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Preface

About the Report
Letter from the Chairman





About the Report

► Report Boundaries

The scope of disclosure in the Report primarily covers National Petroleum Co., Ltd. (NPC) and its subsidiaries in the consolidated financial statements (Pu-Xiang Development Co., Ltd. and Shang-Yuan Co., Ltd.). The information disclosure period is January 1 to December 31, 2024, and the contents cover specific practices and performance data related to the three pillars of environment, society, and corporate governance. To ensure the completeness and comparability of information disclosure, some of the information includes historical data and data for the following year. There is no significant change in the scope of the Report compared to the previous year.

► Basis of Preparation

The Report's structure references the Global Reporting Initiative (GRI) Universal Standards 2021, published in 2021, as the principles and framework for the disclosure of the Sustainability Report. The Sustainability Report aligns with the "Sustainable Development Best Practice Principles for TWSE/TPEX Listed Companies" and the United Nations Sustainable Development Goals (SDGs), and is compiled using the Task Force on Climate-related Financial Disclosures (TCFD) and Sustainability Accounting Standards Board (SASB) standards. Data and figures are provided by departments of the parent company, with financial data sourced from the financial statements audited and certified by Ernst & Young.



► Report Issue Time

The Company issued its first sustainability report in September 2023 and will issue a sustainability report annually thereafter.

The sustainability report issued is available for download on the Company's website and the MOPS.

- Previous issue: August 2024
- Current issue: August 2025
- Next issue: Expected in August 2026

► Contact Information

If you have any questions or suggestions regarding this report, please feel free to contact us.

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- E-mail: IR@npcgas.com.tw
- Investors Section: <http://inv.npcgas.com.tw/html/investors/index.aspx>



Letter from the Chairman

In 2024, the world continued to move forward amid challenges and changes. The impact of high interest rates and inflation has not yet fully subsided; demand in the China market remains weak; and US-China technology and trade competition continues to intensify. The Russia-Ukraine war and the Israel-Palestine conflict persist, with geopolitical risks exerting profound impact on global economic development, Supply chain stability, and societal resilience.

Following the conclusion of COP29, the global consensus on sustainability has become increasingly clear: climate action is urgent, and the period leading up to 2030 is critical. Accelerating the transition to renewable energy, mitigating carbon emissions, strengthening climate resilience, and ensuring access to funding and technical support for vulnerable and developing regions have become shared missions for nations worldwide. The era of fossil fuels is gradually coming to an end, and the future energy market will evolve into a new landscape characterized by diversity, low carbon emissions, and intelligence.

NPC primarily operates as a retailer of automotive fuel in Taiwan. The issue of energy for transportation vehicles is a challenge that must be overcome; however, it also presents an opportunity for transformation. By the end of 2024, the Company had established four charging stations and will continue to monitor emerging energy trends such as hydrogen and biomass energy, striving to take the lead and drive further innovation in the low-carbon transition.

In addition to addressing the transition risks associated with climate change, we are committed to continuously strengthening internal governance, improving employee welfare, and promoting diversity and inclusion. We firmly believe that an enterprise's resilience and competitiveness stem from its shared commitment and collaborative efforts with its employees.

In this challenging era, NPC will remain true to its core mission and move forward steadily, working together to overcome challenges, embrace change, and create a sustainable future.

Chairman



01

Sustainability Management and Communication

1.1 About National Petroleum

1.2 Stakeholder Engagement

1.3 Identification and Analysis of Material Topics



1.1 About National Petroleum

► Company Profile

National Petroleum Co., Ltd.

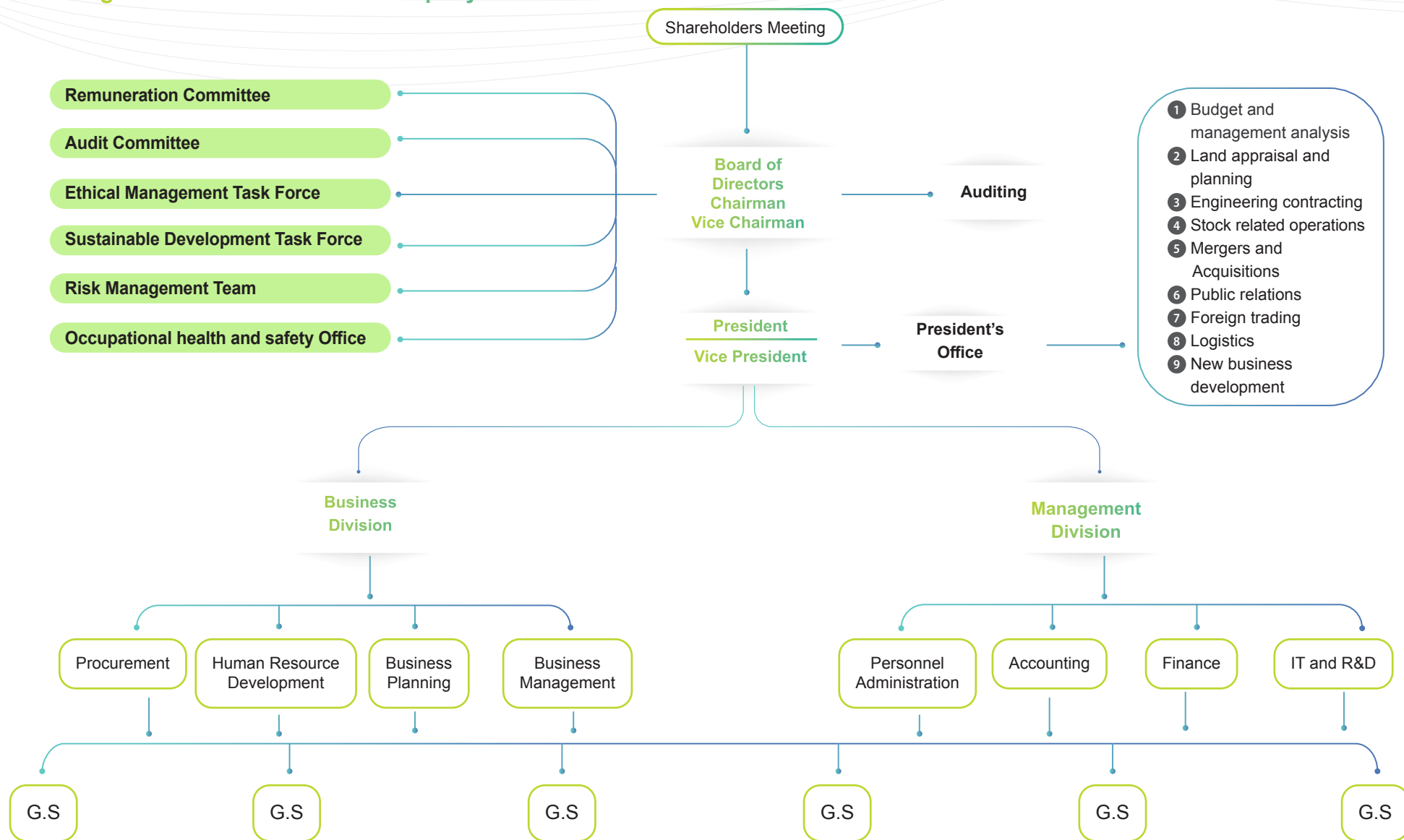


English Name	National Petroleum Co., Ltd.
Date of Establishment	August 8, 1988
Industry Classification	Oil, electricity and gas sector
Date of Listing on TPEX	December 27, 1995
Date of Listing on TWSE	September 11, 2000
Stock Code	9937
Capital	NT\$3.09 billion

Chairman	Lai Cheng-Shu
President	Tsai Jia-Jang
Number of Employees	2,069 (2024.12.31)
Location of Headquarters	4F, No. 140, Sec. 6, Roosevelt Rd., Wenshan Dist., Taipei City
Operating Sites	112 in total
Main Businesses	Gas station: Supply of gasoline, diesel, and lubricants for vehicles EV charging station; Automatic car wash

Organizational Chart and Department Responsibilities

Organizational Chart of the Company



Department	Main Responsibilities
President's Office	Review of the Company's policies and rules, budget and management analysis, land appraisal and planning, planning, design and contracting of various projects, stock related operations, mergers and acquisitions, public relations, foreign trade, logistics, new business development, and occupational health and safety.
Auditing	Assess the deficiencies of the internal control system, measure the efficiency of business operations, and provide timely suggestions for improvement to ensure the internal control system can be implemented effectively and to further assist the management in fulfilling its responsibilities.
Finance Department	Responsible for the planning and preparation of profit plans and operations related to capital management, financial management and investment analysis of the Company.
Accounting Department	Planning and execution of accounting operations, budgeting operations, research and execution of tax operations, planning and execution of accounting system.
Personnel Administration Department	Planning and execution of talent recruitment and appointment, related personnel administration system, public facilities, employee benefits and general administration, etc.
Business Management Department	Integrate the Company's objectives for its annual business plan and supervise the Company's business performance.
Business Planning Department	Plan the Company's overall marketing strategies, provide the business department with logistic support so as to achieve the set business objectives.
Human Resource Development Department	Employee training and development, performance evaluation and management.
Procurement Department	Performing the procurement operations, repair and maintenance planning for various equipment, and pollution prevention.
IT and R&D Department	Network management, computer equipment maintenance, application system planning and database construction.
Occupational health and safety Office	Develop, plan, supervise and promote safety and health management affairs, and guide relevant departments for implementation.

NPC 全國加油站

Distribution Map

Taipei City

Jingmei Station
 Luchou Station
Taipei Interchange Station
 (Charging Station ⚡)
 Nangang Station
 Fuyuan Station
 Wende Station
 Minquan Station
Gangqian Station
 (Charging Station ⚡)
 Zhoumei Station

New Taipei City

Hengxi Station
 Daan Station
 Wugu Interchange Station
 Meicheng Station
 Xinzhuang Station
 Guoyang Station
 Xinwu Road Station
 Zhonghua Road Station
 Tucheng Interchange Station
 Siyuan Road Station
 Banqiao Sichuan Station
 Xindian Anhe Station
 Tamsui Station
 Sanying Station
 Donghu Station

Taoyuan City

Longgang Station
 Daxi Interchange Station
 Bade Interchange Station
 Yingge Interchange Station
 Zhongfeng Station
 Daxi Jieshou Station
 Taoyuan Zhonghua Road Station
 Zhongli Station
 Bade Heqiang Station
 Pingzhen Nandong Station
 Yangmei Youth Lion Station
 Daxing Station
 Guishan Station
 Taoyuan Interchange Station
 Taoyuan International Airport Station
 Taoyuan HSR Station
 Aerotropolis Station

Hsinchu / Miaoli

Hsinchu Station
 Xipu Station
 Jingguo Station
 Minghu Station
 Science Park Station
 Minsheng Station
 Zhudong Station
 Hsinchu Interchange Station
 Gongdao Road Station
 Miaoli Interchange Station

Taichung City

Wenxin Station
 (Charging Station ⚡)
 Weisheng Station
 Changping Station
 Zhongqing Station
 Shuwang Station
 Daya Interchange Station
 Wuquan Station
 Dali Station
 Xitun Station
 Zhonggang Station
 Dadu Station
 Longjing Station
 Wuri Station
 Shengang Station
 Jungong Station
 Dakeng Station
 Fengyuan Interchange Station
 Leye Station
 Taiping Station
 Renmei Station
 Fengshi Station
 Dajia Zhongshan Road
 Huanzhong Road Station

Nantou / Changhua

Yuanxi Station
 Jinma Station
 Beidou Interchange Station
 Ailan Interchange Station
 Yuanlin Station

Chiayi / Yunlin

Qing'an Station
 Dounan Interchange Station

Tainan City

Xinying Station
 Nan Yi Station
 Tainan Airport Station
 Haidian Station
 Yongkang Station
 Xuejia Qidong Station
 Anding Interchange Station
 Xinshi Interchange Station
 Madou Interchange Station
 Yongcheng Road Station
 Beian Station

Kaohsiung City

Niaosong Station
 Sanduo Station
 Beigao Station
 Daliao Station
 Fengping Station
 Jiuru Station
 Xiaogang Airport Station
 Renwu Station
 Fengshan Station
 Dashun Station

Keelung / Yilan

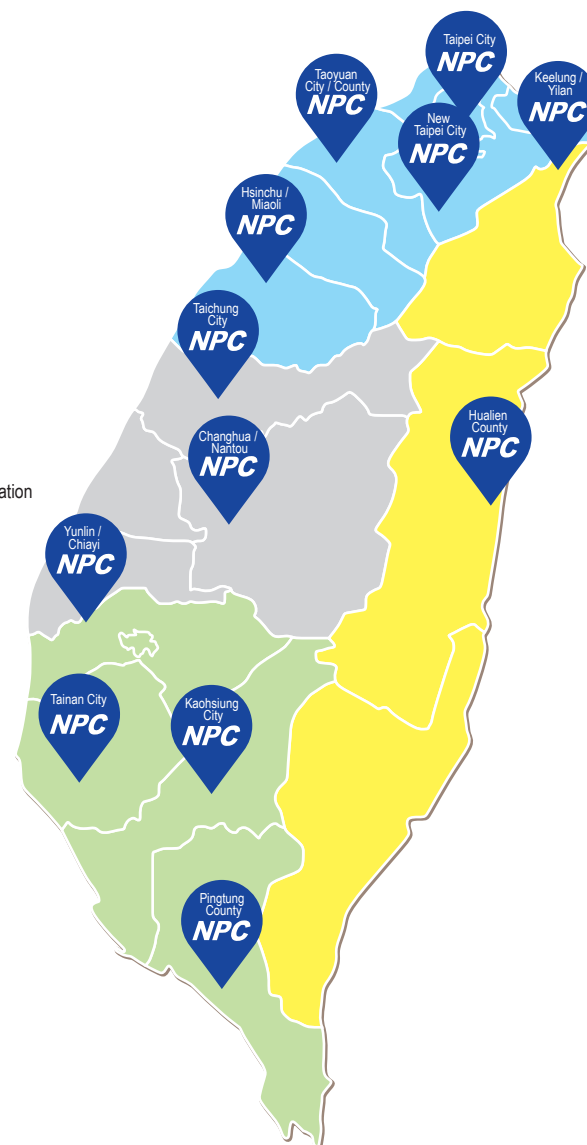
Qidu Station
 Shen'ao Keng Station
 Xincheng Station
 Fuchien Station

Hualien County

Guofeng Station
 Ji'an Station
 Hualien Central Station

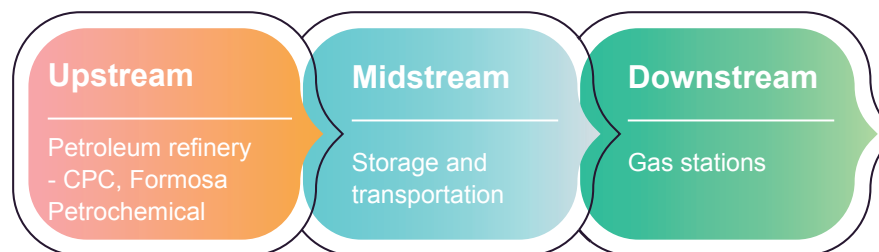
Pingtung County

Linluo Station
Nanzhou Station
 (Charging Station ⚡)



Industry Supply Chain

The Company operates in the gas station industry, and is positioned downstream in the industrial supply chain (as shown on the right). It provides only retail services and does not engage in production or logistics.



Products and Services

► Gas Station

The Company is a privately owned gas station operator. As of December 31, 2024, we operate a total of 112 gas stations across Taiwan. The Company mainly engages in the retail of automotive gasoline and diesel fuel, and provides car washing services. NPC customers include a wide range of unspecified automobile and motorcycle users, as well as bulk fuel customers such as logistics companies. We have been deeply rooted in the local community for many years and have established a membership system. We strive to forge cross-industry alliances to provide consumers with deeper and broader services.

Unit: 1.0 kL; NT\$ thousand

The Company's Products or Services			
Products or Services	Sales Volume (Net)	Sales (Net)	Operating Share
Super Diesel	298,264	7,334,688	30.52%
92 Unleaded gasoline	108,369	2,876,842	11.97%
95 Unleaded gasoline	430,668	12,023,083	50.03%
98 Unleaded gasoline	47,273	1,413,146	5.88%
Revenue from redemption points and gifts		49,276	0.21%
Services		278,938	1.16%
Byproducts and others		57,281	0.24%
Total	884,574	24,033,254	100.00%

► Charging Station

As the pace of low-carbon transformation for vehicles accelerates each year, the registration numbers of hybrid and pure electric vehicles continue to rise, driving steady growth in the charging market. Consequently, the Company began investing in the EV charging station business in 2024. We have adopted the mission "Igniting New Energy, Empowering New Lifestyles" to establish "NPC POWER EXPRESS" as a new supercharging station brand. This brand offers 200kW high-power fast-charging services for EVs, supporting both CCS1 and CCS2 charging standards. By the end of 2024, we had established four supercharging stations.

全國特急電

超充站點

全站功率200kW

CCS1+CCS2 (支援TPC)

優惠費率8.9元

台北 台北交流道站

台北 港墘路站

台中 文心站

屏東 南州服務區站

► Shareholding Structure

Shareholding Structure Table

As of April 21, 2025

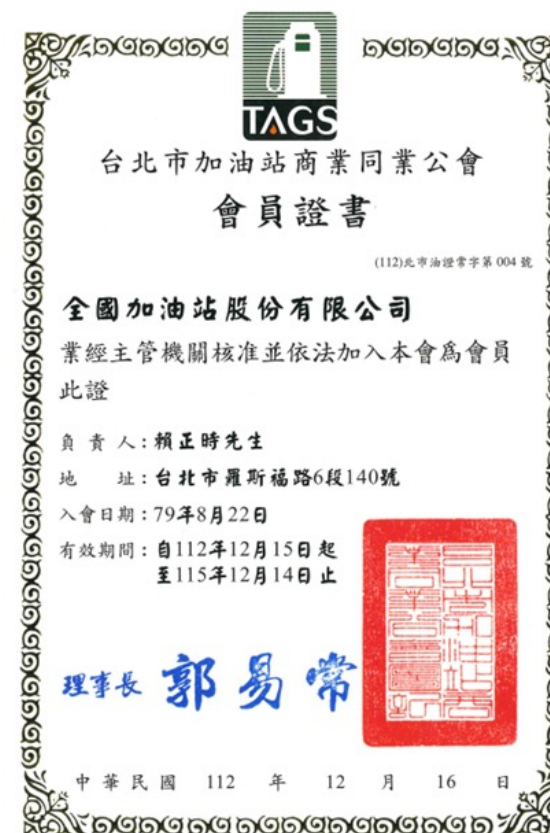
Shareholders	Number of Shares Held	Shareholding Percentage (%)
Government Agencies	0	0
Financial Institutions	0	0
Other Corporate Entities	215,072,835	69
Individuals	91,671,071	30
Foreign Institutions and Individuals	2,299,094	1



Participation in Public Associations

To promote mutual exchange with industry peers, enhance our capabilities, and maintain good relationships, the Company has legally joined the gas station business associations in various counties and cities, as detailed in the table below:

Industry Associations, Other Membership Associations, and National or International Advocacy Organizations	Membership Qualification
Taipei City Gas Station Association	Director
Taoyuan City Gas Station Association	Director
New Taipei City Gas Station Association	Director
Taichung City Gas Station Association	Alternate director
Changhua County Gas Station Association	Alternate director
Chiayi County Gas Station Association	Member
Tainan City Gas Station Association	Director
Hsinchu City Gas Station Association	Member
Hsinchu County Gas Station Association	Member
Miaoli County Gas Station Association	Member
Nantou County Gas Station Association	Member
Yunlin County Gas Station Association	Alternate director
Kaohsiung City Gas Station Association	Member
Pingtung County Gas Station Association	Member
Yilan County Gas Station Association	Member
Hualien County Gas Station Association	Member
Taiwan Electric Power Development Association	Group membership



1.2 Stakeholder Engagement

The Company's stakeholders are defined with reference to those listed in the GRI Standards and as identified by peer companies. External experts rank these stakeholders based on the sum of their actual and potential negative impacts, as well as their actual and potential positive impacts. Stakeholders with a total score exceeding 10 are prioritized as important stakeholders. After discussions were conducted by the Company's Sustainable Development Task Force, a total of seven categories of stakeholders were eventually identified, namely shareholders and other investors, employees, competent authorities, local communities, consumers/clients, and suppliers.

