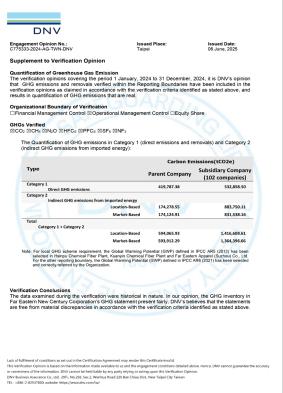
Greenhouse Gas Reduction Targets, Strategy, and Concrete Action Plan

Target and Progress of GHG Reduction: Approved by the Board of Directors in 2022, the Company's production business established Scopes 1 and 2 greenhouse gas reduction targets based on the 2020 baseline, include a 30% reduction by 2025, a 50% reduction by 2030, with the ultimate aim of achieving net-zero emissions by 2050. In 2024, the Company's production business achieved a 34% reduction in greenhouse gas emissions compared to the base year, and did not utilize carbon offsets to achieve greenhouse gas reduction targets. Five strategies were implemented to undertake the carbon reduction pathway.

Strategy	Execution Status	Future Plan
Enhancing Energy Efficiency	In 2024, energy efficiency was enhanced through three major approaches: manufacturing process improvements, equipment upgrades, and energy management initiatives. These efforts collectively reduced emissions by a total of 33,003 tCO ₂ e.	In 2026, Oriental Petrochemical (Taiwan) is on track to complete a major transformation of its manufacturing process. This innovative approach will allow it to generate electricity as a byproduct of production, reducing emissions by an estimated 80,000 tCO2e annually. In 2028, the Company plans to install a 25MW steam and power cogeneration system in Vietnam. This system will utilize the heat generated by the fuel for both steam and power generation simultaneously, thereby improving fuel efficiency.
Substituting Low-Carbon Fuels	Gradually replace high-emission coal-water slurry and heavy oil boilers with loweremission natural gas boilers. FEPV-Knitting and Dyeing Plant uses biomass fuels, including wood chips and rice husk chips, achieving carbon reduction of approximately 35,778 tCO ₂ e in 2024.	Far Eastern Polytex (Vietnam) knitting and dyeing plant is committed to increasing the substitution rate of biofuels, with an estimated replacement rate of 85% in 2025 and 100% biomass fuel usage starting in 2026. The Company is actively engaged in R&D efforts to explore the potential applications of hydrogen energy and biomass fuels.
Developing Renewable Energy Sources	By the end of 2024, 21,960 kW solar power generation units had been installed at 12 production sites across Taiwan, mainland China, and Vietnam. These installations generated a total of 24.06 million kWh of solar electricity for self-consumption during 2024. Additionally, the Company purchased approximately 200 million kWh of renewable electricity. In total, these initiatives resulted in a reduction of 110,908 metric tons of CO ₂ equivalent.	The Company will continue to procure renewable electricity by entering into long-term power procurement agreements. Simultaneously, we will enhance the capacity of renewable energy production at our production sites worldwide for selfconsumption.
Utilizing CCU Technology	The Company manufactures low-carbon polyester using captured waste gas with its groundbreaking technology. The waste gas captured from steel mills is first turned into ethanol through microbial fermentation during a special bio-treatment, and then transformed into PET products.	Continue to research on relevant information and practices to convert the CO ₂ into usable products, with plan to capture carbon directly through the emission device
Transforming Raw Material Use	The Company incorporates low-carbon fuel alternatives sourced from biomass and other renewable sources into its operations.	Leveraging its industry-leading expertise, the Company is constantly innovating and expanding the use of low-carbon and ecofriendly materials. Raw material recycling: A global champion in recycled polyester, FENC is realizing the vision of a circular economy by reintegrating waste as raw materials. Biomass material: FENC remains dedicated to researching and developing scalable, commercially viable biomass polyester materials.

Integrated Greenhouse Gas Opinion for the Parent Company and Consolidated Subsidiaries







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SGS

ASSURANCE STATEMENT

SGS TAIWAN LTD.'S REPORT ON SUSTAINABILITY ACTIVITIES IN THE FAR EASTERN NEW CENTURY CORPORATION'S SUSTAINABILITY REPORT FOR

NATURE AND SCOPE OF THE ASSURANCE

SGS Taiwan Ltd. (hereinafter referred to as SGS) was co (hereinafter referred to as FENC) to conduct an independent assurance of the Sustainability Report for 2024 (hereinafter referred to as the Report). The scope of assurance is based on the SGS Sustainability Report Assurance methodology and AA1000 Assurance Standard v3 Type 2 Moderate level to assess whether the text and data in accompanying tables contained in the report presented and complies with the GRI Standards and AA1000 Accountability Principles (2018) during assurance 2025/02/17~2025/04/18 in FENC headquarter The boundary of this report includes FENC Taiwan and oversea operational and production or service sites as

SGS reserves the right to update the assurance statement from time to time depending on the level of report content discrepancy of the published version from the agreed standards requirement

INTENDED USERS OF THIS ASSURANCE STATEMENT

This Assurance Statement is provided with the intention of informing all FENC's Stakeholders

The sustainability information in the FENC's Sustainability Report of 2024 and its presentation are the nsibility of the directors or governing body (as applicable) and management of FENC. SGS has not been involved in the preparation of any of the material included in the Report.

