

ECOVE

2025

ECOVE Environment
Corporation

Sustainability Report

Every Resource Counts



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Demonstrating Net Zero Execution and Fulfilling Our Commitment to a Sustainable Planet

This year marks the 10th anniversary of the Paris Agreement entering into force. In the face of the severe challenges posed by climate change, translating carbon reduction commitments into concrete action and achieving the goal of limiting global warming to within 1.5°C require all sectors to move toward the next milestone with stronger execution. As the most trusted practitioner of sustainable Resource Cycling, ECOVE has implemented the circular economy concept with solid execution since its founding. Our long-term efforts have earned international recognition: ECOVE was selected for the 2025 S&P Global Sustainability Yearbook and named an Industry Mover; domestically, we were also recognized with third place in the Medium-sized Enterprise category of CommonWealth Magazine's Corporate Citizenship Awards. These achievements are the best proof of ECOVE's outstanding execution capabilities and Net Zero implementation.

• Advancing Energy and Resource Management to Build a Low-carbon Circular Model

ECOVE has long maintained a leading position in energy and resource management in Taiwan, and is the only operator in Taiwan that provides integrated services spanning waste collection and transportation, Energy-from-Waste (EfW) conversion, and downstream disposal. We currently operate 11 large Energy-from-Waste Centers, accounting for more than half of the treatment volume among privately operated centers in Taiwan. In 2025, we treated approximately 2.9 million metric tons of waste, generated 1.62 billion kWh of electricity, and reduced carbon emissions by approximately 790,000 metric tons. In business expansion, the Taoyuan Biomass Center has officially commenced operations, while the Chiayi City Green Energy Sustainable Recycling Center BOT project is aligned with international standards and designed with an energy recovery rate of up to 27%. Recently, ECOVE also secured the future 20-year Rehabilitate-Operate-Transfer (ROT) project for the Keelung Energy-from-Waste Center and the operation contract for the Houli Energy-from-Waste Center.

Through the continuous introduction of digital and data management systems, operational efficiency continues to improve. At the Taitung Energy-from-Waste Center, for example, after ECOVE took over operations, the team substantially optimized performance and increased single-furnace treatment capacity by approximately 33%, earning strong recognition from the owner. Looking ahead, as contracts for multiple domestic Energy-from-Waste Centers expire, ECOVE will leverage its extensive rectification and operating track record, together with the Group's plant construction experience, to actively pursue BOT projects as well as service-life extension and upgrade opportunities. At the same time, we will continue expanding in overseas markets such as Southeast Asia and India to co-create new circular economy value with local partners.

ECOVE Environment Corporation
Liao Chun-che, Chairman

J. J. Liao

• Expanding Renewable Energy to Drive Green Transformation

Amid the global wave of energy transition, ECOVE is actively expanding solar power services and is one of the few domestic providers offering integrated services from development, investment, construction, and operation to green power transactions. At present, ECOVE holds a total installed capacity of approximately 148 MW across domestic and overseas sites, and manages and maintains a total capacity of 485 MW. To address the intermittent nature of renewable energy, we have introduced integrated solar, charging, and storage solutions to help owners build smart, low-carbon sites.

In electricity sales, in response to corporate RE100 green power commitments and major electricity user requirements, we have successfully signed 42 MW of green power resupply contracts. In addition, self-consumption solar power systems at Energy-from-Waste Centers have been officially connected to the grid and commenced commercial operation, steadily generating 300 green power certificates each year and enhancing the diversity of our green power services. Going forward, we will combine Group advantages with close attention to policy opportunities such as the U.S. Inflation Reduction Act, actively develop overseas standalone energy storage sites, and expand our green energy footprint.

• Deepening Recycling and Reuse to Realize Zero Waste Goals

ECOVE is committed to helping the high-tech industry deepen recycling and reuse and implement Resource Recycling & Zero Waste. In waste solvents, we use innovative technologies to raise the purity of waste isopropyl alcohol (IPA) to 99.9% for re-entry into the market, while continuing to develop electronic-grade reuse technologies. Currently, we recycle approximately 14,000 metric tons of waste solvents each year and support in-plant recycling of approximately 3,400 metric tons at semiconductor facilities. We will also continue investing in waste sulfuric acid reuse for the high-tech industry. In water resource resilience, our services have expanded to reclaimed water and seawater desalination: the Tainan Science Park Reclaimed Water Plant, with cumulative reclaimed water output of 56 million metric tons, is the world's first facility to reclaim industrial wastewater for reuse in semiconductor processes. The Hsinchu Seawater Desalination Plant, scheduled to commence operation in 2028 with daily output of 100,000 metric tons, will further support a win-win outcome for the environment and the economy.

• Deepening System Facility Services to Extend Asset Life

Extending asset life is central to ECOVE's implementation of the circular economy. Leveraging deep electromechanical expertise, we provide professional maintenance and performance improvement services for transportation stations, high-tech plants, and Energy-from-Waste Centers. In transportation facilities, we perform maintenance for metro systems, light rail systems, and airport boarding bridges. For Energy-from-Waste Centers, equipment renewal and technology upgrades have enabled us to successfully help facilities such as the Kaohsiung Central, Southern, and Gangshan plants, as well as the Changhua Xizhou plant, extend service life and reduce resource consumption. In particular, the energy-saving improvements at the Gangshan plant have successfully obtained registration approval from the Ministry of Environment for a voluntary reduction project, with an approved quota of 3,830 metric tons, transforming green technology into carbon credit assets.

• ESG for All Employees: Continuously Advancing Corporate Sustainability

ECOVE has deeply cultivated an ESG culture. According to the latest 2025 survey, employee recognition of ESG has increased to 91%. Our outstanding sustainability performance has earned us a Top 5% ranking in the Corporate Governance Evaluation for 12 consecutive years and third place in the Medium-sized Enterprise category of CommonWealth Magazine's Corporate Citizenship Awards. In employee care, we are committed to promoting work-family balance. In addition to increasing childbirth subsidies, we have introduced family care leave and childcare subsidies to create a happy workplace. In carbon management, we have established internal carbon pricing at US\$100 per metric ton, actively obtained self-consumption green power certificates, and passed registration for a voluntary reduction project. We will continue fulfilling our environmental commitments through concrete action and work with customers to co-create a sustainable future for the planet.



Company Profile

About ECOVE GRI 2-1, 2-6

ECOVE Environment Corp. (hereinafter referred to as "ECOVE" or "the Company") is a subsidiary of CTCI, an international engineering and construction conglomerate. It is also the leader of the Group Resource Cycling Business. ECOVE is committed to enhancing the efficiency of resource reuse and providing professional investment and operation services in the field of resource cycling. Its core focus is on the development and operation of renewable energy, biomass, and recycled water, deeply rooted in the four major areas of resource management, recycling and reuse, renewable energy, and system facility construction and maintenance

ECOVE Environment Corporation

Establishment	1999
Stock Code	6803
Capital	NT\$726.6 million
Consolidated Revenue in 2025	NT\$9.656 billion
Number of Affiliates	11 (9 domestic, 2 foreign)
Total Number of Employees by the End of 2025	985 people
Location of Headquarters	12th floor, No. 16 Fushan Road, Beitou District, Taipei City
Company Website	http://www.ecove.com
Total Market Capitalization in 2025 (Calculated based on year-end stock price)	NT\$21,542 million



Company Structure and Global Key Locations

- | | | |
|--|---|--|
| ● ECOVE Environment Corporation | ● SINOGAL · Waste Services Co., Ltd. (Macao, China) | ● ECOVE Yuan Ding Resource Corporation |
| ● ECOVE Environment Services Corporation | ● Lumberton Solar LLC | ● ECOVE Gangshan Energy Corporation |
| ● ECOVE Waste Management Corporation | ● ECOVE Solvent Recycling Corporation | ● ECOVE Resource Recycling Corporation |
| ● ECOVE Miaoli Energy Corporation | ● ECOVE Solar Power Corporation | ● ECOVE Chiayi Energy Corporation |

(Companies listed in order of establishment)



50% **ECOVE Chiayi Energy Corp.**
| (Another 25% for ECOVE Environment Services Corp,
another 25% for CTCI)



75% **ECOVE Miaoli Energy Corp.**



100% **ECOVE Environment Service Corp.**
ECOVE Resource Recycling Corp. 95%
ECOVE Gangshan Energy Corp. 100%
SINO GAL Waste Services Co., Ltd 30%
(another 30% for CTCI)



100% **ECOVE Waste Management Corp.**



100% **ECOVE Solar Power Corp.**



100% **Lumberton Solar LLC**



100% **ECOVE Solvent Recycling Corp.**



100% **ECOVE Yuan Ding Corp.**

Scope of Business and Services

ECOVE's scope of business includes "investment and management," "operational management," and "technical and consulting services." Its services cover public and private enterprises in the Greater China region, Southeast Asia, and the United States. They play different roles and support each other in the green energy and environmental protection. They provide comprehensive professional services in Taiwan, Macau, Southeast Asia, and the United States.

Business Scope

Investment and management

Operations

Technical and Consulting Services



Services

Energy-from-Waste plant

Hazardous industrial waste treatment plants

Final Disposal Facility

Resource recycling and reuse plants

Wastewater, recycled water, and seawater desalination treatment plant

Solar Photovoltaic Power Plant and Green Energy Supply

Energy Storage Power Ancillary Services

Biomass Power Plant

Services

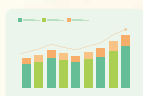
Waste collection, transportation, and dispatch management

Electrical and mechanical maintenance and refurbishment

- Energy-from-waste plants
- Airport and rail stations
- Solar photovoltaic site
- High-tech factories

ECOVE Value Chain

As a leader in the resource circulation industry, ECOVE operates across a broad range of business areas, including energy and resource, recycling and reuse, renewable energy, and the establishment and maintenance of system infrastructure. With the support of essential suppliers, service providers, and technology partners, ECOVE is committed to applying technical knowhow to advance efficiencies in resource cycling, delivering high-quality services to clients. At the same time, ECOVE leverages its professional expertise in both "investment and operation" as well as "operational management," combined with the Group's turnkey engineering and construction capabilities, to provide a unique end-to-end service model. Its value chain encompasses a complete circular process from resource input, core operations, to end-user services:



Upstream

Resource Input and
Technical Support

The upstream value chain forms the foundation for ECOVE's high-quality operations and is primarily composed of three key partner categories:

Suppliers

Provide essential raw materials, chemical agents (such as hydrated lime and activated carbon used in waste treatment), and various equipment components required for operations. Through sustainable supply chain management, ECOVE requires suppliers to comply with environmental and social responsibility standards.

Service providers

Include waste collection companies, logistics and transportation services, and various professional labor contractors, ensuring the stable and safe inflow of resources into the circular system.

Technology providers

Collaborate with domestic and international advanced technology partners to introduce high-efficiency incineration technologies, renewable energy development solutions, and intelligent monitoring systems, continuously enhancing the integration and application of technologies.

Midstream

ECOVE Core
Operations and
Value Creation

The midstream represents ECOVE's core competitiveness, transforming resource inputs into sustainable value through four main business areas:

Energy from Waste (Incineration and Waste Management)

Operates large-scale municipal waste incineration plants, converting waste into electricity and achieving "waste-to-energy transformation."

Recycling and reuse

Focuses on waste solvent recovery, PET bottle recycling and reprocessing (rPET), and water resource recycling and treatment, reintegrating materials into the production chain and reducing the consumption of virgin resources.

Renewable energy

Actively develops green energy such as solar photovoltaics and biomass energy, contributing to the reduction of overall societal carbon emissions.

Establishment and maintenance of system infrastructure

Provides professional services such as incineration plant maintenance and upgrades, as well as electromechanical maintenance for airports and rail stations, extending facility lifespan and improving resource circular efficiency.

Downstream

Customers and
Service Recipients

The downstream value chain reflects the social value and economic impact of ECOVE's services, with key customer segments including:

Government agencies

Through BOT, ROT, or outsourcing operation models, ECOVE assists governments at all levels in managing municipal waste, wastewater, and public facility maintenance, serving as one of its primary long-term partners.

State-owned enterprises

Provides energy supply, waste treatment, and professional electromechanical maintenance services, supporting the stable operation of national infrastructure.

Private enterprises

Delivers industrial waste management solutions, renewable energy procurement (CPPA), and resource recycling services to clients in manufacturing, semiconductor, and other industries, helping them achieve their sustainability goals.

Our Vision and Mission

As a practitioner of resource cycling, ECOVE has always strived to expand the impact of global sustainability through a lifelong mission in resource cycling. We continue with our vision of "The most reliable provider of industry-leading 'resource cycling' services", and with "advanced technical integration applications" and "'Resource cycling' efficiency"™ as our mission, with the brand ethos of "Every Resource Counts" underpinning our operational model and thinking.

VISION

The most reliable provider of industry-leading 'resource cycling' services

MISSION

Apply technical know-how to advance efficiencies in 'resource cycling'

Our Corporate Culture and Action Plan

Having devoted time and effort to the Taiwanese market for more than twenty years, ECOVE has always held fast to our corporate culture of "Professionalism, Integrity, Teamwork, Innovation" to optimize 'resource cycling' efficiency™ through advanced technical integration applications. On top of conjugating the Company's operating activities to improve the environment, we have also cared for Taiwan's social development for a long time, hence fulfilling our promise of becoming "the most reliable" brand.



Corporate Governance

We are committed to incorporating SDGs into the Company's development strategy, addressing environmental and social issues through our business activities, and transparently disclosing our performance related to the SDGs to promote sustainable development.

◆ Performance Highlights

► Corporate Governance Evaluation System

Top 5% of Company Governance Evaluation System for 12 consecutive terms

► TIP Sustainability Rating

AAA Rating

► S&P Global

Sustainability Yearbook Member

► Sustainalytics

Rated as Low Risk

► Taiwan Corporate Sustainability Awards

Taiwan Top 100 Sustainable Model Enterprises, Platinum Level for Sustainability Report

► Commonwealth Magazine

Sustainable Citizen Award, Mid-Sized Enterprise Category, 3rd Place

► Commonwealth Magazine

Ranked as No. 2 in the Environmental Sanitation Services category of the Top 650 Service Industries

► Operational Performance

CommonWealth Magazine Top 50 Operational Performance Companies (Ranked 46 – ECOVE Environment Services Corp.)

► Green Procurement

Outstanding Green Procurement Enterprise
- Ministry of Environment, Taichung City Government, Changhua County Government, and Kaohsiung City Government

► Customer Satisfaction

9.4 points (Highest satisfaction score: 10 points)

► R&D Patents

A total of 65 patents have been accumulated

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Corporate Sustainability Management

GRI 2-12·2-13·2-16

ECOVE is actively promoting sustainable development, expanding its business scope based on the development of four core fields: "Energy from Waste," "Recycling and Reuse," "Renewable Energy" and "Establishment and maintenance of system infrastructure." We not only pay attention to global and domestic trends in sustainable development, but also actively respond to the United Nations Sustainable Development Goals (SDGs). We disclose our sustainability performance with transparency and integrity, ensuring that all relevant actions and strategies are clearly presented.

Under a comprehensive sustainable management framework, ECOVE not only ensures stable operational growth but also strengthens the practices of corporate social responsibility. The Sustainability Report serves as a bridge for ongoing dialogue, collaboratively creating and enhancing sustainable value with all stakeholders, as the Company is committed to long-term ESG benefits.

Sustainability Policy and Promotion Structure

GRI 2-12·13·16·18·20

Sustainable Policy and Vision

Every Resource Counts is the core spirit of ECOVE in promoting sustainable development. We have deeply embedded the operational model of the circular economy into our corporate culture and established the vision of making sustainability the core competitive advantage and essence of the Company. To achieve this goal, ECOVE adopts a strategy of aligning our core business with the SDGs and addressing key issues, and embeds sustainability concepts into all aspects of the Company's operations.

CTCI Group, our parent company, has adopted the Science Based Targets initiative (SBTi) and has set carbon reduction targets in accordance with the 1.5°C pathway standard. Therefore, ECOVE expects its Headquarters building to achieve net zero by 2030, while its subsidiaries are required to reduce emissions by 30% from the 2022 base year and achieve net zero by 2050.

To further practice the spirit of corporate sustainability, ECOVE has developed the "Guidelines for Sustainable Development," which pledge to implement concrete actions in the following three key areas: enhancing corporate governance, developing sustainable environmental practices, and upholding social welfare. Furthermore, ECOVE strengthens the disclosure of information regarding corporate sustainability development, ensuring that the Company's sustainable actions can be reported transparently and clearly to stakeholders, while actively responding to societal and market expectations. We believe that only by balancing economic benefits with social and environmental responsibilities can we achieve long-term sustainable operations, thereby creating a more competitive and valuable future for the Company.

Every Resource Counts

E. Vision for sustainable resource cycling



- Providing various low-pollution, low-carbon emission, and highly energy efficient resource recycling services and the development of renewable energy from the perspective of circular economy and environmental friendliness
- Being committed to the protection of ecology and biodiversity
- Achieving a win-win situation with partners, stakeholders, and the social environment



- Resource management
- Recycling and reuse
- Renewable energy



S. Fulfilling the responsibilities as a corporate citizen



- Cultivating environmental protection talent and providing employees with robust career development opportunities
- Being committed to safeguarding fundamental labor rights and providing diverse communication channels
- Establishing a safe and healthy work environment
- Pursuing diversity, equality, and inclusion
- Promoting environmental education
- Maintaining good community relations
- Promoting social welfare



G. Strengthening the Company's Operational Structure



- Complying with regulations and establishing an effective internal control system
- Maintaining information security and implementing risk management
- Information disclosure and transparency
- Stable long-term benefits for shareholders
- Providing high-quality service to customers



Sustainability Policy Statements

Guidelines For Sustainable Development



Implement
Corporate
Governance



Maintain
Social Welfare



Enhance
Disclosure of
Sustainable
Development
Information



Develop
Sustainable
Environments



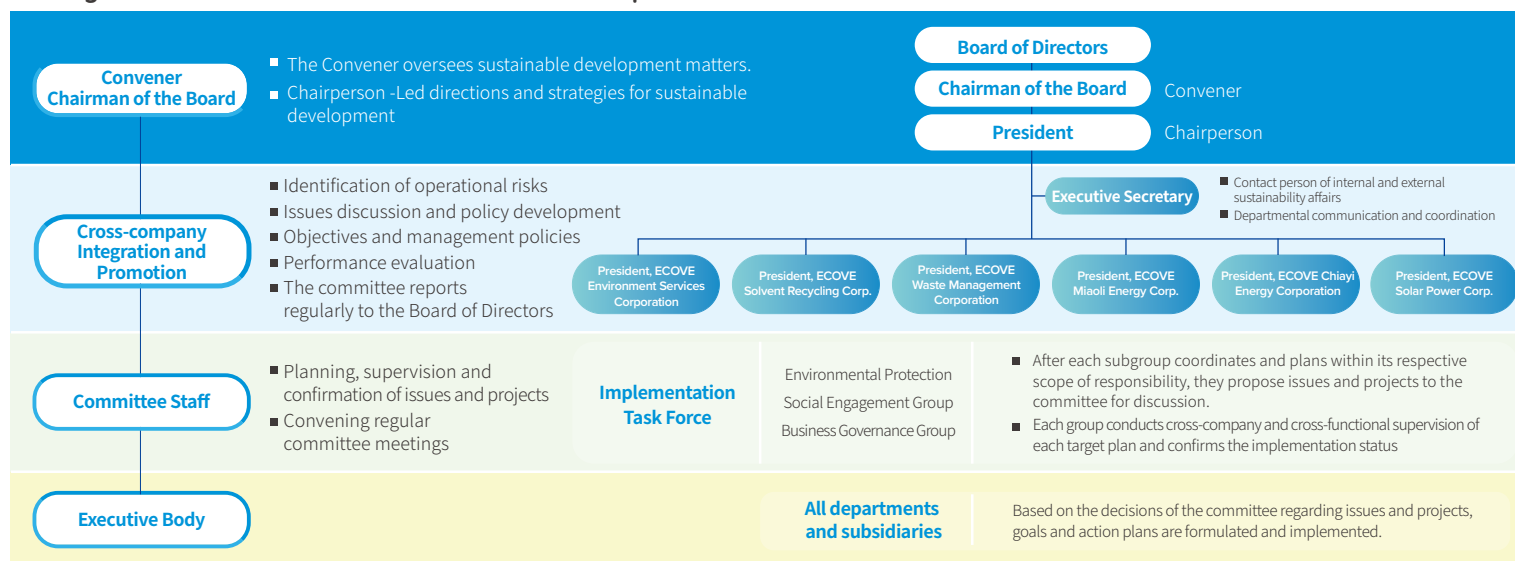
Guidelines for Sustainable
Development Website

Corporate Sustainability Promotion Framework

The Board of Directors is the highest decision-making body of ECOVE in promoting sustainable development, and it is responsible for coordinating and guiding the Company's affairs related to corporate social responsibility, environmental protection, and corporate governance through the Sustainable Development Committee. The committee is chaired by the Chairman, with the President serving as the commissioner. It includes the Chairman, President, and department heads of subsidiary companies as members. The committee convenes twice a year. The first meeting focuses on reviewing the progress of sustainable development initiatives for the first half of the year, while the second meeting reviews the outcomes of the current year's implementation and discusses the sustainable development plan for the following year, ensuring the effective implementation and monitoring of each strategy.

To effectively implement sustainable development strategies, the committee has established three dedicated task forces: the Social Engagement Task Force, the Environmental Protection Task Force, and the Business Governance Task Force. These task forces consist of presidents of each subsidiary and department heads, with the primary objective of promoting sustainable development. Each task force plans and executes strategies within specific areas to ensure the comprehensive and in-depth implementation of the Company's sustainability development goals.

The organizational structure of the Sustainable Development Committee



In addition, the Sustainable Development Committee reports annually to the Board of Directors on the execution results of sustainable development (including resolutions of the Sustainability Report) and future plans. The Board of Directors is responsible for overseeing the Company's sustainable development policies, strategies, and objectives, and regularly reviews the effectiveness and implementation of each policy. The most recent report was submitted to the Board of Directors in the fourth quarter of 2025, presenting the sustainable annual plan and implementation targets for 2026. The report covered various topics of emphasis, including renewable energy development, greenhouse gas inventory and management, recycling and reuse initiatives, air pollution prevention, water resource management, fossil fuel management, occupational safety and health, talent attraction and retention, social participation, and corporate governance. ECOVE will continue to implement various sustainable development measures based on these plans, ensuring that the Company can achieve its economic objectives while also making a positive contribution to society and the environment. Starting in 2022, sustainable performance is linked to key performance indicators for directors, presidents, and senior executives in order to promote sustainable development.

International Financial Reporting Standards (IFRS) S1, S2 Disclosure Progress Planning

In accordance with the "Taiwan's Roadmap for Integrating with IFRS Sustainability Disclosure Standards" issued by the Financial Supervisory Commission on August 17, 2023, the Company continues to manage the implementation of the introduction plan in accordance with the reference guidelines and relevant regulations issued by the competent authority. The timeline for the implementation of the IFRS Sustainable Disclosure Standards is planned as follows, and their progress of implementation is reported to the Board of Directors every quarter:

	Work Items	Estimated Completion Time	Execution Progress	Corresponding Strategy
Analysis and planning	1-1 Establishment of a cross-departmental project team for the adoption of IFRS Sustainability Disclosure Standards	Q4 of 2026	In progress	Senior management meetings have been convened to obtain Board support for establishing a cross-functional task force, integrating resources from finance, sustainability, relevant operational units, and subsidiaries to jointly promote the implementation plan. At the same time, we reviewed the current sustainability information disclosure content and identified material differences from the IFRS Sustainability Disclosure Standards and their possible impacts. Thereafter, based on the results of the difference analysis, we will adjust the information collection and disclosure processes to refine the implementation plan and ensure compliance with the requirements of the Standards.
	1-2 Drafting of the implementation plan	Q4 of 2026	In progress	
	1-3 Identification of material differences and impacts between current sustainability information and IFRS Sustainability Disclosure Standards	Q4 of 2026	In progress	
Design and execution	2-2 Identifying sustainability-related risks and opportunities, as well as their financial impacts, and assess material financial information related to sustainability	Q4 of 2026	In progress	The Company has included subsidiaries within the assessment scope and adopted the SASB industry standards as a reference for identifying material sustainability issues. In addition, the Company systematically analyzes sustainability-, climate-, and nature-related risks and opportunities in accordance with the TCFD and TNFD frameworks and evaluates their potential financial impacts. Going forward, the Company will further align with the requirements of IFRS S1 and IFRS S2 by integrating risk and opportunity management with financial information to enhance the completeness and consistency of related disclosures.
	2-3 Assess disclosure indicators for material sustainability/climate-related risks and opportunities	Q1 of 2027	In planning	
	2-3 Assess the financial impacts of sustainability/climate-related risks and opportunities	Q2 of 2027	In planning	
Introduction	3-1 Trial preparation of a dedicated chapter for sustainable information in the Company's annual report	Q2 of 2028	In planning	The Company will conduct a trial preparation of the sustainability information section in its annual report one year in advance to ensure the smooth implementation of future formal reporting procedures. Internal processes will also be adjusted as needed, and relevant education and training programs will be conducted to support subsequent information disclosure and management.
	3-4 Continuously updating the internal control operation manual related to IFRS sustainability information and conduct education training sessions	Q4 of 2028	In planning	
Adjustment and improvement	4-1 Publication and reporting of the dedicated chapter for sustainable information in the Company's annual report	Q1 of 2029	In planning	In accordance with the IFRS Sustainability Disclosure Standards, the Company will disclose 2028 sustainability-related information in the sustainability information section of the 2029 annual report and complete the filing concurrently with the financial statements.

Materiality Analysis GRI 3-1~3-3

ECOVE is committed to addressing the specific challenges and opportunities of sustainability by incorporating the principles of inclusiveness, materiality, reliability, and the eight reporting principles of the GRI Standards 2021 GRI 3, which incorporates the principles of inclusiveness, materiality, reliability, and the eight reporting principles. Through a meticulous materiality analysis process, we identify the key issues for ECOVE and develop management policies to promote and achieve sustainable development. The materiality analysis is conducted annually. Material topics are concurrently integrated into the Company's Enterprise Risk Management (ERM) framework to assess risk attributes under different scenarios and formulate corresponding risk response strategies.



Identification

We adhere to the five principles of the AA1000 Stakeholder Engagement Standards (SES): Dependence, Responsibility, Tension, Influence, and Diverse Perspective. Through discussions, six major stakeholders were identified: shareholders/investors, customers, employees, suppliers/subcontractors, the community, and the government. In terms of sustainability, we gather both internal and external perspectives to identify issues related to ECOVE's operations. Our sources include internationally recognized sustainability standards and norms such as GRI, SDGs, TCFD, TNFD, IFRS S1/S2 (including SASB), and Guidance for Identifying Sustainable Economic Activities, etc. In addition, we consider our internal operational goals, sustainability requirements of the Group, international industry benchmarks, stakeholder feedback, and external expert recommendations to develop a comprehensive list of 18 issues relevant to ECOVE's operations. Compared with the 2024 Sustainability Report, two social topics in the 2025 Sustainability Report were consolidated, with "Talent Recruitment and Retention" and "Career Development and Training" integrated into "Talent Attraction, Development, Utilization, and Retention."

Analysis

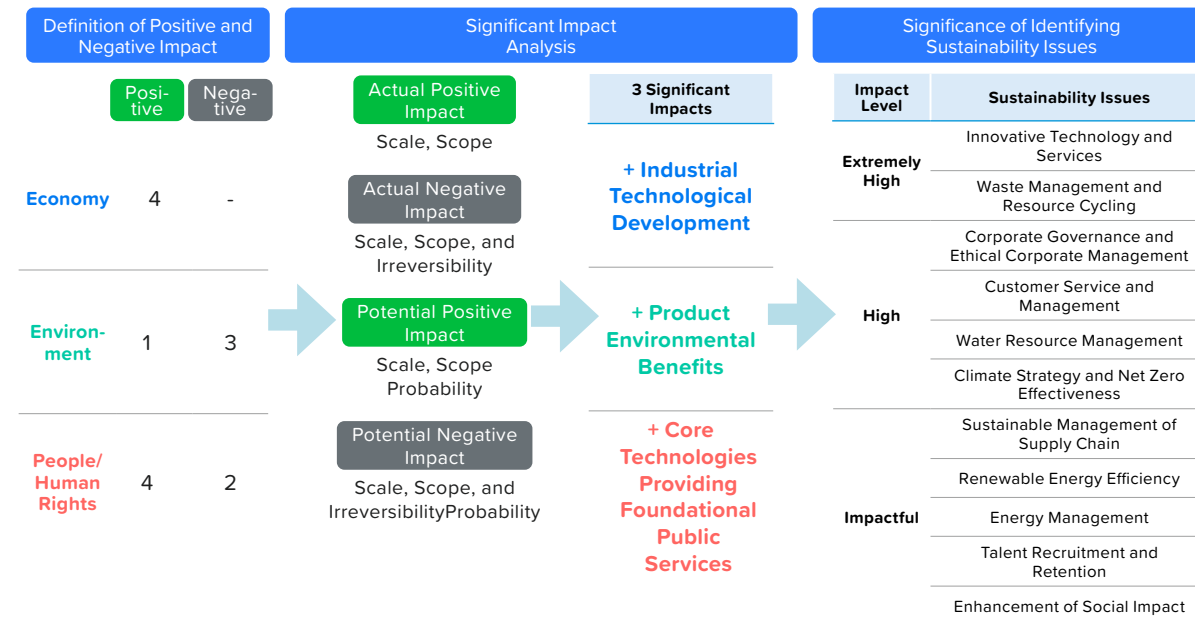
ECOVE conducted a Critical Issue Analysis focusing on three dimensions: "Stakeholder Level of Concern", "Organizational Operational Impact" and "Sustainable Development Impact". By conducting internal and external surveys and analyzing the results, ECOVE identified material sustainability issues affecting the Company.

Level of Attention - 122 Stakeholders	Operational Impact - 20 Internal Managers and Colleagues	Sustainable Development Impact - 18 Internal Managers and Colleagues
- A total of 122 questionnaires were collected - Shareholders/Investors: 13; Customers: 8; Suppliers/Subcontractors: 10; Community: 8; Government: 11; Employees: 72	The impact of sustainability issues on ECOVE's operations, including revenue, customer satisfaction, operational risk, brand reputation and employee morale, was assessed by 20 representatives from various departments.	The materiality of sustainability issues is assessed in terms of economic, environmental and human rights impacts. Significant sustainability issues are identified based on positive/negative, actual/potential, irreparable, and value chain considerations, with input from 18 managers and colleagues.

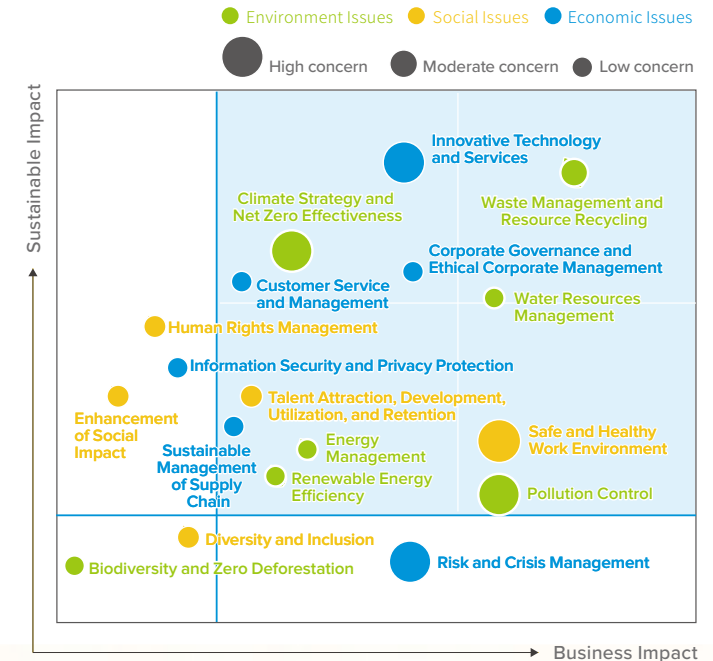
Validation

Based on the above analysis results, after discussions among representatives of the Sustainable Development Committee and reporting to the Chairman, and after confirmation and approval by the Board of Directors, 12 significant sustainability issues were determined. These significant sustainability issues correspond to 13 GRI themes and 2 specific ECOVE topics. Compared with the previous year, the number of material sustainability issues decreased from 14 to 12, with the following changes: "Information Security and Privacy Protection," "Human Rights Management," and "Enhancement of Social Influence" were removed; "Water Resource Management" and "Energy Management" were added. In addition, two issues, "Talent Recruitment and Retention" and "Career Development and Training," remained, but were consolidated into one issue, "Talent Attraction, Development, Utilization, and Retention." We also analyze the location of each issue within the value chain, including upstream, operations and downstream, to collect and disclose relevant information. We then establish management policies and targets to address sustainability impacts.

Impact Assessment Process



Materiality Matrix



Dual Materiality of ECOVE Environment Corporation

Material Issue	Value Chain					Impact of Sustainable Development (Materiality of Impact)		
	Revenue	Customer Satisfaction	Operational Risks	Brand Reputation	Cohesion among Employees	Industrial Technological Development Positive	Product Environmental Benefits Positive	Core Technological Capabilities Positive
Corporate Governance and Ethical Corporate Management			●	●		●		●
Innovative Technology and Services	●	●				●	●	●
Sustainable Management of Supply Chain				●		●		
Customer Service and Management		●					●	●
Climate Strategy and Net Zero Effectiveness				●		●	●	
Pollution Control		●	●					
Waste Management and Resource Cycling	●	●		●		●	●	●
Water Resource Management	●	●				●	●	
Energy Management	●						●	
Renewable Energy Efficiency							●	
Safe and Healthy Work Environment			●		●			
Talent Attraction, Development, Utilization, and Retention					●	●		

Stakeholder Communication and Feedback

ECOVE has implemented a variety of communication mechanisms to actively listen to suggestions, understand stakeholder expectations and concerns, and drive improvements and enhancements. We have assessed the impact of stakeholders on ECOVE's operations using the AA 1000 SES:2015 framework and identified six key stakeholders: shareholders/investors, customers, employees, suppliers/subcontractors, community and government.

Stakeholders	Shareholders/Investors	Customers
Significance	ECOVE upholds the principles of openness and transparency in the disclosure of information for investors of the Company	Bring about more growth in ECOVE through service and communication
Topic of Concern	Corporate Governance Financial Performance	Service Quality
Response	Disclose financial, business and operating information to attract investors	- Waste scheduling coordination and communication - Improve performance with feedback on existing projects
Mode/Frequency of Engagement*	- Annual general meeting/Annually - Investor conference/Quarterly - Extraordinary shareholders' meetings/ Real-time support - Investor relations/ Real-time support - Market Observation Post System/ Real-time support - Phone explanation / Real-time support	- Customer satisfaction survey/ Annually - Participation in industry association activities or customer visits and exchanges / Quarterly, Real-time support
2025 Results of Communication	- One session - Annual general meeting - Four sessions - Investor Conference	9.4 points - Customer satisfaction 7 items - In response to customer suggestions and feedback

Stakeholders	Employees	Suppliers/Subcontractors	Communities	Government
Significance	Conscientious employees are ECOVE's greatest assets	Mutually assisting partners who supply materials and cooperate in innovation and in value creation	Promote public participation through environmental education and media channels by coordinating unique features in neighborhoods around our facilities	Compliance with consultation regulations to facilitate the execution of related operations and maintain smooth functioning
Topic of Concern	Talent Attraction, Development, Utilization, and Retention	Sustainable supply chain management Safe and Healthy Work Environment	Social participation	Amendments to policies and laws
Response	- Adjust salaries based on the market standards and competitors' employee benefits - Implement talent development plans and customize individual development plans (IDP) - The digital platform of CTCI University provides employees with learning opportunities that are time-zone independent and borderless	- Ensure quality and delivery of materials to maintain stable operations at all sites/ projects - Ensuring the Effectiveness of Occupational Safety and Health Implementation by Subcontractors	- Explain and communicate various issues brought up by residents - Communicate pollution prevention monitoring results and public opinion	- Revise relevant measures in accordance with policies and laws - Participation in policy briefings or consultation meetings in accordance with the needs of the competent authorities
Mode/Frequency of Engagement*	- Annual adjustments of salaries based on the industry standards and competitors' employee benefits to ensure salaries are competitive/Annually - Execute talent development plans and customize IDPs for employees with potential and who are technically competent/Annually - Assigning employees to their respective departments and creating personalized annual training plans, integrating internal and external resources along with mandatory credits for their positions in order to promote continuous learning and development /Annually	- Assessment of suppliers/Annually - Occupational safety and health coordination meeting/As needed - Coordination meeting/Monthly - Phone, email, or fax/ Real-time support - On-site acceptance visit/As needed - Vendor's commitments to corporate sustainable management and net zero/As needed - Vendors conduct self-assessments through questionnaires to gain an initial understanding of their sustainability risks. For high-risk vendors, further on-site audits will be conducted, and recommendations will be provided to assist in improvements /Annually	- Friendly community promotion activity/ Real-time support - Environmental education visit/ Real-time support - Care for the underprivileged/ Real-time support - Environmental protection/ Real-time support	- Participation in public hearing or briefing/ Real-time support - Announcement of policies and regulations of competent authorities/ Real-time support - Correspondence from the competent authorities, response by the Company or on-site inspection/ Real-time support - Communication and discussion with government agencies/Aperiodic - Disclosing information on the Company website, Market Observation Post System, and actively communicating through newsletters regarding ECOVE's actions
2025 Results of Communication	- Annual increase in wages - Annual periodic review - IDPs for employees with potential - Annual review - Diverse Training Program - 30,646.97 hours of training	18 sessions - Supplier communication meetings 49 sessions - Supplier acceptance visits 599 copies - Vendor's commitments to corporate sustainable management and net zero 97% response rate - Response rate of the sustainability risk assessment self-evaluation questionnaire 1 company - High-risk vendors	297 sessions - Environmental education activities 14,526 participants - Involvement of the outside public 4,070 hours - Employee volunteering hours	- Quarterly - Sending newsletter 12 consecutive years - Ranked in the top 5% of the Corporate Governance Evaluation 2 sessions - Participation in policy briefings/ Consultation meetings

Topics, Value Chain Stages, and SDGs Corresponding to Sustainability Issues

Material Issue	GRI Material Topics	SASB Topics	Value Chain				SDGs	Sections in the Sustainability Report
			Supply Chain	Operation of the Company	Products/ Services	Local Community		
Corporate Governance and Ethical Corporate Management	• Anti-corruption (205)	-	○	●				➔ Business Ethics and Legal Compliance
Innovative Technology and Services	• Specific to ECOVE	-		●	○		   	➔ Innovative Research and Development
Sustainable Management of Supply Chain	• Procurement practices (204) • Supplier Environmental Assessment (308) • Supplier Social Assessment (414)	-	○		○			➔ Sustainable Supply Chain Management
Customer Service and Management	• Customer Privacy (418)	-		●	○			➔ Service Quality
Climate Strategy and Net Zero Effectiveness	• Emissions (305) • Energy (302) • Economic Performance (201)	IF-WM-110a.1~3	▲	●				➔ Climate Governance and Climate Change Management
Pollution Control	• Emissions (305)	IF-WM-110a.1~3		●		▲	 	➔ Pollution Control
Waste Management and Resource Cycling	• Effluents and Waste (306)/Energy (302)	IF-WM-420a.1~4		●	○		 	➔ Environmental Performance
Renewable Energy Efficiency	• Specific to ECOVE	IF-WM-110a.1~3		●		○		➔ Waste-to-Energy Performance
Water Resource Management	• Water and Effluents (303)	-		●	○			➔ Water Consumption
Energy Management	• Energy (302)	IF-WM-110b.1~2		●	○			➔ Energy and Resource Conservation
Safe and Healthy Work Environment	• Occupational Safety and Health (403)	IF-WM-320a.1~2	○	●				➔ Safe and Healthy Workplace Environment
Talent Attraction, Development, Utilization, and Retention	• Market Presence (202) and Diversity and Equal Opportunity (405), Training and Education (404)	-		●			 	➔ Talent Attraction and Retention, Talent Cultivation and Development

● Causing ○ Contributing ▲ Being directly related

Risks/Opportunities and Management Policies of Material Sustainability Topics

Material Issue	Impacts Description		Management Policies			Medium- to Long-term Goals
	Negative	Positive	Strategies	Commitment	Action initiative	2030
Corporate Governance and Ethical Corporate Management	Violation of the Code of Conduct and Ethics may result in company losses	Enhancing customer trust through the implementation of ethical management and adherence to the code of conduct	ECOVE has established regulations, provided education and training, and promoted awareness, while also offering channels for reporting and protection, fostering a culture of professional ethics and legal compliance	We enhance our corporate governance system and strengthen management functions to safeguard the rights and interests of stakeholders	Signing of Employee Letter of Undertaking of Integrity by all employees and carrying out educational training courses on a regular basis	100% of all employees have signed a commitment to comply with the Government Procurement Act and the Company's anti-bribery policy - Employee ethical management training completion rate: 100%
Innovative Technology and Services	During the development of innovative technologies and services, uncertainties related to technology maturity and market demand may result in extended investment payback periods	- The development of innovative technologies that achieve high efficiency and energy reuse promotes business growth and enables the capture of market opportunities - Developing digital transformation and automation to sustain competitive advantage	- Overall, the policy directions for promoting sustainable development and enhancing competitiveness through innovation technology development include: - Carbon neutrality and net zero - Participate in resource recycling and reuse - Renewable energy - Digital transformation - AI applications	- Integrating and applying advanced technology - Optimizing resource cycling efficiency	- Through innovative in-house development or the introduction of external technology for small-scale applications, core capabilities are established and divided into two categories: - Process and operational improvements for existing businesses - Developing new business domains	Number of invention patent applications filed ≥ 4
Sustainable Management of Supply Chain	- Unexpected internal demand changes, unpredictable natural factors, or insufficient contractor capacity may result in the inability to supply as planned in terms of quantity and quality. Specifications and sources may be restricted, reducing the available options. - Environmental externalities - The social cost of carbon derived from greenhouse gas emissions: Emissions exacerbates climate change and triggers economic, health, and ecological problems, posing a threat to the quality of life of future generations	- Long-term stable operations serve as the foundation for interactive collaboration within the supply chain, ensuring reliability and mutual growth in the supply and contracting relationships. - Social externalities - Driving up supply chain output value - Social externalities - Creating employment opportunities and income	- Enhancing awareness through meetings and contacts - Promoting and implementing supplier evaluations - Implement local procurement and green procurement - Assist in establishing carbon reduction targets and provide support - Implement local procurement strategy, integrate sustainability standards, and promote economic development and environmental protection. - Promote an evaluation system that integrates data and technological innovation, regularly assesses supplier sustainability performance, and encourages collaboration in sustainability innovation	- By signing the Corporate Social Responsibility Agreement, the Supplier Code of Conduct, the Commitment to Sustainable Business Operations and Net Zero Emissions, and undergoing supplier assessments, we aim to strengthen and improve the sustainability management performance of our suppliers - By establishing and advancing a supplier sustainability management mechanism, enhance suppliers' performance in environmental, social, and governance (ESG) aspects, help them achieve sustainable development targets, and establish a long-term positive cycle to expand the sustainability influence of the overall supply chain	- Strengthening social responsibility, environmental protection, corporate ethics, business management, and promoting zero-emission awareness - Implementing audit evaluations and corrective measures - Regular training and exchange meetings are held to enhance suppliers' sustainability management capabilities - Conduct periodic audits, provide improvement guidance, and establish a follow-up mechanism to ensure the implementation of corrective measures - Cultivate suppliers' carbon management capabilities and provide emission reduction solutions and resource optimization recommendations	- Completion of document and file audits for first-tier and non-first-tier concerned suppliers: 100% - On-site audit completion rate for high-risk vendors: 100% - Improvement rate of on-site audit defects for high-risk vendors: 100% 80% of large pharmaceutical companies have obtained third-party certification of supplier carbon emissions and 40% have obtained carbon footprint certification
Customer Service and Management	The issue of waste management is quite sensitive, and there are significant challenges in communicating with community residents. If customer relationship management is not properly implemented, it will affect customer satisfaction and the Company's reputation	- Enhancing customer satisfaction and trust, and establishing good reputation through professional services, digital management, and strengthened relationships - Emphasizing communication feedback, improving services, and strengthening long-term cooperation	- Standard operating procedures - Integrating internal and external resources to facilitate effective communication with clients	Adhering to the principle that "Every Resource Counts," our corporate mission is to enhance the integration and application of technology while optimizing resource recycling efficiency. We continuously strive to break through barriers and challenge ourselves to provide our customers with the best and most trustworthy services	- Guidelines/Procedures for enhancing service quality - Implementing satisfaction survey on executed projects	- The average customer satisfaction score is 9 out of 10 - Response rate of customer satisfaction survey: 100%

Material Issue	Impacts Description		Management Policies			Medium- to Long-term Goals
	Negative	Positive	Strategies	Commitment	Action initiative	2030
Climate Strategy and Net Zero Effectiveness	The imposition of carbon fees increases operating costs, and government policies requiring companies to reduce emissions have become more stringent	The government's main focus for waste management in the future is the circular economy, which offers significant growth potential in the areas of reuse and waste-to-energy business opportunities	- Strengthening energy management - Adopting low-carbon manufacturing processes - Using renewable energy	In compliance with the government's net-zero pathway, we will introduce new low-carbon technologies, enhance energy-saving measures, and apply renewable energy to reduce carbon emissions	- Climate risk management - Greenhouse gas inventory and reduction - Internal carbon pricing	- The organization headquarters achieves net zero 30% reduction in carbon emissions intensity at production sites
Pollution Control	The government may progressively tighten regulations or increase control measures, leading to increased usage of process chemicals or the need for process changes to meet standards	- By introducing foreign technologies and applying them to incinerators, we can reduce pollutant emissions or achieve cost savings - Promote improved air quality in the surrounding areas (local communities) - Using emission technologies that exceed legal requirements in the evaluation could improve scores and help enhance the image of the owner/customer	With a focus on the principles of circular economy and environmental sustainability, we actively work with government environmental policies to provide a range of services for the recycling of resources that are low in pollution, low in carbon emissions and highly energy efficient	Set emission reduction targets in compliance with regulations and contribute one's own efforts to the sustainability of the planet	Regular audits of the waste intake inspection ratio and the functionality of air pollution control equipment are conducted to ensure they are in normal operating condition. Relevant monitoring values are managed through internal control	- Achieve 100% approval rate for waste gas emissions quality inspection - Nitrogen oxide emissions per ton of waste: <0.75 kg
Waste Management and Resource Cycling	- Replacing energy-saving and carbon-reducing transportation equipment has led to increased costs - Some equipment at the incineration plant has been in operation for over 20 years, leading to gradual aging and deterioration. This has resulted in an increased frequency of unplanned shutdowns, which in turn affects the operational efficiency and reduces power generation effectiveness - In response to the trend toward a circular economy, enterprises move toward an electronic-grade reuse closed-loop circulation model, which may have posed a risk of reduced volume	- In line with the international carbon reduction trend, technology giants are gradually demanding green transportation, which can increase business opportunities - Renovation of incineration plant equipment, introduction of new technology, and improvement of power generation efficiency at the incineration plant - Opportunity to provide in-house implementation and operation services in response to the trend of closed-loop recycling	- Continuously monitor changes in transportation vehicle technology, energy, and environmental policies, and update equipment procurement plans accordingly - Actively cooperate with the government's resource recycling and zero waste policies, improve the efficiency of waste-to-energy conversion, and invest in a new generation of high-efficiency incinerators - Invest in various waste reutilization initiatives, advancing toward valorization and materialization	- In line with the reduction targets set by the government and the Group, we will carefully evaluate existing feasible solutions to ensure that they meet the criteria for overall effectiveness - Continuously increase the 'Resource cycling' efficiency", reduce the impact on the environment, and shoulder more social responsibility	- By reviewing energy consumption and carbon emissions quarterly, optimization of machine configurations is implemented - By repairing and replacing old equipment to new energy-saving equipment to extend the life of the incinerators, new technologies are being implemented to improve the efficiency of waste-to-energy conversion	- The unit carbon intensity of the waste collection vehicles has decreased by 30% compared to the base year (2022) - Up to 630 kWh/T of electricity is generated per ton of waste - Solvent waste reuse treatment volume > 17,400 tons - Waste sulfuric acid reuse treatment volume: 80,000 tons
Renewable Energy Efficiency	- The industry is highly dependent on government policy support and is easily influenced by changes in public opinion and media reports, resulting in increased market uncertainty and heightened investment risks. - The adjustment of government policies has attracted a large influx of new entrants into the industry, intensifying market competition and compressing profit margins for businesses, which is detrimental to the long-term stable development of the industry.	- Global enterprises are increasingly emphasizing sustainable development and viewing it as a crucial strategy for enhancing competitiveness. This focus is driving demand in the renewable energy market and facilitating industrial upgrades and supply chain transformations. - In response to the development of AI and the transformation of energy, the demand for electricity continues to rise, which contributes to the expansion of revenue and profitability.	- Actively compete for development rights to large-scale projects and increase capacity in solar power-building in line with green energy development, and promote the green energy supply business to help enterprises achieve carbon neutrality. - Diversify renewable energy sources by building power plants that use food waste, agricultural waste, and other forms of waste.	In accordance with government green energy policies, we actively invest in various types of power plants to expand our investment scale.	- Domestic organic growth and the expansion of our overseas base are creating opportunities for renewable energy. - Obtain a position in the renewable energy sales industry and promote a wide range of green energy sales services. - Investments in biomass power plants and food waste anaerobic digestion facilities - Develop renewable energy certificates and provide diversified green electricity services	- The annual electricity generation from solar photovoltaic systems reached 200 million kWh - Green energy wheeling rate >50% 1,000 green energy certificates (self-generated and self-used) per year - Power generation from other sources of renewable energy ≥ 2.6 million kWh

Material Issue	Impacts Description		Management Policies			Medium- to Long-term Goals
	Negative	Positive	Strategies	Commitment	Action initiative	2030
Water Resource Management	Engineering and operational activities may increase water demand. Inadequate management could elevate the risk of water pollution, while water shortages caused by climate change may further increase water management and operational risks	- Improve water-use efficiency and promote water recycling and reuse while strengthening wastewater treatment management to reduce impacts on the environment and water bodies and promote the sustainable use of water resources - Promote reclaimed water and seawater desalination businesses in response to climate adaptation needs	- Implement water conservation measures, optimize production processes, and establish water recycling systems to increase internal reuse rates - Introduce low-water-consumption processes to reduce dependence on water resources. - Invest in reclaimed water and seawater desalination businesses	- Regularly review and improve water resource management measures to enhance management effectiveness - Establish water-saving targets to drive conservation initiatives and promote responsible water use - Develop reclaimed water and seawater desalination businesses to address climate adaptation needs	- Invest in water-saving equipment and advanced wastewater treatment facilities, with regular maintenance to ensure operational effectiveness - Establish plant-wide water quality and water consumption monitoring systems for data analysis and abnormality alerts - Review monthly water consumption data to assess the reasonableness of process water usage - Conduct regular leakage inspections of water transmission pipelines to prevent water wastage - Actively participate in opportunities for reclaimed water and seawater desalination development	- Water withdrawal intensity per unit of waste processed: 0.00068 (cubic meters/ton) - Reclaimed water production: 10.95 million liters - Seawater desalination output: 36.50 million liters
Energy Management	Operations and engineering activities require substantial energy consumption. Insufficient control may increase carbon emissions and operating costs, while exposure to energy price fluctuations and unstable supply may also impact operations	Enhance energy efficiency and reduce carbon emissions through energy-saving measures and the application of renewable energy, thereby promoting energy transition and contributing positively to climate change mitigation	- Continuously optimize the operational efficiency of incineration facilities and auxiliary systems by adopting energy-efficient equipment and technologies to reduce energy consumption - Increase the proportion of renewable energy use - Utilize high energy-efficiency equipment - Gradually reduce the use of high-carbon energy sources	- Commit to continuously implementing energy-saving measures to reduce energy consumption and greenhouse gas emissions, supporting environmental sustainability - Increase the proportion of renewable energy use year by year - Establish energy-saving targets and promote energy efficiency improvement initiatives - Promote the use of clean energy	- Promote retrofit projects for high-efficiency energy-saving equipment and evaluate the installation of waste heat recovery systems to improve overall energy utilization efficiency - Install self-owned renewable energy generation systems (such as solar, wind, biogas, and hydropower) - Replace high energy-consuming equipment with high-efficiency energy-saving equipment - Transition to low-carbon energy sources (such as natural gas and biomass energy)	Fossil fuel management < 4.57 MWh/NT\$ million revenue
Safe and Healthy Work Environment	- Employee health risks (such as cardiovascular diseases, myocardial infarction, etc.) - An occupational safety incident has caused physical or psychological harm to employees or contractors, as well as the consumption of medical resources	- Enhancing interviews to gather feedback, identifying employees' health risks, timely inquiring about exercise habits, and including the said information in the tracking records of employee health initiatives - Implementing the PDCA cycle to continuously improve employee safety and reduce workplace incidents	Prioritizing safety and well-being; promoting employee health and welfare; implementing risk management mechanisms; encouraging the participation and training of all personnel; continuously improving the HSE system	Providing a safe and secure working environment, promoting various health enhancement activities, reducing occupational accident rates and construction risks, creating a healthy workplace, and enhancing employee cohesion	- Setting safety and health objectives - Implementing on-site safety and health management - Conducting health promotion education and training - Regular health check-ups and tracking for employees - Providing on-site medical services	- SR ≤ 0.6 - FR ≤ 0.14
Talent Attraction, Development, Utilization, and Retention	If unable to recruit qualified talents in a timely manner or unable to retain talented individuals, the Company's operations may be affected as a result	The Company seeks exceptional talent to drive innovation and progress. The quality, competence and performance of our people will have a significant impact on the value and operational performance of the Company.	- Attract and retain talent from diverse backgrounds to enrich the Company's talent pool - Partner with universities for internship programs and offer students in relevant fields the opportunity to intern with the Company - Provide a comprehensive and competitive compensation package, a friendly and healthy workplace, and robust learning and development opportunities to achieve the goal of talent retention - Offering comprehensive position and management skills training courses to help employees develop their knowledge that is beneficial to their careers All employees use digital training guides, enabling learning without time or geographic constraints	- Improve employees' identification and compliance with ECOVE's corporate culture to bring employees' talent into full play - Provide a better, safer and healthier work environment - Emphasize employee career development and implement a comprehensive talent development plan to foster diverse skills Improve employee skills and build a competency-based organization that meets job requirements	- Each year, we review our performance evaluation, compensation and rewards policies to ensure that we have a fair performance evaluation and compensation system - Provide a competitive compensation system and comprehensive benefits that meet the needs of employees - Encourage employees in continuous education and design career development roadmaps for employees, content of education training, and performance indicators - Encourage further education for employees to obtain professional certifications	- The retention rate of new employees is going to be 90% by 2030 - The compensation market positioning standards are reviewed and adjusted annually in order to be implemented into the compensation system - Long-term incentive compensation tools such as restricted stock plans are established

Annual Review of Targets for Material Sustainability Topics

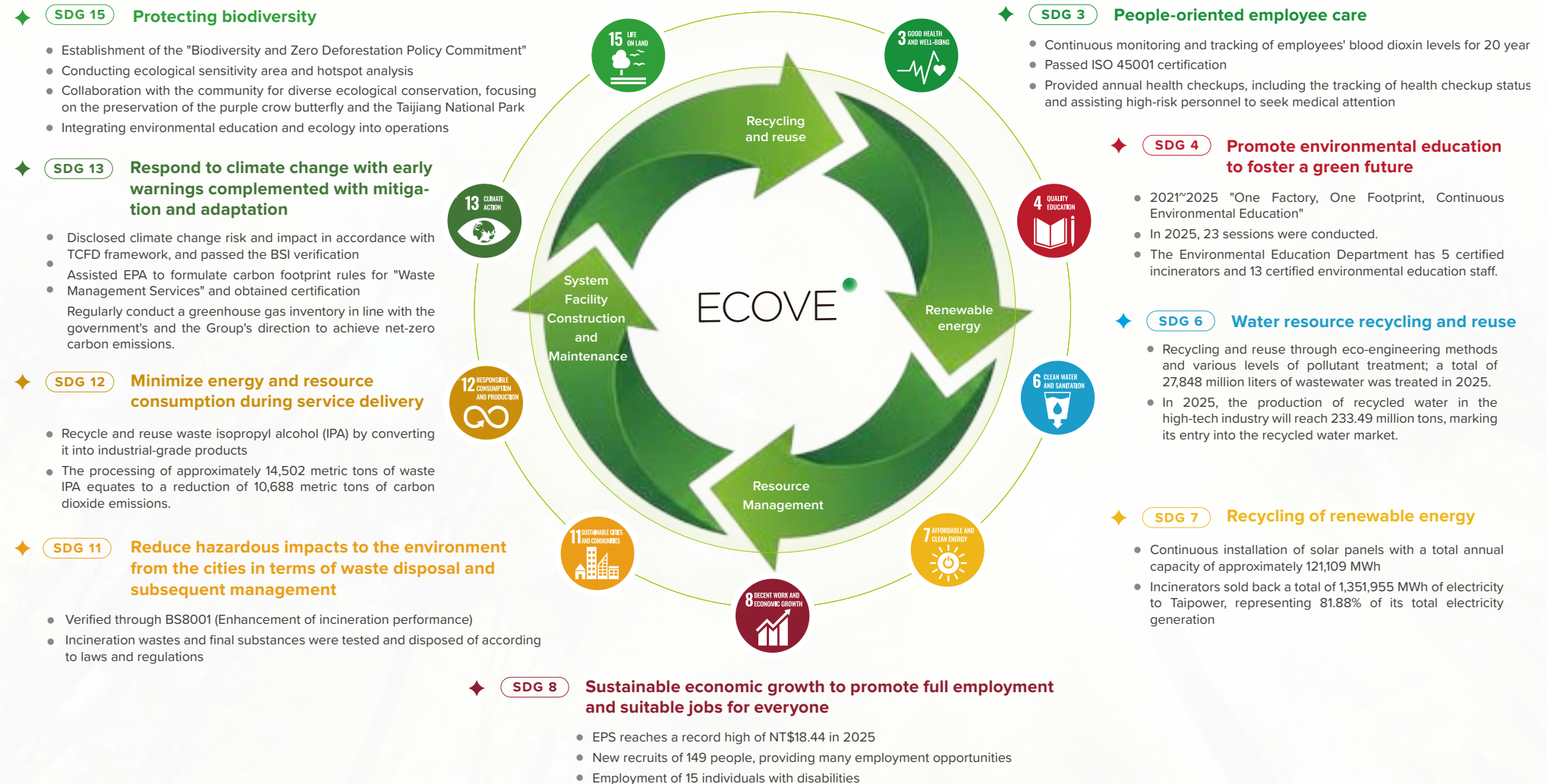
Material Issue	Goals for 2025	2025 Achievement Status ^{Note 1}	Short-term Goal 2026
Corporate Governance and Ethical Corporate Management	100% of all employees have signed a commitment to comply with the Government Procurement Act and the Company's anti-bribery policy - The annual employee morale commitment course achieves a training ratio of 90%	○ ○	100% of all employees have signed a commitment to comply with the Government Procurement Act and the Company's anti-bribery policy - The annual employee integrity and code of ethics course achieves a training ratio of 90%
Innovative Technology and Services	Number of invention patent applications filed ≥ 4	○	Number of invention patent applications filed ≥ 4
Sustainable Management of Supply Chain	- The annual signing of the Corporate Social Responsibility Agreement, Supplier Code of Conduct, and the Commitment to Sustainable Business Operations and Net Zero Emissions has achieved a 100% completion rate - Conducting key supplier evaluations with a 100% completion rate	○ ○	- The annual signing of the Corporate Social Responsibility Agreement, Supplier Code of Conduct, and the Commitment to Sustainable Business Operations and Net Zero Emissions has achieved a 100% completion rate - On-site audit completion rate for high-risk vendors: 100%
Customer Service and Management	- The average customer satisfaction score is 9 out of 10 - Response rate of customer satisfaction survey: 100%	○ ○	- The average customer satisfaction score is 9 out of 10 - Response rate of customer satisfaction survey: 100%
Climate Strategy and Net Zero Effectiveness	Reducing carbon emissions of the headquarters by 20%	○	- Reducing carbon emissions of the headquarters by 40% 15% reduction in carbon emissions intensity at production sites
Pollution Control	- Achieve 100% approval rate for waste gas emissions quality inspection - Nitrogen oxide emissions per ton of waste: <0.82 kg	○ ○	- Achieve 100% approval rate for waste gas emissions quality inspection - Nitrogen oxide emissions per ton of waste: <0.79 kg
Waste Management and Resource Cycling	- The unit carbon intensity of the waste collection vehicles has decreased by 9.7% compared to the base year (2022) - Up to 566 kWh/T of electricity is generated per ton of waste - IPA reuse treatment volume > 15,000 tons	○ ○ ✗ ^{Note 2}	- The unit carbon intensity of the waste collection vehicles has decreased by 15% compared to the base year (2022) - Up to 607 kWh/T of electricity is generated per ton of waste - Solvent waste reuse treatment volume > 17,400 tons
Renewable Energy Efficiency	- The annual electricity generation from solar photovoltaic systems reached 120 million kWh - Green energy wheeling rate >10%	○ ○	- The annual electricity generation from solar photovoltaic systems reached 135 million kWh - Green energy wheeling rate >20% 300 green energy certificates (self-generated and self-used) per year - Power generation from other sources of renewable energy ≥ 2 million kWh
Water Resource Management	- Water withdrawal intensity per unit of waste processed > 0.00076 (million liters/ton of waste) - Reclaimed water production: 7 million liters	○ ○	- Water withdrawal intensity per unit of waste processed: 0.00074 (million liters/ton) - Reclaimed water production: 7 million liters
Energy Management	-	Fossil fuel management: 4.97 MWh/NT\$ million revenue	Fossil fuel management < 4.89 MWh/NT\$ million revenue
Safe and Healthy Work Environment	- SR < 0.6 - FR < 0.14	○ ○	- SR < 0.55 - FR < 0.13
Talent Attraction, Development, Utilization, and Retention	- The turnover rate is between 5% and 8% - The retention rate of new employees is 87%. - Total employee training hours is 18,000 hours	○ ○ ○	- The turnover rate is between 5% and 8% - The retention rate of new employees is 88%. - Total employee training hours is 18,000 hours

Note 1. ○: Standard met; ✗: Standard not met

Note 2. The target of IPA recycling and treatment volume exceeding 14,000 tons was not achieved due to semiconductor manufacturers increasingly establishing zero-waste centers and promoting process waste reduction, resulting in decreased outsourcing demand.

Response to the United Nations' Sustainable Development Goals

Leveraging its core competencies, ECOVE began by conducting a thorough assessment of the organization's goals and practices. As a result, they identified 9 Sustainable Development Goals (SDGs) that are highly relevant to ECOVE's work. We have integrated the Sustainable Development Goals (SDGs) into our operational activities to strengthen the Company's commitment to sustainable development, minimize the impact of our operations, and capitalize on opportunities for sustainable growth.



Participation in External Organizations GRI 2-28

Participation in Associations and Organizations

Maintaining close connections with industry developments and emerging technologies is a core strategy for ECOVE to continuously enhance service competitiveness and expand its industry influence. The Company actively participates in industry associations and academic organizations related to environmental protection, green energy, and sustainable development, promoting academic exchange and technological advancement through diverse platforms while expanding market opportunities and strengthening industry influence. In 2025, the Company participated in a total of 13 external trade associations, with annual participation expenditures amounting to NT\$435,000, demonstrating ECOVE's proactive commitment to deepening collaboration and co-creating industry value.