Engagement with Stakeholders:

Stakeholders	Concerned Sustainability Issues	Communication Department	Communication Channel	Communication Frequency	Communication Results
Shareholders and Other Investors	<ul style="list-style-type: none"> Major leakage incidents, air pollution emissions, waste GHG emissions, climate adaptation, resilience, transition Price integrity and information transparency, anti-competitive behavior Anti-corruption Economic performance 	General Manager's Office Finance Department	<ul style="list-style-type: none"> Shareholders' meeting Investor conference Investor relations contact (phone/email) 	<ul style="list-style-type: none"> Once a year Once a year Unscheduled/immediate 	<ul style="list-style-type: none"> 1 AGM 1 investor conference Released 217 announcements and 24 pieces of material information (in both Chinese and English) Released 1 annual report and 1 ESG report
Employees	<ul style="list-style-type: none"> Economic performance Occupational health and safety Local communities Forced and compulsory labor Employment and labor relations 	Business Department Human Resources Department	<ul style="list-style-type: none"> E-mail Labor-management meeting Education and training 	<ul style="list-style-type: none"> At any time Once every three months 	<ul style="list-style-type: none"> Held 76 labor-management meetings 66 internal competency training sessions; 3,586.5 hours of external training
Suppliers (Including Contractors)	<ul style="list-style-type: none"> Major leakage incidents, air pollution emissions, waste Occupational health and safety Local communities Customer health and safety Price integrity and information transparency, anti-competitive behavior Economic performance 	General Manager's Office Procurement Department Business Department	<ul style="list-style-type: none"> Telephone / E-mail Instant messaging software Coordination organization meeting Supplier assessment On-site audit 	<ul style="list-style-type: none"> Unscheduled Immediate Unscheduled Once a year Unscheduled 	<ul style="list-style-type: none"> Held 3 coordination meetings Completed the assessment of 20 suppliers, collecting a total of 1154 evaluation forms, all of which were rated A.

Stakeholders	Concerned Sustainability Issues	Communication Department	Communication Channel	Communication Frequency	Communication Results
Consumers / Clients	<ul style="list-style-type: none"> Customer health and safety Price integrity and information transparency, anti-competitive behavior Customer privacy 	Marketing Department	<ul style="list-style-type: none"> Customer service hotline Customer service mailbox 	<ul style="list-style-type: none"> At any time (8:30 AM - 5:30 PM) during working hours 	<ul style="list-style-type: none"> 11,663 consumers reached out to us via the customer service hotline and email 1,066,297 SMS anti-fraud notifications, 704,367 advertisements on the app homepage, and 3 advertisements on the official website homepage "Fido - Fast Identity Online" was introduced into the APP, facilitating 250,288 account logins and transactions. A satisfaction survey of 20,000 users yielded an average rating of 4.99 out of 5 stars.
Competent Authorities	<ul style="list-style-type: none"> Major leakage incidents, air pollution emissions, waste GHG emissions, climate adaptation, resilience, transition Price integrity and information transparency, anti-competitive behavior Occupational health and safety Local communities Customer health and safety Price integrity and information transparency, anti-competitive behavior Anti-corruption Forced and compulsory labor Economic performance Employment and labor relations Customer privacy 	General Manager's Office Business Department	<ul style="list-style-type: none"> Seminar On-site audit Periodic reporting 	<ul style="list-style-type: none"> Unscheduled Unscheduled Periodically 	<ul style="list-style-type: none"> Attended a total of 6 seminars Submitted 336 soil gas testing reports Submitted 224 gas-oil ratio (A/L ratio) tests 62 water quality tests
Local Communities (Including Owners)	<ul style="list-style-type: none"> Economic performance Major leakage incidents, air pollution emissions, waste Occupational health and safety Customer health and safety 	General Manager's Office Business Department	<ul style="list-style-type: none"> E-mail Telephone Visit Instant messaging software 	<ul style="list-style-type: none"> Unscheduled 	<ul style="list-style-type: none"> Maintained good communication with owners periodically to keep them informed of market conditions and gas station maintenance Maintained good relationships with the local communities around the gas station on an unscheduled basis Installed a comprehensive vapor recycling system to maintain air quality and customer health and safety

1.3 Identification and Analysis of Material Topics

Through the materiality analysis process, NPC analyzed issues related to the it's operations, business relationships, and sustainability context, following four steps: "understanding the organizational context", "identifying the actual and potential impacts of sustainability issues", "assessing the significance of impacts", and "disclosing and reporting sustainability issues". After analyzing the results, 38 sustainability issues were identified. These issues were then ranked by external experts based on their actual negative impact, potential negative impact, actual positive impact, and potential positive impact scores. Following discussions with the Sustainable Development Task Force, the 11 most significant material sustainability issues were integrated and used as the foundation for this report, with management approaches and performance results fully disclosed herein.

STEP 1

Understanding the organization's context

In order to understand the organization's context and identify sustainability issues, NPC referenced the GRI Standards and Sector Standards (GRI 11) published by the Global Reporting Initiative (GRI), as well as the Sustainability Accounting Standards Board (SASB) standards. NPC then compiled a list of 38 sustainability issues encompassing corporate governance, economic, environmental, and social aspects.

4 major sustainability aspects
38 sustainability issues

STEP 2

Identifying the actual and potential impacts of sustainability issues

External experts rated the actual or potential negative and positive impacts of each sustainability issue on the economic, environmental, and social (people and human rights) aspects. Then, they ranked the topics by adding the scores for actual negative impacts, potential negative impacts, actual positive impacts, and potential positive impacts across the economic, environmental, and social (people and human rights) aspects. Topics with a total score exceeding 30 are considered material topics for NPC. The topics listed in GRI 11 and SASB were prioritized as material topics after scoring.

STEP 3

Assessing the significance of the impacts

The scoring results were approved after discussion between external experts and the Company's internal team at the meeting. Based on past operational experience, the significance and likelihood of the impact of the issues were explored, and 15 material sustainability issues for NPC were analyzed and confirmed.

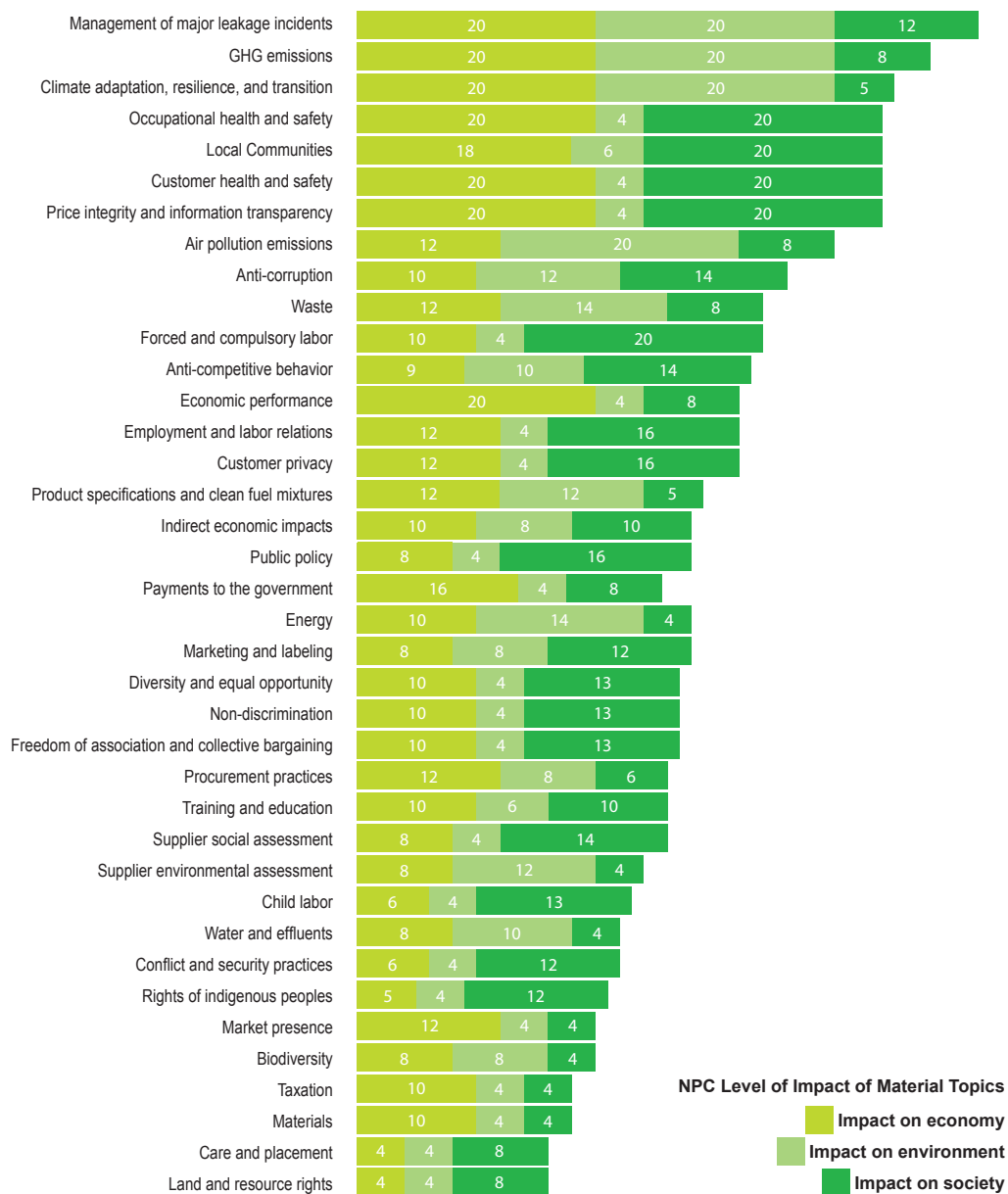
15 material topics combined into
11 sustainability topics.

STEP 4

Disclosing and reporting sustainability issues

Based on the nature of the issue, external experts conducted a comprehensive assessment across the Company's departments, and ultimately summarized the 15 material sustainability issues into 11 material topics for the management of material topics. We communicate and respond to stakeholders through the sustainability report.

Major Topic Identification Results



NPC Material Topic Ranking			
1 Major leakage incidents, air pollution emissions, waste	2 GHG emissions, climate adaptation, resilience, transition	3 Occupational health and safety	4 Local communities
5 Customer health and safety	6 Price integrity and information transparency, anti-competitive behavior	7 Anti-corruption	8 Forced and compulsory labor
9 Economic performance	10 Employment and labor relations	11 Customer privacy	

NPC Secondary Topic Ranking			
12 Product prices and clean fuel mixtures	13 Indirect economic impacts	14 Public policy	15 Payments to the government
16 Energy	17 Marketing and labeling	18 Diversity and equal opportunity	19 Non-discrimination
20 Freedom of association and collective bargaining	21 Procurement practices	22 Training and education	23 Supplier social assessment
24 Supplier environmental assessment	25 Child labor	26 Water and effluents	27 Conflict and security practices
28 Rights of indigenous peoples	29 Market presence	30 Biodiversity	31 Taxation
32 Materials	33 Care and placement	34 Land and resource rights	

List of Material Topics

Title of Sustainability Issue	Material Topics	Describe the Organization's Policies or Commitments Related to Material Topics	Describe the Impact	Main Parties Affected	Corresponding Chapter
Emissions and waste	Air pollution emissions (GRI 305) Management of major leakage incidents Waste (GRI306)	In response to government policies, the Company has been gradually phasing out old equipment in recent years and plans to conduct a comprehensive inventory to formulate relevant emission reduction strategies and reduce waste generation.	<ul style="list-style-type: none"> Environmental aspect - Actual / Positive impact: The new equipment can effectively reduce the environmental impact. Economic aspect - Actual / Negative impact: The purchase of related equipment, along with waste disposal costs, will lead to an increase in the Company's expenses. 	<ul style="list-style-type: none"> Shareholders and other investors (facilitated) Government (facilitated) Consumers/Clients (directly related) Local communities (directly related) 	III. Environmental Sustainability Management
Climate change response	GHG emissions Climate adaptation Resilience and transition (GRI 305)	In response to the government's net zero initiative, we protect the environment and pursue sustainable development.	<ul style="list-style-type: none"> Economic aspect – Actual / Positive impact: The Company is in the oil, electricity and gas sector. We are undergoing progressive transformation to prepare for the government's net-zero policy and build a new corporate image. Economic aspect - Potential / Negative impact: To reduce carbon emissions, the Company will inevitably spend more resources and explore different avenues, leading to increased financial expenditures. Environmental aspect - Actual / Positive impact: Use low-energy tools to achieve sustainable operation. 	<ul style="list-style-type: none"> Shareholders and other investors (facilitated) Government (facilitated) Consumers/Clients (directly related) Local communities (directly related) 	III. Environmental Sustainability Management

Title of Sustainability Issue	Material Topics	Describe the Organization's Policies or Commitments Related to Material Topics	Describe the Impact	Main Parties Affected	Corresponding Chapter
Occupational health and safety	Occupational health and safety (GRI403)	<p>[Occupational health and safety Policy]</p> <p>Create a safe and healthy work environment.</p> <p>Fulfill the requirements of safety and health laws and regulations.</p> <p>Eliminate workplace hazards and reduce risks.</p> <p>Continue to improve management performance.</p> <p>Enhance worker engagement and consultation.</p>	<ul style="list-style-type: none"> Economic and human rights – Potential / Negative impact: In the event of a serious workplace accident, not only are the injured party and our employees exposed to danger, but the company itself may also face work stoppage, impacting its operations and reputation. Economic and human rights aspect - Actual / Positive impact: If the education, training, and promotion of industrial safety are well-arranged, not only can the Company's employees work with peace of mind, but a long-term zero-injury rate can also strengthen the Company's image. 	<ul style="list-style-type: none"> Shareholders and other investors (facilitated) Suppliers (facilitated) Government (facilitated) Employees and other workers (directly related) 	IV. Friendly Workplace, Happy Enterprise
Local Communities	Local Communities (GRI413)	The Company's policy is to maintain good relationships with local communities through the concept of co-prosperity with the community.	<ul style="list-style-type: none"> Social aspect - Actual / Positive impact: The Company is committed to good neighborliness and actively maintains good relationships with various local communities to build a positive corporate image. 	<ul style="list-style-type: none"> Shareholders and other investors (facilitated) Government (facilitated) Employees and other workers (facilitated) Local communities (directly related) Consumers/Clients (directly related) 	IV. Friendly Workplace, Happy Enterprise

Title of Sustainability Issue	Material Topics	Describe the Organization's Policies or Commitments Related to Material Topics	Describe the Impact	Main Parties Affected	Corresponding Chapter
Customer health and safety	Customer health and safety (GRI416)	NPC prioritizes the safety and quality of fuel. Maintaining strict quality control is essential to further ensure the health and safety of customers.	<ul style="list-style-type: none"> Economic and human rights aspect - Actual / Positive impact: NPC controls the quality of its fuel, prioritizing the health and safety of its customers. NPC also complies with all applicable laws and regulations to maintain high standards and ensure customer well-being. 	<ul style="list-style-type: none"> Shareholders and other investors (facilitated) Employees and other workers (facilitated) Government (facilitated) Suppliers (facilitated) Local communities (directly related) Consumers/Clients (directly related) 	II. Ethical Corporate Management
Ethical Corporate Management	Price integrity and information transparency Anti-competitive behavior (GRI206)	<ul style="list-style-type: none"> The Company is a fuel distributor, and its gas station operations strictly comply with the Rules for the Establishment and Management of Gas Stations, regarding oil quality, injection quantity, and retail price disclosure. In maintaining trading order and protecting consumer interests, the Company conducts business activities in accordance with the Fair Trade Act. 	<ul style="list-style-type: none"> Economic - Actual / Positive impact: The Company complies with various regulations regarding fuel-related procedures. By providing complete and transparent information and adhering to the Fair Trade Act, we strive to earn customers' trust and boost the Company's revenue. 	<ul style="list-style-type: none"> Shareholders and other investors (facilitated) Employees and other workers (directly related) Government (directly related) Consumers/Clients (directly related) 	II. Ethical Corporate Management
Anti-corruption	Anti-corruption (GRI205)	Implement ethical management and actively prevent unethical behavior.	<ul style="list-style-type: none"> Economic aspect - Potential / Negative impact: If the Company's internal personnel are involved in corruption or bribery, it will affect the Company's image and cause the Company to suffer losses. 	<ul style="list-style-type: none"> Shareholders and other investors (facilitated) Employees and other workers (directly related) Government (directly related) Consumers/Clients (directly related) 	II. Ethical Corporate Management

Title of Sustainability Issue	Material Topics	Describe the Organization's Policies or Commitments Related to Material Topics	Describe the Impact	Main Parties Affected	Corresponding Chapter
Forced and compulsory labor	Forced and compulsory labor (GRI409)	<ul style="list-style-type: none"> The human rights policy prioritizes the prohibition of forced labor. Strictly abide by all applicable salary and working hour regulations. 	<ul style="list-style-type: none"> Economic aspect - Potential / Negative impact: If the Company's internal personnel are involved in corruption or bribery, it will affect the Company's image and cause the Company to suffer losses. 	<ul style="list-style-type: none"> Government (facilitated) Employees and other workers (directly related) 	IV. Friendly Workplace, Happy Enterprise
Economic performance	Economic performance (GRI201)	The Company continues to actively expand its business and strengthen its membership management to maintain its competitiveness in the industry. The Company does not engage in high-risk investments (such as derivative financial instruments) in its financial operations and strives to maximize profits.	<ul style="list-style-type: none"> Economic - Actual / Positive impact: Formulate good financial strategies to make the Company's operations more stable, excellent, and ensure its sustainability. 	<ul style="list-style-type: none"> Employees and other workers (facilitated) Financial institutions (facilitated) Suppliers (facilitated) Shareholders and other related investors (directly related) Consumers / Clients (directly related) 	II. Ethical Corporate Management
Employment and labor relations	Employment and labor relations (GRI401)	Establish a complete remuneration system and comprehensive employee benefits.	<ul style="list-style-type: none"> Economic aspect - Potential / Negative impact: If the Company does not manage labor relations, it may face operational risks in the future and could be subject to legal penalties, potentially leading to increased employee turnover. Economic and social aspect: Actual / Positive impact: Through a comprehensive remuneration and employee welfare system, and by taking in employee feedback and improving relevant practices, we can effectively retain talent, reduce employee turnover, and lower recruitment costs. 	<ul style="list-style-type: none"> Government (facilitated) Employees and other workers (directly related) 	IV. Friendly Workplace, Happy Enterprise

Title of Sustainability Issue	Material Topics	Describe the Organization's Policies or Commitments Related to Material Topics	Describe the Impact	Main Parties Affected	Corresponding Chapter
Customer privacy	Customer privacy (GRI418)	In order to protect the security of its customers' personal data, the Company has established a "Personal Data and Privacy Protection Policy".	<ul style="list-style-type: none"> • Economic - Actual / Positive impact: Establishing a customer privacy protection system can provide consumers with greater assurance and facilitate smoother marketing efforts. • Social – Potential / Negative impact: If the customer's privacy is leaked, it not only exposes the customer to the risk of personal data compromise, but also damages the Company's reputation and potentially leads to a crisis in its operations. 	<ul style="list-style-type: none"> • Government (facilitated) • Employees and other workers (facilitated) • Local communities (directly related) • Consumers/Clients (directly related) 	II. Ethical Corporate Management

Description of Main Parties Affected:

- ① Facilitated: The organization's activities cause, facilitate, or induce the emergence and emphasis of material topics.
- ② Directly related: Directly causing direct impact on relevant stakeholders.





