

DCC

2020 ESG Report

Appendix

Appendix A

► 2020 Occupational Injury Statistics - by Factory

Factory		Taipei Head Office	Changpin Factory	Mailiao Factory	Dafa Factory	Kaohsiung Factory	DCCJS	CCDPJ	CCDSG	DCCM	Total
Occupational Injury	Male	0	0	4	1	0	0	2	1	0	8
	Female	0	0	0	0	0	0	0	0	0	0
Traffic Accident	Male	1	0	0	3	0	0	0	0	0	4
	Female	0	0	0	0	0	0	0	0	0	0
Injury Rate (IR)	Male	1.32	0.00	1.43	1.22	0.00	0.00	1.73	0.66	0.00	0.80
	Female	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Absentee Rate (AR)	Male	1.10%	0.00%	0.63%	0.78%	0.51%	0.02%	0.08%	1.39%	0.50%	0.59%
	Female	0.48%	0.00%	0.09%	0.00%	0.32%	0.18%	0.27%	0.00%	0.30%	0.25%
Lost Day Rate (LDR)	Male	1.32	0.00	65.95	22.86	0.00	0.00	6.47	4.65	0.00	18.29
	Female	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Total number of hours worked	Male	151,086	8,032	557,993	656,120	419,731	536,672	231,673	300,868	138,663	3,000,838
	Female	87,164	0	14,204	14,432	14,873	151,369	26,888	33,429	59,427	401,786
No. of high-consequence work-related injuries	Male	0	0	1	0	0	0	0	0	0	1
	Female	0	0	0	0	0	0	0	0	0	0
No. of recordable work-related injuries	Male	1	0	4	4	0	0	2	1	0	12
	Female	0	0	0	0	0	0	0	0	0	0
No. of fatalities	Male	0	0	0	0	0	0	0	0	0	0
	Female	0	0	0	0	0	0	0	0	0	0
Rate of high-consequence work-related injuries	Male	0.00	0.00	0.36	0.00	0.00	0.00	0.00	0.00	0.00	0.07
	Female	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Rate of recordable work-related injuries	Male	1.32	0.00	1.43	1.22	0.00	0.00	1.73	0.66	0.00	0.80
	Female	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Rate of fatalities	Male	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
	Female	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00

Note 1: As there were no occupational disease incidents in 2020, the occupational disease rate (ODR) is 0.

Note 2: GRI Injury Rate (IR) = Number of work-related injuries / total hours worked × 200,000 ■.

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

Note 4: GRI Lost Work Day Rate (LDR) = Lost Work Days / total hours worked × 200,000 ■.

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

Note 6: Rate of high-consequence work-related injuries (excluding fatalities) = Number of high-consequence work-related injuries (excluding fatalities) / Total number of hours worked × 200,000 ■.

Note 7: Rate of work-related injuries = Number of work-related injuries / Total number of hours worked × 200,000 ■.

Note 8: In 2020, Changpin Factory planned to build a new DCC factory and established a DCC workforce. Under the Group's planning, DCC was merged by CCPC in 2021.

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

Appendix B

► 2020 Statistics of Number of Environmental Violations and Fines - by Factory

Unit: NT\$10,000

Item	Mailiao Factory		Kaohsiung Factory	
	No. of Cases	Amount	No. of Cases	Amount
Air pollution	1	10	1	67.5

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

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

Note 3: There were no violations with fines over NT\$100,000 for Taipei Company, Dafa Factory, CCJS, DCCJS, CCDPJ, CCDSG, and DCCM.

► 2020 GHG Emissions - by Factory

Unit: ktCO₂e

GHG Type	Mailiao Factory	Dafa Factory	Kaohsiung Factory	DCCJS	CCDPJ	CCDSG	DCCM
Direct GHG emissions (Scope1)	141	48	29	105	49	50	2
Indirect GHG emissions (Scope2)	658	640	58	230	304	198	5
Total Emissions	799	688	87	335	353	248	7

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

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

Note 3: The data of Scope 1 and Scope 2 of DCC's GHG emissions by all factories were reported to the Environmental Protection Administration (EPA). There is no inventory conducted for Scope 3.