Name of Organization	Participating Identities
Taiwan Institute for Sustainable Energy (TAISE)	Member
The Chinese Institute of Environmental Engineering	Member
Water Affairs Organization · Taiwan	Member
Taiwan Occupational Safety and Health Management System Northern Region Promotion Association (TOSHMS)	Member
Sustainable & Circular Economy Development Association	Member
Taiwan Environmental Engineering Association	Member
Taiwan Telecommunication Engineering Industry Association	Member
Taiwan Refrigeration & Air-conditioning Engineering Association of R.O.C.	Member
Taiwan Resource Recycling Industries Association	Member
Taichung Waste Management Commercial Association (Grade A)	Member
Taoyuan Waste Management Commercial Association	Member
Solar PV Generation System Association of R.O.C (PVGSA)	Member
Kaohsiung City Municipal Waste Management Commercial Association	Member

In addition, ECOVE has accumulated over 20 years of experience in waste incineration operations and has made significant developments in areas such as solar energy and recycling in recent years. In addition to being invited to share Taiwan's experience at domestic and international forums, ECOVE has also been featured in various key media. For example, ECOVE's research on "Application of Nanocrystalline Materials in Solar Module Cables and Connectors to Improve Power Generation Loss" was published on the website of an internationally renowned journal in 2025.



Participation in Seminars or Forums

ECOVE actively participates in national and regional environmental policies and issues, and we share more than 20 years of experience in resource cycle industry development and operational strategies with public and private groups from government, industry, and academia, as well as the public in response to invitations from domestic and overseas governmental or non-governmental organizations. This helps to build cornerstones in the resource circular economy and ensure that we stay on top of the trends. In 2025, representatives of ECOVE attended a total of 18 lectures or forums, with the key activities listed as follows:

Title of Activity	Event Organizer
Final Review Panel for the Green Engineering Talent Cultivation Program	Ministry of Education
Low-Carbon Personnel Training Course of the Industrial Development Administration, Ministry of Economic Affairs - Sharing of Enterprise Carbon Reduction Examples	Industrial Development Administration, Ministry of Economic Affairs
Expert Consultation Meeting on the Analysis of Standards for Net Zero Sustainable Public Works	Public Construction Commission
Briefing Session on the "Reference Guidelines for the Identification of Sustainable Economic Activities (2nd Edition)"	Financial Supervisory Commission, National Taipei University
Experience Sharing on Carbon Management and Sustainable Practices of the Sustainable Development Committee	National Central University
Industry Expert Co-Teaching Program, National Taipei University of Technology	National Taipei University of Technology
Environmental Engineering Practicum Course	National Cheng Kung University, Department of Environmental Engineering
Experience Sharing on Carbon Management and Sustainable Practices of the Sustainable Development Committee	Chia Nan University of Pharmacy and Science

Industry Initiative

ECOVE actively participates in industry initiatives and leverages its extensive practical experience to support the development and exchange of sustainability policies, standards, and regulations. In 2025, the Company engaged in multiple cross-ministerial and industry platforms, contributing professional expertise in policy formulation, talent development, and low-carbon transition.

In the area of talent development, ECOVE was invited to serve as a reviewer for the final presentations of the "Green Engineering Talent Cultivation Program" organized by the Department of Information and Technology Education, Ministry of Education. From an engineering practice perspective, ECOVE supported the development of green engineering talent and the implementation of practical outcomes. The Company also participated in the "Low-Carbon Personnel Training Course of the Industrial Development Administration, Ministry of Economic Affairs - Sharing of Enterprise Carbon Reduction Examples," sharing practical experience in corporate greenhouse gas inventory and carbon reduction initiatives to enhance the industry's low-carbon capabilities.

In terms of sustainability standards and regulatory development, ECOVE participated in the "Consultation Meeting for the Resource Circulation Industry Sustainability Leadership Guidance Manual" commissioned by the Resource Circulation Administration, Ministry of Environment and conducted by National Chung Hsing University. The Company provided recommendations on the framework for resource circulation and sustainability governance, contributing to the establishment of an actionable sustainability roadmap for the industry. ECOVE also attended the "Expert Consultation Meeting on Net-Zero Sustainable Public Works Standards," providing professional insights on net-zero-related public works regulations to support improvements in policy design and feasibility assessment.

In addition, executives from ECOVE's subsidiary, ECOVE WMC, were invited to serve as adjunct assistant professors at the Department of Environmental Engineering and Science, Feng Chia University, and as audit committee members for the Resource Circulation Administration, Ministry of Environment, reviewing applications for the establishment and modification of Solid Recovered Fuel (SRF) facilities operated by environmental service companies. In these roles, they provided professional input on environmental engineering practices and supported the implementation of resource circulation policies.

Through such diverse engagements, ECOVE continues to contribute frontline industry experience to policy and regulatory discussions. By sharing knowledge and facilitating professional exchange, the Company strengthens overall sustainability governance and net-zero transition capabilities within the industry, thereby enhancing its positive influence on policy advancement.



Invited by the Department of Environmental Engineering of Cheng Kung University, ECOVE shared practical experience in waste-to-energy power generation



ECOVE shared practices in the circular economy, invited by the National Taipei University

Business Integrity

Effective corporate governance is the cornerstone for sustainable development of enterprises. We see Ethical Corporate Management as the supreme principle, implement sound risk management, comprehensive information security management, and actual compliance with laws and regulations. As a means to achieve the goal of sustainable co-prosperity, we took a proactive approach to understand and respond to the needs of various stakeholders through a variety of information disclosure channels on top of rigorously safeguarding shareholders' rights and interests and ensuring that all shareholders enjoy fair and equal rights.

Corporate Governance GRI 2-17~ 20

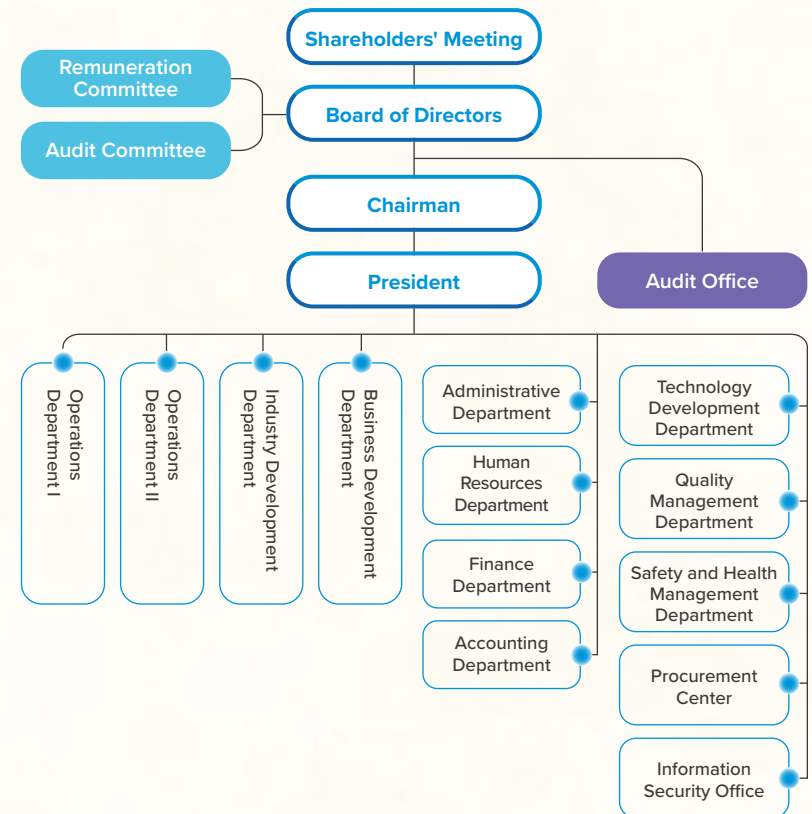
ECOVE sees ethical business management as the basic principle of corporate governance, and it is our objective on top of focusing on robust organizational growth and satisfying investors and various stakeholders. We have established multiple channels to provide relevant information, such as holding regular investor conferences and annual shareholders' meetings, as well as setting up a special zone for investor relations, a special zone for corporate sustainability, and a special zone for stakeholders, etc., in order to continue to strengthen the disclosure of information, to respect the rights and interests of all stakeholders, and to achieve effective communication.

ECOVE not only focuses on resource recycling-related fields in investment planning but also places great importance on implementing sustainable development. Through transparent, professional, and robust corporate governance principles, ECOVE has been consistently ranked in the top 5% of the "Corporate Governance Evaluation" for listed companies for 12 consecutive years. This demonstrates our commitment to being a responsible corporate citizen and serves as a model for information disclosure and ethical business practices.



Governance Structure

The Board of Directors of ECOVE is the Company's highest decision-making body, responsible for overseeing the Company's operations and formulating major strategies. To ensure sound corporate governance, we have established an Audit Committee and a Remuneration Committee under the Board of Directors, which are responsible for overseeing the Company's finances and compensation system, respectively. Additionally, a sustainable information management organization has been set up to manage the planning and execution of audit operations. The unit not only reports on audit activities to the independent directors on a regular basis but also attends meetings of the Audit Committee and the Board of Directors to provide reports.



Transparent and Efficient Operations

The operation of our Board of Directors follows the "Rules Governing Procedure for Board of Directors' Meetings" and "Guidelines for Board of Directors Meeting Operations Management." The Board holds meetings at least once per quarter, adheres to conflict of interest regulations, and any director with personal interests involved in a board resolution automatically recuses themselves and does not act as a proxy for other directors in voting. The average attendance rate of all directors on the Board of Directors in 2025 was 97.8%, which is above and in compliance with the 85% corporate governance rating metric. The Chairman of ECOVE has the primary responsibility of overseeing the executive management to ensure that the Company's operations and business execution align with the corporate philosophy. The President's primary responsibility is to lead the management team and ensure the overall operations are carried out in accordance with the directives of the Board of Directors. The Chairman does not concurrently hold the position of President to avoid conflicts between their respective responsibilities. However, the Chairman is also a member of the management team and serves as the Chair of the Strategy Committee, enabling the Company to respond swiftly to various challenges. Meanwhile, the Chairman remains subject to the Company's conflict of interest and recusal policies applicable to board members, and duly abstains from voting on relevant agenda items in accordance with such regulations, thereby ensuring the independence and integrity of the decision-making process.

	Remuneration Committee	Audit Committee
Main Responsibilities	Established voluntarily since 2012. Evaluate the remuneration policy and system of the directors and managers objectively and make suggestions to the Board of Directors accordingly for policy-making reference.	Established voluntarily since 2014, the Committee is responsible for supervising the fair expression of the Company's financial statements, the selection (dismissal) and independence and performance of CPAs, the effective implementation of internal controls, compliance with relevant laws and regulations, and the control of existing or potential risks.
Composition of Committees	The term of office of the 5th Committee May 31, 2023 to May 30, 2026 Convener Shuh-Woei, Yu Members James Tsai and Shan Shan, Chou	The term of office of the 4th Committee May 31, 2023 to May 30, 2026 Convener Shuh-Woei, Yu Members James Tsai and Shan Shan, Chou
Meetings	Two meetings were convened in 2025. The average attendance rate of the three members was 100%.	Five meetings were convened in 2025. The average attendance rate of the three members was 100%.
Articles of Association		

Board Diversity and Independence

To ensure the independence of the Board of Directors, we have implemented a strict candidate nomination system, whereby the shareholders' meeting elects from the list of director candidates. Directors may be re-elected consecutively. As of the end of 2025, the average tenure of our Board of Directors is 8.1 years. In addition, the Company amended its Articles of Incorporation in May 2025, stipulating that the Company shall have five to nine directors, each serving a term of three years, with the possibility of re-election. Among these, the number of independent directors shall not be less than three and shall not be less than one-fifth of the total number of directors.

In addition, we are committed to promoting a diverse structure for the Board of Directors. The Company's Corporate Governance Principles explicitly state that the composition of the Board of Directors should take into account diversity, including but not limited to basic qualifications such as gender, age, nationality, and culture, as well as professional knowledge and skills. Furthermore, specific management objectives for the Board's diversity policy shall be formulated based on the Company's operations, business model, and development needs. These objectives include that the number of directors who concurrently serve as executives of the Company shall not exceed one-third of the total Board seats, there should be at least one female director, and at least two independent directors whose consecutive terms do not exceed three terms.

The current Board of Directors consists of 9 members, of which 2 members are employees (approximately 22% of the total board), and also includes 1 female director (approximately 11%) and 3 independent directors (approximately 33%), in accordance with the diversity policy. The Board is responsible for formulating the Company's business policies and important strategies. All members of the Board possess the professional knowledge, experience, and qualifications necessary to perform their duties, including expertise in engineering and environmental protection, industrial safety, water resources, finance, and sustainable environmental practices. They are well-versed in international perspectives, decision-making leadership, and crisis management capabilities to respond to changes in economic, environmental, and social aspects. Information regarding the Board members' positions on other Boards has been disclosed in the Company's most recent Annual Report.



Directors' Further Training and Performance Evaluation

To strengthen corporate governance, enhance the effectiveness of the Board of Directors, establish performance objectives, and improve the efficiency of Board operations, the Company has established the "Regulations Governing the Board Performance Evaluation," which stipulates that the Board of Directors of the Company shall conduct an internal performance evaluation annually, and shall be evaluated by an external professional independent organization or a team of external experts and scholars at least once every three years, and that the scope of the evaluation shall include the entire Board of Directors, individual members of the Board of Directors, and functional committees. The evaluation methods include internal self-assessments by the members of the Board of Directors and functional committees (Remuneration Committee and Audit Committee), and performance evaluations conducted by external professional organizations and experts or other appropriate methods. The results of the internal and external performance evaluations of the Board of Directors shall be completed before the end of the first quarter of the following year. In order to enhance the quality of decision-making, ensure that the decisions of the Board of Directors are closely aligned with the goals of sustainable corporate development, strengthen governance effectiveness, and respond to stakeholder expectations, the performance evaluation indicators for the Board of Directors have been updated in December 2023 to include an evaluation item of "participation in sustainable management (ESG)." The individual performance evaluation of directors will serve as a reference for determining their compensation.

The Company appointed Taiwan Corporate Governance Association, an external professional and independent organization, to conduct a performance evaluation of the Board of Directors at the end of 2024. The evaluation results and proposed follow-up measures have been presented at the 13th Board meeting of the 9th term on May 5, 2025. The next performance evaluation will take place at the end of 2027. The results of the Board's performance evaluation, as well as subsequent reviews and improvements, will be reported to the Board and disclosed in the annual report and on the Company's website.

All members of the Board of Directors of the Company have completed relevant training in accordance with the "Guidelines for Continuing Education for Directors and Supervisors of Exchange-listed and OTC-listed companies." The training sessions are coordinated by the Group's Secretariat of the Board of Directors in accordance with the needs of the directors' professional functions or external trends. The training content covers corporate governance, business ethics and compliance, risk management, corporate sustainability, information security, etc., aiming to enhance the Board's understanding of emerging issues and the effectiveness of corporate governance. In 2025, director training programs covered topics including geopolitical risks and forthcoming IFRS Sustainability Disclosure Standards, with the aim of strengthening directors' ability to identify and manage risks arising from global developments and evolving sustainability regulations. In 2025, the average training hours for the Company's directors reached 6.7 hours, with all directors meeting the requirement of a minimum of 6 hours of training under the "Guidelines for Continuing Education for Directors and Supervisors of Exchange-listed and OTC-listed companies." Related information is disclosed on the Market Observation Post System.



The internal performance evaluation results of the Board of Directors



The external performance evaluation results of the Board of Directors

Remuneration Structure for Directors and Managers

The remuneration of the Company's Directors and General Manager follows the guidelines and criteria set forth by the Remuneration Committee and the Board of Directors, including the "Guidelines for Director Performance Evaluation and Remuneration System" and the "Guidelines for General Manager Performance Evaluation and Remuneration System." The remuneration takes into account industry norms, as well as the Company's performance, individual contributions, and achievements, aiming to provide reasonable compensation.

Remuneration Structure for Directors

The remuneration for the directors of the Company can be divided into compensation, salary, and business execution expenses:

- Director compensation: According to Article 23 of the Company's Articles of Incorporation, "The compensation for directors and the Chairman of the Board shall be determined by the Board of Directors based on their individual contributions to the Company and with reference to industry standards."
- Director salary: According to Article 29 of the Company's Articles of Incorporation, "If the Company has profits for the fiscal year, it shall first retain an amount to offset accumulated losses, and the Board of Directors may allocate up to two percent of the profits as director salary."
- Business execution expenses: The expenses primarily consist of transportation and attendance fees; these are established based on the standards provided by listed companies or industry peers. The remuneration standards for those concurrently serving as directors and supervisors in all companies in the financial report are the same.

General Manager Remuneration Structure

The salary structure for managers (including those who concurrently serve as directors) consists of fixed and variable compensation:

- Fixed compensation includes base salary, allowances, and bonuses, which are determined based on professional qualifications and market remuneration levels.
- Variable compensation includes bonuses and rewards, which are determined based on the Company's overall performance, business unit considerations, and individual relative performance contributions. It aims to align with the Company's core values, demonstrate leadership and management capabilities, and take into account factors such as future risk implications to reasonably determine the compensation.

The Chairman and Managers (including those who concurrently serve as directors) are also subject to annual performance assessment. The assessment encompasses the achievement of various financial goals (approximately 50% weightage), and non-financial performance indicators (approximately 50% weightage). Since 2022, ESG items have been incorporated into performance objectives, accounting for 10% of the total weighting. Discussions on target setting are conducted at the beginning of the first quarter each year, with achievement levels reviewed in the fourth quarter. Key performance indicators include results in domestic and international sustainability ratings, carbon reduction benefits, the promotion of off-site environmental education initiatives, and ESG management of suppliers. In addition, the annual salary adjustments and performance bonuses are calculated based on their performance evaluation results. The performance results, salary adjustments, and annual bonuses are reported to the Remuneration Committee and the Board of Directors for discussion:

Furthermore, within the annual performance assessment, supervisors have ESG self-assessment items to encourage them to actively participate in various internal and external ESG activities or awards within the group. This aims to ensure the implementation of the Group's ESG sustainable goals in daily work.

	KPI Item	Percentage	Corresponding Material Sustainability Topics
Financial Target 50%	Net Profit Achievement Rate (incorporated into internal carbon pricing)	15%	Climate Strategy and Net Zero Effectiveness
	Contract Achievement Rate	15%	-
	Revenue Achievement Rate	10%	Waste management and resource cycling; renewable energy benefits.
	Reduction of Operating Expenses	10%	-
Non- financial Target 50%	Job Security	10%	Safe and Healthy Work Environment
	Business Development Execution	9%	Customer Service and Management
	Recruitment and Retention	10%	Talent Recruitment and Retention
	Deepening Culture and Brand Recommendation	5%	-
	ESG-related Programs	10%	Climate strategy and net-zero performance; pollution control; waste management and resource cycling; renewable energy benefits; water resource management; energy management.
	Risk Management Achievement Rate	6%	-

The president, managers, and remaining employee remuneration and welfare protection are also inline with the general management's regulations. However, there are exceptions for the allocation of stock options and pensions for senior managers, where the distribution of warrants is reviewed by the Remuneration Committee, while pension is set out based on the coverage rate of the old pension mechanism and is controlled by the Pension Supervision Committee and an actuarial firm to protect the retirement rights and interest of senior managers as employees.

Long-term Incentive Awards for Managers	- Long-term incentive awards are granted in the form of stock-based compensation, which is deferred for five years and calculated based on future stock prices at the time of fulfillment. This ensures that manager compensation is linked to the Company's long-term performance. - In the event of significant risk events that could impact the Company's reputation or internal mismanagement, or other risk events related to personnel misconduct, the issuance of manager bonuses may be affected, reduced, or withheld, or previously granted bonuses and virtual share rights (including events occurring during the five-year deferral period) may be subject to recovery at the discretion of the Company.
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The Remuneration Committee and the Board of Directors shall regularly review the reasonableness of the remuneration, and shall review the remuneration system from time to time according to the actual operating conditions and relevant laws and regulations. They shall not guide the directors, president, and vice president to engage in acts beyond the Company's risk appetite in pursuit of remuneration, so as to avoid improper circumstances such as the Company suffering losses after payment of remuneration. The distribution of remuneration to employees and directors is regularly reported to the shareholders at the annual shareholders' meeting.

Business Ethics and Legal Compliance

GRI 2-23~24-2-26~27-205-1~3-206-1-415-1-416-2-417-2;SASB IF-WM-120a.3

Business Ethics

ECOVE upholds the principle of ethical management. To ensure that its daily operations comply with corporate ethics and moral standards, the Company has established the "Corporate Governance Principles," "Ethical Corporate Management Principles," and "Code of Ethical Conduct," all of which have been approved by the Board of Directors and apply to directors, managers, and all employees as behavioral guidelines to be observed by all personnel. In addition, ECOVE has established work rules to provide guidance for all employees in the conduct of daily business activities. The Company's Group Shared Services is responsible for the development and subsequent implementation of the Corporate Integrity Management Plan, and the General Manager, the highest decision-making authority of the Group Shared Services, determines and supervises the implementation of the Corporate Integrity Management Plan. The Company reports the results of the "Policy for Promoting Corporate Integrity" to the Board of Directors once a year.

To uphold fair dealing and prevent corruption and bribery, ECOVE strictly requires, in accordance with its Code of Ethical Conduct and No-Gift Policy, that employees must not offer preferential treatment when engaging in transactions with related parties. Employees are also prohibited, in the performance of their duties, from requesting, promising, giving, or accepting gifts, entertainment, kickbacks, bribes, or other improper benefits for their own benefit or for the benefit of others. In addition, the Company's Code of Ethical Conduct stipulates that employees must not, by any means, influence other employees to make political contributions, support a specific political party or candidate, or participate in other political activities. For all operating sites, ECOVE identifies and mitigates relevant risks through its internal control system. According to the results of the 2025 assessment, no material corruption risks were identified.

In order to ensure that all ECOVE employees are familiar with the various management standards, since 2020, all employees, regardless of their positions, including newly hired staff, are required to sign the "Employee Ethics Commitment Letter." In 2025, the signing rate reached 100%. During the orientation and training for new employees, the importance of ethics and integrity is emphasized, along with an introduction to ECOVE's "Code of Conduct," "No Gift Policy," "Whistleblowing Website," and other legal compliance regulations and reporting mechanisms. Since 2017, a "Code of Conduct for Procurement Personnel" has been established, requiring all procurement staff to sign it upon employment. The code explicitly prohibits the solicitation of improper benefits and provides guidelines and reporting procedures regarding the giving and receiving of gifts so as to prevent conflicts of interest or the compromise of the impartiality of procurement decisions. As of 2025, the signing rate is 100%. Since 2018, ECOVE also requires all employees of affiliated companies to sign the "Confidentiality, Non-Competition, and Intellectual Property Commitment Letter." In 2025, there were no incidents of corruption or bribery, and our commitment to ethical management in business operations has received recognition and approval from our partners.

Furthermore, ECOVE continuously strengthens the commitment to ethical management, and has incorporated "ethics" as part of the annual performance evaluation criteria for all employees, accounting for 5% of the performance evaluation metrics. This aims to deepen the connection between ethics and positive employee behaviors. Meanwhile, each year, the Company organizes both internal and external activities and training sessions related to ethical management for all employees. In 2025, two online ethical corporate management courses were conducted for all employees, with a total of 1,835 participants in both sessions. The number of employees who completed the courses was 1,835, representing 100% of all employees. In addition, the education and training program for new recruits also includes courses related to ethics and integrity, such as Code of Conduct, Code of Ethical Conduct, and Business Secrets, and the participation rate is 100%. The total number of training hours for the above related courses is 2,753. All board directors also underwent courses related to ethical corporate management issues, and advocacy was further conducted on the issues of legal compliance, avoidance of interest, improper political contributions and donations, with a completion rate of 100%, thereby strengthening the concept of ethical management at the governance level.

Training Results for Ethical Management Courses in 2025

Job Type	Number of Employees Who Have Completed the Courses	Percentage%
Engineers	384	20.93
Technicians	1,219	66.43
Administrative personnel	232	12.64
Total	1,835	100.00

Note: The statistics are based on employees who were employed as of the end of 2025.

Through practical actions, we strengthen the ethical business management with vendors, during interactions with vendors, such as requesting for quotations, tender meetings, going through ordering procedures, etc. we will express CTCI's and ECOVE's resoluteness in ethics by means of words, written and verbal. Prior to a tender meeting, we will execute Integrity Moment actions, announcing and explaining the contents of the Supplier Code of Conduct to vendors, simultaneously informing the prohibition of private interests, and providing information to the whistleblowing mailbox. Additionally, the implied covenant of good faith and fair dealing is also added to purchase orders to vendors and engineering commission contracts.

2025 Supplier Anti-Corruption Policy and Training Results

Number of suppliers who have received anti-corruption training	1,086
Percentage of suppliers who have received anti-corruption training (%)	100
Number of incidents of corrupt and non-compliant behavior that resulted in the termination or non-renewal of contracts with business partners	0

Compliance

The Company's business scope covers four major areas: energy and resources, recycling and reuse, renewable energy, and system facility installation and maintenance. We regularly review the latest legal changes and updates both domestically and internationally and are committed to establishing a culture of compliance. In 2025, ECOVE did not face any legal actions related to anti-competitive behavior, antitrust and monopoly practices, non-compliance with product and service information and labeling regulations, or violations of marketing and promotion (regulatory or voluntary guidelines). In 2025, ECOVE and its subsidiaries had no regulatory violations resulting from "major occupational accidents" as defined under Article 37 of the Occupational Safety and Health Act, nor any material regulatory violations involving a single fine exceeding NT\$1,000,000.

The number and total amount of penalties imposed on ECOVE and its subsidiaries in 2024 and 2025 are summarized below:

Year	Item	Number of Regulatory Violations Resulting in Fines	Number of Non-monetary Sanctions (Stoppage of Work)	Fine Amount
2024	General Violation Incident	6	0	595,000
	Significant Violation Incident	0	0	0
2025	General Violation Incident	3	0	336,000
	Significant Violation Incident	0	0	0

Note: In 2025, ECOVE and its subsidiaries were subject to a total of 3 penalties. 1 case involved the absence of a protective cover and failure to implement isolation and power shut-off procedures. Corrective actions were immediately taken, including the installation of a protective cover and the implementation of isolation and power shut-off controls. The remaining 2 cases were primarily related to non-compliance with applicable requirements under the Waste Disposal Act and the Air Pollution Control Act. Relevant corrective measures have since been completed for both cases. For details on the penalties imposed in 2024, please refer to the "Business Ethics and Legal Compliance" section of ECOVE's 2024 ESG Report.



Corporate Governance Standard



Ethical Corporate Management Best Practice Principles



Code of Ethical Conduct

Whistleblower and Consultation Mechanism

To ensure effective management of whistleblowing cases involving the Company, and to establish accessible reporting channels and impartial investigation procedures, ECOVE has established the "Whistleblowing Operation Management Measures." These measures are not only available on the Company's internal employee education platform, but are also published on the official website for both internal and external personnel to download and reference. During the onboarding training for new employees, the reporting channels and the relevant rights of whistleblowers are included in the training materials to ensure that all employees understand the operation of the reporting mechanism and their rights.

Whistleblowing cases are received by the Human Resources unit, which conducts a preliminary review and provides initial recommendations. The cases are then submitted to the President for review and, where appropriate, formally registered for investigation. Internal and external personnel who discover any violations of laws, regulations of the Company, or other improper conduct that may affect the interests of the Company may freely choose to report such incidents either by providing their names or anonymously. Internal whistleblowers wishing to file a report may do so through the Employee Feedback Platform's employee mailbox (HR@ecove.com) or by utilizing the reporting website established by the third-party impartial organization, KPMG Taiwan, to protect the rights of the whistleblower and ensure that the reported cases are properly investigated and addressed.

Reporting Channel	Target Users
Employee Feedback Email: HR@ecove.com	Internal personnel
Third-party reporting platform: https://secure.conductwatch.com/ctci/	Internal and external personnel

Furthermore, we are committed to maintaining the confidentiality of the whistleblower's information. All participants in the investigation and interviewees required for the case must sign a confidentiality agreement, pledging to uphold the confidentiality of the investigation process and any case-related information they may encounter. Additionally, we will protect the whistleblower from being dismissed, removed from their position, demoted, or subjected to any detrimental treatment that may harm their legal rights, contractual entitlements, or customary benefits as a result of their whistleblowing.

Flowchart of Reporting Investigation Procedure



If employees have concerns or inquiries regarding the various codes of conduct or ethical business practices, they can consult with their supervisors or contact the internal complaint mailbox (HR@ecove.com). In 2025, no grievance cases were received. ECOVE will continue to follow the brand positioning of "Most Reliable" and continue to implement the Ethical Corporate Code of Integrity, reaffirming and reinforcing employees' beliefs in integrity - honesty, commitment, and sincerity, including: organizing training courses to deepen trust in the corporate culture; organizing online ethical and integrity training courses for all employees and signing of declarations, etc., as well as ensuring a smooth channel for employees to report operations, and increasing the resolve of colleagues to expose malpractices.

Business Ethics Reporting Acceptance Cases Statistics for 2025

Sample of Violation of the Code of Conduct	Number of Cases Received	Inadmissibility	Number of Cases Not Substantiated After Investigation	Number of Substantiated Cases After Investigation
Corruption or Bribery	0	-	-	-
Discrimination or Harassment	0	-	-	-
Customer Personal Information Protection	0	-	-	-
Conflict of Interest	1	-	1	-
Money Laundering or Insider Trading	0	-	-	-
Suspected Unfair Workplace Environment	2	-	2	-
Workplace Bullying	0	-	-	-
Untrue Expense Reimbursement	0	-	-	-
Unreasonable Prices and Non-compliance with Product Specifications	0	-	-	-
Total	0	-	-	-

Risk Management

In order to strengthen the operational quality and competitiveness of the Company and its subsidiaries, the Company systematically identifies and evaluates the risks it may face in the course of its operations and formulates appropriate risk management strategies to reduce the likelihood of the occurrence of risks and their negative impacts, as well as implements an all-employee risk culture, promotes the Company's core values to its employees, sets behavioral indicators, and strengthens the organization's behavioral and internalized awareness of risks.

Risk Management Framework

ECOVE focuses on the risks faced in the course of operation to integrate the corporate risk management framework and build a perfect risk management organization and system. In 2017, ECOVE issued the "Risk Management Guidelines" and set up the "Risk Management Committee" to formulate the "Risk Management Policies," which serves as the supreme guiding principle of the Company's risk management, and clearly regulates the policy, purpose, scope, and organizational structure of risk, unit's authority and responsibility, risk management mechanism and execution process, and incorporate the risk management system to implement risk management.

ECOVE's Board of Directors serves as the highest governance body responsible for risk management. The Company has also established an Audit Committee composed of 3 independent directors to assist in overseeing the management and control of existing and potential risks. The Risk Management Committee reports on the implementation status of risk management to the Audit Committee and the Board of Directors at least once a year. The most recent report, titled "Operation of the Risk Management Committee in 2025," was presented on December 11, 2025, to ECOVE's 4th Audit Committee at its 15th meeting and the 9th Board of Directors at its 16th meeting.

Organizational Chart of the Risk Management Committee



The Company has established the "Risk Management Committee." The Chairman/President serves as the Commissioner, and the heads of each department and the Presidents of subsidiaries serve as committee members. The committee meets quarterly and is responsible for approving risk management policies and guidelines, reviewing management reports, strategies, and improvement plans of each unit, ensuring the effectiveness of risk management measures, etc., and continually

reviewing the effectiveness of the control measures through audits to help the Board of Directors and managers to ensure that the risks are effectively controlled. The risk control representative is appointed by the Commissioner of the Risk Management Committee. The representative is responsible for overseeing the convention of the Risk Management Committee meetings, as well as organizing and tracking relevant data and files, ensuring the continuous effectiveness of the risk management mechanisms. The Risk Management Committee in 2025 has convened four meetings to monitor the status of existing risk improvements and the results of the major risk item inventory.

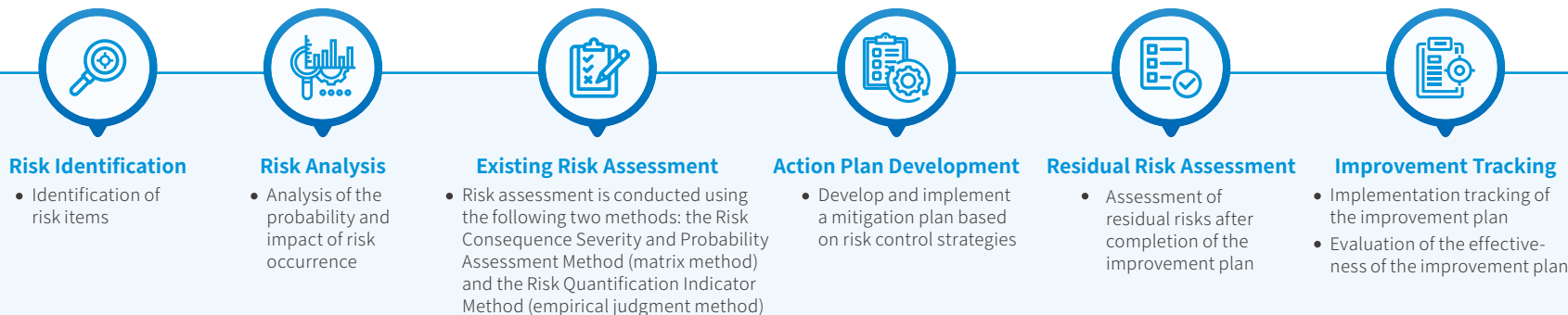
Each member of the Risk Management Executive Committee shall bear full responsibility for risk management, which includes risk identification, assessment, reporting, and the execution, supervision, and improvement of daily control measures. The Risk Management Committee's roles and responsibilities include promoting, supervising, identifying and managing significant risks, compiling and compiling risk profiles and improvement plans for each company, collecting and monitoring significant risk events in each company, evaluating the extent of impacts, reporting significant risks and related improvement plans to each company's general manager, communicating risk management guidelines to members, identifying, analyzing, evaluating, handling and reporting the risks of the units under our control, ensuring the effective implementation of the risk management and related control procedures of the units under our control, participating in the meetings related to the risk management of the units under our control, providing the opinions related to the risk management and control, accepting the related risks of the units under our control, proposing the risk mitigation plans/measures of the units under our control and handling and tracking the control according to these plans/measures, informing the colleagues of the units under our control of the items that should be followed and cooperated with by us, and assigning a responsible person for the management and control of the risk management projects as necessary.

Risk Management Mechanism

ECOVE categorizes risks into three main types: climate and natural risks, operational risks, and project risks. To mitigate the operational impacts caused by internal and external uncertainties, a comprehensive risk management process is implemented. This process includes systematic risk identification, risk analysis, risk assessment, and response measures to address and manage risks that may pose threats (or opportunities) to the Company. The aim is to avoid or reduce the impact on operations. All employees are also responsible for identifying and reporting risks. If any significant risk events that may affect the Company's operations are discovered, they should be reported immediately to their respective supervisors.

Risk Classification	Main Risk Dimensions
Climate and the Risks of Natural Disasters	Physical: Immediate and long-term Transformation: Regulations, technology, market, goodwill, and responsibility System: Ecosystem stability and financial stability
Company Operational Risks	Political/economic environment, strategy/objectives, ethical management, finance/taxation, legal compliance/intellectual property, corporate goodwill, finance/taxation, human resources, information security, quality, occupational health and safety, procurement, and engineering technology
Project Risk	Project background, financials and contracts, stakeholders, engineering technology, and project execution

Risk Management Process



ECOVE conducts a comprehensive review of potential risks across the business scope of each department through regular Risk Management Committee meetings. ECOVE primarily adopts the "Risk Consequence Severity and Probability Assessment Method" and the "Risk Quantification Indicator Method" to comprehensively evaluate risks. The assessment takes into account both financial indicators, such as impacts on gross profit, and non-financial indicators, including corporate image, reputation, and occupational safety impacts, while also considering the likelihood of occurrence. Based on these factors, ECOVE establishes risk levels to clearly measure the impact and probability of identified risk items, ensuring that risks are properly identified in accordance with their respective risk ratings.

After identifying key risk items, the relevant risk responsibility units will discuss and evaluate them to establish "alert standards" and "action standards." These will be submitted to the Risk Management Committee for resolution, and will be implemented upon approval by the President, serving as the basis for risk mitigation and control. If the alert standards are met, each risk management unit shall report to the supervisors of their respective units and monitor the situation according to procedures. If the action standards are met, an emergency risk response team will be established to handle and respond to urgent risk events.

Risk Review

Each risk management unit shall conduct risk identification, risk analysis, risk assessment, and risk control processes at least once every six months. This includes identifying potential risks that the Company may face within its business scope, analyzing the degree of impact and probability, selecting appropriate risk control measures based on each identified risk, and formulating mitigation strategies. The findings shall be submitted to the Risk Management Executive Committee for review to assess the effectiveness of risk control measures and action management, and to continuously monitor the status of risk improvement.

Risk Assessment and Analysis

According to the scope covered by the risk management framework, in the assessment results for 2025, ECOVE has identified the following 3 major high-risk items:

ECOVE Risk Assessment Results for 2025

Risk Classification	High risk	Rather high risk	Moderate risk	Low risk
Climate and the Risks of Natural Disasters	No	No	2 items (According to risk management guidelines, no need for monitoring and tracking)	12 items (According to risk management guidelines, no need for monitoring and tracking)
Company Operational Risks	No	Environmental incidents Impacts of policy changes	First half of 2025: 48 items (According to risk management guidelines, no need for monitoring and tracking) Second half of 2025: 49 items (According to risk management guidelines, no need for monitoring and tracking)	First half of 2025: 50 items (According to risk management guidelines, no need for monitoring and tracking) Second half of 2025: 57 items (According to risk management guidelines, no need for monitoring and tracking)
Project Risk	No	Insurance Provisions	No	No

Based on the aforementioned risk assessment results, appropriate risk control measures will be selected for the primary identified rather high risk items. This will involve the formulation of risk mitigation action plans, including risk control and improvement strategies. Continuous monitoring of the implementation of these mitigation actions will be conducted to ensure that the mitigation plans are effectively executed. The main risk mitigation action measures are described as follows:

Risk Item	Risk Description	Corresponding Materiality Sustainability Topics	Risk Mitigation Actions
Environmental incidents	The projects violated environmental protection regulations and were fined or ordered to cease operations.	Pollution Control, Corporate Governance and Ethical Corporate Management	1. Strengthen the scope and content of quality audits and fully implement the three-tier quality management system. 2. Amend the Guidelines for Reporting and Handling Project Quality Incidents. 3. Regularly conduct education and training on compliance. 4. A waste gas monitoring system management and pollution control operation has been established and is being strictly implemented. 5. Establish a real-time reporting mechanism to promptly monitor pollution control conditions, facilitate immediate action, and prevent the emergence of environmental disputes. 6. Regularly conduct audits of regulations and permit contents to ensure legality and compliance. 7. Strengthen on-site inspection of incoming waste upon arrival at the plant. Non-combustible waste and waste with high sulfur or chlorine content shall be rejected and returned, with penalty points recorded and relevant guidance provided. 8. Conduct regular awareness briefings during project manager meetings on nonconformities and corrective actions.
Impacts of policy changes	Net-zero policies have led semiconductor companies to progressively establish zero-waste centers or implement waste reduction measures, resulting in lower demand for IPA reuse and intensified price competition.	Innovative Technology and Services	1. Monitor the competitive landscape and adopt precise pricing strategies to secure maximum returns. 2. Develop new sources of feedstock and explore new reuse applications. 3. Upgrade product quality and move toward the development of electronic-grade IPA.
	Due to factors such as annual maintenance at treatment plants, shutdown-related controls on incoming waste volumes, economic conditions, and the international trade landscape, waste collection and transportation volumes may fall short of budgeted targets.	Corporate Governance and Ethical Corporate Management	1. In response to limited disposal capacity: a. Real-time reviews are conducted on waste collection and transportation volumes, as well as the annual maintenance and shutdown status of cooperating energy-from-waste/resource centers. Waste sources are coordinated, collection schedules are adjusted, and personnel and vehicles are appropriately redeployed to make up for any monthly shortfalls in subsequent months to the extent possible. b. Continue to develop disposal channels outside the Group. c. Match and develop disposal channels beyond treatment plants, such as reuse organizations. 2. In response to economic impacts: a. Continue to develop new waste sources. b. Pursue public-sector tenders.
	Changes in solar photovoltaic policies and lack of public support may result in contract performance risks.	Customer Service and Management	1. Collaborate with the project owner to proactively communicate and address issues related to public opposition. 2. If implementation remains impracticable after communication efforts, ECOVE will negotiate with the project owner and contractors to terminate the contract and discuss the settlement of preliminary work expenses in order to minimize losses. 3. Review investment risk assessment items to ensure that potential public opposition arising from areas outside the project owner's control is included as a risk consideration.
Insurance Provisions	Changes in the insurance market environment: 1. Inability to procure insurance in accordance with contractual terms and conditions. 2. Significant increase in insurance premiums.	Corporate Governance and Ethical Corporate Management	1. Reduce the risk of being unable to obtain insurance coverage, or facing excessively high insurance premiums, due to unreasonable insurance requirements imposed by project owners or competent authorities. a. Review the insurance provisions in tender documents and proactively seek clarification from project owners regarding any unreasonable clauses. b. Where insurance coverage under existing contractual terms is difficult to obtain in the market or would result in excessively high premiums, communicate with project owners to update the insurance provisions of the contract. 2. Engage with insurance brokerage firms to arrange site surveys, enabling insurers and reinsurers to gain a better understanding of the conditions at energy-from-waste/resource centers and thereby increasing their willingness to provide coverage in the future.



Emerging Risk Management

Emerging risks refer to issues that may have significant potential impacts, but whose nature and scope of impact have not yet been fully clarified or assessed. Such risks are generally difficult to quantify precisely and are accompanied by a high degree of uncertainty and variability. To proactively identify the potential impacts of emerging external issues on its key business operations, ECOVE screens and identifies major emerging risk items through its risk identification and analysis process. The Company further develops corresponding risk mitigation and response strategies to enhance its adaptability to changes in the external environment.

ECOVE Emerging Risk Management Process

Impact Assessment Process



Establishing Definitions

- Based on the definitions provided by the COSO Committee, the Cambridge University Risk Studies Centre, the International Risk governance Association, and S&P Global's Corporate Sustainability Assessment, the meaning and characteristics of emerging risk were established.



Risk Identification

- Consolidate sources including international emerging risk reports, global economic trend reports, industry insight analyses, and corporate case studies to establish a list of emerging risk factors.
- Emerging risk factors are screened and categorized into six major risk types: economic, social, environmental, geopolitical, technological, and other risks.



Risk Analysis

- An emerging risk analysis meeting is convened by the President, heads of each business division, and representatives from major subsidiaries, together with external experts.
- Emerging risk analysis is conducted using comprehensive assessment indicators, while key areas where each emerging risk factor may potentially impact operations are simultaneously identified.



Assessment and Response

- Emerging risks are prioritized based on the analysis results to identify and define the key risk items.
- For major emerging risk items, corresponding risk mitigation measures are planned in conjunction with the assessment results of operational impact hotspots.



Ongoing Management

- Continuously monitor trends in emerging risks, and conduct annual reviews and assessments of the appropriateness and effectiveness of relevant mitigation measures to reduce the significant impacts of emerging risks on the Company's long-term operations.

The major emerging risk items identified by ECOVE in 2025, along with the related operational impacts and risk mitigation measures, are detailed below:

Risk Item	Risk Type	Risk Description	Business Impact	Mitigation Measures
Workforce imbalance and skills gap	Society	Workforce challenges have evolved from cyclical shortages driven by economic fluctuations in the past into a structural imbalance that is difficult to reverse. This includes the acceleration of experience gaps caused by population aging. As senior technical personnel reach peak retirement age, the process optimization knowledge accumulated over many years in environmental facility operations, such as energy-from-waste plants and water treatment facilities, including system facility installation and maintenance as well as circular reuse, is facing the risk of intangible knowledge loss that cannot be easily rebuilt through short-term training. In addition, the strong pull of certain high-tech industries in Taiwan on high-level technical talent continues to crowd out recruitment opportunities in other industries, intensifying asymmetric pressure in cross-industry competition for talent. Amid the convergence of multiple external factors, companies are not only facing challenges in workforce recruitment, but also finding it increasingly difficult for traditional employment relationships and talent management models to support long-term operational stability.	Impact on operational stability: A gap in professional talent may weaken the Company's ability to maintain the long-term stable operation of its system facilities. If senior employees retire or leave the Company and core technical expertise, such as incinerator operation, water treatment, and electromechanical maintenance, is not effectively transferred, this may lead to negative impacts, including higher equipment failure rates and reduced troubleshooting efficiency. Challenges to engineering quality: A shortage of technical personnel may weaken the Company's capabilities in equipment maintenance, abnormality handling, and customer response, thereby limiting waste treatment capacity and contract performance efficiency. System facility installation projects and BOT projects may also face risks of unstable engineering quality or delayed delivery due to skills gaps, which may in turn affect customer satisfaction, the pursuit of new tenders, and the Company's brand value. Increase in operating costs: A surge in recruitment and training costs, together with higher personnel expenses, may directly compress the Company's profit margins. Workforce shortages may also give rise to contractual disputes, affecting financial revenue. Increased operational safety risks: Difficulties in recruiting new personnel and the long training period required may result in excessive workloads for mid-level employees. This may create a vicious cycle of overwork and turnover, increasing the risks of occupational accidents and overtime work. In addition, having inexperienced personnel operate high-risk facilities may increase the frequency of occupational safety incidents within the Company.	Establish a knowledge management and succession system: Identify key positions, such as chief incinerator operators and water treatment engineers, and establish a 3- to 5-year succession pipeline. Promote a mentorship system and apply digital tools to convert tacit knowledge into explicit knowledge, ensuring the continuity of technical capabilities. Rehire retired senior personnel as training seeds to sustain technical knowledge transfer. Strengthen recruitment and talent retention mechanisms: Expand recruitment channels and introduce cross-industry and diverse talent. Enhance remuneration competitiveness, and promote long-term incentive mechanisms for key technical personnel as well as dual-track career advancement pathways for technical and managerial roles. Accelerate skills enhancement and digital transformation: Promote skills enhancement programs, modular training systems, and internal certification mechanisms to narrow technical capability gaps. Accelerate the adoption of automation and AI-assisted tools to reduce reliance on specific personnel. Implement workforce backup mechanisms: Maintain appropriate buffers for trained personnel and certified staff, and strengthen cross-unit support coordination and workforce backup mechanisms. Fully implement job rotation mechanisms and regularly organize cross-disciplinary technical exchanges to cultivate employees' cross-functional management capabilities
Uncertainty in the AI regulatory environment and management failures	Technology	As the scale of AI applications continues to expand, companies are gradually integrating deep learning technologies into their core business operations. However, the pace of technology deployment has clearly outstripped the maturity of governance frameworks. Rushed deployment in pursuit of efficiency may introduce systemic security vulnerabilities into complex industrial control systems. The proliferation of unauthorized employee use of AI tools, together with the rise of agentic AI, may pose potential threats to the long-term stable operation of critical infrastructure. At the same time, if underlying data is biased or incomplete, AI models may generate biased decision-making recommendations, thereby weakening decision-making effectiveness or causing unexpected operational errors. Against the backdrop of an absence of unified regulatory frameworks and industry standards, unclear allocation of risk-related responsibilities and the lack of mechanisms for resolving ethical disputes may further increase the Company's compliance burden and regulatory uncertainty.	Operational stability and environmental safety risks: If system vulnerabilities are exploited, they may result in data breaches or operational disruptions, causing direct financial losses and affecting the Company's share price and market capitalization. AI-driven decision-making errors may lead to misjudgments in plant operating parameters, such as those for incinerators and water treatment systems, resulting in system shutdowns or equipment outages. This could affect waste treatment efficiency and impact the Company's service quality and contract performance capabilities. In severe cases, it may trigger environmental pollution or accidents, thereby damaging the Company's brand reputation. Increased compliance burden: The application of AI in the environmental services industry still lacks mature industry standards and clear regulatory guidance. As a result, the Company may face uncertainty in assessing system security, reliability, and ethical compliance. Cascading errors caused by improper AI management may further increase the costs of system adjustments and internal management. Erosion of professional skills: Employees' prolonged overreliance on AI-assisted decision-making, combined with a lack of proactive review practices, may gradually weaken their professional judgment and on-site response capabilities. In the event of system abnormalities or failures, this could result in insufficient emergency response capabilities. Loss of competitive advantage: If confidential information contained in AI models is leaked, the disclosure of key trade secrets, such as system operating parameters, may weaken the Company's core competitive advantages and have a material impact on its market position.	Continuously monitor domestic and international AI regulatory developments: Adjust internal management mechanisms and compliance strategies in a timely manner. Strengthen the AI management framework: Plan to establish an AI management unit responsible for evaluation, risk analysis, control measures, and education and training, while regularly reviewing the reliability of AI technologies. Plan to establish AI application guidelines that define AI ethical principles, data privacy protection procedures, and the allocation of responsibilities. Enhance technological resilience and cybersecurity protection: Measures include, but are not limited to, conducting stress tests and cybersecurity penetration testing on AI systems; establishing standard operating procedures for responding to AI-related incidents; prioritizing the procurement of AI tools equipped with enterprise-grade data protection mechanisms; and establishing human-machine collaboration and review mechanisms for critical operational decisions, such as equipment shutdowns and emissions adjustments. Enhance internal AI risk awareness: Train engineering and operations personnel to understand the limitations and risks of AI, and promote the appropriate use of AI tools.

In the face of a rapidly changing external environment, ECOVE recognizes that integrating the identification and management of emerging risks into daily operations and long-term strategic planning is essential for advancing steadily amid growing uncertainty. Looking ahead, the Company will continue to strengthen its risk management mechanisms, promote cross-departmental collaboration and resource integration, and transform challenges into opportunities through agile adaptability. While safeguarding the quality of its environmental services, the Company will continue to create long-term, mutually beneficial value for shareholders, customers, and society.

Strengthening Risk Culture

• Risk Training for Directors and Senior Executives

To strengthen the risk awareness and governance capabilities of ECOVE's directors and executives, all directors and executives continued to participate in relevant training programs in 2025. The topics covered included "Future Market Trends from the Perspective of Global Financial and Economic Changes" and "Key Principles and Practices of the IFRS Sustainability Disclosure Standards and CTCL's Response Strategies." The training focused on key issues such as global financial and economic developments, the evolution of sustainability disclosure standards, corporate sustainability actions, risks associated with artificial intelligence applications, and cybersecurity resilience. These programs helped directors, including non-executive directors, and senior executives stay informed of changes in the external environment and emerging risk trends, while deepening their understanding of risk management principles, risk governance frameworks, and risk appetite planning linked to strategic objectives.

• Risk Training for All Employees

The Company is committed to enhancing the effectiveness of risk management. In addition to implementing policy communication and awareness initiatives through each control unit, the Company has also established systematic mechanisms to help all employees identify and assess operational risks. After completing risk assessments and response planning, the Company not only requires rigorous execution in daily operations, but also continues to dynamically update and revise operating standards based on business characteristics, operating scale, and current operational conditions. At the same time, regular training programs are conducted for managers and employees to strengthen risk awareness across the workforce and ensure that risk management practices remain up to date.

Course Title	Course Frequency	Number of Training Attendances
(GRCB) Group Risk Management Requirements Awareness Training (Manager Program)	Once per year	47
(GRCB) Group Risk Management Requirements Awareness Training (Employee Program)	Once per year	827
(GRCB) Mandatory Course for All Employees) Personal Data Protection Act	Once per year	929
(GRCB) Mandatory Course for All Employees) Trade Secret Protection Measures	Once per year	918
(Mandatory Course for All Employees) Group Information Security Management Requirements Awareness Training	Once per year	949
Legal Compliance, Confidentiality, and Ethical Commitment Education Training (Compliance Week)	Once per year	969

In addition, ECOVE holds Compliance Week activities on a regular annual basis to strengthen employees' understanding of regulatory knowledge and operating procedures, enhance their capabilities in risk identification, prevention, and response, and help employees understand the compliance matters that require attention during business execution, thereby preventing compliance incidents from occurring. The courses cover areas such as occupational safety and health, quality, administration, and human resources, with key topics including workplace sexual harassment prevention, gender equality, the Code of Ethical Conduct, personal data and trade secret protection, integrity and legal compliance, and occupational safety and health regulations. In 2025, a total of 484.5 training hours were completed. In addition, new employees who joined after Compliance Week were arranged to receive compliance training as part of their onboarding training in the month of employment, ensuring a 100% participation rate among all employees. In addition, ECOVE offers elective courses through CTCL University, covering topics such as integrity and legal compliance, the Personal Data Protection Act, prevention of unlawful infringement, the Labor Standards Act, and overwork prevention, helping employees further strengthen their awareness of human rights and legal compliance.

• Risk Control Metrics and Incentives

To enhance the effectiveness of risk management, ECOVE aligns with the Group's annual risk control objectives each year and requires all units to implement risk control measures, while measuring and monitoring progress against the established risk control targets. In 2025, the Group's risk control objectives were the "Implementation Rate of High-Risk Management Training" and the "Implementation Rate of High-Risk Control Measures." The measurement items included the coverage rate of risk management training, the implementation status of risk control measures, and the timely completion of improvements for nonconformities.

For all employees, ECOVE continues to deepen its risk culture, with "safe behavior" and "integrity" as the key focus areas. Employees are required to strictly comply with standard operating procedures, proactively identify situations that may affect safety, and report them in a timely manner. Meanwhile, employees are required to uphold the principle of integrity, comply with laws and regulations, employee codes of conduct, internal systems, and procedures, and are encouraged to report, disclose, and prevent conduct that may harm the interests of the organization. To further strengthen the implementation of its risk culture, ECOVE has established incentive measures. Criteria for rewards and disciplinary actions have been set out in the "Employee Reward and Disciplinary Measures" and the "Proposal Incentive Measures," under which different levels of commendations and bonuses are granted based on the nature of the relevant conduct.

Internal Control System

ECOVE's internal control system is based on the "Regulations Governing Establishment of Internal Control Systems by Public Companies" issued by the Financial Supervisory Commission. It incorporates elements such as control environment, risk assessment, control activities, information and communication, and monitoring. Designed by managers, approved by the Board of Directors, and implemented by the Board of Directors, managers, and other employees, the system aims to promote sound business operations, ensure operational effectiveness and efficiency, reliable and timely information reporting, and compliance with relevant laws and regulations. It is regularly reviewed to adapt to changes in the internal and external environment, ensuring the ongoing effectiveness of system design and implementation. In 2024, the Company established an internal control system for sustainable information management, which was approved by the Board of Directors in December 2024.

ECOVE has an internal audit unit under the oversight of the Board of Directors. The unit has established an internal audit system, which is approved by the Board of Directors. It is staffed with a dedicated audit manager and works in conjunction with the Audit Committee to assist the Board of Directors and managers in examining and reviewing deficiencies in the internal control system, measuring operational effectiveness and efficiency, and providing improvement recommendations as necessary. This ensures the continuous and effective implementation of the internal control system and serves as a basis for reviewing and revising the system.

The audit department develops an annual audit plan based on risk assessments and submits it for approval by the Board of Directors. It then carries out various audit procedures according to the plan. Identified deficiencies and abnormal issues related to the internal control system are disclosed in audit reports, which are tracked and followed up after submission. Follow-up reports are prepared at least quarterly until improvements are implemented to ensure that relevant departments have taken timely and appropriate corrective measures. The audit manager reports the results of the audit plan execution to independent directors monthly and has individual face-to-face meetings with independent directors at least once a year to discuss internal control and audit-related matters. The audit manager also attends Audit Committee and the Board of Directors meetings to present audit business reports and demonstrate the effectiveness of the audit function. Audits of the sustainability information management operations were conducted in May and November 2025, with no deficiencies identified in either audit.

Information Security GRI 418-1

ECOVE is committed to protecting customers' core intellectual assets. Through a sound information security governance system, regular information security risk assessments, and diverse information security management mechanisms, ECOVE strengthens the reliability and quality of project execution, ensures compliance with project owner requirements and applicable laws and regulations, and continuously enhances customer trust. The Company proactively identifies and mitigates information security risks in accordance with applicable regulations, including the Regulations Governing Establishment of Internal Control Systems by Public Companies, the Trade Secrets Act, the Personal Data Protection Act, and the Cyber Security Management Act, thereby comprehensively enhancing the quality of information security.

To comply with legal requirements and operational demands, and to protect the personal data of the Company's employees and relevant individuals, the "Principles for the Protection of Personal Data Security" have been formulated. These principles apply to all employees hired by the Company (including its subsidiaries) as well as personnel dispatched to work at the Company. The responsible units include the Human Resources Department, Information Services Center, Safety and Health Management Department, all department heads, and the Personnel Committee. In 2025, ECOVE conducted internal training on the Personal Data Protection Act, with total training hours reaching 947 hours and a completion rate of 100%. This demonstrates the Company's strong emphasis on personal data protection and its commitment to effective implementation.

In 2025, ECOVE did not experience any information security incidents, nor were there any substantiated complaints concerning breaches of customer privacy. This fully demonstrates the effectiveness and robustness of the Company's information security management mechanisms.

Information Security Management System

ECOVE complies with the requirements of Article 9-1 of the Regulations Governing Establishment of Internal Control Systems by Public Companies, and has announced the establishment of a dedicated information security unit in 2023. A dedicated head of information security and a dedicated employee of information security have been appointed. The Chief Information Security Officer oversees the promotion, coordination, and supervision of the Company's information security policies, with dedicated information security personnel responsible for planning and executing various information security operations.

In terms of governance mechanisms, the Company is required to convene an Information Security Management Review Meeting at least once a year to review matters related to information security management. Where necessary, the meeting may be held jointly with the Risk Management Executive Committee. In accordance with the "Risk Management Guidelines," the Risk Management Executive Committee serves as the Company's primary body for promoting risk management. The results of information security audits are required to be submitted regularly each year and incorporated into the Risk Management Executive Committee Report, which is presented annually to the Board of Directors on the status of annual work and related plans.

The dedicated employee of information security has passed the training of the new version of ISO27001:2022 for leading auditors. We have re-examined the "Information Security Management Guidelines" and the accompanying standards in the spirit of ISO/IEC 27001 to strengthen the Company's information security management system, in order to ensure the confidentiality, completeness, and usability of information under the Company's jurisdiction, and to further safeguard the rights and interests of the Company and all colleagues.

In 2025, ECOVE, its subsidiaries, and domestic and overseas factories, projects, and sites were randomly inspected for a total of 33 safety audits, with a total of 55 items, all of which have been improved.

Information Security Risk Assessment

To proactively identify possible risks to information security, we conducted an annual risk assessment exercise to analyze key items from a combination of potential threats and vulnerabilities, including:

1. Scam syndicates using fake e-mail messages to trick employees of the Company into remittances or transactions, or providing personal information.
2. Industrial spies or competitors used hacking technology to continuously penetrate the internal host and steal corporate information.
3. The criminal gang and hackers distributed content with malicious links through e-mail, SMS, social networking software, and communication software, to deceive employees or demand high ransom via encryption ransomware.
4. Hackers initiated a large number of connection requests through the Internet to block the Company's normal network operation.
5. Employees used illegal software or copied the Company's sensitive data to a portable storage device, causing data leaks due to loss, theft or sale of the device.
6. Natural disasters and human disasters caused damage to information software and hardware, resulting in service interruption or data loss.

With regard to information security risks, ECOVE adopted a multi-prong approach to reinforce information security management mechanisms designed for reducing threats and managing risks, by applying information security management guidelines, introducing technological solutions, and stepping up information security education and training. Key measures include:

Key Information Security Management Mechanisms

- For hard disks in obsolete computers, special drive eraser (U.S. Department of Defense DoD 5200.22 standard) is used to prevent individuals with ill-intent from tracing or restoring, or manually dismantling and destroying the records of the hard drives.
- We conduct quarterly simulations of social engineering attacks and provide cybersecurity education and training to enhance employees' awareness of email protection.
- Client-side installation of monitoring software (Smart IT) is upgraded, and asset management and security control (e.g., blocking the connection of USB storage devices or the right to install software by oneself) are continuously enhanced.
- Antivirus software is installed on all servers and personal computers, and computers are automatically and regularly scanned and continuously updated with antivirus systems and virus codes to protect the security of computers.
- Protect the confidentiality of documents through smart document management system and disk encryption technologies.
- Set up "social engineering attack prevention advocacy" website and "scam mail notification mailbox" to reduce the risk of being attacked.
- Regularly conduct internal/external audits to serve as a basis for improving the operation of the information security system on top of refining the operation of the information security management system.
- The use of remote encrypted connections (SSL VPN) is automated through domain policies. When computers connect to external networks, they first pass through the Company's firewall before establishing internal or external connections, benefiting from the same cybersecurity protection measures as the internal network.
- Coordinate with the owner's supply chain security clinic and security improvement work.
- Annual security clinics (including vulnerability scanning and penetration testing) and improvement confirmation are conducted by security professionals.
- Complete the replacement of mail gateway filter (which has the function of filtering email virus and spam) and add the function of filtering phishing emails to reduce the risk of attackers through the mail channel.
- Complete the updating of backup hardware and software systems (3 storage media + 2 off-site + 1 off-line) to achieve the basic requirements of the "3-2-1 backup principle" and the purpose of operational automation, to prevent the omission of manual periodic replacement of external hard disk or magnetic tape.
- Introduce professional vulnerability scanning software (Nessus Professional, OWASP ZAP).
- Establish deployment principles for Managed Detection and Response (MDR), ensuring its comprehensive installation on servers and expanding the protective scope at the user end, thereby enhancing cybersecurity defense depth and improving response timeliness.
- The email system will transition to cloud services to enhance cybersecurity resilience.
- Establish an offline backup verification center. (Hardware and software equipment and verification system).
- Changes in the operation of multi-function printers. (Access to the account/password for the domain will no longer be available).
- Introduced Synology C2 cloud off-site backup to strengthen information security protection and resilience.
- Deploy Data Loss Prevention (DLP) measures by leveraging the DLP functions of antivirus software to establish an audit mechanism for detecting the transmission of sensitive data on endpoint computers.
- Implement Privileged Access Management (PAM) to control high-privilege accounts for server information systems in the data center.

Information Security Management Mechanisms

Information Security Management Mechanisms

In order to continuously strengthen information security management operations, ECOVE continues to invest resources in information security-related matters every year. In 2025, the investment in information security-related software, hardware, and service rentals reached NT\$13.62 million. Resource allocations include strengthening security defense equipment, relocating the email system to the cloud, upgrading and revising antivirus software, replacing outdated equipment, establishing remote backup validation mechanism, implementing a PAM system, commissioning external professional cybersecurity vendors for security assessments and improvements, and reinforcing security management systems and education training. These efforts span from management to technical aspects to enhance information security capabilities.

Due to the significant damage caused to well-known companies by ransomware attacks in recent years, ECOVE has established a "Social Engineering Attack Prevention" website and a "Fraudulent Email Reporting Inbox" to assist employees in identifying and avoiding risks associated with "fraudulent/phishing emails" and more precise "Business Email Compromise (BEC)" attacks.

Based on information security risk considerations, we have conducted a comprehensive inventory and implemented security protection work, such as the replacement of old equipment and improvement of old systems, the replacement of the work hour management system, and the expansion of the deployment of MDR threat detection and response services. To effectively distribute the potential losses caused by information security risks, the Company purchased "Electronic Equipment Comprehensive Insurance" in 2025, with a total coverage amount reaching NT\$56.51 million.

Employees in the Information Service Center have set different items and goals for their respective responsibilities within the "2025 KPI Performance Targets and Scoring Method," including incidents of computer infection within the domain, network, servers, application systems, etc., unplanned service interruptions, non-disaster or external force-induced service disruptions, high-risk individuals in social engineering drills, security inspections, information security audits, etc., to ensure the implementation of various information security measures.

In terms of outsourcing management, the Company has established comprehensive outsourcing management guidelines within the Information Security Management Guidelines. All outsourced vendors must sign a Non-Disclosure Agreement, and their project personnel are also required to individually sign a Confidentiality Agreement for Project Personnel of Outsourced Vendors to ensure that responsibilities for information security are clearly delineated. In addition, we require all outsourced vendors to cooperate with the Company in executing the project information security audit to maintain the overall security standards of the information environment.