02

Ethical Corporate Management

- 2.1 Corporate Governance
- 2.2 Operational Performance
- 2.3 Compliance with Laws and Regulations
- 2.4 Supply Chain Management
- 2.5 Customer Health and Safety
- 2.6 Risk Management





2.1 Corporate Governance

Sustainability Planning

The Company has established a Sustainable Development Task Force and has adopted "Sustainable Development Best Practice Principles". According to Article 9 of the Company's Sustainable Development Best Practice Principles, the Sustainable Development Task Force is a dedicated unit subordinate to the Board of Directors. The Task Force comprises department heads and senior management, with the chairman serving as convener, reporting regularly (at least once a year) to the Board of Directors on the implementation of sustainable development initiatives for the year.

On December 29, 2021, the Company's Board of Directors resolved to adopt the human rights policy, and announced its support for basic human rights principles such as the "Universal Declaration of Human Rights", "International Bill of Human Rights", "International Labor Organization-Declaration of Fundamental Principles and Rights at Work", "United Nations Guiding Principles on Business and Human Rights", and "Ten Principles of the United Nations Global Compact". The information is disclosed in the corporate governance section of the Company's website.

In addition, the Company provides labor insurance, national health insurance, and pension contributions for employees in accordance with relevant labor laws and regulations. The Company also takes out group insurance for employees to safeguard their legal rights. Furthermore, the Company holds regular labor-management meetings to communicate various labor rights and to prohibit the employment of child labor and forced labor. We also organize awareness campaigns on preventing workplace harassment from time to time each year to provide employees with a working environment that is safe, dignified, non-discriminatory, respectful, and inclusive, with equal opportunities offered.

According to the "Rules of Procedure for Board Meetings", the Board of Directors shall hold at least one meeting every quarter. In 2024, a total of six Board meetings were held (the average attendance rate of directors was 98%). All Board meeting motions are sent out seven days prior to the meeting, along with the meeting notice in accordance with the Rules of Procedure, to provide complete, timely, and high-quality information that enables the Board of Directors to fulfill its responsibilities effectively. Managers attend each Board meeting for questioning, ensuring a clear and appropriate communication channel.

In 2024, the Board of Directors reviewed 41 proposals. Major proposals were communicated to directors in advance, either by phone or in person. Senior management handled economic, environmental, and social issues arising from operating activities, and reported back to the Board of Directors as necessary.

Board of Directors

According to Article 15 of the Company's "Articles of Incorporation", the Company shall have nine directors, of whom at least three shall be independent directors, representing no less than one-fifth of the total number of directors. A candidate nomination system is adopted for the election of directors.

The Company held its AGM on June 21, 2024, and conducted a full re-election of the 14th Board of Directors. The election results were announced by the chair at the meeting.

The candidates for the election were nominated by shareholders in writing during the nomination period. After review by the Board of Directors in accordance with Article 192-1, Paragraph 5 of the Company Act, the candidates of directors were included on the list.

Board Members Elected in the Current Term:

Information on the Board of Directors				
Job Title	Name	Date of first appointment	Major academic and career experience	Positions in the Company and at other companies.
Chairman	De-Hong Enterprise Co., Ltd. Representative: Lai Cheng-Shu	August 14, 1990	Taipei Municipal Commercial School, Senior High Division	Subsidiary: <ul style="list-style-type: none"> Chairman, Puxiang Development Co., Ltd. Chairman, Shangyuan Co., Ltd. Other companies: <ul style="list-style-type: none"> Director, Highlight Tech Corporation Director, Finesse Technology Co., Ltd.
Director	De-Hong Enterprise Co., Ltd. Representative: Tseng Tsz-Jiou	October 17, 2000	Department of Educational Psychology, National Taiwan Normal University	<ul style="list-style-type: none"> Chairman, Vic Hung Petroleum Chemical Co., Ltd. Chairman, Vic Hon Enterprise Co., Ltd.
Director	Formosa Petrochemical Corporation Representative: Chen Chia-Yi	September 13, 2024	Master of Civil Engineering, Ohio State University	<ul style="list-style-type: none"> Senior Vice President, Formosa Petrochemical Corporation Director, Formosa AdvEnergy Technology Corporation
Director	Songshu Logistics Co., Ltd. Representative: Tsai Jia-Jang	October 17, 2000	Department of Industrial Management, Nihon University	<ul style="list-style-type: none"> President of the Company Director, Spirox Corporation.
Information on the Board of Directors				

Job Title	Name	Date of first appointment	Major academic and career experience	Positions in the Company and at other companies.
Director	Tsai Ming-Hsien	March 1, 1992	Department of International Trade, Two-Year College Program, Open College, National Taipei University of Business	<ul style="list-style-type: none"> • President, Jhong Hai You Investment Co., Ltd. • Director, Youliang Construction Co., Ltd. • Vice Chairman, National Federation of Petroleum Commercial Associations, R.O.C.
Director	Ezoil International Co., Ltd. Representative: Lu Yao-Tung	July 1, 2009	Department of Geography, Chinese Culture University	<ul style="list-style-type: none"> • Chairman, Yi-Chiu Chemical & Technical Co., Ltd. • Director, Ezoil International Co., Ltd. • Director, Tai Yi-Fong Co., Ltd. • Director, Yi-Chiu Holdings Co., Ltd.
Independent Director	Chang Chia-Cheng	July 1, 2018	EMBA, National Taipei University of Business	<ul style="list-style-type: none"> • Manager, Public Relations Office, ShinKong Mitsukoshi Department Store Co., Ltd. • Adjunct Lecturer, Department of Business Administration, National Taipei University of Business • Financial Management Consultant, Pan Asia International & Co., CPAs
Independent Director	LEE CHUNG HIS	July 1, 2024	Graduate Institute of Advanced Business Management, National Kaohsiung University of Applied Sciences In-service Master's Program in Transportation and Communication Management Science, National Cheng Kung University	<ul style="list-style-type: none"> • Director/President, Kaofu Chemical Corporation • Vice Chairman, Kaohsiung Transportation Company Limited • Vice Chairman, Nan Ren Lake Leisure Amusement Co., Ltd. • Director, SanDi Properties Co., Ltd. • Director, North-Star International Co., Ltd. • Director, Kuai Kuai Co., Ltd. • Director, Formosa Television Co. Ltd.
Independent Director	Lu Hsueh-Hsiu	July 1, 2024	Institute of Oceanography, National Taiwan University	<ul style="list-style-type: none"> • Director/Vice President, Formosa Plastics Marine Corporation

Diversity of the Board of Directors

The "Corporate Governance Best Practice Principles" and "Procedures for Election of Directors" established by the Company specify a policy for diversity on the Board of Directors, with an emphasis on gender equality. The proportion of female directors should be at least one-third of the total number of directors and they should possess the knowledge, skills and qualifications necessary to perform their duties.

- ▶ Operational judgment ability
- ▶ Industry knowledge
- ▶ Decision-making ability
- ▶ Leadership ability
- ▶ Business management ability
- ▶ Accounting and financial analysis ability
- ▶ Crisis management ability
- ▶ International market perspective

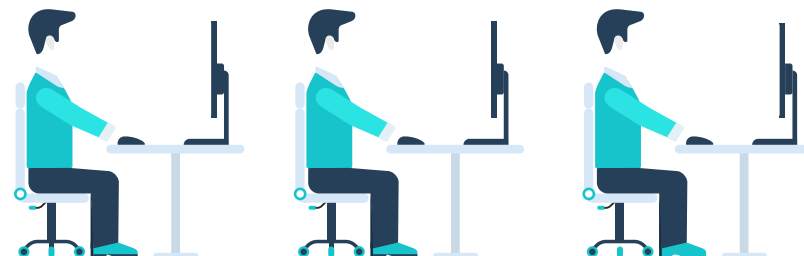
Diversity of the Current Board Members:

Member \ Required Ability	Operational judgment ability	Industry knowledge	Decision-making ability	Leadership ability	Business management ability	Accounting and financial analysis ability	Crisis management ability	International market perspective
Lai Cheng-Shu	v	v	v	v	v	v	v	v
Tseng Tsz-Jiou	v	v	v	v	v	v	v	v
Chen Chia-Yi	v	v	v	v	v	v	v	v
Tsai Jia-Jang	v	v	v	v	v		v	v
Tsai Ming-Hsien	v	v	v	v	v	v	v	v
Lu Yao-Tung	v	v	v	v	v		v	
Chang Chia-Cheng	v	v	v	v	v	v	v	v
Lee Chung-His	v	v	v	v	v	v	v	
Lu Hsueh-Hsiu	v		v		v	v	v	v



As the gas station industry is predominantly male, only one female director was elected this time, falling short of the Company's target. In order to balance gender equality with corporate sustainability, the Company will proactively seek female professionals from outside the industry to achieve diversification of the Board of Directors. In doing so, we aim to bring innovation and creativity to the organization.

Although gender diversity remains an area for improvement, other aspects remain diverse. The age distribution of the current Board of Directors is wide, covering four age groups: one director is under 40 years old, two directors are between 41 and 60 years old, accounting for about 33% of all directors. In terms of identity, one director also holds a managerial position within the Company, representing approximately 11% of all directors. There are two independent directors with less than three years of service, and one independent director with more than three but less than nine years of service. Most of the board members have relevant industry experience and management backgrounds. The newly appointed independent directors have industry experience in the development of new energy. This diverse composition of the Board will inject fresh perspectives and ideas, offering valuable insights for the Company's future transformation and development.



Item Member	Basic composition								Industry experience							Professional background							
	Nationality	Gender	Age				Seniority of independent director		Concurrent Positions in the Company	Gas stations	Petrochemical / Chemical industry	Transportation and warehousing	Building materials and construction	Land development	Information service	Law / finance / accounting	Business administration / marketing / international trade	Legal	Information technology	Social / humanities	Finance / accounting	Refinery / Petrochemicals	Civil engineering
			31 to 40	51 to 60	61 to 70	71 and over	Less than 3 years	Over 3 years but less than 9 years															
Lai Cheng-Shu	TW	Male				v				v	v	v	v	v		v	v				v		
Tseng Tsz-Jiou	TW	Female					v				v	v	v	v		v		v	v	v	v		
Chen Chia-Yi	TW	Male		v							v	v		v			v			v	v	v	
Tsai Jia-Jang	TW	Male			v				v		v			v			v		v				
Tsai Ming-Hsien	TW	Male			v						v	v	v	v	v	v	v		v				
Lu Yao-Tung	TW	Male			v						v	v		V			v			v			
Chang Chia-Cheng	TW	Male	v					v			v		v	v	v	v	v		v	v	v		
LEE CHUNG HIS	TW	Male		v				v				v			v		v			v	v		
Lu Hsueh-Hsiu	TW	Male			v			v			v		v			v	v		v	v			

Independence of the Board of Directors

The election of the Company's directors is in compliance with the Company's "Procedures for Election of Directors", "Corporate Governance Best Practice Principles", "Regulations Governing Appointment of Independent Directors and Compliance Matters for Public Companies", and "Article 14-2 of the Securities and Exchange Act". The current Board of Directors consists of three independent directors, representing approximately 33.3%, and six non-independent directors, representing approximately 66.7%.

Among the Company's directors, one also serves as a manager of the Company; among the non-independent directors, two are spouses; and none of the directors have violated Article 26-3, Paragraphs 3 and 4 of the Securities and Exchange Act. As previously mentioned, the Company's Board of Directors are considered independent.

The Following Table Shows the Recusal of Directors from Motions Involving Their Interests:

Board Meeting Date	Name of Director	Proposal	Reasons for avoiding conflict of interest	Participation in voting process
July 2, 2024	Lai Cheng-Shu Tseng Tsz-Jiou	<ol style="list-style-type: none"> 1 Motion for 2024 salary for the 14th Board of Directors (including independent directors). 2 Motion for appointment of Vice President 	Having his/her own interests involved in the motion	Did not participate in discussion and voting due to interest recusal.
December 25, 2024	Lai Cheng-Shu Tseng Tsz-Jiou	<ol style="list-style-type: none"> 1 Motion for remuneration of the chairman and managers for 2024. 2 Motion for determination of the compensation of directors for carrying out duties, and remuneration to directors and employees for 2025. 	Having his/her own interests involved in the motion	Did not participate in discussion and voting due to interest recusal.

Continuing Education of Board Members

At NPC, we are committed to strengthening the functions of the Company's directors and the operation of the Board of Directors. To align with the Company's corporate governance blueprint plan, the Company assists directors in relevant continuing education courses based on the director training map planned by the Corporate Governance Center. By doing this, we are able to enhance the directors' professional abilities while emphasizing the importance of corporate governance. In 2024, the average continuing education hours per director were eight⁸, exceeding the six hours per year required by the "Directions for the Implementation of Continuing Education for Directors and Supervisors of TWSE Listed and TPEX Listed Companies".

2024 Continuing Education of Directors:

Job Title	Name	Course Date	Main organizing unit	Course name	Education hours	Total hours
Chairman	Lai Cheng-Shu	August 9, 2024	Taiwan Corporate Governance Association	Operating Rights Disputes and Case Analysis	3	9
		September 25, 2024		New Dimension of Corporate Governance	3	
		November 25, 2024		China's Economic Outlook and Response Strategies of Taiwanese Companies	3	
Director	Tseng Tsz-Jiou	November 9, 2024	Taiwan Corporate Governance Association	Operating Rights Disputes and Case Analysis	3	9
		November 9, 2024	Taiwan Stock Exchange	Summit on Strengthening Taiwan's Capital Market	3	
		November 9, 2024	Taiwan Corporate Governance Association	China's Economic Outlook and Response Strategies of Taiwanese Companies	3	
Director	Chen Chia-Yi	October 24, 2024	Chung-Hua Institution for Economic Research	Trends in Global Green Politics and Economy, and the Opportunities, Challenges, and Responses by Taiwan's Industries	3	12
		October 24, 2024	Securities and Futures Institute	Fiduciary Duty of Directors and Insider Trading	3	
		November 14, 2024		AI Era, Innovative Thinking for Enterprise Growth	3	
		November 14, 2024		Global Net Zero Trend and Enterprise Response Strategies	3	
Director	Tsai Jia-Jang	July 3, 2024	Taiwan Stock Exchange	2024 Cathay Sustainable Finance and Climate Change Summit	6	6
Director	Lu Yao-Tung	November 12, 2024	Taiwan Corporate Governance Association	AI Era, Innovative Thinking for Enterprise Growth	3	6
		December 3, 2024	Taiwan Academy of Banking and Finance	Sustainable Business Operations and Family Succession	3	

Job Title	Name	Course Date	Main organizing unit	Course name	Education hours	Total hours
Director	Tsai Ming-Hsien	June 3, 2024	Accounting Research and Development Foundation	Institutional Investor Perspective Forum	3	9
		July 3, 2024	Taiwan Stock Exchange	2024 Cathay Sustainable Finance and Climate Change Summit	6	
Independent Director	Chang Chia-Cheng	July 3, 2024	Taiwan Stock Exchange	2024 Cathay Sustainable Finance and Climate Change Summit	6	6
Independent Director	LEE CHUNG HIS	July 3, 2024	Taiwan Stock Exchange	2024 Cathay Sustainable Finance and Climate Change Summit	6	6
Independent Director	Lu Hsueh-Hsiu	September 4, 2024	Taiwan Corporate Governance Association	Net Zero Promotion Conference – Taipei	3	12
		September 24, 2024	Taiwan Institute for Sustainable Energy	11th International Green Smart Transportation Forum 2024	6	
		October 4, 2024	Securities and Futures Institute	2024 Insider Trading Prevention Seminar	3	



Functional Committee of the Board of Directors

In order to strengthen corporate governance and risk management, the Company established the "Remuneration Committee" on December 28, 2011, and the "Audit Committee" on July 1, 2018, to assist the Board of Directors in making decisions.

Audit Committee

The Company's Audit Committee was established on July 1, 2018 to replace supervisors. The Committee consists of three members, all of whom are independent directors. The independence and expertise of the independence directors enhance the Company's internal control mechanisms and assist the Board of Directors in decision-making. The Committee holds at least one meeting a quarter. The matters to be reviewed include the following:

- 1 The formulation or amendment of the internal control system, and review its effectiveness
- 2 The formulation or amendment of the procedures for material financial or business activities such as acquisition and disposal of assets
- 3 Matters involving the director's interests
- 4 Material asset transactions.
- 5 The offering, issuance, or private placement of any equity-type securities.
- 6 The hiring or dismissal of an attesting CPA, or the compensation given thereto.
- 7 The appointment or discharge of a financial, accounting, or internal auditing officer.
- 8 Annual financial statements.
- 9 Any other material matter so required by the Company or the competent authorities.

Note: The Company's Board of Directors has resolved not to engage in derivative financial product transactions, provide loans to others, or make endorsements or guarantees.

The establishment of the Audit Committee was approved by the Board of Directors in May 2018 in accordance with the Letter Jin-Guan-Zheng-Fa-Zi No. 10200531121 of the Financial Supervisory Commission dated December 31, 2013, and the Regulations Governing the Exercise of Powers by Audit Committees of Public Companies. The Audit Committee was formally established on July 1, 2018, replacing the supervisors to coincide with the term of office of the new directors.

