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About This Report

Far Eastern New Century Corporation (FENC) issued its first Corporate Social Responsibility Report in July 2013, and beginning in 2015, the report became an annual publication issued in August. With the publication of the 8th issue, the report was renamed "Sustainability Report." The current issue marks the 13th edition, which discloses corporate sustainability performance from 2025.

Significance of Report Subjects to FENC

Innovation is the cornerstone that empowers sustainable growth at FENC. Entitled "Inventing New Century," the FENC Sustainability Report lays out the Company's visionary journey on the path towards net zero. With pioneering mindsets and concerted efforts, FENC fosters sustainability by developing low-carbon products and next-generation materials with the value chain while committing to inclusive development and environmental education out of the determination to expand its social influence. Working alongside its stakeholders, FENC is shaping a beautiful new century.

Reporting Period

This report was issued in August 2026 with the reporting period spanning from January 1, 2025 to December 31, 2025. The content encompasses specific actions and quantitative data on the sustainability performance at FENC regarding economics, governance, society and environment. For past sustainability performances, please refer to FENC's sustainability website.

FENC Corporate Sustainability Website

Reporting Guidelines

1. Corporate Sustainability Performance

The reporting is in accordance with the Global Reporting Initiative (GRI) Universal Standard 2021 and has been assessed by third-party verification as AA1000 Assurance Standard v3 Type I moderate level. For details, please refer to 7.5 Assurance Statement. The reporting also referenced Task Force on Climate-related Financial Disclosures (TCFD), The Taskforce on Nature-related Financial Disclosures(TNFD), Sustainability Accounting Standards Board (SASB) on Chemicals and IFRS Sustainability Disclosure Standard S2 Climate-related Disclosures.

2. Corporate Financial Performance

Financial audits were conducted by Deloitte & Touche. The unit of calculation is New Taiwan Dollar (NT$) unless otherwise noted.

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Scope of Disclosure

FENC has diversified businesses ranging from production, property development and investment. The report discloses 97% of the revenues on the 2025 consolidated statement. The scope of the disclosure for each Business is described as follows:

1. Production Business:

Considering materiality, business entities under the Production Business covered within the reporting scope are those reaching NT$2 billion in annual revenues (see note1). PFEM (see note2) and the air bag plant of FEIW, which commenced production, are added to the 2025 report. Due to organizational restructuring, Hukou Mill is excluded from the reporting scope. FEDZ has been renamed as the knitting and dyeing plant of OTIZ. The combined disclosure accounts for 98% of the 2025 revenues from the Production Business.

2. Property Development Business:

FERD, a subsidiary of FENC, develops and manages the Company's real estate for investment purposes. Please refer to Advocating Balanced Coexistence for details.

3. Investment Business:

The primary targets of investment at FENC are the listed companies under Far Eastern Group (FEG). These companies have published their own reports on sustainability performance. Please refer to the corresponding sustainability websites under FEG for details.

Note:
1. To maintain consistency, once a business entity is included in FENC Sustainability Report, said entity will remain in the report even when its annual revenues fall below NT$2 billion. Explanations will be provided in the report if the above condition applies.
2. Disclosures concerning PFEM is added in phases. In the 2025 report, chapters containing disclosures for PFEM are Enabling Unlimited Innovation, Navigating a Green Future, Creating Inclusive Society–Reinforcing Operational and Occupational Safety and Cultivating Compassionate Bonds.

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Scope of 2025 FENC Sustainability Report

Far Eastern New Century Corporation (FENC)	• Headquarters • Far Eastern Group R&D Center • Hsinpu Chemical Fiber Plant • Kuanyin Chemical Fiber Plant • Kuanyin Dyeing and Finishing Plant
Oriental Petrochemical (Taiwan) Co., Ltd. (OPTC)	**Far Eastern Polytex (Vietnam) Ltd. (FEPV)** • Polyester Plant • Knitting and Dyeing Plant
Far Eastern Fibertech Co., Ltd. (FEFC)	
Oriental Green Materials Limited (OGM)	**Far Eastern Apparel (Vietnam) Ltd. (FEAV)**
Far Eastern Industries (Shanghai) Ltd. (FEIS)	**Far Eastern New Apparel (Vietnam) Ltd. (FENV)**
Wuhan Far Eastern New Material Ltd. (WHFE)	**Far Eastern Ishizuka Green PET Corporation (FIGP)**
Oriental Industries (Suzhou) Ltd. (OTIZ) • Tech Textiles Plant • Knitting & Dyeing Plant	**APG Polytech, LLC**
	PET Far Eastern (M) Sdn. Bhd. (PFEM)
Far Eastern Industries (Wuxi) Ltd. (FEIW) • Air Bag Plant • Spun Yarn Plant	**Far Eastern Resources Development Co., Ltd. (FERD)**
	Far Eastern Memorial Foundation
Far Eastern Apparel (Suzhou) Co., Ltd. (FEAZ)	**Far Eastern Y.Z. Hsu Science and Technology Memorial Foundation**

Sustainability Websites of Listed Companies Under Far Eastern Group in Taiwan

- Far Eastern New Century
- Asia Cement
- Far Eastern Department Store
- U-Ming Marine Transport
- Oriental Union Chemical
- Everest Textile
- Far Eastern International Bank
- Far EasTone Telecommunications
- Nextlink

Click the LOGO to Enter the Website

Note:
1. The companies are listed in chronological order of their establishment.
2. The link to each company's sustainability website may change. Please use the link provided on the company's official website.

Information for Readers

The chapters on Enabling Unlimited Innovation, Navigating a Green Future and Creating Inclusive Society correspond to Production Business; Advocating Balanced Coexistence corresponds to Property Development Business; the remaining chapters cover both Businesses.

Four years of quantified data is presented in this report. The specific data referenced in Navigating a Green Future and Creating Inclusive Society are included in 7.1 Environmental and Employee Indicators.

FENC has prepared this report in a conscientious manner with utmost attention to detail. We continue to improve and refine the scope and process of data collection to elevate data quality. Discrepancies in historical data between the latest report and the previous version exist for the reasons stated below:

Chapter	Detail
Navigating a Green Future	Update historical data: • Energy Consumption, Energy Consumption per Unit of Production, Renewable Electricity Consumption, Water Withdrawal and Water Consumption, Water Withdrawal per Unit of Production, Wastewater Discharge, Wastewater Discharge per Unit of Production, Air Emissions per Unit of Production, Waste Generation per Unit of Production Updates on estimates to actual data: • Carbon quotas and emissions of FEIS
Creating Inclusive Society	Update historical data: • Comparison of male and female compensation • Statistics on new employee hires • Numbers and rate of new employee hires • Statistics on occupational injury

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Message From the Chairman

Chairman of Far Eastern New Century Corporation

Douglas Tong Hsu

徐旭東

Time marches on. With the arrival of 2025, FENC proudly stepped into its 76th year, which was a year marked by volatilities and uncertainties in the political and economic landscape. The year brought challenges at an unprecedented scale upon the global business community. However, it is precisely at turbulent moments such as these that corporate resilience and value shine through.