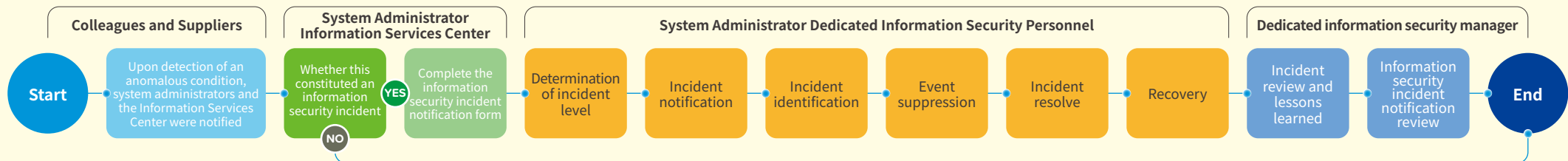
Business continuity plan

To ensure the continuous operation of business and to minimize the impact of significant incidents or disasters on critical operations, ECOVE has established a business continuity management procedure for information services. This procedure involves conducting risk assessments and identifications regarding the severity of the impact of various system architectures on critical operational processes. The severity levels (degree) are defined and serve as the basis for determining the frequency of disaster recovery drills. To verify the effectiveness of the Business Continuity Plan and ensure that relevant personnel are familiar with the latest plan content, the Company mandates that a test drill be conducted at least once a year. In 2025, the Company completed two major drills, covering an IIS website server failure and reset scenario and an AD domain server failure and reset scenario, respectively. These drills comprehensively reviewed and strengthened the Company's disaster recovery capabilities.

Information Security Incident Notification

According to the "Information Security Management Guidelines," if employees detect a computer virus intrusion or other malicious software, they should immediately notify the nearest Information Center or the computer administrator of their department for handling. In practice, when the Information Service Center receives notifications from the antivirus system (indicating that automatic cleaning or isolation has failed), they proactively intervene to prevent individual employees from neglecting the antivirus system's alarm notifications. In 2025, there were 0 warnings or notifications of computer virus infection, 0 automatic cleanups, 0 automatic quarantine, and 9 notifications of information security incidents, which did not result in any data loss or customer damage. However, internal education training has been held to address the potential risk factors associated with the reported incidents. In the future, we will continue to refine and review the relevant processes to comprehensively improve the management of information security and align with the international quality requirements.

Information Security Incident Notification and Handling Flowchart



Effectiveness of Information Security Management in the Past Four Years

	2022	2023	2024	2025
Number of major information security incidents	0	0	1	0
Number of violations involving customer privacy	0	0	0	0
Number of customers affected by information disclosure	0	0	0	0
Total amount of fines/penalties paid for information security incidents	0	0	0	0

Raising Awareness on Information Security Risks

To enhance employees' understanding of the importance of information security, improve their awareness of security issues and emergency response capabilities, and effectively manage risks, we continue to promote social engineering drills and conduct these drills every quarter. According to the results of the drill, the occurrence rate for high-risk incidents in 2025 is 0%, while the occurrence rate for medium-risk incidents is 0.197%.

High Risk Incidence Rate in Social Engineering Exercises in the Last Four Years

	2022	2023	2024	2025
High risk incidence rate (fill in personal information)	0.80%	0.30%	0.00%	0.00%
Medium risk incidence rate (click on email link)	1.60%	1.00%	0.17%	0.197%
Total amount of fines/penalties paid for information security incidents	0	0	0	0

In addition, various types of educational training are conducted based on different training targets, effectively enhancing cybersecurity awareness and protective capabilities. Furthermore, for those identified as moderate to high risk based on the drill results, educational training on "Understanding Social Engineering Attacks and Key Cybersecurity Awareness" is provided. As of 2025, a total of 1,484 people have participated in the training sessions, amounting to a total of 907.5 hours.

2025 Information Security Education and Training Achievement Statistics

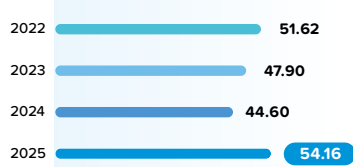
Item	Persons to be trained	Courses	Number of Persons to be trained	Course hours	Number of hours
1	General colleagues	Introduction to Information Security	146	0.5	73.0
2	General colleagues	Techniques for Identifying Social Engineering Phishing Emails	344	0.5	172.0
3	General colleagues	Group Information Security Management Requirements Awareness Training	969	0.5	484.5
4	Information security and information technology related colleagues	[ISO 27001:2022 Education Training] Internal Audit Methodology Training	2	2.0	4.0
5	Information security and information technology related colleagues	[ISO 27001:2022 Education Training] Software Development Life Cycle (SDLC) and Secure Coding	3	2.0	6.0
6	Information security and information technology related colleagues	[ISO 27001:2022 Education Training] Information Asset Inventory and Risk Analysis	2	2.0	4.0
7	Information security and information technology related colleagues	Edge Network Security Vulnerability Scanning Analyzer	5	5.0	25.0
8	Information security and information technology related colleagues	Group Azure AD Cloud-Based Delegated Administration	1	1.5	1.5
9	Information security and information technology related colleagues	Group M365 IT Daily Administration Operations	1	1.0	1.0
10	Information security and information technology related colleagues	INFOSECTAIWAN2025 International Cybersecurity Conference	1	14.0	14.0
11	Information security and information technology related colleagues	CYBERSEC 2025 Taiwan Cybersecurity Conference	5	24.0	120.0
12	Employees at medium/high risk in social engineering drills	Enhancing Identification of Social Engineering Attacks and Key Issues of Information Security	5	0.5	2.5

Note: Medium risk refers to individuals who clicked on links within phishing emails, while high risk refers to those who not only clicked on the links but also entered their own account credentials.

Business Results and Industry Outlook GRI 201-1

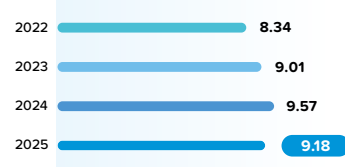
Management Performance

Debt to Asset Ratio Unit: %



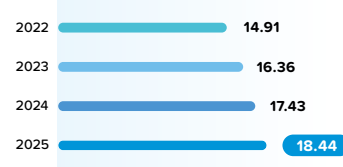
Note: Consolidated

Return on Asset (RoA) Unit: %



Note: Consolidated

EPS (Earnings Per Share) Unit: NT\$



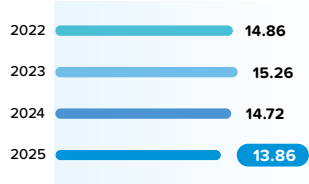
Note: Consolidated

Return on Equity Unit: %



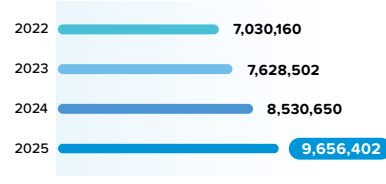
Note: Consolidated

Profit Margin Unit: %

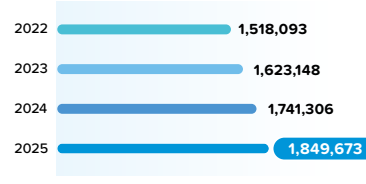


Note: Consolidated

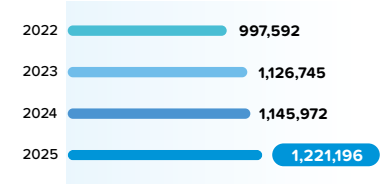
Consolidated Total Revenue Unit: NT\$ Thousand



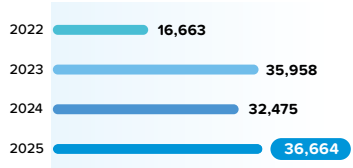
Consolidated Income Before Tax Unit: NT\$ Thousand



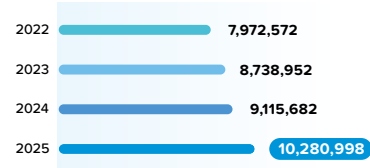
Consolidated Total Salaries Unit: NT\$ Thousand



Separate Income Tax Expense Unit: NT\$ Thousand



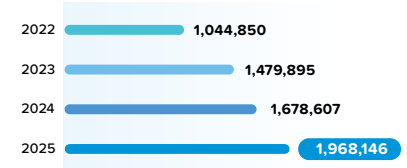
Separate Total Asset Unit: NT\$ Thousand



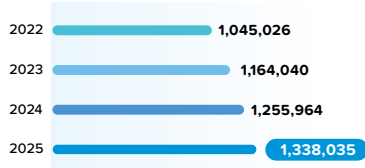
Separate Paid-in Capital Unit: NT\$ Thousand



Separate Total Revenue Unit: NT\$ Thousand

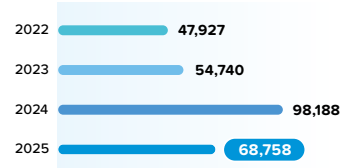


Separate Net Income After Tax Unit: NT\$ Thousand



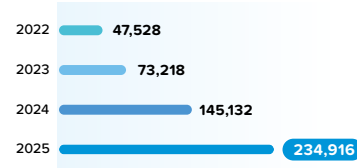
Note: Net income attributable to owners of the parent company

Separate Operating Expense Unit: NT\$ Thousand



Note: Operating Expense

Total Individual Employee Benefits Unit: NT\$ Thousand



Note: Separate

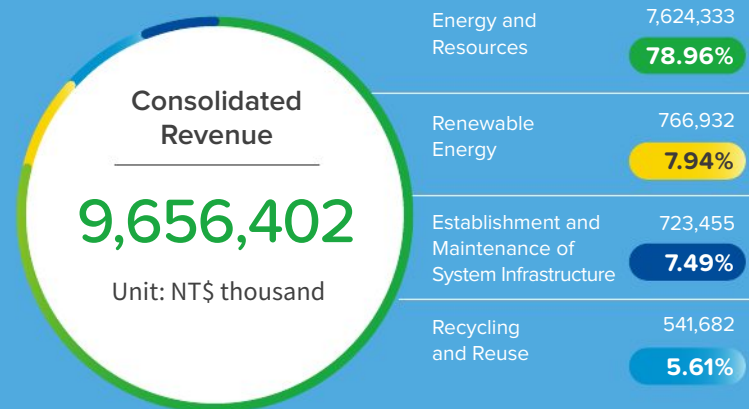
Donation Unit: NT\$ Thousand



Note: The recipients of donations include associations or tax-exempt organizations. There are no political donations, such as donation made to political organizations, candidates, or any political agenda.

Note: In 2025, ECOVE received a total of NT\$6.213 million in financial assistance from the government, mainly related to investment tax credits for equipment.

Revenue Distribution in ECOVE's Four Major Business Areas in 2025



Business Areas	Revenue (NT\$ thousand)	Proportion (%)
Energy and Resources	7,624,334	78.96
Renewable Energy	766,932	7.94
Establishment and Maintenance of System Infrastructure	723,455	7.49
Recycling and Reuse	541,682	5.61
Consolidated Revenue	9,656,402	100.00

Tax Governance and Transparent Disclosure

ECOVE recognizes that sound tax governance serves as the foundation for business sustainability development and the fulfillment of its corporate citizenship responsibilities. The Company is committed to bearing a reasonable tax burden in all jurisdictions where it operates, and publicly discloses various financial data to investors on its official website. Through transparent tax governance, ECOVE puts sustainable development into practice. ECOVE's tax governance framework designates the Board of Directors as the highest decision-making and oversight body, ensuring that the Company's tax strategy is aligned with its overall business strategy and risk management objectives. Among the members of the Board, ECOVE has appointed an independent director with extensive expertise in accounting and taxation. These independent directors are not only independent from the Company's management, but also communicate directly with the certifying CPA on a regular basis to gain an in-depth understanding of the Company's tax cost structure, potential tax risks, and compliance with relevant regulations. Through their professional judgment and independent oversight, they effectively enhance the objectivity and rigor of tax governance, thereby creating long-term value for shareholders and all stakeholders. In addition, ECOVE maintains active and open communication with stakeholders, including government agencies, investors, and academia, through diverse channels. ECOVE responds to international tax initiatives and supports tax reform through concrete actions, working together with stakeholders to foster a sound tax environment.

2025 ECOVE Tax Information

Unit: NT\$ thousand

Country	Revenue	Profit before tax	Income tax expenses	Income tax paid for the current period	Total tax paid as a percentage of revenue
Taiwan	8,870,787	1,680,254	334,271	292,450	3.30%
Macau	688,212	144,560	3,114	6,534	0.95%
United States	97,403	24,859	6,401	10,602	10.88%



Sustainable Economic Activities

ECOVE actively assesses and enhances the positive impact of its economic activities on the environment and society, based on the six environmental objectives defined in the "Guidance for Identifying Sustainable Economic Activities (Second Edition)." The Company achieves these objectives by introducing innovative technologies and optimizing processing procedures, continuously improving the sustainability of its economic activities.

In 2025, approximately 83.4% of the total revenue of ECOVE can be categorized as sustainable-related economic activities. Among these, general activities account for about 4.6% (including waste removal, waste treatment, and recycling), while supportive activities account for approximately 78.9% (including solar energy and waste-to-energy). Sustainable economic activities not only contribute to "mitigating climate change" and "circular economy" but also demonstrate the Company's concrete actions in implementing green energy transformation and low-carbon operations.

Measurement Steps	Operating Economic Activities							
1. Category of Economic Activity	Waste removal	Waste removal	Waste treatment	Waste reuse	Renewable energy power generation, facilities, and related components — solar energy	Renewable energy power generation, facilities, and related components — waste-to-energy	Installation of equipment or systems, technology development, and professional services related to water conservation, water resource recycling and reuse, or the development of emerging water sources	Renovation and electromechanical maintenance
2. Whether the "general economic activities" and "supportive economic activities" under these Guidelines are applicable	General Economic Activities	General Economic Activities	General Economic Activities	General Economic Activities	Supportive Economic Activities	Supportive Economic Activities	N/A	N/A
3. Share of total revenue accounted for by the operating economic activity in 2025	2.9%	0.2%	2.5%	1.6%	8.0%	70.9%	1.9%	12.0%
4. Determine whether the activity qualifies as a sustainable economic activity based on the following 3 criteria								
Criterion 1: Whether the activity meets the technical screening criteria for [making a substantial contribution to at least one environmental objective].	Y	N	N	Y	Y	Y		
Criterion 2: Whether the activity meets the requirement of [doing no significant harm to the six environmental objectives].	Y	Y	Y	Y	Y	Y		
Criterion 3: Whether the activity meets the requirement of [doing no significant harm to social safeguards].	Y	Y	Y	Y	Y	Y		
5. Whether a transition plan is in place								
Measurement results: compliance of individual economic activities with the Guidelines and their level of sustainability	Compliant	Non-compliant	Non-compliant	Compliant	Compliant	Compliant	N/A	N/A
Share of total operating revenue accounted for by economic activities compliant with the Guidelines in 2025	2.9%	0.0%	0.0%	1.6%	8.0%	70.9%	0.0%	0.0%
Total compliance ratio	83.4%							

Industry Outlook

In 2025, ECOVE continues to integrate SDGs, deepens the domestic market, expands overseas presence, and strives for more project collaboration opportunities. In addition, in response to market trends toward sustainable energy and circular economy models, we are actively advancing the integrated application of technologies and optimizing operating models that enhance the efficiency of resource circulation. Building on our core competencies and existing businesses, we will continue to expand our operating scale. Looking ahead, we will further deepen our presence in four key areas: "energy and resources," "circular reuse," "renewable energy," and "system facility development and maintenance," demonstrating to the world Taiwan's technological capabilities and strengths in the sustainable energy and circular economy industries.

	Energy and Resources	Renewable Energy	Recycling and Reuse	Establishment and Maintenance of System Infrastructure
Area	Provide one-stop service for waste cleanup, including waste cleanup, investment and operation management of incineration and green energy power plants, investment and operation management of waste-to-energy and resource centers, and investment and operation management of final disposal plants.	In line with the global trend of green energy development, we continue to strive for domestic and international solar power investment and development opportunities, as well as the maintenance of domestic solar power facilities. In response to the business opportunities arising from electricity market liberalization, regulatory relaxation, and corporate demand for green power driven by net-zero emissions commitments, we will continue to increase the proportion of green electricity sales while actively developing innovative market-oriented business models.	In line with the government's zero-waste recycling policy, we continue to invest in the recycling of industry wastes, wastewater treatment, reclaimed water and seawater desalination in the high-tech industry.	In line with the government's net-zero transformation strategy and diversified waste treatment policies, we have been actively pursuing the extension of the life of energy-from-waste plants and the maintenance of solar power plants. In addition, gaining from the experience of operation and management of energy-from-waste plants, we have expanded the maintenance and management of utility systems in high-tech plants.
Opportunity	Driven by the 2050 net-zero target, waste management is shifting from final disposal toward resource circulation and zero waste. The Ministry of Environment is promoting the "Diversified Waste Treatment Plan (Phase 2)," investing in the upgrading of incineration facilities, resource recovery from ash and slag, and waste-to-energy development, while encouraging renewable energy generation. With an estimated investment of NT\$16.69 billion, the plan is expected to drive industry growth and create investment opportunities. Building on the Taoyuan biomass circular economy model, ECOVE integrates international technologies with its engineering capabilities to provide integrated services encompassing waste treatment, energy recovery, and resource reuse. The Company also actively participates in government tenders and has secured the development rights for the Changbin Low-Carbon Circular Reuse and Disposal Center and the Chiayi Green Energy Sustainable Circular Center, progressively establishing a comprehensive service footprint. Overseas, ECOVE is expanding its presence in the ASEAN market by working with strategic partners and aligning with Taiwan's New Southbound Policy. The Company is exporting its energy-from-waste plant BOT model and O&M capabilities, including ROT, to replicate its successful experience and strengthen its international growth momentum.	Driven by the 2050 net-zero target, global demand for renewable energy continues to grow. Domestically, as Taiwan advances toward its 2026 policy target of 20 GW of installed solar photovoltaic capacity, the market continues to present development potential. In addition to maintaining the stable operation of its existing sites, ECOVE continues to expand into large-scale projects and government tenders, while extending its services to the operation and maintenance of external sites. At the same time, driven by the demand from major electricity users and corporations pursuing net-zero goals, the green electricity wheeling and retail market also presents growth opportunities. Overseas, in addition to maintaining the stable operation of its existing solar photovoltaic assets in the United States, ECOVE continues to evaluate investment opportunities in solar photovoltaics and energy storage, supported by favorable policies and rising electricity demand driven by data centers, thereby expanding its global presence.	Driven by resource cycling and zero-waste policies, companies are actively increasing the proportion of waste recycling and reuse in response to ESG requirements, while introducing recycled materials and reclaimed water, thereby driving growth in the circular economy market. Building on the stable operation of its existing waste solvent recycling and reuse business, ECOVE will extend its successful experience to the high-tech industry and explore investment opportunities in the reuse of diverse waste streams. At the same time, the Company will continue to integrate domestic and international technical resources, evaluate circular economy projects with market potential and viable offtake channels, and monitor market dynamics for both feedstock sourcing and product offtake, thereby positioning itself to capture growth opportunities in Taiwan and overseas markets, including the United States, Japan, and South Korea. As solar photovoltaic equipment gradually enters its replacement phase, demand for the recycling and resource recovery of end-of-life solar panels is emerging. This presents market potential for material recovery and reuse and is expected to become a new growth driver for the circular economy. In the field of water resources, as the government promotes the development of reclaimed water and seawater desalination infrastructure, ECOVE will leverage its existing experience in operating water resource facilities to participate in new construction and operation projects related to reclaimed water and seawater desalination, thereby expanding its water circulation business footprint.	Based on the maintenance of the utility systems of existing high-tech plants, we will continue to develop high-tech electrical and mechanical maintenance work with high production value; utilize high-tech recycling technology to expand the opportunities for the construction of waste recycling facilities for high-tech businesses; and through the intelligent management of energy-from-waste plants, we will effectively carry out the upgrading of equipment and ageing repairs, and expand the business of energy-from-waste plants' life extension.
Risk	As the government promotes net-zero transition and resource circulation policies, waste recycling capacity is increasing. In the long term, this may reduce the volume of waste requiring incineration treatment, placing pressure on the operating volume and revenue of existing incineration facilities. In addition, the increasing proportion of high-calorific-value industrial waste may lead to higher equipment loading, accelerated wear and tear, and increased air pollution risks, thereby raising chemical usage costs and operational burdens. Some facilities under contracted operation have not yet initiated service-life extension or upgrade plans, which may affect equipment stability and treatment efficiency, thereby increasing overall operational risks.	As the scale of solar photovoltaic installations expands, public concerns have emerged in certain regions regarding land use, landscape impacts, and environmental issues. The resulting decline in social acceptance may affect project development progress and review timelines, thereby increasing project uncertainty and development costs.	As environmental regulations become increasingly stringent and circular economy policies continue to advance, more companies are being attracted to the recycling and reuse of waste from the high-tech industry, intensifying market competition. For overseas operations, differences in regulations and cultures across countries may give rise to risks related to cost and schedule control.	Affected by geopolitical developments and armed conflicts, global supply chains have experienced sharp increases in raw material prices, while labor and material shortages have impacted project costs and implementation schedules.

Sustainable Solutions for Future Cities —

The Application of Green Technologies from Seawater Desalination to Carbon Capture

ECOVE strengthens the integration of its core capabilities with sustainable innovation. In response to major risks such as water resource risks caused by climate change, net-zero transition and regulatory trends, and compliance pressures related to industrial waste reduction and resource circulation, the Company has adopted "Group Integration" as its strategic focus. ECOVE works closely with its parent company, CTCI Corporation, leveraging CTCI's integrated EPC advantages, while combining its own expertise in long-term O&M, reuse processes, and energy management. Through green investments, ECOVE integrates engineering development with operational services to create sustainable solutions that are fee-based, replicable, and scalable, further driving stable operating income and expansion into new markets.



Illustration of the Hsinchu Seawater Desalination Plant

Green Technology Applications

Water Resource Resilience

Through its subsidiary ECOVE Environment Services Corp. and its parent company CTCI, ECOVE has successfully secured the "Hsinchu Seawater Demineralization Plant Construction and Operation Maintenance Project" in collaboration with SUEZ, a leading company in the international water affairs and solid waste sectors, and Hong Hua Construction, which specializes in maritime engineering. The plant has a daily water production capacity of 0.01 million liters. It is expected that after its completion in 2028, ECOVE Environment Services Corp. will be responsible for subsequent operations and maintenance. This is anticipated to provide stable operational revenue and demonstrate the Company's innovative capabilities in climate resilience and water resource management, as well as the potential for improved financial performance.

Circular Economy

ECOVE leverages the planning, construction, and operation experience it has accumulated through long-term participation in government private participation projects to apply the BOOT (Build-Own-Operate-Transfer) model to private-sector clients' circular transformation needs. Through this BOOT business model, ECOVE assists clients in developing reuse facilities by taking the lead in planning and construction, while investing in equipment capital. Within the agreed concession period, ECOVE is responsible for operation and maintenance as well as performance assurance, helping clients transform waste streams that would otherwise require off-site treatment into reusable products or recovered resources. This approach reduces clients' waste generation and treatment risks, improves resource efficiency, and delivers carbon reduction benefits. For ECOVE, investment costs are recovered through "reuse treatment service fees / product revenue," creating a stable source of recurring income. This model has been applied to the development of reuse facilities in circular economy sites within the high-tech industry, such as high-tech industry regeneration centers. It demonstrates ECOVE's ability to drive circular transformation through its engineering and operational capabilities, while establishing a replicable business model for sustainable innovation.

Energy Transition and Carbon Management

In response to changes in electricity regulations and the net-zero trend, ECOVE has added a renewable energy electricity retail business through its subsidiary, ECOVE SRC. The Company is also developing self-generation and self-consumption solar photovoltaic solutions and providing corporate customers with more comprehensive green energy solutions through renewable energy certificates, thereby expanding revenue opportunities from low-carbon services. In addition, to expand into the carbon management market, ECOVE has partnered with membrane separation technology provider MTR to promote the application of membrane-based carbon capture technology in Asian markets. This technology does not use chemical solvents, further strengthening the Company's innovative deployment and future operational potential in the field of carbon neutrality solutions.

Innovation and Supply Chain

ECOVE is Taiwan's first investment holding company with a primary focus on resource cycling as its core business scope. In addition to being committed to technological innovation and actively developing patents, we have established close collaborations with the government, enterprises, and communities over the years. Upholding a corporate culture of being the "most trustworthy," we provide excellent product and service quality. In addition, we forge positive partnerships with suppliers. While pursuing sustainable operation, we also built a sustainable supply chain that co-exist and co-prosper through cooperation with suppliers.

Technological Innovation

ECOVE fosters innovation and is dedicated to the advancement of new technologies. Over the past four years, our R&D budget has steadily increased, demonstrating our company's strong commitment to technological innovation and our proactive approach to meeting the challenges of the future. Consequences that can result from momentary errors, especially during long hours of driving. It contributes to comprehensive, intelligent fleet safety management. In 2025, the R&D expenditure continued to exceed NT\$11 million. This series of investments will enhance our competitiveness, and the implementation of new technologies will also create new business opportunities.

Annual R&D Expenditure over the Past Four Years

Item/Year	2022	2023	2024	2025
R&D Expenses (NT\$ thousand) ^(Note)	8,602	9,456	11,121	11,197

Note: R&D expenses are the labor expenditures incurred by the Research and Development Center for the development of new technologies and systems; the cost of each new technology or new system or the cost of integration with other project systems is attributed to the cost of each project.

Development, Integration and Application of New Technologies

Based on its TCFD and TNFD assessments, ECOVE identifies climate- and nature-related risks and opportunities across its four major business areas. In response to these risks and opportunities, as well as the global trend of AI adoption, the Company develops and integrates new technology applications from three perspectives: reducing environmental dependencies, mitigating environmental impacts, and advancing intelligent operations through AI applications.

Technological Development Strategy	Development Directions	Key Achievements in 2025
Reduce environmental reliance	- Development of solid waste reuse technologies - Valorization and diversification of waste solvent reuse - Introduction and application of green technologies	- Completion of the bottom ash sorting system at the Gangshan Plant - Obtained an invention patent for a fixation method used in a solar module recycling and separation process that enables planarization and energy savings - Patent application for an invention relating to a treatment system and method for producing calcium sulfate from sulfuric acid - A total of 13 green technology applications were introduced, all of which were related to energy conservation and none to water conservation. These applications achieved total energy savings of 8.21 million kWh
Mitigating Environmental Impacts	- Development of carbon capture technologies - Enhancement of pollution prevention and control effectiveness - Improvement of energy efficiency at energy and resource centers	- Completion of the flue gas waste heat recovery boiler at the Gangshan Plant - Application of ceramic catalyst technology at the Taitung Energy and Resource Center - Application of catalyst filter bag technology at the Gangshan Plant - Obtained an invention patent for an acid gas removal system using high-efficiency dry hydrated lime with a water spray cooling device in an energy-from-waste plant - Installation of ECOVE SRC's carbon capture pilot plant, and patent application for a high-efficiency mass transfer multilayer baffle-type high-gravity device for carbon capture - Patent application for an invention relating to a method for producing sodium bicarbonate from sodium carbonate - Patent application for an organic waste liquid pyrolysis technology with dehalogenation and desulfurization pretreatment and online safety control
Intelligentization (AI Applications)	Introduction of AI to improve operation management	Introduction of crystallizer-based chemical dosing and RO backwashing into the process system of the waste water reclamation plant

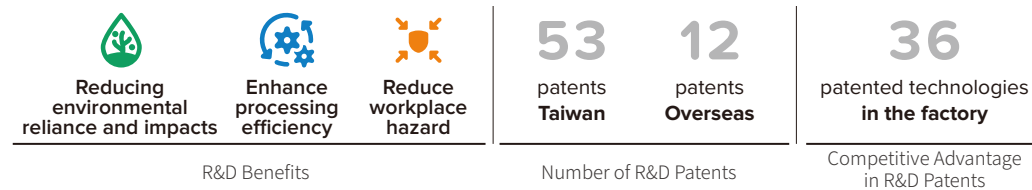
Establishment and Testing of A Carbon Capture Demonstration Pilot Plant

In the development of carbon capture technologies, ECOVE has introduced high-gravity rotating packed bed technology and established a carbon capture demonstration pilot plant, overcoming the limitations of conventional amine-loop packed tower systems, such as their large equipment size and constraints on site applicability. The overall system adopts a modular, highly stable, and easy-to-integrate design concept, enabling smooth integration into energy-from-waste plants, boilers, and other existing industrial sites. The system adopts a Rotating Zigzag Bed (RZB) structure, which offers advantages such as clogging resistance, stable mass transfer efficiency, a small footprint, and ease of maintenance. It also integrates absorption, regeneration, and condensation units to form a closed-loop system capable of consistently producing high-purity carbon dioxide. Preliminary functional testing has been completed, and long-term operational data collection and optimization of operating parameters are ongoing to establish a more precise process model and advance carbon capture technology from the testing stage toward full-scale plant application.

Patent Acquisition and Application

ECOVE places great importance on the management of intellectual property rights, and relevant patent operations are conducted according to standard operating procedures. Additionally, an incentive system is established to encourage innovation among employees. Once the patent certificates are issued, they are publicly disclosed on the company's official website and briefly explained during regular management meetings, highlighting the core content and applications. In 2025, ECOVE newly obtained 2 patents, with 4 additional invention patent applications pending. Since 2007, a total of 53 domestic patents, 11 patents from Mainland China, and 1 patent from the United States have been obtained by the end of 2025.

The Company also focuses on environmental sustainability and promoting occupational health and safety. Among its research and development achievements, 36 patented technologies effectively improve incinerator operation, exhaust gas treatment and recycling and reuse efficiency, thereby reducing environmental pollution and providing a competitive edge to improve operational performance.



Number of Accumulated R&D Patents Obtained over the Past Four Years

Year	2022	2023	2024	2025
Number of R&D Patents	56	62	63	65

Development of Intelligent Management Tools

In response to the global digital transformation of businesses, ECOVE is dedicated to the development of intelligent solutions management, control and maintenance technologies and the implementation of advanced management tools. Through the use of technology automation, our goal is to increase work efficiency and greatly reduce dependence on human labor.

ECOVE has successfully integrated energy storage systems, solar photovoltaic technology, and electric vehicle charging stations to create a smart parking lot with solar charging and energy storage. This initiative is built upon years of rich experience accumulated through efforts in achieving net-zero transformation. Additionally, automated management technologies such as license plate recognition and parking space occupancy detection have been implemented in several large solar photovoltaic parking lots to enhance operational efficiency and the level of intelligence in parking management. The advanced Energy Management System (EMS) integrated within the solar charging and storage system can conduct simulation analyses based on real-time photovoltaic generation, energy storage levels, the status of battery exchange stations, and charging piles. It intelligently optimizes charging and discharging strategies and automatically adjusts the usage ratios of stored energy, solar energy, and grid electricity, thereby enhancing energy utilization efficiency.

ECOVE has implemented an automated dispatch system in its waste transportation services. By utilizing AI to assess source requirements and schedule drivers, it is estimated that approximately 780 man-hours per year can be saved. Additionally, the waste collection vehicles are equipped with advanced sensing devices to assist drivers in maintaining alertness and understanding their surrounding environment. The use of driver monitoring systems with on board cameras and sensors powered by artificial intelligence can monitor the condition and behavior of drivers. This proactive approach to driver and vehicle safety improves the prevention of catastrophic consequences that can result from momentary errors, especially during long hours of driving. It contributes to comprehensive, intelligent fleet safety management.

In 2024, the Group established the Smart Innovation Department, which is responsible for the innovative development and design of AI systems for usage in plants. Upholding the Group's synergy, ECOVE has integrated the Group's development results based on operational needs. Currently implemented AI tools, such as conference voice transcription and summary helper, can significantly enhance the efficiency and accuracy when keeping meeting records.

In 2024, the Group's Digital Twin system is officially implemented into the biomass energy plants. This system digitizes all design data, including lists of equipment, pipeline information, instrument configurations, design drawings, vendor documents, and operation manuals, and then integrates them into a 3D visualization model. This initiative aims to achieve paperless management and significantly enhance data retrieval and management efficiency. Enhancing information retrieval capabilities through digital technology and utilizing 3D visualization techniques to present equipment maintenance status, along with real-time monitoring and visualization functions, enables project managers to quickly grasp engineering progress, ensure the completeness of data at each stage, and optimize operational and maintenance processes. In the future, ECOVE Chiayi Energy Corporation will implement the Group's Digital Twin system when establishing plants, further promoting the development of intelligent management.

The Company actively introduces AI technologies into water treatment processes, developing prediction models for crystallizer pH levels and UF/RO membrane service life. These models assist onsite personnel in monitoring real-time changes in water quality and equipment status. Through data analysis and machine learning, the Company optimizes chemical dosing timing and operating strategies, thereby enhancing process stability while effectively reducing chemical consumption and operation and maintenance costs. At the same time, by enhancing water production efficiency through optimized operations and reducing the use of consumables, the Company demonstrates tangible achievements in intelligent operations and sustainable development.

Service Quality

ECOVE has established a comprehensive and systematic service quality management process to ensure that every service meets international standards and satisfies customer needs. The Company adheres to a customer-centric philosophy, providing clients with diverse communication channels such as telephone, surveys, and project follow-ups to gain a deeper understanding of customer needs. Additionally, the Company proactively sends out surveys annually to the responsible personnel and their supervisors of ongoing projects for feedback, incorporating customer opinions into improvement plans.

Customer Communication Channels



Telephone

(02) 2162-1688



E-mail

sales@ecove.com



Fax

(02) 2162-1681



Questionnaire

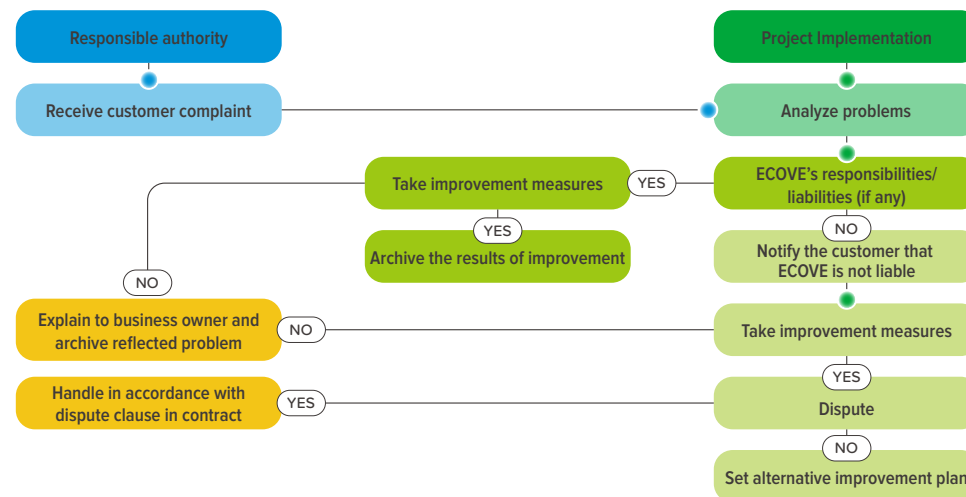
Questionnaires are disseminated to all customers (owners)

Number of customer surveys for the past four years

Year	2022	2023	2024	2025
Number of customer surveys	129	126	103	144

In response to the relevant suggestions put forth by our clients, we have established a comprehensive process for handling customer feedback, ensuring timely responses to our clients. We require the executing units to conduct a careful and thorough analysis of the root causes of issues, propose improvement plans and processes, and enhance the general quality of customer service. In 2025, we received 7 pieces of feedback from questionnaires, primarily praising our personnel for their execution of projects. For example, they actively participated in the Company's circular economy project meetings, completed engineering tasks on time and with quality, demonstrated high levels of cooperation, and received local recognition for their diligence and effective communication with relevant agencies. Additionally, there were clients of construction projects who suggested that the Company strengthen communication and coordination with the owners, increase the owners' work tasks that the Company can assist, and reduce interface coordination with other vendors during maintenance periods to improve efficiency. The project personnel have been informed internally, and follow-up improvements have been confirmed. In 2025, there have been no verified complaints regarding violations of customer privacy.

Workflow of customer (owner) suggestion



Surveys of Customer Satisfaction

To ensure that our service quality meets customer expectations and needs, ECOVE conducts an annual customer satisfaction survey in accordance with the subsidiaries' Enhancement of Customer Service Operation Management Guidelines. This survey serves as the basis for improving our service quality. The survey covers several aspects, including occupational safety and health, work quality, execution efficiency, communication and coordination, work attitude, and professional expertise, etc. In the survey with a maximum satisfaction score of 10 points, the average score obtained in the 2025 assessment was 9.4 points, exceeding the annual target of customer satisfaction of over 9 points. In this context, we define a score of 7 or above as satisfactory. In 2025, the number of satisfied customers reached 98.2%, exceeding the target value of 90%.

	2022	2023	2024	2025	Goal of Customer Satisfaction for 2025
Customer Satisfaction Score	9.3	9.3	9.4	9.4	9.0
Percentage of Satisfied Customers (%)	99.2	94.1	98.1	98.2	90.0
Customer Coverage Rate (%)	100	100	100	100	100

Sustainable Supply Chain Management GRI 2-6-2-23-2-24-204-1-205-2-205-3-308-414

With the vision of becoming "the most trusted leader in sustainable resource circulation," ECOVE designates the Board of Directors as the highest decision-making body for sustainable supply chain matters. The Company's supply chain management is implemented in accordance with group policies, and material matters are reported to the Board of Directors on an ad hoc basis, including the setting of medium- and long-term goals and action plans for sustainable supply chain development. As Taiwan's largest environmental resource management company, ECOVE plays an important role in helping supply chain vendors to move towards sustainability by promoting sustainable supply chain management, so as to cope with future risks and opportunities, and enhance their sustainability.

Overview of Supply Chain

In order to provide better service quality, our supply chain vendors are primarily classified into three major categories: equipment suppliers, engineering contractors, and labor contractors. These major categories of vendors provide the necessary equipment, materials, maintenance assistance, improvement project implementation, and manpower support for ECOVE's operational facilities and stations. This includes various equipment parts, consumables (including chemicals and disposable supplies), and service providers for major maintenance, emergency repairs, equipment inspections, and labor workforce. By collaborating with various suppliers and contractors, we ensure stable operation of ECOVE's daily maintenance and successful completion of various project works. The number of manufacturers and the annual procurement amount indicate that, in addition to routine equipment maintenance materials and operational consumables, ECOVE's major procurement expenses are primarily focused on maintenance, updates, and repairs to keep the equipment running smoothly and on project contracts.

Supplier Category in 2025	Number of Suppliers	Proportion of Suppliers (%)	Proportion Amount of Procurement (%)
Materials suppliers including chemical and consumable products	115	46	30
Engineering contractors professional services including annual repair, emergency repair, equipment inspection	98	40	63
Labor contractors provide professional manual labor services	35	14	7
Total	248	100	100

Note: The cumulative number of suppliers is calculated based on the condition that the accumulated transaction amount in the current year with suppliers under the control authority of the Company exceeds NT\$300,000 and 7 types of specific chemical suppliers. Suppliers meeting this condition account for over 98% of the total annual transaction amount, while the remaining portion represents the proportion of transaction amounts below this threshold.

To ensure effective management, we further classify suppliers by tier. Suppliers whose annual cumulative transaction amounts fall within the top 80% and exceed US \$300,000, as well as suppliers of 7 specific chemicals identified as material to scope 3 emissions, including quicklime, sodium bicarbonate, activated carbon, cement, chelating agents, urea, and ammonia water, are defined as tier 1 suppliers. Among them, suppliers with annual cumulative transaction amounts of US \$2 million or more are regarded as First-Tier Key Suppliers. Suppliers that score below 50 in the SAQ assessment and fall within the bottom 5% of all suppliers are classified as high-risk suppliers, for whom onsite audits and control measures will be initiated.

	Number of Suppliers	Proportion Amount of Procurement (%)
First-Tier Supplier	32	37
First-Tier Key Supplier	4	37
High-Risk Supplier	1	0.3



Supply Chain Sustainable Development Strategy

In accordance with the sustainable development strategy of the supply chain of the Group's parent company, CTCI, ECOVE has invited suppliers to join us in our sustainable development strategy in the five aspects of "zero tolerance for unethical conduct", "full protection of employee rights", "safety first", "local procurement" and "biodiversity". We manage vendors' information through the supplier and subcontractor section of CTCI and also provide a whistleblowing platform, thereby establishing a comprehensive communication mechanism:



Zero Tolerance for Unethical Conduct

ECOVE attaches great importance to the integrity management of suppliers. We check on the list of sanctioned suppliers on the Government e-Procurement System every quarter, including sanctioned suppliers due to the violation of the Government Procurement Act, and inflict penalties accordingly. To ensure integrity, honesty and sustainable operation, currently, we have commissioned a neutral third party, Deloitte Taiwan, to establish and manage the reporting website. If any vendor is found to be involved in any unfair or unjust action, or handle the practice inappropriately, or in violation of laws, regulations, and professional principals, the case can be directly reported via the website. There were no reports filed in 2025.



Full Protection of Employee Rights

We value employee rights of our suppliers. For contractors commencing construction, they are required to purchase labor insurance for their employees in accordance with the laws of Taiwan; those overseas should comply with the laws of the foreign countries before commencing construction. Contractors are also required to purchase liability insurance for construction projects to protect the rights of both our employees and contractors' employees.



Safety First

ECOVE places importance on HSE at each workplace. We require that all contractors working at the construction sites should abide by the HSE regulations, and also communicate with suppliers and business partners about CTCI's HSE policy, making sure that all of our contractors, suppliers, and business partners fully understand and comply with relevant HSE regulations and together create a safe and healthy work environment. Contractors shall hold safety advocacy meetings before work when they enter the work site every day.



Local Procurement

We source required materials and services from local vendors as many as possible and only source overseas when they are not available locally. By doing this, we expect to reduce energy consumption and carbon footprints arising from transportation while creating job opportunities that benefit local employment.



Biodiversity

Suppliers are required to assess and disclose their dependence on and impact on local and global biodiversity, committing to zero deforestation and gradually reducing negative impacts while enhancing positive impacts. When suppliers reduce risks related to biodiversity, their processes of extraction, production, procurement, supply chain management, utilization, and disposal must fully comply with sustainable development principles.



Strengthening the Culture of Sustainable Supply Chain Management

To implement sustainable supply chain management, the Company actively conducts training for procurement personnel to ensure that employees possess the professional knowledge and capabilities needed to respond to climate change and decarbonization trends. The 2025 training courses covered core topics such as greenhouse gas inventory (ISO 14064-1) and net-zero pathways, with total training hours reaching 108 hours. We not only enhanced employees' professional capabilities, but also translated sustainability criteria into concrete procurement practices.

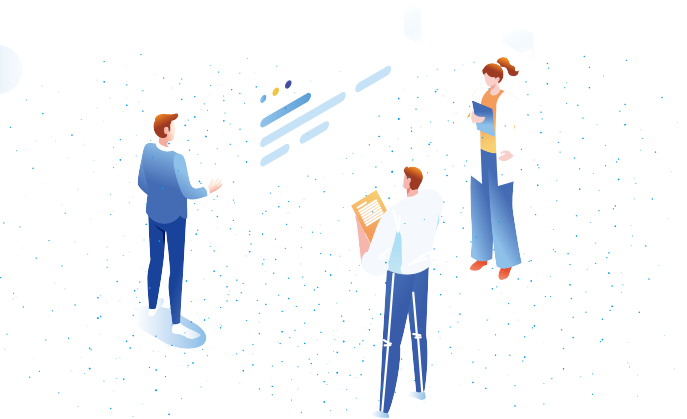
Statistics on Sustainable-related Education and Training Outcomes for Procurement Personnel in 2025

The Name of the Sustainable-related Education and Training Courses for Procurement Personnel	Number of Training Attendances	Coverage Ratio (%)	Number of Hours of Attendance
International Greenhouse Gas Inventory Standards and Related Development Trends	9	100	18.0
International Net Zero Emission Trends and Actions	9	100	18.0
Building Net Zero Practice Case Sharing and Reflections	9	100	9.0
Trends in Net Zero Carbon Emissions which bring Impacts and Opportunities for Businesses	9	100	13.5
Energy Saving Measures and Renewable Energy Management	9	100	13.5
Sustainable Application Outcomes of the Project - Green and Sustainable LNG Receiving Terminal	9	100	4.5
The history and trends of international responses to climate change	9	100	4.5
Taiwan's climate change response directions and Net-Zero pathways	9	100	4.5
Total	72	-	85.5

Enhancing Sustainable Risk Management

Supplier Code of Conduct

ECOVE is actively committed to promoting corporate social responsibility and developing partnerships. We adhere to the principles outlined in the United Nations Global Compact, Universal Declaration of Human Rights, and the UN Framework and Guiding Principles on Business and Human Rights. In line with these standards on human rights, labor practices, environment, and anti-corruption, we have established the "ECOVE Supplier Code of Conduct." It is applicable to all suppliers, their subsidiaries, affiliates and contractors, and ECOVE continuously requires suppliers and contractors to comply with sustainable standards related to labor and human rights, health and safety, environment, ethical practices and management system. The code applies to all suppliers, including their subsidiaries, affiliated companies, and contractors, who provide goods or services to ECOVE. It mandates that all their business activities, including those of their subsidiaries, affiliated companies, and contractors, fully comply with the provisions of the code as well as with the applicable laws and regulations in their respective jurisdictions.



Environmental and Social Criteria Screening Mechanism for New Suppliers

ECOVE recognizes that a sustainable supply chain is central to corporate resilience. We have established a rigorous screening mechanism for new supplier admission to ensure that our partners remain aligned with the Company's ESG values.

○ Comprehensive Admission Review Tools

All new vendors are required to complete and provide the "Vendor Registration ESG Self-Assessment Form" and the "Supplier and Contractor Social Responsibility Consent Form" during the registration stage. These two documents cover key indicators related to environmental protection, such as pollution prevention and control and resource conservation, as well as social responsibility, including human rights protection, labor conditions, and occupational safety. They serve as the primary basis for assessing whether suppliers meet the Company's sustainability standards.

○ Vendor's Commitments to Corporate Sustainable Management and Net Zero

To address global climate change and align with the net-zero pathway, ECOVE has further required all new vendors to sign the "Vendor's Commitments to Corporate Sustainable Management and Net Zero" since 2023. This measure not only safeguards the long-term interests of shareholders and stakeholders, but also positions the pursuit of net-zero emissions as a shared responsibility. It aims to work hand in hand with suppliers to mitigate global warming and jointly build a living environment grounded in fairness, justice, sustainability, and resilience.

○ Binding Contractual Clauses

ECOVE translates its sustainability commitments into concrete management practices by explicitly incorporating "termination clauses" into all formal contracts. If Party B, the supplier, violates its corporate social responsibility policy and causes significant environmental or social impacts, the Company may terminate or rescind the contract at any time. Through this mechanism, we effectively strengthen suppliers' implementation of their social and environmental responsibilities, ensuring that sustainability management is not merely a formality.



Vendor's Commitments
to Corporate Sustainable
Management and Net Zero



ECOVE's Supplier Code of
Conduct

ECOVE Supplier Code of Conduct

 Labor and human rights	 Safety and Health	 Environment	 Code of ethics	 Management system
- Freedom to employment - Child labor - Working hours - Pay and benefits - Humane treatment - Discrimination - Freedom of association	- Life-saving rules (LSR) - Occupational safety - Occupational health - Behavioral safety - Emergency response - Occupational injury and illness	- Environmental permits and reporting - Pollution prevention and resource conservation - Dangerous or hazardous substances - Wastewater and solid waste - Exhaust emissions - Net zero emissions - Biodiversity and forests with zero deforestation	- Business Integrity - Legitimate earnings - Information disclosure - Intellectual property - Fair trade, advertising, and competition - Privacy - Source of mineral products	- Management responsibility - Legal and customer requirements - Risk evaluation and risk management - Improving corporate responsibility performance - Training - Review and evaluation - Improvement - Files and records

Sustainable Supply Chain Management Mechanisms

○ Sustainability Risk Survey

In order to assess the sustainability risk situation of suppliers and the implementation level of sustainable practices, ECOVE has issued a self-assessment questionnaire (SAQ) on sustainability risk to first-tier suppliers on an annual basis since 2024. Through an investigation across seven dimensions, the potential risks of suppliers are identified. Based on the scoring results, suppliers who score below 50 points and fall within the lowest 5% among all suppliers are classified as high-risk vendors. Subsequently, on-site visits are arranged for these high-risk vendors to help them understand the importance of the survey items and provide improvement suggestions, such as avoiding the placement of clutter near fire safety equipment and promoting the conservation of water resources, in order to further manage risks.

SAQ Survey Dimensions

A Environment

- Material environmental violation records
- Potential negative environmental impacts, such as: absence of environmental certifications such as ISO 14001 or environmental permits; unreported or unapproved processes, materials, or pollutants; and use of raw materials sourced from conflict-affected areas
- Protecting biodiversity and identifying nature-related risks and opportunities

B Society

- Material social violation records
- Potential negative social impacts, such as investments involving human rights controversies, employment of child labor, and forced or compulsory labor

C Governance

- Material governance violation records
- Potential negative governance impacts, such as violations of ethical corporate management, bribery, corruption, extortion, and non-compliance with local government regulations related to corporate governance

D Business Relevance

- Supplier procurement amount and procurement volume
- Whether the products or services provided by the supplier are unique, and whether the supplier is a sole supplier and cannot be replaced
- Whether the supplier has relevant track records in the oil refining and petrochemical, infrastructure, and high-tech industries
- Whether the supplier is an approved or designated vendor of major project owners, and to understand its customer base and market reputation

E Country/Region

- Based on the supplier's location, identify and manage high-risk factors, including but not limited to political instability, conflict, crime, health risks, and natural disasters. Strengthen pre-shipment inspections and, where necessary, conduct on-site supplier visits to mitigate risks. Depending on the procurement category, on-site visits may be arranged for suppliers in specific regions, such as China and India.

F Industry

- For equipment and materials suppliers and subcontractors, different evaluation criteria are established to identify industry-specific risks, such as energy-intensive manufacturers that have not formulated energy management and greenhouse gas reduction plans, or manpower service subcontractors whose violations of labor regulations may impair workers' rights and interests

G Products

- Screen bulk raw materials that may pose potential risks, such as negative risks associated with the use of conflict minerals, timber without FSC/PEFC/SFI/CSA certification, or hazardous substances.
- Products lacking specific certifications, such as electrical explosion-proof equipment without Taiwan TS certification

The 2025 SAQ assessment identified 1 high-risk supplier. The assessment dimensions, risk factors, and corresponding response measures are presented in the table below. An on-site supplier audit was conducted in 2026 for the aforementioned supplier, and the supplier was required to implement corrective actions for identified deficiencies. This was undertaken to ensure that risks are effectively identified, controlled, and mitigated, while supporting the supplier in improving and enhancing its sustainability performance. Guidance and improvement recommendations were provided to the 1 high-risk supplier, achieving a completion rate of 100%. No supplier contracts were terminated.

Response Rate of the 2025 ECOVE SAQ Survey

	Target Quantity	Target Response Rate	Actual Response Rate
First-Tier Supplier	32	70%	97%
First-Tier Key Supplier	4	70%	100%

Note: The First-Tier Key Suppliers are not included within the first-tier suppliers.

Dimension	Risk Factors	Response Measures
E Environmental Aspect	Whether the company has an environmental management system, any records, or has control in energy, water resources, wastewater, and waste.	- Assist suppliers in understanding the meaning of the questionnaire items. - Provide improvement recommendations and explain the benefits of carbon reduction and waste reduction, such as lowering production costs. Provide guidance resources and encourage suppliers to conduct a simplified carbon inventory.
S Social Aspect	Whether there has been a high percentage of contracted employees who have experienced occupational accidents, unrecorded safety performance, and the absence of established occupational safety and health regulations, as well as issues related to forced labor, promotion of a healthy workplace, non-discrimination, freedom of association for employees, and the rights to collective bargaining.	- Assist suppliers in understanding the meaning of the questionnaire items. - Review relevant supplier documents to assess whether any incorrect responses were due to the supplier's misunderstanding of the questionnaire items. - Provide improvement recommendations, such as implementing and establishing human rights-related policies.
G Governance Aspect	Whether the company has risk management organization, contingency plans, or procedures. The company has not established policies related to business ethics, intellectual property protection, information security, or other relevant areas.	- Assist suppliers in understanding the meaning of the questionnaire items. - Review relevant supplier documents to assess whether any incorrect responses were due to the supplier's misunderstanding of the questionnaire items. - Provide improvement recommendations, such as implementing and establishing relevant policies and procedures.

○ Establishment of Supplier Sustainability Capabilities

To implement the management and control of sustainability risks among suppliers, the CTCI Group hosted the "2025 Fifth Taiwan Sustainable Engineering Forum" in November 2025. The theme of the forum is "Engineering Reimagined: Net Zero Carbon × Zero Waste × Zero Distance." Renowned experts and scholars, as well as key engineering and technical service providers, were invited to participate. The forum featured keynote speeches addressing trends related to COP29, ESG, and other topics, as participants explore new international sustainability trends and collaboratively creating value chain impact.

To enhance suppliers' performance on ESG issues, ECOVE actively invites suppliers to participate in sustainability-related activities such as the Sustainable Engineering Forum, lectures, and sustainability newsletters. We continue to communicate and engage with suppliers to strengthen their sustainability literacy, promoting and deepening our concept of sustainable net zero throughout the supply chain.

In addition, regarding suppliers of equipment and facilities, ECOVE plans to collaborate with external consultants in 2025 through a government guidance program to assist suppliers in conducting greenhouse gas inventories and providing recommendations for energy conservation and carbon reduction. For subcontractors, ECOVE's carbon seed personnel will assist suppliers in conducting greenhouse gas inventories and providing recommendations for energy conservation and carbon reduction, with the aim of significantly enhancing the suppliers' capabilities in sustainable carbon reduction.

Project Name	Project Content	Target	Number of Suppliers	Benefits
New Knowledge of Sustainability Just for You	By regularly sending out newsletters on diverse themes, we convey global sustainable development trends and enhance the soft power of our vendors. Invite suppliers to participate in sustainability-related activities such as engineering forums and environmental education events to enhance their sustainability literacy.	First-tier suppliers, members of the Supplier Net Zero Alliance	27	Enhancing the sustainability awareness of suppliers: - Completion of sharing information on four issues of sustainable newsletter. - In collaboration with the Group to organize one session of the sustainable engineering forum and invite two suppliers to participate.
Seminar	Organized a seminar for members of the "Supplier Net Zero Alliance," inviting external consultants to enhance suppliers' sustainability awareness and facilitate the exchange of carbon reduction practices, thereby further expanding the synergies of the Group's alliance.	First-tier suppliers, members of the Supplier Net Zero Alliance	27	On April 22 and December 17, 2025, the Company organized 2 seminars: "April 22 Earth Day: CTCI × Biodiversity" and "CTCI × Supply Chain Net Zero: Building Differentiated Competitive Advantages." The seminars focused on international trends, government policies, and sustainability developments, while exploring future development directions and potential opportunities for collaboration.
Establishment of Supplier Carbon Management Capabilities	Worked with external consultants to assist suppliers in conducting greenhouse gas inventories and providing improvement recommendations for energy conservation and carbon reduction. ECOVE's carbon seed personnel assisted suppliers in conducting greenhouse gas inventories and provided improvement recommendations for energy conservation and carbon reduction.	First-tier suppliers of concern, major chemical suppliers, and members of the Supplier Net Zero Alliance	10	- Provided guidance to 1 supplier in collecting or disclosing carbon data, thereby enhancing the supplier's capacity to implement sustainable development practices. - Cultivated 10 suppliers to complete simplified carbon inventories and obtained their carbon emissions data.

Note: The Supplier Net Zero Alliance includes suppliers that frequently collaborate, those willing to jointly reduce carbon emissions, and suppliers who have signed the "Supplier Net Zero Alliance Declaration."

○ Supplier Performance Evaluation and Audit Guidance

To assess the risks and competitiveness of the supply chain, ECOVE has established a mechanism for supplier evaluation, audit, and guidance. The evaluation, assessment, and audit of supplier and contractor supply and execution quality are conducted by cross-departmental teams comprising the Procurement Center, General Managers, the Occupational Health and Safety Management Department, and on-site team leaders. These teams evaluate and assess the quality of supply and execution by suppliers and contractors. On top of listing the quality of suppliers and contractors, costs, service standards, environmental protection, OSH, and technologies into the evaluation items to ensure their quality standards and safety and health, we also uphold the spirit of PDCA, requiring suppliers and contractors to rectify their deficiencies, and we provide necessary guidance in a timely manner, so that ECOVE's supply chain can maintain the best competitive state and mitigate the risk of operational disruptions.

For equipment and material suppliers, a comprehensive evaluation is conducted to assess their commitment to compliance, delivery control, product quality, defect handling, and any disputed matters. This evaluation aims to examine the overall service and quality provided by the suppliers and serves as a basis for incentivizing them and providing improvement recommendations.

Supplier Audit/Evaluation Items



As for contractors, the Occupational Health and Safety Management Department conducts periodic audits and provides guidance at various construction sites. In terms of hazardous substance use, such as chemicals, gas, and fuel use, we require all suppliers to provide information on its components, safety information, and inspection report. Contractors will also be evaluated upon completion of each contract. A total of 205 evaluations were conducted in 2025, targeting vendors whose annual transaction volume exceeded a certain threshold. The "execute-feedback" mechanism was consistently promoted to assess vendors' actual performance and provide valuable insights for future vendor selection. If the evaluation results indicate non-compliance or unsatisfactory performance, the supplier will be coordinated for improvement. In case improvement has not been made, the vendor will be listed as an unqualified vendor. Upon review and confirmation from the responsible manager, it will be included on the "List of Unqualified Vendors" and contract will be terminated. In 2025, no suppliers were subject to contract termination or suspension following evaluation.

Score	2025			
	Equipment		Contracting	
	Evaluations conducted	Proportion	Evaluations conducted	Proportion
8.5~10	61	64%	62	62%
6.5~8.4	34	36%	46	46%
<6.4	0		2	2%
Subtotal	95		110	
Total	205			

Note 1: Evaluation Criteria: A (10-8.5) Highly recommended, B (8.4-6.5) Preferred, C (6.4-4.5) Can be considered, D (4.4-2.5) Avoid using, E (2.4-1) Not suitable for use.

Note 2: Vendors with a score below 6.4 fall within the range of 6.1 to 5.3.

Note 3: Suspension: The department will not engage with the vendor during the suspension period if their score is below 2.4 or if they are on the list of rejected suppliers by the Public Construction Commission of the Executive Yuan, unless approved by the highest procurement authority.

Contractor Visit and Communication

As the COVID-19 pandemic subsides in 2023, the supply of essential chemical agents for energy-from-waste plants has been properly arranged, and the risks associated with procurement and storage have gradually decreased. In addition to the evaluation of the contractor's construction results conducted by the supervisors from various units, the Company also enhances its positive influence on suppliers through procurement strategies.

In 2025, the Company conducted on-site visits and in-depth discussions with key equipment suppliers and subcontractors. Through the process of factory inspection, a total of 27 evaluations and audits of contractors were conducted. The audit content covered aspects such as quality, safety, and compliance with regulations, and further guidance was provided to the vendors to implement corporate social responsibility policies. The evaluation results will serve as an important reference for future procurement and contracting decisions.

In the future, the Company will continue to engage in diverse interactive methods to gain a deeper understanding of the internal operations of suppliers and contractors, and to ensure that their quality management meets the established standards. For example, site visit inspections when key equipment is sent out for maintenance, inspection of customized equipment and materials prior to delivery, and on-site operation audit during annual maintenance will be conducted by quality control and safety and health teams. Through on-site inquiries and visits, we propose recommendations and assist in improvements to enhance the management and execution capabilities of our partners.

In addition, for the development of new suppliers, the Company conducts a comprehensive evaluation through on-site visits. This evaluation includes assessing contracting and management capabilities, facility conditions, manpower allocation, material management, quality control, and warehouse management. These assessments serve as a reference for trial orders and subsequent collaborations, ensuring supply chain stability and overall operational efficiency.



○ Green Procurement and Local Procurement

ECOVE recognizes green procurement and green consumption as essential core values in promoting sustainable development within the Company. In response to the policy on green consumption, the concept of the green living circle has been introduced into the Company. This includes implementing green procurement of environmentally friendly products that are "low-pollution, energy-saving, and recyclable," as well as adopting other green services in daily life, such as green office environments and green transportation. In both production and daily life, ECOVE aims to achieve energy efficiency, carbon reduction, and a love for the Earth as sustainable development goals.

The Green Procurement Amount in the Past Four Years

Unit: NT\$
Thousand

Year	2022	2023	2024	2025
Green procurement amount	72,740	190,497	95,495	208,383

Note: In 2025, the Ministry of Environment relaxed the recognition criteria for green procurement, resulting in the highest annual green procurement amount to date.

Since 2014, the cumulative amount of green procurement has exceeded NT\$970 million. The major operating bases of ECOVE are all located in Taiwan; ECOVE implements the local procurement policy in compliance with the parent company's sustainable supply chain development strategy. We believe that local procurement is conducive to local economic development and can minimize the negative impact on the environment by reducing carbon emissions from transportation. Except for special machinery components, ECOVE strives to source locally without affecting the stable operations, safety, and fairness of procurement. We screen local vendors with potential for the re-engineering of worn parts and equipment and provide them the opportunities to win trial orders and improve autonomy. The spare part engineering is mostly contracted to local vendors to reduce carbon emissions and waste and to create local employment and business opportunities.

Proportion of the Local Procurement Amount in the Past Four Years

Year	2022	2023	2024	2025
Local procurement ratio (%)	94.5	95.4	64.2	98.3

Note 1: Local procurement is defined as procurement conducted in New Taiwan Dollars with local vendors in Taiwan.

Note 2: The ratio of local procurement is subject to the variation in procurement amounts due to the presence of important equipment (including foreign original parts and technicians) and the occurrence of minor and major maintenance cycles (3-year minor maintenance and 6-year major maintenance).

Note 3: In 2024, due to the ECOVE Chiayi Energy Corporation's EPC project, which primarily involves procurement from foreign manufacturers, the local procurement ratio has decreased compared to previous years.

○ Supply Chain Carbon Reduction

Based on our commitment to sustainable business practices, ECOVE aims to encourage suppliers to fulfill their responsibility to protect the environment. We want to work with our suppliers to create a fair and just society and promote a sustainable living environment. In addition to requiring suppliers to provide sound employment conditions, high-quality goods, and on-time delivery, we actively invite suppliers to jointly support carbon reduction and sustainable development, based on which we set short-, medium-, and long-term targets. As of 2025, 100% of key chemical suppliers had completed self-conducted carbon inventories, and 20% had obtained ISO 14064 verification.



Short-, Medium-, and Long-Term Targets

Timeline	Target
Short-Term Target 2024~2025	40% of key chemical suppliers had completed self-conducted carbon inventories 20% had obtained ISO 14064 verification
Medium-Term Target 2026~2027	80% of key chemical suppliers had completed self-conducted carbon inventories 40% had obtained ISO 14064 verification
Long-Term Target 2028~2030	100% of key chemical suppliers had completed carbon inventories 80% of key chemical suppliers had obtained external ISO 14064 verification 40% of key chemical suppliers had obtained ISO 14067 verification

Climate Governance

GRI 201-2*305-1**5; SASB IF-WM-110a.1-110a3

ECOVE adheres to the targets set forth by the Science Based Targets initiative (SBTi), in which its parent company, CTCI Group, is an active participant. This initiative aims to limit global warming to within 1.5 °C and establishes a scientifically-based carbon reduction pathway. Furthermore, ECOVE aligns with the objectives promoted by the Net Zero Emissions Alliance, committing to achieve net zero emissions at its office locations by 2030 and at its production sites by 2050.