2024 Attendance of the Audit Committee Members:

Job Title	Name	Number of Meetings to Be Attended (A)	Number of Actual Attendances (B)	Number of Attendances by Proxy	Actual Attendance (%) (B/A)	Remarks
Convener	Chang Chia-Cheng	5	5	0	100	Re-elected
Member	LEE CHUNG HIS	3	2	1	67	Newly elected On board 2024.7.1
Member	Lu Hsueh-Hsiu	3	3	0	100	
Member	Liu Hui-Chi	2	2	0	100	Incumbent member Term of office ended on 2024.6.30
Member	Wu Chia-Jung	2	2	0	100	

Remuneration Committee

The Company's Remuneration Committee was established in accordance with Article 14-6, paragraph 1 of the Securities and Exchange Act and the Order of the Financial Supervisory Commission on March 18, 2011, Jin-Guan-Zheng-Fa-Zi No. 1000009747, which stipulated the "Regulations Governing the Establishment and Exercise of Powers by the Remuneration Committee of a Company Whose Stock is Listed on the Stock Exchange or Traded Over the Counter". The Board of Directors approved the adoption of the Company's "Remuneration Committee Charter" on December 28, 2011 and established the "Remuneration Committee".

The Company's Remuneration Committee consists of three members, all of whom are independent directors. The remuneration policy and system for the Company's directors and managers will be evaluated in a professional and objective manner, and recommendations will be made to the Board of Directors for their consideration in decision-making. Main scope of responsibility:

- 1 Periodically review the Remuneration Committee Charter and propose amendment suggestions.
- 2 Formulate and regularly review the Company's performance evaluation standards and remuneration policies, systems, standards, and structures for directors and managers.
- 3 Periodically evaluate the achievement of performance targets for the Company's directors and managers, and determine the content and amount of their individual remuneration based on the results of the performance evaluations.

2024 Attendance of the Remuneration Committee Members:

Job Title	Name	Number of Meetings to Be Attended (A)	Number of Actual Attendances (B)	Number of Attendances by Proxy	Actual Attendance (%) (B/A)	Remarks
Convener	Chang Chia-Cheng	4	4	0	100	Re-elected
Member	LEE CHUNG HIS	3	2	1	67	Newly elected On board 2024.7.1
Member	Lu Hsueh-Hsiu	3	3	0	100	
Member	Liu Hui-Chi	1	1	0	100	Incumbent member Term of office ended on 2024.6.30
Member	Wu Chia-Jung	1	1	0	100	

Performance Evaluation of the Board of Directors and Functional Committees

The Company conducts internal performance evaluations of the Board of Directors annually in accordance with the evaluation procedures and indicators outlined in Articles 6 and 8 of the "Rules for Performance Evaluation of Board of Directors". The Board of Directors' performance evaluation is completed by the end of the first quarter of the following year.

Procedures for Evaluating the Performance of the Board of Directors:

- 1 Determine the units, periods, and scope of the evaluation for the current year (e.g., the entire Board of Directors, individual directors, or functional committees).
- 2 Formulate the evaluation method (e.g., internal self-evaluation by the Board of Directors, self-evaluation of individual directors, commissioning external professional institutions, or expert evaluation).
- 3 Select the appropriate evaluation execution unit.
- 4 Each executive unit collects information related to the activities of the Board of Directors and various functional committees, and distributes a self-evaluation questionnaire to each unit subject to evaluation. Finally, the coordinating executive unit collects the information and submits it to the chairman for evaluation, then records the evaluation results report according to the scoring standards of the evaluation indicators. After being submitted to the Remuneration Committee for reference, the report is sent to the Board of Directors for review and improvement.

The performance evaluation of the Board of Directors cover at least the following five aspects:

- 1 Degree of participation in the Company's operations.
- 2 Improvement of the quality of the Board of Directors' decision making.
- 3 Composition and structure of the Board of Directors.
- 4 Election and continuing education of the directors.
- 5 Internal control.

The total average score for 2024 was 98%, and the Board of Directors operated well overall.

The performance evaluation of the Board of Directors covers at least the following six aspects:

- 1 Alignment of the goals and missions of the Company.
- 2 Awareness of responsibility.
- 3 Degree of participation in the Company's operations.
- 4 Internal relationship management and communication.
- 5 Professional competence and continuing education.
- 6 Internal control.

The total average score for 2024: 97.4% for directors and 95.4% for independent directors, indicating good overall performance among board members.

The performance evaluation of the functional committees covers at least the following five aspects:

- 1 Degree of participation in the Company's operations.
- 2 Awareness of the duties of the functional committee.
- 3 Improve the quality of decision-making by the Functional Committee.
- 4 Composition of the functional committee and election of its members.
- 5 Internal control.

Total average score for 2024: 99.7% for the Audit Committee and 99.7% for the Remuneration Committee; overall operation of each functional committee was good.



Salary Structure, Risks and Performance

● Salary Structure

➤ Remuneration of directors

The remuneration to the Company's directors is divided into **remuneration for performing their duties** and **directors' compensation**:

Remuneration for performing duties:

Monthly fixed salary. The remuneration for the chairman is separately determined with salary and bonus. The bonus is subject to the Company's operating performance and business results for the year, and proposed to the Remuneration Committee for review and then submitted to the Board of Directors for resolution.

Remuneration of directors:

According to the Articles of Incorporation, no more than 3% of the earnings shall be allocated monthly. At the end of the year, the annual performance evaluation of the Board of Directors and its members is conducted in accordance with the Company's "Rules for Performance Evaluation of Board of Directors". The evaluation results are submitted to the Remuneration Committee for reference when reviewing the motion for the distribution of remuneration to directors. The resolution results are then submitted to the Board of Directors for discussion.

➤ Remuneration for Managers

The Company's employee remuneration distributed to managers consists of monthly salary, year-end bonus and the employee remuneration set aside in accordance with the Articles of Incorporation. The amount of year-end bonus and employee remuneration will, in principle, be linked to the Company's profitability, and will also reference individual performance evaluations completed in accordance with the Company's "Rules for Performance Evaluation of Managers". Before the end of the year, the Remuneration Committee will review the amounts and submit them to the Board of Directors for resolution.

● Risk Connection

The remuneration to the Company's directors shall fully reflect their individual performance and the Company's long-term operating performance in accordance with the Corporate Governance Best Practice Principles, and shall comprehensively consider the Company's business risks.

The remuneration to the Company's managers is determined in accordance with the "Regulations Governing the Performance Evaluation of Managers". This remuneration should not deviate significantly from the Company's financial performance and should consider individual performance evaluation results, as well as the achievement of the Company's short- and long-term business objectives and the Company's financial condition. This ensures a reasonable correlation between individual performance and the Company's operating performance and future risks.



● Relationship Between Remuneration and Sustainability Performance

According to the Company's "Rules for Performance Evaluation of Board of Directors", the annual performance evaluation of the Board of Directors and its members is conducted each year, and the results of individual directors' performance evaluations are used as a reference for determining their individual remuneration. The evaluation items include the understanding of the Company's goals and missions, the awareness of the duties of directors, the participation in the Company's operations, the management of internal relationships and communication, the professional and continuous education of directors, and the internal control and compliance with relevant laws and regulations.

The remuneration of managers: According to the Company's "Rules for Performance Evaluation of Managers", each manager shall, based on their responsibilities, define self-evaluation performance evaluation items and formulate performance indicators for the evaluation year. After approval by the chairman and president, the indicators will be submitted to the Remuneration Committee for consent.

Performance Indicators and Evaluation Items Include

Dimension	Percentage	Evaluation item
Corporate Governance Aspect	90%	A. Strategic management B. Business management C. Financial management
Environmental Aspect	5%	Pay attention to climate risk mitigation and prioritize environmental management plans.
Social Aspect	5%	Emphasize and supervise human rights policies, occupational health and safety, and employee training programs.

After reviewing the overall and special performance of the Company, managers' performance target achievement is examined, and a personal performance evaluation report is submitted to the Remuneration Committee for regular review, evaluation, and recommendation as a basis for individual remuneration adjustments, and for the Board of Directors' reference.

2.2 Operational Performance

The Company's operating revenue in 2024 was NT\$24,033,254 thousand, a decrease of NT\$501,963 thousand, or 2.05% from 2023. Please refer to the annual report issued by the Company for details regarding future supply and demand and development strategies.

Unit: NT\$ thousand

Item / Year	2022	2023	2024
Operating revenue	24,164,552	24,535,217	24,033,254
Gross profit	2,579,362	2,727,983	2,771,963
Operating profit or loss	736,242	816,420	779,799
Non-operating income and expenses	170,379	156,508	142,054
Net income before tax	906,621	972,928	921,853
Net income after tax	721,046	782,951	738,095
Total comprehensive income for the current period	661,126	847,642	800,391
Earnings per share	2.35	2.53	2.39
Employee benefit amount	12,148	12,275	12,024
Dividends	648,990	648,990	648,990
Employee compensation (including employee benefits)	973,044	1,010,962	1,074,609
Payments to capital contributors	648,990	648,990	648,990
Payments to the government	171,051	183,345	282,636
Community investment	1,500	1,700	0

Remark: ① The payment to the capital contributor refers to the payment of dividends to all shareholders, plus interest paid to lenders (including interest on any form of debt and loans) and any unpaid dividends payable to preferred shareholders.

② Payments to the government refer to the profit-seeking enterprise income tax paid in the current year.

③ Employee benefits under employee compensation (including employee benefits) consist of labor and health insurance expenses, pension contributions, and other cash benefits provided to employees (excluding education and training, protective equipment costs, or other costs directly related to employees' job responsibilities). The "employee benefit amount" refers to the total amount of benefits the Company allocates to the Welfare Committee for employee welfare expenses, such as employee travel, health checkups, and gifts for three major festivals, which are not provided to employees in cash.

④ Community investment refers to donations and contributions.

During the Reporting Period, the Company Received the Following Financial Assistance from Government Agencies:

Item	Subsidy Unit	Amount of Subsidy (NT\$)
Tax credit	National Taxation Bureau	1,435,238
Environmental subsidy	Ministry of Economic Affairs	202,500
Investment subsidy	Ministry of Digital Affairs	1,000,000
Total		2,637,738

Note: Tax credit refers to the investment tax credit applied for under the Statute for Industrial Innovation.



2.3 Compliance with Laws and Regulations

The Company adheres to the concept of ethical management, strictly implements and complies with national laws and regulations and relevant ethical standards, and adopts them as its comprehensive compliance policy. The Company also plans and regularly promotes integrity within the scope of our business and among our employees through our internal management system. The definition of a major violation is an incident with accumulated fines of NT\$1 million or more. In 2024, the Company did not have any major violations, nor were there any incidents of anti-competitive behavior, anti-trust violations, or monopolistic practices.

Tax Policy

The Company complies with various government tax laws and regulations, such as the Business Tax Act, the Profit-seeking Enterprise Income Tax, and various property-related tax laws (house tax, land value tax, etc.). The rent payment and salary systems have been updated with the latest income tax deduction standards to prevent errors caused by human oversight. The Company organizes internal training courses for accounting personnel from time to time, and actively participates in external training courses to enhance the tax capabilities of its accounting personnel. The Company maintains good communication with accountants and the National Taxation Bureau at all times to reduce the Company's tax risks.

As the company is a locally-based business, it is not subject to prepare a country-by-country report. There were no political contributions in 2024.

Anti-corruption System

In order to establish a corporate culture of integrity management and sound development, the Company has formulated the "Ethical Corporate Management Best Practice Principles" and the "Procedures for Ethical Management and Guidelines for Conduct". These Principles and Guidelines clearly specify the policies and practices of integrity management, and the commitment of the Board of Directors and senior management to actively implement them, and disclose them in the Investors Section of the Company's website and the internal website, as a promotion of the concept of integrity management. Both the Board of Directors and senior management of the Company provide the declaration of following the ethical management policies by the provisions of "Ethical Corporate Management Best Practice Principles" of the Company to actively carry out the commitment to ethical management.

The Company's "Procedures for Ethical Management and Guidelines for Conduct" clearly defines the operating procedures, code of conduct, disciplinary actions for violations, and complaint system for the prevention of unethical behavior. The Company, by laws and regulations, requires its employees to comply with its systems and management rules and policies (including the ethical management policy) during their term of employment in the employment contracts for both regular and non-regular employees; and specifies in the contracts the dishonest behavior and related criminal and civil liabilities. The contract signature rate is 100%. To be aligned with amendments to the law, the Company regularly reviews and revises the aforementioned operating procedures and code of conduct annually. These are then disclosed in the Investors Section of the Company's website and on the intranet, serving as a reference for personnel executing their duties.

The Company's key management, managers, and financial officers regularly participate in relevant external courses. In 2024, the Company conducted internal ethical management training, highlighting the importance of ethical conduct conveyed to directors and managers at the November Board of Directors meeting. In December, the Ethical Management Task Force held an online awareness session for employees, covering the Company's ethical management policies and practices, methods for reporting unethical behavior, and examples of ethical conduct. The Company also reaffirmed its commitment to ethical management. A total of 174 hours of training were completed by 1,438 participants.



Internal Control System and Complaint Channel

The Company has set up relevant control points for each business activity in its business system to detect abnormalities, as well as analyzes and evaluates the abnormalities regularly to establish relevant measures and work rules to prevent the expansion of unethical conduct. In addition, for the requirement of risk management, the Company has taken the “fidelity bond insurance” to prevent employees from causing loss of tangible assets of the Company or the Company’s customers by using theft, robbery, burglary, fraud, embezzlement, and other unlawful acts when performing their duties, so as to protect shareholders’ rights and interests.

In addition to oil supply contracts, the Company specifies ethical conduct clauses in various types of monetary contracts, such as commercial contracts for selling oil products, purchase contracts and leasing contracts; the Company also has established “Procedures for Supplier Management” and “Procedures for Credit Review and Management” to avoid transactions with parties involved in unethical conduct by taking regular supplier assessments, customer status surveys or other credit checks on business counterparties.

The Company’s “Procedures for Ethical Management and Guidelines for Conduct” stipulate that the acceptance of reports, the investigation process, and the investigation results shall be documented in written and kept for five years; if the matters reported are found to be true, the related departments of the Company will immediately review the relevant internal control systems and operating procedures and propose improvement measures to prevent from recurrence. In case of illegal conduct, the Company will provide evidence to judicial and prosecutorial authorities; it has also made a written statement that the identity of the whistleblower and the contents of the report will be kept confidential.

The Company also encourages internal and external personnel to report unethical behavior or misconduct. The “Ethical Corporate Management Best Practice Principles” clearly stipulate that the Audit Office is the responsible unit for accepting reports, the “Procedures for Ethical Management and Guidelines for Conduct” clearly stipulate the specific reporting procedures and reward system. The Company also discloses an independent reporting mailbox in the Investors Section of its website, providing an avenue for complaints from both internal and external personnel.

Whistleblowing Channels	
Acceptance Unit	Auditing Office
Correspondence Address	4F, No. 140, Sec. 6, Roosevelt Rd., Wenshan Dist., Taipei City
Whistleblowing Hotline	02-8663-5586
E-mail	auditor@npcgas.com.tw

2.4 Supply Chain Management

Supplier Assessment

To help suppliers understand our Company's CSR philosophy, we invite them to participate in and implement these initiatives together. In order to strengthen supplier sustainability management mechanisms, we require not only adherence to quality and occupational safety standards for suppliers and contractors, but also compliance with environmental protection requirements. Should any significant negative environmental impacts be identified, we will immediately request corrective action to minimize disruption to public perception and the environment during operations.

In addition, the Company also requires suppliers to comply with laws and regulations, including occupational health and safety, labor, and human rights-related laws and regulations. In 2024, the Company and its suppliers did not use child labor, and there was no forced overtime work.

The Company has established the "Procedures for Supplier Management" to foster a healthy and safe working environment and protect the environment throughout its supply chain. These regulations aim to ensure the quality and reasonable pricing of all purchased goods and services, providing a framework for suppliers to follow and enabling mutual growth and sustainable development. The Company also specifies the development rules for suppliers and clarifies the requirements for supplier compliance. The procurement unit shall annually evaluate the goods or services provided by each supplier, and suppliers failing to meet the requirements will be replaced. The evaluation items and grading are as follows:

Evaluation Item \ Supply	Merchandise	Maintenance / Service	Engineering / Environmental Protection / Technology
Quality	30 credits	30 credits	30 credits
Delivery / Construction Period	20 credits	10 credits	10 credits
Cost	10 credits	10 credits	10 credits
In compliance with the Occupational health and safety Act	-	10 credits	10 credits
In compliance with environmental protection policies	10 credits	10 credits	10 credits
In compliance with gas station regulations	10 credits	10 credits	10 credits
Principle of integrity	10 credits	10 credits	10 credits
After-sales service	10 credits	10 credits	10 credits

Suppliers are graded based on the results of scoring. A score of 80–100 is classified as Grade A; a score of 70–79 is classified as Grade B; a score of 60–69 is classified as Grade C; and a score of 59 or below is classified as Grade D. When purchasing or contracting, the Company shall select suitable suppliers based on the evaluation results. Grade-A suppliers are the priority for procurement, Grade-B suppliers the secondary priority, Grade-C suppliers are included in the scope for coaching and improvement, with a re-evaluation conducted every three months and limited procurement during this period, while Grade-D suppliers are eliminated.

In 2024, the company conducted assessments of 20 suppliers and collected 1,154 evaluation forms. All suppliers received an A rating.

Local Procurement

When selecting suppliers, the Company prioritizes local manufacturers and simultaneously aims to promote the development of related industries in Taiwan. Local procurement has been 100% over the past three years, with details provided in the table below:

Contract Type	Procurement Area	2022		2023		2024	
		Number of Suppliers	Percentage of Total Purchase Amount (%)	Number of Suppliers	Percentage of Total Purchase Amount (%)	Number of Suppliers	Percentage of Total Purchase Amount (%)
Services (Contracting and Services)	Domestic	266	100	247	100	219	100
	Overseas	-	-	-	-		
Total Score		266	100%	247	100	219	100

Note: Domestic" refers to Taiwan; "Foreign" refers to areas outside of Taiwan (e.g., the United States, Vietnam, etc.).