Green Transformation: Turning promises into reality through a giant leap

Climate change is a global challenge that the humankind must face together. To tackle it, FENC involves itself not as a mere participant, but an active agent of change. We have a profound realization: sustainability is no longer an optional pursuit, but an essential component of a corporation's ability to survive and thrive. We have set a clear course of action, aiming for 50% GHG reduction, 50% green products and 50% green raw materials as the mid-term targets for 2030. The "three 50%s" are not just numbers, not just a promise, but an engine that will transform our business model.

Great strides have been made with green products, which account for 40% of total revenues under the Production Business, establishing FENC as the leading global rPET supplier. Particularly noteworthy is the groundbreaking FENC® TopGreen® AirTek PU. The CO_2-based non-isocyanate polyurethane technology won the Second Prize in the "Best CO_2 Utilisation 2025" Innovation Award, making FENC the first Asian company to receive this honor since the award's inception.

We are also striving for carbon reduction through aggressive actions. Following the SBT pathway, we are improving energy efficiency, adopting low-emission fuel alternatives and developing renewable energy. These strategies helped FENC cut the 2025 GHG emissions by 40% compared with the base year, thus reaching our carbon reduction targets ahead of schedule. The efforts did not go unnoticed. In the 2025 CDP rating, FENC once again made the A List with its climate score, the highest distinction, for two years in a row, putting us among the ranks of leading global sustainable enterprises.

Global Presence: Building a resilient and sustainable supply chain

To flourish steadily amid a turbulent world, we continue to tap into the strength of a vertically integrated global industry chain. When it comes to expanding global production capacity, we follow customers' lead and stay close to the market. Our global network is further diversified to mitigate supply chain risks induced by geopolitical events. Localized production also provides customers with better services and reduces carbon footprints. This strategy has not only strengthened organizational resilience, but solidified our position as a top green partner for international brands.

Innovation Catalyst: Evolving through AI empowerment and technological upgrade

Innovation is ingrained in FENC's DNA, a tried-and-true strength that has withstood the test of time. At the same time, we are fully embracing digital transformation, accelerating organizational reform through AI. A project team has been established to apply AI to production, business and management, adopting AI-powered drone inspections, energy management tools and generative AI-assisted decision-making systems. We are building smart factories equipped with automated and precision manufacturing. Digital transformation has improved operational efficiency and quality, sharpening technological competitiveness and responsiveness at FENC by forecasting market trends through data analysis.

Talent Sustainability: Cultivating human capital for an intelligent future

Talent is the most valuable asset at FENC. It is also the engine that continuously propels FENC forward. As this expansive conglomerate expands its global presence, as digital transformation accelerates with AI, it is time to redefine talent and recalibrate talent development strategies. In 2025, after taking home two golds and one silver from the Brandon Hall Group™ HCM Excellence Awards®, "the Academy Awards of Human Capital Management," we have shown the world our employee-centric talent strategy and exceptional ability to execute.

The age of AI is upon us, and we firmly believe that human-AI collaboration plays a pivotal role in future competitiveness. Hence, we are pushing for digital talent transformation across FENC, providing training in generative AI applications, big data analytics and additional functional areas to help employees develop the ability to capitalize on new technologies to optimize workflow and improve decision-making quality. The end goal is not simply introducing new technologies, but empowering all employees to become technologically adept innovators.

As we gaze into a future brimming with political, economic and climate challenges, we do so with a confident outlook that is grounded in "honesty, diligence, thrift, prudence and innovation." FENC will carry this corporate philosophy forward, embracing the age of decarbonization, sustainability and AI, as well as the trials and tribulations to come with the dedication of an industrialist, the insight of an entrepreneur and the heart of a philanthropist. We promise, the future is a path we will walk alongside the shareholders, customers, employees and supply chain partners. It is a path that will lead to sustained corporate growth, and more importantly, a path that will foster environmental sustainability and social inclusion to the greatest extent.

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Sustainability Strategy Blueprint

Inventing New Century

SDGs 9 · 17

Fostering robust governance

Strive for honest and ethical conduct, establish management mechanism and reduce operational risks in pursuit of sustainable development.

SDGs 5 10 13 16

Enabling unlimited innovation

Utilize R&D ability, transition into smart production, operation and product service to meet the needs of human development.

SDGs 9 12 14 15

Navigating a green future

Implement net-zero transition, promote corporate resilience and adaption and expand green product lines to reach carbon neutrality and a sustainable future.

SDGs 3 6 7 12 13 14 15

Creating inclusive society

Foster employee competitiveness, promote supply chain sustainability and improve public welfare to achieve the mission of inclusive growth.

SDGs 1 4 8

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FENC's Contribution to UN SDGs

1 NO POVERTY

1. FENC made regular cash donations to not-for-profit organizations and participates in outreach programs for the disadvantaged, devoting NT$220 million in social engagement. P.154
2. FEPV expressed love by hosting the Zero-dollar Market for Lunar New Year. P.157

2 ZERO HUNGER

1. APG Polytech donated Thanksgiving feasts. P.157

3 GOOD HEALTH AND WELL-BEING

1. FEAV launched a vaccination campaign to protect the health of its employees and their families. P.145
2. FENC offered regular health checkups and health lectures for employees. P.142

4 QUALITY EDUCATION

1. FENC celebrated the 10-year anniversary with the Beitou Refuse Incineration Plant, promoting environmental education with environmental displays. P.155
2. FENC promoted bottle-to-bottle recycling with Tzu Chi through cyber-physical environmental education. P.12
3. The 17th Taiwan Young Student Physicists' Tournament helps improve English debate and physics skills among youths in Taiwan. P.160

5 GENDER EQUALITY

1. FENV empowered employees through life skills and gender equality training. P.116
2. The number of female supervisors at FENC sites in Taiwan grew by 28% in the last five years. P.114
3. FENC engaged in sexual harassment prevention training with key case analysis. P.115

6 CLEAN WATER AND SANITATION

1. FEAV provided water purification equipment for an elementary school in a remote district in Vietnam. P.157

7 AFFORDABLE AND CLEAN ENERGY

1. FENC incorporated high-efficiency natural gas boilers to accelerate its transition to low-carbon energy. P.84
2. The total renewable electricity consumption at FENC reached approximately 260 GWh in 2025, accounting for approximately 18% of its total electricity consumption. P.88
3. The motors and water pumps were retrofitted to improve performance, conserve energy and increase energy efficiency. P.87

8 DECENT WORK AND ECONOMIC GROWTH

1. FENC has been listed on the Taiwan Stock Exchange for 58 years, with annual profits and dividends. P.36
2. FENC issued nearly 51 sustainable financial products, raising over NT$90.2 billion in funds. P.54
3. Implementing an employee stock ownership plan, with the company providing more than 30% of the contribution. P.126