Note 4: For data of overseas factories, only carbon dioxide (CO₂) emissions were checked in China factories.

► 2020 Energy Consumption Statistics - by Factory

Unit: Gigajoule (GJ)

Item	Mailiao Factory	Dafa Factory	Kaohsiung Factory	DCCJS	CCDPJ	CCDSG	DCCM
Externally purchased power	1,021,379	868,487	277,222	348,010	20,382	448,587	33,824
Diesel	567	864	809	754	213	966	24,780
Natural gas	N/A	573,688	318,526	214,090	395,643	N/A	119,374
Heavy oil/fuel oil	222,157	N/A	N/A	N/A	N/A	N/A	N/A
Coal	N/A	N/A	N/A	N/A	N/A	N/A	N/A
Externally purchased steam	3,396,711	4,185,761	170,835	1,223,815	2,152,240	1,716,153	N/A
Steam sold to external parties	N/A	N/A	N/A	817	N/A	46,383	N/A
Power sold to external parties	N/A	N/A	N/A	N/A	N/A	N/A	N/A
Self-generated steam	N/A	N/A	N/A	290,423	108,217	385,295	16,486
Self-generated power	N/A	N/A	N/A	N/A	N/A	N/A	N/A
Renewable energy consumption (including wind energy, solar energy, biomass, etc.)	N/A	N/A	N/A	N/A	N/A	N/A	N/A

Note 1: Total energy consumption = diesel + natural gas + coal + externally purchased power + purchased steam - sold electricity - sold steam.

Note 2: Heat value conversion factors are based on those released by each location.

► 2020 Water Resources Statistics by Factory

Unit: million liters

Item	Mailiao Factory	Dafa Factory	Kaohsiung Factory	DCCJS	CCDPJ	CCDSG	DCCM
Tap Water Consumption	N/A	1,823	502	550	747	1,539	90
Reservoir Water Consumption	N/A	N/A	N/A	N/A	N/A	N/A	N/A
Well Water Consumption	N/A	N/A	N/A	N/A	N/A	N/A	N/A
River Water Consumption	2,312	N/A	N/A	N/A	N/A	N/A	N/A
Groundwater Consumption	N/A	N/A	N/A	N/A	N/A	N/A	N/A
Rainwater Consumption	28	6	8	N/A	4	104	N/A
Externally Purchased Steam Condensate	N/A	845	N/A	N/A	N/A	N/A	N/A
Externally Purchased Pure Water	289	345	N/A	N/A	121	63	N/A
Pure Water Sold to External Parties	N/A	N/A	N/A	N/A	N/A	N/A	N/A
Total Water Withdrawal	2,629	3,019	510	550	872	1,706	90

Note 1: DCC did not use reservoir water, well water, groundwater or pure water externally sold.

Note 2: Total water withdrawal = tap water + reservoir water + well water + river water + groundwater + rainwater + externally purchased steam condensate + externally purchased pure water - pure water externally sold

► 2020 Water Recycling Statistics by Factory

Unit: million liters

Item	Mailiao Factory	Dafa Factory	Kaohsiung Factory	DCCJS	CCDPJ	CCDSG	DCCM
Steam Condensate Reused	1,275	187	184	434	N/A	728	5
Water Reused by Cooling Towers	N/A	33	N/A	28	N/A	N/A	N/A
Water Reused by Boilers	N/A	845	2	N/A	N/A	N/A	N/A
Water Reused by Processes	404	1,697	71	21	146	N/A	12
Water Reused by the Wastewater Plant	N/A	N/A	N/A	N/A	N/A	N/A	N/A
Process Circulating Water	6,671	N/A	144	N/A	4	5,833	N/A
Total Recycled Water	8,350	2,762	401	483	150	6,561	17
Total Recycled Water as a Percentage of the Total Water Withdrawal (%)	318%	91%	79%	88%	17%	385%	19%
No. of Times a Drop of Water is Reused	4.2	1.9	1.8	1.9	1.2	4.8	1.2

Note 1: Total recycled water = steam condensate + cooling tower + boiler + water reused by process + wastewater plant + process circulation.