2.5 Customer Health and Safety

Product Safety

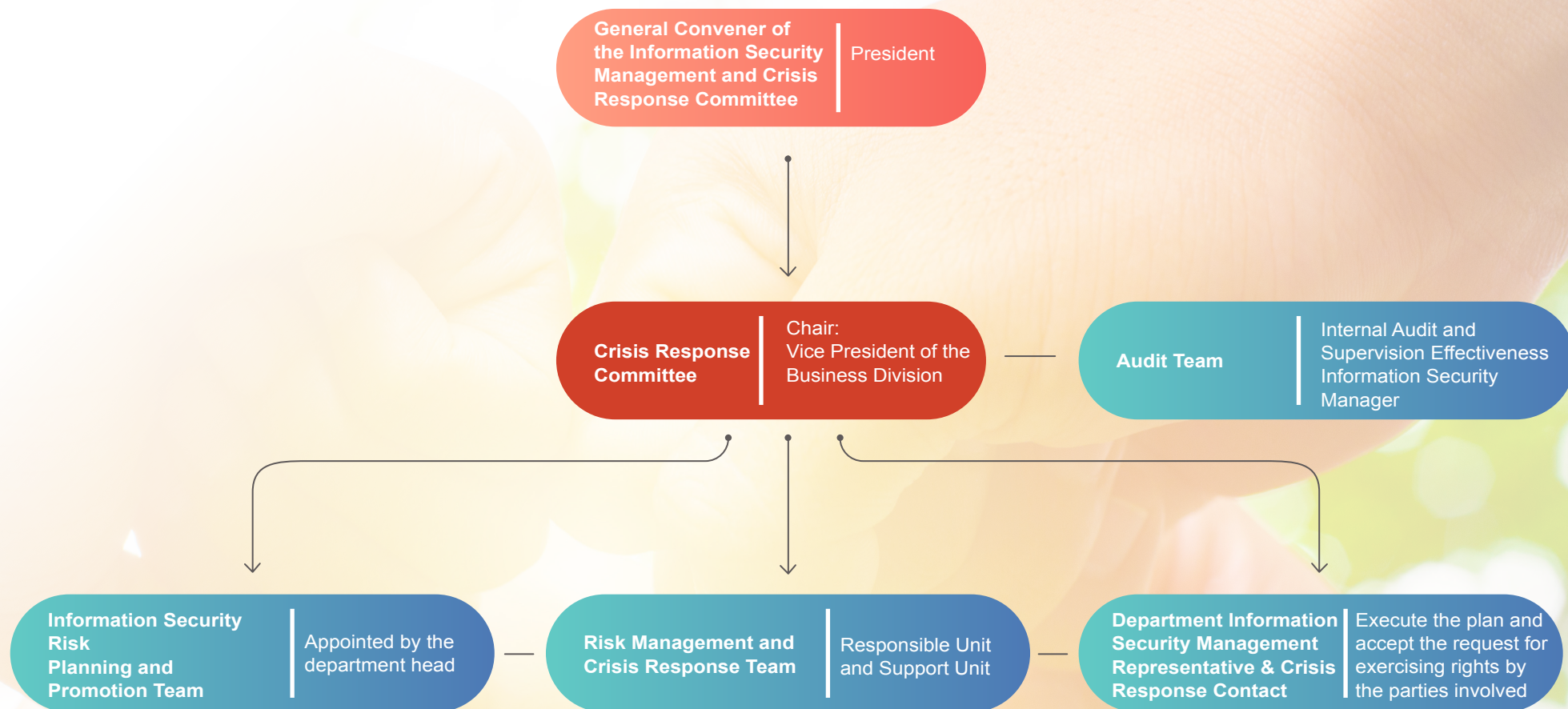
All products sold by the Company comply with regulations and are labeled with Safety Data Sheets. 100% of the products have been evaluated. To protect public safety, all of our products have been inspected by the Bureau of Standards, Metrology and Inspection, Ministry of Economic Affairs and have passed quality testing.

In 2024, there were no penalties or prohibitions on sales, nor were any related regulations violated, regarding non-compliance with health and safety regulations for products and services, product information, labeling, or marketing communications (including advertising, promotion, and sponsorship).

Cybersecurity and Personal Data Protection

In order to enhance the management level of cybersecurity and personal data protection, the Company split the original "Information Security and Personal Data Management and Crisis Response Committee" into two committees in 2024. The cybersecurity organization was renamed the "Information Security Management and Crisis Response Committee" (hereinafter referred to as the "Information Security Committee"), and a separate personal data protection organization was established as the "Personal Data Protection Management and Crisis Response Committee" (hereinafter referred to as the "Personal Data Committee"). On December 25 of the same year, the "Operation of Cybersecurity Governance" for the year was reported to the Board of Directors.

Organizational Chart and Duties of the Information Security Committee



Job Title	Job duties
General Convener of the Information Security Management and Crisis Response Committee	<ol style="list-style-type: none"> 1 General responsible person, responsible for the Company's information security management and for managing personal data, and assumes related responsibilities. 2 Propose resources required for establishing, implementing, operating, supervising, reviewing, maintaining, and improving the information security management system.
Chair of the Information Security Management and Crisis Response Committee	<ol style="list-style-type: none"> 1 Internal representative of the Company's information security management, responsible for supervising the Company's compliance with the information security management policy. 2 Hold management review meetings annually or when major changes occur. 3 Ensure the implementation of the Company's information security management policy.
Information Security Management and Crisis Response Committee	<ol style="list-style-type: none"> 1 Hold management review meetings annually or when major changes occur to review the information security management system and ensure its appropriateness, adequacy, and effectiveness. 2 Review the Manual and the information security management policy. 3 Set or change the acceptable risk level, information security risk assessment items, and standards. 4 Review the Company's information security risk assessment and management report. 5 Examine the information security audit report. 6 Review the information security incident review report.
Information Security Risk Planning and Promotion Team	<ol style="list-style-type: none"> 1 Assist the Information Security Management and Crisis Response Committee in supervising the Company's compliance with its information security policy. 2 Prepare and regularly maintain the list for the Company's Information Security Management and Crisis Response Committee. 3 Assist in convening the management review meetings for the Information Security Management and Crisis Response Committee. 4 Assist the Information Security Management and Crisis Response Committee in promoting the Company's information security management policy. 5 Formulate the annual information security education and training plan and conduct information security education and training and awareness campaigns. 6 Assist the Information Security Management and Crisis Response Committee in the publication, interpretation, revision, and abolishment of the Manual and the information security management policy. 7 Assist the Information Security Management and Crisis Response Committee in reviewing, interpreting, revising, and abolishing the Company's information security management system regulations, details, and forms. 8 Assist the Information Security Management and Crisis Response Committee by providing professional advice and guidance on information security laws, regulations, and best practices in Taiwan. 9 Assist the Information Security Management and Crisis Response Committee in explaining and applying the exceptions stipulated in the information security laws and regulations in Taiwan. 10 Assist the Information Security Management and Crisis Response Committee in ensuring the Company obtains the latest information and appropriate guidance on information security laws and regulations in Taiwan. 11 Assist the Information Security Management and Crisis Response Committee in reflecting the requirements of information security-related regulations from mandatory or recommended departmental rules within the Company's information security management system. 12 Promote the Company's information security management policy.

Job Title	Job duties
Risk Management and Crisis Response Team	<ol style="list-style-type: none"> 1 Assist the Information Security Management and Crisis Response Committee in supervising the Company's compliance with its information security policy. 2 The results of the information security inventories from each unit are compiled, the level of information security risk is assessed, and a list of information security inventories and risk assessments is created. 3 The risk management plans formulated by each unit are compiled, and an information security risk assessment and management report is prepared for submission to the Information Security Management and Crisis Response Committee for review.
Audit Team	<ol style="list-style-type: none"> 1 Assist the Information Security Management and Crisis Response Committee in supervising the Company's compliance with its information security policy. 2 Formulate the annual information security audit plan, establish audit standards, and select qualified auditors. 3 Execute information security audit operations every year and prepare an information security audit report to be reviewed by the Information Security Management and Crisis Response Committee.
Department Information Security Management Representative & Crisis Response Contact	<ol style="list-style-type: none"> 1 The Company's information security representatives, responsible for assisting the Information Security Management and Crisis Response Committee in supervising the Company's compliance with its information security policy. 2 Assist in planning and promoting the implementation of information security education and awareness training. 3 Periodically implement information security inventory operations. 4 Regularly review and maintain the information security inventory and risk assessment list. 5 Formulate the risk handling plan to be submitted to the risk management team for consolidation. 6 Execute the risk handling plan. 7 Accept and respond to requests from those exercising their rights.

Cybersecurity Management Framework

The aim of the information security management system is to ensure the security of the Company's important information assets, an information security organization has been established to formulate a standard operating procedure and operating procedures. These aim to reach the four stages: controlling potential threats and vulnerabilities, planning risk assessments and designing and establishing control mechanisms, complying with inspections, and reviewing for improvement. By doing this, we continue to strengthen information security management functions.

1 Plan

We define the implementation scope of the information security management system and relevant policies, plan a systematic risk assessment method to assess the threats and vulnerabilities affecting the security of information assets, and the current control mechanism.

2 Do

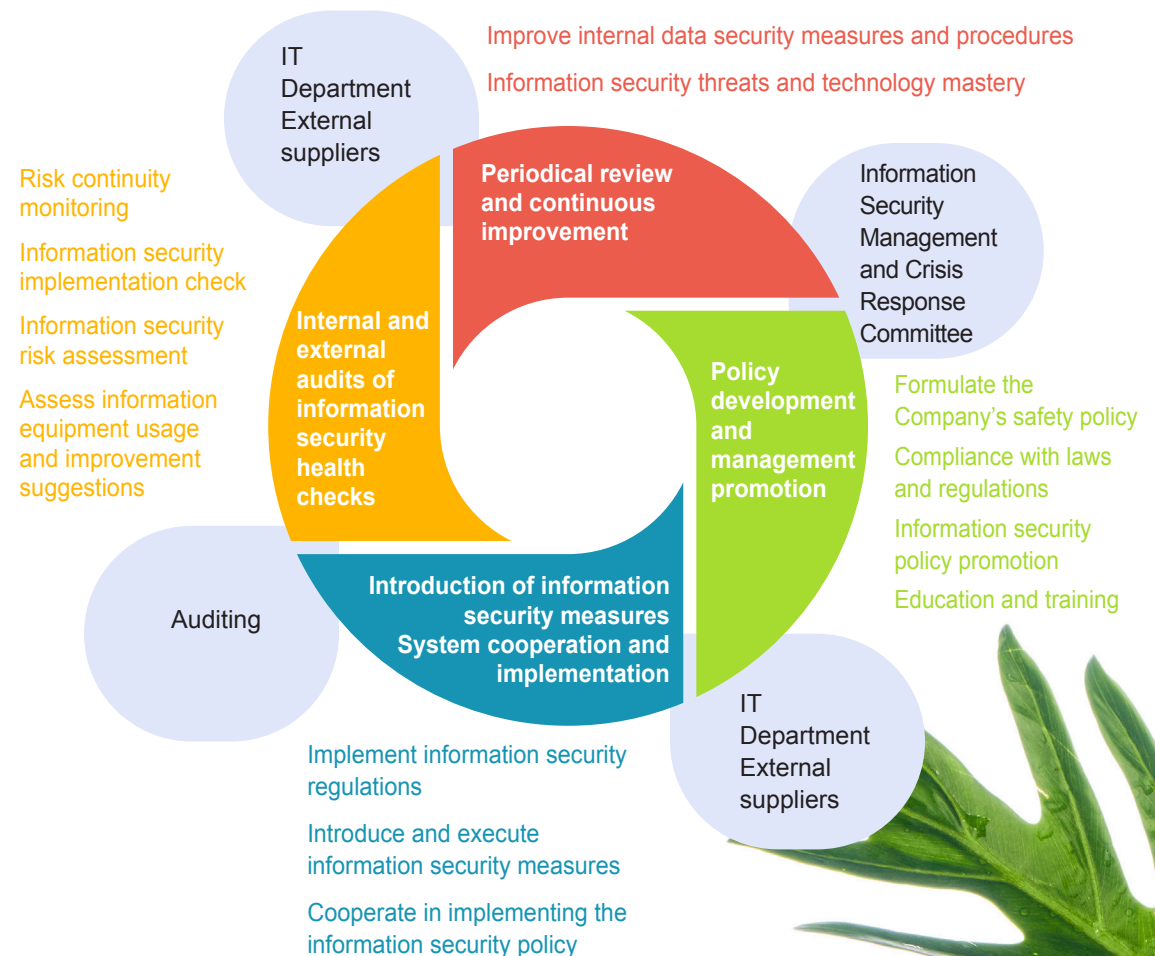
We design, amend, establish and implement the due control mechanism based on the risk assessment results to detect security incidents at an early stage and respond accordingly to achieve the expected management objectives.

3 Check

We implement supervision procedures and control measures to observe if various security operations and technologies are effectively implemented, and to find errors, security vulnerabilities or incidents in a timely manner. Regularly, we conduct information security audits, and review the effectiveness of information security management based on the audit results, security incidents, and suggestions and responses from relevant units. We also implement information security control through regular inspections on information security issues.

4 Act

We implement the improvement of the information security management system, adopt appropriate corrections and preventive measures for security incidents or audit results, while communicating and coordinating the actions and results of the system improvement operation with relevant units. By doing this, we ensure that the expected goals are achieved, and continue to maintain the operation of information security management system.



Cybersecurity Policy

In order to demonstrate management's support and commitment to data security management, the Company has established an information security policy as the highest guiding principles for the Company's various business and personnel in information security-related operations. This will help the Company achieve the three major goals of establishing a data security system, having safety response capabilities, and building a sound information development environment:

- ① **Management Policy:**
The Company's information security management policy is to protect the confidentiality, integrity, and availability of information assets, thereby providing secure, stable, and efficient overall information services.
- ② **Safety Goal:**
Security objectives are set based on confidentiality, integrity, and availability. To effectively measure the achievement of information security goals, the specific quantitative management indicators for information security must be audited annually, and the measurement standards explained.



Specific Cybersecurity Management Measures

The Company has appointed a dedicated information security officer and a dedicated information security personnel to regularly review internal data security regulations, identify risks based on network structure, weaknesses, threats, and impacts. The Company also formulates safety measures based on the results of the risk assessment.

All personnel who use the information system must receive information security awareness courses or general education training each year. In addition, managers and personnel responsible for information security must receive information security professional training every year.

At least one audit on the information security management system shall be conducted a year to review whether the control measures and procedures are in compliance with relevant standards, laws and regulations, or information security requirements. Effective maintenance and execution shall be carried out as planned. The planning of internal audit operations shall take the importance and current status of the auditees or scope into consideration. Moreover, the standards, scope, frequency and methods of audits shall be defined to ensure the objectivity and fairness of the information security inspectors, and the relevant records shall be properly kept. The audited unit shall take measures to correct non-conformities in a timely manner, and track and verify their effectiveness.

In order to achieve the goal of improving the overall data security environment, in addition to formulating safety management measures and personnel education and training, we also assist each unit in inventorying all information assets and personal information assets of the Company. In doing this, we are able to define identification and clarify the possible risks of information assets, followed by selecting appropriate methods to control them, hoping to reduce the risk to an acceptable level to ensure the continuous operation of the Company's business. Also, we equip with various management tools to report problems pro-actively when they occur, so that the problems can be recorded and tracked for management. Implement corrective measures for the unqualified items to control and correct them and deal with their related consequences and find out the reason for the occurrence of the unqualified items and eliminate it and make sure that it does not happen again. Specific management measures include:

- 1 Information security incident management
- 2 Outsourcing management
- 3 Account and authorization management
- 4 Software system development and maintenance management
- 5 Personal computer security management
- 5 Computer room security management
- 7 Network security management
- 8 Data backup and storage media management
- 9 Information system backup mechanism drill
- 10 Crisis response management
- 11 Security maintenance of personal data files and personal data processing
- 12 Digital forensics management of personal data infringement
- 13 Information assets and risk assessment management

Cybersecurity Risks and Countermeasures

Even though the Company has established Data Security-related regulations and implemented management control in accordance with ISO27001, it is still unable to completely avoid cyberattacks from the outside world. The Company identifies risks in three areas – intrusion defense, network security, and system security – and is taking the following countermeasures:

① Intrusion Prevention and Antivirus:

In addition to endpoint protection with antivirus software and spam filtering, the Company also installs EDR advanced endpoint protection on its servers and employs cloud WAF to protect its official website and apps from web-based attacks. Under various protection mechanisms with different attributes, comprehensive protection can still be achieved.

② Internet Security:

The mechanism is divided into two parts: the first is a front-end barrier provided by the ISP's anti-hacking service to prevent violent attacks, and the second is the use of a next-generation firewall, employing rules and application layer packet analysis to block or reject connections as appropriate. The current annual information security health check includes network architecture analysis and network performance evaluation to identify potential network issues. Performance and security analyses are also conducted on critical nodes and hosts to proactively address vulnerabilities and define future adjustments.

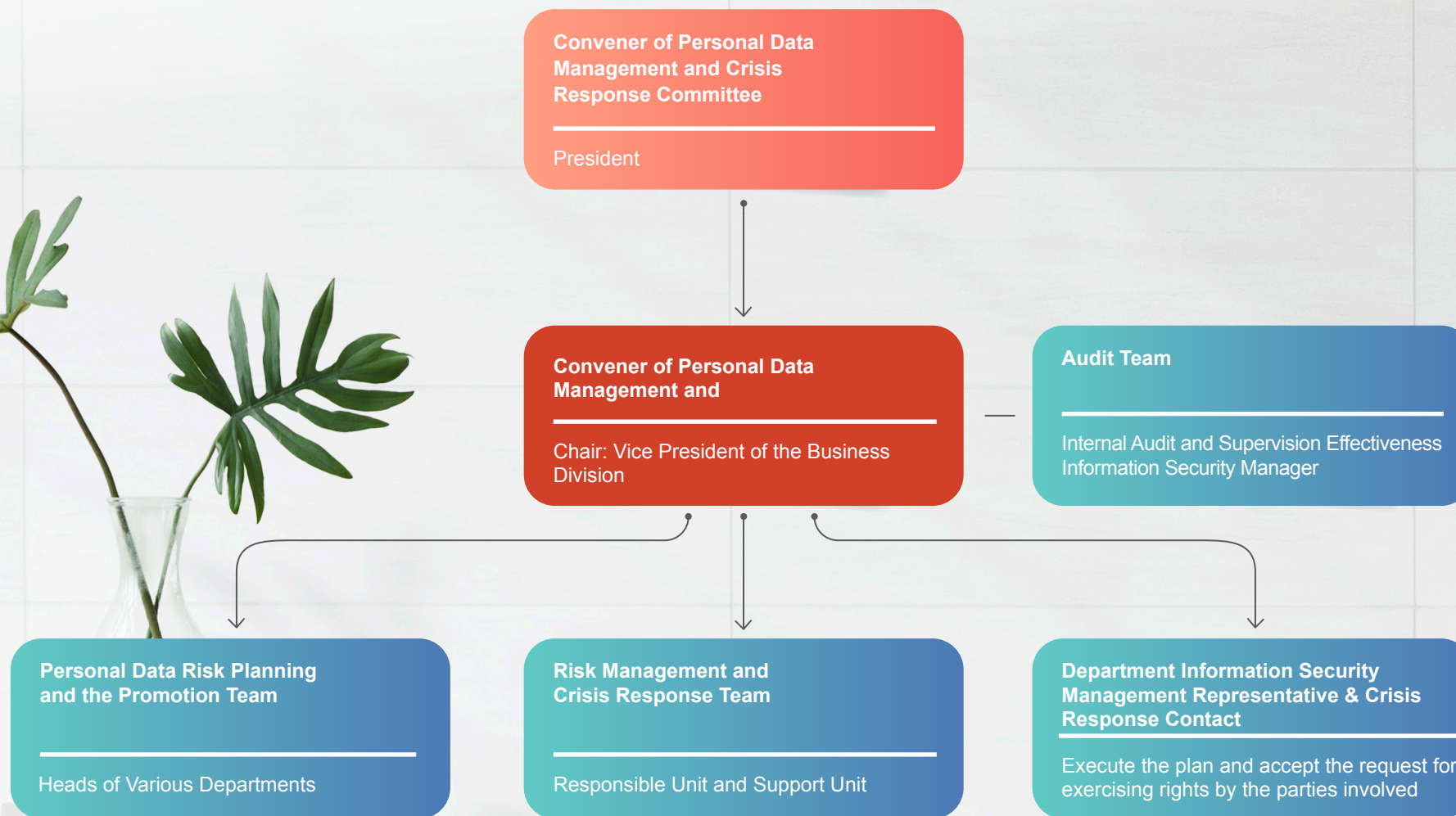
③ System security:

No major deficiencies were found during the 2024 vulnerability scan. The main risk is that the Company still has outdated security vulnerabilities, which are being addressed with an accelerated upgrade process.