9 INDUSTRY, INNOVATION AND INFRASTRUCTURE

1. FENC leveraged AI to enhance information security management and operational efficiency. P.51
2. FENC enhanced vehicle safety with near-infrared optical identification seat belt fibers. P.62
3. FENC received 939 patent approvals to date. P.61

10 REDUCED INEQUALITIES

1. OTIZ implemented companionship programs to promote diversity, inclusion, equality and public welfare. P.122
2. Tpark hosted the 2025 Tpark Christmas Charity Market–Be the Santa! P.174

11 SUSTAINABLE CITIES AND COMMUNITIES

1. Taipei Metro Tower received the Gold certification from LEED for Existing Buildings: Operations and Maintenance. P.75
2. Tpark became the first in Asia to obtain dual Platinum certifications from WiredScore and SmartScore. P.166
3. Tpark received the Platinum Award from the Asia Pacific Intelligent Green Building Alliance Awards. P.173

12 RESPONSIBLE CONSUMPTION AND PRODUCTION

1. FENC created high-performance Power X, enabling fiber to fiber with nylon 66, a mono-material solution. P.63
2. FENC pioneered a global circular supply chain by creating the world's first closed-loop import model for textile scraps. P.99
3. FENC launched the world's first river tracing shoes with rTPEE midsoles. P.19

13 CLIMATE ACTION

1. FENC pioneered the world's first AirTek PU technology for carbon capture and utilization, winning Asia's first "Best CO_2 Utilisation" Innovation Award from Germany. P.62
2. PFEM reduced product carbon footprints with the lightweight preform design. P.65
3. FENC established a carbon footprint model for textiles and apparel with the brand customer, which promotes a low-carbon supply chain. P.12

14 LIFE BELOW WATER

1. FENC's rPET chips made with recycled bottles have a low environmental footprint and reduce water stress. P.105
2. FENC contributed to seagrass restoration in Penghu, promoting habitat rehabilitation and biodiversity. P.104
3. Six FENC production sites in Taiwan co-hosted a beach cleanup campaign to protect the environment. P.157

15 LIFE ON LAND

1. FERD restored the habitat of Spiranthes sinensis, which protects biodiversity. P.172
2. FERD built a butterfly enclosure and improved the surrounding habitat. P.172
3. FENC introduced the textile-to-textile circular uniform solution. P.20

16 PEACE, JUSTICE AND STRONG INSTITUTIONS

1. FENC established the Speak Up Policy with a 24-hour multilingual grievance channel. P.113
2. FENC established two-way communication through global employee satisfaction surveys. P.14
3. FENC launched the human rights due diligence across its global locations. P.113

17 PARTNERSHIPS FOR THE GOALS

1. FIGP promoted bottle to bottle with Jeplan and Ito En, Ltd. in Miyazaki Prefecture, Japan. P.22
2. FENC received the Top 10 Decarbonization Pioneer Suppliers in North Asia Award from L'Oréal Groupe. P.68
3. FENC joined the Taiwan High Speed Rail Corporation Sustainable Circularity Initiative. P.20

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Identification of Stakeholders and Material Topics

Identification of Materiality

Each year, the stakeholders and material topics are identified by the executive managers and Sustainability Implementation Committee, and the internal and external feedback is gauged through surveys to keep the sustainability management and reporting at FENC in alignment with the expectations of all stakeholders.

FENC follows the procedures for the identification of material topics in the 2021 version of the GRI Standards, developing the framework for materiality analysis based on the principles of identification, analysis and verification. Having incorporated the sustainability disclosure standards in the International Financial Reporting Standards (IFRS) in 2025, "community" is added as a key stakeholder to identify and assess operational impacts at a more comprehensive level. In 2022, surveys were administered internally and externally with a total of 423 valid surveys collected. Between 2023 and 2025, in light of the rapidly changing external environment and to increase stakeholder participation, additional surveys were administered to 342 stakeholders. The outcomes were combined with that from the 2022 survey for analysis. External experts were consulted regarding the process and result of identifying stakeholders and material topics, which were then presented to the executives for confirmation. The Sustainability Committee members gave the final approval.

Identify and assess impacts on an ongoing basis → **Determine material topics for reporting**

Understand the organization's context → Identify actual and potential impacts → Assess the significance of the impacts → Prioritize the most significant impacts for reporting → Determine material topics

Stakeholder Identification : Based on the five principles laid out in AA1000SES (2015) Stakeholder Engagement Standard.

Analysis Process of Stakeholders

Compile Stakeholders

- **Source**
  Sustainability reports from Taiwanese corporations, global customers and global peers, totaling 106 reports.

The stakeholders were consolidated under 14 categories.

Materiality Analysis

- **Stakeholder Identification Survey**
  Target: The Sustainability Implementation Committee

A total of 131 valid surveys were collected.

Conduct Analysis

Seven categories of key stakeholders
1.Direct customer
2.Government
3.Employee / Labor union
4.External audit agency
5.Business partner
6.Shareholder / investor / financial institution
7.Community

Compile Sustainable Issues → Materiality Analysis → Conduct Analysis → Verify

Compile Sustainable Issues

- **Source**
  Forty sources were referenced to compile the list, including industry guidelines, standards and benchmarks; stakeholder feedback; TCFD climate risk and opportunity identification; human rights due diligence; international guidelines, standards and reports, such as the Global Risk Report and Measuring Stakeholder Capitalism by the World Economic Forum (WEF), SDGs, GRI, Sustainability Accounting Standards Board (SASB) and Organization for Economic Co-operation and Development (OECD) Due Diligence Guidance for Responsible Business Conduct.

A total of 514 sustainability issues were compiled.

The issues were consolidated under 22 categories.

Materiality Analysis

- **Material Topic Survey**
  Analysis of the impact level from sustainability issues on corporate operation
  Target: Sustainability Implementation Committee

  Analysis of the impact level from sustainability issues on the economy, environment and people, including human rights:
  Target: Seven categories of key stakeholders

A total of 634 valid surveys were collected.

Conduct Analysis

- **Prioritization of Material Topics**
  Prepare the material topic matrix.

14 Material Topics

- **Assessment of Positive and Negative Impacts**
  Executive managers and the Sustainability Team assessed the positive and negative impacts of material topics.

Verify

- **Presentation to the Highest Governing Entity**
  The material topics were presented to the executive managers for confirmation. The Sustainability Committee members, which consist of regular and independent Board members, gave the final approval.