In response to the impacts of global climate change, ECOVE recognizes that climate change may pose both risks and opportunities for our related businesses. Therefore, starting in 2020, we have implemented the management framework recommended by the Task Force on Climate-related Financial Disclosures (TCFD). This framework encompasses four core elements: governance, strategy, risk management, and metrics and targets. We continuously assess climate change risks related to our operations each year, adapting to the latest international developments to enhance the organization's resilience in addressing climate change. In 2024, we have incorporated the International Sustainability Standards Board's ("ISSB") IFRS S2 on Climate-related Disclosures, which was published in June 2023. The Company has assessed the relevant standards and simultaneously completed an integrated report in accordance with the recommendations of the TCFD and the Taskforce on Nature-related Financial Disclosures (TNFD). [\(Publications - ECOVE Environment Corporation\)](#).

Climate Governance and High-Level Management

The climate governance mechanism of ECOVE is overseen by the Board of Directors as the highest governing body, and relevant responsibilities are executed through the Sustainability Development Committee and the Risk Management Executive Committee. The "Sustainability Development Committee" of ECOVE is responsible for coordinating corporate social responsibility, environmental protection (including climate-related risks and opportunities), and corporate governance matters. However, regarding the risks faced during operations, the "Risk Management Guidelines" issued in 2017 (which cover "information security risks," "health and safety environmental risks," "operational risks," "quality management risks," and "climate and natural risks") is the legal source to establish the "Risk Management Executive Committee" and formulate the "Risk Management Policy" as the highest guiding principle and management procedure for the Company's risk management. The executive committee is required to report to the Board of Directors at least once a year. Since the "Risk Management Executive Committee" serves as the decision-making body for the Company's risk management, the environmental protection-related risks assessed by the Sustainability Development Committee (including climate-related risks and opportunities) are also integrated into the Company's overall risk management process and are reviewed and updated annually to ensure that the analysis continues to reflect the latest operating conditions and external environmental changes.

Meanwhile, in order to ensure that Board members continue to have climate and environmental stewardship, all members of the Board of Directors of the Company have completed relevant training in accordance with the "Guidelines for Continuing Education for Directors and Supervisors of Exchange-listed and OTC-listed Companies." The training sessions are coordinated by the Group's Secretariat of the Board of Directors in accordance with the needs of the directors' professional functions or external trends. The training content covers corporate governance, business ethics and compliance, risk management, corporate sustainability, information security, and climate-related issues, etc., including courses aligned with IFRS Sustainability Disclosure Standards S1 and S2, aiming to enhance the Board's understanding and supervision capability of emerging issues, as well as the effectiveness of corporate governance.

Climate Performance Incentive System

The remuneration of the Company's directors and managers follows the guidelines and criteria set forth by the Remuneration Committee and the Board of Directors, including the "Guidelines for Director Performance Evaluation and Remuneration System" and the "Guidelines for Manager Performance Evaluation and Remuneration System." The remuneration takes into account industry norms, as well as the Company's performance, individual contributions, and achievements, aiming to provide reasonable compensation. It covers the achievement of various financial targets (accounting for approximately 50% of the total) and non-financial performance indicators (accounting for approximately 50% of the total). The industrial model of ECOVE is highly related to sustainable development, thus the ESG plan achievement rate serves as one of the Company's non-financial performance indicators. Sustainable goals are set on this basis and linked to the performance of each executive (including the Chief Executive Officer and other senior executives) and departmental KPIs is one of the factors considered for performance bonus distribution. The required achievement indicators cover the rate of renewable energy generation and the rate of environmental protection (including greenhouse gas reduction). The purpose of the established "Climate Performance Reward System" is to connect sustainable goals with each executive (including the Board of Directors and managers) and align them with departmental performance objectives, thereby strengthening the implementation of the Company's environmental management goals. It also enhances vertical management and communication. By requiring departmental performance objectives, employees are encouraged to set personal environmental performance goals, effectively promoting ESG-related work through a two-way channel from the bottom up and top down, enabling the Company to achieve its established environmental objectives.

ESG Plan Achievement Rate	E 35%	- Carbon Reduction Target Achievement Rate (16%) - Carbon Reduction Target Achievement Rate for Solar Photovoltaic (4%) - Carbon Reduction Target Achievement Rate for Reuse (4%) - ECOVE Waste Management Corp. Carbon Reduction Target Achievement Rate (4%) - Carbon Reduction Target Achievement Rate for Offices (4%) - NOx Emission Target Achievement Rate for Incineration Plants (4%) - Number of Improvement Proposals Meeting the Group's Requirements (15%)
	10%	- Response Rate of First-Tier Suppliers and Key First-Tier Suppliers to the ESG Questionnaire (5%) - Retention Rate of New Employees >87% (5%) - Social Engagement: Step by Step: Factories for Sustainable Environmental Education - 20 sessions (10%) - Total Hours of Volunteer Service >4,000 hours (10%)
	G 35%	- Reaching Top 5% in Corporate Governance Evaluation (15%) - Top 5% in S&P ESG Evaluation (10%) 4 patents acquired (10%)

Strategies

The Company's risk dimensions are aligned with the TCFD framework, covering physical risks (acute - heavy rain and flooding, water shortages, strong winds; chronic - high temperatures) and transition risks (policy and regulation, market, technology, goodwill). Opportunities are classified into five categories: resource efficiency, energy sources, products and services, markets, and resilience. The assessment of the impact on the overall business and operational aspects of ECOVE will be conducted over different time frames (short-term: within 3 years, medium-term: 3-5 years, long-term: over 5 years) using two evaluation criteria: incidence rate (already occurred, almost certain, very likely, likely, almost unlikely to occur) and impact level (extremely minor, minor, moderate, significant, extremely significant). A risk and opportunity matrix will be created based on these evaluations. The time intervals are defined based on the Company's decision-making cycles and strategic planning characteristics as follows:



Expected Time Frames for Climate-Related Risks and Opportunities Impacting the Company

Period	Definition	Connection with the Schedule for Strategic Decision-Making Planning
Short-term	Less than 3 years	The planning cycle for major decisions of the Company is reviewed and adjusted approximately every three years on average.
Medium-term	From 3 to 5 years	The Company's strategic decisions typically yield significant results within five years.
Long-term	Over 5 years (currently under discussion until 2030)	The Company actively cooperates with the national "2050 Net-Zero Emissions Roadmap" and related policies, planning to achieve net zero emissions by 2050.

Identification of Significant Climate Risks and Opportunities

ECOVE's climate-related risk issues encompass a total of 14 items (including 11 transition risks and 3 physical risks). After a systematic assessment, 3 significant climate risks were ultimately identified. ECOVE follows the Task Force on Climate-related Financial Disclosures (TCFD) framework to conduct a quantitative analysis of financial risks, assessing their potential impact on operating costs, capital expenditures, and revenue. Based on the characteristics of risks and their likelihood of occurrence, corresponding management measures and adaptation strategies will be formulated to enhance climate resilience and reduce potential financial impacts and operational risks.

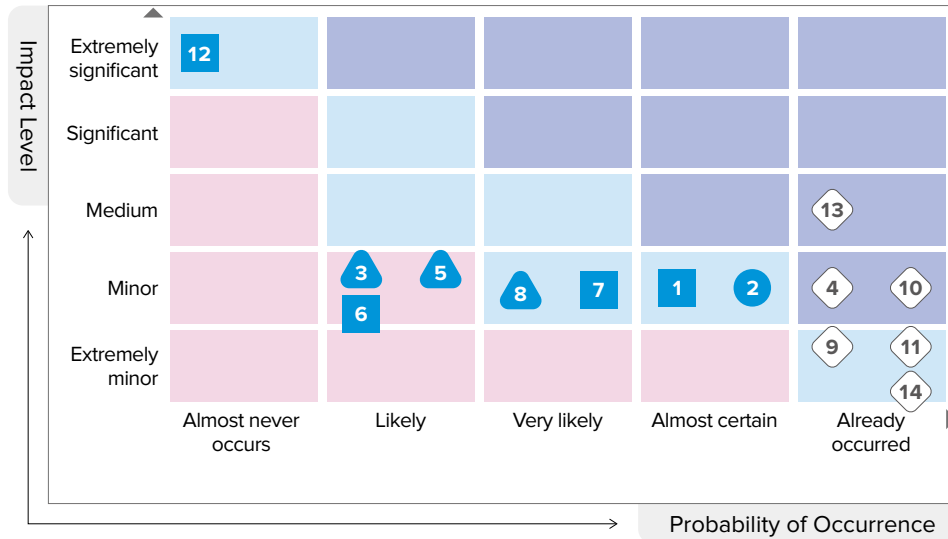
After assessment, the impact level of the three major risks is determined to be moderate to minor, and none have caused significant financial impact on the Company. The classification of risk issues is as follows:

- 1. Significant risk issues:** The transition to a low-carbon economy has resulted in increased equipment costs, changes in customer behaviors, and damage to photovoltaic equipment due to strong winds, leading to an inability to generate electricity. There are three issues in total, all of which have already occurred, thus they are categorized as significant risk issues.
- 2. Moderate risk issues:** The establishment of greenhouse gas reduction targets, building efficiency/labeling regulations and standards, the reduction of high-carbon investment demands from customers, damage to photovoltaic equipment due to flooding resulting in an inability to generate electricity, insufficient water supply caused by changes in rainfall leading to the need for incineration systems to reduce load, and financial crises are identified. There are six issues in total, all of which are very likely to occur and are anticipated to impose minor impact on the Company, thus they are categorized as moderate risk issues.
- 3. Non-significant risk issues:** The following four issues are considered non-significant: general environmental regulations, loss of waste disposal service market due to green movement requirements, lower-than-expected transformation to low-carbon technologies, and price increases of raw materials due to carbon fees. These issues have not yet actually occurred, and their anticipated impact on the Company is deemed minor. The probability of occurrence is only possible, and the expected impact on the Company remains minor; therefore, they are classified as non-significant risk issues.

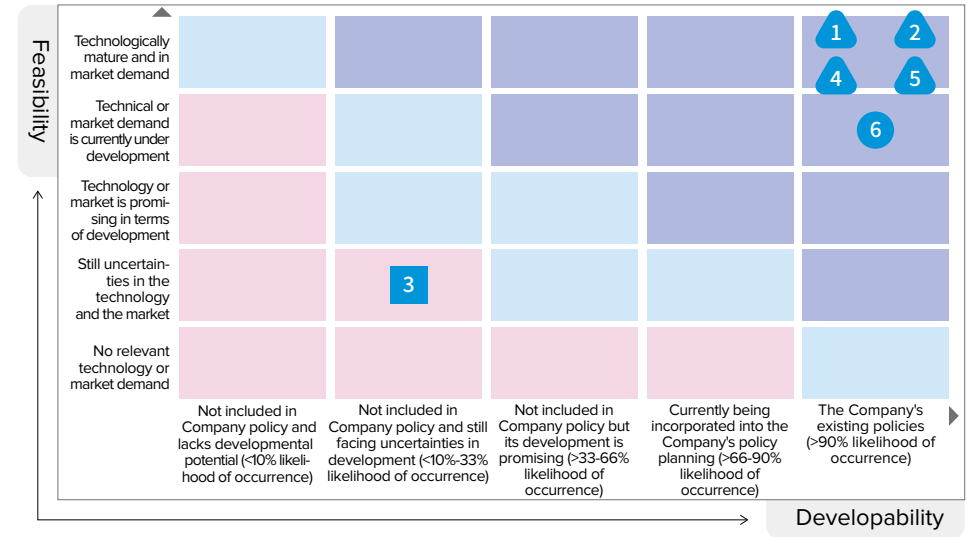
ECOVE's issues on climate-related opportunities encompass six key areas: enhancing the power generation efficiency of incineration plants, introducing dry deacidification system to reduce water withdrawal in waste treatment, participating in the carbon trading market, responding to government climate adaptation policies with increased demand for reclamation and desalination plant, addressing net-zero transformation policies with an increase in renewable energy sales, and developing reuse services.

- 1. Significant opportunities issues:** Five issues, namely, enhancing the power generation efficiency of incineration plants, introducing dry deacidification system to reduce water withdrawal in waste treatment, responding to government climate adaptation policies with increased demand for reclaimed water plants and seawater desalination, addressing net-zero transformation policies with an increase in renewable energy sales, and developing reuse services, are significant because they are the Company's established policies, the market demand is high, and the technology has reached maturity.
- 2. Non-significant opportunities issues:** The topic of participating in the carbon trading market is classified as a non-significant issue because it has not yet been incorporated into Company policy, and there remain uncertainties regarding the demand in the carbon trading market and the acceptable market price.

ECOVE Climate Change | Related Risk Identification Matrix



ECOVE Climate Change | Related Opportunity Identification Matrix



◇ Already occurred

▲ Short-term (within the next 3 years)

● Medium-term (in 3-5 years)

■ Long-term (more than 5 years into the future, estimated by 2030)

Climate Change Risk Types	Sources	Risk Levels
13 Physical	Unable to generate electricity due to strong wind damaging the photovoltaic equipment	High
4 Transition	Low-carbon transformation leads to increased equipment costs	High
10 Transition	Shift in customer behaviors	High
1 Transition	Setting targets of greenhouse gas reduction	Moderate
2 Transition	Construction efficiency or labeling regulations and standards	Moderate
7 Transition	Reduction in the demands of high carbon emissions investment from clients	Moderate
8 Transition	Raw materials have increased in price due to carbon fees	Moderate
9 Transition	Financial crisis	Moderate
11 Physical	Unable to generate electricity due to flooding damaging the photovoltaic equipment	Moderate
14 Transition	Market uncertainty	Moderate
3 Transition	General environmental regulations	Relatively low
5 Transition	Low-carbon technology transformation falling below expectations	Relatively low
6 Transition	Loss of waste collection service market due to the demand for green transportation	Relatively low
12 Physical	Insufficient water supply due to changes in rainfall, necessitating a reduction in the incineration system's load	Low

Climate Change-Related Opportunity			Risk Levels
1	Physical	Enhancing the power generation efficiency of the incineration plant	High
2	Transition	Introducing dry deacidification system to reduce water consumption in waste treatment	High
4	Transition	Responding to government climate adaptation policies with increased demand for reclamation and desalination plant	High
5	Transition	Addressing net-zero transformation policies with an increase in renewable energy sales	High
6	Transition	Development of resource reuse services	High
3	Physical	Participation in the carbon trading market	Low

Climate Risk Scenario Analysis

Recognizing that the impacts of climate change vary by geographic location, ECOVE employs a range of professional tools and data sources for scenario simulation and assessment in conducting physical risk analysis. These include the Taiwan Climate Change Projection Information and Adaptation Knowledge Platform (TCCIP), the National Science and Technology Center for Disaster Reduction's 3D Disaster Potential Map, and the Disaster Risk Adaptation (Dr. A) Platform, with spatially downscaled future climate projections for Taiwan's regions serving as the basis for scenario setting. This analysis also references the Intergovernmental Panel on Climate Change (IPCC) Sixth Assessment Report (AR6), adopting the latest warming scenarios and climate projection data. Using the baseline period (1995–2014) as the reference, the analysis focuses on climate changes under the SSP5-8.5 (very high emissions) scenario in 2030 to assess the potential operational impacts of the following key indicators: changes in the annual maximum number of consecutive dry days, used to evaluate potential future water shortage risks; changes in maximum annual single-day rainfall, used to analyze the impact of extreme precipitation on flood risk; and changes in the number of warm days, used to evaluate the duration of high temperatures in operating regions and the potential impact on operations from strong winds associated with typhoon incursions. For transition risks, ECOVE uses the Net Zero Emissions (NZE) scenario—limiting warming to 1.5° C—as the basis for assessing the potential impacts on current and future operations from low-carbon product and service development, shifts in customer consumption behavior, changes in the financial system, related regulatory trends, and the overall low-carbon transition.

ECOVE Climate-Related Risk Climate Scenario Settings

Risk Type	Selected Scenario	Scenario Content
Physical	IPCC AR6 SSP5-8.5	- Heavy rain and flooding: Depending on their location, various sites may experience flooding of 50 centimeters or more, and it is assumed that this will persist for one day. - Water shortage: All locations have reached a drought scale; therefore, it is assumed that each location will face a 20% reduction in supply for a continuous period of 90 days. - High temperature: Based on the highest environmental temperature recorded at each location and the number of days exceeding 35° C, the following outcomes may occur: 1. Increased electricity demand at each location; 2. Potential impacts on incineration processing and the cooling capacity of air conditioning equipment. - Strong winds: The number of typhoons in the future is projected to decrease from 4-5 per year to 3-4 by the middle of the 21st century, and further to 1-2 by the end of the 21st century. Therefore, assuming that the number of typhoons affecting Taiwan in the future will be three, and that they will be strong typhoons with wind speeds exceeding 51 meters per second (equivalent to a wind force of level 16 or higher).
Transition	Net-zero emissions scenario (NZE)	To achieve the goal of limiting global warming to 1.5° C, plans are being developed to attain net-zero emissions from energy-related and industrial processes by 2050. These plans are based on the principles of technical feasibility, economic benefits, and social acceptability, while also ensuring sustained economic growth and a stable energy supply.

Financial Impacts and Management Practices Related to Climate Change Risks at ECOVE

Risk Type	Risk Issues	Details of risk	Duration of Impact	Financial Impact	Management method
Physical	Unable to generate electricity due to strong wind damaging the photovoltaic equipment	Under the scenario of extremely high emissions (SSP5-8.5), the future frequency of typhoons impacting Taiwan is projected to be three times per year, with these being intense typhoons. This may result in damage to solar photovoltaic module equipment, rendering it unable to generate electricity.	Already occurred	When strong typhoons cause damage to rooftop solar power facilities due to high winds, in addition to the loss of equipment itself, the Company must also bear the loss of electricity sales during the repair period. Since no such event has occurred to date in 2025, the estimate is based on losses incurred from the 2024 typhoon event, with the combined amount estimated at less than 5% of pre-tax income.	- Adopt a transfer method to strengthen insurance content - Expected to involve an investment amount that is less than 1% of pre-tax profit.
Transition	Low-carbon transformation leads to increased equipment costs	In response to carbon reduction targets, the specifications for equipment have been upgraded to exceed the contractual standards for low-carbon equipment, resulting in a budget overrun.	Already occurred	Taking the Gangshan EfW Plant as an example, the initial setup and construction costs for low-carbon equipment increased by less than 5% of the pre-tax profit compared to the original equipment costs.	Invest in maintenance and servicing costs to extend the service life of equipment to reduce the frequency of replacements.
Transition	Change in customer behaviors	In response to the increased sustainability awareness of government agencies, the resource recycle rate will be gradually improved, reducing the proportion of waste incineration. Decreased demand for outsourcing waste solvent treatment: With the trend towards waste reduction and recycling in waste management, the demand for outsourcing waste solvent treatment has diminished, leading to a reduction in the volume of waste solvent treatment operations. High-tech manufacturers are progressively promoting zero-waste centers within science parks, resulting in a gradual decline in the reuse of waste shipping out of these science parks.	Short, medium, and long term	Preliminary assessments indicate that by 2030, based on the reconstruction plans for incineration plants in various counties and cities, the change in the volume of waste entering the facilities is approximately 1% under the scenario of population growth assessment, with revenue reduction amounting to less than 5% of pre-tax profit. According to changes in the high-tech industry, it is estimated that the monthly intake of waste solvents will decrease by 30%, which is expected to impact revenue by less than 5% of pre-tax profit.	- Continuously monitor the capacity of waste intake to ensure that the volume received aligns with the planned specifications. Simultaneously, continue to optimize waste treatment efficiency. - Invest in waste-to-energy power plants to enhance the efficiency of waste energy recycle and improve profitability, with an estimated investment amount of approximately NT\$3.5 million. - The primary projected costs involve human resources dedicated to developing partnership opportunities, deploying concentration equipment at high-tech facilities, and supporting the optimization and sale of high-concentration waste solvents as products.

Financial Impacts and Management Practices Related to Climate Change Opportunities at ECOVE

Opportunity Item	Details of opportunity	Period of incidence	Financial Impact	Management method
Enhancing the power generation efficiency of the incineration plant	Enhancement of waste-to-energy efficiency and development of biomass power generation in response to the government's zero-waste recycling policy.	Short-term	The increase in new contracts and the increase in power sales revenue will result in approximately NT\$50 to NT\$100 billion in revenue.	- Through the successful experience of the Taoyuan Biomass Energy Plant and Chiayi Green Energy Sustainable Cycle Center, we establish long-term partnerships for key equipment to enhance our competitive advantage. - Continuously optimize energy efficiency through the parent company's green technology and invest in equipment or system improvement costs to enhance competitive advantage.
Introducing dry deacidification system to reduce water withdrawal in waste treatment	Since the incineration plants have introduced dry deacidification system, the water withdrawal in waste treatment has been reduced, leading to the decrease of the expense of purchasing water.	Already occurred Short-term	Water conservation contributes to a reduction of 0.0002 to 0.00026 million liters of water withdrawal per metric ton of waste.	- Applied for relevant technology patents to protect innovative achievements and enhance the Company's technological competitiveness; patents were obtained in 2024. - Through system improvements to improve exhaust gas temperatures, further implementation of waste heat recovery boilers will be introduced, as well as investments in associated equipment improvement costs to increase electricity generation.
Responding to government climate adaptation policies with increased demand for reclamation and desalination plant	Responding to government climate adaptation policies, the Company will set up more reclamation and desalination plants.	Short-term	Increase business items, with an estimated market size of approximately NT\$150 billion.	- Actively combine the advantages of plant construction and green technology of our parent company, CTCL, to enhance our competitiveness. - Devote manpower to actively seek partners with advanced desalination and reclaimed water technologies to enhance competitiveness.
Addressing net-zero transformation policies with an increase in renewable energy sales	In response to the increasing demand for solar energy installations both domestically and internationally, it is anticipated that there will be an increase in solar energy installation business and an enhancement in operating revenue.	Short-term	The market opportunity for green electricity supply is approximately NT\$500 million to NT\$1 billion.	- Devote manpower to proactively promote the resupply business and enhance the synergy of green power resupply with the Group's supply chain counseling. - Actively invest in photovoltaic business in overseas mature markets to enhance revenue.
Development of resource reuse services	In response to the demands of the technology industry and the future market needs arising from policy developments, we will develop relevant reuse services (carbon reduction services, waste from the Energy Resource Center, low-carbon electricity, and waste plastics) to increase operating revenue.	Long-term	The market size is approximately between NT\$3.4 billion and NT\$10 billion.	ECOVE will continue to invest in various waste recycling businesses, with investment costs covering capital expenditures, R&D, and the deployment of professional personnel, and increase the amount of waste recycled. The development of innovative technologies that achieve high efficiency and energy reuse promotes business growth and enables the capture of market opportunities.

Risk Management

In order to effectively assess climate-related risks and opportunities, ECOVE has incorporated climate and natural risk types into its "Risk Management Guidelines." This approach allows for the systematic management of potential risks faced by various operating companies. Following discussions by the "Risk Management Executive Committee," priority risk issues are identified, and control measures are proposed. The climate change risk management representative (a member of the Sustainable Development Committee), based on the results of ECOVE's identification of climate change risks, compiles and reports to the Risk Management Executive Committee on significant or immediate risk issues. The Risk Management Executive Committee shall compile the risk assessment results to be provided as a reference for the audit unit to draw up the annual audit plan. The audit office will report the audit results to the Board of Directors to facilitate the board's

monitoring of climate-related issues. In accordance with the "Risk Management Regulations", ECOVE systematically identifies climate risks that may be faced during operations. Climate risk consists of two major types, transformational and physical, which are further differentiated into regulations, technology, market, reputation, and immediate and long-term. Opportunities are divided into five categories namely, resource efficiency, energy sources, products and services, market, and resilience. The risk and opportunity matrices are evaluated and drawn based on the two consideration factors of incidence rate and level of impact. After discussion by the Risk Management Committee, the material risks and opportunities which ECOVE may face are determined, and effective actions are adopted to manage risks or harness the possible opportunities so as to strengthen the operational system and competitiveness of the Company and its subsidiaries.

Climate Indicators and Targets

In response to the issue of climate change, ECOVE has initiated greenhouse gas inventory operations starting from 2022 as the base year. Each year, the Company completes the inventory for the previous year covering Scopes 1, 2, and 3, and commissions a third-party organization to conduct external verification to ensure the accuracy and credibility of the data. ECOVE adheres to the greenhouse gas reduction targets set forth by the Science Based Targets initiative (SBTi), in which its parent company, CTCI Group, is an active participant. This initiative aims to limit global warming to within 1.5° C and establishes a scientifically-based carbon reduction pathway. Furthermore, ECOVE aligns with the objectives promoted by the Net Zero Emissions Alliance, committing to achieve net zero emissions at its office locations by 2030 and at its production sites by 2050.

In addition, ECOVE actively participates in domestic and international climate action initiatives, such as the Carbon Disclosure Project (CDP), to enhance the transparency of climate-related information and strengthen the Company's ability to identify and manage climate risks.

Carbon Reduction Target Planning (Scope 1 and 2)



Note: Operating activities cover subsidiaries and production sites under actual control.

Carbon Reduction Strategy

ECOVE incorporates the life-cycle greenhouse gas emissions reduction benefits of Waste-to-Energy (WTE) into its Scope 1 emissions management strategy, considering the trade-offs with direct emissions and integrating these into overall management and project decision-making to formulate short-, medium-, and long-term carbon reduction targets and investment directions.

Short-term carbon reduction strategy (2025–2030): The Company's short-term carbon reduction strategy focuses on systematically improving energy and resource use efficiency. For Scope 1, the primary approach is upgrading equipment to enhance performance and reduce energy consumption, or switching to low-carbon energy sources. In addition, electricity generated from the Company's own solar power facilities is supplied back for internal use to reduce carbon emissions intensity during operations. The Company also conducts greenhouse gas and carbon footprint inventories in accordance with international standards to strengthen the completeness and transparency of emissions data, and has introduced an internal carbon pricing mechanism to incorporate carbon costs into management decisions, guiding each unit to implement carbon reduction actions and laying the foundation for the medium- to long-term net zero transition.

Long-term carbon reduction strategy (2030–2050): Use renewable energy and deploy carbon reduction or carbon removal technologies. If further reductions ultimately become infeasible due to technological constraints, the Company will evaluate the moderate purchase of appropriate carbon credits for offsetting, with the use limit set at 10% of baseline-year emissions in principle, ensuring that the net zero target is met on a reduction-first basis.

Greenhouse Gas Emission-Related Risks in Each Sector

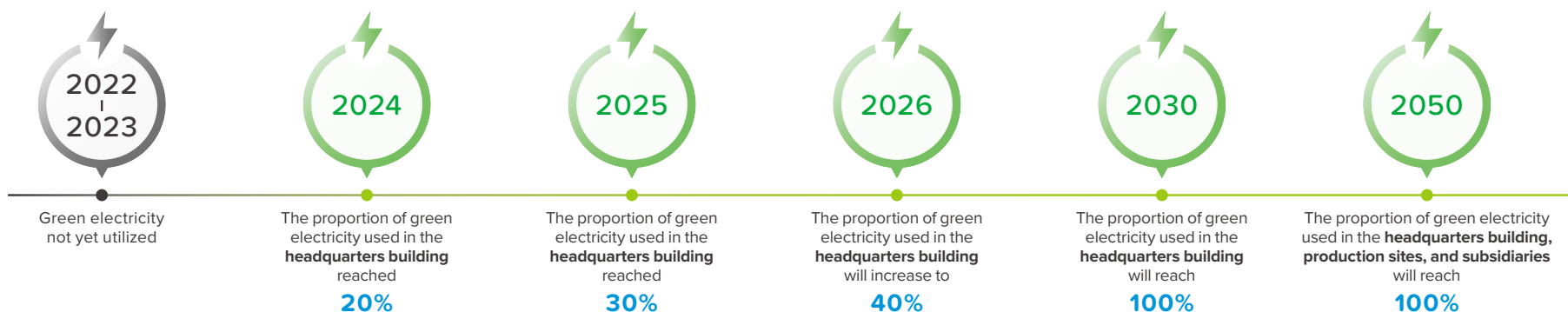
Waste collection	Waste incineration
Scope 1: Mainly derived from emissions generated by fuel consumption of waste collection vehicles. An increase in the number of vehicles due to changes in waste collection volume leads to an increase in greenhouse gas emissions. Scope 2: Emissions originating from the electricity used in the Public Works Department, with relatively low-risk concerns.	Scope 1: Emissions will be affected by changes in the amount of waste entering the plants during the year, the nature of the waste, and the actual heating value. Scope 2: Main emissions are those generated by purchased electricity, which is related to the operation of the incinerator for the year. If the efficiency of the power generation is good in a year, there is no need to purchase electricity, and correspondingly the risk of emissions is relatively low.
Recycling	Renewable energy
Scope 1: The primary source of emissions is natural gas used in the process stage gas boilers. Increased processing volume will result in higher gas consumption and, consequently, increased emissions. Scope 2: Emissions originate from purchased electricity, mainly related to the process stage distillation units. Changes in processing volume will also affect emissions due to the associated electricity consumption.	Scope 1: The main source of emissions is fuel consumption from company vehicles. To reduce emissions from fuel consumption, the vehicles can be replaced with hybrid or electric vehicles. There are relatively low emission risks in this scope. Scope 2: Emissions primarily result from purchased electricity for charging stations and monitoring systems. There are minimal emission risks in this scope.

Promoting Internal Carbon Pricing

To strengthen the linkage between climate action and operational strategy, ECOVE formally implemented an internal carbon pricing system in 2025. The rate is set with reference to international carbon price trends, including the World Bank's State and Trends of Carbon Pricing report, the EU carbon market, and Taiwan's carbon fee, while also considering the national net zero outlook and regulatory trends, and drawing on industry pricing approaches and application strategies. Rates are adjusted according to the nature of different projects. ECOVE's internal carbon pricing rate is consistent with the Group's, set at US\$100/tCO₂e for management purposes, while certain subsidiaries and projects apply NT\$300/tCO₂e, covering Scope 1 and Scope 2 of the greenhouse gas inventory. This mechanism incorporates carbon costs as a deduction in the financial objective KPI for gross profit margin achievement rate, and discloses it in management reports, thereby strengthening the integration of carbon costs with operational decision-making and ensuring that the system could deliver management effectiveness and implement carbon reduction measures.

Resource Management

- Establish renewable energy usage targets



Water Resource Management

Establish water usage targets

- Headquarters Building:

Item	2026 Short-term Target	2028 Medium-term Target	2030 Long-term Target
Water withdrawal (million liters/year)	1.491	1.491	1.491
Water use intensity (million liters/person)	0.01222	0.01202	0.011863

- Operating Activities — Recycling and Reuse:

Item	2026 Short-term Target
Water withdrawal (million liters/year)	14
Water withdrawal intensity (million liters/IPA product)	0.0035

- Operating Activities — Energy and Resources Centers:

Item	2026 Short-term Target
Water withdrawal (million liters/year)	-
Water withdrawal intensity (million liters/ton of waste)	0.00074

Note 1: Water intake at Energy and Resources Centers depends on waste processing volumes; therefore, water intake is not directly targeted, and water intake intensity per ton of waste is used as the target instead.

Note 2: The sources of tap water usage come from the Keelung, Southern Taoyuan, Biomass Energy, Miaoli, Houli, Wujih, Xizhou, Tainan, and Gangshan Energy and Resources Centers, calculated using data from the Taiwan Water Corporation's water bill.

Most Reliable

ECOVE Ranked in the Top 5% of the Corporate Governance Evaluation for the 12th Consecutive Year, Setting a Sustainability Benchmark through Resource Cycling



The results of the 12th Corporate Governance Evaluation, jointly conducted by the Taiwan Stock Exchange and Taipei Exchange, have been announced. ECOVE stood out among numerous TWSE- and TPEx-listed companies and was once again recognized in the Top 5%, marking its 12th consecutive year receiving the highest-tier distinction. As one of the very few benchmark enterprises in Taiwan to reach this milestone, ECOVE demonstrates the concrete results of its long-term commitment to fully embedding ethical management, sustainable governance, risk management, and ESG sustainability actions into daily operations.

To align with domestic and international policy trends, sustainability-related indicators accounted for as much as 49% of this year's evaluation criteria, and the evaluation will be renamed the ESG Evaluation in 2026. Guided by its vision of being "The most reliable provider of industry-leading resource cycling services," ECOVE has continued to deepen its presence in the circular economy over the years, while applying sustainability thinking to strengthen its business portfolio and operational development. This business development, closely aligned with sustainability trends, has enabled ECOVE to maintain stable and outstanding governance performance and remain on the list despite continuous updates and increasingly stringent evaluation criteria over the past 12 years, reflecting the Company's highly resilient corporate governance foundation.

In response to the competent authorities' continued promotion of the Corporate Governance Roadmap and refinement of related regulations in recent years, ECOVE has not only actively aligned with policy directions and legal requirements, but has also established comprehensive systems across the environmental, social, and governance (ESG) dimensions to address sustainability issues of concern to stakeholders, while continuously reviewing and improving these systems on a rolling basis. ECOVE is committed to balancing economic, environmental, and social value. Looking ahead, ECOVE will continue to hold itself to high standards, respond to stakeholder expectations with more forward-looking governance strategies, and move steadily toward its sustainable growth goals.

Environmental Sustainability

In response to climate change and global warming, we are committed to actively enhancing environmental protection performances during operating activities to make a sustainable environment.

✦ Performance Highlights

► National Enterprise Environmental Protection Award

The 7th National Enterprise Environmental Protection Award, Ministry of Environment – Tainan EfW Center

► Incineration Plant Evaluation

Excellence Award in Ministry of Environment's Incineration Plant Evaluation – Keelung EfW Center, Houli EfW Center, Xizhou EfW Center, Tainan EfW Center

► Ministry of Economic Affairs

Certificate of Green Recycled Product (ECOVE SRC)

► Silver Certification Label for Intelligent Photovoltaic Building

Warehouse No. 36, Zhongdao Port Area, Kaohsiung Port

► Taiwan Institute for Sustainable Energy (TAISE)

Taiwan Corporate Sustainability Awards - Gold Level - STSPEFW Center

► CDP Carbon Disclosure Project Rating

Level B in Management

► CommonWealth Magazine

1.5° C Temperature Control Label Certification

► Ministry of Environment

The registration application for the voluntary reduction project was approved with a quota of 3,830 metric tons.

► Renewable Energy

Total renewable energy generation exceeding 1.66 billion kWh

► Reclaimed Water

Cumulative reclaimed water production - 23,349.595 million liters

► Recycling and Reuse

The amount of waste IPA recycled and processed is approximately 14,502 metric tons

► Greenhouse Gas Reduction

Corporate headquarters - 48.08%, carbon intensity of ECOVE Waste Management Corp. – 12.60%, and carbon intensity of solar power - 75.15%

Climate change management	69
Environmental Performance	71
Energy and Resource Management Performance	77

Biodiversity	84
Most Reliable	93



Environmental Sustainability - Practitioner of Resource Cycle and Environmental Sustainability

Under the goal of net zero emission by 2050, ECOVE has been committed to green investment and operation services in resource recycling and renewable energy. With a circular economy mindset and an environmentally friendly perspective, ECOVE has been actively cooperating with the government's policies on net zero carbon emission and the environment to provide low-pollution, low-emission, and high-energy-efficiency resource recycling and renewable energy, with a view to achieving a win-win situation for ECOVE, its partners, stakeholders, and the environment, and to do its utmost to safeguard the sustainability of the ecosystem and biodiversity.

In 2025, ECOVE continued to capitalize on the opportunities arising from the climate transition, with steady expansion of its Energy and Resources Center operations. For the full year, waste incineration volume reached 2,880,577 metric tons, waste-to-energy power generation totaled 1,651,091 MWh, and environmental carbon reduction benefits amounted to 806,600 metric tons CO₂e. Anaerobic food waste treatment volume reached 19,903 metric tons, generating 2,193.8 MWh of electricity and delivering carbon reduction benefits of 1,039.9 metric tons CO₂e.

During the African Swine Fever outbreak in October 2025, ECOVE actively cooperated with government disease prevention efforts, assisting in the incineration of 324.1 metric tons of pig carcasses and increasing food waste processing by 21,300 metric tons. After ECOVE's team took over the Taitung Energy and Resources Center, annual furnace downtime was reduced by more than 30% and daily processing capacity increased by 20%, demonstrating operational resilience and public service capacity and helping to safeguard the critical front lines of disease prevention and environmental governance.

In recycling and reuse, ECOVE assisted the high-tech industry in establishing and commercially operating a Resource Regeneration Center within the science park, helping operators implement the circular economy through an integrated "waste-to-energy, waste-to-resource" model. ECOVE SRC's IPA reuse products also obtained Green Product Certification from the Industrial Development Administration, Ministry of Economic Affairs, with full-year solvent waste processing reaching 14,502 metric tons and reuse product output reaching 4,118 metric tons. Reclaimed water production reached 23.34 million metric tons, equivalent to

one day's water consumption for 80.794 million people, with total wastewater treatment across Taiwan of approximately 27.85 million metric tons. Plans for waste water reclamation plant expansion are also underway to enhance water supply resilience and water resource efficiency.

In solar power, the Xizhou solar power self-generation and self-consumption project was completed in July 2025 and can produce 300 green electricity certificates per year. Full-year generation across all sites reached 121.106 million kWh, with annual carbon reduction benefits of approximately 57,000 metric tons. Power wheeling service volume reached 17.143 million kWh, supporting industry carbon reduction benefits of approximately 8,000 metric tons.

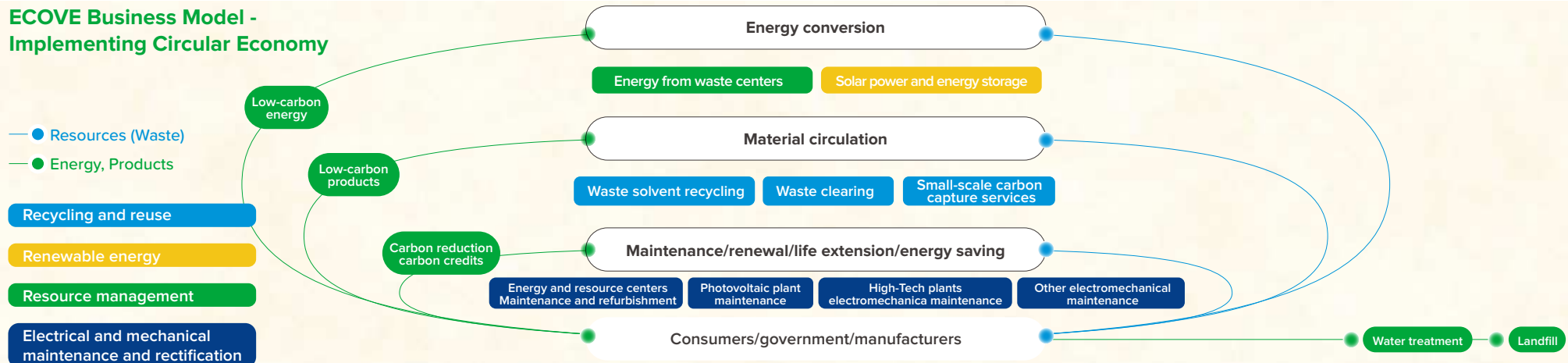
In the same year, ECOVE completed revisions to its internal carbon pricing mechanism, raising the internal carbon fee to US\$100 per metric ton and linking it to the KPIs of management and project leads to reinforce decarbonization accountability. The Gangshan incineration plant also collaborated with the plant owner to successfully register a voluntary emission reduction project, with a 10-year carbon reduction quota of 3,800 metric tons CO₂e.

The above carbon reduction and governance initiatives received external recognition. ECOVE was recognized in Commonwealth Magazine's 1.5 °C Corporate Survey and received a B rating on the CDP Climate Change Questionnaire. Going forward, the Company will continue to focus on the circular economy as it advances low-carbon technologies and operational management, expanding resource circulation and carbon reduction benefits.



ECOVE SRC "Certificate of Green Recycled Product"

ECOVE Business Model - Implementing Circular Economy



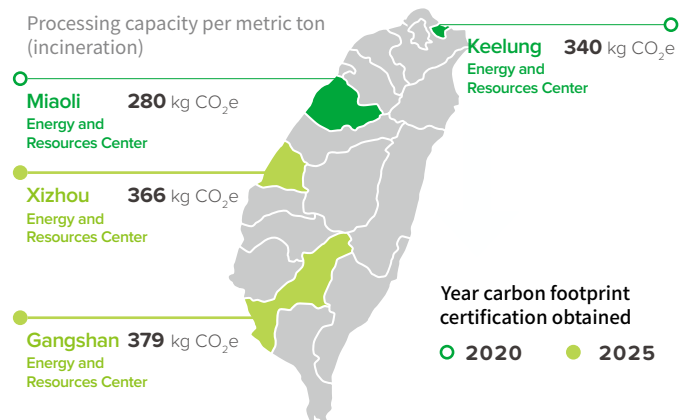
Climate change management

Greenhouse Gas Inventory

In response to the government's net zero policy, since 2022 ECOVE has conducted comprehensive greenhouse gas emissions inventories annually for subsidiaries included in its consolidated financial statements. For subsidiaries over which it holds operational control across various sectors, ECOVE conducts organizational greenhouse gas inventories and obtains third-party verification. In addition, the Company applied for carbon footprint certification for its waste incineration treatment services, taking it as the Company's mission to provide lower-carbon services. Currently, there are four energy and resources centers that have obtained product carbon footprint certification: Keelung, Miaoli, Xizhou, and Gangshan.

Using the year 2022 as the base year, ECOVE Headquarters has set reduction targets as follows: a 20% reduction by 2024, a 40% reduction by 2026, and achieving net-zero emissions by 2030. For subsidiaries in the areas of waste management, recycling and renewable energy, which are under long-term operational control, a 15% reduction is set for 2026 and net zero for 2050.

Carbon Footprint Certification



Note: The Keelung Energy and Resources Center's carbon footprint certification expired on September 29, 2025.

Region	Scope	Annual performance (metric tons CO ₂ e)			
		2022	2023	2024	2025
Headquarters Building	Scope 1 emissions	0.43	-	0.09	0.75
	Scope 2 emissions	123.00	123.60	97.98	63.34
	Total scope 1+2 emissions	123.43	123.60	98.07	64.09
Operating Activities	Scope 1 emissions	196,937.15	213,845.16	163,410.61	86,770.79
	Scope 2 emissions	1,534.36	1,503.79	1,189.54	1,054.05
	Total scope 1+2 emissions	198,471.51	215,348.95	164,600.15	87,824.84
Total	Scope 1 emissions	196,937.58	213,845.16	163,410.70	86,771.54
	Scope 2 emissions	1,657.36	1,627.39	1,287.52	1,117.39
	Total scope 1+2 emissions	198,594.93	215,472.54	164,698.29	87,888.93

Note 1: The types of greenhouse gas inventories include carbon dioxide (CO₂), methane (CH₄), nitrous oxide (N₂O), hydrofluorocarbons (HFCs), perfluorocarbons (PFCs), sulfur hexafluoride (SF₆), and nitrogen trifluoride (NF₃).

Note 2: Pursuant to the Greenhouse Gas Protocol Corporate Accounting and Reporting Standard (GHG Protocol) and the Greenhouse Gas Inventory Operational Guidelines; GWP values are based on IPCC AR6 (2021); emission factors are based on the "Greenhouse Gas Emission Factors" announced by the Ministry of Environment on February 5, 2024 under Order Huan-Bu-Shou-Qi-Zi No. 1139101231; the Ministry of Economic Affairs Bureau of Energy announced the 2025 electricity carbon emission factor as 0.474 kg CO₂e/kWh; data also reference the Carbon Footprint Information Platform.

Note 3: Compiled with reference to ISO 14064-1:2018.

Note 4: The inventory boundary is consistent with ECOVE's financial reporting boundary, and the method for compiling greenhouse gas emissions is the operational control method.

Note 5: 2022 has been established as the base year because it was the first year of the implementation of greenhouse gas inventory.

Note 6: The target for the headquarters building in 2025 is a 30% reduction in total emissions compared to the base year, with an actual reduction of approximately 48.08%.

Note 7: The carbon dioxide emission intensity of the subsidiaries is detailed in each chapter.

Note 8: Biogenic emissions equivalent from waste incineration is calculated based on waste sampling analysis. The biogenic carbon dioxide emissions amount to 68,725.19 metric tons of CO₂e per year.

Note 9: The WujihWujih Energy and Resources Center, originally under the BOT operational control of subsidiary ECOVE WEC, was returned to the Taichung City Environmental Protection Bureau in September 2024; therefore, no substantive control existed in 2025.

Scope 3 emissions	Target	Type	Emissions in 2022 (metric tons of CO ₂ e)	Emissions in 2023 (metric tons of CO ₂ e)	Emissions in 2024 (metric tons of CO ₂ e)	Emissions in 2025 (metric tons of CO ₂ e)
Business type						
Operational Headquarters	ECOVE	Category 1: Purchased goods and services	-	-	-	2.52
		Category 2: Capital goods purchased upstream	-	-	306.5010	2,064.58
		Category 3: Fuel- and energy-related activities	21.74	24.46	30.7847	30.58
		Category 4: Upstream transportation and distribution	-	-	-	0.0097
		Category 5: Disposal or treatment of waste generated in operations	2.28	1.33	1.2006	0.0051
		Category 6: Business Travel	-	0.96	-	17.96
		Category 7: Employee commuting	0.69	2.25	62.13	96.66
		Category 8: Upstream leased assets	-	-	-	0.00
		Category 9: Downstream transportation and distribution	-	-	-	0.00
		Category 10: Processing of sold products	-	-	-	0.00
		Category 11: Use of sold products	-	-	-	0.00
		Category 12: End-of-life treatment of sold products	-	-	-	0.00
		Category 13: Downstream leased assets	-	-	-	0.00
		Category 14: Franchises	-	-	-	0.00
		Category 15: Investment	198,471.50	215,348.94	164,543.31	87,760.88

Note 1: Scope 3 categories 1–15 inventory work is conducted in accordance with the Greenhouse Gas Protocol Corporate Accounting and Reporting Standard (GHG Protocol). The inventory has been completed and verified by third-party SGS.

Note 2: Investment emissions include: ECOVE Waste Management Corp., ECOVE Miaoli Energy Corp., ECOVE Environment Service Corp., ECOVE Wujih Energy Corp., ECOVE Solvent Recycling Corp., ECOVE Chiayi Energy Corporation, ECOVE Resources Co., Ltd., SINOGAL, ECOVE Resource Recycling Corp., ECOVE Gangshan Energy Corp., ECOVE Solar Power Corp., G.D. International, LLC, Lumberton Solar W2-090, LLC.

In 2022, ECOVE conducted comprehensive voluntary organizational greenhouse gas inventories across all Energy and Resources Centers under contract operation, setting 2022 as the base year and managing performance based on emissions intensity. The 2025 emissions intensity was 453 kg CO₂/t, a decrease of approximately 0.88% from the baseline year (2022), primarily because the calculation methodology changed in 2025 from flue gas sampling to waste sampling.

Item	2022 (Base Year)	2023	2024	2025
Intensity of emissions (Greenhouse gas emissions/waste disposal quantity of the year)	456	469	441	453

Note 1: GHG emissions are Scope 1 + Scope 2 emissions from each waste incineration plant.

Note 2: The unit is kg CO₂/ton of waste.

Note 3: In 2025, two additional Energy and Resources Centers—Chiayi and Taitung—were added.

ECOVE's Reduction Target Achievement Status

Item	2022 Base Year	2025 Target	2025 Results	2026 Target
Headquarters emissions (absolute reduction) (metric tons of CO ₂ e)	123.43	86.401	✓ Achieved 64.09	↓ 40% education from the base year
Emissions intensity at ECOVE headquarters and operating sites (relative reduction) (metric tons of CO ₂ e/NT\$ million)	28.18	25.01	✓ Achieved 9.10	↓ 15% education from the base year



Environmental Performance

GRI 301-1; SASB IF-WM-420a.1

Waste Collection and Management

ECOVE Waste Management Corp. provides waste collection and transportation, as well as waste incineration residue removal services. The number of customers it served exceeds 12,853 metric tons. In 2025, the total amount of waste collected and managed by ECOVE was 182,237 metric tons, which accounted for 21% of the total amount of waste collected and managed by domestic large-scale municipal waste recycling (incineration) plants on behalf of private organizations. To enhance waste quality management, ECOVE has deployed an intelligent management system covering inbound contractor qualification review, waste approval, data setup, and statistical analysis, with integration into the Ministry of Environment's reporting platform to accelerate and ensure accurate, lawful reporting, enable real-time monitoring of inbound information, and effectively control quality. The system also provides real-time updates on regulations and inbound information, maintains a list of materials unsuitable for incineration, strengthens incineration plant management, and analyzes the characteristics of waste from different regions to improve incinerator combustion efficiency. The decrease in the volume of managed waste received in 2025 was due to the return of the Wujih plant's operating rights to the Taichung City Environmental Protection Bureau in September 2024, after which only contract operation remained without any self-collected volumes, combined with the commencement of operations at the Hsinchu County High-Efficiency Renewable Energy Center.

Statistics on total waste collected and managed by ECOVE (metric tons)

Year	2022	2023	2024	2025
Total amount of waste collected and managed	287,251	271,268 ^{Note 1}	244,335 ^{Note 2}	182,237 ^{Note 3}
Collection and management of waste volume ratios ^{Note 4}	35%	36%	30%	21%

Note 1: In 2023, the total amount of imports into the Gangshan Plant was revised downward due to the implementation of corrective actions in accordance with the contract.

Note 2: The contract for the Wujih plant expired in September 2024, and it was returned to the Environmental Protection Bureau, Taichung City Government. After that, there has not been the option for self-collection; therefore, the incoming volume has been revised downward.

Note 3: In 2025, the Wujih plant had no self-collected volumes at all, so inbound volumes were revised downward.

Note 4: Waste Volume Ratio = Total amount of waste collected and managed by ECOVE / Total amount of waste collected and managed by private organizations commissioned by domestic large-scale municipal waste recycling (incineration) plants*100%

To enhance incineration efficiency, maintain treatment performance, and ensure the safety of clearance contractor vehicles entering the plant, ECOVE Waste Management conducted on-site coaching and audits of business entities (waste generators) and clearance contractors entering its plants in 2025, covering 47 business entities and 1 clearance contractor. Through audits, the company checked the quality of the production process, the output and storage conditions of waste, the clearance permit deadlines, and the proper operation rates of waste transport vehicles. Additionally, we promote relevant environmental regulations and the management specifications for the entry and exit of incineration plants, providing recommendations for optimizing waste management.

2025 Audit Findings and Results

Item	Number of Suppliers	Audit Findings and Results
1	13	Violations of the incineration plant entry regulations were identified, with all improvements completed following coaching
2	19	Investigations of waste generation and disposal were conducted, confirming that inbound waste complied with incineration plant acceptance criteria
3	3	Medical institutions were coached on the correct reporting of waste codes
4	5	Pre-entry site inspections were conducted to verify whether waste characteristics met incineration plant acceptance standards
5	7	Coaching was provided where inbound volumes exceeded approved volumes for three consecutive months; entities with genuine inbound demand have submitted applications for increased volumes

To improve clearance and transportation efficiency, a Clearance Dispatch Management System has been deployed, with digital capabilities for vehicle dispatch, driver management, and vehicle management, effectively reducing paperwork and improving clearance efficiency. The system also integrates breathalyzer testing and attendance anomaly management mechanisms to strengthen driving and personnel safety, and uses Application Programming Interface (API) reporting functionality to improve the accuracy of reported weights. The system continues to optimize its operating interface and processes to comprehensively enhance management effectiveness and ease of use.

Waste-to-Energy Performance

ECOVE has long been engaged in the operational management of energy and resources centers (waste incineration power plants and biomass energy centers). It converts high calorific value waste into electrical energy through incineration technology, while low calorific value waste is processed through advanced anaerobic fermentation to generate biogas for electricity production, which is then resold as one of Taiwan's sources of electricity. This process not only reduces dependence on fossil fuels but also effectively decreases the environmental pollution caused by waste landfill.

In Taiwan, ECOVE manages a total of eleven large energy resource centers in Taiwan¹, as well as two small-scale industrial waste incineration plants. The company undertakes operations for ten local environmental protection bureaus and government agencies. In 2025, the total amount of waste entering the large-scale energy resource centers (general waste and general utility waste) was 2,446,770 metric tons, and ECOVE Environment Service Corp. accounted for 38.40% of the total amount of waste entering the plant in Taiwan². The energy resource centers reported that the total amount of general waste accounted for 71.58% of the total incoming volume; the amount of general industrial waste represented 28.42% of the total incoming volume. According to the latest statistics released by the Ministry of Environment, the average waste generated per person in Taiwan is approximately 1.37 kilograms³ per day. The processing volume at ECOVE corresponds to the annual waste generation of approximately 8.98 million people. In 2025, the anaerobic treatment volume from kitchen waste reached 19,902.93 metric tons. Additionally, in 2025, the incineration capacity for general business waste at small-scale incineration facilities was 32,836 metric tons, while the processing volume for hazardous business waste was 511 metric tons, which constitutes 0.018% of ECOVE's total processing volume.

In addition to Taiwan, our waste incineration services have also expanded overseas, with our subsidiary SINOGAL undertaking general waste disposal business in the Macau region. With a local population of approximately 690,000 people, the total intake of waste from January to September 2025⁴ was 435,230 metric tons, of which general waste accounted for 73.21% of the total, and general industrial waste accounted for 26.79% of the total.

The total amount of waste processed through energy recovery incineration and kitchen waste treatment is

2,867,133 metric tons

Item			2022	2023	2024	2025
Total volume of incoming waste (metric tons)	Domestic energy and resources centers	General waste	1,703,308	1,559,856	1,568,036	1,751,291
		General industrial waste	392,567	366,046	599,527	695,479
		Kitchen waste	-	-	15,632	19,903
		Subtotal	2,095,875	1,925,902	2,118,319	2,466,673
	Macau		505,971	554,560	580,033	435,230
	Total		2,601,847	2,480,462	2,763,228	2,901,903
Total volume of waste treated (metric tons)	Taiwan	Energy and resources centers	2,069,685	1,911,631	2,141,796	2,401,077
		Waste treated by anaerobic treatment from kitchen waste	-	-	15,632	19,903
		Subtotal	2,069,685	1,911,631	2,157,428	2,420,980
	Macau		501,183	554,303	523,912	446,153
	Total		2,570,868	2,465,934	2,681,340	2,867,133

Total volume of waste treated by small-scale industry waste incineration plants (metric tons)				
Item	2022	2023	2024	2025
General industrial waste	32,273	35,065	32,755	32,836
Hazardous industrial waste	259	422	415	511



Macau Energy-Resource Center



Taitung Energy-Resource Center

Note 1: The 11 large Energy and Resources Centers include the Keelung, Southern Taoyuan, Taoyuan Biomass Energy Center (equipped with anaerobic food waste power generation facilities), Miaoli, Houli, Wurih, Xizhou, Chiayi City, Chengxi, Gangshan, and Taitung Energy and Resources Centers. The 2 small industrial incineration plants are the Taoyuan Airport Resource Center and the Southern Taiwan Science Park Energy & Resource Center.

Note 2: The main source of data is from the Solid Waste Incinerator Management System (SWIMS) of the Environmental Management Administration, Ministry of Environment. Based on the total waste intake of 6,372,359 metric tons from 27 waste incineration plants in Taiwan in 2025.

Note 3: According to the Ministry of the Environment's announcement of the average statistics (2023/10 – 2025/09) (https://data.moe.gov.tw/dataset/detail/STAT_P_126, announced on 2026/1/15).

Note 4: SINOGAL's operations ended on 2025/09/24, and the statistical data covered the period from 2025/01/01 to 2025/09/24.

Energy-from-Waste

The Energy and Resources Centers operated and managed by ECOVE not only treat waste but also generate electricity from the heat produced by incinerating waste, with a waste-to-energy ratio of 98.84%. In 2025, a total of 2,880,577 metric tons of waste was incinerated¹, generating a total of 1,651,091 MWh of electricity. After deducting the energy and resources center's self-consumption, the total amount of electricity to be sold back to the power company was about 1,351,955 MWh, which means that 81.88% of the total amount of electricity generated will be exported to the power grid. The electricity to be sold back in 2025 can supply the annual electricity consumption of approximately 330,000 customers in Taiwan² and 21,000 customers in Macau⁷. With the electricity generated from the incineration plant, a total of about 806,600 metric tons of CO₂e was reduced in 2025 for Taiwan and Macau power companies. The anaerobic digestion power generation system for kitchen waste has achieved an electricity output of 2,193.8 MWh, resulting in a carbon reduction of 1,039.9 metric tons of CO₂e °

Note 1: The waste used for power generation accounts for 98.84% of total waste processed; the difference is due to the two small plants not being equipped with waste-to-energy power generation facilities.

Note 2: According to Taiwan Power Company (Taipower), the average household electricity consumption from January 2025 to December 2025 was 3,666 kilowatt-hours (kWh) per household.

Note 3: According to CEM's 2024 annual report, average annual household electricity consumption in Macau is approximately 6,621 kWh.

Plant	Total power generation (MWh)	Amount of power sold (MWh)	Power generation per ton of waste in 2025 (MWh)	Power generation per ton of waste in 2024 (MWh)	Power generation difference per ton of waste (MWh)	Total greenhouse gas (GHG) emissions reduced ^{Note 1, Note 2} (metric tons of carbon dioxide equivalent)
Keelung	116,809	92,560	0.61	0.61	0.00	55,368
Southern Taoyuan	262,111	232,167	0.65	0.53	0.11	124,241
Biomass Energy	191,004	167,887	0.92	0.89	0.03	90,536
Miaoli	89,598	71,521	0.57	0.59	-0.01	42,469
Houli	153,227	125,922	0.60	0.62	-0.02	72,630
Wujih	164,200	130,114	0.62	0.64	-0.02	77,831
Xizhou	175,686	149,310	0.60	0.60	0.01	83,275
Chiayi City	19,950	13,367	0.28	-	-	9,456
Chengxi	100,304	75,416	0.56	0.54	0.00	47,544
Gangshan	174,285	134,421	0.56	0.57	0.01	82,611
Taitung	25,759	18,948	0.37	-	-	12,210
Taiwan (Subtotal)	1,472,933	1,211,632	0.61	0.62	-0.01	698,170
Macau (Subtotal)	178,158	140,323	0.40	0.41	-0.01	108,498
Total	1,651,091	1,351,955	-	-	-	806,668

Note 1: Greenhouse Gas Emission Reduction in Macau (metric tons of carbon dioxide equivalent) = Macau total electricity generation × 0.609 kg/kWh (Power discharge coefficient: 0.609 kg/kWh is the emission factor announced by Macau Power Company in 2024).

Note 2: Greenhouse Gas Emission Reduction in Taiwan (metric tons of carbon dioxide equivalent) = Taiwan total electricity generation × 0.474 kg/kWh (Power discharge coefficient: 0.474 kg/kWh is the emission factor announced by the Energy Bureau, Ministry of Economic Affairs in 2024).

Note 3: The per-metric-ton waste generation in 2025 was lower than in 2024 because the newly added Chiayi and Taitung Energy and Resources Centers under operational management in 2025 are smaller in scale and originally designed with lower generation efficiency.

Solar power

Solar photovoltaics is one of the world's most important clean energy sources and one of the key development projects of the National Development Council's "12 Key Strategies Toward National Net Zero." ECOVE actively focuses on the development, investment, construction and operation of solar power systems. By the end of 2025, the cumulative developed capacity both domestically and internationally is approximately 148 MW. The Company has collaborated with key partners such as the Taiwan High Speed Rail, Kaohsiung Metro, Taipei Metro, Taoyuan Metro, Taichung Metro, Taiwan International Ports, and Tainan City Government to complete multiple project installations, ensuring a stable supply of renewable energy.

Furthermore, with the integration of renewable energy generation into the power grid, Taiwan Power Company has launched a power auxiliary service market to address its volatility and promote the development of energy storage systems. ECOVE has currently established a 5 MW energy storage project, providing Taiwan Power Company with ancillary services to assist in the stable operation of the power grid.

With the amendments to the Electricity Act and the Renewable Energy Development Act, Taiwan has fully opened up direct supply, transfer, and sales transactions for renewable energy, providing enterprises with more options for green electricity procurement. ECOVE has long been deeply engaged in the solar energy sector in Taiwan and officially entered the green electricity trading market in 2021, assisting enterprises in achieving their carbon neutrality and net-zero emission goals. As of the end of 2025, 42 MW of green electricity supply contracts have been signed, and efforts to expand collaboration opportunities continue, providing enterprises with the highest quality green energy solutions.

Cumulative Achievements of Solar Photovoltaics

ECOVE has cumulatively established solar power generation, utilizing diverse methods of electricity generation to provide stable renewable energy, thereby contributing to net-zero emissions and sustainable development.

Ground-mounted
site:
41 MWp

Rooftop
site:
67 MWp

Floating
site:
5 MWp

Total installed capacity:
113 MWp | 126 sites

Rooftop type/
Taipei Children's Amusement Part/0.2 MWp



Rooftop type/
Taichung Metro Beitun Depot/5.7 MWp



Rooftop type/
Whaleship Logistics WH19/1.1 MWp



Total power generation of ECOVE and its subsidiaries (including Lumberton) in each year		2021	2022	2023	2024	2025
Total solar energy generation (MWh)		80,337	113,916	123,212	121,546	121,109
Total solar power conversion (MWh)		0	241	12,857	14,332	17,743
Environmental carbon reduction performance	Reduction of CO ₂ e (metric tons)	40,892	56,389	60,990	60,044	57,405
	Equivalent to 1 year of CO ₂ absorption in Daan Park	105	145	157	155	148

Note: The CO₂e reduction coefficients are based on those published by Bureau of Energy, MOEA 0.509 (2021), 0.495 (2022), 0.495 (2023), 0.494 (2024), and 0.474 (2025) kg CO₂e/kWh.

Reuse

Upholding circular economy principles, ECOVE actively promotes the resourcification and high-value utilization of waste, enhancing resource use efficiency and reducing environmental impact through process optimization and technological innovation. In waste solvent management, the Company has deployed recycling and regeneration technologies to purify waste isopropyl alcohol (IPA) generated by the concentration and purification process, converting it into products meeting industrial specifications and reintroducing them into the market for circular use, effectively reducing the final disposal volume of waste and creating added economic value.

In addition, the Company continues to strengthen water resource recycling, using wastewater treatment and regeneration technologies to convert process wastewater into reclaimed water meeting usage standards for industrial cooling and irrigation purposes. This reduces reliance on tap water and natural water bodies and improves water resource efficiency.



Waste Solvent Recovery and Carbon Reduction

ECOVE's subsidiary, ECOVE Solvent Recycling Corp., focuses on the high value-added recycling of waste resources. The technology of recycling is extended to apply to the waste Isopropyl Alcohol (IPA) produced by the semiconductor industry, which is then concentrated and purified to be converted into an industrial-grade product that can be re-sold to the market, thus effectively re-utilizing the resources. In addition, ECOVE Environment Services Corp. began formal contract operations in October 2025 for the purification of waste isopropyl alcohol and waste edge bead remover (EBR) for the high-tech industry. In total, approximately 14,502 metric tons of waste isopropyl alcohol and approximately 379 metric tons of waste edge bead remover were processed in 2025, equivalent to a reduction of 10,967 metric tons of carbon dioxide emissions.

Waste IPA Treatment Volume	2022	2023	2024	2025
The total weight of solvent waste processed (in metric tons per year)	Approximately 14,710	Approximately 15,885	Approximately 14,913	Approximately 14,502
Reduction in CO ₂ Emissions (metric tons per year)	10,841	11,707	10,990	10,688
Recycled product volume (metric tons/year)	3,122	4,073	3,883	4,118
Carbon reduction efficiency of recycled product (metric tons/year)	2,436	4,337	4,007	4,252

Note 1: Reference data is sourced from the Ministry of the Environment's Environmental Resource Database - Carbon Footprint Emission Factors. According to this data, incinerating 1 ton of waste, such as waste isopropyl alcohol, in Tainan Science Park incineration plant results in the emission of 737 kg CO₂e.

Note 2: The carbon footprint of the native IPA product is 1.5 kg CO₂e/kg.