In order to prevent the increasingly severe data security threats that may cause corporate losses, the Company will continue to strengthen information security protection management and move towards the goal of zero trust.



Organizational Chart and Duties of the Personal Data Committee



Job Title	Job duties
General Convener of the Personal Data Management and Crisis Response Committee	<ol style="list-style-type: none"> 1 General responsible person, responsible for the Company's personal data management and for managing personal data, and assumes related responsibilities. 2 Provide resources required for establishing, implementing, operating, supervising, reviewing, maintaining, and improving the personal information management system.
Chair of the Personal Data Management and Crisis Response Committee	<ol style="list-style-type: none"> 1 The internal representative for the Company's personal data management, responsible for supervising compliance with the Company's personal data protection management policy. 2 Hold management review meetings annually or when major changes occur. 3 Supervise the operation of the Personal Data Management and Crisis Response Committee 4 Arbitration in case of conflicts between policy implementation and practice at each unit.
Personal Data Management and Crisis Response Committee	<ol style="list-style-type: none"> 1 Hold management review meetings annually or when major changes occur to review the personal data management system and ensure its appropriateness, adequacy, and effectiveness. 2 Review the personal data protection policy and personal data protection management policy. 3 Ensure the implementation and promotion of the Company's personal data protection management policy. 4 Training and awareness training is conducted in accordance with the Company's personal data protection management policy. 5 Publish, interpret, revise, and abolish the Personal Data File Security Maintenance and Personal Data Processing Procedures (hereinafter referred to as the Procedures) and the Personal Data Protection Management Policy. 6 Review, publish, interpret, revise, and abolish the Company's personal data management system-related measures, details, and forms. 7 Contact the Company's personnel responsible for risk management and safety issues. 8 Explain and apply the exceptions stipulated in the personal data protection-related laws and regulations in Taiwan. 9 Propose suggestions for data sharing solutions (including security considerations for data portability). 10 Ensure the Company obtains the latest information and appropriate guidelines on personal data protection-related laws and regulations in Taiwan. 11 Continue to check its personal data management system, taking into account the legislation, practice, and technological changes related to personal data protection 12 When the Company applies mandatory or recommended departmental regulations related to personal data protection, the requirements will be appropriately reflected in the Company's personal data management system. 13 Set or change the acceptable risk level, personal data risk assessment items, and standards. 14 Review the Company's personal data risk assessment and management report. 15 Review the personal data security audit report. 16 Review the personal data breach incident review report.

Job Title	Job duties
Personal Data Risk Planning and Promotion Team	<ol style="list-style-type: none"> 1 Assist the Personal Data Management and Crisis Response Committee in supervising the Company's compliance with its personal data protection policy. 2 Prepare and regularly maintain the list for the Company's personal data management and crisis response organization. 3 Assist in convening the management review meetings for the Personal Data Management and Crisis Response Committee. 4 Assist the Personal Data Management and Crisis Response Committee in promoting the Company's personal data protection management policy. 5 Formulate the annual personal data protection education and training plan and implement awareness promotion. 6 Assist the Personal Data Management and Crisis Response Committee in the publication, interpretation, revision, and abolishment of these Procedures and the Personal Data Protection Management Policy. 7 Assist the Personal Data Management and Crisis Response Committee in reviewing, interpreting, revising, and abolishing the Company's personal data management system regulations, details, and forms. 8 Assist the Personal Data Management and Crisis Response Committee in providing professional advice and guidance on personal data protection-related laws and best practices in Taiwan. 9 Assist the Personal Data Management and Crisis Response Committee in explaining and applying the exceptions stipulated in the personal data protection-related laws and regulations in Taiwan. 10 Assist the Personal Data Management and Crisis Response Committee in ensuring the Company obtains the latest information and appropriate guidance on personal data protection-related laws and regulations in Taiwan. 11 Assist the Personal Data Management and Crisis Response Committee in reflecting the requirements of personal data protection-related regulations from mandatory or recommended departmental rules within the Company's personal data management system.
Risk Management and Crisis Response Team	<ol style="list-style-type: none"> 1 Assist the Personal Data Management and Crisis Response Committee in supervising the Company's compliance with its personal data protection policy. 2 The results of the personal data inventory from each unit are compiled, the risk level of the personal data files is assessed, and a list of information security inventories and risk assessments is created. 3 The risk management plans formulated by each unit are compiled, and a personal data risk assessment and management report is prepared for submission to the Personal Data Management and Crisis Response Management Promotion Committee for review. 4 Personal Data Management and Crisis Response Committee in proposing recommendations for the data sharing plan (including security concerns regarding data export).

Job Title	Job duties
Audit Team	<ol style="list-style-type: none">1 Assist the Personal Data Management and Crisis Response Committee in supervising the Company's compliance with its personal data protection policy.2 Formulate the annual personal data security audit plan, establish audit standards, and select auditors with appropriate qualifications.3 Execute personal data security audits annually and prepare personal data security audit reports for review by the Personal Data Management and Crisis Response Management Promotion Committee.
Department Information Security Management Representative & Crisis Response Contact	<ol style="list-style-type: none">1 The personal data protection representative for the Company's various department, responsible for assisting the Personal Data Management and Crisis Response Committee in overseeing the Company's adherence to the personal data protection policy.2 Assist the Planning and Promotion Team in the implementation of personal data protection education and training, and raise awareness.3 Conduct personal data inventory periodically.4 Regularly review and maintain the personal data inventory and risk assessment list.5 Formulate the risk handling plan to be submitted to the risk management team for consolidation.6 Execute the risk handling plan.7 Accept and respond to requests from those exercising their rights.

Management and Countermeasures for Personal Data Protection

In order to implement personal data management, the Company's management assigns a project manager to be responsible for the drafting, planning, and promotion of this policy, and establishes a personal information management execution organization to plan, implement, operate, supervise, review, maintain, and improve the personal data management system. A management review of the personal data management system is conducted on a regular basis, or when significant changes occur, to ensure its appropriate and effective operation. The scope of management is adjusted according to the business scale and characteristics, including but not limited to the following items:

- ① Establish personal data protection management procedures.
- ② Control the collection, processing, and use of personal data are established based on legitimate, specific purposes and within the scope necessary.
- ③ Establish personal data file security maintenance measures.
- ④ Establish an emergency response procedure for personal data breaches.
 - (1) Formulate acceptable risk levels and countermeasures for personal data protection, and implement appropriate response and handling measures when a personal data breach causes harm to stakeholders' rights and interests.
 - (2) Establish channels for handling complaints and inquiries to allow individuals to exercise their rights regarding their personal data.
- ⑤ Formulate internal control management and regularly review the implementation.
- ⑥ Continue to maintain the relevant procedures for personal data protection management.



Customer Service Enhancement

While the digital environment is booming, it is also rife with information security risks and fraud concerns. Enhancing information and communication security and personal data protection, and ensuring the trustworthiness of digital services, have been key priorities for the Company in recent years.

In 2024, the Company was the first in the industry to integrate "Fido - Fast Identity Online" into the existing "NPC App", significantly enhancing its security level.

Fast Identity Online (FIDO) is a fast authentication mechanism commonly used with biometrics such as fingerprint, facial recognition, and iris scanning. All of which under the scope of FIDO authentication and represents a technology standard for fast and secure logins.

The introduction of "Fido" not only improves the security of consumer identity authentication, but also enables consumers to complete transaction services in a secure virtual environment. Furthermore, simplifying the APP login process shortens the delay time during the fueling and checkout process and reduces GHG emissions, achieving the **dual benefits of information security and environmental protection**.



2.6 Risk Management

The Company's financial risk management aims to manage market risk, credit risk, and liquidity risk related to operating activities, and to identify, measure, and manage these risks based on the Company's policies and risk preferences. Currently, the Company has established appropriate policies, procedures, and internal controls in accordance with relevant regulations. Important financial activities must be reviewed by the Board of Directors and the Audit Committee in compliance with relevant regulations and the internal control system. During the period of financial management activities, the Company strictly complies with the relevant provisions of the financial risk management regulations.

Risks Faced by the Company in 2024 Mainly Include the Following Three Types:

Market risk management

Market risk is the risk of fluctuation in the fair value or cash flows of financial instruments due to changes in market prices. As the Company does not have any foreign currency financial assets or liabilities, it is not exposed to foreign currency-related interest rate risk or exchange rate risk. The interest rate risk and other price risks (such as equity instruments) are described below:

Interest rate risk	Interest rate risk refers to the risk of fluctuations in the fair value of financial instruments or future cash flows due to changes in market interest rates. The Company's interest rate risk arises mainly from the fixed-rate borrowings.
Equity price risk	The Company manages the price risk of equity securities by diversifying its investments and setting limits on both individual and overall equity securities investments. The information on the investment portfolio of equity securities is provided to senior management periodically. The Board of Directors must review and approve all equity securities investment decisions.

Credit Risk Management

Credit risk refers to the risk of financial loss resulting from a counterparty's failure to fulfill its contractual obligations. The Company's credit risk arises from operating activities (mainly accounts receivable and notes) and financial activities (mainly bank deposits and various financial instruments).

All units	Finance Department
Manage credit risk by following credit risk policies, procedures, and controls. The credit risk assessment of all counterparties is based on a comprehensive consideration of factors including their financial condition, credit ratings from credit rating agencies, past transaction experience, the current economic environment, and the Company's internal rating standards.	Manage the credit risk of bank deposits, fixed income securities, and other financial instruments in accordance with the Company's policies. As the Company's trading counterparties are determined by the internal control procedures and consist of reputable banks and financial institutions, corporations, and government agencies with investment grade ratings, there is no significant credit risk.

Liquidity risk management

The Company maintains its financial flexibility through cash and cash equivalents and contracts such as bank loans and marketable securities.

03

Environmental Sustainability Management

- 3.1 Energy
- 3.2 GHG Emissions
- 3.3 Water Management
- 3.4 Materials and Waste Management
- 3.5 Climate Change Adaptation
- 3.6 Climate Change Mitigation and Sustainable Action





3.1 Energy

The Company's primary energy use is electricity, mainly for operating equipment such as fuel dispensers and car wash machines. Secondary energy sources include gasoline and diesel, used for company vehicles and emergency generators. Data on the Use of the Relevant Products:

Indicators	Unit	2022	2023	2024
Electricity Consumption	kWh/year	9,564,790.55	9,934,966.85	9,446,512.09
	GJ	34,433.25	35,765.88	34,007.44
Gasoline Consumption	L/year	32,100.87	31,302.05	26,019.64
	GJ	1,047.62	1,021.55	849.16
Diesel Consumption	L/year	818.89	626.43	683.94
	GJ	28.78	22.02	24.04
Total Energy Consumption	GJ	35,509.64	36,809.45	34,880.64
Specific Metric Used by the Organization	Fuel Sales Volume (Kiloliter)	880,384	889,569	884,574
Energy Intensity	GJ/kiloliter	0.0403	0.0414	0.0394

Note:

- ① Electricity calorific value conversion: 1 kWh = 0.0036 GJ.
- ② Conversion factor source:

Before 2023: The fuel calorific value was calculated according to the EPA's Emission Factor Management Table 6.0.4 – gasoline 7,800 kcal/L; diesel 8,400 kcal/L; 1 kcal = 4.184 KJ.

2024: Fuel calorific value calculated based on the MOE's announcement on February 13, 2025 – gasoline 7,609 kcal/L; diesel 8,642 kcal/L.

3.2 GHG Emissions

In advance of the statutory schedule required by the FSC, the Company has completed the Scope 1 and Scope 2 self-inventory of organizational GHG emissions, according to the "GHG Emissions Inventory Guidelines" announced by the MOE, ISO14064-1:2018 and the GHG Protocol. We have also completed internal verification, setting the base year as 2022, and an annual reduction target of 3%.

The Scope 1 and Scope 2 GHG Emissions in 2024 totaled 4,738.54 metric tons of CO₂ equivalent (tCO₂e), representing a reduction of 425.1 tCO₂e (8.23%) compared to 2023. The reduction was 382.17 tCO₂e compared to the base year (2022), a decrease of 7.46%.

GHG Emissions of Scope 1 + Scope 2 in the Base Year and the Most Recent Two Years:

Unit: Tons of carbon dioxide equivalent (tCO₂e/year)

		2022 (Base Year)		2023		2024	
		Emissions	Percentage	Emissions	Percentage	Emissions	Percentage
GHG Emissions	Scope 1: Direct emissions	252.23	4.93%	255.77	4.95%	260.89	5.51%
	Scope 2: Energy indirect emissions	4,868.48	95.07%	4,907.87	95.05%	4,477.65	94.49%
	Total Scope 1 + Scope 2 emissions	5,120.71	100%	5,163.64	100%	4,738.54	100%
GHG Emissions Intensity	Fuel Sales Volume (kL)	880,384		889,569		884,574	
	Total emissions/Fuel Sales Volume (tCO ₂ e/KL)	0.00582		0.00580		0.00536	

Note:

- 1 Scope 1: Direct emissions from sources owned or controlled by the Company, including diesel use in emergency generators, gasoline use in company vehicles, and refrigerant and septic tank emissions.
- 2 Scope 2: Emissions from purchased electricity.
- 3 Factor sources: The "GHG Emission Coefficient" published by the Energy Administration, Ministry of Economic Affairs, MEA on February 5, 2024, the "2024 Electricity Carbon Emission Coefficient" published by the Bureau of Energy, MEA on April 14, 2025, and the IPCC AR6 GWP value.



The Company does not emit ozone depleting substances (ODS), nitrogen oxides (NOx), sulfur oxides (SOx), or other significant air emissions. Types of GHG and their emissions are shown in the table :

GHG types	Annual carbon dioxide equivalents (tCO ₂ e)
CH ₄	151.94
CO ₂	4,536.92
HFCs	47.87
N ₂ O	1.81
Total Score	4,738.54

The Company has conducted a self-inventory of Scope 3, Category 11: Emissions from the use of sold products, in accordance with the GHG Protocol.

The GHG emissions of this category in 2024 totaled 2.1502 million tCO₂e.

The GHG types and emissions are shown in the table :

GHG types	Annual carbon dioxide equivalents (10,000 tCO ₂ e)
CH ₄	1.35
CO ₂	209.42
N ₂ O	4.26
Total Score	215.02

3.3 Water Management

The Company's operating sites are located throughout Taiwan Island. Utilizing a water resource risk assessment tool, all operating sites are situated in low-to-medium risk areas, with each site sourcing its water from reservoirs across Taiwan.

To provide more diversified services to our customers, over 90% of our gas stations offer car wash services, with a total of 106 car wash machines and 39 pre-wash machines installed. The car washing machines are the business facility with the highest water consumption in the Company. In order to improve water resource utilization efficiency, the Company is committed to recycling car wash water and has installed wastewater recycling equipment. The Company equips wastewater recycling devices on its car washing machine and purifies wastewater into reusable, recycled water through filtration, decomposition, sterilization, deodorization, and backwashing, as well as uses more easily decomposed car wash shampoo and wax to wash the car, so as to reduce the water consumption. Water recycling and reuse rate is about 65–75%.

Year	2022	2023	2024
Water Withdrawal (ML)	440.33	453.4	449.1
Water discharge (ML)	440.33	453.4	449.1
Water Consumption (ML)	0	0	0
Specific Metric Used by the Organization (Unit)	Fuel Sales Volume (Kiloliter)	Fuel Sales Volume (Kiloliter)	Fuel Sales Volume (Kiloliter)
Specific Metric Value of the Organization	880,384	889,569	884,574
Water intensity (ML/kiloliter)	0.00050	0.00051	0.00051

Note: Water consumption = Water withdrawal - Water discharge.

The wastewater discharged by the Company has been tested, and the results met the standards.

Testing Item	Emission Criteria (ppm)	2022	2023	2024
		Annual Average Monitoring Value (ppm)	Annual Average Monitoring Value (ppm)	Annual Average Monitoring Value (ppm)
Effluents - Chemical oxygen demand (COD)	100	29.30	37.12	31.54
Effluents - Suspended solids (SS)	50	5.61	7.32	6.38
Effluents - Methylene blue active substances (MBAS)	10	0.17	0.08	0.09
Effluents - pH value	9	7.44	7.43	7.41

3.4 Materials and Waste Management

The Company does not have production or packaging processes for raw materials, therefore no raw material data is available. The waste generated during the business process is mainly divided into general waste and business waste. In order to reduce the amount of general waste and promote sustainability, the Company implements garbage sorting and resource recycling. Business waste is disposed of by local cleaning teams or licensed waste disposal contractors in accordance with regulations.

2024 Amount of Waste Generated by the Company:

Waste Statistics					
Waste Composition	Hazardous / Non-hazardous	On-site		Off-site	
Item		Waste Generation (t)	Disposal Method	Waste Generation (t)	Disposal Method
General waste	Non-hazardous	-	-	963.83	Incineration (including resource recovery)
Business waste	Hazardous	-	-	122.8	Qualified Treatment Plant
	Non-hazardous	-	-	3.86	Qualified Treatment Plant

110新北市廢乙清字第0206號

新北市政府環境保護局廢棄物清除許可證
110新北市廢乙清字第0206號

茲據豐環環保有限公司
申請廢棄物清除許可證，經核與公民營廢棄物清除處理機
構許可管理辦法之規定相符，核予此證。許可事項如下：

機 構 名 稱：豐環環保有限公司
管 制 編 號：F01C0920
機 構 地 址：新北市板橋區金門街三一七巷二號
負 責 人 姓 名：王孫美星 身分證字號：T201853308
負 責 人 住 址：新北市板橋區溪洲里21鄰板林路228號
清除機構類別：乙級
許可清除項目：☒一般廢棄物 ☐一般事業廢棄物 ☐有害事業廢棄物
有效期限：自中華民國110年12月20日起至中華民國115年12月19日止
應設置技術人
員等級：☐甲級 ☒乙級 ☐丙級
許可清除廢棄物之種類、數量及清除車輛(詳附表，計4頁)
其 他 事 項：1.清除相關工具清冊(詳附錄一，計1頁)
2.緊急應變處理方式(詳附錄二，計1頁)
3.貯存場或轉運站(詳附錄三，計1頁)
4.其他

局長 程大維

中華民國 111 年 11 月 4 日

附表：許可清除廢棄物之種類、數量及清除車輛(1/1)

項目	廢棄物種類及代碼	許可量 (公噸/每月)	清除車輛
一般廢棄物 一般事業廢棄物	D-0101 動物性廢渣	合計總量: 547.600	399-TC
	D-0102 植物性廢渣		3F-616
	D-0103 動物糞便		730-UY
	D-0109 動物動物性廢渣混合物		KXS-5858
	D-0201 廢紙及紙類		
	D-0202 廢紙類 (D-0201除外)		
	D-0209 廢塑膠混合類		
	D-0209 廢塑膠混合類		
	D-0609 廢紙混合類		
	D-0701 廢木材類		
	D-0709 廢木材混合類		
	D-0801 廢玻璃		
	D-0802 廢磚瓦		
	D-0803 廢石		
	D-0809 廢玻璃或瓦片類、磚瓦類 混合類		
一般廢棄物 一般事業廢棄物	D-1609 廢皮革、皮革製成物	合計總量: 547.600	
	D-1801 事業活動產生之一般性無 機		
	D-1909 未列入公告之廢物及混合 物		
	D-2002 中間處理後之廢物		
	D-2003 中間處理後之穩定化處理 物		
	D-2101 減量後之非危險性事業廢 棄物		
	D-2109 一般性廢棄物及混合物		
	D-2201 以PET為基材製成之廢塑膠 類		
一般廢棄物 一般事業廢棄物	D-2202 以PET為基材製成之廢塑膠 類	合計總量: 547.600	
	D-2203 以PET為基材製成之廢塑膠 類		
	D-2204 以PET為基材製成之廢塑膠 類		

3.5 Climate Change Adaptation

The frequency of extreme weather events caused by climate change is increasing, and gas stations may face climate risks in the form of economic losses from natural disasters such as floods, typhoons, and droughts. In addition to conducting training and publicity in accordance with the gas station industrial safety and environmental emergency response manual, the Company also ensures commercial insurance to diversify the risks of property losses; the Company also cooperates with national policies to reduce the risks and impacts of climate change through mitigation and adjustment.