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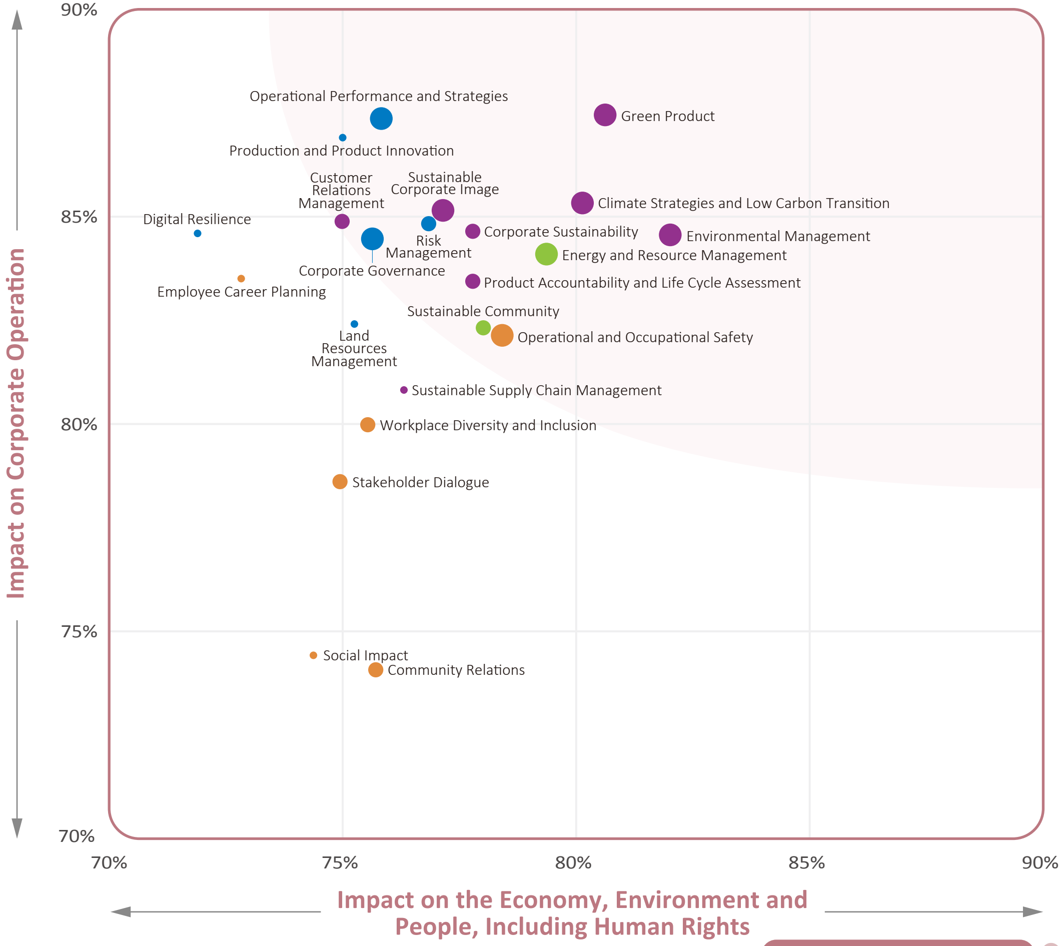
The Company adopts the Double Materiality principle proposed by the European Union to identify 14 material topics that have significant impacts both on the Company's operations and on external economic, environmental, and social (including human rights) aspects. The process and results of material topic identification form an integral part of the Company's risk management system, which includes established management approaches and effectiveness evaluation mechanisms for each material topic. Compared with the result from the previous year, while the number remains the same at 14 in 2025, the material topics identified are different. "Customer Relations Management" is added, and "Sustainable Supply Chain Management" has been repositioned as a non-material topic. To align with the IFRS sustainability disclosure standards, "Occupational Safety and Health" has been renamed to "Operational and Occupational Safety." Regarding "Community Relations," though the topic was not identified as a material topic, it is added to the list of sustainability issues requiring ongoing management during the reporting year due to substantial stakeholder concern.

Matrix of FENC Material Topics

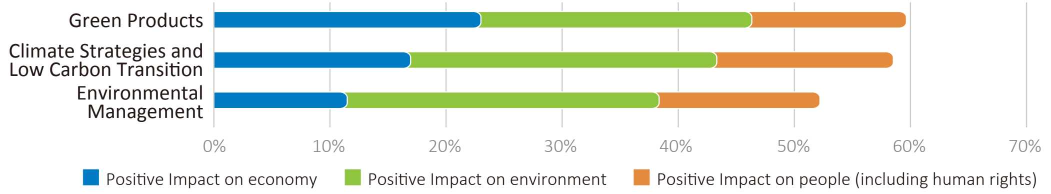


FENC Sustainability Survey

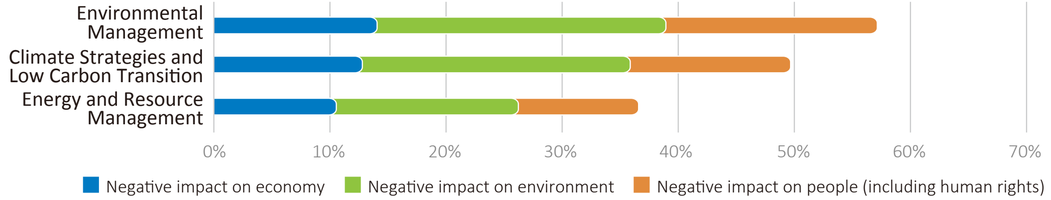
Positive and Negative Impact and Scope of Value Chain Impact

Refer to the material topics identified in 2022, executive managers and the Sustainability Team conducted impact analysis to assess their positive and negative impact as well as the scope of value chain impact. Each material topic was assessed against current corporate strategies and management guidelines to measure the positive impact and likelihood of occurrence regarding the aspects of economy, environment and people, including human rights. The assumption for the assessment of the negative impact, no action, would lead to the inability to prevent or mitigate the negative impact, and was used to assess the likelihood of occurrence and severity regarding the three aspects.

Top Three Issues with Positive Impact



Top Three Issues with Negative Impact



Linkage Between Executive Compensation and Material Topics

Material Topics	Links to Changes in Executive Compensation
Business Performance and Strategy	Business performance and strategy are key indicators for the annual operational review, thus linked to changes in executive compensation.
Energy and Resource Management	Energy and resource management is a key indicator for the monthly operational review, and the monthly energy consumption rate is linked to changes in executive compensation.
Environmental Management	Environmental management aims to minimize negative impacts to the environment through approaches such as minimizing air pollutant emissions, implementing water resources management and linking executive compensation to relevant indicators.
Climate Strategies and Low Carbon Transition	Executive compensation is linked to GHG emissions.
Green Product	Executive compensation is linked to the revenue share of sustainable products.
Operational and Occupational Safety	Executive compensation is linked to the implementation of operational and occupational safety, which also covers the establishment of emergency preparedness and response mechanisms with zero fires and zero chemical spills as the goals.

Note: Executives whose compensation is linked to the material topics include the president, chief operating officer and those in charge of implementations concerning material topics, including the executive vice president, assistant vice president and manager.