Edge Bead Remover Treatment Volume	2022	2023	2024	2025
The total weight of solvent waste processed (in metric tons per year)	-	-	-	378.57
Reduction in CO ₂ Emissions (metric tons per year)	-	-	-	279.01
Recycled product volume (metric tons/year)	-	-	-	345.27

Note: 1: Reference data is sourced from the Ministry of the Environment's Environmental Resource Database - Carbon Footprint Emission Factors. According to this data, incinerating 1 ton of waste, such as waste edge bead remover, in Tainan Science Park incineration plant results in the emission of 737 kg CO₂e.

Wastewater Treatment and Reclaimed Water

The core operations of ECOVE in the water resource sector encompass three main categories: wastewater treatment, river restoration, and water resource regeneration. We integrate various technologies, including primary treatment, secondary treatment, advanced treatment, and ecological engineering methods, to precisely remove pollutants from water. Furthermore, we aim to achieve the recovery and reuse of water resources, providing comprehensive solutions for the sustainable development of the water resource.

To ensure that effluent water quality from wastewater treatment plants meets regulatory standards and to strengthen information transparency, the Company has installed automatic continuous monitoring systems at each plant to monitor effluent water quality trends around the clock, ensuring that discharge wastewater quality stably meets standards.

In 2025, total wastewater treatment volume reached 27,848.66 million liters. According to the estimation criteria set forth by the Ministry of the Interior's "Technical Specifications for the Design of Sewage Treatment Facilities" (0.23 million liters of wastewater per person per day), the efforts and achievements of ECOVE in wastewater treatment and water resource reuse are equivalent to serving 123.77 million person-days, which corresponds to processing nearly 5.31 days' worth of sewage generated by the entire population of Taiwan.

Wastewater treatment

The current operational site for wastewater treatment is Linkou Water Resources Plant. The treatment process consists of pretreatment and primary treatment to remove garbage and suspended solids from the water, followed by secondary biological treatment to tame microorganisms to remove water-soluble contaminants, and then simple tertiary treatment to produce recycled water for internal/external use.

Wastewater Treatment Volume | million liters/year

2022	2023	2024	2025
10,428.96	9,310.03	9,693.75	11,255.20

River and Streams Rehabilitation

In terms of river restoration, we are responsible for the operation of the New Taipei City Gravel Contact Oxidation Treatment and the Zhonggang Water Resource Center. We are committed to improving water quality by allowing wastewater to flow through underground gravel areas while aerating to supply oxygen. This process enables microorganisms to attach to the gravel, forming a biofilm that decomposes pollutants and effectively enhances water quality. In addition, the ground facilities combine an ecological park and observation corridors, serving the functions of ecological conservation, recreation, and environmental education. This not only improves the water environment but also provides the public with opportunities to connect with nature and learn about the water resource cycle.

Annual Treatment Volume for River Regulation | million liters/year

	2022	2023	2024	2025
New Taipei City Gravel Water Treatment Plant	14,652.12	15,468.57	15,633.14	15,713.44
Zhonggang Water Resource Center	707.85	967.66	948.97	880.01

Linkou Water Resource Center



Designed treatment capacity | 36.50 million liters per day

New Taipei City Gravel Water Treatment Plant



Zhonggang Water Resource Center



Water Reclamation

The Company continues to deepen its presence in the water resource regeneration sector, with contract-operated sites covering important facilities such as the TSMC Southern Taiwan Science Park Wastewater Reclamation Plant and the Linkou Water Resources Recycling Center. Through the deployment of advanced water treatment and regeneration technologies, process and domestic wastewater is converted into reclaimed water resources meeting reuse standards, effectively improving the water resource recycling rate.

The TSMC Southern Taiwan Science Park Wastewater Reclamation Plant utilizes advanced membrane filtration methods to remove contaminants from water. It employs technologies developed by the Industrial Technology Research Institute, including Biological New Environmental Technology (BioNET), anaerobic fluidized bed (AFB), and fluidized bed crystallizer (FBC), to conduct in-depth treatment of specific pollutants such as boron and nitrogen, ensuring that the water quality meets the standards required for high-tech manufacturing processes. By further integrating the reclaimed water produced by the Yongkang and Anping Water Resources Centers, the plant supplies 67 million liters of water per day to the high-tech industry. In 2025, total reclaimed water supply reached 23,349.60 million liters, equivalent to one day's water withdrawal for 80.794 million people, continuing to enhance water resource efficiency.

Reclaimed Water Supply Volume | million liters/year

2022	2023	2024	2025
41.10	13,702.06	19,812.20	23,349.60

Note: TSMC Southern Taiwan Science Park Wastewater Reclamation Plant was completed and officially began operations in September 2022.

Energy and Resource Management Performance

GRI 302, 303, 306; SASB IF-WM-110b.1, 120a.1, 000.D

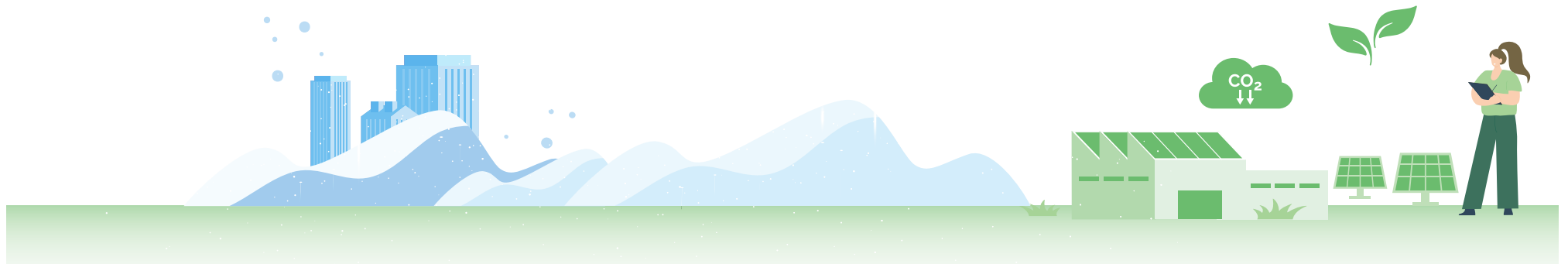
Energy and Resource Conservation

Operational Headquarters

The main sources of carbon emissions from ECOVE's operational headquarters are office electricity consumption and fuel consumption of company vehicles. The headquarters office building is a Diamond-class intelligent building. Carbon reduction is carried out through energy-saving promotion, adjusting the air-conditioning temperature of the computer room, reducing the amount of lighting in ineffective lighting areas, and adjusting the intelligent energy-saving time slots. With 2022 as the base year for carbon emissions from the operating headquarters, the plan is to achieve net-zero carbon emissions from the headquarters by 2030, with a short-term target of a 20% reduction in Scope 1 and Scope 2 carbon emissions by 2024, and a mid-term target of a 40% reduction by 2026.

In 2025, total headquarters electricity consumption was approximately 211,600 kWh, with an EUI of 86.85 kWh/m² and emissions intensity of 0.5 metric tons CO₂e/person. The reduction in electricity consumption was primarily due to seat reconfiguration and the use of green electricity.

Currently, ECOVE's company vehicles have fully adopted hybrid vehicles, and there are plans to gradually replace them with electric vehicles to reduce carbon emissions and pollution. In 2025, 78,000 kWh of green electricity was utilized, achieving above 30% reduction in overall greenhouse gas emissions compared to the base year. It is anticipated that by 2026, the use of green electricity will be increased to 40% of total electricity consumption, and by 2030, the headquarters will fully utilize green electricity. In addition, ECOVE also responds to the government's green office initiatives by implementing five major indicators and 35 measures, including energy resource conservation, waste reduction at the source, green procurement, environmental greening, and advocacy and promotion. ECOVE has adopted 30 of these measures, demonstrating its commitment to making a positive impact on the environment.



	Annual Performance						Target					
	2022	2023	2024		2025		2025		Target Achievement		2026	
			Gray Electricity	Green Electricity	Gray Electricity	Green Electricity	Gray Electricity	Green Electricity	Gray Electricity	Green Electricity	Gray Electricity	Green Electricity
Total Electricity Consumption (10,000 kWh/year)	24.17	25.00	19.83	6.3	13.36 ↓	7.8	16.7	7.8	✓	✓	12.2	11.0
EUI (kWh/square meter)	99.17	102.58	107.25		86.85 ↓		100.71		✓		95.2	
Per Capita Carbon Emissions (metric tons CO ₂ e/person)	1.21	1.06	0.87		0.52 ↓		0.68		✓		0.47	

History and Goals of Renewable Energy Usage



Green electricity not yet utilized



The target for the headquarters'
use of green electricity is to achieve **20%** of the total electricity consumption



The target for the headquarters'
use of green electricity is to achieve **40%** of the total electricity consumption



The target for the (ECOVE) headquarters'
use of green electricity is to achieve **100%**



The target for the (ECOVE) headquarters' and its subsidiaries
use of green electricity is to achieve **100%**

Waste Collection and Transportation

ECOVE WMC focuses on waste clearance and management, with main energy consumption coming from fuel for clearance vehicles and electricity used at engineering offices. To further reduce carbon emissions, ECOVE WMC has established short-, medium-, and long-term carbon reduction plans, with 2022 as the baseline year, targeting a 15% reduction in emissions intensity (metric tons CO₂e per 500,000 km) by 2026, a 30% reduction by 2030, and net zero emissions by 2050. Short-term measures include optimizing delivery routes, deploying environmentally friendly vehicles, and implementing a paperless dispatch system, we can further reduce pollution and resource consumption. Since 2022, newly purchased clearance vehicles have been primarily Stage 6 environmentally friendly vehicles. In 2025, the average fuel consumption reached 142.7 kiloliters per 500,000 kilometers, a decrease of approximately 15% compared to the base year of 2022. The carbon dioxide emission intensity (total carbon emissions in Scope 1 and Scope 2) was 397.116 metric tons CO₂e, a decrease of approximately 12.6%.

ECOVE WMC Waste Collection Vehicle Environmental Performance

	Unit	2022	2023	2024	2025
Fleet size of waste removal vehicles	Number of vehicles	25	26	29	29
Diesel consumption from operating vehicles	Liter/year	298,391	312,040	344,419	364,675
Kilometers driven	Kilometer/year	891,785	960,546	1,142,633	1,277,745
Average unit fuel consumption	Kiloliter/500,000 kilometers	167.30	162.43	150.71	142.70
Total fuel consumption of all vehicles	Gigajoules	11,011	11,514	12,709	13,456
Carbon dioxide emission intensity	Metric ton CO ₂ e/500,000 km	454.8646	435.0059	403.4440	397.1169
Proportion of clearance mileage covered by stage 6 or higher environmentally friendly vehicles	%	2.82%	10.14%	26.06%	36.02%

Note 1: Total fuel consumption of all vehicles (gigajoules): Diesel usage (in liters)*3,690 (joules/liter).

Note 2: Average fuel consumption per unit: Diesel usage of operating vehicles (in liters)/Operating distance traveled (in kilometers) * 500,000 kilometers.

Note 3: Carbon dioxide emission intensity: Total carbon emissions/Total distance traveled (in kilometers) * 500,000 kilometers.

Note 4: In 2025, the proportion of clearance mileage covered by Stage 5 or higher environmentally friendly vehicles was 91.55%.

Waste Incineration

ECOVE continues to follow the Group's green technology developments, deploying 13 energy-saving and energy-efficiency improvement initiatives across the Energy and Resources Centers under operational management in 2025. Of these, 7 were energy-saving improvements, 5 were process improvements, and 1 was a renewable energy installation (self-generation and self-consumption). As a result of these energy-saving measures, a total of 3,892 metric tons of carbon dioxide equivalent were reduced in 2025.

2025 Implementation Plan | Electricity Conservation and Increase in Electricity Generation



Recycling and Reuse

ECOVE SRC focuses on concentrating and purifying waste solvents into industrial- or electronic-grade raw materials, achieving circular economy, low-carbon production, and carbon neutrality goals while providing professional chemical waste solvent solutions. The main energy consumption comes from natural gas required for the concentration process and process electricity. To further reduce carbon emissions, ECOVE SRC has established short-, medium-, and long-term carbon reduction plans, using 2022 as the base year. The targets are to reduce emission intensity (kg CO₂e/thousand New Taiwan Dollars) by 15% by 2026, by 30% by 2030, and to achieve net-zero emissions by 2050. Short-term measures focus primarily on replacing equipment with energy-efficient models and switching to low-carbon energy sources. In 2025, emissions intensity was 12.39 kg CO₂e/thousand New Taiwan Dollars. This is an increase of approximately 2.63% from the baseline year, primarily due to changes in the properties of inbound solutions. Going forward, plans are in place to replace high-carbon-emission equipment or increase green electricity procurement to meet carbon reduction targets.

Renewable Energy

ECOVE solar power's main energy consumption is system electricity. Its short-, medium-, and long-term carbon reduction plans use 2022 as the base year. The targets are to reduce emission intensity by 15% (CO₂e/thousand New Taiwan Dollars) by 2026, a 30% reduction by 2030, and net zero emissions by 2050. Short-term measures focus on increasing the proportion of self-generation and self-consumption and improving the efficiency of generation modules, with any shortfall met through the purchase of green electricity certificates to reduce carbon emissions.

In 2025, emissions intensity was 0.17 kg CO₂e/thousand New Taiwan Dollars. This meets the 2026 short-term carbon reduction target.

Water Consumption

Operational Headquarters

ECOVE's headquarters building relies 100% on tap water as its water source and does not draw water from any other bodies of water. All wastewater is discharged into the sewage system. The Company uses automatic sensor faucets to reduce water consumption, and controls the water flow and discharge timing to conserve water. They have also created various water-saving slogans to remind employees to save water at all times. Rainwater harvesting systems have been installed on the rooftop of the building and at construction sites to collect rainwater for irrigation of plants or for use during construction activities.

Item	Annual Performance				Target				
	2022	2023	2024	2025	2025	Target Achievement	2026 Short-term	2028 Medium-term	2030 Long-term
Water withdrawal (million liters/year)	1.38	1.77	1.79	1.49 ↓	1.74	✓	1.49	1.49	1.49
Water discharge (million liters/year)	1.38	1.77	1.79	1.49 ↓	1.74	✓	1.49	1.49	1.49
Water withdrawal intensity (m ³ /person)	13.55	15.11	15.81	12.32 ↓	15.11	✓	12.22	12.02	11.83

Note 1: The water intake at ECOVE's operating headquarters building is 100% tap water, and all wastewater after use is discharged directly into the sewer system; therefore, water withdrawal equals discharge.

Note 2: Since water consumption cannot be quantified and water withdrawal equals discharge, water consumption is treated as zero.

Waste Incineration

At the 11 large Energy and Resources Centers and 2 small Energy and Resources Centers operated by ECOVE, the water withdrawal source is 100% tap water. This water is primarily used for the production of boiler feedwater or the generation of soft water for process purposes. Various types of wastewaters, including process wastewater, vehicle washing wastewater, and employee domestic wastewater, are collected and treated in the on-site wastewater treatment system to meet design standards. After treatment, the water is introduced into an internal recycling system, such as for waste gas cooling, to achieve the goal of water usage reduction. Following the renovation and upgrade of the Southern Taoyuan Energy and Resources Center to a dry acid removal system, this is expected to contribute water savings of 0.00004 million liters per metric ton of waste, achieving the water conservation target. The newly added Chiayi City Energy and Resources Center and Taitung Energy and Resources Center in 2025 have lower water withdrawal per unit of waste, which reduced the overall water withdrawal per unit of waste.

Total Water Withdrawal at Energy and Resources Centers

	2022	2023	2024	2025	2025 Target	2026 Target	2030 Target
Water withdrawal (million liters/year)	1,719.98	1,595.51	1,761.22	1,795.46	-	-	-
Water consumption (million liters/year)	1,719.98	1,595.51	1,761.22	1,795.46	-	-	-
Water withdrawal per unit of waste processed (m ³ /ton of waste)	0.83	0.83	0.81	0.74	0.76	0.74	0.68

Note 1: The sources of tap water usage come from the Keelung, Southern Taoyuan, Biomass Energy, Miaoli, Houli, Wujih, Xizhou, Chiayi, Tainan, Gangshan, Taitung, Taoyuan Airport, and Southern Taiwan Science Park Energy and Resources Centers, calculated using data from the Taiwan Water Corporation's water bill.

Note 2: At the 11 large Energy and Resources Centers and 2 small Energy and Resources Centers operated by ECOVE, the water withdrawal source is 100% tap water. This water is primarily used for the production of boiler feedwater or the generation of soft water for process purposes. Various types of wastewaters, including process wastewater, vehicle washing wastewater, and employee domestic wastewater, are collected and treated in the on-site wastewater treatment system to meet design standards. After treatment, the water is introduced into an internal recycling system. Accordingly, the volume of water withdrawn is considered equivalent to the volume of water consumed.

Note 3: Water intake at Energy and Resources Centers depends on waste processing volumes; therefore, water intake is not directly targeted, and water intake intensity per ton of waste is used as the target instead.

Groundwater Water Withdrawal | million liters/year

Wujih Energy and Resources Center	2022	2023	2024	2025
	1.23	76.88	3.47	0

Note: Groundwater is used as a supplemental source of water when Taichung's water supply is insufficient. The amount of groundwater withdrawn is subject to the influence of weather and cannot be predicted. No groundwater was used in 2025.

Recycling and Reuse

ECOVE SRC's operations draw water primarily for cooling systems, with 100% of the water source being tap water. Water withdrawal has increased since the original thermal oil boiler was replaced with a once-through boiler starting in June 2024.

Total water withdrawal of ECOVE Solvent Recycling Corp.	2022	2023	2024	2025	2025 Target	2026 Target
Water withdrawal (million liters/year)	8.26	8.84	10.97	13.72	10.00	14.00
Water withdrawal intensity (m ³ /IPA product)	2.65	2.17	2.82	3.45	-	3.50
Water discharge (million liters/year)	5.85	7.00	8.94	10.82	-	-
Water discharge (million liters/year)	2.41	1.84	2.02	2.92	-	-

Note 1: ECOVE SRC's water intake source is 100% tap water, used primarily for the once-through boiler, with all wastewater after use discharged directly into the sewer system.
Note 2: ECOVE SRC's water withdrawal depends on IPA product output; therefore, targets are set only for water withdrawal and water withdrawal intensity.

Waste

In 2025, ECOVE's total waste generation across headquarters and operating activities was 449,489.36 metric tons, with a landfill rate of 16.18%, achieving the 2025 target of 18%. The waste reuse rate (the proportion of waste recycled, reused, and recovered for energy) was 77.64%, slightly lower than 2024, primarily because the bottom slag from the Tainan Energy and Resources Center was held at a temporary storage site designated by the plant owner pending the owner's designation of a reuse facility.

Headquarters and Operating Activities Waste Generation

Region	Type	Unit	Year			
			2022	2023	2024	2025
Headquarters Building	General waste	Metric tons	4.98	5.13	5.26	4.97
	Hazardous industrial waste		0	0	0	0
Operating Activities	General industrial waste		396,239.01	348,456.07	377,520.30	428,955.85
	Hazardous industrial waste		0.20	7,820.62	14,682.33	20,528.54
Headquarters Building + Operating Activities Total	General waste		396,243.99	348,461.20	377,525.56	428,960.82
	Hazardous industrial waste		0.20	7,820.62	14,682.33	20,528.54

Note 1: In 2024, bottom slag and fly ash volumes from 2 small plants were newly included in the statistics. In 2025, 2 additional large Energy and Resources Centers (Chiayi City Energy and Resources Center and Taitung Energy and Resources Center) were added under operational management. Bottom slag generation is affected by waste composition, while fly ash is affected by the consumption of chemicals used to control flue gas pollutants after incineration; therefore, bottom slag and fly ash generation at Energy and Resources Centers fluctuate slightly from year to year.

Note 2: Operating activities cover subsidiaries and production sites.

Waste Landfill and Reuse Rate Statistics

Year	2022	2023	2024	2025	2025 Target	Target Achievement	2030 Long-term Target
Landfill ratio	25.19%	21.22%	20.41%	16.18%	18%	✓	13%
Waste reuse rate	73.83%	72.61%	77.93%	77.64%	-	-	-



The waste characteristics of each operating activity and the planned waste reduction initiatives are described below:

Operational Headquarters

The general waste disposal method for the headquarters building is incineration. Recycling management is implemented for paper, metal, plastic, and food waste. Through recycling management, reduction of general waste is made possible. Starting in 2024, the management of recycling for paper containers (including lunch boxes, beverage cups, etc.) was further enhanced.

Waste Incineration

The main waste at waste Energy and Resources Centers is the ash residue generated after waste incineration, including bottom slag and fly ash. The bottom slag is sampled and tested in accordance with the regulations to confirm compliance with the bottom slag reuse management method, and then transported to the bottom slag reuse site or temporary plant, with an average reuse rate of 92.22% in 2025, lower than in 2024 because the Tainan plant's Environmental Protection Bureau was unable to complete contracting with a bottom slag reuse facility in time, leading to temporary storage of bottom slag at landfill sites. Fly ash is stabilized and then packaged in bags, or sent to the melting and reuse and washing for reuse, and the stabilized material is sampled and tested before being sent to qualified landfill sites for sanitary landfill, so that no methane fugitive emissions will occur during the landfill process. ECOVE continues to collaborate with reuse facilities to increase the fly ash reuse rate, reduce reliance on landfill, and establish management targets.

In 2025, the fly ash reuse rate increased to 30.97%. Taiwan's current large-scale waste incineration plants do not receive hazardous waste, and the fly ash stabilizers, following laboratory testing, are considered to be general utility waste according to the hazardous waste identification standards, and is required by law and contract to be tested at the frequency required by the standards before final landfill disposal. Legal landfills must be equipped with an impermeable layer to isolate the natural body of water and an independent wastewater collection and treatment system, and there has not been any need to assist in the improvement of the landfill for substances released.

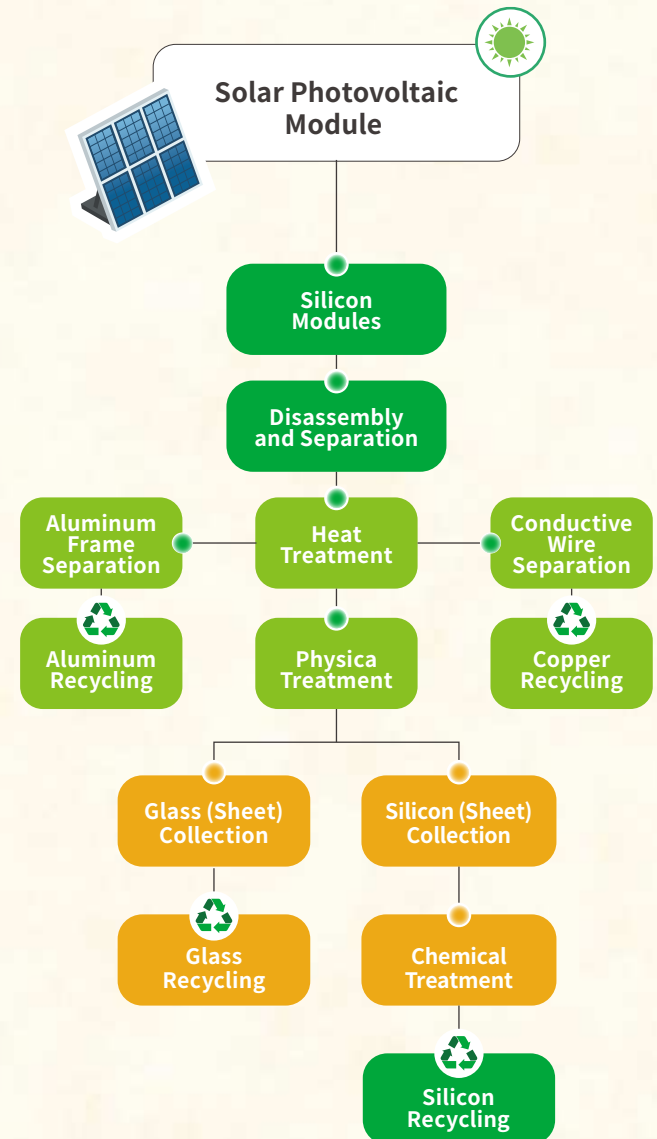
Recycling and Reuse

The main waste at wastewater plants are sludge and waste liquids. Sludge is processed by reuse contractors and can be used as a blending material for controlled low strength materials (CLSM). Waste liquids are treated by incineration or solidification.

Solar Power

Solar panels mainly consist of modules, brackets, inverters, junction boxes, cables, and other electrical equipment. According to the "Regulations on the Installation and Management of Renewable Energy Power Generation Equipment," Article 17 states that solar panel installers are required to pay module recycling fees. These fees are collected by the Ministry of Environment to establish a module recycling mechanism for proper management of retired photovoltaic modules. ECOVE complies with the relevant regulations regarding the disposal of retired photovoltaic modules. The current disposal method involves centralized storage of retired solar panels and registering their serial numbers for module material tracking. When the recycling quantity specified by the Ministry of Environment is reached, waste solar panel transportation companies are commissioned to handle the disposal in accordance with regulations, ensuring that the recycling of discarded modules is compliant and environmentally friendly.

Solar Photovoltaic Module Disposal Process



Pollution Control

Waste Incineration

In order to effectively control the emission of air pollutants, ECOVE Environment Service Corp. has set up a continuous emission monitoring system (CEMS) to monitor seven items, including exhaust gas flow rate, oxygen content, sulfur oxides (SOx), nitrogen oxides (NOx), hydrogen chloride (HCl), carbon monoxide (CO), and opacity, which are continuously monitored 24 hours a day and uploaded real-time to the website of the Ministry of Environment¹ to ensure transparency. Currently, the monitoring data of the 11 large incineration plants and two small-scale incineration plants operated by ECOVE Environment Service Corp. can queried through an online system.

In addition, regular on-site inspections are conducted on a monthly or quarterly basis to assess various parameters including sulfur oxides, nitrogen oxides, particulate matter, heavy metals, and dioxins to ensure that emissions comply with environmental regulations. The Ministry of Environment imposes air pollution fees on fixed sources of pollution, including sulfur oxides, nitrogen oxides, volatile organic compounds (VOCs), particulate matter, heavy metals, and dioxins. Among these, nitrogen oxides (NOx) have higher emission levels and are classified as key performance indicators (KPIs) for management. Using 2022 as the baseline, ECOVE Environment Services Corp.'s nitrogen oxide emissions intensity was 0.93 kg per metric ton of waste, which was reduced to 0.80 kg per metric ton of waste in 2025 through optimization of the SNCR system, conversion to catalytic filter bags, and the addition of SCR systems. Going forward, application at additional plants will be evaluated to continue improving air quality and implement environmental sustainability targets.

Note: <https://swims.moenv.gov.tw/>

Item	Pollutant emission intensity (kilograms per metric ton of waste)						
	2022	2023	2024	2025	2025 Goal	2026 Goal	2030 Goal
Nitrogen oxides	0.93	0.92	0.81	0.80	0.82	0.79	0.75
Sulfur oxides	0.07	0.08	0.07	0.08	-	-	-
Volatile Organic Compounds (VOCs)	0.02	0.02	0.06	0.04	-	-	-
Particulate matters	0.03	0.02	0.02	0.02	-	-	-
Dioxin	4.55E-08	8.32E-08	9.20E-08	1.41E-07	-	-	-
Mercury (Hg)	4.52E-06	9.75E-06	1.54E-05	1.68E-05	-	-	-
Cadmium (Cd)	3.29E-06	5.24E-06	4.32E-06	5.14E-06	-	-	-
Lead (Pb)	3.20E-05	6.97E-05	5.43E-05	4.40E-05	-	-	-

Note: Pollutant emissions from each Energy and Resources Center are based on the amount of air pollution charges reported by each center. For volatile organic compounds, the Biomass Energy Center will establish their own coefficients following the adoption of the announced coefficients. The increase in dioxins and mercury is attributed to the rise in the calorific value of waste.

Reuse

ECOVE SRC continues to strengthen environmental management practices. The Company has established an environmental management system in compliance with ISO 14001, conducts regular monitoring of emission stacks, and has converted its original boiler fuel from heavy oil to natural gas to effectively reduce air pollutant emissions. After converting the electric heating boiler to a natural gas boiler, although nitrogen oxide and particulate matter emissions increased, the natural gas boiler has higher energy conversion efficiency and can substantially reduce carbon dioxide emissions.

	2021	2022	2023	2024	2025	2025 Goal	2026 Goal
Nitrogen oxides emissions (kg/year)	443.06	733.02	837.68	801.34	1,011.48	810.00	1,017.59
Sulfur oxide emissions (kg/year)	0	0	0	0	0	0	0
Volatile organic compounds emissions (kg/year)	1,113.44	1,213.54	1,473.15	1,651.38	1,548.4	1,650.0	1,557.75
Particulate matter emissions (kg/year)	13	23.61	25.60	24.01	30.47	24.15	30.65

Wastewater treatment/waste water reclamation plant laboratory provides accurate water quality data, but it requires a longer analysis time, making it difficult to reflect changes in water quality in real-time. To improve real-time monitoring capability, the plant is equipped with an automatic continuous monitoring system. This system utilizes automated analyzers to provide rapid but less precise water quality data; however, it makes real-time data of discharged water quality trends readily available and enables operational units to quickly respond and adapt to the trends in discharged water quality. It also serves as a reference for regulatory authorities and the general public.

Through water quality analysis and automated continuous monitoring, in 2025, 100% of the wastewater discharges from all wastewater plants complied with the standards for discharges or industrial zones, ensuring that water quality complies with regulatory requirements and maintaining environmental safety. The Linkou Water Resources Plant, New Taipei City Gravel Water Treatment Plant, Zhonggang Water Resource Center, and the South Taiwan Science Park Water Reclamation Plant all met the effluent standards for BOD and SS.



Water quality analysis

Biodiversity

Biodiversity Commitment

The stability of the human living environment is significantly influenced by biodiversity, and the maintenance of biodiversity is key to achieving sustainable development. Whether it is the raw materials required for business operations or the necessities of daily life such as food, clothing, housing, and transportation, all rely on natural resources. However, with the accelerated development of society, natural resources are being rapidly consumed, which impacts the balance of ecosystems.

ECOVE recognizes the importance of biodiversity for climate stability and sustainable development. Therefore, we have formulated the "Biodiversity and Zero Logging Policy Commitment" to demonstrate our responsibility towards ecological conservation. By collaborating with upstream and downstream partners and stakeholders, we will expand our influence and commit to creating a stable and healthy ecological environment, contributing to sustainability for future generations. We commit to and implement the following actions:



01

The products or services provided must align with zero deforestation goals, and operational locations and value chain activities should avoid biodiversity hotspots as defined by national or international standards.

02

If existing operational sites cover any part of biodiversity hotspots, we commit to proposing strategies for avoidance, mitigation, restoration, and compensation to minimize the impact on these areas.

03

Regularly monitor the ecological environment surrounding operational sites and assess the impact.

04

Implement biodiversity risk assessment, including self-owned sites and neighboring areas, as well as upstream and downstream activities.

05

Support for biodiversity conservation activities or initiatives.

06

Engage in discussions with upstream and downstream value chains, stakeholders, and partners to collaboratively achieve the aforementioned commitments.

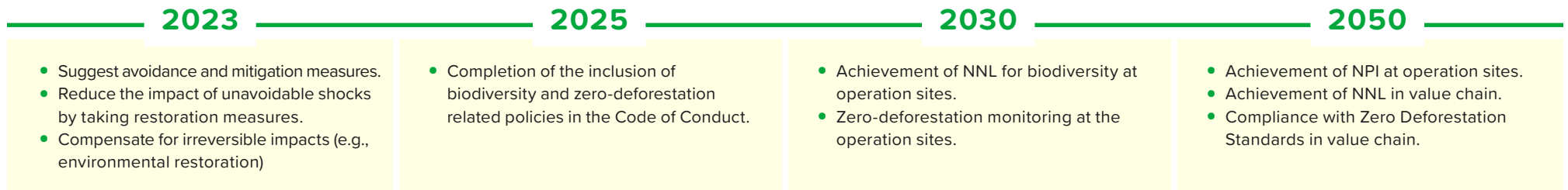


Biodiversity and Zero Deforestation
Policy Commitment

Ecological and Environment Protection Strategies and Planning

The Environmental Protection Unit under the Sustainable Development Committee of ECOVE is responsible for the strategic planning and implementation of the nature and biodiversity strategy, covering the headquarters building and all operational sites in Taiwan. Establish short-term, medium-term, and long-term goals for biodiversity conservation. The medium-term goal is to achieve No Net Loss (NNL) and Zero Deforestation in its operation sites by 2030. The long-term goal is to achieve Net Positive Impact (NPI) and No Net Loss and Zero Deforestation in its value chain in its operation sites by 2050.

Ecological and Environmental Protection Target Planning



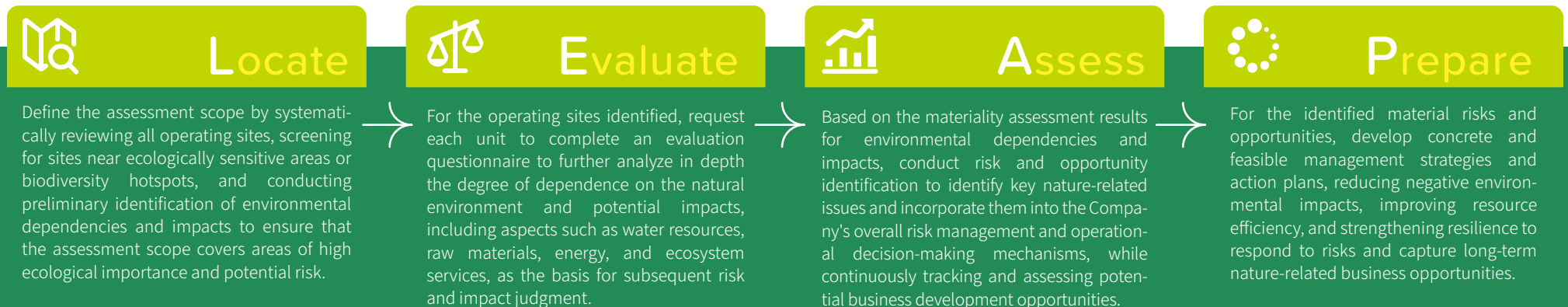
Note 1: NNL is a zero change in total ecosystem species at the point of operation using restoration.

Note 2: NPI is the amount of change in the total number of organisms in the operation that is positive by means of restoration and compensation.

Natural-related Risks and Opportunities

In order to gain a better understanding of the boundaries between organizational operations and nature-related risks and opportunities, ECOVE adheres to the framework of the Task Force on Nature-related Financial Disclosures (TNFD). Utilizing the LEAP methodology, the Company systematically assesses and discloses nature-related risks and opportunities.

The implementation process is as follows



Analysis of Ecologically Sensitive Areas and Hot Spots

To gain a comprehensive understanding of the ecological environment surrounding operating sites and confirm the interactions between the Company's business activities and ecosystems, thereby effectively pursuing ecological conservation and sustainable operations, ECOVE conducted a preliminary screening for biodiversity hotspots and ecologically sensitive areas using a 2-kilometer radius around each operating site and around supplier sites as the analysis scope. The screening determined whether sites are located within or near priority conservation areas and compiled an overview of surrounding species richness as a basis for risk identification. The analysis primarily used map data from the Forestry and Nature Conservation Agency, Ministry of Agriculture, publicly available through the Taiwan Ecological Network and Ecological Survey Database System, covering biodiversity hotspots, areas of concern and regional conservation corridors of the National Ecological Green Network, wildlife refuges and important habitats, nature reserves and nature preservation areas, as well as national parks and important wetlands. In addition, the Taiwan Biodiversity Network information from the Taiwan Biodiversity Research Institute, Ministry of Agriculture, was used as supplementary reference to identify biologically sensitive areas and biodiversity hotspots for all operational sites.

The identification results are shown in the table below. Where screening results indicate that a site's surroundings involve higher-sensitivity habitats or threatened species, ECOVE follows internal processes to further verify the findings and consults with experts as needed, providing the basis for subsequent management and conservation action planning.

In addition to continuously surveying and inventorying the natural environment dependencies and impacts at its own operating sites, ECOVE also extends nature-related risk management to its supply chain, working with suppliers to jointly protect the natural environment.

The inventory results show that 4 suppliers were within the scope of the 2025 review. Of these, 1 supplier site was located within 2 kilometers of sensitive areas such as conservation corridors; 0 supplier sites were located near biodiversity hotspots. Based on the inventory results, ECOVE will prioritize strengthening environmental management and operational controls for suppliers near sensitive areas, and where necessary will provide improvement recommendations or introduce relevant protective measures to reduce the potential impacts of operating activities on the natural environment, advancing the supply chain toward a more resilient and nature-positive sustainable transition.

Location of operations	Proximity to sensitive areas within 2 kilometers	Biodiversity hotspot within 2 kilometers	CR	EN	VU	NT
ECOVE Environment Corporation						
Keelung Energy and Resources Center	No	Accessible (0.64km)	0	1	21	0
ECOVE MEC (Miaoli Energy and Resources Center)	Coastal Wetland Conservation Axis in Taoyuan, Hsinchu, and Miaoli. Important Wild-life Habitat for Chinese White Dolphins	No	1	3	2	6
Tainan Energy and Resources Center	Wetland Conservation Axis along the Coast of Jianan, Black-faced Spoonbill Reserve, Cigu Important Wildfowl Habitat	No	0	8	32	1
ECOVE Solar Power Corp.						
Zengwen Dam (Ground Type)	Zengwen Creek Watershed Conservation Axis	Yes (0.01 km)	0	2	1	1
Hualien Fenglin Phase II Landfill	Hualien Creek Stream Conservation Axis	Yes (1.06 km)	12	2	89	9
Taichung MRT System Parking Lot (New)	No	Yes (1.44 km)				
Naipozi Floating	Agricultural Land Conservation Axis in North Jianan Plain	Yes (0 km)	0	20	0	2

Note 1: This report's external disclosure prioritizes "sites adjacent to biodiversity hotspots" as the focal point of presentation, as hotspots are areas of highly concentrated biodiversity, offering greater identification capacity for natural risk and operational impact and more effectively focusing resource allocation and stakeholder understanding.

Note 2: The Miaoli Energy and Resources Center is located near the habitat of the Chinese White Dolphin, but there is no wastewater discharge during the operation process, which has no negative environmental impacts, please refer to the following figure.

Note 3: The Tainan Energy and Resources Center is located near the Black-faced Spoonbill Reserve and the Cigu Important Wildfowl Habitat, but there is no wastewater discharge during the operation process, which has no negative environmental impacts, please refer to the following figure.

Note 4: Since the rooftop and parking lot solar farms are located in existing buildings, they are not included in this analysis.



Keelung Energy and Resources Center Analysis Chart



ECOVE MEC (Miaoli Energy and Resources Center) Analysis Chart



Tainan Energy and Resources Center Analysis Chart



ECOVE Solar Energy Corp.: Zengwen Dam Ground Type Solar Power



ECOVE Solar Energy Corp.: Hualien Fenglin Phase II Landfill Solar Power



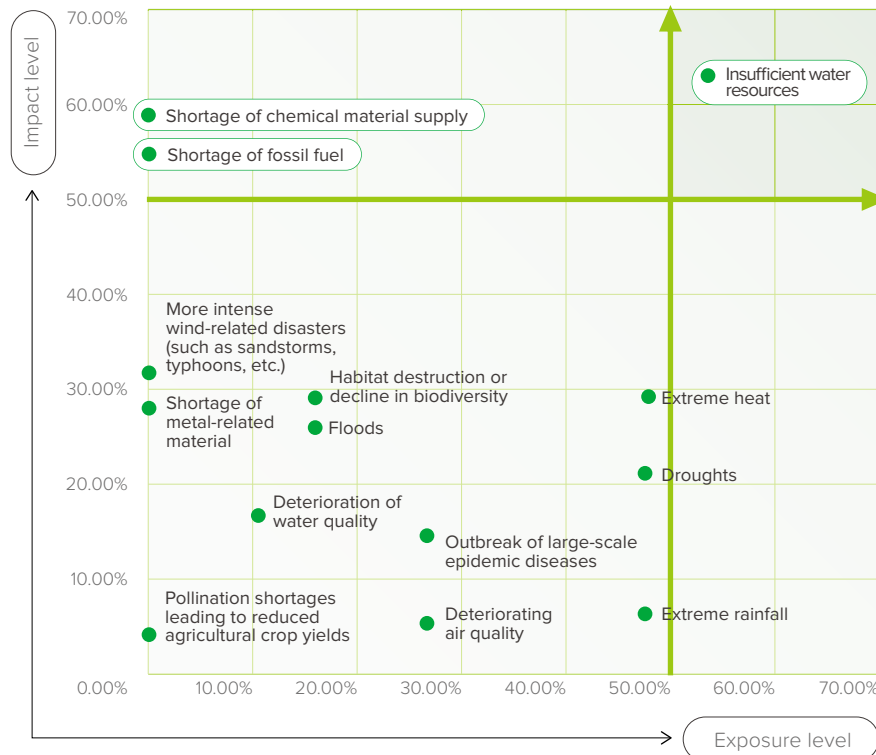
ECOVE Solar Energy Corp.: Naipozi Floating Solar Power

Analysis of the Natural Ecosystem Dependency of Operational Locations

This risk identification operation is based on a survey form as the primary tool, combined with in-depth interviews and discussions with colleagues from the operational units, ultimately resulting in the formation of a risk issue matrix for systematic analysis. This method aids in comprehensively understanding the risk issues that require heightened attention during operations.

The analysis results indicate a high-exposure issue—water resource scarcity—that may have a direct impact on operational efficiency and the work environment for employees. Additionally, two potential high-risk issues have been identified: "shortage of fossil fuel supply" and "shortage of chemical material supply," which pose potential challenges to supply chain stability and production continuity. In response to the aforementioned risks, we return to the operational level to establish a risk management mechanism, which includes continuous monitoring, contingency planning, and resource allocation, in order to mitigate potential impacts. Meanwhile, we are also strengthening our risk tracking and early warning mechanisms to ensure that we can quickly adjust our operational strategies in the face of future challenges, thereby maintaining stable operations and achieving sustainable development goals.

Operating Site Dependency Matrix Analysis



Operating Site Dependency Risk Summary

Dependency Items	Details of risk	Risk Event	Financial Impact	Management strategies
Insufficient water resources	Operational sites rely on water resources as a crucial raw material; any water shortages or restrictions will impact the operational processes.	Insufficient water supply causing the incineration system's load shedding	A reduction of 1% in production is approximately NT\$110,000 per day	1. Develop backup water supply pipelines 2. Deploy water trucks when necessary 3. Process improvement to reduce the demand for cooling water usage
Shortage of chemical material supply	The shortage of chemical materials, such as quicklime and urea, has impacted the Company	Price increase: Potential impact on operating costs	A 10% increase in price is expected to affect the gross profit by approximately NT\$100,000 per energy and resources center annually	1. Diverse supplier strategy: Establish partnerships with multiple suppliers to reduce reliance on a single source, thereby enhancing supply stability 2. Explore other alternative chemicals, such as ammonia water to substitute urea 3. Establish a safety stock by reserving critical chemicals based on demand forecasts to address short-term supply fluctuations
Shortage of fossil fuel	The shortage of fossil fuel supply, such as diesel, has impacted the Company	Price increase: Potential impact on operating costs	A 10% increase in price is expected to affect the gross profit by NT\$300,000 per energy and resources center annually	1. Enhance system reliability and reduce fuel consumption during unplanned downtime 2. Implement shockwave cleaning ashes to reduce the frequency of scheduled annual maintenance

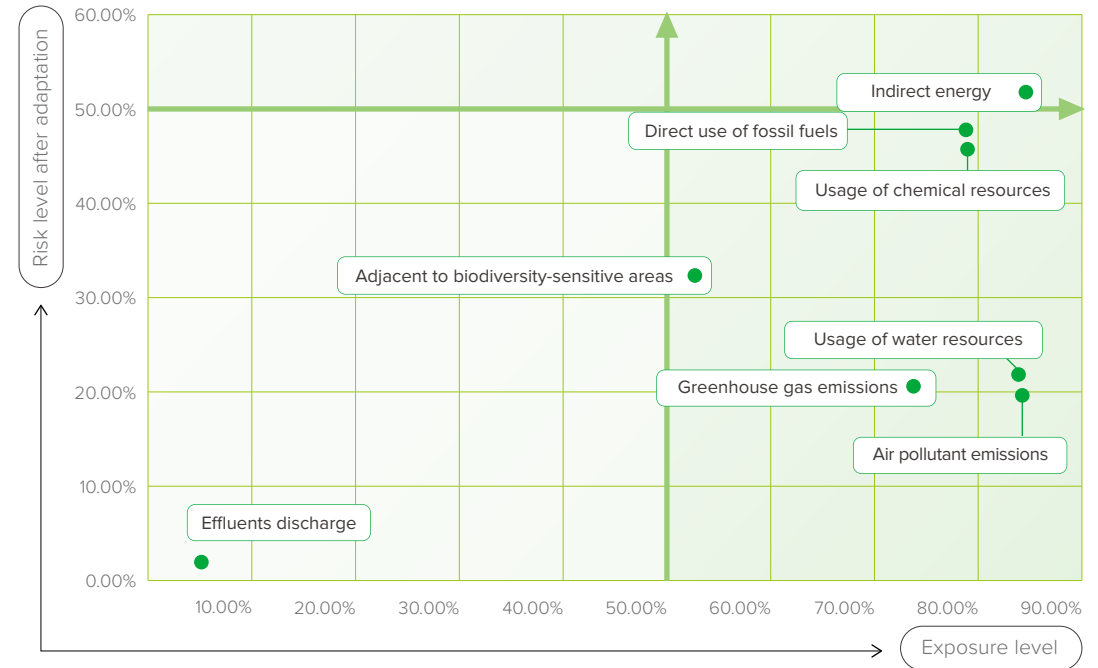
Operating Site Dependency Opportunity Summary

Dependency Items	Details of opportunity	Financial Impact	Management strategies
Insufficient water resources	Process improvements to reduce water usage and consumption Development of low water consumption processes	A reduction of 1% in production is approximately NT\$80,000 per day	Establish water usage targets
Shortage of chemical material supply	Optimize processes to enhance the efficiency of existing chemicals, obtain patents, and increase the competitiveness of BOT and ROT projects	Enhance resource efficiency and reduce the impact of using chemical agents	Continuously develop competitive processes and apply for patent protection
Shortage of fossil fuel	Introduce biomass fuels and seize opportunities in low-carbon fuel	Increase corporate competitiveness	Regularly track and test the effectiveness to evaluate the implementation timeline, and timely adjust strategies to respond to new challenges and opportunities

Analysis of the Natural Ecosystem Impact of Operational Locations

After identifying operational dependencies and potential risks, we conducted a systematic analysis using the same matrix to assess the potential impacts of business operations on the environment. The results indicate six high-exposure issues, including: emissions of air pollutants, water resource usage, direct use of fossil fuels, use of chemical resources, greenhouse gas emissions, and proximity to biodiversity-sensitive areas. These environmental impacts are not only related to resource availability and ecological balance but are also closely tied to the company's regulatory compliance and social responsibility. Furthermore, the use of indirect energy remains a high-risk issue even after adjustments. The carbon emissions from indirect energy and the proportion of renewable energy will directly impact the carbon footprint and carbon reduction targets during the operational process. Therefore, in response to this issue, we will continue to strengthen our energy management and low-carbon transformation strategies to reduce environmental impact while enhancing the operational resilience and sustainable competitiveness of the enterprise.

Matrix Analysis of Operational Locations Impact



Opportunity Summary of Operational Locations Impact

Impact Items	Opportunity Category	Financial Impact	Management strategies
Usage of water resources	The government plans to establish a wide network of waste water reclamation plants and seawater desalination plants, leveraging the dual advantages of CTCI (ECOVE's parent company) and ECOVE, to actively pursue opportunities for the establishment of these water facilities.	The potential market opportunity is approximately NT\$150 billion.	- Actively develop emissions intensity targets across various domains - Improve processes to reduce energy resource consumption and greenhouse gas emissions
Direct use of fossil fuels			
Indirect energy			
Greenhouse gas emissions			
Adjacent to biodiversity sensitive areas	Collaborate with conservation organizations to promote environmental education and ecological protection	Enhance goodwill, reduce operational costs, and increase market opportunities	Integrating environmental education resources to incorporate biodiversity education content and implement habitat conservation actions

Risk Summary of Operational Locations Impact

Impact Items	Details of risk	Impact on the Natural Environment	Financial Impact	Management strategies
Air pollutant emissions	Air pollutants generated during operations	- Deterioration of air quality: Impact on the health of nearby residents, increasing the risk of respiratory diseases - Formation of acid rain: Sulfur dioxide (SO₂) and nitrogen oxides (NO_x) enter the atmosphere and react with water molecules, leading to the acidification of soil and water sources. This phenomenon adversely affects agriculture and ecosystems - Ecological damage: Nitrogen oxides and ozone contribute to the formation of photochemical smog, which affects living organisms and plants	Failure to comply with regulations may result in penalties under environmental laws	Establish management targets for the reduction of air pollutant emissions, decreasing year by year
Usage of water resources	Water resources, fossil fuels, chemical agents, and indirect energy serve as important inputs for production	Excessive extraction of water resources may reduce the levels of rivers, lakes, and groundwater, thereby impacting the water cycle of the local ecosystem	If there is a shortage of water resources or the government strengthens water resource management, businesses may have to pay higher water extraction fees, resulting in increased production costs	Establish water usage targets
Direct use of fossil fuels	Water resources, fossil fuels, chemical agents, and indirect energy serve as important inputs for production	- Increase in carbon emissions: The direct combustion of fossil fuels produces a substantial amount of CO₂, which contributes to global warming and extreme weather events - The extraction and transportation processes may lead to ecological destruction; for instance, the extraction of oil and coal can damage forest and grassland ecosystems	Under the climate scenario of Net Zero Emissions (NZE), if carbon fees are imposed, annual expenditures are expected to increase by less than NT\$1.2 million.	- Introduction of biomass fuel - Enhance system reliability and reduce fuel consumption during unplanned downtime - Implement shockwave cleaning ashes to reduce the frequency of scheduled annual maintenance
Usage of chemical resources	Water resources, fossil fuels, chemical agents, and indirect energy serve as important inputs for production	The excavation and transportation processes may lead to ecological damage	Suppliers are required to absorb additional environmental maintenance costs, leading to a cost pass-through. A price increase of 10% is anticipated to affect gross profit by approximately NT\$100,000 per factory annually	Improve the manufacturing process to reduce the use of chemical agents
Indirect energy	Water resources, fossil fuels, chemical agents, and indirect energy serve as important inputs for production	The use of traditional coal-fired methods to produce indirect energy will increase greenhouse gas emissions	If greenhouse gas emissions increase, carbon fee expenditures will rise	Development of energy conservation and carbon reduction strategies
Greenhouse gas emissions	Greenhouse gas generated during operations	- Rising global greenhouse gas concentrations - Intensified capacity for global warming - Changes in global average temperature - Global sea level rise - Increased frequency of extreme weather events	Under the climate scenario of Net Zero Emissions (NZE), if carbon fees are imposed, annual expenditures are expected to increase by less than NT\$1.2 million.	- Develop greenhouse gas reduction strategies - Establish carbon reduction targets
Adjacent to biodiversity sensitive areas	Operational activities may impact local biodiversity	Proximity to important conservation corridors may result in operational activities causing noise and other anthropogenic disturbances, potentially altering wildlife behavior patterns and subsequently affecting the overall stability of the ecosystem.	If operations lead to ecological damage, additional costs may be incurred for habitat restoration and vegetation rehabilitation.	- Establish management values for exhaust emissions that exceed regulatory standards to reduce environmental impact. - Promote the resource utilization of ash waste to reduce the environmental burden. - During the operational period, enhance equipment maintenance and noise source management to reduce machinery operating sounds, thereby preventing noise interference with surrounding wildlife. - Considering the proximity of the Miaoli plant to the habitat of Euploea tulliolus butterfly, regular biological monitoring and documentation will be conducted to understand the ecological changes surrounding the plant area. This information will serve as a basis for operational adjustments, ensuring the implementation of eco-friendly management practices.

Biodiversity Compensation Program

ECOVE has long been attentive to the natural environment and ecological issues surrounding its operating sites, recognizing that in addition to advancing the circular economy and environmental protection, the Company should also actively shoulder responsibility for biodiversity conservation. Accordingly, after assessing the ecological impacts that operating activities may bring, ECOVE has gradually advanced a biodiversity compensation program, integrating local communities, professional organizations, and ecological resources. The program is structured around three core pillars: "adopting green spaces and wetlands," "advancing landscaping and ecological restoration," and "local environmental education and biodiversity promotion." The objective is to provide environmental compensation while creating additional ecological gains, contributing to the development of the natural environment and community integration in the region.

Adopting Green Spaces and Wetlands

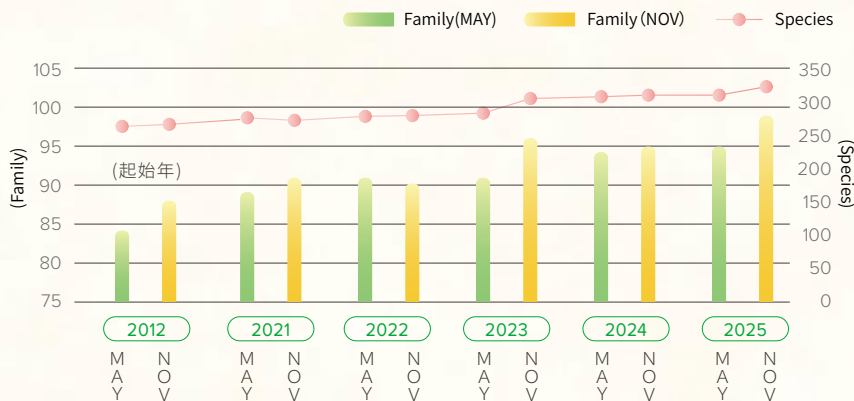
ECOVE places great importance on the maintenance of the natural environment surrounding operating sites and on biodiversity conservation, continuing to demonstrate its attention to natural capital through green space and wetland adoption, environmental management, and ecological maintenance. Related activities focus on maintaining the health of existing woodlands and green spaces, preserving the good ecological function of these sites, and are supplemented by the planting of vegetation with high carbon sequestration potential that is suitable for local environments, enhancing both biodiversity and natural carbon sink potential. The area of adopted or maintained green space and wetland has reached 11,723 square meters.

Since 2024, ECOVE has been advancing green space adoption initiatives. ECOVE SRC has adopted approximately 4,600 square meters of green space at the Guanyin Industrial Park, continuously maintaining the environmental quality of the park, creating an attractive industrial landscape, and bringing lasting greenery and vitality to the community.

In 2025, the Miaoli Energy and Resources Center adopted the roadway surrounding the Changqing Forest Lotus Pond, with an adopted area of approximately 5,823 square meters. Through twice-weekly road cleaning and regular patrols, weeding, and related maintenance activities as needed, the Center continues to improve the site's environmental and biodiversity conditions and increase wildlife habitat.

The Miaoli Energy and Resources Center conducts 2 ecological surveys annually and sponsors NT\$50,000 per year for landscape maintenance fees for the Zhunan Township Office. Through continuous management and resource investment, the 2025 terrestrial plant survey results around the Miaoli plant showed significant improvement compared with the baseline year of 2012. This demonstrates that ECOVE has not only deepened positive relationships with the local community but has also progressively enhanced green coverage, ecological value, and environmental quality at the site.

Terrestrial Plant Survey Results During the Operating Period of the Miaoli Energy and Resources Center, by Year (2021–2025)



Miaoli Energy and Resources Center Adopts the Roadway Surrounding the Nearby Lotus Pond



Regularly Assisting with Landscape Maintenance and Cleaning Around the Lotus Pond

In coordination with the CTCI Group, ECOVE continues to participate in wetland protection activities at Guandu Nature Park, supporting the maintenance of the ecological function and environmental quality of the Guandu Wetland through wetland tours, tall grass removal, and water source clearing. ECOVE has also partnered with suppliers including CTCI Chemicals to respond to biodiversity maintenance activities. In 2025, nearly 100 participants from across the Group, including employees, family members, and supplier partners, took part. According to the paper "Effect of Seasonal Baseline Selection on Estimated Annual Soil Carbon Change in Mangroves" from Taiwan Agricultural Engineers Society (https://twaes.org.tw/usb/pdf/1458_94_summary_.pdf), soil carbon sequestration in the Guandu wetland mangroves is approximately 14.85–30.30 Mg C per hectare per year, equivalent to approximately 54–111 Mg CO₂e per hectare per year. This indicates that 1 hectare of Guandu mangrove wetland can sequester approximately 50–110 metric tons of CO₂e per year. The Company estimates the carbon sink benefits of wetland maintenance using a per-unit-area carbon sink coefficient method, taking the lower estimate from the aforementioned research as the basis for calculation. Methodologically, the calculation references carbon flux data from the wetland core area, applies the molar mass conversion factor for converting carbon to carbon dioxide (44/12), and then multiplies by the actual maintained area to estimate the carbon sink benefit corresponding to this wetland maintenance action. Following inventory review, the actual maintained area for the year is approximately 1,300 square meters, from which a carbon sink benefit of approximately 6.5 metric tons CO₂e is estimated. Through actual participation in wetland maintenance, ECOVE and its subsidiaries and suppliers have responded to Tamsui River wetland conservation, extending environmental influence from the value chain perspective and supporting biodiversity conservation.

Advancing Landscaping and Ecological Restoration

While advancing green space and wetland adoption, ECOVE has also begun to focus on the integrated ecological and natural carbon sink benefits of vegetation arrangement at its sites. While enhancing landscaping and landscape quality, the Company plants vegetation with high carbon sequestration potential that is suitable for local environments, balancing habitat creation, improvement of wildlife conditions, and biodiversity enhancement. Attention to natural carbon sinks is being extended into local environmental management and ecological compensation actions.

In 2025, ECOVE MEC partnered with the Haikou Community Development Association to advance community landscaping initiatives and worked with the Environmental Protection Bureau to jointly organize plant sponsorship activities, supporting community environmental beautification through concrete action. In 2025, 300 osmanthus seedlings in pots were donated (NT\$60,000), continuing to deepen the connection between the Miaoli Energy and Resources Center and the local community. For the carbon sink benefit of osmanthus plantings, a conservative estimate was made with reference to the Soil and Water Conservation Tree Species Carbon Storage Parameter Database of the Agriculture and Food Agency Research and Technology Development Platform, Ministry of Agriculture. As the osmanthus seedlings are planted by Haikou community residents themselves, with no actual planting area available, this estimate is not based on area but rather on tree species carbon storage parameters; each tree can store approximately 0.74 kg CO₂e per year. The estimation results indicate that this batch of osmanthus plantings can sequester approximately 0.222 metric tons of CO₂e per year.

In addition, beyond continued participation in purple crow butterfly tagging activities, in 2025 we combined plant site initiatives to contribute to purple crow butterfly conservation. We collaborated with the Taiwan Purple Crow Butterfly Conservation Association to develop tailored purple crow butterfly-friendly nectar plant planting plans for each plant site based on geographic location, climate conditions, vegetation status, and plant environment, providing "purple crow butterfly rest stops" where the butterflies can replenish energy during their southward migration to overwinter. In 2025, four plants, namely, Keelung, Houli, Xizhou, and Taitung participated, with total expenditure of NT\$156,000. Within 2 to 3 months after planting, traces of purple crow butterflies and other butterfly species were observed, successfully providing a safe habitat for the purple crow butterflies' overwintering journey south and north. ECOVE further integrates its engineering expertise and works with its parent company, CTCI Corporation, to jointly develop the Ecological-Friendly Design Guidelines, translating purple crow butterfly conservation needs into practical references for plant site planning and design.

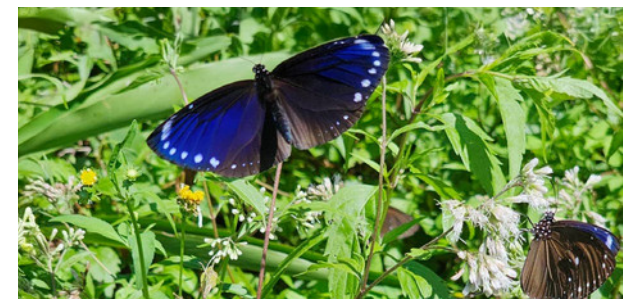
For the carbon sink benefit of nectar plant plantings, a conservative estimate was made using the biomass method. With the Formosan Eupatorium (*Eupatorium formosanum*) as the primary species, a total of 1,010 plants were planted within an 85 square meter area. Referencing annual biomass productivity of herbaceous plants (10 t/ha/year), a carbon content factor of 0.47 t-C/t-dry matter, and a carbon dioxide equivalent conversion factor of 3.67 t-CO₂e/t-C, the annual carbon absorption potential of this planting area is estimated at approximately 0.15 metric tons CO₂e. Considering that herbaceous plants are part of a short-term biogenic carbon cycle, expressing their benefit as annual carbon absorption potential is more appropriate, while also providing biodiversity enhancement and ecosystem service functions.



ECOVE MEC Sponsored the Miaoli County Government's "Oh, Haikou's Fragrance is Filling the Garden 1+1" Plant Distribution Event



Strong public turnout for pot distribution supporting community landscaping



Traces of purple crow butterflies also spotted at the Taitung Energy and Resources Center



Local Environmental Education and Biodiversity Promotion

ECOVE's plant sites across Taiwan follow local environmental and community characteristics, combining external professional resources and community organization resources to continuously advance environmental education actions that integrate knowledge dissemination and participatory practice, extending sustainability principles into local life. The Tainan plant combines local natural resources and community needs to promote resource recycling and waste reuse, while the Miaoli plant integrates environmental education courses with on-site visits to the Wennei community, leading participants on tours of the Zhunan Wetland. For details on environmental education content, please refer to the chapter "Environmental Education Combined with Community Characteristics."

In the area of biodiversity, ECOVE has long focused on purple crow butterfly conservation, partnering with the Taiwan Purple Crow Butterfly Ecology Conservation Society to bring in external professional conservation and environmental education resources, continuing to advance purple crow butterfly ecological knowledge promotion, conservation participation, and survey research. The Company also hosts multiple environmental education seed teacher training workshops and purple crow butterfly tagging activities. For details, please refer to the chapter "Community Activities Linked to Operations."

Biodiversity Compensation and Conservation Action Performance Summary

Item	Value	Total
Sponsorship of Zhunan Township Office landscape maintenance fees	NT\$50,000/year	NT\$50,000/year
Osmanthus seedling pots donated to Haikou community, Miaoli	NT\$60,000	NT\$216,072
Purple crow butterfly-friendly nectar plant planting program planting costs	NT\$156,072	
Green space adopted at Guanyin Industrial Park	4,600 m ²	12,733 m ²
Roadway adopted around Miaoli Changqing Forest Lotus Pond	5,823 m ²	
Actual area maintained at Guandu Wetland	1,300 m ²	
Purple crow butterfly-friendly nectar plant planting area	1,010 m ²	795 plants
Osmanthus seedling pots	300 plants	
Purple crow butterfly-friendly nectar plants	495 plants	
Guandu Wetland protection actions	67 persons	At least 332 person-times
Purple crow butterfly ecology lectures	Approximately 230 persons	
Purple crow butterfly environmental education seed teacher training	21	
Purple crow butterfly taggers	14 persons	6,872 metric tons CO ₂ e
Guandu Wetland maintenance carbon sequestration benefit	6.5 tCO ₂ e	
Osmanthus seedling annual carbon sequestration	0.222 tCO ₂ e	
Formosan Eupatorium annual carbon absorption potential	0.15 tCO ₂ e	

Most Reliable

Introducing Resilient Solar Photovoltaic Design to Ensure Long-Term Stable Operations under Extreme Climate Conditions

Global climate change has made extreme weather events increasingly frequent, with strong winds and heavy rainfall posing severe challenges to renewable energy facilities. To ensure the reliability of green energy facilities, the ECOVE team recognizes that site resilience must be planned across the entire life cycle, with a focus on two critical dimensions: site selection and planning, and operations and maintenance management. By adopting resilient engineering designs that exceed regulatory standards, ECOVE ensures that solar photovoltaic sites can maintain structural integrity when exposed to extreme climate events and sustain high availability and long-term stable power generation over an operating period of more than 20 years.