based upon sufficient and appropriate objective evidence

ASSURANCE STANDARDS, TYPE AND LEVEL OF ASSURANCE

The assurance of this report has been conducted according to the AA1000 Assurance Standard (AA1000 a standard used globally to provide assurance on sustainability-related information across organizations of all types, including the evaluation of the nature and extent to which an organization adheres to the AccountAbilit les (AA1000AP.2018)

TWI PP 5008 Issue 2502

and comprised auditors registered with professional qualifications such as ISO 28000, ISO 20121, ISO 50001, RBA, QMS, EMS, SMS, GPMS, CFP, WFP, GHG Verification and GHG Validation Lead Au

FINDINGS AND CONCLUSIONS

ASSURANCE OPINION

On the basis of the methodology described and the assurance work performed, we are satisfied that the specified been prepared, in all material respects, in accordance with the AA1000 AccountAbility Principles (2018)

We believe that the organisation has chosen an appropriate level of assurance for this stage in their reporting

ADHERENCE TO AA1000 ACCOUNTABILITY PRINCIPLES (2018

FENC has demonstrated its commitment to inclusivity by considering the perspectives and interests of various stakeholders. FENC regularly communicates with stakeholders, both through scheduled and unsche This commitment to engaging with stakeholders has had a positive impact, fostering a culture of transparency FENC is better equipped to make informed decisions that take into account the needs of all relevant parties, ultimately leading to more sustainable and equitable outcon

FENC has established efficient mechanisms to identify material issues that have impacts on the business Through a structured review process, FENC has identified the various stakeholders involved and determined the issues that are material to each stakeholder group. The organisation's sustainability report provides a comprehensive coverage of these material issues, prioritizing them according to their importance to the relevant stakeholders. This approach ensures that FENC's sustainability efforts are well-aligned with stakeholder needs and concerns, which in turn enhances the organisation's transparency and accountability.

FENC has adequately demonstrated responsiveness towards the material topics and their impacts that were identified through the review process. The organization has implemented a range of initiatives and actions to address these issues, detailed in the sustainability report. Measurable targets were set to monitor its sustainability performance. FENC's actions reflect its responsible and proactive approach towards mitigating its impact on the

FENC has demonstrated a process for identifying and fairly representing impacts that encompass a range of environmental, social, and governance topics from a wide range of sources, including activities, policies, programs, decisions, products, and services, as well as any related performance. Measurement and evaluation of its impacts related to material topics were in place during target setting, with a combination of qualitative and SCOPE OF ASSURANCE AND REPORTING CRITERIA

The scope of the assurance included evaluation of quality, accuracy and reliability of specified performance ormation as detailed below and evaluation of adherence to the following reporting criteria

- AA1000 Accountability Principles (2018)
- 2 GRI (In Accordance with)
- The evaluation of the reliability and quality of specified sustainability performance information in FENC's Sustainability Report is limited to determined material topics or those clearly marked in the Report as conducted in accordance with type 2 of AA1000AS v3 sustainability assurance engagement at a moderate level of scrutiny for FENC and moderate level of scrutiny for its subsidiaries which cover i
- The evaluation of the report against the requirements of GRI Standards, includes GRI 1, GRI 2, GRI 3, with the standards.

SPECIFIED PERFORMANCE INFORMATION AND DISCLOSURES INCLUDED IN SCOPE

The scope of the assurance included data for the following KPIs:

FY2021~FY2024

- Recycling and Reuse (Ton) Non-Recycling and Non-Reuse (Ton)
- General Industrial Waste (Ton)

ASSURANCE METHODOLOGY

The assurance comprised a combination of desktop research, interviews with relevant employees, superintendents, Sustainability committee members and the senior management in Taiwan; documentation and record review and validation with external bodies and/or stakeholders where relevant

inancial data drawn directly from independently audited financial accounts, Task Force on Climate-related Financial Disclosures (TCFD) and SASB related disclosures has not been checked back to source as part of this

INDEPENDENCE AND COMPETENCE

140 countries and providing services including management systems and service certification; quality, vironmental, social and ethical auditing and training; environmental, social and sustainability report assurance SGS affirm our independence from FENC, being free from bias and conflicts of interest with the organisation, its subsidiaries and stakeholders

QUALITY AND RELIABILITY OF SPECIFIED PERFORMANCE INFORMATION

On the basis of the verification work performed, we have interviewed personnel that prepar information through checked and reviewed minutes of meetings, management documents, ESG information flection process, and ISO certification. We have confidence that the sp in the scope of assurance is reliable at a moderate level of scrutiny for FENC and at a moderate level of scrutiny for its subsidiaries which cover in this report boundary.

ADHERENCE TO GRI

ie report, FENC's Sustainability Report of 2024, is reporting in accordance with the GRI Universal Stand 2021. The significant impacts were assessed and disclosed in accordance with the guidance defined in GRI 3 Material Topic 2021 and the relevant 200/300/400 series Topic Standard related to the material topics clair the GRI content index. The report has properly disclosed information related to FENC's contributions to

diligence as a method for the identification and the evaluation of its impacts on the economy, environment, and eople, including impacts on their human rights as well as the role of the highest governance body in overse



AA1000



7.6 List of Publishers and Committee Members

Published by

Far Eastern New Century Corporation

Publisher

Douglas Tong Hsu

Directors

Johnny Shih, Peter Hsu, Humphrey Cheng, K.S. Wu, Donald Fan, Judy Lee, Eric Chueh, B.C. Chang, M.J. Wu

Sustainability Implementation Committee Convener

Humphrey Cheng

Sustainability Implementation Committee Members

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