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Impacts of Material Topics and Value Chain Impact Assessment

Material Topics	Impacts on External Economy, Environment and People, Including Human Rights	Value Chain Impact Assessment					Management Methods and Related Information Corresponding to Chapters
		Suppliers	FENC			Customers	
			Production Business	FERD	Foundations		
Green Product	The development of green products may fulfill FENC's green commitment to brand customers, promote economic growth and mitigate environmental impacts.	V	V			V	Special Report 1 2.2 Developing Green Products
Environmental Management	Business operations may lead to air pollution, waste and impacts on biodiversity.	V	V	V			3.4 Steering Environment Management
Climate Strategies and Low Carbon Transition	The inability to effectively control GHG emissions will lead to worsening climate conditions and business environments.	V	V	V		V	Special Report 2 3.2 Marching Towards Net Zero
Energy and Resource Management	Environmental impacts may be reduced by monitoring the current energy and resource usage and adopting a host of conservation measures.		V	V			3.3 Elevating Energy and Resource Efficiency
Operational Performance and Strategies	With steady refinement of business strategies, FENC maintains the industry-leading status, drives industry evolution and promotes economic development.		V	V			Message From the Chairman 1.1 Refining Operational Performance and Strategies
Corporate Sustainability Governance	By establishing a comprehensive governance framework, FENC balances the sustainable development of the environment, society and corporate governance to create values for all stakeholders.		V	V	V		Message From the Chairman 1.5 Implementing Sustainable Development
Sustainable Corporate Image	FENC may examine the direction of sustainable development and elevate stakeholders' willingness to invest in the Company by participating in global sustainability ratings, forums and conferences to engage and interact with stakeholders.		V	V	V		Enhancing Corporate Preface Sustainable Image Special Report 1, 2 5 Cultivating Compassionate Bonds
Risk Management	The establishment of a sound risk management mechanism may reduce the degree and likelihood of impacts from environmental and man-made factors.		V	V			1.3 Perfecting Risk Management
Production and Product Innovation	Leveraging its R&D capabilities, FENC develops forward-looking products and transitions to smart production, operation and product services to promote industry growth.	V	V			V	Special Report 1 2.1 Instigating Production and Product Innovation
Product Accountability and Life Cycle Assessment	Impacts on the environment and human health may be mitigated by gauging the scale and significance of potential environmental impacts with product life cycle assessments and improvements from the management and R&D perspectives.	V	V				2.3 Honing Product Management
Operational and Occupational Safety	The implementation of operational and occupational safety management establishes a safety culture, ensures process control and reduces the risk of occupational injuries and accidents, thus protecting the physical and mental health of employees and contractors and maintaining operational resilience and productivity.	V	V	V			Special Report 3 4.3 Reinforcing Operational Safety and Occupational Safety
Sustainable Community	With environmental protection and low-carbon operation as the goal, FENC strikes a dynamic balance between the man-made and natural environment, building a smart industrial park through advanced technologies to foster a sustainable ecosystem.			V			6.2 Building Sustainable Community
Corporate Governance	With integrity as the highest guiding principle, FENC builds a robust governance system to facilitate corporate management and maximize the interests of all shareholders.		V	V			1.2 Governing With Steady Pace
Customer Relations Management	FENC refines customer engagement and services and provides a wide range of innovative products and comprehensive after-sales service to help customers achieve their sustainability targets, generate revenue growth and build a sustainable corporate reputation.		V	V		V	2.4 Building Customer Rapport

Note: The significance of material topics to FENC, specific management guidelines and short-, mid- and long-term targets are provided in the following chapters. There are eight additional topics listed as sustainability issues instead of material topics. They are "land resources management," "sustainable supply chain management," "employee career planning," "digital resilience," "workplace diversity and inclusion," "stakeholder engagement," "community relations" and "social impact." Details are also provided in the ensuing chapters.

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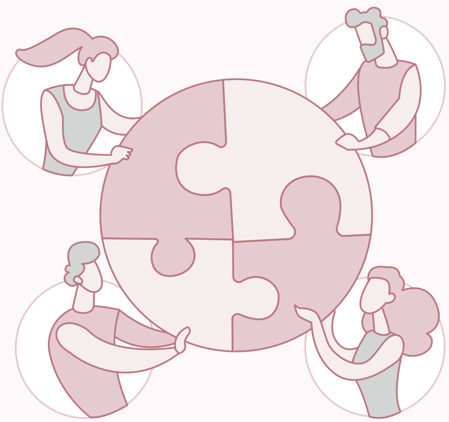
Boosting Stakeholder Dialogue

With integrity and transparency as the guiding principles, FENC utilizes multiple channels of disclosure and stakeholder engagement to strengthen the relationships. Throughout the process, issues significant to stakeholders are documented, and Company policies are modified accordingly to respond to their expectations. Progress of stakeholder engagement is reported to the Board periodically. The Sustainability Implementation Committee presented the 2025 stakeholder engagement to the Sustainability Committee and the Board on April 29 and May 13, 2026, respectively.



Stakeholder	Significance to FENC	Issues of Concern	Communication Channel and Frequency
Direct Customers	The trust of direct customers can lead to sales success. FENC must lead the way, advancing brand values for customers through innovative products.	• Product Accountability and Life Cycle Assessment • Green Products • Environmental Management • Sustainable Corporate Image • Process and Product Innovation	• External Meetings: Yearly, Quarterly, Monthly, Weekly, Irregular, Other • Internal Meetings: Irregular • Training/Trial/Drill: Other • Visits/Exchanges: Yearly, Quarterly, Monthly, Weekly, Irregular, Other • Review/Evaluation/Audit: Yearly, Irregular, Other • Survey/Questionnaire: Yearly, Irregular, Other • Other: Irregular
Community	Fostering positive community relationships is essential for ensuring operational stability and driving long-term corporate growth. Through continuous community engagement and dialogue, FENC actively responds to local needs, establishes a solid foundation of mutual trust, and promotes mutual prosperity and co-development between the enterprise and local communities.	• Sustainable Communities • Community Relations • Land Resource Management • Environmental Management • Sustainable Corporate Image	• External Meetings: Irregular • Promotional Campaign: Other • Visits/Exchanges: Yearly, Quarterly, Irregular, Other • Other: Irregular, Other
External Audit Agency	FENC examines the adequacy of corporate policies through verifications conducted by external agencies and proposes specific plans to enhance sustainable competitiveness.	• Green Products • Climate Strategies and Low Carbon Transition • Environmental Management • Energy and Resource Management • Operational Safety and Occupational Safety	• External Meetings, Yearly, Irregular • Visits/Exchanges, Yearly, Other • Review/Evaluation/Audit, Yearly, Irregular, Other • Other: Yearly, Irregular
Shareholder / Investor / Financial Institution	Shareholders, investors and financial institutions are significant sources of capital funding for FENC. Achieving excellence in corporate performance creates a virtuous cycle of securing stable funding by demonstrating corporate values.	• Operational Performance and Strategies • Green Products • Climate Strategies and Low Carbon Transition • Environmental Management • Corporate Governance	• External Meetings: Yearly, Quarterly, Irregular • Internal Meetings: Yearly, Quarterly, Other • Visits/Exchanges: Other • Review/Evaluation/Audit: Yearly • Other: Yearly, Monthly, Irregular
Employees / Labor Union	Employees are FENC's most valuable asset. The Company offers enhanced benefits and career development to build solidarity and co-create a sustainable future.	• Employee Career Planning • Operational Safety and Occupational Safety • Green Products • Sustainable Corporate Image • Workplace Diversity and Inclusion • Environmental Management	• External Meetings: Yearly, Monthly • Internal Meetings: Yearly, Quarterly, Monthly, Weekly, Irregular, Other • Training/Trial/Drill: Yearly, Monthly, Irregular, Other • Promotional Campaign: Monthly • Visits/Exchanges: Monthly, Irregular • Review/Evaluation/Audit: Yearly, Quarterly, Irregular, Other • Survey/Questionnaire: Yearly • Grievance/Comment Box: Irregular • Other: Irregular
Government	FENC maintains clear communication channels with governmental entities to stay on top of regulatory development, prevent violations and ensure sound operation.	• Sustainable Communities • Environmental Management • Land Resource Management • Operational Safety and Occupational Safety • Climate Strategies and Low Carbon Transition	• External Meetings: Yearly, Quarterly, Irregular, Other • Training/Trial/Drill: Irregular • Promotional Campaign: Yearly, Irregular • Visits/Exchanges: Yearly, Monthly, Irregular • Review/Evaluation/Audit: Yearly, Irregular, Other • Survey/Questionnaire: Irregular • Company Website: Quarterly, Monthly • Other: Irregular
Business Partners (Suppliers / Contractors)	FENC's innovative products and services are built upon the raw materials and services provided by business partners. The Company creates a win-win by achieving sustainable development through strong partnerships.	• Operational Safety and Occupational Safety • Customer Relations Management • Product Accountability and Life Cycle Assessment • Corporate Governance • Green Products • Environmental Management	• External Meetings: Yearly, Quarterly, Monthly, Irregular • Internal Meetings: Yearly, Quarterly, Monthly, Irregular, Other • Training/Trial/Drill: Irregular • Promotional Campaign: Yearly • Visits/Exchanges: Quarterly, Weekly, Irregular, Other • Review/Evaluation/Audit: Yearly, Quarterly, Irregular • Survey/Questionnaire: Yearly, Monthly • Company Website: Quarterly • Other: Irregular, Other