Note 2: No. of times a drop of water is reused = (total recycled water + total water withdrawn)/total water withdrawn.

► 2020 Wastewater Statistics by Factory

Unit: million liters

Item	Mailiao Factory	Dafa Factory	Kaohsiung Factory	DCCJS	CCDPJ	CCDSG	DCCM
Total Wastewater Discharged from the Factory	0	684	138	210	252	187	10

Note: Wastewater that meets the discharge standards: wastewater produced by Dafa Factory, Kaohsiung Factory and overseas factories is discharged to the wastewater treatment plants in their respective industrial parks, while wastewater produced by the Mailiao Factory is discharged to the Taiwan Strait.

► 2020 Air Pollutant Emissions - by Factory

Unit: Tons

Item	Mailiao Factory	Dafa Factory	Kaohsiung Factory	DCCJS	CCDPJ	CCDSG	DCCM
Nitrogen Oxides (NOx)	40.7	35.7	6.0	39.5	56.7	0.4	N/A
Sulfur Oxides (SOx)	1.5	2.2	2.0	2.3	1.1	N/A	N/A
Volatile Organic Compounds (VOC)	64.3	56.6	23.1	1.8	0.1	N/A	0
particulate matter (PM)	0.7	3.3	3.0	N/A	2.4	0.2	N/A

► 2020 Waste Statistics - by Factory

Unit: Tons

Item	Mailiao Factory	Dafa Factory	Kaohsiung Factory	DCCJS	CCDPJ	CCDSG	DCCM
Total General Business Waste	432	621	672	432	75	N/A	19
Total Recycled General Business Waste	62	276	231	432	32	N/A	7
Total Incinerated General Business Waste	207	167	413	N/A	N/A	N/A	N/A
Total Buried General Business Waste	123	132	27	N/A	42	N/A	11
Total General Business Waste Treated Through Other Methods	40	47	N/A	N/A	N/A	N/A	N/A
Total Hazardous Business Waste	28	N/A	N/A	4,258	5,374	N/A	263
Total Recycled Hazardous Business Waste	N/A	N/A	N/A	737	70	N/A	69
Total Incinerated Hazardous General Business Waste	28	N/A	N/A	3,513	5,294	N/A	N/A
Total Buried Hazardous Business Waste	N/A	N/A	N/A	8	10	N/A	194
Total Hazardous Business Waste Treated Through Other Methods	N/A	N/A	N/A	N/A	N/A	N/A	N/A
Recycled Waste Generation	62	276	231	1,169	102	N/A	76
Non-recycled Waste Generation	397	346	441	3,521	5,346	N/A	205
Total Waste Generation	459	621	672	4,690	5,448	N/A	282
Waste Recycling Rate (%)	14%	44%	34%	25%	2%	N/A	27%

Note 1: Total General Business Waste Treated Through Other Methods: Heat treatment, solidification treatment, physical treatment, chemical treatment

Note 2: Total Hazardous Business Waste Treated Through Other Methods: Heat treatment and high-temperature wet oxidation treatment.

Note 3: As Yizheng Factory halted the use of coal-burning boilers in 2020, the amount of incinerator bottom ash generated has been greatly reduced, resulting in a more significant decrease in the waste recycling rate due to incinerator bottom ash being recycled.