ECOVE has launched a comprehensive solar photovoltaic resilience design and O&M program, covering the following four key dimensions:

Precise Risk Quantification and Climate-Resilient Protection Design

During the site selection and design stages, ECOVE takes proactive measures for coastal or high-wind-speed areas by upgrading structural wind-resistance design to two levels above regulatory requirements, such as from 37.5 m/s to 47.5 m/s. For heavy rainfall risks, ECOVE plans in advance for elevated foundations, upgraded drainage systems, and detention design. For coastal salt damage, ECOVE selects higher-grade corrosion-resistant aluminum-magnesium-zinc coated steel and electrical panel equipment made with 316 stainless steel, reducing the risk of flooding and corrosion-related failures.

Strengthening Ground Conditions and Structural Foundation Safety

Through rigorous soil boring and geotechnical analysis, ECOVE optimizes foundation types based on geological conditions, such as liquefaction risk or soft ground conditions, and adopts a three-support structural design to enhance module stability. At the planning stage, ECOVE also introduces external reviews by third-party certification bodies such as SGS to objectively verify structural risks, wind loads, and material weatherability, significantly enhancing the credibility and disaster resistance of the design solution.

Implementing Preventive Inspections and Rapid Post-Disaster Recovery

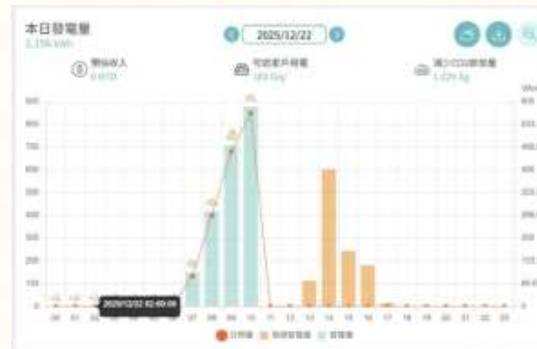
Before each typhoon or heavy rainfall season, ECOVE conducts standardized resilience-oriented preventive inspections, including comprehensive retesting of structural torque, drainage system cleaning, and reinforcement of electrical equipment protection. In the event of a natural disaster, the team is equipped with a rapid inspection mechanism, using drone aerial photography and thermal imaging to quickly identify damage. The SCADA system is also used to compare power generation trends and eliminate hidden risks, enabling safe power restoration in the shortest possible time.

Promoting Smart O&M and Life-Cycle Management

ECOVE is upgrading conventional monitoring into a smart platform with AI-enabled early warning capabilities. AI models are used to detect the rate of module degradation and estimate the impact of wind pressure on mounting structures, enabling early warning and predictive maintenance. In response to operating challenges spanning 20 years, ECOVE is deepening its cross-generation equipment replacement and system-matching capabilities, while improving spare parts inventory management. Even when original modules or inverters are discontinued, the team can accurately calculate electrical parameters and introduce compatible next-generation equipment to seamlessly maintain power generation performance.

Results and Outlook

In the era of extreme climate events, ECOVE has successfully upgraded the construction standards for solar energy sites from simply being able to generate power to asset protection that enables long-term stable power generation, through a dual-track framework of front-end disaster prevention and back-end long-term stability. Looking ahead, CTCI Group and the ECOVE team will continue embedding resilience thinking into every aspect of green engineering, fulfilling the mission of serving as a guardian of the Earth's sustainability, safeguarding the long-term value of green energy, and building a stable and trustworthy foundation for a sustainable society.



Output Curve Modeling of the AI Data Platform



Cross-Generation Inverter Replacement Illustration

Social Co-Prosperity

We are committed to investing resources in each year toward long-term advocacy for a friendly workplace, a safety and healthy work environment, and to carry out environmental protection education, so that ECOVE's values are not limited to industry net worth.

◆ Performance Highlights

- Occupational Safety and Health Administration Sustainability Report Evaluation

Outstanding and New Model Enterprise for Leading Healthy and Sustainable Workforce Initiatives

- Occupational Health and Safety Performance Disclosure Evaluation

Outstanding Enterprise

- Five-Star Occupational Safety and Health Award

Tainan EfW Center

- Excellent Workplace Safety and Health Unit

ECOVE SRC, Taoyuan Airport EfW Center, Tainan EfW Center, STSP EfW Center, and Gangshan EfW Center

- Safety and Health Family Performance Award

Special Excellence Award - Tainan EfW Center

- Commonwealth Learning

Talent Sustainability Award TOP 100

- Retention Rate of New Employees

89.9%

- Volunteer Hours

4,070 hours

- Ministry of Environment Certification for Five Environmental Education Facilities

Keelung EfW Center, Miaoli EfW Center, Houli EfW Center, Tainan EfW Center, and STSP EfW Center

- Environmental Education Visits

274 sessions and 12,064 participants

- Step by Step: Factories for Sustainable Environmental Education

23 sessions and 2,462 participants

Talent Care 96

Safe and Healthy Workplace 112

Social Engagement 127

Most Reliable 138



Talent Care

ECOVE regards human capital as a core driver of corporate sustainability. We continue to build an institutionalized and systematic talent management framework covering recruitment, development, performance growth, and retention mechanisms to ensure that the organization maintains a stable and competitive professional team.

Through diversified education, training, and competency development programs, the Company strengthens employees' professional expertise, management capabilities, and cross-disciplinary integration capabilities. These initiatives are integrated with career development systems and performance management mechanisms to help employees clearly plan their growth paths, align

personal development with corporate strategic objectives, and enhance overall organizational effectiveness and talent stability.

At the same time, the Company is committed to creating a respectful, diverse, and collaborative workplace that encourages employees to participate, communicate, and innovate, while building positive interactions and a foundation of trust. By continuously optimizing the work environment and development mechanisms, ECOVE seeks to grow together with employees and lay a solid foundation for long-term stable operations and sustainable value creation.

Talent Attraction and Retention GRI 2-7-2-8-202-402-404

Employee Composition and Distribution

ECOVE focuses on the circular economy and recognizes that professional talent is essential to driving sustainable development. We therefore actively invest in talent recruitment and development. As of 2025, ECOVE had 985 employees (excluding overseas employees and directors) and engaged 110 non-employee workers, including 35 security personnel, 57 cleaning personnel, and 18 landscaping and landscape-maintenance personnel from long-term contractor partners (excluding overseas contractors).

Reflecting industry characteristics and business needs, ECOVE's workforce is predominantly male, accounting for 77.7% of total employees. Regular employees account for 94.3% of the workforce, demonstrating that stable employment is the core of the Company's human resources strategy and that ECOVE provides secure job opportunities and a long-term development environment. All Company employees are local talent in Taiwan. Through local recruitment mechanisms, ECOVE supports local employment, promotes regional economic development, and strengthens the connection between the Company and society.

In diversity and inclusion management, ECOVE follows the human rights policy established by CTCI Group and actively supports the core spirit of the United Nations Global Compact (UNGC), the Universal Declaration of Human Rights, and The UN Framework and Guiding Principles on Business and Human Rights. We are committed to ensuring that employees are not discriminated against, excluded, or treated unfairly in any workplace based on gender, race, religious belief, political affiliation, sexual

orientation, job level, nationality, or age. A Muslim prayer room has been established in the office to support a Muslim-friendly environment and respect for multicultural values. In the Code of Ethical Conduct, we clearly stipulate that all employees must jointly maintain a healthy, safe, diverse, and gender-equal work environment. The Company strictly prohibits any form of sexual harassment, violence, threats, or intimidation, and requires all employees to respect one another and coexist peacefully in daily work, thereby promoting a workplace culture of fairness and dignity.

ECOVE hires persons with disabilities in accordance with relevant laws and regulations and continues to promote friendly workplace measures. In 2025, the Company employed 16 colleagues with disabilities, exceeding the statutory employment ratio and demonstrating its emphasis on equal employment opportunities and a diverse workplace environment.



ECOVE Employee Headcount and Gender Statistics

Year		2022		2023		2024		2025	
Employment Type	Gender	Headcount	Rate (%)	Headcount	Rate (%)	Headcount	Rate (%)	Headcount	Rate (%)
Regular Employees	Male	693	77.8	708	76.0	704	75.1	731	74.21
	Female	183	20.5	202	21.7	201	21.5	198	20.1
Non-Regular Employees	Male	11	1.2	15	1.6	21	2.2	34	3.45
	Female	4	0.5	6	0.6	11	1.2	22	2.23
Total Employees		891	100	931	100	937	100	985	100

Note 1: Non-regular employees refer to contract and temporary personnel.

Note 2: All Company employees are full-time employees.

Note 3: ECOVE and its subsidiaries employ migrant workers for public works projects and plan to adjust their workforce strategies based on actual manpower needs. In 2025, ECOVE and its subsidiaries employed 81 migrant workers. Considering factors such as project progress, customer requirements, and government regulations, manpower demand may fluctuate significantly; therefore, these workers are not included in the calculation of annual total employees. All regulations concerning the employment of migrant workers are handled in accordance with the Labor Standards Act and relevant laws and regulations.

Type		2024						2025					
		Male	%	Female	%	Subtotal	%	Male	%	Female	%	Subtotal	%
Age	Age 30 and below	95	74.80	32	25.20	127	13.55	78	7.92	28	2.84	106	10.76
	Age 31-50	455	75.71	146	24.29	601	64.14	477	48.43	153	15.53	630	63.96
	Age 51 and above	174	83.25	35	16.75	209	22.31	210	21.32	39	3.96	249	25.28
Non-Managerial	Engineer	116	78.91	31	21.09	147	15.69	115	11.68	26	2.64	141	14.31
	Specialist	6	5.50	103	94.50	109	11.63	10	1.02	115	11.68	125	12.69
	Technical	479	87.09	71	12.91	550	58.70	499	50.66	67	6.8	566	57.46
Managerial	Senior Mgmt.	4	100.00	0	0.00	4	0.43	4	0.41	0	0	4	0.41
	Middle Mgmt.	39	86.67	6	13.33	45	4.80	38	3.86	9	0.91	47	4.77
	Frontline Supv.	81	98.78	1	1.22	82	8.75	99	10.05	3	0	102	10.36
Contract Type	Regular	704	77.79	201	22.21	905	96.58	731	74.21	198	20.1	929	94.31
	Contract	21	70.00	9	30.00	30	3.20	34	3.45	19	1.93	53	5.38
	Temporary	0	0.00	2	100.00	2	0.21	0	0	3	0.3	3	0.3
Work Location	Taiwan	717	77.10	213	22.90	930	99.25	765	77.66	220	22.34	985	100
	Overseas	7	100.00	0	0.00	7	0.75	0	0	0	0	0	0
STEM	STEM Personnel	181	19.32	37	3.95	218	23.27	177	17.97	36	3.65	213	21.62
	Non-STEM Personnel	543	57.95	176	18.78	719	76.73	588	59.7	184	18.68	772	78.38

Note 1: Managerial positions refer to supervisors at foreman level or above.

Note 2: Non-managerial positions: Engineering refers to personnel in engineering professional roles; technical refers to on-site technical operators; and other roles include finance, accounting, legal affairs, audit, human resources, administration, and general affairs personnel.

Note 3: STEM is the abbreviation for Science, Technology, Engineering, and Mathematics. The departments included in the analysis are the Executive Management Office, Operation Department 1, Operation Department 2, Business Development Division, Technology Development Division, Marketing & Sales Department, Waste Collection and Transportation Management Department, Operations Management Office, Quality Department, Safety and Health Department, Procurement Center, IT, and information security units. The job categories covered include the engineer job family (including managerial and non-managerial positions) as well as the finance and accounting departments.

ECOVE Non-Employee Worker Headcount and Gender Statistics

Security						Cleaning						Greening / Landscaping Maintenance					
Male	%	Female	%	Total	%	Male	%	Female	%	Total	%	Male	%	Female	%	Total	%
34	30.91	1	0.91	35	31.82	38	34.55	19	17.27	57	51.82	16	14.55	2	1.82	18	16.36

Diverse Employment

ECOVE incorporates diversity, inclusion, and social responsibility into the core of its sustainable development strategy and is committed to building a fair, respectful, and inclusive workplace. In addition to complying with relevant labor laws and regulations, the Company has also included employment targets for persons with disabilities within the management scope of the Sustainability Development Committee. Through regular review and tracking mechanisms, the Company ensures effective policy implementation and has met the statutory employment ratio for consecutive years.

The Company's major operating sites are located in Taiwan, and 100% of senior management members are Taiwan residents, reflecting the results of local operations and talent development. At the same time, the Company actively promotes diverse employment measures. In addition to hiring persons with disabilities in accordance with the law, ECOVE also exceeds statutory requirements in employing Indigenous employees and employees with disabilities, thereby increasing employment opportunities for disadvantaged groups and putting workplace equality and social inclusion into practice. In addition, ECOVE employs migrant workers for public works projects and plans and adjusts its workforce strategy based on actual manpower needs. In 2025, ECOVE employed 81 migrant workers. Considering factors such as project progress, customer requirements, and government regulations, manpower demand may fluctuate significantly; therefore, these workers are not included in the calculation of annual total employees. All regulations concerning migrant worker employment are handled in accordance with the Labor Standards Act and relevant laws and regulations.

		2022				2023				2024				2025			
		Required	Hired	Shortfall	Hire Rate (%)	Required	Hired	Shortfall	Hire Rate (%)	Required	Hired	Shortfall	Hire Rate (%)	Required	Hired	Shortfall	Hire Rate (%)
Indigenous	Excl. migrants	7	9	+2	1.01	8	12	+4	1.29	8	13	+5	1.39	8	20	+12	2.03
Disabilities	Excl. migrants (severe+ = 2)	7	18	+11	2.02	8	18	+10	1.93	8	22	+14	2.35	8	24	+16	2.44
Nationalities	Excl. local	3 (Vietnam, Malaysia, Indonesia)				1 (Vietnam)				None				1 (Thailand)			

	% of Employees				% in Management			
	2024		2025		2024		2025	
Indigenous	1.28		2.03		8.33		5.00	
Disabilities	1.71		1.62		6.25		12.50	

New Hires and Turnover

In 2025, ECOVE had 149 new hires, accounting for 15.13% of all employees, with employees aged 31-50 representing the main new-hire age group. A total of 67 employees left the Company, accounting for 6.8% of all employees, meeting the 2025 turnover-rate target of 5-8%. In addition, two employees met retirement eligibility and voluntarily retired.

ECOVE values talent sustainability. The Sustainability Development Committee set a target of 87% for new-hire retention, and the Company achieved 89.9% in 2025. Through comprehensive training, employee care,

the establishment of a mentor system, new-hire satisfaction surveys, and other mechanisms, ECOVE enhances retention and satisfaction, ensuring that the Company and employees grow together and achieve sustainable operations.



Age Distribution and Gender Ratio of New Hires in the Past Four Years

Year		2022		2023		2024		2025	
Age	Gender	New Hires	% of Employees	New Hires	% of Employees	New Hires	% of Employees	New Hires	% of Employees
Age 30 and below	Male	47	5.3	49	5.3	44	4.7	21	2.13
	Female	17	1.9	21	2.3	7	0.7	5	0.51
Age 31-50	Male	75	8.4	85	9.1	53	5.7	79	8.02
	Female	28	3.1	24	2.6	13	1.4	21	2.13
Age 51 and above	Male	14	1.6	20	2.1	10	1.1	22	2.23
	Female	0	0.0	3	0.3	1	0.1	1	0.1
New Hires and Percentage of Total Employees		181	20.3	202	21.7	128	13.7	149	15.13
Recruitment Cost per Capita (NT\$)		-		-		12,067		12,742	

Age Distribution and Gender Ratio of Turnover in the Past Four Years

Year		2022		2023		2024		2025	
Age	Gender	Turnover Count	% of Employees Rate	Turnover Count	% of Employees Rate	Turnover Count	% of Employees Rate	Turnover Count	% of Employees Rate
Age 30 and below	Male	9	1.0	8	0.9	6	0.6	15	1.52
	Female	2	0.2	2	0.2	4	0.4	2	0.2
Age 31-50	Male	33	3.7	39	4.2	34	3.6	32	3.25
	Female	10	1.1	9	1.0	8	0.9	8	0.81
Age 51 and above	Male	10	1.1	11	1.2	17	1.8	9	0.91
	Female	0	0.0	2	0.2	0	0.0	1	0.1
Number of Departures and Percentage of Total Employees		64	7.2	71	7.6	69	7.36	67	6.8

Turnover Distribution and Ratios

		2024		2025	
		Headcount	% of Group	Headcount	% of Group
Gender	Male	57	6.08	56	5.69
	Female	12	1.28	11	1.12
Age	Age 30 and below	10	1.07	17	1.73
	Age 31-50	42	4.48	40	4.06
	Age 51 and above	17	1.81	10	1.02
Managerial	Senior Mgmt.	1	0.11	0	0
	Middle Mgmt.	2	0.21	3	0.3
	Frontline Supv.	3	0.32	2	0.2
Non-Managerial	Engineer	6	0.64	17	1.73
	Specialist	7	0.75	5	0.51
	Technical	50	5.34	40	4.06
Nationality	Taiwan	69	7.36	67	6.8
	Overseas Regions	0	0.00	0	0
Regular	Voluntary Turnover Ratio (%)	6.94		6.4	
	Involuntary Turnover Ratio (%)	0.43 ¹		0.41	
	Turnover Ratio Due to Poor Performance (%)	0.00		0.00	
	Total Turnover Rate (%)	7.36		6.8	

Note 1: Reasons for involuntary turnover include contract expiration, mandatory retirement, and death. In 2025, two employees reached mandatory retirement age and two employees passed away.

Note 2: ECOVE values talent sustainability. Through comprehensive benefits, training, employee care, a mentor system, engagement surveys, and other systems, the Company has promoted a year-by-year decline in the Turnover Rate.

Principles of the Performance Improvement Counseling Mechanism



ECOVE actively participates in market compensation surveys to ensure competitive overall compensation and continuously maintain employees' quality of life. In 2025, at ECOVE's main operating locations in Taiwan, the minimum monthly salary for female entry-level personnel was 1.00 times the statutory minimum wage, while the minimum monthly salary for male entry-level personnel was 1.07 times the statutory minimum wage. Each year, the Company conducts comprehensive compensation reviews and adjustments based on market compensation survey results as well as employees' competencies and performance. It also refers to the Living Wage assessment results for each location and makes salary adjustments when appropriate, balancing market competitiveness with employees' purchasing power for basic living needs.

Promotion and Compensation

ECOVE has established a fair and market-competitive compensation system to attract, retain, and motivate outstanding talent and support the Company's long-term stable development. Internally, the Company evaluates competencies and positions; externally, it conducts annual market salary surveys and assesses individual competencies and performance to review salaries and carry out salary adjustments. Salary is not differentiated by gender. Under the same job responsibilities and job value, men and women receive the same wages and remuneration.

The Company's compensation structure combines fixed salary with performance-based reward mechanisms. It is regularly reviewed and adjusted with reference to market salary levels to ensure external competitiveness and internal consistency of overall compensation.

In terms of performance management, the Company conducts annual performance evaluations every September for all employees who have passed their probationary period. New employees undergo a special evaluation upon completion of the probationary period to ensure the integrity and fairness of the assessment mechanism. Decisions on salary adjustments and bonus payments are mainly based on a comprehensive evaluation of individual performance, position responsibilities, and future development potential.

The Company is committed to implementing the principles of equality and non-discrimination. Salary-adjustment ranges and bonus-payment standards do not vary by employment type, gender, or age, ensuring the practice of equal pay for equal work and fair treatment.

In addition, the Company has established a performance improvement counseling mechanism. For employees who need to improve their work performance, department supervisors and the employees concerned jointly formulate a specific three-month counseling plan. The plan follows the SMART principles--specific, measurable, achievable, relevant, and time-based--and gradually develops clear and concrete improvement action plans, including specific items for improvement, completion deadlines, and measurement standards. During the counseling period, supervisors regularly review work progress, record results, and provide timely feedback and recommendations to ensure effective implementation and achievement of the plan.

The Company refers to the Family Income and Expenditure Survey published by the Directorate-General of Budget, Accounting and Statistics, Executive Yuan. Monthly consumption expenditure per person in each city or county is used as the basis for living costs, together with Taiwan's average household size of 2.78 people and an average of two employed persons, to estimate the income required for household living needs.

The reference formula is as follows: Living Wage (monthly) = Monthly consumption expenditure per person x household size / number of employed persons x adjustment factor.

	2025	
	Monthly Base Salary Ratio (Female/Male)	Annual Compensation Ratio (Female/Male)
Managerial	1.1081	1.0389
Non-Managerial	0.9020	0.8371

Note 1: Starting-salary standards are the same for men and women across all job categories. Compensation differences across levels are related to individual tenure. If only base salary and compensation at the same level and with the same tenure are considered, there is no difference in standards based on gender.

Note 2: Compensation includes base salary, allowances, bonuses, benefits, overtime pay, compensatory leave, and any other subsidies. The statistical scope excludes compensation for temporary personnel.

Note 3: Managerial positions refer to supervisors at foreman level or above.

Note 4: Non-managerial positions: Engineering refers to personnel in engineering professional roles; technical refers to on-site technical operators; and other roles include finance, accounting, legal affairs, audit, human resources, administration, and general affairs personnel.

Note 5: For safety considerations, female employees are not assigned as shift personnel; therefore, their compensation does not include allowances related to night-duty work.

Note 6: The screening criterion for the number of employees included in the monthly base-salary and annual compensation ratios is employees who were employed throughout the period from 2025/1/1 to 2025/12/31.

In 2025, the highest individual annual total compensation at ECOVE and its subsidiaries was 11.63 times the median annual total compensation of other employees. The increase in the highest individual annual total compensation was 3.18 times the median increase in annual total compensation of other employees.

Salary Reporting Information for Full-Time Non-Managerial Employees	2024 (a)	2025 (b)	Two-Year Difference % (b-a)/a
Average Salary of Full-Time Non-Managerial Employees (NT\$ thousand)	1,256	1,307	4.06
Median Salary of Full-Time Non-Managerial Employees (NT\$ thousand)	906	979	8.06

Note 1: Data definitions are based on the Taipei Exchange's Directions for Reporting Salary Information of Full-Time Non-Managerial Employees. The disclosure scope is limited to ECOVE as a standalone company.

Note 2: For detailed information, please refer to the Market Observation Post System (<https://mopsov.twse.com.tw/mops/web/t100sb15>).

ECOVE values employees' career development and the cultivation of diverse capabilities. Through cross-disciplinary learning mechanisms and internal job rotation systems, the Company helps employees broaden their professional horizons and functional breadth, thereby enhancing overall organizational competitiveness. The Company encourages employees to participate in internal job experiences based on their personal expertise and development plans, creating diversified and flexible career development paths.

In internal rotation and personnel assignment management, the Company respects employees' preferences as a guiding principle and fully communicates job content and development direction before any transfer. Whether personnel adjustments are made due to business needs or employees initiate transfer applications, the adjustment timeline and handover arrangements are confirmed through two-way consultation mechanisms, balancing operational needs with employees' preparation for adaptation to ensure a smooth transition process.

For personnel adjustments that may arise from major operational changes, the Company strictly follows the advance-notice periods stipulated in Article 16 of the Labor Standards Act and the Company's work rules. Employees are notified in advance in accordance with the law, and their relevant rights and interests are protected. Necessary communication and support measures are also provided to help employees properly respond to career transitions. Through institutionalized management and compliance mechanisms, the Company implements the principle of assigning the right talent to the right position, strengthening organizational resilience and the foundation for sustainable operations.

Human Rights Protection and Benefits

GRI 2-23~24-401-2~3;SASB IF-WM-310a.2

ECOVE follows the human rights policy established by CTCI Group and actively supports the core spirit of the United Nations Global Compact (UNGC), the Universal Declaration of Human Rights, and the UN Framework and Guiding Principles on Business and Human Rights. We are committed to ensuring that employees are not discriminated against, excluded, or treated unfairly in any workplace based on gender, race, religious belief, political affiliation, sexual orientation, job level, nationality, or age. In the Code of Ethical Conduct, we clearly stipulate that all employees must jointly maintain a healthy, safe, and diversity-respecting work environment. The Company strictly prohibits any form of sexual harassment, violence, threats, or intimidation, and requires all employees to respect one another and coexist peacefully in daily work, thereby promoting a workplace culture of fairness and dignity.

ECOVE values the protection of labor rights and employees' physical and mental health. It has established comprehensive working-hour management, leave, and overtime systems, and uses systematic platforms to manage attendance and working hours to ensure that employees work within reasonable working-hour limits. Overtime work follows a prior application and approval mechanism in accordance with regulations, and the working-hour system records and controls overtime in real time to ensure compliance with legal requirements;the Company also regularly reviews overtime conditions to prevent excessive working hours and to help employees maintain a reasonable workload and a healthy labor environment. All leave systems are implemented in accordance with relevant laws and regulations, and special leave days are granted based on employees' seniority to protect their statutory leave rights. The Company also provides Happiness Care Leave, which exceeds legal requirements, to support employees in balancing work and life during periods of family-care needs. The Company regularly reviews the implementation of working hours and related systems, continuously optimizes management and control mechanisms, and is committed to creating a sustainable workplace environment that balances operational needs with employees' physical and mental health.

To ensure that the content of the human rights policy is effectively communicated and internalized by employees, ECOVE actively promotes and implements the policy through education and training. Two mandatory courses are provided: new-employee orientation training and Compliance Week activities. New-employee orientation training is mandatory for all new employees and covers issues related to human rights and ethics, including sexual harassment prevention, the Code of Ethical Conduct, and personal data security protection. These courses are designed to help employees understand the Company's values and code of conduct and improve compliance with Company policies. In 2025, new-employee orientation training accumulated 596 hours, with a participation rate of 100%.



Living Wage
Statement



Human Rights
Policy

For sexual harassment incidents, ECOVE has established a dedicated Sexual Harassment Complaint Handling Committee. The committee is convened by the Human Resources Department and must include five members: one human resources supervisor and one representative each appointed by Operation Department 1, Operation Department 2, the Administration Department, and the Business Development Division. Among the members, there must be professionals with gender awareness, and women must account for no less than one-half of the committee. A dedicated hotline, (02)2162-1688 ext. 56112, and email address, HR@ecove.com, are also provided for employees to submit complaints. When sexual harassment or suspected incidents occur, the committee initiates an investigation process, conducts the investigation under the principles of confidentiality and non-disclosure, and issues investigation results within three months. If the incident is substantiated, penalties are imposed based on the nature and severity of the case.

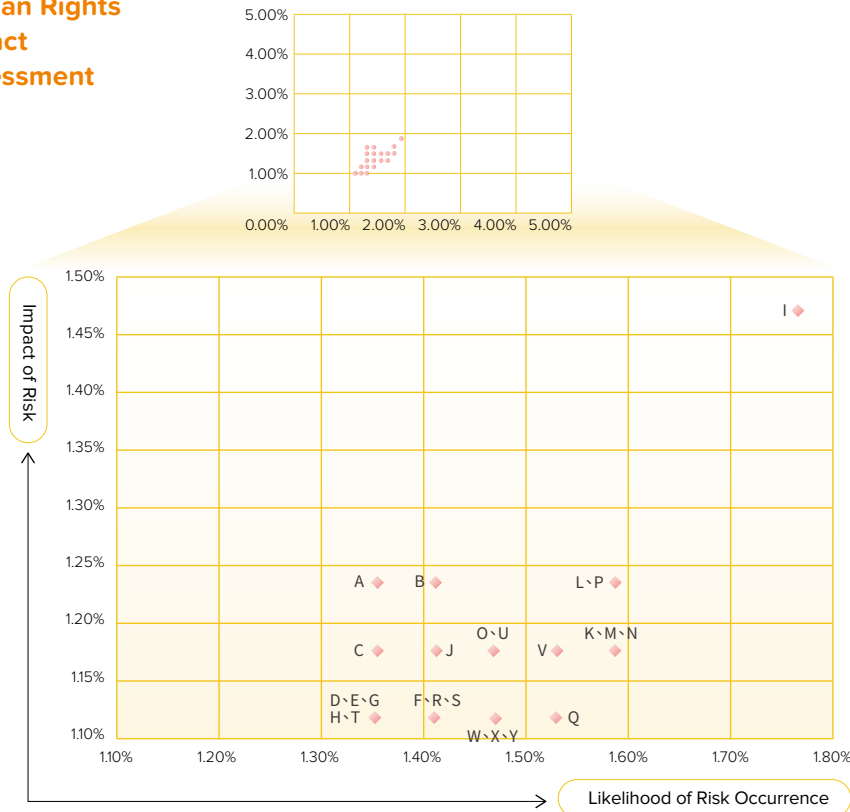
ECOVE is committed to protecting employees' freedom of association and strictly complies with regulations prohibiting the employment of child labor. Upholding the belief of caring for employees and creating shared benefits, we are committed to providing a sound work environment and smooth communication channels. In 2025, ECOVE had no sexual harassment complaints or unlawful

discrimination incidents, nor did any labor-management disputes result in strikes or work stoppages. This reflects the Company's continuous efforts and commitment to human rights and labor regulations.

ECOVE's major human rights issues cover the operational stage (employees and contractors) and the procurement stage (suppliers). Through management processes such as human rights issue identification, identification of affected parties, due diligence, and grievance channels, we annually assess human rights issues and parties with risk exposure and then formulate risk mitigation measures and remedial systems. In 2025, the human rights issues identified as having potential risks were safety and health. Compared with 2024, the risk value increased from 14.09% to 15.33%. ECOVE's Health Center has established a systematic health management model, conducting overwork questionnaires and workload/work-pattern surveys, and statistically analyzing health examination results. The goal is to achieve comprehensive health management while preventing occupational diseases and actively promoting employees' personal health. For human rights management of suppliers and contractors, please refer to the Innovation and Supply Chain and Safe and Healthy Workplace chapters. We will continue to strengthen human rights awareness among business partners to enhance human rights protection.

Policy	Target Group	Human Rights Issue	Due Diligence Method	Grievance Channel
Code of Ethical Conduct	All Employees	Workplace Safety	SH&E Risk Assessment	Employee Feedback Mailbox HR@ecove.com External Whistleblowing Platform https://secure.conductwatch.com/ctci/
	All Employees	Health Management	Health Examination	
	All Employees	Forced Labor / Abnormal Workload	Working-Hour Management and Workload/Work-Pattern Survey	
	All Employees	Employment of Child Labor	Recruitment Process Review	
	All Employees	Unlawful Workplace Infringement, Discrimination, and Sexual Harassment	Hazard Identification and Assessment for Unlawful Infringement	
	Pregnant and Postpartum Female Employees	Maternal Health Protection	Workplace and Hazard Identification; Individual Health Risk Assessment	
	All Employees	Equal Pay for Equal Work	Personnel Committee and Compensation Committee	
	All Employees	Personal Data / Privacy Protection	Rewards and Disciplinary Review Committee	
	All Employees	Labor-Management Disputes	Employee Opinion Survey	
	All Employees	Freedom of Association		
	All Employees	Right to Collective Bargaining		
Supplier Code of Conduct	Supplier and Contractor Employees	Health Management	Sustainable Supplier Risk Survey	
	Supplier and Contractor Employees	Workplace Safety		
	Supplier and Contractor Employees	Freedom of Association		
	Supplier and Contractor Employees	Right to Collective Bargaining		
	Supplier and Contractor Employees	Employment of Child Labor		
	Supplier and Contractor Employees	Equal Pay for Equal Work		
	Supplier and Contractor Employees	Human Trafficking		
	Supplier and Contractor Employees	Forced Labor / Abnormal Workload		
Privacy Policy	Customers	Information Security and Privacy	Information Security	
SH&E Policy	Community	Environmental Rights and Noise	Construction Site Environmental Monitoring	

Human Rights Impact Assessment



- A. Requiring employees to work excessive or unpaid overtime
- B. Failing to provide legally mandated annual leave at the work location
- C. Job loss due to automation or the introduction of artificial intelligence
- D. Lack of appropriate restroom facilities for transgender and intersex employees
- E. Operational pollution emissions posing risks to human health or ecosystems
- F. Absence of equal opportunity policies to reduce workplace discrimination
- G. Migrant workers subjected to unfair recruitment and wage practices
- H. Insufficient protective equipment and training for laborers
- I. Discriminatory treatment of job applicants or employees with disabilities
- J. Workplace discrimination
- K. Requiring employees with mental health conditions to take unpaid leave or reduce working hours
- L. Female employees not receiving equal pay for equal work or facing unequal treatment
- M. Failure to conduct credible environmental impact assessments
- N. Business operations severely impacting biodiversity
- O. Lack of systems to identify, prevent, and address occupational risks
- P. Inequitable benefits and working conditions for non-full-time workers (part-time or seasonal)
- Q. Extensive use of contract or outsourced labor
- R. Providing no benefits to non-traditional families (e.g., same-sex partners, adoptive families)
- S. Wages paid below the legal minimum in the country of employment
- T. Improper handling, storage, disposal, or intentional exposure of employees' personal information
- U. Discrimination against female employees based on age, race, marital status, pregnancy, childbirth, disability, or statutory infectious diseases such as HIV/AIDS
- V. Paying wages under unsafe conditions, exposing employees to violence, theft, or other harmful acts.
- W. Coercing employees by withholding wages, remuneration, or documents
- X. Wages insufficient to cover basic needs (including food, housing, and education)
- Y. Termination of employment without due process protections

ECOVE Human Rights Assessment

Human Rights Issue	Target Group	Risk Assessment Method	2022 Risk Value	2023 Risk Value	2024 Risk Value	2025 Risk Value
Sexual Harassment	All Employees	Number of Substantiated Cases	13.50%	14.29%	14.09%	15.33%
Working Hours	All Employees	Number of Employees with Monthly Overtime Exceeding 54 Hours				
Safety	All Employees	Number of Work Injuries (excluding employees with monthly overtime exceeding 54 hours)				
Privacy	All Employees	Number of Substantiated Cases				
Labor-Management Disputes	All Employees	Number of Substantiated Cases				
Health	All Employees	Number of High-Risk Follow-Up Cases from Annual Health Examinations (excluding employees with monthly overtime exceeding 54 hours)				
Workplace Violence	All Employees	Number of Substantiated Cases				
Maternal Health Protection	All Female Employees	Number of High-Risk Follow-Up Cases under Annual Maternal Health Protection				
Overwork	All Employees	Number of Substantiated Cases (excluding employees with monthly overtime exceeding 54 hours)				

Human Rights Risk Mitigation Measures

Risk Issue	Forced Labor / Working Hours	Health	Safety Environment
Mitigation Measures	- Abnormal Work and Workload Assessment - Health Assessment for Extended Overtime Hours	- Regular Health Examinations - Health Identification and Follow-Up for High-Risk Groups - Promotion of Workplace Health and Activity Arrangements - On-Site Physician Services - Health Education by Nurses and Care for Employees with Health Abnormalities - Health Education Seminars	- Regular Occupational Safety and Health Committee Meetings - Regular Safety and Health Education and Training - Regular Safety and Health Communication - Company-Wide SH&E Evaluation - Safety and Health Competitions 5S Evaluation
Remedial Measures	- Provision of Overtime Compensation - Return-to-Work and Work Reassignment Assessment	- Employee Feedback Platform - Employee Assistance Programs (EAPs) - Workplace Fitness Arrangements for Employees - Complaint Hotline	Occupational Injury Compensation Application

Communication Channels

In the process of promoting corporate sustainability, ECOVE emphasizes the establishment of labor-management communication and employee participation mechanisms. Through diverse and institutionalized communication channels, the Company strengthens labor-management trust and organizational cohesion. The Company has established mechanisms such as labor-management meetings, face-to-face forums, an internal complaint mailbox, an employee feedback platform, and employee engagement surveys to regularly collect and respond to employee suggestions and opinions, ensuring two-way information flow and effective issue tracking. In addition, the digital my CTCI APP platform established by the Group provides a real-time and convenient channel for feedback, enabling employees to submit suggestions or complaints at any time and track processing progress, thereby enhancing communication transparency and problem-solving efficiency.

Through the diverse communication mechanisms and regular review processes described above, the Company continues to optimize labor-management relations and foster an open, transparent, and inclusive organizational culture. In 2025, no violations of labor laws resulting from labor-management disputes occurred, demonstrating the stable and effective operation of the labor-management communication mechanisms.

Communication Channel	Description
Employee Feedback Platform	- Includes five feedback categories: facilities management, employee mailbox, improvement proposals, sexual harassment complaints, and reporting violations of ethical conduct - Confidential handling to protect complainants' rights and interests
Internal Complaint Mailbox	Feedback through HR@ecove.com
Labor-Management Meetings	- Labor and management representatives are elected or appointed, with labor representatives accounting for 50% - Labor-management meetings are held quarterly to discuss working conditions, benefits, work efficiency, and other matters
my CTCI APP	Integrates personnel, education and training, and real-time announcements to enable barrier-free communication
Engagement Survey	- An engagement survey is conducted every two years - Collects and understands employees' views on the work environment and conditions
Internal Customer Satisfaction Survey	- An internal customer satisfaction survey is conducted annually - The average score in the past two years exceeded 8.8 points - Response rate of approximately 80%

Employee Engagement Survey

◇ Employee Engagement Survey

Guided by an employee-centered management philosophy, ECOVE conducts an engagement survey every two years. In 2025, a total of 951 employees participated, with a response rate of 100% and an agreement level of 76%. The survey covers multiple dimensions, including supervisor management, career planning, rewards, and benefits. The results show that employees expressed the highest agreement with compliance with safety rules, the connection between work and Company goals, and awareness of benefits. At the same time, for dimensions with lower agreement levels, ECOVE actively promoted improvement actions, including enhancing transparency in career planning and talent deployment, establishing a resource-sharing mechanism for technical experts, strengthening supervisors' emotional connection and communication capabilities, and designing retention mechanisms for key talent. All measures are being implemented step by step as planned and are continuously reviewed and optimized, with the aim of enhancing employees' identification with and engagement in the Company through systematic improvements.

Year	Number of Respondents	Response Rate	Agreement Level
2021	781	96%	80%
2023	813	98%	76%
2025	951	100%	76%

Survey Year SurveyItem	Question	High Agreement Ratio (%)		
		2021	2023	2025
Job Satisfaction	- I am proud to work for this Company - I am motivated to exceed expectations at work to help the Company succeed - I would recommend my Company as a good place to work	80	76	76
Purpose	- I clearly understand the Company's overall goals, specific objectives, values, and business strategy - I clearly understand how my work contributes to achieving the Company's goals - My Company responds effectively to changes in the business environment	85	86	87
Well-Being	- I believe I can achieve my career goals at the Company - I clearly understand my career development opportunities within the Company - My Company supports employees' career development across the organization - I have opportunities to continuously learn and grow at the Company	70	71	72
Stress	- The Company continuously improves processes to help me work more efficiently - The workload assigned to me by the Company is reasonable - I believe I have the appropriate tools and resources to do my job properly	74	75	76

For job satisfaction, in the engagement dimension, we not only assess employees' overall satisfaction with the Company, but also understand whether employees are motivated to exceed expectations at work and whether they are willing to recommend the Company to others as a good place to work. In this engagement dimension, 76% of respondents selected strongly agree or agree.

For purpose, in the corporate direction and transformation dimension, we assess whether employees clearly understand the Company's overall goals, specific objectives, business strategy, and values, and whether they clearly understand how their work contributes to achieving the Company's goals. In this dimension, 87% of respondents selected strongly agree or agree.

For well-being, in the Career and Talent Deployment dimension, we assess whether employees can achieve their personal career goals at the Company, whether they clearly understand career development opportunities within the Company, and whether they have opportunities to continuously learn and grow. In this dimension, 72% of respondents selected strongly agree or agree.

For stress, in the work execution dimension, we assess whether employees believe that the workload expected of them is reasonable, whether the Company continuously improves processes to help them work more efficiently, and whether they have appropriate tools and resources to properly complete their work. In this dimension, 76% of respondents selected strongly agree or agree.

Employee Care and Diverse Benefits

ECOVE is committed to creating a secure and supportive work environment. In addition to providing labor insurance, health insurance, and retirement systems in accordance with the law, the Company has built a comprehensive benefits system across four dimensions: work-family balance, maternity leave and family care, health and insurance, and employee development. For expatriate employees, the Company provides measures such as full airfare subsidies, home-leave arrangements, and overseas allowances to reduce the pressure that cross-location work may place on family and daily life. Through a system design that balances protection and care, ECOVE aims to help employees develop stable careers, focus on work without concerns, and jointly create long-term, resilient sustainable value with the Company.

In addition, ECOVE promotes parental leave without pay, demonstrating strong emphasis on employees' family needs and work-life balance. This is also one of the Company's important actions in implementing sustainable development. The system responds to social trends in gender equality and family friendliness, aligning with SDG 5, Gender Equality, and SDG 8, Decent Work and Economic Growth. It enables employees to focus on family care during childbirth and early childhood, reduces the pressure of balancing childcare and career development, and further enhances employee well-being, organizational identification, and willingness to stay, strengthening the Company's talent competitiveness and foundation for sustainable operations.

Parental Leave Statistics

Year	2022			2023			2024			2025		
	Male	Female	Total	Male	Female	Total	Male	Female	Total	Male	Female	Total
Eligible A*	54	15	69	52	14	66	55	14	69	50	16	66
Applicants B	2	5	7	1	4	5	1	1	2	5	4	9
Due to Return C	2	6	8	1	4	5	1	1	2	3	2	5
Returned D	2	5	7	0	4	4	0	1	1	3	1	4
Returned Previous Year E	1	3	4	2	5	7	0	3	3	0	1	1
Stayed 1 Year after Return F	1	3	4	2	4	6	0	3	3	0	1	1
Application Rate B/A (%)	3.7%	33.3%	10.1%	1.9%	28.6%	7.6%	1.82%	7.14%	2.90%	10%	25%	14%
Return Rate D/C (%)	100.0%	83.3%	87.5%	0.0%	100.0%	80.0%	0.0%	100.0%	50.0%	100%	50%	80%
Retention Rate F/E (%)	100.0%	100.0%	100.0%	100.0%	80.0%	85.7%	-	100.0%	100.0%	-	100%	100%

Note: The number of employees eligible to apply in the current year is calculated based on the number of employees who applied for maternity leave or paternity leave in the current year and the previous three years. Information that cannot be proactively obtained due to employee privacy considerations, such as cases where maternity or paternity leave was not taken, is excluded from the calculation.

Diverse Benefits

Comprehensive Employee Benefits Program

Category	Item	Content			
Work-Family Balance	General Leave Without Pay	Employees may apply for leave without pay due to illness.			
	Flexible Working Hours	- Flexible working hours: start time 7:30-8:30 a.m.; end time 4:30-5:30 p.m. - Employees raising children under the age of three may apply to adjust working hours or reduce working time by one hour. - Employees who need to personally breastfeed children under the age of two may take breastfeeding leave twice per day, 30 minutes each time. When an employee works overtime for one hour or more beyond regular working hours in a day, the employer shall provide 30 minutes of breastfeeding time. Both types of breastfeeding time are deemed working time, and wages are paid as usual during such periods. - For working hours and leave of less than one day, applications may be made in half-hour units; every accumulated eight hours is counted as one day.			
	Part-Time Employees	In response to employees' individual circumstances, or to recruit experts to provide technical guidance, part-time employees may be specially approved on a case-by-case basis to work 16 hours per week according to project needs.			
	Parental Leave Without Pay	After six months of employment, employees may apply for parental leave without pay before each child reaches the age of three. The leave period may continue until the child reaches the age of three, but may not exceed two years. For employees raising two or more children at the same time, the parental leave periods shall be combined, with the maximum period limited to two years of care for the youngest child.			
Maternity Leave and Family Care	Maternity Leave	Female employees are granted 10 weeks of maternity leave before and after childbirth (increased from 8 weeks to 10 weeks starting September 1, 2023).			
	Prenatal Checkup Accompaniment and Paternity Leave	Male employees are granted 10 days of prenatal checkup accompaniment and paternity leave when accompanying their spouse for prenatal checkups or childbirth (increased from 7 days to 10 days starting September 1, 2023).			
	Family Care Leave	Employees may apply for family-care leave when family members require personal care due to vaccination, serious illness, or other incidents. The annual limit is seven days, and the leave days are counted as personal leave without pay.			
	Well-being Care Leave	Care reasons include personal health check-ups, accompanying children to medical appointments or caring for children during school closures, and accompanying parents or spouses to medical appointments, among others. Employees may apply for up to 7 days per year, which are not counted toward personal leave. For employees with children under the age of 6, an additional 3 days per child will be granted			
Childbirth	Childbirth Gift	To create a friendly workplace and support employees' family development, the Group uniformly provides childbirth gifts: NT\$6,000 for the first child, NT\$10,000 for the second child, and NT\$20,000 for the third child.			
Health and Insurance	Lactation Room	Provides a secure and private lactation space and facilities for employees, including doors with fingerprint-recognition systems, dedicated refrigerators, washbasins, emergency call bells, sofa seating that protects personal privacy, and curtains made of fire-resistant materials.			
	Health Examination	- Regular health examinations are provided every two years. - Starting from 2024/1/1, the annual subsidy amount was increased. Considering the needs of different age groups, the subsidy amount is adjusted upward as employees age, as follows:			
		Target Group	Examination Frequency	New Amount	Original Amount
		Group-qualified Associate Director Level and Above	-	50% of the total subsidy amount	
		Age 65 and Above	Once a Year	6,000	1,500
		Age 40-65	Once Every Two Years	6,000	3,000
	Under Age 40	4,000		3,000	
	Group Insurance	- The Company fully pays for employees' medical insurance (hospitalization medical, accident injury medical, and funeral allowance), life insurance, accident insurance, and occupational injury insurance. - Employees may freely choose whether to add group insurance coverage according to personal needs. Optional group insurance items for employees include life insurance, maternity insurance benefits, and cancer health insurance. Optional coverage for family members includes life insurance for spouses, accident insurance for spouses and children, medical insurance for spouses and children, cancer medical insurance for spouses and children, and daily hospitalization benefits for parents. The Company subsidizes 50% of the premium for all optional items.			
Employee Development	Language Training	TOEIC training subsidy: 50% of the actual training cost is subsidized each time, with no limit on the number of subsidies. The cumulative subsidy amount is capped at NT\$12,000.			
	Professional Training	Employees may be selected to participate in short-term professional training due to business needs. The training period shall generally not exceed six weeks, and all required training expenses are borne by the Company.			
	Project Management Professional (PMP) Certification	Each person is subsidized NT\$12,000 for certification examination fees and the first-year membership fee of the PMP association.			
	External Internship / Practicum	When business needs require employees to visit customers or peer companies for observation, business training, on-the-job training, or other talent development internships lasting six weeks or more, the Company provides salary as well as relevant allowances and subsidies.			

Category	Item	Content
Shareholding and Incentives	Shareholding	- The ECOVE Environment Corporation Employee Stock Ownership Association was established to operate an employee stock ownership trust program. - Each month, employees may contribute 5%, 10%, or 15% of their salary based on their financial situation, and the Company contributes an additional 50% of the employee's self-contribution amount. - Eligibility: Regular employees who have passed the probationary period, or contract and temporary employees who have completed three years of service. - By the end of 2025, the total number of participants was 648, representing a participation rate of 65.8%.
	In-Service Further Education	- Based on job nature, employees may be selected and recommended for further studies at domestic or overseas institutions. Tuition, miscellaneous fees, books, thesis-related subsidies, and other study expenses are borne by the Company. - As of the end of 2025, the Company had recommended more than six employees for EMBA studies.
Diversity and Equality	Gender-Friendly Restrooms	By providing gender-friendly restrooms, the Company supports diversity and equality and enhances workplace inclusion and employee friendliness.
	Muslim Prayer Room	This aligns with the concept of a Muslim-friendly environment and respect for multicultural values.

ECOVE has established a Labor Pension Reserve Supervisory Committee in accordance with regulations and opened a dedicated account at a government-designated financial institution. Pension reserves under the old system are actuarially calculated and fully funded in compliance with government regulations. Under the new system, the pension contribution rate is 6%; each month, 6% of wages is contributed to employees' individual pension accounts at the Bureau of Labor Insurance, applicable to all employees covered by the new pension system.

ECOVE and its subsidiaries have established employee welfare committees in accordance with the law and joined the CTCI Group Joint Employee Welfare Committee in 2020. Leveraging Group resources, ECOVE provides diverse employee welfare measures, including employee trips, Family Day, club activities, sports meets, year-end parties, and various allowances and subsidies to promote employees' physical and mental health and work-life balance.

In 2025, the Group organized one-day employee trips at major sites from northern to southern Taiwan, with cumulative participation exceeding 700 employees, strengthening cross-site exchange and team cohesion. In addition, the Benefits Garden Platform was established to enable employees to apply for subsidies and register for activities online. A benefits points system was also introduced to gradually replace physical gift certificates, allowing employees to flexibly redeem travel, shopping, and various electronic vouchers according to individual needs, thereby improving the convenience and flexibility of benefit use.

To strengthen employee relations and workplace support mechanisms, the Company provides employee care and assistance as well as diverse channels for employee feedback and handling, including improvement proposals, employee complaints, unlawful infringement, sexual harassment, and reporting mechanisms. The Company also commissions external professional institutions to implement the CTCI Group Employee Assistance Programs (EAPs), providing free professional counseling services. At the same time, online self-assessment questionnaires, mental health education information, and relevant resource channels are provided to help employees assess overwork, depression, and physical and mental adaptation status, and to provide timely support and counseling. These measures help create a healthy and friendly work environment and promote employees' physical and mental well-being.



ECOVE employees enthusiastically participated in employee trips



Talent Cultivation and Development

Education, Training, and Industry-Academia Collaboration GRI 404-1™3

In response to rapid industry changes and to cultivate employees' continuous improvement of professional and language skills, ECOVE provides comprehensive and personalized career development support through systematic education and training programs. From onboarding training for new employees to continuous learning for incumbent employees, and through individualized development plans (IDPs) tailored for each employee, ECOVE creates predictable career development paths. Through long-term lifelong learning, employees can access learning resources within their professional fields and across disciplines, supporting practical exchange and application in various positions, improving overall operational effectiveness, and helping employees continuously grow and improve at every stage of their careers. Through management capability development, mentorship mechanisms, and platforms such as CTCI University, the Company provides diverse learning opportunities that help employees continuously grow and advance at each stage of their careers.

Based on business attributes and professional needs, ECOVE has established Education and Training Management Regulations and refers to employees' IDP plans when formulating annual training plans. Training effectiveness is ensured through results reviews. To enhance international competitiveness, the Company encourages employees to obtain certificates in multiple languages, including English, Japanese, German, and Arabic. In addition to providing training and examination subsidies, ECOVE also provides online learning resources, book borrowing services, and discounts on supplementary courses, creating a comprehensively supportive learning environment. ECOVE also actively promotes diversified further-education and training policies. If employees participate in short-term professional training or domestic or overseas graduate in-service programs due to business needs, the Company fully bears the training expenses, including tuition, miscellaneous fees, and travel expenses, ensuring that employees can pursue development without concerns.

Education and Training Subsidies	2022	2023	2024	2025
External Training	335 person-times	327 person-times	575 person-times	834 person-times
TOEIC	7 person-times	13 person-times	15 person-times	6 person-times

ECOVE Education and Training Framework



To strengthen employees' professional capabilities and integrate them into the organizational culture, new employees are arranged to take foundational courses such as green energy technology, an introduction to carbon neutrality, carbon cycling and utilization (basic concepts), information security, and the Company's sustainable development achievements, accelerating their identification with the corporate culture and values. For supervisors in managerial roles, the Company provides a three-stage leadership development curriculum, ranging from basic management courses and general management courses to advanced strategic management courses. Based on competency and career development needs, the curriculum progressively strengthens management practices and innovative adaptability, cultivating managers at all levels into leaders capable of addressing diverse challenges. In

addition, the retiree reemployment system supports experience transfer and enriches the Group's talent pool, helping employees transition into new roles while retaining valuable knowledge assets and continuing to contribute professional expertise. It also helps the Company reduce gaps in specialized knowledge.

In elite talent cultivation, ECOVE conducted a comprehensive talent inventory, identifying the Group's key positions, high-potential talent, and young-potential talent. Based on the skills and talent requirements needed for the Group's future development and employees' past performance, phased talent selection standards were developed. These talents will receive customized rotation plans according to their potential and development needs, and the successor development mechanism will be launched to ensure that key positions can respond to future challenges and risks.

ECOVE Elite Talent Development Results

Year	2022	2023	2024	2025
KeyPositions	74	54	60	57
High-Potential	12	7	7	7
Young-Potential	10	10	9	8

Internal Vacancy Filling

In career planning, ECOVE strengthens talent development and makes effective use of manpower by establishing internal development opportunities for talent. Based on employees' individual career plans, appropriate mechanisms are established to provide job rotation opportunities. In the career and promotion system, ECOVE considers capabilities and potential equally important and expects role changes to broaden employees' perspectives and capabilities. When vacancies arise in internal units, employees may apply for internal rotation based on their personal career plans and rotation opportunities. This mechanism strengthens talent development and effective manpower utilization while increasing employees' work experience, encouraging innovative breakthroughs, and enhancing talent development.

	2022	2023	2024	2025
Internal Vacancy Fill Rate (%)	-	-	100	100

A Learning Platform Without Time Difference or Borders

Through the Group's CTCI University Digital platform, ECOVE integrates training resources into a single online platform. Modeled after a university system, the platform contains six colleges and provides targeted training for professional competencies in various fields. The system not only provides courses for employees' current positions, but also allows employees to select courses for future positions or post-rotation roles according to their personal development maps. With supervisor approval, employees may also choose cross-disciplinary courses of interest, enabling them to build comprehensive professional skills in advance and providing a learning experience without time difference or borders.



Vision

Cultivate the most reliable global engineering service team



Mission

Achieve lean learning objectives and meet the enterprise's need for high-quality talent



Objectives

Enhance global competitiveness
Realize comprehensive career development for CTCI employees

Under the college framework, each college establishes departments and programs according to needs, assigns employees to their respective departments, and tailors annual training plans. By integrating internal and external resources with required credits for positions, the system promotes continuous learning and development. Through digital learning support, it ensures that employees acquire the skills needed at every stage and strengthens the Group's global competitiveness.

In 2025, ECOVE Group completed 30,646.97 hours of training through diversified training programs, including online learning, in-person training, and external courses. The training covered fields such as incinerator operations, safety and health, self-health management, general education, and management, effectively enhancing employees' professional capabilities and safety awareness. Annual training expenditure was approximately NT\$1.95 million, demonstrating the Company's commitment to employee growth and cultivating a solid talent foundation for sustainable development.

CTCI University Digital Platform Course Hours - ECOVE Employees

Year		2022			2023			2024			2025		
Level	Gender	Headcount	Total Hours	Avg. Hours	Headcount	Total Hours	Avg. Hours	Headcount	Total Hours	Avg. Hours	Headcount	Total Hours	Avg. Hours
Mgmt.	Female	8	189	23.6	10	136.1	13.6	7	139.9	19.99	12	234.08	19.51
	Male	72	3,028	42.1	145	3,753.15	25.9	124	6885.68	55.53	141	5419.29	38.43
Non-Mgmt.	Engin-eering	Female	27	1,306	48.3	25	1,034.94	41.4	31	2145.22	26	1057.92	40.69
	Engin-eering	Male	131	5,335	40.7	112	4,279.34	38.2	116	7454.34	115	3968.79	34.51
	Technical	Female	55	1,293	23.5	68	1,039.02	15.3	71	3968	67	1895.12	28.29
		Male	491	13,262	27	424	9,146.29	21.6	479	24453.42	499	14711.59	29.48
	Specialist	Female	97	2,890	29.7	105	2,825.54	26.9	103	4191.32	115	3061.16	26.62
		Male	10	271	27	42	632.4	15.1	6	517.5	10	299.02	29.90
Total	Female	187	5,677	30.3	208	5,035.6	24.2	212	10444.44	49.27	220	6248.28	28.40
	Male	704	21,895	31.1	723	1,7811.18	24.6	725	39310.94	54.22	765	24398.69	31.89

Note 1: The number of employees refers to employees in service as of 2025/12/31.

Note 2: Average training hours = total training hours / number of employees.

Cultivating the Next Generation of Professionals and Strengthening Industry-Academia Collaboration

To continue cooperation programs from previous years and support the Company's growth needs, in 2025 we continued to deepen cooperation with relevant departments at domestic universities and colleges. Through campus recruitment, special lectures, corporate information sessions, and internship programs, ECOVE promotes industry-academia resource sharing and builds a talent development platform. ECOVE participated in 14 campus recruitment events covering universities and colleges across northern, central, and southern Taiwan; held three corporate information sessions at National Yunlin University of Science and Technology, National Formosa University, and Tunghai University; and taught the course Construction Operations Management Practices: Safe Work Standards and Accident Handling at Chia Nan University of Pharmacy and Science, strengthening connections with academia. For the internship program, ECOVE cooperated with seven universities and ultimately admitted 12 interns. One intern who performed diligently and outstandingly during a short-term summer internship applied again to become a long-term intern in the following semester for deeper learning and professional cultivation, demonstrating ECOVE's active investment in talent development.

Performance Appraisal

To comprehensively evaluate each employee's annual performance and potential, ECOVE has developed a distinctive appraisal system divided into goal management and performance management. Performance management is linked to salary adjustments and bonuses to achieve incentive objectives. With the exception of consultants, directors and supervisors, interns, employees on leave without pay for more than nine months, and new employees who joined after the appraisal process began, all other employees are 100% included in the annual performance appraisal scope.

Performance Management System

Applicable to: All employees

Operating Method:

Goal Management

The objectives of the performance management system are departmental goals. At the beginning of the year, employees set individual performance goals based on Company-level strategic priorities, Company goals undertaken by the department, work priorities assigned by supervisors, and KPIs for the employee's position responsibilities.

During the performance evaluation period, department supervisors evaluate goal achievement to both continuously improve employee performance and support the achievement of business unit operational performance.

Multi-Dimensional Performance Appraisal

The performance management system includes two evaluation dimensions: Score A and Score B.

Score A |

Supervisors evaluate whether employees demonstrate the key competencies required for their job level or the potential to assume a higher-level position, as well as cultural behaviors. This score is linked to promotion and annual salary adjustment indicators.

Score B |

Supervisors evaluate employees based on individual goal achievement, execution, work attitude, contribution, communication, and coordination. This score is linked to the year-end bonus for the year.

Team Performance Evaluation

For both Score A and Score B, in addition to complying with the forced distribution ratio, the general managers of each subsidiary must conduct final confirmation and calibration. In the performance management system, team-based goals are departmental goals. Departmental goals derive from the department's undertaking of Company strategic objectives and annually established departmental goals. Department supervisors and employees jointly undertake these departmental goals and work together to achieve them. During the year, department supervisors regularly review goal implementation progress.

Agile Performance Interviews

At the beginning of the year, employees discuss and confirm annual goals with their supervisors. During the year, employees track and record goal achievement at any time, while supervisors provide timely feedback and work guidance during monthly interviews. During the year-end performance appraisal interview, supervisors and employees jointly discuss annual performance, supervisors provide feedback and improvement suggestions, and both parties discuss goals for the next stage.

Implementation Content

Set KPIs at the beginning of the year

Mid-Year Interview and Review

Year-End Evaluation

Year-End Performance Interview

Confirm the bottom-performer list, arrange a three-month Performance Improvement Plan (PIP), and conduct monthly reviews for up to six months.

In recent years, bottom-performance elimination has been implemented effectively, and the elimination ratio has been reduced from 5% to 3%.

ESG for all employees

ECOVE integrates corporate culture with sustainable development and promotes internalization activities so that ESG concepts are embedded into daily work, realizing a sustainability vision with participation by all employees. Through soft communication that builds consensus--including announcement postings, group sharing, and team briefings--the Company ensures that every employee can receive ESG information and carbon reduction results. In 2025, ECOVE combined these efforts with health promotion by adding health education elements and using various activities to enhance employees' attention to ESG and encourage team participation. These efforts not only strengthen corporate culture but also enhance team cohesion, making sustainable development part of the Company's daily operations.

ESG hour is emailed to all employees on Fridays, providing long-term, soft education and training on various ESG topics



Continuously promoting environmental sustainability concepts through digital audiovisual platforms



ECOVE actively fulfills corporate social responsibility by integrating corporate culture into sustainability issues. Through a series of internalization activities, the Company enhances employees' understanding of and attention to ESG, cultivates identification, and encourages active participation in daily work, jointly expanding sustainable influence.

The first step in ECOVE's promotion of ESG for all employees is to incorporate ESG issues into the Company's meeting process. All internal meetings with five or more participants must begin with an ESG AI Moment briefing. This broadens employees' perspectives beyond their own work to include sustainability and environmental protection issues. In response to the arrival of the AI era, the platform also encourages employees to make good use of AI tools to improve work efficiency and decision-making quality, further integrating sustainability thinking into daily operations and gradually shaping a bottom-up ESG culture for all employees.

Promoting ESG AI Moment to encourage employees to focus on ESG sustainability issues



The ESG Award is organized by CTCI Group to encourage employees to prepare proposals on topics related to climate action, including net-zero EPC, circular economy, biodiversity, and social impact, such as talent development, diversity, equity, and inclusion (DEI), and public welfare care. Upholding the spirit of ESG for all employees, ECOVE employees participated in the 2025 ESG Award for Sustainable Excellence and Impact with the themes From Waste Solvents to Green Gold: Unlocking the Critical Last Mile of the Circular Economy and Giving Dreams a Pair of Wings: Opening Engineering Horizons for Children in Taitung. The teams won awards in both the Social Impact and Social Impact Sustainability Ambassador categories.

Upholding the spirit of ESG for all employees, ECOVE employees received awards in both the Social Impact and Social Impact Sustainability Ambassador categories.



2025CTCI Group ESG Award 永續卓越影響力獎得獎名單公告

A2.中鼎集團社會影響力

【A2.社會影響力 - 得獎名單】

- 金獎獎勵：1件，獲新臺幣50,000元獎金：李雅萍_萬鼎
- 銀獎獎勵：1件，獲新臺幣40,000元獎金：部門邱三_崑鼎
- 銅獎獎勵：1件，獲新臺幣25,000元獎金：部門陳威祺_新鼎

No.	Corp.	Dept.	Registration	Name	Theme	Team name	Proposal title
56	萬鼎	BARI 中心	個人	李雅萍	社會影響力	-	「信賴工程小隊」創意總本計畫 "Be Reliable" Creative Picture Book Project
64	萬鼎	事業開發部	部門	邱三	社會影響力	鈔能力小組	從資源創到綠金 解鎖循環經濟的關鍵一環 From Waste Solvents to Green Gold: Unlocking the Critical Mile of the Circular Economy.
52	新鼎	管理部門	部門	陳威祺、邱峰軒、周雅真	社會影響力	新鼎人賞	「全員共好」X「典新學習」 促進組織共融 "Total Group HC" X "Exemplary Learning" to Foster Organizational Inclusiveness

2025CTCI Group ESG Award 永續卓越影響力獎得獎名單公告

B2.中鼎集團社會影響力永續推廣大使

【B2.社會影響力永續推廣大使 - 得獎名單】

- 永續推廣大使獎勵：1件・獲新臺幣30,000元獎金：
部門吳紹科_崑崙

No.	Corp.	Dept.	Registration	Name	Theme	Team name	Proposal title
76	崑崙	人力資源部	部門	江慧玲、吳邵科	社會影響力推廣大使	GRCB人資	給夢想一雙翅膀，為台學的小朋友架設工程梯台 Give Wings to Dreams: Opening the Worlds of Engineering for Children in Taiwan

Safe and Healthy Workplace

GRI 403-1~10; SASB IF-WM-320a.1, IF-WM-320a.3

ECOVE places strong emphasis on occupational safety and employee health, and has fully implemented the ISO 45001 Occupational Health and Safety Management System. Through systematic management, the Company continues to strengthen risk prevention and control mechanisms to safeguard employee safety and health. By implementing hazard identification, risk assessment, and continuous improvement processes, the Company builds a safe work environment and practices preventive management to reduce accident and occupational health risks. ECOVE also promotes occupational safety education and training, emergency response drills, and regular health examinations, while establishing employee participation and communication mechanisms. Through employee representative systems and regular meetings, employees are encouraged to jointly participate in the improvement of safety and health issues.