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Direct Customers

Creating a Carbon Footprint Model for Textiles and Apparel with the Brand Customer to Promote a Low-carbon Supply Chain

FEAZ has been working with its international brand customer and Tsinghua University in Beijing on a carbon footprint management project for textiles and apparel. The goal is to establish a scientific and verifiable method for carbon emission accounting. FENC is the first textile company in this customer's supply chain to obtain the approval for its carbon reduction targets from the Science-Based Targets initiative (SBTi), demonstrating the strength of FENC's carbon reduction strategies and maturity in energy management. Additionally, with its vertically integrated supply network, a spectrum spanning from polyester raw materials to textile and garment manufacturing, FENC is able to provide more comprehensive and transparent supply chain data, making the Company a key partner for the customer in the research of product carbon footprints. Drawing on the past success of the brand customer and Tsinghua University in establishing a product life cycle assessment model for athletic footwear, FENC extended it further to cover the textile and apparel sectors, bridging a critical gap in the carbon footprint database of apparel products in mainland China.

The research project consists of two studies:

Study 1: Establishing a carbon footprint model for textile and apparel products

The study involves the use of two representative sportswear products as the case studies to construct a product carbon footprint model that covers the entire life cycle, meaning all product stages, such as the procurement of raw material, production, processing, shipping, consumer consumption and disposal. The results will be used to establish standardized product carbon emission coefficients, and the data will form a key basis for calculating the carbon footprint of apparel products in the future.

Study 2: Planning Carbon Reduction Pathways for Sports Apparel Production

The study examines the collaboration between FENC and the brand customer over the past decade with a systematic review of the performance in energy conservation and emission reduction. Feasible carbon reduction measures for the future are evaluated to establish the pathway to low-carbon transition for sportswear manufacturing, which will serve as a significant strategic basis for corporations and brands in pursuing decarbonization across the supply chain.

The two studies are expected to deliver results in 2026, and an application will be filed to add the carbon emission coefficients identified through the research as a national standard applicable to the textile and apparel industries in mainland China to calculate carbon footprints. While findings from past studies had been adopted as industry or organizational standards, the brand customer will recommend using the result as a national standard, which will give the data more credibility with broader application. By establishing carbon emission coefficients that can be widely adopted by industries, corporations and brands will be able to identify the source of processing emissions and calculate product carbon footprints with higher precision, which is beneficial for the establishment of more effective decarbonization strategies, advancing low-carbon transition in the textile and apparel industries and promoting sustainable development within these industries.

Community

Promoting Bottle-to-Bottle Recycling with Tzu Chi Through Cyber-physical Environmental Education

To sow the seeds of a circular economy in local communities, FENC has been maintaining a long-term partnership with the Melaka branch of Tzu Chi Foundation through its subsidiary in Malaysia and promoting the initiative, Together for a Greener Future. On October 11, 2025, FENC was invited to set up a booth at the fair held in conjunction with the Melaka State final of PaGamO Environmental Education E-Sport World Cup V, a significant environmental competition in the region.

The event brought together approximately 110 young students who advanced to the state final. FENC's booth featured the education on plastic recycling and reuse, and its green technologies were transformed from factory applications to engaging lesson plans. Staff interacted with the students and the public and explained the complete bottle-to-bottle circularity, showcasing how waste PET bottles are recycled, cleaned and converted through cutting-edge technologies into high-quality recyclable resources. This event successfully combined the fun of PaGamO e-sports with hands-on environmental education. While raising recycling awareness among the young generation, FENC demonstrated an innovative collaborative model between businesses and non-profit organizations, fostering future talent for environmental sustainability and creating positive social impacts.

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External Audit Agency

Improving Supply Chain Transparency Through Traceability and Compliance Verification for Recycled Products

FENC ensures the traceability and compliance of recycled products through rigorous third-party verification, helping customers remain flexible and competitive when addressing new regulations and market demands through supply chain sustainability management, recycled content certification and compliance with food contact and recycling process regulations.

International Sustainability and Carbon Certification (ISCC) is an independent global certification system that verifies the legal source, content and carbon management performance of recycled and biomass raw materials across the entire supply chain. In 2025, FENC obtained the ISCC PLUS certification, which covers terephthalic acid, recycled polyester filament, industrial yarn and PET chips, the Company's core product lines, to help customers get a head start with establishing a traceable low-carbon raw material supply chain.

Commission Regulation (EU) 2022/1616 on recycled plastic materials and articles intended to come into contact with foods is set to come into effect in the EU in September 2026. As the first company in Taiwan to obtain both the EN 15343 certification for traceability of plastics recycling and recycled plastic content and the RecyClass Recycling Process certification, FENC is prepared. The EN15343 certification focuses on the traceability of recycled plastic sources and the calculation of recycled content. As the EU's taxation system for plastic packaging and packaging waste kicks in, the certification serves as an objective verification of the declared recycled content for customers. Few companies outside the EU have received the EN15343 certification, and FENC took an extra step by obtaining the RecyClass Recycling Process certification, which integrates the EN15343 standards and functions as a technical supplement to Commission Regulation (EU) 2022/1616. Enhancing areas such as recycling processes and traceability management, the certifications are a boost to product competitiveness.