As global environmental awareness grows, countries around the world have set timelines for banning the sale of fuel-powered vehicles, leading to a phased-out mechanism for these vehicles. Taiwan has also followed international trends in setting targets, announcing that buses in cities and official vehicles used by the public sector will be fully electric by 2030, and that electric vehicles (including motorcycles) will account for 100% of the market by 2040. The development of electric transportation presents both challenges and opportunities for gas station operations. Turning these crises into opportunities will be a key issue for the gas station sector. The establishment of renewable energy power generation, energy storage facilities, and charging piles represents a business opportunity the Company identified as it responds to the energy transition. However, there are still many uncertainties and challenges ahead. The Company will continue to adopt a cautious approach and actively leverage its existing assets to develop new businesses, with the aim of establishing a new foothold in the energy transition.

Governance

On May 10, 2023, the Board of Directors approved an amendment to the "Sustainable Development Best Practice Principles", changing the unit responsible for promoting sustainable development to the Sustainable Development Task Force, which is subordinate to the Board of Directors. The Task Force consists of department heads and senior management, who propose specific plans to promote sustainability initiatives and implement them. The Task Force reports the implementation status of the sustainability promotion plan to the Board of Directors at least once a year.

As the global trend toward net-zero carbon emissions gains momentum, the government's timeline for banning the sale of fuel-powered vehicles will impact the future development of gas stations. Recognizing this, the Board of Directors will continue to monitor industry trends to adapt to future operational changes.

Risks and Opportunities

NPC has gradually established the consensus necessary for global climate action in alignment with Taiwan's "2050 Net Zero Emissions" plan. At the same time, NPC has also identified relevant risks based on industry characteristics and is proactively seeking opportunities to transform these challenges into turning points. Based on the scientific reduction pathway, we accelerate the transition to net-zero emissions while striving to enhance the efficiency and capacity of implementing all action plans, driving the entire industrial chain towards net zero.

Transition Risks Associated with the Low-Carbon Economy

Vehicle Power Change	Impact	In response to the 2050 net-zero initiative, countries around the world are establishing timelines for phasing out the sale of fuel-powered vehicles. The Taiwanese government has also set a policy for 2040, requiring that all new cars sold be electric vehicles. It is expected that sales of electric vehicles will increase year over year, with no significant impact on the Company's short- and mid-term operations, but a long-term impact on gas station sales volume is anticipated. In addition, improvements in vehicle manufacturing technology and the increasing energy efficiency of electric vehicles are negatively impacting fuel sales at gas stations.
	Response	<ul style="list-style-type: none"> Gas stations are being streamlined and optimized, with charging stations developed. Offer services such as energy replenishment, car washing, and simple maintenance for car users.
Government Policies and Regulations	Impact	In response to the implementation of the Climate Change Response Act, carbon fees are expected to be levied in the future.
	Response	The gas station operated by the Company is a retail business providing gasoline and diesel fuel for vehicles. The total GHG emissions of Scope 1 and Scope 2 in 2024 were about 4,738.54 tCO ₂ e, of which 94% were from purchased electricity. The primary improvement for carbon reduction came from various power-saving measures, followed by the development of roof solar photovoltaic power generation in gas stations.

Foreseeable Financial Risks and Impacts		
Type	Gasoline sales↓, turnover↓	Carbon tax levied, operating costs are expected to increase.
Risk Description	As energy-saving vehicles become more popular and electric vehicles are launched successively, gasoline sales are expected to decrease by 2% annually.	The "Climate Change Response Act" came into effect on February 15, 2023, introducing carbon fees as an economic incentive to promote low-carbon transformation across all sectors. Based on this, the MEO established the "Regulations for the Establishment of the Carbon Fee Rate Review Committee" in December 2023 and proposed a draft of the carbon fee collection regulations. The regulations stipulate that large emitters with annual emissions of 25,000 tCO ₂ e will be the initial targets for fee collection.
Description of Financial Impact	<ul style="list-style-type: none"> ● Turnover = oil price * sales volume Under the assumption that the oil price remains unchanged, a decrease in sales will result in a decline in operating revenue. ● The Company is currently actively expanding its gas station network and phasing out underperforming gas stations. ● Maintain the competitiveness of the gas stations through marketing activities and member management. 	Although the Company was not the target of the initial levy, the estimated financial impact of GHG emissions of 4,738.54 tCO ₂ e and a carbon fee of NT\$300 per ton in 2024 was about NT\$1.42 million.

Physical Risks Associated with Climate Change			
Flood		Typhoon	Drought
<p>Climate change is increasing the frequency and intensity of heavy rainfall, which will expose the Company's gas stations to potential damage and business interruption.</p> <p>As a public utility, the Company must continue to provide services to meet public needs. Operations during a flood will increase work-related risks for employees.</p>		<p>In recent years, the intensity of typhoons has increased due to climate change, increasing the possibility of financial losses and business disruptions caused by typhoons.</p> <p>As a public utility, the Company must continuously provide services to meet public needs. Operations during a typhoon will increase work-related risks for employees.</p>	<p>Due to climate change, prolonged droughts are occurring more frequently than in previous years. The car washing service provided by the Company may be interrupted due to water shortages.</p>
Response		In response to the risks posed by climate change, NPC has secured appropriate property insurance and public liability insurance. NPC also monitors weather conditions that may cause disasters, implements disaster prevention measures, and manages personnel attendance and on-site operational safety during disasters. Post-disaster repair and reconstruction will be conducted as needed.	

Opportunities	
Short-term	Based on existing gas stations, developing EV charging stations will provide comprehensive fueling, charging, and car washing services.
Medium and Long-term	<ul style="list-style-type: none"> ● Gradually transform into a dual-energy channel for refueling and recharging. ● Review the feasibility of transforming into a hydrogen refueling station based on the future development of hydrogen energy.

Strategy

The Company's strategies are divided into short-term and long-term operational responses. Additionally, the Company considers extreme climate events and transition actions, with the aim of assessing and responding to climate change from multiple perspectives to create the most favorable outcome.

Short-term Operating Strategies	<ul style="list-style-type: none"> ● It is expected that new energy vehicles (electric vehicles, hybrids) will grow year by year. Based on the approximately 8.58 million fuel-powered vehicles domestically at the end of 2024, gasoline sales at domestic gas stations are expected to decrease by around 2% annually, with a minor impact on operations. The focus should be placed on gas station operations management, prioritizing the strong and phasing out the weak. ● In response to the government's policies and the trend of vehicle electrification, the charging stations planned for 2022 began operation in February 2024. In the future, we will review the charging station installation policy for the coming year based on operational status.
Long-Term Operational Response Strategy	<ul style="list-style-type: none"> ● Gradually transitioning to dual-energy channels for refueling and recharging, and assessing the feasibility of transforming into hydrogen fueling stations based on future hydrogen energy development. ● NPC has over 1.5 million members, including credit card holders, Big Point members, and app users. Leveraging our existing gas station member base will facilitate the operation of EV charging stations, providing comprehensive refueling, charging, and car wash services to car users.
Financial Impacts of Extreme Climate Events	<ul style="list-style-type: none"> ● The Company has purchased appropriate property insurance (including typhoon, earthquake, with particular average, and public liability insurance) for the operating gas station, reducing the risk of financial loss. ● No financial losses were reported due to extreme climate events in 2024.
Financial Impacts of Transitional Actions	The Company's own funds are used for the establishment of the charging station and the implementation of its related operating information systems. With ongoing investment each year, there is no significant financial impact.

Risk and Environmental Management

In addition to the risk response plan for potential impacts on business and financial performance, the Company's risk management also includes risk assessments and emergency response plans for environmental factors, natural disasters, and data security. We enhance employees' ability to identify risks through education and training, reducing risk occurrence and minimizing potential losses from business interruptions.

Operation Aspect	Climate change is driving the impact of net-zero carbon emissions, and the timeline for the phasing out of fuel-powered vehicles will have a long-term effect on the Company's gas station business. The Company regularly assesses the development of new energy vehicles and market sales trends to adjust its future strategy.
Environmental Aspect	In response to potential disaster emergencies arising from climate change, the Company has established emergency response and post-disaster recovery procedures to mitigate the impact of natural disasters on its financial operations, shorten business interruption, and swiftly restore normal operations.

The Company holds management meetings periodically to review and respond to various operational risks, adjust its operational direction, and proactively prevent risks. Doing this helps the Company stay informed about global economic trends, climate change, and energy transition risks. The Company has also proactively developed corporate development strategies and adjusted its operational model, while actively implementing corresponding measures. Furthermore, the Company commits to monitoring global industry dynamics and climate change, and adjusts its development goals and business strategies as needed to mitigate potential risks.

In addition, the Company has established an appropriate environmental management system in accordance with relevant domestic industrial laws and regulations. The relevant operations are as follows:

Groundwater Testing	In accordance with the provisions of the "Soil and Groundwater Pollution Remediation Act", soil and groundwater testing shall be carried out from time to time.
Report the Total Quantity of Oil Imports, Exports, and Stock	Declare quarterly in accordance with the "Regulations for Installation and Management of Facilities for Preventing Pollution of Groundwater Bodies and Monitoring Equipment in Underground Storage Tank System," a sub-law of the "Water Pollution Control Act."
Establishment of a Vapor Recycling System	Handled in accordance with the "Gas Station Gasoline Vapor Recovery Facility Management Regulations," a sub-law of the "Air Pollution Control Act."
Regularly Performance of Equipment Monitoring	<ul style="list-style-type: none"> ● Air leak test: Conducted once every two years in accordance with the "Gas Station Gasoline Vapor Recovery Facility Management Regulations". ● Fuel nozzle gas ratio testing: As per legal requirements, a gas leak test is also required and must be conducted every six months. ● Soil gas monitoring: Conducted once every four months in accordance with the "Regulations for Installation and Management of Facilities for Preventing Pollution of Groundwater Bodies and Monitoring Equipment in Underground Storage Tank System".
Establishment of Wastewater Recycling and Discharge Equipment for Car Washing Machines	According to the "Water Pollution Control Act", the wastewater can only be discharged after being treated and reaching the discharge water standard and the requirement is set for the purpose of water resource recovery and reuse. The treated water can be reused for car washing. Generally, about 65% to 75% of the car washing wastewater can be recycled after treatment to greatly reduce the consumption of tap water.

Indicators and Targets

As a member of the global community, the Company has set annual emissions reduction targets and is reviewing the implementation and results through inventory and verification to mitigate the impact of climate change. In response to the transition plan for managing climate risks, the Company began planning and investing in the construction of charging stations and roof solar power generation in 2022, hoping to mitigate the impact of climate change through a low-carbon green economic transformation.

GHG Management	<ul style="list-style-type: none"> ● Set the goal of reducing carbon emissions by 3% annually, using 2022 as the base year. ● Reduce carbon emissions by 30% by 2030. ● 2050→Net zero emissions.
Charging Station Setup	<ul style="list-style-type: none"> ● Four charging stations were installed in 2024. ● Review the charging station installation policy annually, based on operational status and new energy development trends.
Build Renewable Energy Facilities	<ul style="list-style-type: none"> ● 2023→Established rooftop solar photovoltaic power generation, connecting to the grid for power generation in October 2023. Initially, electricity is sold to Taiwan Power Company, with subsequent installation policies to be reviewed in the future.

3.6 Climate Change Mitigation and Sustainable Action

Continuous Solar Power Generation

The rooftop solar power generation facility installed by the Company at Niaosong Station in Kaohsiung continues to operate. As of April 28, 2025, the cumulative power generation reached 112,884.1 kWh, equivalent to planting 5,533 banyan trees, and has achieved an estimated carbon reduction of approximately 55 metric tons, demonstrating the Company's ongoing commitment to environmental sustainability.



Kaohsiung City

2025/4/28 11:36

28.9°C

Real-time Temperature

Cloudy 

Weather Condition



Orange Trees



Light Bulbs (20W)



Carbon Reduction

92 kWh

Power Generated Today

6,500 kWh

Power Generated This Month

112 MWh

Total Power Generated

58.11 kWp

Installed Capacity

2023/10/4

Operation Start Date

573 Days

Operation Days

Today

4 trees

4,583 hours

45 kg

Cumulative

5,533 trees

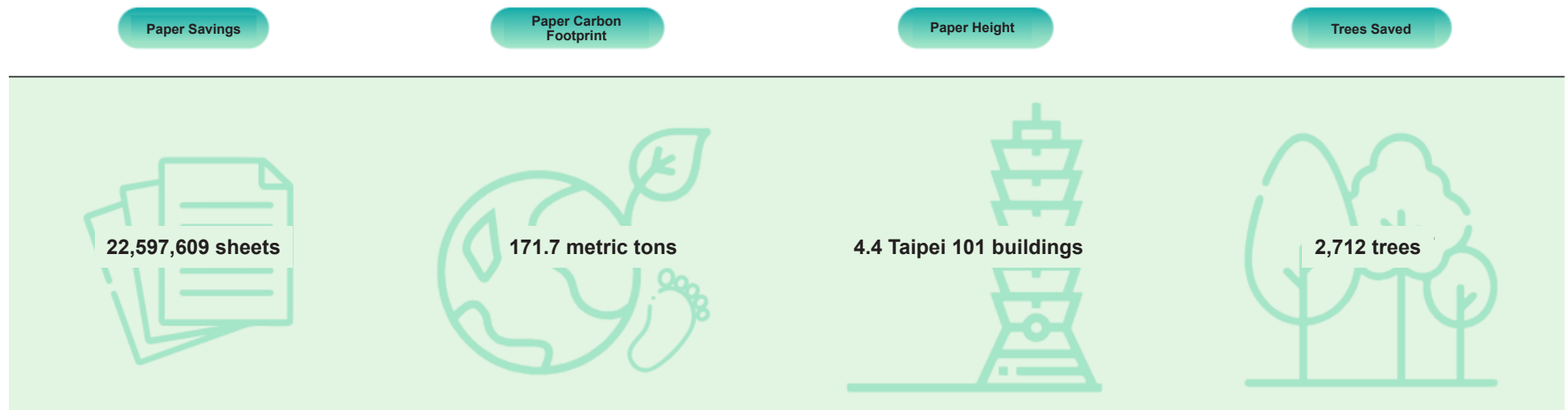
7,840 months

55 metric tons

Electronic Invoice

The Company has implemented an electronic invoice system since 2017, which not only reduces carbon emissions from paper consumption but also enhances operational efficiency. NPC also cooperates with national policies to the use of electronic invoice carriers, encouraging consumers to store their invoices in the cloud. In 2024, we upgraded and optimized the NPC app, guiding customers to set up a mobile carrier barcode within the app. Once set up, customers can make purchases through the app, and their electronic invoices will be automatically stored in the cloud.

In 2024, the Company issued a total of 35,885,599 electronic invoices, of which 9,309,619 were stored in the cloud. Calculated using the "Electronic Invoice Carbon Reduction Calculator" provided by the Ministry of Finance's electronic invoice integration service platform, the cumulative carbon reduction amounted to approximately 171.8 metric tons, equivalent to the carbon reduction results shown in the figure below.



Source: Electronic Invoice Integration Service Platform, Ministry of Finance

On Par with the Paris Agreement's 1.5°C Temperature Goal

The Company has established carbon reduction targets and pathways aligned with national policies. Having been certified by the "Temperature Rising Index for Pathways" (TRIPs) as meeting the temperature control goals of the Paris Agreement, the Company has been awarded the certification mark.



Fully Support of Green Office

In order to continue making progress towards our targets, the Company will continue to participate in the Ministry of Economic Affairs' "Commercial Service Energy Saving Equipment Subsidy Program" in 2024, prioritizing the purchase of appliances and equipment with a Grade 1 energy efficiency rating. In addition, the headquarters and all gas stations are jointly participating in the green office initiative promoted by the Ministry of Environment. Beyond actively procuring green products by replacing equipment, we are also encouraging all employees to adopt green living habits.

全民綠生活

響應綠色辦公

打造友善地球的工作環境

What 什麼是綠色辦公 ?

打造永續、綠美化的辦公環境，讓所有同仁從日常辦公中簡單力行綠生活，建立珍惜資源、減少浪費的環保意識。

How 響應綠色辦公5大指標

節省 能資源 	源頭 減量 	綠色 採購 	環境 綠美化 	宣導 倡議
---------------	--------------	--------------	---------------	--------------

Benefit 綠色辦公好處多多

 建立綠色形象 環保署官網揭露 增加多元曝光管道	 提升辦公氣氛 營造環境友善職場 提升員工認同感	 節省營運成本 使用節能省水設備 減少營運開銷
--	--	---

► 為宣導國人於日常辦公過程中力行綠生活，環保署彙整35項簡單易行的綠色辦公措施，響應25項以上就能成為「綠色夥伴」！

► 響應綠色辦公簡單卻重要，立即掃描或搜尋綠色辦公
https://greenlife.epa.gov.tw/categories/green_office

行政院環境保護署 廣告



04

Friendly Workplace, Happy Enterprise

4.1 Employee Policy and Overview

4.2 Education, Training, and Performance Evaluation

4.3 Employee Care and Social Inclusion



4.1 Employee Policy and Overview

As of the end of 2024, the Company had a total of 2,069 employees. Among them, 1,300 are male and 769 are female, with a gender ratio of approximately 1.69:1, all of whom are Taiwanese citizens. Due to the nature of the industry, a relatively high proportion of employees are part-time, representing approximately 42% of the total workforce. There are no workers who aren't employees.