In addition, ECOVE extends its safety management requirements to contractors. Through safety assessments and audit mechanisms, the Company encourages supply chain partners to implement occupational safety and health management, strengthens cooperation and exchange, and jointly reduces industrial safety risks.

ISO 45001 Certification

ECOVE has always upheld the core principle of prioritizing safety, health, and the environment, and follows seven occupational safety and health policies to ensure that all operating sites meet the highest safety standards. Since 2009, ECOVE ESC and 10 Energy-from-Waste Centers under ECOVE have obtained OHSAS 18001 and TOSHMS certifications. In 2011, in response to the policy of the Ministry of Labor, these certifications were fully upgraded to CNS 15506 and have continuously passed verification. Since 2018, ECOVE ESC's 10 operating sites, ECOVE WMC, and ECOVE SRC have progressively obtained ISO and CNS 45001 certifications, ensuring that the occupational safety and health management systems, internal audits, and verification coverage at all operating sites reach 100%. The scope applies to all employees, contractors, and outsourced service providers. In 2025, ECOVE ESC, ECOVE WMC, and ECOVE SRC again passed ISO and CNS 45001 certifications, ensuring the continued effective operation of the occupational safety and health system.

Note: The 10 operating sites comprise ECOVE headquarters, Keelung plant, Southern Taoyuan plant, Miaoli plant, Houli plant, Wurih plant, Xizhou plant, Tainan plant, Nanke plant, and Gangshan plant. Although ECOVE MEC does not meet the headcount threshold for establishing a standalone occupational health and safety management system, its operations are located within a certified operating site. ECOVE and ECOVE ESC share the same headquarters premises, while ECOVE MEC operates within ECOVE ESC's Miaoli plant. Accordingly, all employees and non-employee workers at these locations are covered by the occupational health and safety management system.



ISO 45001 Certificate

Awards and Recognitions

ECOVE is committed to building a strong safety and health culture and continuously strengthening the self-management capabilities of all units. The Company actively encourages participation in external safety and health evaluations. Through continuous improvement and the implementation of management measures, ECOVE has received repeated recognition from external organizations, demonstrating the effectiveness of its occupational safety and health initiatives. In 2025, ECOVE and its subsidiaries received the following awards:



ECOVE ESC

May 23, 2025

Name of Award

Occupational Safety and Health Excellent Unit Award

From

Southern Taiwan Science Park Bureau

Awarded unit

Tainan Science Park EfW Center



ECOVE ESC

Sep. 12, 2025

Occupational Safety and Health Excellent Unit Award

Occupational Safety and Health Administration

Tainan Science Park EfW Center



ECOVE ESC

Sep. 12, 2025

Occupational Safety and Health Excellent Unit Award

Tainan City Labor Affairs Bureau

Tainan Plant



ECOVE ESC

Sep. 12, 2025

2025 Safety and Health Family Performance Evaluation High Distinction Award

Tainan City Labor Affairs Bureau

Tainan Plant



ECOVE

Oct. 28, 2025

Name of Award

Emerging Role Model Award

From

Occupational Safety and Health Administration

Awarded unit

ECOVE



ECOVE SRC

Nov. 7, 2025

Occupational Safety and Health Excellent Unit Award

Occupational Safety and Health Administration & Department of Labor, Taoyuan City Government

ECOVE SRC



ECOVE ESC

Nov. 20, 2025

Occupational Safety and Health Excellent Unit Five-Star Award

Ministry of Labor

Tainan Plant



ECOVE ESC

Dec. 10, 2025

Occupational Safety and Health Excellent Unit Award

Kaohsiung City Government

Gangshan Plant

Policies and Committees

Guided by the principle of giving equal emphasis to environmental protection and workplace safety, ECOVE has incorporated safety, health, and environmental (SHE) management into key policy directions. Following the ISO 45001 Occupational Health and Safety Management System framework, the Company continues to refine its management practices and is committed to building a safe, healthy, and protected work environment for employees and contractors, while safeguarding physical and mental well-being.

	Prioritizing Safety and Risk-Free Operations Provide a safe and secure workplace, promote a safety culture across company operations and project execution, and strive to achieve zero occupational injuries and fatalities.
	Promoting Health and Well-Being Actively promote workplace health self-management, strengthen physical and mental health protection and care, create a healthy work environment, and support physical and mental well-being.
	Protecting the Environment and Supporting Sustainable Development Provide professional services that meet environmental requirements, promote energy conservation, carbon reduction, pollution prevention, and Resource Cycling, and work with Stakeholders to support well-being.
	Implementing Risk Management Mechanisms Identify potential hazards in safety, health, and environmental activities; assess and manage risks; prevent occupational injuries, diseases, and environmental pollution; and continuously improve overall SHE performance.
	Fulfilling Regulatory and Contract Requirements Identify laws, regulations, standards, and contracts; supervise and implement SHE plans; ensure that company and project workflows meet SHE requirements; and fulfill compliance obligations.
	Promoting Full Participation and Training Encourage participation in SHE training, strengthen SHE awareness and capabilities, provide SHE consultation to contractors and employees, and maintain open communication and feedback channels.
	Continuously Improving the SHE System Continuously review and optimize SHE activities, improve workplace health and the work environment, ensure that the SHE management system is sound and feasible, and enhance the applicability, suitability, and effectiveness of the SHE management system.



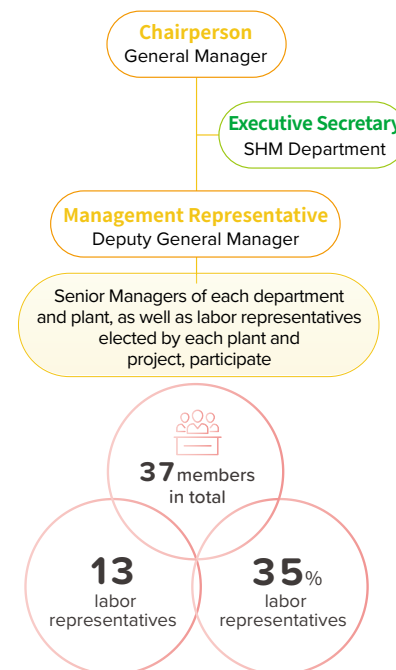
 Safety, Health, and Environment Policy Statement

ECOVE has established an Occupational Safety and Health Committee to coordinate and guide occupational health and safety work for all employees. The committee is composed of management and employee representatives, and is responsible for monitoring workplace safety conditions, promoting safety culture, investigating and handling accidents, and regularly reporting safety management progress to management. This ensures that employee safety training needs are met and that safety management policies and measures continue to improve and remain effective.

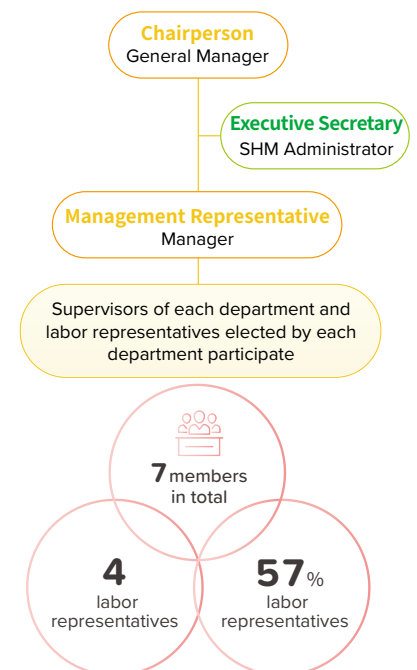
Among ECOVE and its subsidiaries, ECOVE ESC and ECOVE WMC have established Occupational Safety and Health Committees in accordance with the law because their employee numbers meet the statutory threshold. ECOVE, ECOVE WEC, ECOVE MEC, and ECOVE SRC do not meet the threshold and therefore have not established committees. However, they continue to follow the spirit of the occupational safety and health management system and provide communication channels for employee participation in occupational safety and health issues through regular meeting mechanisms such as weekly or monthly supervisor meetings.

The Occupational Safety and Health Committees of ECOVE ESC and ECOVE WMC meet once every quarter. Meeting resolutions and related information are disclosed through the Company website or bulletin boards, enabling employees and non-employee workers to understand the committees' key operating priorities and safety and health promotion directions.

ECOVE ESC Occupational Safety and Health Committee



ECOVE WMC Occupational Safety and Health Committee



Risk Assessment and Operational Safety Control

ECOVE and its subsidiaries adopt a tiered management strategy and work with the Risk Management Committee to systematically identify, assess, and control occupational safety and health risks. With safety, health, and environmental risk control as the core, the Company conducts comprehensive risk assessments at least twice each year, covering operating processes, chemical management, hand tool use, environmental exposure, and other areas. Risks are classified by severity, and corresponding standards are developed to ensure employee safety. To enhance risk awareness, the Company regularly holds awareness activities to ensure that all requirements are implemented in daily operations.

Seven SHE Performance Indicators



To strengthen occupational safety and health communication and employee participation, ECOVE provides multiple feedback mechanisms through its EIP (Enterprise Information Portal), including employee mailboxes, improvement proposals, and reporting channels. These channels enable employees to promptly report potential hazards and submit opinions anonymously, ensuring that their rights and interests are protected and improving the timeliness of risk response.

In addition, the Company regularly conducts on-site inspections and reviews the applicability of operating standards. Based on feedback, ECOVE continuously optimizes related operating processes and dynamically adjusts operating standards to strengthen workplace safety management, protect employee health, and reduce operational risks.

Safety, Health, and Environment Risk Assessment Process



Operational Safety Control



For high-risk operations and operations with potential hazards, such as rotating equipment maintenance, pipeline maintenance, hot work, confined space work, work at height, lifting operations, and electrical work, ECOVE has established relevant operational safety control standards. These standards ensure that all operations are carried out under controlled conditions, reducing accident risks and moving toward the goal of zero incidents.

In addition, ECOVE uses the MMIS (Maintenance Management Information System) developed by ECOVE ESC for daily work assignments. During morning meetings, Job Safety Analysis (JSA) is used to identify potential hazards and communicate safety precautions, ensuring that operators fully understand the relevant risks. Before work begins, operations personnel, maintenance personnel, and safety and health personnel jointly confirm on-site safety conditions in accordance with risk control procedures, including power shutdown, isolation, and Lockout/Tagout measures. Work may begin only after safety is confirmed, thereby ensuring operational safety throughout the process.



Strengthening Safety Management and Audits

To strengthen safety management, ECOVE continues to improve through its inspection system and implements safety management and improvement in a step-by-step manner. Through inspection and verification, the Company confirms employees' safety knowledge and skills, identifies areas requiring reinforcement, and incorporates the findings into training plans and revisions to operating standards to ensure continuous optimization of safety management. ECOVE promotes a three-level audit management system to ensure that safety management is implemented. Audit results, including the number of sessions and deficiencies, are reported at committee meetings. Improvements are managed by responsible departments for each Energy-from-Waste plant and project, and audit follow-up mechanisms are used to confirm improvement effectiveness, ensuring continuous enhancement of safety management.

Three-Level Audit Management

For audit deficiencies, the Safety and Health Management Department requires subordinate units to conduct root-cause analysis and develop improvement measures. After corrective actions are implemented, results are reported to the relevant departments (Operation Department 1, Operation Department 2, or the ECOVE WMC Project Department) and the Safety and Health Management Department is notified. Improvement results are explained at senior management meetings before case closure. Audits include internal inspections, cross-project audits, and regular or irregular inspections conducted by external competent authorities in accordance with annual policies. Results are immediately communicated to project units for improvement implementation.

Project Audits

The Safety and Health Management Department and project teams conduct irregular cross-audits. Issues identified are immediately improved and comprehensively reviewed to maximize synergy.

Joint Safety and Health Inspection

Site managers, occupational safety supervisors, and unit supervisors jointly inspect on-site personnel and contractors. Unsafe behaviors, conditions, or environments are corrected immediately and then analyzed and reviewed.

Behavior-Based Safety (BBS) Observation

Promote peer-based BBS observations to identify behaviors that could lead to near-miss incidents.

Operational Safety Observation

Unit supervisors observe on-site personnel and contractors to verify whether work is performed according to operating standards.

Level 3 Audit

Level 2 Audit

Level 1 Audit



ISO 45001 External Audit On-Site Inspection (Miaoli Plant Example)



External Supervisory Inspection by the Environmental Protection Bureau (Taitung Energy-from-Waste Center Example)

Machinery and Equipment Management and Contractor Management

ECOVE uses the MMIS equipment maintenance system to deeply optimize machinery and equipment supervision, ensuring high safety and stability in the operation and maintenance of Energy-from-Waste plants. Regular inspections at all plants are strictly incorporated into systematic schedules, and a digital maintenance tracking mechanism is used to prevent management omissions. In addition, ECOVE has established a comprehensive self-inspection program covering pre-operation inspections, in-process checks, and post-operation confirmation, and combines this plan with evaluation mechanisms to ensure process implementation. The Company also uses a digital license management platform to verify operator qualifications in real time, implementing operational safety control at the source.

For outsourced project management, ECOVE establishes a rigorous contractor selection mechanism at the source. Safety and health requirements and hazard factors are detailed in purchase requisition specifications, while annual occupational safety education and self-protection instruction strengthen workers' safety and health awareness. In execution, ECOVE implements lifecycle controls covering pre-operation hazard notification and agreements, toolbox meetings and dynamic audits during operations, and seven performance indicator evaluations after completion. Facial or fingerprint recognition systems are also used to ensure that personnel entering the plant meet qualification requirements. During construction, in addition to using JSA (Job Safety Analysis) for management, ECOVE strictly conducts random blood pressure checks, alcohol tests, and health assessments. Personnel with abnormal results must immediately stop work or have their duties adjusted. Through digital management and real-time corrective mechanisms, the Company builds a comprehensive safety line of defense for contractor operations. In 2025, ECOVE WMC's waste collection and transportation fleet experienced three traffic accidents.

Note: All three traffic accidents in 2025 were minor collisions caused by drivers not paying attention to surrounding conditions while driving. Follow-up defensive driving and traffic safety regulation awareness courses were provided to the drivers involved.



Occupational Accident Prevention

ECOVE regards occupational safety and employee health as an important foundation for sustainable business operations. The Company has established systematic risk identification and assessment mechanisms, regularly inventories potential hazards that may arise from various operations, and adopts appropriate prevention and control measures according to risk level. Through education and training, standard operating procedures, safety control processes, and regular emergency response drills, ECOVE strengthens employees' ability to identify potential risks and respond to emergencies, thereby reducing the likelihood of accidents.

For occupational accidents and abnormal incidents, the Company has established accident reporting, investigation, and improvement tracking mechanisms. Through cause analysis and the implementation of corrective and preventive measures, ECOVE ensures that lessons learned from incidents are translated into concrete actions for system optimization and risk reduction, continuously improving workplace safety performance.

Occupational Accident Investigation Mechanism Flowchart



For ECOVE and its subsidiaries, providing a safe, healthy, and friendly work environment is a core mission of corporate operations. Safety First is more than a slogan; it is the foundation of daily work for all colleagues, embedded in every operational detail and internalized as a guide for action. ECOVE promotes safety management through a systematic approach, covering general safety and health education and training, special operation hazard education and training, such as confined space work, work at height, hot work, and lifting operations, hazard communication training, and contractor safety and health education and training. These initiatives provide comprehensive and effective safety knowledge and skills guidance for all employees. In 2025, ECOVE held 14 emergency response drills with 491 participants in total, and 534 occupational safety and health-related training sessions with 6,774 participants in total.

In addition, the Company regularly conducts emergency response drills that simulate various unexpected scenarios, ensuring that employees have sufficient response capabilities in actual hazardous situations. Supervisors at all levels also continuously remind employees of the importance of safety in daily work, demonstrating the Company's commitment to safety through concrete action. To strengthen safety awareness, the Company innovatively shares safety slogans instead of relying solely on traditional rule-based instruction. Through concise and powerful messages, ECOVE communicates safety concepts and embeds safety culture in employees' minds.

ECOVE Occupational Injury Statistics

Year	2022		2023		2024		2025		Remarks
	Employees	Contractors	Employees	Contractors	Employees	Contractors	Employees	Contractors	
Total Hours (hours)	2,386,674	904,768	2,649,530	998,420	2,813,377	1,022,907	2,822,620	920,399	Daily entry/exit records.
ISR	0	0	0.83	0	2.06	0	0.43	0	Cases x 200,000 / total hours
IFR	0	0	0.15	0	0.07	0	0.07	0	Lost days x 200,000 / total hours
TRCR	0	0	0.15	0	0.07	0	0.07	0	Recordable cases x 200,000 / annual hours
Occupational Disease Rate	0	0	0	0	0	0	0	0	Cases x 200,000 / total hours
Fatalities	0	0	0	0	0	0	0	0	—
Near Misses	2	0	0	2	0	0	0	0	—

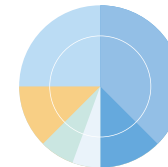
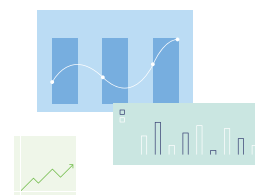
Note1: In 2025, ECOVE MEC, ECOVE WMC, and ECOVE SRC had no occupational accidents; ECOVE ESC had one disabling occupational safety and health incident.

Note2: In 2025, the disabling injury frequency rate, disabling injury severity rate, and number of fatalities for contractors and subcontractors were all zero.

Note3: In 2025, ECOVE underwent 47 inspections by competent inspection units in the relevant jurisdictions, with one deficiency identified in total.

Note4: Recordable industrial safety incidents primarily include fatalities, disabling injuries, job transfer or restricted work injuries, and non-first-aid incidents requiring medical treatment.

Note5: Major occupational accidents are defined in accordance with Article 37 of Taiwan's Occupational Safety and Health Act, which requires notification within eight hours.



ECOVE Occupational Injury Category Table

Injury Category (person-times)	2022		2023		2024		2025	
	Employees	Contractors	Employees	Contractors	Contractors	Employees	Contractors	Employees
Fall Injuries	0	0	1 (disabling)	0	0	1 (disabling)	0	1 (non-disabling)
Entanglement, Pinch, and Crush Injuries	0	0	1 (disabling)	0	0	1 (disabling)	0	5 (non-disabling), 1 (disabling)
Struck-by Injuries	0	0	0	0	0	0	0	0
Cuts and Lacerations	1 (non-disabling)	0	0	1 (non-disabling)	0	0	0	0
Burns	0	0	0	0	0	0	0	0
Impact Injuries	0	0	0	0	0	0	0	0
Electric Shock	0	0	0	0	0	0	0	0
Falls from Height	0	0	0	0	0	0	0	0
Musculoskeletal Injuries	0	0	0	0	0	0	0	0
Total	1	0	2	1	0	2	0	7

Note1: All seven person-times in 2025 involved male employees.

Note2: In 2025, the number of person-times for each injury category among contractors and subcontractors was zero.

Note3: Ratio of occupational injury cases to total employees: 7 (occupational injury cases) / 985 (total ECOVE employees) = 0.71%

Note4: Source management was adopted for individual accident cases. Safety protective covers were properly repaired for the disabling incident, facility/equipment risks were improved, and education and training were re-implemented.



Occupational Health Management

A Robust Health Management System for a Secure Workplace

ECOVE values employee health and creates a safe workplace through a robust health management system.

1. Comprehensive Health Examination System Exceeding Regulatory Requirements

All new employees are required to undergo a physical examination before onboarding, while current employees receive health examinations every two years. Both the examination items and frequency exceed regulatory requirements. For high-risk operations, such as dusty environments, special health examinations are conducted annually. ECOVE continues to optimize employee health and welfare measures and adjusts health examination packages based on the needs of different age groups, enabling employees to receive more comprehensive health care.

2. Establishing a Health Care Platform to Integrate Diverse Services

A Health Care Platform is available on the Company homepage, providing health-related functions such as health information updates, health examination hospital appointment booking, health questionnaire completion, health promotion activities, and registration for medical and nursing health consultations.

3. Introducing an Intelligent Health Management System

Through the Group's intelligent Hygeia Health Management System, health examination data can be collected and analyzed, enabling effective understanding of employee health information and statistical report analysis, thereby supporting health risk management.

Professional Medical and Nursing Team On Site to Provide Timely Health Consultation

The Company has one full-time nurse and also engages contracted nurses, contracted physical therapists, and contracted occupational medicine specialists to regularly provide on-site services at ECOVE and its subsidiaries. These services include workplace hazard assessments, explanations of health examination reports, follow-up care for employees with abnormal health examination results, injury and illness follow-up, chronic disease management, and musculoskeletal health care. In 2025, a total of 15 on-site physician service sessions were held, totaling 45 hours and 146 consultations, including two cases subject to maternal health protection. Employees may use this free on-site medical and nursing resource to consult on health concerns for themselves or their family members, receive professional and precise health advice, and enhance their personal health awareness and self-protection capabilities.

General Health Examinations:

Through annual health examinations, the Company evaluates items such as blood pressure, blood lipids, blood glucose, liver and kidney function, urine, and chest X-rays. Based on the severity of abnormal test results, employees are classified from Level 1 to Level 4; the higher the level, the higher the health risk requiring priority attention. Through this tiered management mechanism, medical and nursing staff can quickly interpret employees' health status and arrange follow-up and health education guidance, effectively improving the timeliness and precision of health management. In 2025, Level 4 employees accounted for 17.0%, a slight decrease from 17.7% in 2023. All Level 4 employees completed health consultations and ongoing follow-up to reduce potential health risks.

Special Health Examinations:

For employees engaged in operations with special health hazards, the Company conducts occupational health examinations annually in accordance with regulations. This year, the examinations mainly covered personnel involved in dust-related operations. Through regular testing and professional assessment, potential health abnormalities caused by the work environment can be identified early, and their correlation with work can be further determined. In 2025, a total of 74 employees underwent special health examinations. The results showed no work-related abnormalities, demonstrating the effectiveness of the working environment and health protection measures.

On-Site Physician Services

On-Site Service |
Kaohsiung MRT Project



On-Site Service | Tainan Science Park
Energy-from-Waste Center



On-Site Service |
Houli Energy-from-Waste Center



On-Site Service | Southern Taoyuan
Energy-from-Waste Center



Workplace Health Education to Enhance Self-Protection

Based on employee health needs, health examination results, and common diseases, the Company plans diverse health-related education and training programs. Through health awareness campaigns, health lectures, and health promotion activities, employees learn health knowledge, enhance their health literacy, develop good lifestyle habits, and reduce health risks.

- Health awareness campaigns:** In 2025, ECOVE conducted 35 health awareness campaigns through diversified channels such as EIP, email, LINE groups, and posters, reaching 14,888 participants. Topics included low-temperature alerts and heart health changes, lunch choices for people who eat out, office workers' aches and pains - traditional Chinese medicine relief and acupressure massage, heat illness, selection of pneumococcal vaccines, blood donation tips, understanding thirdhand smoke, whether serving utensils are needed when dining with family, and whether one has white coat syndrome, among other engaging and practical health topics.
- Health lectures:** In 2025, 24 health lectures were held, with 533 participants in total. Lecture topics included preventing the "three highs," vision care, traditional Chinese medicine relief for aches and pains and acupressure massage, influenza prevention and vaccination, influenza vaccination, and technology-enabled physical fitness testing, among other topics closely related to healthy living.
- Health promotion:** In 2025, four health promotion activities were held, with 312 participants in total. Through walking activities, half-day health tours, blood donation activities, and influenza vaccination, health behaviors were integrated into daily life, motivating employees and increasing their willingness to maintain good lifestyle habits.

Through a rigorous health management system, a professional medical and nursing team, ongoing health awareness campaigns, health lectures, and health promotion activities, ECOVE strengthens health care measures, safeguards the physical and mental health of every employee, and creates a safer and healthier workplace.

Photos Related to Health Promotion

Physical Fitness Test - Second Headquarters



Influenza Vaccination - Second Headquarters



Photos Related to Health Awareness Campaigns

Should Serving Utensils Be Used When Dining with Family?



Blood Donation Tips



Understanding Thirdhand Smoke



Photos Related to Health Awareness Campaigns

Vision Care Lecture - ECOVE CEC



Vision Care Lecture - Tainan Science Park Energy-from-Waste Center



Protecting Blood Vessels and Preventing Metabolic Syndrome - Kaohsiung South Project



Health Certifications and Dioxin Tracking Tests

Promoting Employee Health Self-Management and Workplace Safety

1. Workplace Health Promotion Self-Assessment:

Each year, the Health Promotion Administration of the Ministry of Health and Welfare promotes the Workplace Health Promotion Self-Assessment, guiding companies to conduct self-reviews and improvements across six health promotion dimensions, including physical activity, healthy eating, weight management, and cessation of smoking and betel nut use. The assessment aims to enhance employees' health knowledge, strengthen self-health management capabilities, and help workplaces establish safe and friendly working environments, gradually forming a sustainable health promotion culture.

The Company actively responds to this policy and is committed to creating a healthy and sustainable workplace. In 2025, eight sites passed the Workplace Health Promotion Self-Assessment certification of the Health Promotion Administration: Tainan Energy-from-Waste Center, Southern Taoyuan Energy-from-Waste Center, Houli Energy-from-Waste Center, Keelung Energy-from-Waste Center, Wurih Energy-from-Waste Center, Gangshan Energy-from-Waste Center, Biomass Energy, and ECOVE WMC. This achievement demonstrates the Company's commitment and concrete results in promoting employee health.

2. AED Safe Place Certification:

The AED Safe Place Certification, organized by county and city health bureaus, requires at least 70% of employees at the applicant unit to complete CPR and AED first-aid training and requires the appointment of qualified AED administrators. The purpose of this certification is to strengthen the accessibility of AEDs and emergency response capabilities in public places, improve the first-aid competence of frontline personnel, and create safe, friendly environments equipped with immediate rescue capabilities.

The Company continues to promote first-aid education and the installation of safety equipment, demonstrating its commitment to workplace safety and public responsibility. In 2025, a total of 14 sites passed AED Safe Place Certification, including Keelung Energy-from-Waste Center, Taoyuan Airport Resource Center, Gangshan Energy-from-Waste Center, ECOVE SRC, Houli Energy-from-Waste Center, Wurih Energy-from-Waste Center, Xizhou Energy-from-Waste Center, Miaoli Energy-from-Waste Center, Tainan Science Park Energy-from-Waste Center, Taitung Energy-from-Waste Center, Tainan Energy-from-Waste Center, Southern Taoyuan Energy-from-Waste Center, ECOVE WMC, and the Biomass Energy Plant. This achievement reflects the Company's active investment and concrete results in strengthening first-aid capabilities and protecting employee health.

Dioxin Tracking Tests - Strictly Controlling the Work Environment to Protect Employee Health

Since 2008, ECOVE has commissioned the Environmental Trace Toxic Substances Research Center of National Cheng Kung University every four years to conduct blood dioxin tests on representative employees at incineration plants across Taiwan. The analysis incorporates dietary and occupational exposure assessments. Five rounds of testing had been completed by 2024, and the next round is scheduled for 2028.

The 2024 study results showed that employees' blood dioxin concentrations were lower than the average among residents living near incinerators in Taiwan and below the WHO recommended value. This demonstrates that the Company's measures for occupational exposure control and employee health protection are concrete and effective.

The test reports include each employee's historical and current-year (2024) test values. Company nurses explain the test data to employees face to face and provide related health guidance, enhancing employees' understanding of dioxins.

In addition, the Company submitted its 2024 research results to Industrial Safety and Health Monthly under the title "2024 Dioxin Exposure Assessment Survey of Municipal Waste Incinerator Operators," with publication expected in March 2026. Through this empirical study, ECOVE discloses the current status of dioxin exposure among incinerator operators and provides scientific evidence for Taiwan's occupational safety and health policy. The Company hopes to create positive social value for workers, the public, and policymakers, fulfilling its corporate responsibility to give back to society.

Testing Year	2008	2012	2016	2020	2024
Blood Dioxin Level (pg WHO ₉₈ -TEQ/g lipid)	11.1	13.3	14.6	12.1	9.7

Note: Only company in Taiwan tracking employee blood dioxin; all results are below the Taiwan incinerator-neighbor average (19.7 pg WHO₉₈-TEQ/g lipid).

Looking ahead, the Company will continue to monitor the latest news and domestic and international academic research results, and will regularly review occupational exposure and health risk issues. These efforts will serve as important references for optimizing protective measures and health management for incinerator operators. We will continue to strengthen occupational safety and health management, update personal protective equipment, refine environmental monitoring technologies, and deepen the health management system to ensure that employees receive the most complete and comprehensive health and safety protection at work sites.



Company nurses explain dioxin test data

Safety, Health, and Environment Series Activities

ECOVE continues to hold Safety, Health, and Environment (SHE) series activities every year to strengthen safety awareness and risk management capabilities among all employees. In 2025, the President continued to issue an open safety letter, reaffirming to all colleagues that safety is the top priority, reminding employees to build consensus on safety, identify potential hazards, and implement all safety measures. This reinforces top-down safety commitment and culture building.

At the execution level, supervisors at all levels regularly conduct site inspections and operational guidance to implement safety management requirements and ensure that operating processes comply with relevant regulations and standards. At the same time, the Company conducts emergency response drills using scenario-based, in-person teaching methods, enabling employees to strengthen response capabilities and practical judgment through realistic simulations and improve handling efficiency when facing unexpected incidents.

In contractor management, the Company continues to review and optimize safety management mechanisms for contracted operations. Through experience feedback and safety review meetings, ECOVE proposes improvement and innovation measures to strengthen risk control and safety implementation in contracted operations.



Safety

SHE Open Letter

President's Open Letter: Strengthening Source Management and Laying the Foundation for Safe Operations



Visible Leadership

Management at all levels personally chair SHE meetings



Site Inspection



Safety

SHE Competency Training

SHE Awareness Session



General / In-Service Safety and Health Education and Training for Employees



Emergency Response Drill

Comprehensive Fire Emergency Response Drill



Emergency Fire Broadcast Drill



Contractor Safety Management

Contractor Hazard Education and Training / Coordination Organization



Regular SHE Training for On-Site Supervisors



Operational Safety Control



Technology Applications

Electrical Shock Prevention Training



XR Virtual Reality Applications



Internal and External Safety Audits

ISO 45001 Occupational Health and Safety System Certification



Joint Inspection with the Fire Department



Contractor Safety Management

Alcohol Testing during Contractor Site Entry



Contractor Toolbox Meetings



Social Engagement



Community Activities Linked to Operations

- Discover Taiwan 120h
- Environmental Education Facilities: Empowering a Green Future
- One Plant, One Footprint
 - TourPurple Crow Butterfly Conservation Incorporated into Environmental Education



Long-term Community Building

- Building Good Neighborly Relations and Integrating into Communities
- Building Good Neighborly Relations and Integrating into Communities
 - Land Crab Conservation



Corporate Volunteerism for Friendly Co-Prosperity

- Friendly Public Welfare and Care for Disadvantaged Groups
- Embracing Multiculturalism and Cultivating Future Impact
- Responding to International Initiatives for Green Sustainability

ECOVE employees contributed

4,070
hours

Engaged

19,149
external participants

Every Resource Counts, Shape a Sustainable Future Together

Social Engagement 4,070 hours

ECOVE regards social engagement as an important dimension of corporate sustainability, believing that corporate value is reflected not only in operating performance but also in positive social impact. As a responsible corporate citizen, the Company integrates social responsibility into its business strategy and advances corporate development in parallel with social co-prosperity.

The Company has long focused on local social needs and promotes three major pillars: "community activities linked to operations," "long-term community building," and "corporate volunteerism for friendly co-prosperity." Through action plans that integrate operational expertise, ECOVE deepens cooperative relationships with communities and expands its positive corporate impact.

In terms of employee participation, ECOVE encourages employees to engage in volunteer services and public welfare activities, and has established an institutionalized volunteer participation mechanism to support employee care for local communities and disadvantaged groups. Through volunteer participation and social contribution initiatives, the Company not only enhances employees' identification with the corporate mission, but also strengthens organizational cohesion and the warmth of its corporate culture.

In 2025, ECOVE continued to devote itself to public welfare initiatives and care for disadvantaged local groups. Throughout the year, a cumulative total of 1,977 participants took part in volunteer activities, contributing 4,070 hours. Through concrete actions, ECOVE fulfilled its responsibility as a corporate citizen. We will continue to deepen social engagement, use corporate capabilities to promote social co-prosperity, and work together to create a warmer and more sustainable future.

Community Activities Linked to Operations

ECOVE integrates its professional expertise with social engagement, deeply aligning environmental education with operational practices and continuously promoting diverse, impactful sustainability actions. Through participation in the "Discover Taiwan 120h" international exchange program, the establishment of environmental education facilities, and the "One Plant, One Footprint: Sustainable Environmental Education Tour" project, ECOVE transforms professional knowledge on incineration treatment, resource circulation, and energy recovery into systematic and experiential learning content. These efforts deepen the understanding and action capabilities of university students, community residents, and schoolchildren regarding environmental issues. Through institutionalized curriculum design, professional instructor training, and cross-unit collaboration, the Company expands both the coverage and depth of environmental education, strengthens connections among industry, communities, and the education system, and fulfills its responsibilities and commitments in promoting the circular economy and sustainable development.

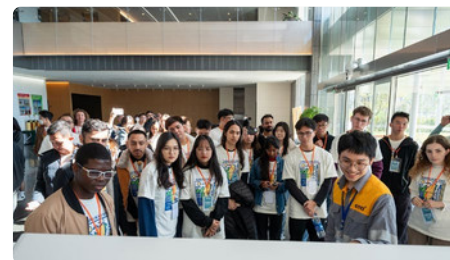
ECOVE has established Purple Crow Butterfly environmental education zones at various plants to promote knowledge related to Purple Crow Butterfly habitats, migration, and conservation. The Company also invited the Taiwan Purple Crow Butterfly Ecological Preservation Association to serve as lecturers for Purple Crow Butterfly ecology seminars. In 2025, the seminars attracted approximately 230 participants. ECOVE's collaboration with the Association further extended to the Flying Cow Ranch, where local site resources were integrated to organize an environmental education seed-teacher training workshop, cultivating 21 seed teachers with ecological interpretation capabilities. Beyond educational outreach, ECOVE also participated in Purple Crow Butterfly tagging activities at the Maolin National Scenic Area in Kaohsiung and butterfly-friendly plant surveys at the Zhunan Wetland. A total of 918 Purple Crow Butterflies were tagged during the year. Through on-site participation, ECOVE deepened its understanding of the butterflies' migration process and habitat needs, while supporting the Association's related research work.

"Discover Taiwan 120h"

9 Years of Collaboration

"Discover Taiwan 120h" is an international program jointly organized by the CTCI Education Foundation (CTCIEF) and the Center for Corporate Sustainability (CCS), incorporating the United Nations Sustainable Development Goals (SDGs). Each year, the program specially arranges for undergraduate and graduate students from domestic universities, including both local and international students, to form teams and visit benchmark enterprises in Taiwan.

In 2025, the Miaoli plant was selected as a designated visit site, marking the eighth consecutive time that it has been chosen since the launch of the program. Through themed exhibition spaces and various multimedia functions, the site connects incinerator operations with related environmental protection concepts to create a "Green Dream Factory." Guided by ECOVE employees, participants learned practical knowledge such as waste sorting, waste incineration treatment, air pollution prevention technologies, and heat recovery power generation, thereby enhancing their environmental protection knowledge and values and taking root in sustainability concepts.



- Discover Taiwan 120h - "Powering You and Me: The Green Footprint of Resource Circulation" - ECOVE's headquarters building was selected as a visit site, with participating teams taking a group photo in front of the headquarters

- Discover Taiwan 120h - "Powering You and Me: The Green Footprint of Resource Circulation" - Visit to Miaoli plant

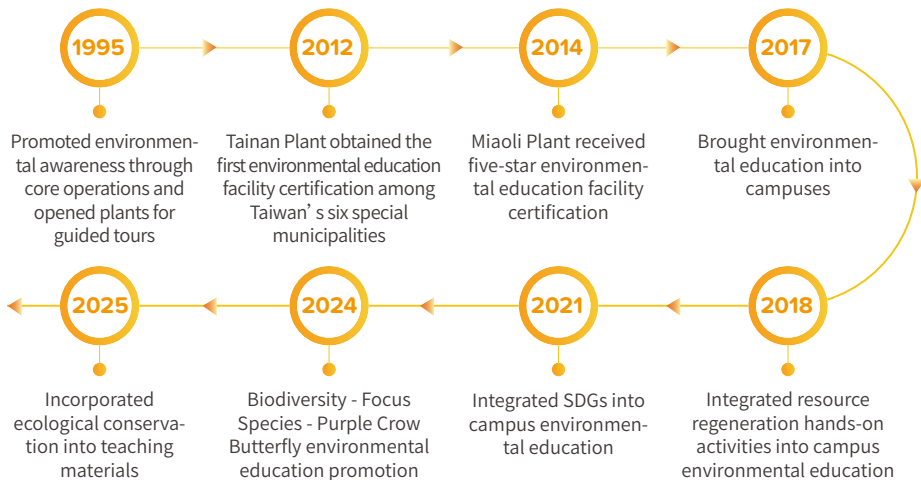
Environmental Education Facilities: Empowering a Green Future

5 sites

ECOVE has long been committed to environmental education. By closely integrating professional expertise from its core business with local resources, the Company promotes a sustainable development model that combines resource circulation, environmental protection, and community coexistence. We firmly believe that environmental education should not be limited to knowledge transfer; it should also be embedded in industrial practice, using real cases to help students and the public understand the critical value of environmental protection, strengthen public participation, and expand impact. Therefore, ECOVE actively invests in the certification of environmental education facilities, transforming incineration plants into multifunctional environmental learning bases that integrate education, research, conservation, culture, and recreation. Based on the process characteristics, geographic conditions, and cultural context of each plant, we tailor diverse environmental education courses so visitors can not only gain in-depth understanding of waste treatment and resource reuse operations, but also experience the practice of the circular economy through interactive activities.

Through this integration with operations, ECOVE not only optimizes its environmental protection technologies and resource management efficiency, but also deepens cooperation with communities, expands the influence of environmental education, and ultimately realizes the sustainable vision of co-prosperity among the enterprise, society, and the environment.

ECOVE Environmental Education Journey



ECOVE has currently obtained environmental education facility certification for five sites. By integrating environmental education facilities with its core business, ECOVE diversifies environmental education and transforms technical, difficult-to-understand environmental knowledge into engaging experiential courses that promote environmental protection knowledge and skills. Employees apply their professional strengths in various fields, such as using the green life cycle as a theme, applying technology to realize green supply chains and product carbon footprints, and leveraging the core industrial value of ecology, production, and living resources. Through environmental education facility certification, ECOVE helps reshape everyone's environmental education DNA. Each site has its own distinctive teaching system and mission for passing on environmental protection values. Going forward, ECOVE will continue to develop new environmental education courses, providing neighborhoods and communities with more interesting and locally distinctive environmental education services.

ECOVE's environmental education facilities have 13 employees who have been trained and certified as "Environmental Education Personnel" by the National Environmental Research Academy under the Ministry of Environment. These employees serve as instructors, providing the public with professional environmental education lectures and guided tours, as well as rich interactive experiences. In 2025, ECOVE provided 274 environmental education services, reaching 12,064 participants.



Environmental protection is neither distant nor difficult. Through a variety of environmental education courses, green actions can be practiced in daily life, helping us care for the land and protect the Earth. ECOVE's environmental education team offers various courses, including new lifestyle-oriented SDGs teaching materials, incineration power generation, everyday environmental protection, and reuse-oriented hands-on courses. All courses are completely free, and applications from all sectors are welcome! Activities: Various environmental education visits. Target participants: Schools, government agencies, organizations, and community groups may all apply. How to apply: Please contact the environmental education specialist by email at ecovecsr@ecove.com.

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Environmental Education Sites x Featured Courses

Plant	Theme	Content
Keelung EfW Center	Waste-to-Resource / Environmental Regeneration	Through rich and diverse learning experiences, the course explains that while waste incineration is not perfect, it has its value, such as how a former sanitary landfill was transformed into a restored park. The program aims to inspire visitors to care for and protect the environment through their own actions, helping preserve a beautiful planet for the future.
Miaoli EfW Center	Green Dream Factory x Tech Interaction	- Inspired by the "Green Dream Factory," the site features five fictional Green Mercury characters with different personalities and specialties who come from outer space to Earth to carry out different environmental missions, representing the environmental practices of the incineration plant. Through themed exhibition spaces, interactive games, and multimedia functions with wireless internet access, the site connects visitors with incinerator operations and environmental knowledge, creating a rich and engaging environmental education atmosphere. Its surroundings include wetland ecology, Purple Crow Butterfly ecology, and coastal plants, making it the only environmental education facility in Taiwan where an incineration site coexists in a wetland-friendly manner. - The site has been developed into a five-star intelligent facility. In response to the pandemic, ECOVE independently developed online environmental education courses, with plans to continue promoting both in-person and online environmental education courses in the future without disruption.
Houli EfW Center	Incineration x Water Resources	The course combines waste incineration treatment and Dajia River water resource conservation as its main teaching themes. It helps visitors understand how an incineration plant addresses waste treatment under the principles and goals of stabilization, sanitation, and resource recovery. Through the theme "The Past and Present of the Dajia River," visitors gain a full understanding of the plant's wastewater treatment and water quality monitoring mechanisms, further recognizing the importance of water resource conservation.
Tainan EfW Center	Cogeneration x Circular Economy	The site is planned as a high-quality environmental education venue that integrates cultural and natural features. Its teaching themes include waste incineration cogeneration, creative teaching on resource recycling and reuse, and raw kitchen waste composting, making it a venue that combines waste incineration with environmental education functions.
Tainan Science Park EfW Center	Three Core Courses for Sustainable Production	The site transforms the concepts and actions of sustainable production into environmental education, using existing resources and features to develop three environmental education courses: water resources, waste treatment, and nature conservation.



Miaoli Green Exploration Kindergarten students visit the Miaoli EfW Center



Anshun Elementary School visits the Tainan EfW Center



Keelung Shuangquan Kindergarten visits the Keelung EfW Center



Kaohsiung Municipal Daliao Junior High School visits the Tainan Science Park EfW Center

Eight years of cooperation consecutive years

One Plant, One Footprint: Sustainable Environmental Education Tour

Environmental education is not only about transferring knowledge; it is also about cultivating values and the ability to take action. To help the next generation understand the relationship between people and nature, as well as the relationship between people, society, and the economic environment, and to nurture proper environmental values and sustainable lifestyles from an early age, ECOVE has worked with the CTCI Education Foundation for eight consecutive years to promote the "One Plant, One Footprint: Sustainable Environmental Education Tour" project. Through edutainment, children learn through experience and grow through practice.

The project uses ECOVE's core businesses, including waste-to-energy centers, recycling and reuse, water, and reclaimed water, as core teaching materials. It continuously deepens its content, designs age-appropriate learning for different age groups, and incorporates the SDGs, along with hands-on environmental activities such as recycled paper fans and seed reuse crafts. These activities allow children to participate directly and build environmental awareness through practice. In 2025, the "One Plant, One Footprint: Sustainable Environmental Education Tour" entered the fourth year of its second phase. Working with the Taitung County Environmental Protection Bureau, ECOVE aimed to broaden the horizons of students in eastern Taiwan and developed two sets of teaching materials: "Run Toward a Professional Baseball Dream: Open Your Baseball Adventure Map" and "Explore the Engineering Secrets in Everyday Life." These materials introduced students to career types in the baseball industry and engineering and construction. ECOVE also brought environmental education to the Asia-Pacific Sustainability Expo, where it introduced Purple Crow Butterfly ecology to the public and attracted a full audience.

A total of 23 activities were held this year, with 2,462 teachers and students participating. The project reached across Taiwan, from Changxing Elementary School in Keelung in the north to Gangshan Elementary School in Kaohsiung in the south, as well as Zhonghe Elementary School in a remote area of Changhua, enabling children with fewer resources to access comprehensive environmental education. ECOVE believes that the impact of environmental education should not remain only in the classroom; it should begin with children, gradually influence families, extend to communities, and ultimately encourage society as a whole to place greater importance on environmental protection. Going forward, we will continue to promote this project, giving more children the opportunity to access environmental education and incorporate environmental awareness into daily life, working together toward a cleaner and more sustainable future.

In addition, ECOVE participated in the 4th Asia-Pacific Sustainability Expo organized by the Taiwan Institute for Sustainable Energy in 2025. On September 13, during "Sustainable Family Day," ECOVE invited Chairman Chen Rui-Hsiang of the Taiwan Purple Crow Butterfly Ecological Preservation Association to give a talk titled "Becoming Fairy Friends of the Purple Crow Butterfly," introducing Purple Crow Butterfly conservation actions, habitat maintenance concepts, and picture-book stories. The lively on-site interaction demonstrated ECOVE's concrete achievements in deepening social communication through cross-sector collaboration and promoting biodiversity education from the ground up.

Social Benefits of the "One Plant, One Footprint: Sustainable Environmental Education Tour" Project

	2021	2022	2023	2024	2025
Number of Activities	21	21	25	22	23
Participating Teachers and Students	2,759	3,117	3,000	1,221	2,462

According to survey results from quiz feedback forms, 100% of respondents recognized and knew that the organizers of the environmental education activities were the CTCI Education Foundation and ECOVE, and 97% agreed that ECOVE effectively cultivates students' environmental awareness and promotes a sustainable campus culture.



☉ The Biomass Energy Center visited Taoyuan Xinwu Elementary School and, drawing on its core business, used "kitchen waste power generation" as a theme to introduce "what biomass energy is" and promote environmental education



☉ Keelung EfW Center promoted environmental education at Changxing Elementary School



☉ Xizhou EfW Center promoted environmental education at Zhonghe Elementary School in a remote area of Changhua



☉ Tainan EfW Center promoted environmental education at Xishu Elementary School



☉ Southern Taoyuan EfW Center promoted environmental education at Dalun Elementary School for two consecutive years



☉ Taitung EfW Center Engineering Environmental Education Lecture



☉ Purple Crow Butterfly Lecture at the Asia-Pacific Sustainability Expo



☉ Taitung EfW Center and the project owner, Taitung County Environmental Protection Bureau, jointly held an environmental education lecture: "Run Toward a Professional Baseball Dream: Open Your Baseball Adventure Map"



Long-Term Community Building

In the past, environmental protection facilities were often regarded as "NIMBY facilities" because residents had concerns about potential environmental and health risks. With long-term and systematic pollution prevention, energy conservation, and carbon reduction as its core, ECOVE continues to reduce the environmental burden and impact of its operations. At the same time, the Company proactively deepens connections with communities, from environmental improvements to participation in local activities, transforming waste-to-energy centers from mere waste treatment sites into friendly spaces that local communities can understand, access, and jointly participate in.

In addition, building on its corporate volunteer culture, ECOVE encourages employees to practice the idea of "making full use of resources and creating a virtuous cycle" in community care and environmental education through annual material donation campaigns and other initiatives. To further expand its impact, ECOVE continues to encourage employees to develop sustainability innovation proposals rooted in their professional work, and actively participates in the Group's ESG Award - "Sustainable Excellence Impact Award." In 2025, two proposals won awards, including "Giving Dreams Wings: Opening an Engineering Vision for Children in Taitung," which combined circular economy concepts with social impact and demonstrated concrete results in creatively connecting with communities and spreading sustainability value. Going forward, ECOVE will continue to use the employee proposal mechanism as a driving force to deepen community participation and promote more replicable and scalable sustainability actions.



ECOVE employees leveraged creativity, integrated their professional work, and embodied the ESG spirit, winning the Group ESG Award - Sustainable Excellence Impact Award Group Silver Award and Sustainability Promotion Ambassador Award

Building Good Neighborly Relations and Integrating into Communities

Guided by the philosophy of "local co-prosperity," ECOVE actively invests in and supports cultural development and environmental education in communities across Taiwan. Through ongoing and deepened exchanges and cooperation, ECOVE is committed to promoting environmental protection, cultural inheritance, and community cohesion, working hand in hand with local partners to advance sustainable development.

Deepening Local Culture: Long-Term Participation in the Jiushe Cultural Festival

In the Jiushe community of Taichung City, the Houli Plant has co-organized the "Jiushe Cultural Festival" for 22 consecutive years. The event combines local traditional culture with modern environmental protection concepts, providing a platform for both exchange and cultural inheritance. Through participation, community residents not only gain a deeper understanding of local culture and art, but also subtly enhance their environmental awareness and strengthen community cohesion and identity.

Environmental Education Integrated with Community Characteristics

Based on local characteristics, ECOVE's plants work with community associations to bring environmental protection concepts into daily life, creating an education model that emphasizes both knowledge transfer and practical action. For example, leveraging the abundant natural resources in the area, the Tainan Plant signed an environmental education cooperation memorandum with the Chengxi Community Development Association in Annan District, Tainan City. Professional environmental education instructors were invited to deliver courses focusing on resource and waste reuse. Through hands-on teaching, participants used simple tools and everyday waste materials to create artworks, inspiring creativity and environmental awareness. In 2025, the Tainan Plant also supported Chia Nan University of Pharmacy & Science in organizing a seminar for its University Social Responsibility project, "Sustainable Annan: Coexistence and Development of Ecological Communities, Environmental Education, and Green Industries." During the seminar, ECOVE shared its concrete practices in community co-creation, environmental education, and circular practices, expanding its local sustainability impact.

In addition to integrating environmental education courses with field visits to the Wennai and Mingde communities to introduce local industries and ecological environments, the Miaoli Plant has long participated in the local government's "2025 Sustainable MIAOLI Environmental Education Green Life ING" event. It also supported the CTCI Education Foundation's "Little Engineer Camp," visiting the nearby Zhunan Wetland to learn about the local ecological environment of Purple Crow Butterflies.

Participating in Local Actions: Co-Creating Diverse Culture and Sustainable Living

ECOVE has long supported and participated in cultural and ecological activities in communities across Taiwan, encouraging employees and their families to actively engage and demonstrating the Company's top-down commitment to sustainable participation:

- **Taipei:** Co-organized the "Autumn Land Art Festival" with the Taipei Most Beautiful Rivers Cultural Promotion Association to enhance public attention to urban river ecology.
- **Miaoli:** Promoted community greening and beautification with the Miaoli County Haikou Community Development Association, and jointly organized a plant sponsorship activity with the Environmental Protection Bureau, providing 300 potted sweet osmanthus seedlings to support community environmental beautification.
- **Southern Taiwan:** The Tainan Plant participated in the Chengxi Community Mother's Day event to promote environmental education.
- **Science Park:** The Tainan Science Park team participated in the Southern Taiwan Science Park Bureau's "2025 Sports in STSP" event, promoting healthy living and cohesion within the park.

These activities demonstrate the diverse exchanges between ECOVE and communities, while also enabling employees to deepen their identification with environmental and cultural issues through participation.

ECOVE participated in the Wufen Port Creek Autumn Land Art Festival, co-organized by the Group and the Most Beautiful Rivers Association



Tainan Science Park EfW Center responded to the Southern Taiwan Science Park Bureau's "2025 Sports in STSP" event, helping cultivate good exercise habits



Protecting Community Environments as a Good Local Neighbor

ECOVE is not only committed to promoting the circular economy, but also actively maintains the environmental quality of its plants and surrounding communities, fulfills its corporate social responsibility, and serves as a trusted partner to local communities. Through long-term concrete actions to protect the local living environment, related initiatives include:

Daily environmental maintenance

Each business site has long spared no effort in maintaining the plant area and surrounding environment, conducting regular and ad hoc road washing and sweeping, restoring lawns, and reusing waste materials as installation art.

Beach Cleanup, Forest Cleanup, and Green Space Adoption Initiatives

For operating sites located near coastlines and woodlands, such as the Taipei headquarters, Keelung Energy-from-Waste Center, Biomass Energy Center, Miaoli Energy-from-Waste Center, Tainan Science Park Energy-from-Waste Center, and Taitung Energy-from-Waste Center, ECOVE has long promoted beach cleanup activities. Although a single cleanup cannot eradicate marine and woodland waste, these actions have successfully raised employees' awareness of environmental issues and encouraged their participation, further embedding plastic reduction and plastic-free practices into daily life. In 2025, ECOVE invested a total of 799.5 community service hours, organized nine beach/forest cleanup activities, and collected 979.09 kilograms of waste.

Caring for Local Biodiversity

ECOVE continues to deepen its commitment to biodiversity. In addition to environmental cleanups, the Company actively invests in species conservation and ecological education, incorporating nature conservation into its corporate sustainability strategy. Since 2018, the Tainan plant has maintained long-term cooperation with Taijiang National Park to assist with traffic control and protection during the July-to-September breeding season of land crabs. Since 2020, ECOVE has participated for five consecutive years in the Tamsui River Convention initiative advocated by CommonWealth Magazine, taking part in hands-on environmental actions along the Tamsui River. In 2025, in conjunction with the Guandu Art Festival, ECOVE promoted the "Protecting Wetlands with One Heart" initiative at Guandu Nature Park, advocating the concepts of aquatic ecological conservation, coexistence, and shared prosperity.

In addition, for the indicator species that ECOVE focuses on--the Purple Crow Butterfly--the Company has leveraged its environmental education expertise to plan and promote a diverse series of actions. First, ECOVE added a Purple Crow Butterfly ecology seminar to the "CTCI Talks" series at the SDG Asia Exhibition, inviting the Taiwan Purple Crow Butterfly Ecological Preservation Association to serve as the lecturer. At the same time, ECOVE established Purple Crow Butterfly environmental education zones at various plants to systematically promote knowledge of habitat use and migration routes. To cultivate professionally capable environmental education guides and tagging personnel, ECOVE also organized a tagging and environmental education seed-teacher training workshop, strengthening its internal outreach capacity.

Beyond educational outreach, ECOVE has also followed the migratory characteristics of the Purple Crow Butterfly and worked with the Group to introduce nectar plants at plants near butterfly migration corridors, including Keelung, Houli, Xizhou, and Taitung, with a cumulative planting area of 85 square meters. Among these sites, the Keelung Plant and Taitung Plant successfully attracted Purple Crow Butterflies to stop over, demonstrating the effectiveness

of habitat creation. ECOVE also personally participated in Purple Crow Butterfly tagging activities in Maolin and butterfly-friendly plant surveys at the Zhunan Wetland. Across four sessions, nearly one thousand butterflies were tagged, allowing ECOVE to deepen its understanding of Purple Crow Butterfly migratory behavior and ecological needs through on-site participation. In addition, ECOVE collaborated with the Taiwan Purple Crow Butterfly Ecological Preservation Association to produce the Purple Crow Butterfly conservation microfilm "A Lifetime of Purple Protection: ECOVE's Ecological Commitment to the Purple Crow Butterfly," using video to expand social communication and the influence of environmental advocacy.

As the relationship between business and society becomes increasingly close, ECOVE will continue to expand multi-party cooperation with local communities, public-sector agencies, and nonprofit organizations. Through action, ECOVE will fulfill its corporate mission of friendly co-prosperity and sustainable development, injecting continuous positive energy into the shared creation of a better living environment.



Joint beach cleanup by the CTCI Photography Club and ECOVE (Tamsui)



Beach cleanup by the Biomass Energy Center



Beach cleanup by the Tainan Science Park Energy-from-Waste Center



Beach cleanup by the Taitung Energy-from-Waste Center



Purple Crow Butterfly ecology seminar at the SDG Asia Exhibition



Green space adoption by ECOVE SRC at the Guanyin Industrial Park

Corporate Volunteers for Friendly Co-Prosperity

ECOVE employees have joined forces to establish the "Friendly Charity Society," which continues to launch public welfare initiatives and encourages employees to participate in social care and create positive impact. The Company believes that corporate social responsibility should be integrated into everyday actions. By combining environmental protection with public welfare through resource reuse and material sharing, ECOVE promotes resource cycling and realizes sustainable co-prosperity.

Friendly Charity and Care for Vulnerable Groups

ECOVE is deeply committed to local social care. Through the Friendly Charity Society, the Company encourages employees to proactively propose public welfare actions and explore diverse ways to help others. Working hand in hand with charitable organizations and communities, we continue to support vulnerable groups through initiatives such as the Guanyin Love Home care program, the Taichung Baby Care Program, and the Chung-Yi Social Welfare Foundation invoice collection campaign. Since 2024, ECOVE has also partnered with the Sunshine Social Welfare Foundation to promote "Sustainable Giving: Spreading Love at Christmas," adopting children's wish lists and donating Christmas gifts and daily necessities so that festive warmth can continue while putting the concepts of sharing and circularity into practice. Driven by employees' voluntary participation, these activities bring corporate care into every corner of the community and create long-term, concrete positive impact.

Finding New Homes for Supplies: Resource Sharing to Sustain Love

Guided by the core spirit of "Every Resource Counts," ECOVE has long promoted resource reuse and material circulation. Through the Friendly Charity Society, the Company integrates internal and external charitable resources so that items can gain a new life and truly reach people in need. Examples include:

- Love Computer Dream Project × digital support for disadvantaged students: computers retired by the Company but still usable are refurbished and donated to disadvantaged students to support their digital learning needs and reduce the educational gap. The program has continued for 11 years and has been well recognized by teachers and students.
- Food bank partnership to support vulnerable families: through cooperation with food banks, ECOVE regularly donates food and daily necessities to vulnerable families, helping them maintain basic living needs while avoiding waste and promoting effective resource allocation.
- Old Shoes Save Lives: since 2020, ECOVE has participated in the "Life Without Spare Old Shoes Saves Lives" program for six consecutive years, donating used shoes and supplies to support residents in impoverished regions around the world and maximize the value of idle resources.
- Donate Books, Spread the Love of the Sunshine: ECOVE has held book exchange activities for three years, encouraging employees to share knowledge and circulate resources. Books not exchanged are fully donated to the Sunshine Social Welfare Foundation, extending the value of reading and passing on knowledge and warmth.

	Books (copies)	Used Shoes (pairs)	Food (items)	Supplies	Backpacks (units)	Clothing (items)	Computer Equipment (units)
Quantity Donated	152	52	24	9 (3 bags of toilet paper and 6 barrels of alcohol)	2	8	243

Deepening Local Community Care

Volunteer teams at ECOVE's operating sites actively participate in local community public welfare actions, identify local needs, and provide practical support. For example, the Houli Plant cooperates with Jioushe community activities and donates care packages containing daily necessities; ECOVE WMC, ECOVE SRC, ECOVE Chiayi Energy Corporation, and the Taonan Energy Resource Center provide tangible support and feedback through Love Home activities after gaining a deeper understanding of the supplies needed by these homes. Offerings collected from Ghost Festival ceremonies at each operating site are centrally organized and donated back to nearby community organizations to ensure that the materials can be used to their greatest effect. ECOVE WMC has also maintained a long-term partnership with the Maria Mamas Cleaning Expert Team - Pioneer Team established by the Maria Social Welfare Foundation, providing environmental cleaning work opportunities that enable sheltered youth to learn independence step by step and transform their lives.

The value of an enterprise is not limited to output; it also lies in whether it can bring positive change to society. ECOVE will continue to realize its vision of friendly co-prosperity and sustainable development through concrete actions.



• "Life Without Spare Old Shoes Saves Lives" campaign by the Step30 International Ministries



• Love Computer Dream Project donations for 11 consecutive years



• Taipei employees collecting invoices for the Chung-Yi Social Welfare Foundation



• ECOVE WMC has long partnered with the Maria Social Welfare Foundation to provide job opportunities, helping sheltered youth learn independence step by step and transform their lives



• ECOVE SRC supported administrative work at Taoyuan Guanyin Love Home and donated supplies

Friendly Charity Society Public Welfare Activities	Description	2015	2016	2017	2018	2019	2020	2021	2022	2023	2024	2025
Love Computer Dream Project	Computer donations	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓
Taoyuan Love Home Care and Giving	Donate supplies needed by the home; assist with sorting charity invoices, folding DMs, and applying name labels					✓	✓	Canceled due to the pandemic	✓	✓	✓	✓
Taichung Baby Care Program	Pack and mail sponsorship letters, sort invoices, and clean the facility									✓	✓	✓
Chiayi City Private Xiuyuan Children's Home	Accompany children in DIY handicrafts, repairs, and learning activities											✓
Maria Social Welfare Foundation - Maria Mamas Cleaning Expert Team - Pioneer Team	Provide environmental cleaning job opportunities											✓
Chung-Yi Social Welfare Foundation Invoice Collection	Street invoice collection									✓	✓	✓
Life Without Spare Old Shoes Saves Lives	Donate used shoes, clothing, and schoolbags in good condition						✓	✓	✓	✓	✓	✓
Donate Books, Spread the Love of the Sunshine	Book donations								✓	✓		✓
Sustainable Giving: Spreading Love at Christmas	Adopt Christmas gift wishes of children with burns and facial differences supported by the Sunshine Social Welfare Foundation									✓	✓	✓
Food Love Bank	Donate food and organize supplies									✓	✓	✓
Supplies donated to the Sunshine Social Welfare Foundation	Donate alcohol and toilet paper											✓

Through a series of public welfare actions, ECOVE transforms corporate influence into positive energy for society. Care is not merely a one-time donation, but an ongoing virtuous cycle that brings more warmth and hope to society.



Volunteer Honor Roll

The Company values employees' contributions to social engagement and recognizes them through public commendation. At the Lunar New Year commencement meeting, employees who actively participate in public welfare activities, volunteer services, and social responsibility practices are recognized and awarded. This public recognition not only affirms the award recipients by the Company and their colleagues, but also inspires more employees to join social engagement activities, enhancing the Company's sense of social responsibility and team cohesion.

中鼎集團2024志工榮譽榜 CTCI Group 2024 Volunteer Honor Roll

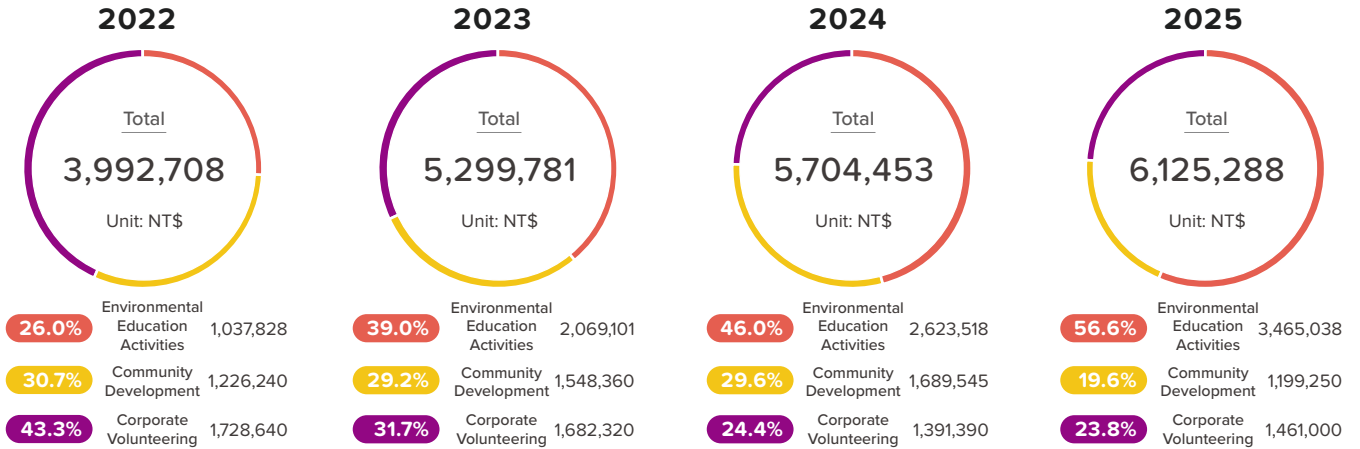
集團永續與淨零辦公室 方興禾
中鼎儀控部 陳善平
中鼎土建部 陳雅惠
復鼎工程技術部 張 瑋
新鼎人資部 陳威和
鼎鼎管理部 楊惠端
鼎鼎專案事業部 姜維琳
信鼎苗栗廠 林姿君
信鼎基隆廠 李麗英
信鼎南科廠 丁琬瑜



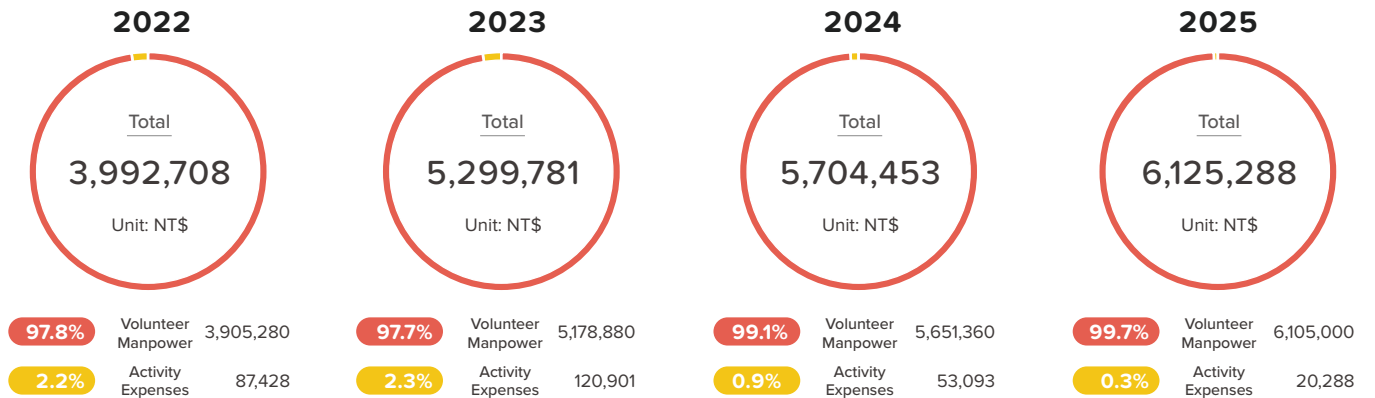
接龍好運來 鼎盛發大財 Silthering into CTCI's Auspicious Year With Abundant Fortune

Social Action Investment

Type of Activity



Form of Contribution



Embracing Diverse Cultures and Cultivating Future Impact

To deepen cultural substance and promote the development of the cultural economy, ECOVE focused in 2025 on two major initiatives - the "Little Sustainability Engineer Camp" and the "Urban Tracker - Biodiversity Collaboration Program" - to actively advance environmental education and ecological conservation. In addition, ECOVE encourages employees to practice green consumption through the Green New Lifestyle Movement, support ESG-friendly vendors, and promote a virtuous cycle among culture, the environment, and the economy, thereby realizing the cultural value of "the more local, the more international."