Japan's positive list system under the Food Sanitation Law has gone into effect. Starting in June 2025, substances not included on the positive list will be prohibited from being used in food apparatus, containers and packaging. While PET is included as an approved base material, rPET, which involves recycling processes, must also comply with the government guidelines on the use of recycled materials to ensure the compliance with production and safety management requirements for food contact applications. FIGP obtained the certification from Japan Chemical Innovation and Inspection Institute (JCII) for rPET food packaging in 2025, which reinforces product compliance and safety.

Shareholder / Investor / Financial Institution

From Investor Conference to ESG Engagement

Reflecting on 2025, capital market evaluations and investor engagement shifted from traditional business strategy and financial performance toward ESG risk tracking and sustainability-focused engagement, driven by growing sustainability awareness and stricter regulatory expectations.

Challenges Facing Traditional Communication: Structural changes in capital flows

As global capital shifts to emerging technology stocks, traditional industries face mounting capital allocation pressure. Declining investor engagement and the limits of financial data are prompting investors to reassess traditional industry value.

Opportunities to Transform: ESG Engagement as the means of profound dialogues

Despite declining in-person visits, FENC sees strong momentum in ESG engagement, which is experiencing exponential growth compared with past years.

- Engagement Events During Reporting Year: In 2025, 24 ESG engagement events were held as in-depth communication efforts with investors, including formal emails, phone calls, investor conferences, shareholder meetings and press conferences with the Taiwan Stock Exchange Corporation.
- Engagement Format: Formal emails, phone calls, investor conferences, shareholder meetings and press conferences with the Taiwan Stock Exchange Corporation.
- Engagement Target: Domestic life, property and casualty insurance companies, banks, investment trusts, securities firms and media.
- Communication Level: Management

Investor Concern	Key Point of FENC's Response
Primary focus on the progress of risk control and improvement following occupational incidents at FENC sites	FENC fundamentally improves safety across all FENC production sites by incorporating AI-powered early warning; conducting comprehensive review and refinement of equipment and facilities; integrating management systems. In addition, the Company encourages the reporting of near-misses as part of its culture to enhance the fundamental safety at all plants.
FENC's past R&D in alternative low-carbon raw materials, operational performance and future plans	FENC develops recycling technologies that tackle waste from the land, ocean and air, creating circular applications for waste PET bottles and fibers by transforming them into high-end products. In the future, FENC will continue developing carbon capture technologies to convert factory waste gas into innovative raw materials.
FENC's evaluation mechanism, regular audit and improvement plan for suppliers' sustainability performance	FENC's suppliers are required to sign the Supplier Code of Conduct and Corporate Social Responsibility Commitment Statement, and critical suppliers are required to complete the supplier ESG survey. On-site inspections and quarterly audits and meetings are conducted. FENC adopts a dynamic management approach that prioritizes coaching with contract termination as an option.
ESG assessments, a core aspect of investors' due diligence due to the influence of the Reference Guidelines for Recognition of Sustainable Economic Activities	Currently, in terms of standards concerning the industries in which FENC is involved, the coverage of the Reference Guidelines for Recognition of Sustainable Economic Activities is limited. It also does not cover overseas production and revenues. Thus, the applicability is low. However, FENC will align the disclosure of its sustainable economic activities with future regulatory amendments approved by the authority.

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Employees / Labor Union

Building Two-way Communication Through Global Employee Satisfaction Surveys

FENC treats each and every employee as a key stakeholder. To make sure employees' opinions are effectively incorporated into management decisions, the Company has established a two-way communication system. Every two years, an employee satisfaction survey is administered across FENC's global locations through a third-party professional organization, which also conducts the subsequent survey analysis. Respondents are provided with multilingual versions and the option to stay anonymous, which allows all employees to fully express their opinions with safety and trust assured. It is more than a tool for gaining insights into employees' feelings. It is also an important platform for ongoing FENC-employee dialogues.

After the results are compiled and analyzed, key issues for each FENC site are identified and reported during the management meeting. Specific action plans for improvement are developed through joint efforts and incorporated into the annual management objectives with follow-up tracking to ensure the effectiveness of the implementation.

The 2025 global employee satisfaction survey achieved 100% coverage with an 89% response rate. The overall satisfaction reached 94%, which is a 6.8% increase from the previous survey. Aside from acknowledging FENC's sustained growth, 97% of the respondents expressed their approval of and took pride in FENC's dedication to ESG. As to feedback concerning issues such as career development and intergenerational communication, the Company has taken action by planning multiple development programs, devoting persistent efforts to respond to employee feedback.

FENC firmly believes that the sure path to higher employee engagement and group cohesiveness is through consistent and transparent dialogues as well as strong psychological safety and organizational trust, which are also the pillars of human capital, the solid support for FENC's long-term development and sustainability.

Government

Promoting the Development of PET Recycling Systems and Policies in the U.S.

PET Resin Producers Association (PETRA) is a leading U.S. PET industry association dedicated to promoting PET recycling and reuse, providing science-based information and engaging the government regarding related issues on behalf of the industry, and APG Polytech serves on its executive board.

In 2025, APG Polytech took part in the engagement efforts by PETRA with governmental entities in the states of Washington, New York, Texas and Tennessee, covering topics such as plastic recycling and reuse legislations and system design for Extended Producer Responsibility. APG Polytech provided recommendations from the industry perspective and urged governments to put more focus on recycling infrastructure and systems, such as tax credits for investments in recycling infrastructure and local legislations concerning investments in the circular economy, in order to attract more funds for the development of automated sorting and recycling technologies. Governmental assistance not only improves the recycling rate and reuse efficiency in the U.S., but creates more job opportunities.

As PETRA and governmental entities stay in close communication, APG Polytech demonstrates its expertise in the PET industry and provides references for the government when establishing policies, offering substantial support for the operation and development of PET recycling systems in the U.S.

Business Partners (Suppliers / Contractors)

Bolstering Supplier ESG Risk Control and Sustainable Partnerships

To build a resilient and sustainable supply chain, FENC has been administering the supplier ESG survey since June 2024 for a comprehensive assessment of its critical suppliers regarding the environmental, social and governance aspects of sustainable development. Environmental considerations include compliance with environmental regulations and information disclosure; the status of external verification or audits; establishment of carbon reduction targets; specific actions such as emission and waste reduction. Among the social indicators assessed are compliance with labor regulations; mechanisms for occupational safety and health management; work systems; talent training. In terms of governance, the assessment focuses on regulatory compliance; information transparency; the robustness of internal corporate policies and risk control processes.