Appendix C

► 2020 Employee Completion Rate on Legal Compliance and Anti-corruption Training - by Factory

Category	Taipei Head Office	Changpin Factory	Mailiao Factory	Dafa Factory	Kaohsiung Factory	DCCJS	CCDPJ	CCDSG	DCCM
Management Role	90.6%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%
Non-management Role	98.9%	100.0%	99.6%	100.0%	99.5%	99.7%	98.0%	88.4%	100.0%

Note 1: Management role - entry-level managers (inclusive) and above; Non-management role - general employees.

Note 2: In 2020, Changpin Factory planned to build a new DCC factory and established a DCC workforce. Under the Group's planning, DCC was merged by CCPC in 2021.

► 2020 Training Hours Received by Contractors - by Factory

Factory	Training Hours			No. of People at the End of the Year			Average Hours		
	Male	Female	Total	Male	Female	Total	Male	Female	Total
Mailiao Factory	1,059	99	1,158	1,059	99	1,158	1.00	1.00	1.00
Dafa Factory	736	37	773	736	37	773	1.00	1.00	1.00
Kaohsiung Factory	628	38	666	628	38	666	1.00	1.00	1.00
DCCJS	972	75	1,047	972	75	1,047	1.00	1.00	1.00
CCDPJ	632	70	702	632	70	702	1.00	1.00	1.00
CCDSG	438	0	438	438	0	438	1.00	1.00	1.00
DCCM	386	1	387	386	1	387	1.00	1.00	1.00
Total	4,851	320	5,171	4,851	320	5,171	1.00	1.00	1.00

Note 1: There are no female contractors in CCDSG.

Note 2: Contractor training hours of CCSG have been combined with CCDSG.

Appendix D

► 2020 Education and Training on Human Rights - Employee Training Completion Percentage - by Factory

Category	Taipei Head Office	Changpin Factory	Mailiao Factory	Dafa Factory	Kaohsiung Factory	DCCJS	CCDPJ	CCDSG	DCCM
Management Role	90.6%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%
Non-management Role	98.9%	100.0%	99.6%	100.0%	99.5%	99.7%	98.0%	88.4%	100.0%

Note 1: Management role - entry-level managers (inclusive) and above; Non-management role - general employees.

Note 2: In 2020, Changpin Factory planned to build a new DCC factory and established a DCC workforce. Under the Group's planning, DCC was merged by CCPC in 2021.

► Employee Benefits

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

► Operating environment inspection and testing agency approved by the Occupational Safety and Health Administration

Approval No.	Monitoring Agency	Category of Approval	Rating
TOSHA-MA5	SanChuen Technology Co., Ltd.	Physical factor operating environment inspection and testing, chemical factor operating environment inspection and testing (organic compounds, inorganic compounds, nuisance dust, and carbon dioxide)	2019: A 2018: A
TOSHA-MA10	Industrial Safety and Health Association of the R.O.C.	Physical factor operating environment inspection and testing, chemical factor operating environment inspection and testing (organic compounds, inorganic compounds, nuisance dust, and carbon dioxide)	2018: Excellent

Note: According to the Occupational Safety and Health Administration - approved operating environment inspection and testing agency, the latest version is 2019.

► 2020 Health examinations for operations with special hazards - by Company

Unit: Number of People

Operations for Special Physical Examinations			
Working with Dimethylformamide (DMF)	2	Working with carbon disulfide	N/A
Working with formaldehyde	1	Working with 4,4 Methylene bisphenyl isocyanate (MDI)	1
Working with dust	10	Working with sulfuric acid	34
Working with ionizing radiation	12	Working with sodium hydroxide	52
Working in a noisy environment	407	Working with methanol	23
Working with tetrachloroethane	N/A	Working with hydrogen peroxide	19
Working with n-Hexane	N/A	Working with allyl alcohol	15
Working with chromic acid	21	Working with vinyl chloride	8
Working with benzene	198	Working with carbon monoxide	N/A
Working with nickel	34	Working with hydrogen sulfide	N/A
Working with manganese	N/A	Working with phenols	N/A
Working with mercury	N/A	Total	837