The Little Sustainability Engineer Camp enhanced students' professional knowledge of environmental sustainability and engineering, fostering children's self-directed learning ability



The 2025 "Urban Tracker - Biodiversity Collaboration Program" starts from the theme of biodiversity and works with Zhishan Cultural and Ecological Garden and nine cultural venues to practice ecological conservation

Cultivating Future Talent



Little Sustainability Engineer Camp Empowers Children to Become Sustainability Advocates

Jointly organized by ECOVE, the CTCI Education Foundation, and parent company CTCI Corporation, the "Little Engineer Camp" attracted 49 students from 34 elementary schools in 2025. The program aims to enhance children's professional knowledge of environmental sustainability and engineering while cultivating self-directed learning and inspiring future talent. The camp covered sustainable living, environmental education, and visits to engineering workplaces. Through observation, hands-on experiences, SDGs board games, and creative DIY engineering activities, students translated sustainability concepts into practical action. At the closing ceremony, students shared their learning outcomes and reflections from the three-day program in groups, demonstrating their commitment to and creativity in environmental sustainability. Through the "Little Engineer Camp," ECOVE hopes that children will not only learn engineering knowledge, but also become future sustainability advocates who embrace challenges with an engineer's mindset and courageously sail toward the future.

Ecological Conservation Action



Urban Tracker Program Connects Nine Cultural Venues to Build a Biodiversity Conservation Network

The "Urban Tracker - Biodiversity Collaboration Program," co-organized by ECOVE and parent company CTCI, takes biodiversity as its central theme. In collaboration with Zhishan Cultural and Ecological Garden and nine cultural venues - including Kishu An Forest of Literature, Lin Yutang House, Hwa Kang Museum, Songshan Cultural and Creative Park, Treasure Hill Artist Village, Sun Yun-Suan Memorial Museum of Science, Technology and Humanities, Taipei Digital Art Center, SPOT-Taipei Film House, and Mayor's Residence Arts Salon - the program puts ecological conservation into practice. It invites the public to care about biodiversity issues, from participating in surveys to implementing conservation programs, and to protect the environment through concrete action.

Green Consumption



Employee New Lifestyle Movement Supports ESG-Friendly Industries

By linking cultural industries with the employee Green New Lifestyle Movement, employees voted to select 18 contracted vendors with ESG highlights, enabling colleagues to freely purchase healthy and environmentally friendly products according to their needs and contribute to the planet. From the perspective of sustainable management, ECOVE hopes to promote employee and family awareness of health through the Green New Lifestyle Movement, while using the power of green consumption to support environmental and social care. The Sustainability and Net Zero Office also communicates with vendors to understand their ESG practices. During discussions, it reviews local ingredients, friendly products, and employment opportunities for disadvantaged groups to reduce environmental and social resource consumption. This not only provides employees with better consumption choices, but also supports coexistence and co-prosperity between the planet and the environment while stimulating the cultural economy.

Responding to International Initiatives

ECOVE actively connects with external initiatives by appointing executives and employees as initiative ambassadors. Through the power of multimedia, they communicate the spirit of important international initiatives and share ECOVE's implementation achievements. Participation in these activities not only raises employees' awareness of climate change, ecology, and the environment, but also integrates the concept of charity, calling on everyone to recognize their ability and responsibility to change the world amid global climate change. By caring for the land we live on with sincerity and action, we can support our planet and create more positive impact for society.

Initiative Ambassador	Initiative	ECOVE Actions	Linkage with ECOVE's Operations	Corresponding SDGs
	Earth Hour	On March 23 from 8:30 p.m. to 9:30 p.m., ECOVE joined the world in turning off lights for one hour, setting a new electricity-saving record and raising public awareness of climate change, energy conservation, and carbon reduction.	Incineration plants, resource recycling facilities, and water resource centers are all high-energy-consuming facilities. ECOVE implements long-term carbon reduction goals and improves energy efficiency by introducing energy-saving technologies, smart energy management, and equipment optimization.	 
	Polar Bear Day	As a practitioner of resource cycling, ECOVE spares no effort in promoting net zero and carbon reduction. The Miaoli, Keelung, Xizhou, and Gangshan incineration plants operated by ECOVE have passed carbon footprint verification. ECOVE WMC has purchased vehicles with low carbon emissions, low energy consumption, and compliance with the EU Euro 6 exhaust emission standard. These vehicles not only reduce energy consumption, but also reduce exhaust pollution.	Through carbon footprint verification and the purchase of vehicles that meet emission standards, ECOVE reduces exhaust pollution, protects the planet, and helps conserve polar bears.	 
	World Water Day	The Nanke Water Reclamation Plant supplies 20,000 metric tons of industrial reclaimed water per day for wafer manufacturing, increasing water recycling and improving utilization benefits.	As a wastewater treatment and reclaimed water supplier, ECOVE improves water recycling and re-use, reduces freshwater demand, optimizes water cycle management, and supports the sustainable development of urban water resources.	 
	Biodiversity Day	The purple crow butterfly, Barringtonia racemosa, and Taiwan blue magpie are species of concern for the Group, with the purple crow butterfly being ECOVE's particular focus. This gives ECOVE a deeper sense of responsibility and obligation in protecting biodiversity.	Incineration plant operations are closely linked to biodiversity. ECOVE adjusts plant green space planning, implements habitat restoration programs, and conducts environmental monitoring to ensure that impacts on local ecosystems are minimized.	   
	World Habitat Day	Guided by the concept of practicing the circular economy, ECOVE extends its technical services to electromechanical services and rail businesses, providing station equipment operation and maintenance and rail system testing services. By properly maintaining equipment to extend service life, ECOVE supports the stable commercial operation of transportation systems and national gateways. In solar photovoltaics, ECOVE invests in, manages, operates, and maintains solar power plants with a focus on environmental sustainability, bringing clean renewable energy to the environment.	ECOVE considers energy use and transportation planning together. When solar photovoltaics are integrated with metro systems, we see a vision of a green, convenient, and livable city. Clean energy reduces carbon emissions, public transportation improves air quality, and residents can enjoy a safer and healthier living environment. Guided by the concept of practicing the circular economy, ECOVE focuses on environmental sustainability and brings clean renewable energy to the environment.	  
	Volunteer Day	Guided by the philosophy of "Every Resource Counts," ECOVE integrates the spirit of sustainability into its corporate culture across climate change, environmental education, biodiversity, and social care, and actively implements the United Nations Sustainable Development Goals (SDGs) through volunteer service. The Tainan Plant has long been committed to volunteer action, participating in public welfare activities, donating supplies to care for vulnerable and remote communities, and going into Chengxi Village to promote community service. By combining professional expertise with environmental education, it strengthens local connections. In ecological protection, the plant continues to participate in beach and forest cleanups at Taijiang National Park and promotes programs such as removing the invasive Asian painted frog, conserving land crabs, and protecting purple crow butterflies. Through concrete actions, ECOVE fulfills its corporate citizenship responsibilities and creates positive impact for the environment and society.	ECOVE's social responsibility extends to environmental and community participation. Through employee volunteer activities, the Company deepens the spirit of ESG and combines environmental education with public participation to enhance the interactive value between the Company and society.	  



● Most Reliable

【From Work to Life - ECOVE's Happy Workplace】

As global sustainability and ESG governance continue to gain importance, ECOVE believes that sound corporate operations are no longer merely a matter of finance or performance; they also concern how a company fulfills its responsibilities to employees and society. We firmly believe that a happy workplace is an important cornerstone of sustainable corporate management. Through comprehensive healthcare, welfare systems, and life support, employees can feel holistic care across work, health, and life, forming a stable force that supports the Company's long-term development.

In planning its welfare system, ECOVE does not aim merely to meet minimum standards. Instead, we consider how to build more comprehensive systems that provide substantive support. These include maternity leave and prenatal checkup/paternity leave that exceed the requirements of the Labor Standards Act, childbirth allowances, children's education subsidies, and a comprehensive group insurance system. The Company fully covers life insurance, medical insurance, accident insurance, and occupational accident protection, and proactively bears most insurance premiums to reduce the burden on employees and their families when they face risks. These systems are not fragmented arrangements; rather, they are centered on "freeing employees from worries," supporting employees in working steadily and focusing on their professional contributions.

ECOVE values the diverse needs employees face at different life stages and helps them achieve balance between work and life. In addition to providing all statutory leave, the Company further introduced "Happy Care Leave" in July 2025, which exceeds regulatory requirements. This enables employees facing family care needs, children's health issues, or unexpected situations to maintain flexibility and breathing room without having to make difficult choices between family responsibilities and work. Through institutionalized design, the Company provides substantive support while conveying respect for and understanding of employees' life roles.

In workplace health, ECOVE regards preventive care as an important foundation of workplace health management. The Company provides regular health examinations that exceed regulatory requirements and adjusts subsidies and examination items according to age and risk differences. Health examination results are explained and followed up by professional medical personnel. Through health education sections, health promotion, and on-site medical consultation, ECOVE held 15 on-site physician service sessions in 2025, totaling 45 hours

and serving 146 consultations, transforming professional medical knowledge into daily actions that employees can understand and implement. In addition, because waste incineration operations involve high temperatures and complex processes, potential dioxin exposure risks must be taken seriously. Since 2008, ECOVE has commissioned academic institutions to conduct regular employee blood dioxin tracking tests, combining health examinations, occupational exposure, and lifestyle analysis to continuously monitor changes in risk and serve as employees' strongest backing through a long-term and verifiable approach. Five rounds of testing have been completed to date. Results show that employees' blood dioxin concentrations have long remained below the domestic average and have shown a downward trend over successive tests. This reflects the substantive effectiveness of the Company's environmental management and personal protection measures, and makes ECOVE one of the few - and possibly the only - companies in Taiwan to conduct long-term employee dioxin tracking.

ECOVE believes that employee happiness is often closely connected to family. In addition to providing institutional support for parenting and family care, the Company also plans activities in which family members can participate together and actively encourages employees to join volunteer activities that promote social co-prosperity. In 2025, a cumulative 1,977 participants took part in volunteer activities, contributing 4,070 hours. ECOVE also invited employees' children to participate in the "Little Engineer Camp," allowing children to understand their parents' work and the role the Company plays through experiential activities. Participation in these activities not only enhances parent-child interaction, but also helps family members better understand workplace value, extending corporate care from individual employees to the family level and creating a deeper connection between people and the Company.

A happy workplace cannot be achieved overnight; it is built through the accumulation of every institutional choice and the long-term commitment of managers and employees. ECOVE will continue to accompany employees through different life stages in a steady and reliable manner, from health and welfare to family support, while providing comprehensive care for employees' families from young children to elders. In this way, a happy workplace is not merely a slogan, but an everyday ECOVE experience that can be genuinely felt and trusted over the long term.

Appendix



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About This Report

ECOVE Environment Corporation (hereinafter referred to as "ECOVE" or the "Company") has issued sustainability reports for 16 consecutive years since 2010. Each year, the Company proactively discloses non-financial information to all stakeholders who care about ECOVE, continuously communicating its sustainable management practices, fulfilling communication with stakeholders, and responding to their needs. The 2025 Sustainability Report was published in August 2026, and the next report is expected to be issued in August 2027.

The information and data in this report are supported by standardized specification forms as part of the Company's internal management process. In accordance with the "Principles for Sustainability Information Management and Disclosure," internal control procedures are used to ensure the reliability of data and information quality. The statistical methods and disclosure scope for this year's disclosed information are consistent with the previous period, and no restatement has occurred.

Reporting Period

January 1, 2025 to December 31, 2025

GRI Level

GRI Standards (2021) In accordance with

Assurance Level

TYPE II - High Level of Assurance

External Verification / Assurance

- Financial data - PricewaterhouseCoopers (PWC)
- Quality management - ISO 9001:2015
- Environmental management - ISO 14001:2015
- Greenhouse Gas Inventory-(GHG) Protocol
- Occupational safety and health management - ISO 45001:2018
- Sustainability data - AA 1000 AS V3
- SASB (Waste Standard Version 2023-12)

Contact

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Scope of Data

Within the Organization

The disclosure scope of this report covers ECOVE's data from January 1 to December 31, 2025, including various actions and performance data related to operational management, environmental protection, and social engagement. The scope of this report mainly includes ECOVE and its subsidiaries. SINO GAL's contract expired in September 2025 and the plant was handed over as scheduled. Actions by each subsidiary are separately noted in the report.

Outside the Organization

The disclosure scope outside the organization includes government, customers, shareholders, suppliers, and communities.

Review

Internal Review

The information and data in this report were collected and compiled by colleagues from all de-partments. They were first reviewed by department heads and then submitted to the report work-ing group for confirmation, while an external consulting team was engaged to provide improve-ment recommendations. After all data and information were completed, they were reviewed level by level by department heads and finally submitted to the Board of Directors for approval. The in-formation and data in this report are supported by standardized specification forms as part of the internal management process to ensure the reliability of data and information quality. The "Sus-tainability Information Management and Disclosure Guidelines" have been incorporated into the Company's internal control system, and internal audits are conducted regularly. The Audit Office regularly reviews the sustainability report. In 2025, two audits were conducted in May and No-vember on the management of sustainability information under the internal control system, with no deficiencies identified.

External Review

The financial data in this report are based on the financial annual report audited by PricewaterhouseCoopers (PWC) and are denominated in New Taiwan Dollars. The environmental manage-ment system (ISO 14001), quality management system (ISO 9001), and occupational safety and health management system (ISO 45001) have all been verified by impartial third parties. The sus-tainability information in this report has also been verified by an impartial third party in accord-ance with AA 1000 AS.

GRI Sustainability Reporting Standards (GRI Standards) Topic Correlation Table

Statement of Use

ECOVE has prepared its reporting in accordance with the GRI Standards. The reporting period covers the period from January 1, 2025, to December 31, 2025.

The GRI standard used for reporting GRI 1

GRI 1:
Foundation 2021

Applicable GRI Sector Disclosures

The applicable GRI sector disclosures have not been determined yet.

GRI Standards/ Other Sources	Disclosed Item	Corresponding Sections and Chapters	Page
GRI 2: General Disclosures			
GRI 2: General Disclosures 2021	2-1 Organizational Details	About ECOVE	6
	2-2 Entities included in the organization's sustainability report	About This Report	140
	2-3 Reporting period, frequency, and contact person	About This Report	140
	2-4 Restatements of information	If there is any restatement of information, it will be explained in the table below.	-
	2-5 External assurance	About This Report	140
	2-6 Activities, value chain, and other business relationships	About ECOVE Sustainable Supply Chain Management	6 50
	2-7 Employees	Talent Attraction and Retention	96
	2-8 Non-employee workers	Talent Attraction and Retention	96
	2-9 Governance structure and composition	Corporate Governance	26
	2-10 Nominating and selecting the highest governance body	Corporate Governance	27
	2-11 Chair of the highest governance body	Corporate Governance	27
	2-12 The highest governing body oversees the role of impact management	Sustainability Policy and Promotion Structure	12
	2-13 The person responsible for managing impacts	Sustainability Policy and Promotion Structure	12
	2-14 The role of the highest governance body in sustainability reporting	About This Report	140
	2-15 Conflict of Interest	Corporate Governance	27
	2-16 Communicating critical concerns	Corporate Sustainability Promotion Framework	13
	2-17 Collective knowledge of highest governance body	Corporate Governance	28
	2-18 Evaluating the highest governance body's performance	Corporate Governance	28
	2-19 Remuneration policies	Corporate Governance	28
	2-20 Compensation decision process	Corporate Governance	28
	2-21 Annual total compensation ratio	Talent Attraction and Retention	101
	2-22 Statement regarding sustainable development strategy	Message from the Chairman	4
	2-23 Policy Commitment	Business Ethics and Regulatory Compliance	29
		Sustainable Supply Chain Management	50
		Human Rights Protection and Welfare	101

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GRI 2: General Disclosures 2021	2-24	Incorporating Policy Commitments	Business Ethics and Regulatory Compliance	29
			Sustainable Supply Chain Management	50
			Human Rights Protection and Welfare"	
	2-25	Procedures for Remedying Negative Impacts	Materiality Analysis	19
	2-26	Mechanisms for Seeking Advice and Raising Concerns	Business Ethics and Legal Compliance	31
	2-27	Compliance	Business Ethics and Legal Compliance	30
	2-28	Membership of associations	Participation in External Organizations	24
	2-29	Stakeholder Engagement Policy	Materiality Analysis	16-17
GRI 3: Material Topics 2021	2-30	Collective bargaining agreements	Not signed	-
	3-1	Process for Determining Material Topics	Materiality Analysis	14
	3-2	List of Material Topics	Materiality Analysis	18
Corporate Governance and Ethical Corporate Management				
GRI 3: Material Topics 2021	3-3	Management of Material Topics	Materiality Analysis	14
GRI 205: Anti-corruption	205-1	Operations assessed for risks related to corruption	Business Ethics and Legal Compliance	29
		Communication and training about anti-corruption policies and procedures	Business Ethics and Regulatory Compliance Sustainable Supply Chain Management	29 50
	205-3	Confirmed incidents of corruption and actions taken	Business Ethics and Regulatory Compliance Sustainable Supply Chain Management	29 50
		Innovative Technology and Services		
GRI 3: Material Topics 2021	3-3	Management of Material Topics	Materiality Analysis	14
Specific to ECOVE	-	Enhancement of operational management experience and application of AI technology in digital transformation; consulting services for waste cleanup technology; construction of environmental protection and pollution prevention projects; equipment maintenance and sales agency; planning services for incinerator improvement; development of new technology applications for renewable energy/recycling and reuse	Technological Innovation	47
			Development of Intelligent Management Tools	48
Sustainable Management of Supply Chain				
GRI 3: Material Topics 2021	3-3	Management of Material Topics	Materiality Analysis	14
GRI 204: Procurement Practices	204-1	Proportion of spending on local suppliers	Sustainable supply chain management	57

GRI Standards/ Other Sources	Disclosed Item		Corresponding Sections and Chapters	Page
GRI 308: Supplier Environmental Assessment	308-1	New suppliers screened by environmental criteria	Sustainable supply chain management	50
	308-2	Negative environmental impact and actions taken in supply chain		50
GRI 414: Supplier Social Assessment	414-1	New suppliers screened by social criteria		50
	414-2	Negative social impact and actions taken in supply chain		50
Customer Service and Management				
GRI 3: Material Topics 2021	3-3	Management of Material Topics	Materiality Analysis	14
GRI 418: Customer Privacy	418-1	Substantiated complaints regarding concerning breaches of customer privacy and losses of customer data	Information Security	38
Climate Strategy and Net Zero Effectiveness				
GRI 3: Material Topics 2021	3-3	Management of Material Topics	Materiality Analysis	14
GRI 201: Economic Performance	201-2	Financial implications and other risks and opportunities due to climate change	Climate Governance	58
	302-1	Energy consumption within the organization	Energy and Resource Conservation	77
GRI 302: Energy	302-2	External Energy Consumption of the Organization	Information not available	-
	302-3	Energy intensity	Energy and Resource Conservation	77
	302-4	Reduction of energy consumption		77
	302-5	Reductions in the energy requirements of products and services		77
	GRI 305: Emissions	305-1	Direct (Scope 1) greenhouse gas (GHG) emissions	Greenhouse Gas Inventory
305-2		Energy indirect (Scope 2) greenhouse gas (GHG) emissions	69	
305-3		Other indirect (Scope 3) GHG emissions	69	
305-4		GHG emissions intensity	69	
305-5		Reduction of GHG emissions		69
305-6		Emissions of ozone-depleting substances (ODS)	Information not available	-
305-7		NOx, SOx, and other significant air emissions	Real-time uploading to the Environmental Protection Administration via the continuous monitoring system	83
Pollution Control				
GRI 3: Material Topics 2021	3-3	Management of Material Topics	Materiality Analysis	14
GRI 305: Emissions	305-1	Direct (Scope 1) greenhouse gas (GHG) emissions	Greenhouse Gas Inventory	69
	305-2	Energy indirect (Scope 2) greenhouse gas (GHG) emissions	Greenhouse Gas Inventory	69
	305-3	Other indirect (Scope 3) GHG emissions	Greenhouse Gas Inventory	69
	305-4	GHG emissions intensity	Greenhouse Gas Inventory	69
	305-5	Reduction of GHG emissions	Greenhouse Gas Inventory	69
	305-6	Emissions of ozone-depleting substances (ODS)	Information not available	-
	305-7	NOx, SOx, and other significant air emissions	Real-time uploading to the Environmental Protection Administration via the continuous monitoring system	83

GRI Standards/ Other Sources		Disclosed Item	Corresponding Sections and Chapters	Page
Waste management and resource cycling				
GRI 3: Material Topics 2021	3-3	Management of Material Topics	Materiality Analysis	14
	302-1	Energy consumption within the organization	Energy and Resource Conservation	78
GRI 302: Energy	302-2	External Energy Consumption of the Organization	Information not available	-
	302-3	Energy intensity	Energy and Resource Conservation	78
	302-4	Reduction of energy consumption	Energy and Resource Conservation	77
	302-5	Reductions in the energy requirements of products and services	Energy and Resource Conservation	77
	306-1	Waste generation and significant waste-related impacts	Waste	81
	306-2	Management of significant waste-related impacts	Waste	81
GRI 306: Waste	306-3	Waste generated	Waste	81
	306-4	Waste diverted from disposal	Waste	81
	306-5	Waste directed to disposal	Waste	81
Renewable Energy Efficiency				
GRI 3: Material Topics 2021	3-3	Management of Material Topics	Materiality Analysis	14
Specific to ECOVE	-	Performance and Environmental Benefits of Renewable Energy Generation	Waste-to-Energy Performance	72
Water Resource Management				
GRI 3: Material Topics 2021	3-3	Management of Material Topics	Materiality Analysis	14
	303-1	Interactions with water as a shared resource	Water Consumption	80
	303-2	Management of water discharge-related impacts		80
GRI 303: Water and Effluents	303-3	Water withdrawal		80
	303-4	Water discharge		80
	303-5	Water consumption		80
Energy Management				
GRI 3: Material Topics 2021	3-3	Management of Material Topics	Materiality Analysis	14
	302-1	Energy consumption within the organization	Energy and Resource Conservation	78
	302-2	External Energy Consumption of the Organization	Information not available	-
"GRI 302: Energy"	302-3	Energy intensity	Energy and Resource Conservation	78
	302-4	Reduction of energy consumption		77
	302-5	Reductions in the energy requirements of products and services		77

GRI Standards/ Other Sources		Disclosed Item	Corresponding Sections and Chapters	Page
Talent Attraction, Development, Utilization, and Retention				
GRI 3: Material Topics 2021	3-3	Management of Material Topics	Materiality Analysis	14
GRI 401: Employment	401-1	New employee hires and employee turnover	Talent Attraction and Retention	99
	401-2	Benefits for full-time employees	Human rights protection and benefits	105
	401-3	Parental leave	Human rights protection and benefits	105
"GRI 404: Training and Education"	404-1	Average hours of training per year per employee	Talent Cultivation and Development	109
	404-2	Programs for upgrading employee skills and transition assistance programs	Talent Cultivation and Development	109
	404-3	Percentage of employees receiving regular performance and career development reviews	Talent Attraction and Retention	110
Safe and Healthy Work Environment				
GRI 3: Material Topics 2021	3-3	Management of Material Topics	Materiality Analysis	14
GRI 403: Occupational Health and Safety 2018	403-1	Occupational Safety and Health Management System	Safe and Healthy Workplace Environment	112
	403-2	Hazard identification, risk assessment, and accident investigation		115
	403-3	Occupational Health Services		120
	403-4	Worker participation, consultation and communications regarding occupational health and safety		114
	403-5	Worker training regarding occupational health and safety		123
	403-6	Worker health promotions		121
	403-7	Preventing and mitigating occupational health and safety impacts directly related to business relationships		117
	403-8	Workers covered by occupational safety and health management system		112
	403-9	Work-related injuries		118
	403-10	Occupational disease		118

GRI 200: Economic Series				
Series	Disclosed Item	Description	Corresponding Sections and Chapters	Page
GRI 201: Economic Performance	201-1	Direct economic value generated and distributed (EVG&D) on an accruals basis	Business Results and Industry Outlook	42
	201-3	Defined benefit plan obligations and other retirement plans	Human rights protection and benefits	107
GRI 206: Anti-competitive Behavior	206-1	Legal actions of anti-competitive behavior, antitrust and monopoly practice	Business Ethics and Legal Compliance	30
GRI 400: Social Series				
Series	Disclosed Item	Description	Corresponding Sections and Chapters	Page
GRI 402: Labor/Management Relations	402-1	Minimum notice periods regarding operational changes	Talent Attraction and Retention	101
GRI 406: Non-discrimination	406-1	Incidents of discrimination and corrective actions taken	Human rights protection and benefits	102
GRI 415: Public Policy	415-1	Political contributions	Business Ethics and Legal Compliance	29
GRI 416: Customer Health and Safety	416-2	Incidents of violations of health and safety regulations related to products and services	Business Ethics and Legal Compliance	29
GRI 417: Marketing and Labeling	417-2	Incidents of non-compliance concerning product and service information and labeling	Business Ethics and Legal Compliance	29

Note: For each of the above provisions, the 2016 version is used, except for the GRI 306 series, which uses the 2020 version, and GRI 303 and 403 series, which use the 2018 version.

SASB Comparison Table

Theme	Code	Type	Measuring Unit	Accounting Metric	Chapter	Page
GHG	IF-WM-110a.1	Quantitative	Metric tons (t) CO ₂ e; %	1. Gross global Scope 1 emissions 2. Percentage covered under emissions-limiting regulations 3. Percentage of emissions covered under emissions-reporting regulations	Greenhouse Gas Inventory 1. Scope 1: 86,771.54 metric tons CO ₂ e 2. Not applicable; the business is not yet subject to mandatory regulation 3. 100% (in accordance with the FSC's listed company Sustainable Development Roadmap requirements)	69
	IF-WM-110a.2	Quantitative	Million British Thermal Units (MMBtu); %	1. Volume of generated biogas 2. Percentage of biogas combustion 3. Percentage of biogas used as energy	Not applicable; ECOVE does not landfill the waste it collects.	-
	IF-WM-110a.3	Discussion and Analysis	N/A	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	Climate Indicators and Targets Carbon Reduction Target Planning ECOVE Headquarters (absolute reduction): short-term: 20% reduction by 2024 (achieved); medium-term: 40% reduction by 2026; long-term: 100% reduction by 2030, net zero target Operating Activities (emissions intensity reduction): short-term: 15% reduction by 2026; medium-term: 30% reduction by 2030 and 65% reduction by 2040; 100% reduction by 2050, net zero target Carbon Reduction Strategy: For Scope 1, the primary approach is upgrading equipment to enhance performance and reduce energy consumption, or switching to low-carbon energy sources. ECOVE incorporates the life-cycle greenhouse gas emissions reduction benefits of Waste-to-Energy (WTE) into its Scope 1 emissions management strategy, considering the trade-offs with direct emissions and integrating these into overall management and project decision-making to formulate short-, medium-, and long-term carbon reduction targets and investment directions.	63
	IF-WM-110b.1	Quantitative	Gigajoules (GJ); %	1. Fleet fuel consumed 2. Percentage of natural gas consumed 3. Percentage of renewable energy consumed	Energy and resource conservation In 2025, vehicles of ECOVE Waste Management Corp. (under ECOVE) consumed 364,675 liters of diesel or approximately 13,456 gigajoules (GJ); no natural gas or renewable energy was utilized	78
Fleet Fuel Management	IF-WM-110b.2	Quantitative	%	Percentage of alternative fuel vehicles in fleet	0%; there were no vehicles using alternative fuels	-
	IF-WM-120a.1	Quantitative	Metric tons (t)	Air emissions of the following pollutants: 1. NOx (excluding N ₂ O) 2. SOx 3. VOCs 4. HAPs	Pollution Prevention 2025 Emission Levels: NOx (excluding N ₂ O): 2,948 SOx: 185 VOCs: 1,646 HAPs (dioxins, mercury, cadmium, etc.): 0.0537	83
	IF-WM-120a.2	Quantitative	Number	Number of facilities located in or near densely populated areas	15 incinerators (2 had contracts expire in September 2025)	-
	IF-WM-120a.3	Quantitative	Number	Number of Violations Related to Air Quality Permits, Standards, and Regulations	Business Ethics and Regulatory Compliance One Violation in 2025	30
Management of Leachate & Hazardous Waste	IF-WM-150a.1	Quantitative	Metric tons (t) %	1. Total Toxic Release Inventory (TRI) releases; 2. percentage released to water	0 metric tons 0%	- -
	IF-WM-150a.2	Quantitative	Number	Number of corrective actions implemented for landfill releases	0	-
	IF-WM-150a.3	Quantitative	Number	Number of incidents of non-compliance associated with environmental impacts	0	-

Theme	Code	Type	Measuring Unit	Accounting Metric	Chapter	Page
Recycling & Resource Recovery	IF-WM-420a.1	Quantitative	Metric tons (t); %	1. Amount of waste incinerated	Performance of Waste-to-Energy ConversionThe total incineration volume for 2025 is 2,880,577 metric tons.	73
				2. percentage hazardous	0.02%	-
				3. Percentage used for Energy Recovery	98.84%	-
	IF-WM-420a.2	Quantitative	%	Customer type by		-
				1. percentage of customers receiving recycling services	1. 0.02%	
				2. percentage of customers receiving composting services	2. 0%	
	IF-WM-420a.3	Quantitative	Metric tons (t)	Amount of material	1. Recycled: ECOVE supported recycling of approximately 14,881 metric tons of waste solvents in total	-
				1. recycled, 2. composted, and 3. processed as waste-to-energy	2. Composted: 0 metric tons 3. 2,867,133 tons	
	IF-WM-420a.4	Quantitative	Metric tons (t); %	Amount of electronic waste collected, percentage recovered through recycling	0 metric tons, 0%; ECOVE does not have an operational item specifically dedicated to the recycling of electronic waste.	
Activity Metrics	Code	Type	Measuring Unit	Accounting Metric	Chapter	Page
	IF-WM-000.A	Quantitative	Number	Number of Customers by Category: 1. Municipal; 2. Commercial; 3. Industrial; 4. Residential; 5. Other	Waste Conversion Performance 1. Municipal: In 2025, ECOVE undertook business with 11 local environmental protection bureaus and government agencies. 3. Industrial: In 2025, ECOVE served over 12,856 industrial clients.	72
	IF-WM-000.B	Quantitative	Number	Vehicle fleet size	Energy and Resource Conservation Transportation Fleet Size: 29 Vehicles	78
	IF-WM-000.C	Quantitative	Number	The quantities of various types of equipment are as follows: 1. Landfill; 2. Waste Transfer Station; 3. Recycling Center; 4. Composting Center; 5. Incinerator; 6. Other Facilities.	About ECOVE 3. Recycling centers: 2 waste solvent recycling centers 5. In 2025, ECOVE was responsible for operating 15 incinerators in total	72, 75
	IF-WM-000.D	Quantitative	Metric tons (t)	Amount Managed by Customer Category: 1. Municipal; 2. Commercial; 3. Industrial; 4. Residential; 5. Other	Waste-to-Energy Performance 1. Municipal: general waste totaled 1,771,194 metric tons (including 19,903 metric tons of food waste) 3. Industrial: general industrial waste totaled 743,196 metric tons (including 14,881 metric tons of waste solvents)	72

Climate-Related Information of TWSE/TPEX Listed Company

The risks and opportunities posed by climate change to companies and the corresponding response measures implemented by companies.

Item	Execution Situation
1. Articulate the Board of Directors and Management's oversight and governance of climate-related risks and opportunities.	The highest committee responsible for climate risk control within ECOVE is the Risk Management Executive Committee, composed of the Board of Directors, Chairman, Audit Unit, General Manager, Executive Secretary, and department heads of subsidiary companies. The President serves as the Chairman of the Risk Management Committee and convenes regular quarterly meetings. After discussions in the Risk Management Committee, prioritized risk issues are identified, and control measures are proposed to be reported to the Chairman and the Board of Directors.
2. Describe how the identified climate risks and opportunities impact the Company's business, strategy, and finances (short-term, medium-term, long-term).	ECOVE has identified material climate risk issues through a risk matrix, as detailed below: Transition/Physical Risks: 1. Low carbon transition leads to higher equipment costs (short term): In response to carbon reduction targets, the specifications for equipment have been upgraded to exceed the contractual standards for low-carbon equipment, resulting in a budget overrun. 2. Damage to photovoltaic equipment due to strong wind: A severe typhoon may lead to damage to solar photovoltaic modules, rendering them unable to generate electricity. 3. Changes in customer behavior (short-term, medium-term, long-term): (1) In response to the increased sustainability awareness of government agencies, the resource recycle rate will be gradually improved, reducing the proportion of waste incineration. (2) With the trend towards waste management focusing on reduction and recycling, the demand for outsourcing waste solvent treatment has decreased, resulting in a reduction in the volume of waste solvent treatment operations. Transformation Opportunities: 1. Enhancing the power generation efficiency of incineration plants (short-term): Newly established plants improve power generation efficiency, resulting in a decrease in self-consumption rate (for example, the newly established ECOVE Chiayi Energy Corporation has a power generation efficiency of over 27%). 2. Reducing water consumption for waste treatment by introducing a dry deacidification system (short term): Since the incineration plants have introduced dry deacidification system, the water consumption in waste treatment has been reduced, leading to the decrease of the expense of purchasing water. 3. In response to government climate adaptation measures, there is an increasing demand for waste water reclamation plants and seawater desalination (short-term): With economic development, the supply of freshwater will be insufficient, making the establishment of waste water reclamation plants and desalination facilities an inevitable trend. The Group can leverage the dual advantages of CTCI (ECOVE's parent company) and ECOVE to actively pursue opportunities for the establishment of these water facilities. 4. Increase in renewable energy power sales business in response to net zero transition policy (short-term): In response to the increasing demand for solar energy installations both domestically and internationally, it is anticipated that there will be an increase in solar energy installation business and an increase in operating revenue. 5. Development of related reuse services (medium to long-term): In response to the demands of the technology industry and the future market needs arising from policy developments, we will collaborate with technology businesses to jointly assess or seek out and evaluate high-quality technologies.
3. Describe the impact on finance of extreme weather events and transition actions	Extreme weather events: Future severe typhoons affecting Taiwan may lead to damage to solar photovoltaic modules, rendering them unable to generate electricity. Transition actions: Adopt a transfer method to strengthen insurance content Financial impact: Less than 0.5% of the pre-tax income for 2025, indicating a minor effect.
4. Describe how climate risk identification, assessment, and management should be integrated into the overall risk management system.	In order to effectively assess climate-related risks and opportunities, ECOVE has incorporated climate and natural risk types into its "Risk Management Guidelines." This approach allows for the systematic management of potential risks faced by various operating companies. Following discussions by the "Risk Management Executive Committee," priority risk issues are identified, and control measures are proposed. The climate change risk management representative (a member of the Sustainable Development Committee), based on the results of ECOVE's identification of climate change risks, compiles and reports to the Risk Management Executive Committee on significant or immediate risk issues. The Risk Management Executive Committee shall compile the risk assessment results to be provided as a reference for the audit unit to draw up the annual audit plan. The audit office will report the audit results to the Board of Directors to facilitate the board's monitoring of climate-related issues. In accordance with the "Risk Management Regulations", ECOVE systematically identifies climate risks that may be faced during operations. Climate risk consists of two major types, transformational and physical, which are further differentiated into regulations, technology, market, reputation, and immediate and long-term. Opportunities are divided into five categories namely, resource efficiency, energy sources, products and services, market, and resilience. The risk and opportunity matrices are evaluated and drawn based on the two consideration factors of incidence rate and level of impact. After discussion by the Risk Management Committee, the material risks and opportunities which ECOVE may face are determined, and effective actions are adopted to manage risks or harness the possible opportunities so as to strengthen the operational system and competitiveness of the Company and its subsidiaries.
5. If conducting scenario analysis to assess resilience against climate change risks, it is necessary to explain the following elements: the scenario used, parameters, assumptions, analysis factors, and the primary financial impacts.	The analysis primarily considers changes in the number of consecutive dry days in the region during the baseline period (1995 to 2014) and the SSP5-8.5 (very high emissions) scenario for 2030 to assess potential water scarcity risks that may arise in the future. Furthermore, it evaluates changes in maximum daily rainfall to assess the potential flooding impacts of extreme weather on the region, as well as changes in the number of warm days to evaluate the duration of high temperatures and their effects on ECOVE's operational activities. Regarding transition risks, ECOVE primarily assesses the impacts on its operations related to low-carbon products and services, changes in customer consumption behavior, the financial system, regulations, and low-carbon transition issues under a net-zero emissions scenario (NZE) with a temperature increase of 1.5° C. The analysis parameters include organizational greenhouse gas emissions, estimated carbon tax, waste disposal volume, renewable energy installation costs, renewable energy feed-in tariffs, maximum consecutive dry days, and raw material procurement volume, corresponding to the parameters of various analysis items. The primary financial impact is the increase in operating costs or the decrease in operating revenue resulting from physical/transition risks.

Item	Execution Situation
6. If there is a transition plan in place to address climate-related risks, please provide an explanation of the plan's content, as well as the indicators and objectives used to identify and manage physical risks and transition risks.	The Company uses the indicator of water resource management as a measure of physical risk, and greenhouse gas reduction target as an indicator of transition risk. The assessment criteria for each indicator consider risks to be significant and significant if they result in a significant financial impact exceeding 5% of the pre-tax income for 2025. After assessing the relevant transition and physical risks, no significant risks were identified. The description of the transition plan is as follows: 1. Resource Management: With 2022 as the base year for carbon emissions from the operating headquarters, the plan is to achieve net-zero carbon emissions from the headquarters by 2030, with a short-term target of a 20% reduction in Scope 1 and Scope 2 carbon emissions by 2024, and a mid-term target of a 40% reduction by 2026 and the establishment of renewable energy use. 2024: The proportion of green electricity used in the headquarters building reached 20%. 2026: The proportion of green electricity used in the headquarters building will increase to 40%. 2030: The proportion of green electricity used in the headquarters building will reach 100%. 2050: The proportion of green electricity used in the headquarters building and all production sites will reach 100%. 2. Water Resource Management: ECOVE's headquarters building relies 100% on tap water as its water source and does not draw water from any other bodies of water. All wastewater is discharged into the sewage system. In addition to extensively using automatic sensor faucets to reduce water consumption, ECOVE also controls the water flow and timing to conserve water. They have also created various water-saving slogans to remind employees to save water at all times. Rainwater harvesting systems have been installed on the rooftop of the building and at construction sites to collect rainwater for irrigation of plants or for use during construction activities. The total water consumption in 2025 was 1,491.0 cubic meters. The water intensity, or water consumption per person, in 2023 was 12.32 cubic meters. For the short-, medium-, and long-term targets for headquarters and operating activities, please refer to 1.4.4 Climate Indicators and Targets.
7. If using internal carbon pricing as a planning tool, it is important to explain the price-setting foundation.	To strengthen the linkage between climate action and operational strategy, ECOVE formally implemented an internal carbon pricing system in 2025. The rate is set with reference to international carbon price trends, including the World Bank's State and Trends of Carbon Pricing report, the EU carbon market, and Taiwan's carbon fee, while also considering the national net zero outlook and regulatory trends, and drawing on industry pricing approaches and application strategies. Rates are adjusted according to the nature of different projects. ECOVE's internal carbon pricing rate is consistent with the Group's, set at US\$100/tCO₂e for management purposes, while certain subsidiaries and projects apply NT\$300/tCO₂e, covering Scope 1 and Scope 2 of the greenhouse gas inventory. This mechanism incorporates carbon costs as a deduction in the financial objective KPI for gross profit margin achievement rate, and discloses it in management reports, thereby strengthening the integration of carbon costs with operational decision-making and ensuring that the system could deliver management effectiveness and implement carbon reduction measures..
8. If climate-related goals have been set, it is important to provide information on the covered activities, scope of greenhouse gas emissions, planning timeframe, and annual progress towards achieving the goals. If carbon offsets or Renewable Energy Certificates (RECs) are used to achieve these goals, the source and quantity of carbon offsets or the number of RECs should be explained.	ECOVE is conducting comprehensive greenhouse gas emission inventories. Organizational-level greenhouse gas inventories are conducted for subsidiaries with operational control, and third-party certifications are obtained. In addition, self-assessments are carried out for other operated incineration plants. Using the year 2022 as the base year, ECOVE Headquarters has set reduction targets as follows: a 20% reduction by 2024, a 40% reduction by 2026, and achieving net-zero emissions by 2030. For subsidiaries in the areas of waste management, recycling and renewable energy, which are under long-term operational control, a 15% reduction is set for 2026 and net zero for 2050. Reduction Planning Process for Headquarters and All Areas: 1. Headquarters: The primary emissions source is Scope 2 purchased electricity, with green electricity procurement as the main approach to reducing carbon emissions. In 2025, a total of 78,000 kWh of green electricity was purchased, exceeding 30% of total electricity consumption. 2. Waste removal: ECOVE Environment Service Corp. cooperated with the Group to conduct an organizational greenhouse gas inventory of waste incineration plants managed by the Group in 2022, to determine the emissions of each emission source, and then continue to improve energy conservation and energy efficiency. The total carbon emission per ton of waste from the incineration plants in 2025 is 452 kg CO₂e. In comparison to the base year of 2022, the average carbon emissions from waste treatment per ton were 456 kg CO₂e, representing a decrease of 0.88%. The target is to maintain a reduction of 1% annually until before 2030. The carbon reduction target of the waste removal of ECOVE Waste Management Corp. is to achieve a 30% reduction by 2030 and to reach net zero by 2050. In the short term, this will be accomplished by actively updating the transportation fleet to the latest environmentally friendly vehicles to reduce carbon emissions. In the medium to long term, carbon reduction will be achieved through the replacement of vehicles with new energy vehicles. In the base year of 2022, the carbon emissions intensity was 455 metric tons CO₂e per 500,000 km, while the 2025 carbon emissions intensity was 397 metric tons CO₂e per 500,000 km, a reduction of approximately 12.6%. 3. Renewable energy sector: In the base year of 2022, total solar photovoltaic greenhouse gas emission intensity was 0.67 kg CO₂e per thousand New Taiwan Dollars (Scope 1 emission intensity was 0.01 kg CO₂e per thousand New Taiwan Dollars, and Scope 2 emission intensity was 0.66 kg CO₂e per thousand New Taiwan Dollars). The emission intensity for 2025 is approximately 0.17 kg CO₂e per thousand New Taiwan Dollars. The primary reason is to reduce purchased electricity by utilizing self-generated power for newly established projects. Additionally, we will continue to adopt power generation modules with higher average power output per unit area to enhance generation efficiency and further develop solar photovoltaic projects to increase green energy production. 4. Recycling and reuse sector: In the base year of 2022, the total greenhouse gas emission intensity of IPA recycled products was 12.07 kilograms of CO₂e per thousand New Taiwan Dollars. The 2025 emissions intensity was 12.39 kg CO₂e per thousand New Taiwan Dollars, an increase of approximately 2.63% from the base year, primarily due to changes in the properties of inbound solutions.
9. Greenhouse Gas Inventory and Confirmation of Status and Reduction Targets, Strategies, and Specific Action Plans (also completed in Attached Table 1-1 and 1-2).	Please refer to the attached table "1-1 The Company's Greenhouse Gas Inventory and Assurance Status for the Last Two Years" and "1-2 Greenhouse Gas Reduction Targets, Strategies and Specific Action Plans."

Attached Table 1-1 The Company's Greenhouse Gas Inventory and Assurance Status for the Last Two Years

1-1-1 Greenhouse Gas Inventory Information

The most recent two years of GHG emissions (metric tons of CO ₂ e), intensity (metric tons of CO ₂ e per million New Taiwan Dollars), and the scope of the data are described.	GHG emissions in 2024: 164,698 metric tons; Emission intensity: 19.31 metric tons of CO ₂ e per million New Taiwan Dollars)
	GHG emissions in 2025: 87,888.93 metric tons; Emission intensity: 9.10 metric tons of CO ₂ e per million New Taiwan Dollars)

- Note 1: Direct emissions (Scope 1, i.e., emissions directly from sources owned or controlled by the company), indirect emissions from energy (Scope 2, i.e., indirect GHG emissions from inputs of electricity, heat, or steam), and other indirect emissions (Scope 3, i.e., emissions from the company's activities that are not indirect emissions from energy, but are from sources owned or controlled by other companies).
- Note 2: The scope of information on direct emissions and indirect energy emissions shall be handled in accordance with the timetable set forth in Article 4-1 and 2 of the "Rules Governing the Preparation and Filing of Sustainability Reports by TPEX Listed Companies" of the Taipei Exchange (hereinafter referred to as "the Rules"), and other information on indirect emissions may be disclosed on a voluntary basis.
- Note 3: Greenhouse Gas Inventory Standard: Greenhouse Gas Protocol (GHG Protocol) or ISO 14064-1 published by the International Organization for Standardization (ISO).
- Note 4: The intensity of GHG emissions can be calculated per unit of product/service or turnover, but at least the data calculated by turnover (NT\$ million) should be stated."

1-1-2 Greenhouse Gas Assurance Information

A description of the status of assurance for the two most recent years ended on the date of printing of the annual report, including the scope of assurance, the assurance organization, the assurance criteria and the opinion of the assurance.	The scope of GHG verification in 2024 is ECOVE and its consolidated subsidiaries. ECOVE, ECOVE Wujih Energy Corp. and ECOVE Miaoli Energy Corp. are in accordance with 14064-1:2018, and the rest of the subsidiaries are in accordance with GHG Protocol, which have been verified by SGS Taiwan Limited.
	The scope of GHG verification in 2025 is ECOVE and its consolidated subsidiaries. ECOVE and ECOVE Miaoli Energy Corp. are in accordance with GHG Protocol, and the rest of the subsidiaries are in accordance with 14064-1:2018, which have been verified by SGS Taiwan Limited.

- Note 1: This shall be done in accordance with the time schedule stipulated in Article 4-1, Paragraph 3 of these Rules.
- Note 2: A fiduciary institution shall comply with the requirements for fiduciary institutions for sustainability reports established by the Taiwan Stock Exchange and the Taipei Exchange.
- Note 3: The disclosure can be found in the Best Practice Reference Sample on the website of the Center for Corporate Governance of the Taiwan Stock Exchange.

Attached Table 1-2 Greenhouse Gas Reduction Targets, Strategies and Specific Action Plans

Describe the base year of GHG reduction and its data, reduction targets, strategies and specific action plans and achievement of reduction targets.	Using the year 2022 as the base year, ECOVE Headquarters has set reduction targets (Scope 1 + Scope 2) as follows: a 20% reduction by 2024, a 40% reduction by 2026, and achieving net-zero emissions by 2030. For unitary subsidiaries under operational control, the areas of waste cleanup, recycling, and renewable energy are set to be reduced by 15% by 2026 and reach net zero by 2050. Reduction strategies and specific action plans for the headquarters and various fields:
	1. Headquarters: Absolute reduction target, 123.43 metric tons of CO₂e in the base year (Scope 1 + Scope 2). Company vehicles have been fully hybridized, and will be phased out gradually to electric vehicles to reduce carbon emissions and pollution. In 2025, 78,000 kWh of green power was purchased (accounting for approximately more than 32% of the total electricity consumption); this will be increased to 40% in 2026, and the operating headquarters will be fully powered by green power by 2030. The total carbon emissions in 2024 were 64.09 metric tons CO₂e, representing a reduction of approximately 48.1%. 2. Waste Management Sector: (1) Waste Clearance (ECOVE WMC): Using 2022 as the base year, with targets of a 15% reduction in emissions intensity (metric tons CO₂e per 500,000 km) by 2026, a 30% reduction by 2030, and net zero emissions by 2050. Short-term measures include optimizing transport routes, deploying environmentally friendly vehicles, and adopting a paperless dispatch system to further reduce pollution and resource consumption. Since 2022, newly purchased clearance vehicles have been primarily Stage 6 environmentally friendly vehicles. In 2025, average fuel consumption was 142.7 kiloliters per 500,000 km, and carbon emissions intensity was 397 metric tons of CO₂e per 500,000 km, a reduction of approximately 12.6%. (2) Waste Incineration: Energy savings and energy efficiency improvements continue to be implemented. In 2025, a total of 13 energy/resource conservation initiatives were completed, comprising 7 energy-saving improvements, 5 process improvements, and 1 renewable energy installation (self-generation and self-consumption). As a result of these energy-saving measures, a total of 3,892 metric tons of carbon dioxide equivalent were reduced in 2025. 3. Recycling and Reuse Sector: Using 2022 as the base year, with targets of a 15% reduction in emissions intensity (kg CO₂e/thousand New Taiwan Dollars) by 2026, a 30% reduction by 2030, and net zero emissions by 2050. Short-term measures focus primarily on replacing equipment with energy-efficient models and switching to low-carbon energy sources. The emission intensity for 2025 is approximately 12.39 kg CO₂e per thousand New Taiwan Dollars. This is an increase of approximately 2.63% from the base year, primarily due to changes in the properties of inbound solutions. Going forward, plans are in place to replace high-carbon-emission equipment or increase green electricity procurement to meet carbon reduction targets. 4. Renewable Energy Sector: Using 2022 as the base year, with targets of a 15% reduction in emissions intensity (CO₂e/thousand New Taiwan Dollars) by 2026, a 30% reduction by 2030, and net zero emissions by 2050. Short-term measures focus on increasing the proportion of self-generation and self-consumption and improving the efficiency of generation modules, with any shortfall met through the purchase of green electricity certificates to reduce carbon emissions. The emission intensity for 2025 is approximately 0.17 kg CO₂e per thousand New Taiwan Dollars. This meets the 2026 short-term carbon reduction target.

- Note 1: This shall be done in accordance with the time schedule stipulated in Article 4-1, Paragraph 4 of these Rules.
- Note 2: The base year should be the year in which the consolidated financial statements are completed. For example, in accordance with Article 4-1, Paragraph 2 of the Rules, a company with a capital of NT\$10 billion or more should complete the consolidated financial statements for the year 2024 in 2025, so the base year should be the year 2024; if a company has completed the consolidated financial statements earlier than that date, it can use that earlier year as the base year, and the data of the base year can be calculated by a single year or the average of several years.
- Note 3: The disclosure can be found in the Best Practice Reference Sample on the website of the Center for Corporate Governance of the Taiwan Stock Exchange.

Waste Statistics Table

Region	Processing Method	Unit	2022	2023	2024	2025
Headquarters	Recycling	Metric tons (t)	1.65	1.66	1.88	1.97
	Landfill		0.00	0.00	0.00	0.00
	Incineration (with energy recovery)		3.34	3.47	3.38	3.00
	Incineration (without energy recovery)		0.00	0.00	0.00	0.00
	Other (temporary storage)		0.00	0.00	0.00	0.00
	Unknown		0.00	0.00	0.00	0.00
	Total		4.98	5.13	5.26	4.97
Operating Activities	Recycling	Metric tons (t)	292,527.83	258,707.71	304,682.64	348,973.30
	Landfill		99,806.32	75,602.50	79,655.02	72,734.35
	Incineration (with energy recovery)		0.00	0.06	127.37	19.35
	Incineration (without energy recovery)		0.20	0.74	2.40	2.32
	Other (temporary storage)		3,904.86	21,965.68	6,470.81	29,476.52
	Unknown		0.00	0.00	0.00	0.00
Headquarters + Operating Activities	Recycling	Metric tons (t)	292,529.48	258,709.37	304,684.52	348,975.27
	Landfill		99,806.32	75,602.50	79,655.02	72,734.35
	Incineration (with energy recovery)		3.34	3.53	130.75	22.35
	Incineration (without energy recovery)		0.20	0.74	2.40	2.32
	Other (temporary storage)		3,904.86	21,965.68	6,470.81	29,476.52
	Unknown			0.00	0.00	0.00

Note: Temporary storage items include waste solar panel recycling, sludge, clay, and other mixed industrial waste, which are sent in bulk to processing facilities after accumulating to a certain volume.

Energy Consumption Table

Region	Energy type	Unit	Annual Usage			
			2022	2023	2024	2025
Headquarters	Non-renewable electricity	MWh	242	250	198	134
	Gasoline		2	0	0.37	2.95
	Renewable electricity		0	0	63	78
Production locations and subsidiaries	Non-renewable electricity	MWh	2,644	2,789	2,545	2,217
	Gasoline		718	75	515	203
	Diesel		5,234	5,217	5,986	4,127

Region	Energy type	Unit	Annual Usage			
			2022	2023	2024	2025
Production locations and subsidiaries	Natural gas	MWh	4,578	4,871	4,754	5,873
	Liquefied petroleum gas		5	3	3	0
	Renewable electricity		120	120	120	120
Headquarters + Subsidiaries	Non-renewable electricity + fuel	MWh	13,431	13,206	14,001	12,556
	Renewable electricity		120	120	183	198
	Renewable energy use ratio		4	4	6	8

Note 1: kWh = 3.6 MJ.

Note 2: 1 kilocalorie = 4,184 joules.

Note 3: Thermal value of automobile = 7,800 kcal/liter, taken from the website of Bureau of Energy, Ministry of Economic Affairs: "Heat Content of Energy products" $\approx$ 32.6352 MJ/liter

Note 4: Thermal value of diesel fuel = 8,400 kcal/liter, taken from the website of Bureau of Energy, Ministry of Economic Affairs: "Heat Content of Energy products" $\approx$ 35.1456 MJ/liter

Note 5: Thermal value of liquefied petroleum gas = 6,635 kcal/liter, taken from the website of Bureau of Energy, Ministry of Economic Affairs: "Heat Content of Energy products" $\approx$ 27.7608 MJ/liter

Note 6: 1 kiloliter of gasoline = 0.747 metric tons, as sourced from the conversion table for petroleum product volume and weight units provided by the Energy Administration, Ministry of Economic Affairs

Note 7: The increase in gasoline consumption at the headquarters is primarily due to the shift from the use of private vehicles for business travel, which were previously reimbursed, to the use of official vehicles, along with the recording of fuel consumption.

Note 8: Due to the unstable nature and low calorific value of the waste, diesel is used for auxiliary combustion, resulting in an increase in the amount of diesel used in 2024.

Note 9: The increase in natural gas consumption is primarily due to changes in the properties of waste received from generators, requiring more energy to process.

Water Resource Table

Region	Item	Unit	2022	2023	2024	2025
Headquarters	Water withdrawal	Metric tons (t)	1,382	1,768	1,786	1,491
	Water discharge		1,382	1,768	1,786	1,491
	Water consumption		0	0	0	0
Production locations and subsidiaries	Water withdrawal	Metric tons (t)	1,728,327	1,604,487	1,772,354	1,809,694
	Water discharge		8,348	8,976	11,133	14,235
	Water consumption		1,719,979	1,595,511	1,761,221	1,795,459
Headquarters + Production Sites and Subsidiaries	Water withdrawal	Metric tons (t)	1,729,709	1,606,255	1,774,140	1,811,185
	Water discharge		9,730	10,744	12,919	15,726
	Water consumption			1,595,511	1,761,221	1,795,459

Note 1: ECOVE WEC's contract expired in 2024, hence the significant drop in figures.

Note 2: Water withdrawal = water consumption + water discharge. The headquarters does not consume water; water discharge equaled water withdrawal.

Independent Assurance Opinion Statement



ASSURANCE STATEMENT

SGS TAIWAN LTD.'S REPORT ON SUSTAINABILITY ACTIVITIES IN THE ECOVE ENVIRONMENT CORPORATION'S SUSTAINABILITY REPORT FOR 2025

NATURE AND SCOPE OF THE ASSURANCE

SGS Taiwan Ltd. (hereinafter referred to as SGS) was commissioned by ECOVE Environment Corporation. (hereinafter referred to as ECOVE) to conduct an independent assurance of the Sustainability Report for 2025. The assurance is based on the SGS Sustainability Report Assurance methodology and AA1000 Assurance Standard v3 Type 2 high level during 2026/Mar/09 to 2026/Apr/24. The disclosure scope of this report covers ECOVE and its subsidiaries in Taiwan and overseas operational. The boundary is the same as ECOVE's consolidated financial statements. 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 requirements.

INTENDED USERS OF THIS ASSURANCE STATEMENT

This Assurance Statement is provided with the intention of informing all ECOVE's stakeholders stated in the Sustainability Report for 2025.

RESPONSIBILITIES

The sustainability information in the ECOVE's Sustainability Report of 2025 and its presentation are the responsibility of the directors or governing body (as applicable) and management of ECOVE. SGS has not been involved in the preparation of any of the material included in the Report.

Our responsibility is to express an opinion on the text, data, graphs and statements within the scope of assurance 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 (AA1000AS v3), 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 Accountability Principles (AA1000AP, 2018).

Assurance has been conducted at a type 2 high level of scrutiny.

SCOPE OF ASSURANCE AND REPORTING CRITERIA

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

Reporting Criteria Options

- 1 AA1000 Accountability Principles (2018)
- 2 GRI (in Accordance with)
- 3 SASB Infrastructure Sector – Waste Management (2023-12)

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- The evaluation of the reliability and quality of specified sustainability performance information in ECOVE's 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 high level of scrutiny for ECOVE and moderate level of scrutiny for its subsidiaries.
- The evaluation of the report against the requirements of GRI Standards, includes GRI 1, GRI 2, GRI 3, 200, 300 and 400 series claimed in the GRI content index as material and is conducted in accordance with the standards.
- The evaluation of the report against the SASB Disclosures and Metrics included in the Infrastructure Sector – Waste Management (Version 2023-12) and conducted alongside an evaluation of accuracy assurance at high level of scrutiny.

SPECIFIED PERFORMANCE INFORMATION AND DISCLOSURES INCLUDED IN SCOPE

The specified performance information in ECOVE's Sustainability Report includes the data for 2025, which is related to GRI 2, GRI 3, GRI 200, 300 and 400 series claimed in the GRI content index as material and the SASB Disclosures and Metrics included in the Infrastructure Sector – Waste Management Sustainability Accounting Standard (Version 2023-12).

ASSURANCE METHODOLOGY

The assurance comprised a combination of pre-assurance 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.

LIMITATIONS

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

INDEPENDENCE AND COMPETENCE

The SGS Group of companies is the world leader in inspection, testing and verification, operating in more than 140 countries and providing services including management systems and service certification; quality, environmental, social and ethical auditing and training, environmental, social and sustainability report assurance. SGS affirm our independence from ECOVE, being free from bias and conflicts of interest with the organization, its subsidiaries and stakeholders.

The assurance team was assembled based on their knowledge, experience and qualifications for this assignment, 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 Auditors and experience on the SRA Assurance service provisions.

FINDINGS AND CONCLUSIONS

ASSURANCE OPINION

On the basis of the methodology described and the assurance work performed, we are satisfied that the specified performance information included in the scope of assurance is accurate, reliable, has been fairly stated and has 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.

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ADHERENCE TO AA1000 ACCOUNTABILITY PRINCIPLES (2018)

INCLUSIVITY

ECOVE has demonstrated a strong commitment to stakeholder inclusivity and engagement. The organization has effectively integrated stakeholder engagement processes into its governance, strategy, and decision-making frameworks, ensuring involvement from senior management, cross-functional teams, and diverse geographical regions. Through various engagement initiatives, including surveys and communications with employees, customers, investors, suppliers, CSR experts, and other stakeholders, ECOVE fosters a comprehensive understanding of stakeholder concerns.

MATERIALITY

ECOVE has established and integrated a multifaceted methodology, incorporating operational impact assessment processes, to identify the organization's material issues. It has developed an impact-based materiality analysis process and established corresponding sustainability objectives. This report appropriately addresses the identified issues based on their materiality and priority.

RESPONSIVENESS

The report includes coverage given to stakeholder engagement and channels for stakeholder feedback. ECOVE has responded to its material sustainability topics, related impacts and stakeholders in a comprehensive, accurate, timely, accessible and balanced manner.

IMPACT

ECOVE has identified and demonstrated its sustainability performance across environmental, social, and governance dimensions through various processes, including activities, policies, programs, decisions, and product services. These efforts are overseen by governance bodies and senior management, with appropriate disclosure and reporting in its reports. For the future report, it's recommended to establish a monetized methodology to quantify impact levels and prioritize them.

QUALITY AND RELIABILITY OF SPECIFIED PERFORMANCE INFORMATION

On the basis of the methodology described and the verification work performed, we checked minutes of meetings, management documents, ERP system reports, receipts, ISO certification, etc. We have confidence that the specified performance information included in the scope of assurance is reliable at a high level of scrutiny for ECOVE.

ADHERENCE TO GRI

The report, ECOVE's Sustainability Report of 2025, is reporting in accordance with the GRI Universal Standards 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 claimed in the GRI content index. The report has properly disclosed information related to ECOVE's contributions to sustainability development. The implementation and high level of integration of ESG practices have effectively exerted internal influence, with cross-organizational integration facilitating the alignment and evaluation of performance. For future reports, it is recommended that ECOVE further apply monetization criteria for operational impact assessment to enhance the identification and assessment of key impacts or opportunities.

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ADHERENCE TO SASB

ECOVE has referenced with SASB's Standard, Infrastructure Sector – Waste Management (Version 2023-12) to disclose information of material topics that are vital for enterprise value creation. The reporting boundaries of the disclosed information correspond to the financial data reported in ECOVE's audited Consolidated financial statements.

ECOVE used Sustainability Accounting Standard metrics to assess and manage the topic-related risks and opportunities, where relevant quantitative information was assessed for its accuracy and completeness to support the comparability of the data reported. Process to identify, assess, and manage topic-related risks and opportunities were integrated into ECOVE's overall management process. In the future, it is recommended to benchmark regularly to peer disclosures to gain a comprehensive understanding of evolving expectations among investors and other stakeholders.

Signed:
For and on behalf of SGS Taiwan Ltd.

Stephen Pao
Business Assurance Director
Taipei, Taiwan
13 May, 2026
www.sgs.com



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