The survey helps FENC's procurement units gain insights into the overall ESG performance of critical suppliers, preemptively identifying potential risks and operational weaknesses in the value chain. To fully implement supply chain risk control, FENC exercises its corporate influence by implementing special coaching and improvement projects to help suppliers deemed as having significantly high risks establish sound management systems. FENC is determined to evolve from traditional transactional relationships into sustainable partnerships with suppliers, fostering mutual growth by sharing its experience, thus building a more robust supply chain ecosystem while minimizing risks. Amid persistent implementation and engagement efforts from FENC, 1,013 of its critical suppliers have completed the assessment of supplier ESG survey, which is a testimony to FENC's commitment to reaching net zero and a sustainable future with suppliers through tangible actions.

Note: The term, "critical supplier," refers to the supplier of FENC's main raw materials and one that reaches NT$1 million in a single transaction with the main procurement unit within the reporting year.

Contact and Grievance Channel

FENC maintains open dialogues with stakeholders. The Company established Speak Up Policy, encouraging comments and suggestions from all stakeholders. Communication and grievance channels are accessible 24-7 and available in Chinese, English, Japanese, Vietnamese and Malay to meet the needs of FENC's diverse workforce locations and demographics. The Company accepts anonymous claims and has an independent investigation mechanism in place. An investigation team is established within 5 days of receiving the claim documents. Under general circumstances, a ruling shall be established, and the investigation report shall be compiled within 3 months of accepting the claim. Separate grievance channels and procedures are in place for claims concerning regulatory compliance, anti-corruption, labor, human rights, products and the environment.

Speak Up Policy

FENC Speak-up: speak-up@fenc.com

Grievance Channel and Procedure for Issue-Specific Claims

	Regulatory Compliance and Anti-Corruption	Labor and Human Rights	Products	Environment
Process	• Once the grievance claim is filed and deemed legitimate, the individual against whom the grievance claim is filed shall immediately cease performing the questionable conduct and be held accountable based on regulatory provisions and company policies. • The acceptance, investigation and outcome of the grievance claim shall be filed and kept in written or electronic forms for 5 years. • Once confirmed, applicable units shall review the internal control mechanism and operational procedure concerning the incidents reported. Improvements shall be proposed and implemented to prevent future occurrence.	• Each grievance claim is thoroughly investigated and reported through the chain of command. The result of the investigation is provided to the individual filing the claim on a timely basis, and the entire record is properly filed and preserved.	• Once the grievance is filed, it is reported through the chain of command based on product, client manager and persons accountable. Response and outcome are reported back to the client on a real-time basis.	• Once the grievance is filed, applicable units at the plant are notified to address the matter, report to the management and respond to the individual filing the grievance with updates and outcomes of the investigation.
Channel	Audit Committee email: auditcommittee@fenc.com Audit Department email: feaudit@fenc.com Legal Compliance email: legalcompliance@fenc.com	Employee comment box, HR email: fenchrd@feg.com.tw Workplace Sexual Harassment Grievance Email: sexualharassment@fenc.com Designated email (e.g., President's email, departmental email), employee representative meeting, verbal claim, written claim	Designated email (e.g., Sales departmental email), verbal claim, written claim	Appointed units responsible for environmental grievances at all production sites, Labor Safety and Health Department, Security Guard Supervising Office

2025 Claims and Outcome

All twenty-one cases are workplace grievances, and none are related to FENC's environmental and governance practices. The details are provided as follows:

Cases 1-2–FENC

The first case involved a grievance claim regarding welfare and vacation rules at FENC. After completing the grievance procedures and investigation, the result was sent to the grievant in writing, and the case was closed.

The second case involved a verbal disagreement between employees. The supervisor was contacted to clarify the situation and FENC offered the grievant psychological counseling and help through employee assistance programs.

Case 3–Hsinpu Chemical Fiber Plant

The grievance claim was filed due to a verbal disagreement between employees. After clarifying the situation, the case was closed.

Case 4–OTIZ

A discharged employee filed a grievance claim against the working conditions and management rules at OTIZ. During arbitration, the arbitration committee dealing with local labor and personnel disputes did not support the grievant. The case was dismissed and closed.

Case 5–FEIW

Three discharged employees filed grievance claims regarding the benefits, salary adjustments and duty arrangements at FEIW. One case was dismissed and closed, and the remaining two are pending court hearings and rulings.

Cases 6-20–FEAV

Employees filed grievance claims regarding the welfare policies, salary adjustments and duty arrangements at FEAV. Statements related to the claims have been documented, and FEAV continues to monitor and track the cases with plans of using them as future references for policy reviews and employee communication.

Case 21–APG Polytech

An employee filed a grievance claim regarding the scope of duties performed by the supervisor and union members. After negotiations, a consensus was reached regarding the claim, and the case was closed.

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Enhancing Corporate Sustainable Image

2025 Constituent of Sustainability Indexes

- Dow Jones Best-in-Class Emerging Markets Index
- FTSE4Good Emerging Indexes
- FTSE4Good TIP Taiwan ESG Index
- MSCI Selection Indexes
- TWSE CG 100 Index

Note:
1. The Dow Jones Sustainability Emerging Markets Index was renamed the Dow Jones Best-in-Class Emerging Markets Index in February 2025.
2. The MSCI ESG Leaders Indexes was renamed the MSCI Selection Indexes in February 2025.

Recognitions from 2025 Sustainability Ratings

TCSA
- Corporate Sustainability Report Award – Platinum Award
- Climate Leadership Award

GCSA
- Sustainability Reporting Award – Gold Class

Corporate Governance Evaluation
- Top 5%

Highest Rating

Sustainalytics ESG Risk Rating

CDP
- Climate Change – A List

Top 4%
- Water Security – A-

S&P Global
- Industry Mover
- Sustainability Yearbook Member

Ministry of Economic Affairs
Best AI Awards

Ministry of Environment
Green Chemistry Application and Innovation Award

Ministry of Environment
Circular Economy Excellence Awards
Source Management Category (Gold)

Department of Environmental Protection, Taipei City Government
Private Sector Green Procurement Enterprises

Ministry of Digital Affairs
GenAI Stars
Rising Star Award

APIGBA
APIGBA Award
Platinum Award

Brandon Hall Group™
HCM Excellence Awards
Best High Potential Talent Development(Gold)
Best DEI Strategy(Gold)
Best Talent Management Technology Application(Silver)

HR Asia
Best Companies To Work for in Asia(Gold)

Treasury Today
Adam Smith Awards Asia
Best Sustainable Treasury Solution

FinanceAsia
Annual Achievement Award
Best Sustainable Finance Deal

The Asset
Triple A Awards 2025 - Sustainable Finance
Best Sustainable Development Exchangeable Bond

Top 100 Taiwan Companies Selected by Foreign Investors
Rank 22

nova-Institute
Innovation Award
"Best CO_2 Utilisation 2025"
2nd Place

ISPO TEXTRENDS
Best Product
Top 10 Selection

ITMF
International Collaboration Award

CommonWealth Magazine
Corporate Carbon Thermometer
Highest Level – Outstanding Performance

Business Weekly
Top 100 Carbon Competitiveness
AI Innovation Top 100

National Innovation Award
Corporate Innovation Award