Composition of the Employee Structure:

Type	Female	Male	Total Number
Total Number of Employees	769	1,300	2,069
Number of Employees Under Non-fixed Term Contracts	769	1,300	2,069
Number of Employees Under Fixed Term Contracts	0	0	0
Number of Full-time Employees	505	696	1,201
Number of Part-Time Employees	264	604	868

Note:

- ① The Company has no other employees of different genders or whose gender is not disclosed.
- ② The Company has no employees under a zero-hours contract.

Compared to other service industries, the working environment at gas stations is relatively less favorable. Although the workplace design provides shelter from sun and rain, ground-level employees must endure the harsh cold and heat that come with seasonal changes. Despite each fuel nozzle being equipped with vapor recovery facilities and regular inspections to ensure a qualified vapor recovery rate, occasional fugitive emissions still occur at the gas station. In such working conditions, recruiting employees is challenging. Furthermore, the effects of declining birthrates and an aging population are becoming increasingly apparent, leading to a worsening labor shortage.

Retaining and nurturing talent presents another challenge for the gas station sector. The rate of no-shows for job seekers has become common, and the retention rate of new hires is also steadily declining. Furthermore, operating gas stations requires multiple licenses due to the nature of the industry, posing a significant challenge for talent development.

The Company is approaching its 40th anniversary, and the number of gas station managers who have reached retirement age is gradually increasing. There have been retirement applications in each of the past three years. In light of this, the Company continues to optimize on-site service procedures and actively promotes exchange and experience sharing through the organization of workshops.

In 2024, the Company had 765 new hires, representing a new hire rate of approximately 36.97%. A total of 807 employees resigned, resulting in a turnover rate of around 39%.

Number of New Hires and Resignations Over the past Three Years:

Number of New Hires at NPC over the past Three Years												
Year	2022				2023				2024			
Gender	Male		Female		Male		Female		Male		Female	
Age / Item	Number of People	New Hire Rate	Number of People	New Hire Rate	Number of People	New Hire Rate	Number of People	New Hire Rate	Number of People	New Hire Rate	Number of People	New Hire Rate
Under 30 years old	336	16.54%	126	6.20%	339	16.43%	112	5.43%	338	16.34%	154	7.44%
30-50 years old	96	4.72%	59	2.90%	100	4.85%	61	2.96%	148	7.15%	70	3.38%
Over 50 years old	9	0.44%	10	0.49%	10	0.48%	16	0.78%	30	1.45%	25	1.21%
Total Number of New Hires	636				633				765			
Total Number of Employees	2,032				2,063				2,069			
Total New Hire Rate	31.30%				30.68%				36.97%			

Note:

- ① The number of new hires does not exclude those who left the Company mid-year.
- ② New hire rate for male (female) employees by age group = number of new male (female) employees during the year by age group / total number of employees at operating sites at the end of the year.
- ③ Total rate of new hires = Number of new hires in the year / Total number of employees at operating sites at the end of the year.

Number of Employees Who Resigned over the past Three Years												
Year	2022				2023				2024			
Gender	Male		Female		Male		Female		Male		Female	
Age / Item	Number of People	Turnover Rate	Number of People	Turnover Rate	Number of People	Turnover Rate	Number of People	Turnover Rate	Number of People	Turnover Rate	Number of People	Turnover Rate
Under 30 years old	341	16.78%	131	6.45%	309	14.98%	120	5.82%	384	18.56%	173	8.36%
30-50 years old	83	4.08%	44	2.17%	91	4.41%	60	2.91%	127	6.14%	80	3.87%
Over 50 years old	7	0.34%	3	0.15%	7	0.34%	10	0.48%	26	1.26%	17	0.82%
Total Number of Employees Who Resigned	609				597				807			
Total Number of Employees	2,032				2,063				2,069			
Total Turnover Rate	29.97%				28.94%				39.00%			

Note:

- 1 Type of employee turnover: Resignation, dismissal, retirement, or other departures.
- 2 Turnover rate of male (female) employees by age group = number of male (female) employees who resigned during the year by age group / total number of male (female) employees by age group at the end of the year.
- 3 Total turnover rate = number of employees who resigned during the year / total number of employees at operating sites at the end of the year.

Support Human Rights and Gender Equality

On December 29, 2021, the Company's Board of Directors adopted the human rights policy, and announced its support for basic human rights principles such as the "Universal Declaration of Human Rights", "International Bill of Human Rights", "International Labor Organization-Declaration of Fundamental Principles and Rights at Work", "United Nations Guiding Principles on Business and Human Rights", and "Ten Principles of the United Nations Global Compact". The policy aims to protect the labor rights of vulnerable or marginalized groups, including indigenous people, women, migrant workers, contract personnel, and persons with disabilities, and to strictly comply with all applicable laws and regulations related to wages and working hours.

Implementation Approaches:

- We respect economic, social, cultural, civil, political, and development rights in our operations.
- Provide a safe, healthy, and zero-harassment work environment.
- Eliminate unlawful discrimination and ensure equal job opportunities.
- Prohibit the use of child labor.
- Prohibit forced labor.
- Protect the labor rights of disadvantaged or marginalized groups, including indigenous peoples, women, migrant workers, contract personnel, and persons with disabilities.
- Strictly abide by all applicable salary and working hour regulations.
- Support and assist employees in maintaining physical and mental health and work-life balance.
- The Company provides open communication channels, including an anonymous reporting mechanism, allowing suppliers, business partners, and other stakeholders to provide feedback or report suspected violations, promptly investigate such reports, and implement corrective and improvement measures.
- In response to the changing situation and the needs of stakeholders, the Company regularly reviews and evaluates relevant risks, practices, and impacts.

The Company holds labor-management meetings at least once a quarter in different locations to convey various labor rights and human rights policies, and to engage in open two-way communication with employees. Each operating site recruits employees in accordance with the Company's announced human rights policy.

In 2024, the Company organized internal education and training on human rights, with 1,406 participants totaling 1,406 hours.

The Company has a transparent and fair performance and promotion system, and does not discriminate based on gender or any identity. The structure of management and non-management staff is shown in the table below. Management personnel include the gas station manager of each gas station, totaling 464, with a male-to-female ratio of approximately 1.03:1.

Year			2022	2023	2024
Item / Gender		Age	Number of People	Number of People	Number of People
Managerial Staff	Male	Under 30 years old	57	58	59
		30-50 years old	140	133	144
		Over 50 years old	29	32	32
	Female	Under 30 years old	49	45	47
		30-50 years old	131	137	141
		Over 50 years old	33	40	41
Total Number of Managerial Staff			439	445	464
Non-managerial Staff	Male	Under 30 years old	589	586	587
		30-50 years old	360	397	399
		Over 50 years old	72	78	79
	Female	Under 30 years old	221	197	185
		30-50 years old	273	268	262
		Over 50 years old	78	92	93
Total Number of Non-managerial Staff			1,593	1,619	1,605
Total Number of Employees			2,032	2,063	2,069

According to the People with Disabilities Rights Protection Act, the Company shall employ persons with disabilities who are capable of employment, and the number of such persons shall not be less than 1% of the total number of employees.

As of December 31, 2024, the Company employed 351 individuals from minority or disadvantaged groups, representing 16.96% of its total workforce – significantly exceeding legal requirements.

Year			2022	2023	2024
Item / Gender		Age	Number of People	Number of People	Number of People
Minority or Disadvantaged Groups	Male	Under 30 years old	36	61	83
		30-50 years old	123	155	180
		Over 50 years old	14	18	22
	Female	Under 30 years old	36	14	14
		30-50 years old	37	30	46
		Over 50 years old	3	7	6
Total			249	285	351

Remuneration

The Company's employee compensation are determined based on industry standards, organizational structure, and the Company's operating conditions, and approved and distributed at a level no lower than the basic wage stipulated by the Labor Standards Act. The annual salary adjustment plan for employees is drafted by the unit head and approved by the president before implementation.

In addition, we offer a competitive salary and bonus system. Employee remuneration is allocated based on the ratio stipulated in the Company's Articles of Incorporation, while bonuses are distributed according to the Company's overall operating performance. Both are determined according to individual employee performance and are distributed without any discrimination based on gender or any other factors.

In 2024, the ratio of the annual total remuneration of the highest-paid individual in the Company to the median annual total remuneration of all employees, as well as the increase in that ratio, is shown in the table below.

Country / Region	The Ratio of the Annual Total Remuneration of the Highest-Paid Individual in the Company to the Median Annual Total Remuneration of Employees (Excluding the Highest-Paid Individual)	The Ratio of the Annual Total Remuneration of the Highest-Paid Individual in the Company to the Annual Total Remuneration of Employees (Excluding the Highest-Paid Individual)
Taiwan	17.06	2.287

Remark:

- 1 The formula for calculating the median annual salary ratio is: the highest annual salary for the year / the median annual salary for the year.
- 2 The formula for calculating the annual remuneration increase ratio: annual salary increase percentage of the highest annual salary in the year) / (annual salary increase percentage of the median annual salary in the year).

2024 Number of Employees and Remuneration by Rank:

Remuneration Ratio by Job Category	Number of People		Remuneration Ratio	
	Female	Male	Female	Male
Management	229	235	1.08	1
Non-management	540	1065	1.26	1
Direct Labor	681	1210	1.31	1
Indirect Labor	88	90	1.11	1

Remark:

Remuneration ratio (annual salary ratio): "Average annual salary of the category / average annual salary of male".

Information on the employee compensation of full-time employees not in managerial positions is available on the MOPS.

* Inquiry Pathway: MOPS > Summary Report > Corporate Governance > Employee Benefits and Remuneration Statistics > Full-Time Employees Not in Managerial Positions / Compensation of Full-time Non-Managerial Employees.

Occupational health and safety

In order to provide a safe working environment, prevent accidents, and maintain the health of employees, the Company has established an occupational health and safety management system meeting the CNS/ISO45001 standard in accordance with the Occupational health and safety Act. At the same time, the Company has established an "Occupational health and safety Committee" consisting a total of eight members, including three labor representatives and five management representatives. The Committee meets every three months to review, coordinate, and recommend safety and health related matters.

According to the definition of the Occupational Health and Safety Management Manual, the scope of the occupational health and safety management system covers: The specific location of any work-related activities controlled by the Company, including driving, flying, traveling by ship or train, working at stakeholders' premises, or working from home.

Operational Responsibilities of Personnel at All Levels:

Responsibilities of Personnel at All Levels of the Occupational Health and Safety Management System	
President	<ul style="list-style-type: none"> • Approval of the revision of the occupational health and safety policy. • Appointment of representative for occupational health and safety management. • Final responsibility for the execution of the occupational health and safety management system.
Occupational Health and Safety Management Representative	<ul style="list-style-type: none"> • Responsible for the promotion, implementation, and coordination of the occupational health and safety management system. • Ensure the establishment, implementation, and operation of occupational health and safety management system standards. • Approval of the Occupational Health and Safety Management Manual and goals. • Promote the participation of all colleagues in the occupational health and safety management system. • Oversee the operational performance of each relevant department. • Execute management review. • Report the performance of the occupational health and safety management system to the president for review, and use it as a basis for improving the management system.

Responsibilities of Personnel at All Levels of the Occupational Health and Safety Management System

Occupational Health and Safety Office	<ul style="list-style-type: none"> • Assist the management representative in promoting the operation of the occupational health and safety management system. • Assist various departments in discussing and suggesting improvements to the performance of the occupational health and safety management system. • Coordinate internal audit, corrective actions, and improvement tracking of the management system. • Assist in contacting external certification and audit for the occupational health and safety management system.
Heads of Various Departments	<ul style="list-style-type: none"> • Participate in various trainings on the operation of the occupational health and safety management system. • Identify the occupational health and safety needs and expectations of stakeholders. • Identify occupational health and safety hazard factors and implement risk assessment. • Assist in assessing compliance with occupational health and safety obligations. • Plan improvement or control measures for high-risk occupational health and safety factors. • Target management: Execute or assist in supervising occupational health and safety improvement plans. • Daily management: Execute or assist in the supervision of occupational health and safety management-related control measures. • Internal training: Conduct awareness training for all department personnel based on collected data. • Act as an internal auditor to execute cross-departmental internal audit operations. • Accompany external auditors during verification procedures.
All Employees	<ul style="list-style-type: none"> • Accept occupational health and safety management system training and understand general and work-related occupational health and safety requirements. • Execute the operational requirements of the occupational health and safety management system. • Report work-related occupational health and safety management system issues. • Improve the way the occupational health and safety management system functions for work-related matters.

According to the Company's "Hazard Identification and Risk and Opportunity Assessment Management Procedures", the Company shall continuously implement and proactively identify potential hazards. The identification shall include work arrangement methods, routine and non-routine activities and situations, past internal or external related events, personnel entering the Company's workplace and their activities, the Company's structure, operations, processes, activities, and actual or expected changes to the occupational health and safety management system, as well as changes in relevant hazard information or knowledge, and hazard and risk assessment. The Company adheres to the PDCA cycle management principles and periodically inspects workplaces for hazards across various units. We provide suggestions and improvement measures for identified workplace hazards.

If an employee identifies an immediate hazard while performing work, they may choose to stop work or leave the area. If employees have any concerns regarding work safety and health, they can submit a complaint or suggestion to HR@npcgas.com.tw established by the Company. When the HR Department receives an email, the case is forwarded to the Occupational health and safety Office for hazard identification. If safety and health concerns are identified, improvement measures are immediately formulated and implemented. The HR Department does not voluntarily provide employees' personal information when reassigning cases, in order to protect the individuals involved.

Occupational Disease and Occupational Injury

The Company did not report any cases of work-related ill health in 2024.

In 2024, the Company continued to strengthen on-the-job education and training to enhance employees' safety awareness. There was a fire incident this year caused by a consumer accidentally driving into a gas station. Fortunately, the fire was quickly put out and no one was injured.

There were five recordable work-related injuries during the reporting period, a decrease of nine cases, or 64%, compared to the previous year. The main causes of work-related injuries are falls, pinching, collisions, and cuts.

Work-Related Injuries over the past Three Years:

Work-Related Injuries of Employees				
Category	Item	2022	2023	2024
Total Working Hours	Total Hours Worked of Female Employees	1,302,677	1,325,933	1,320,366
	Total Hours Worked of Male Employees	2,053,300	2,115,012	2,093,766
	Total Hours Worked	3,355,977	3,440,945	3,414,132
Number of Fatalities Caused by Work-Related Injuries	Number of Female Employee Fatalities	0	0	0
	Number of Male Employee Fatalities	0	0	0
	Total Number of Fatalities	0	0	0
Number of People with Serious Work-Related Injuries (Excluding the Number of Fatalities)	Total Number of Female Employees with Serious Work-Related Injuries (Times)	0	0	0
	Total Number of Male Employees with Serious Work-Related Injuries (Times)	0	0	0
	Total Number of People with Serious Work-Related Injuries (Times)	0	0	0
Number of Recordable Work-Related Injuries (Including Fatalities and Serious Work-Related Injuries)	Total number of Female Work-Related Injuries (Times)	0	6	4
	Total number of Male Work-Related Injuries (Times)	7	8	1
	Total Number of Work-Related Injuries (Times)	7	14	5
Rate of Fatalities as a Result of Work-Related Injuries (%)		0	0	0
Rate of Serious Work-Related Injuries (%)		0	0	0
Rate of Recordable Work-related Injuries (%)		2.09%	4.07%	1.46%

Note:

① Rate of fatalities due to work-related injuries = (number of fatalities due to work-related injuries / working hours) * 1,000,000.

② Rate of serious work-related injuries = (number of serious work-related injuries (excluding fatalities) / working hours) * 1,000,000.

③ Rate of recordable work-related injuries = (Number of recordable work-related injuries (including fatalities and serious work-related injuries) / Total working hours) * 1,000,000.

④ A serious work-related injuries refer to an injury that the injured person is unable to recover to a healthy state within six months.

⑤ Recordable work-related injuries do not include injuries during commuting to and from work.

In 2024, the Company experienced two incidents of sexual harassment. The Company promptly initiated investigation and handling procedures upon receiving notification, and actively provided assistance. In order to protect the rights of the complainant and prevent similar cases from occurring again, the Company has taken the following measures:

- ① Protect the parties involved: Immediately assist the complainant in adjusting their work arrangements to avoid contact with specific customers, and assign other personnel to handle related matters on their behalf, ensuring their physical and mental well-being and work dignity.
- ② Enhance internal education and training: A comprehensive review of the current sexual harassment prevention policy is implemented. All employees receive training courses on workplace human rights, sexual harassment prevention, and unlawful infringement prevention during the performance of their duties. This enhances employee sensitivity and handling capabilities.
- ③ Strengthen external response guidelines: For front-line operating sites such as gas stations, standard operating procedures are established for handling inappropriate customer behavior, and employees are trained on how to immediately report and protect themselves from external illegal acts.
- ④ Review and improvement mechanism: Set up a feedback channel and regularly review the sexual harassment complaint process and response times to ensure the system can respond promptly and handle incidents appropriately.

The Company is committed to continuously promoting gender equality and a safe workplace culture, and to creating a respectful, friendly work environment with zero tolerance for sexual harassment. The HR Department will continue to supervise the implementation of relevant systems, regularly review and improve them, reducing potential risks and preventing similar incidents from recurrence.

Notice Period and Retirement System

In order to ensure that employees are entitled to advance notice, the Company has initiated notification procedures in accordance with the Labor Standards Act and other regulations, including providing advance notice when terminating employment due to major operational changes.

The notice periods shall meet the following requirements:

- I. For employee who have continuously worked for more than three months but less than one year: 10 days in advance
- II. For employee who have continuously worked for more than one year but less than three years: 20 days in advance
- III. For employee who have continuously worked for more than three years: 30 days in advance

The Company handles employee retirement matters in accordance with the Labor Standards Act, the Labor Pension Act, and the Company's "NPC Labor Retirement Procedures.



4.2 Education, Training, and Performance Evaluation

Education and training

The Company provides diversified employee education and training courses, including:

New hires: Must complete at least three hours of occupational health and safety education and training and four hours of pre-employment training; to be conducted by the head of each gas station or department supervisor.

Employees in service receive diversified professional education and training based on their respective professional competencies.

Statistics of External Training for Professional Development:

Type, Gender, and Average Training Hours of Employees Receiving External Functional Training				
Category Item	Management		Non-management	
	Male	Female	Male	Female
Total Number of People	184	133	79	52
Total Training Hours	998	1,524	600	464.5
Average Training Hours (Hour/Person)	5.42	11.46	7.59	8.93
Training Expenses (NT\$)	168,953	291,679	94,988	72,879

Statistics of the occupational health and safety education and training contents and number of people:

Statistics of Occupational Health and Safety Training Items		
Name of Training Course	Number of Trainees	Training Expenses (NT\$)
General health and safety education and training	2,069	0
Health and safety education and training for first aiders	174	NT\$213,480
Health and safety education and training for occupational health and safety affair managers	50	\$58,530
Health and safety education and training for supervisors of oxygen-deprived work	66	\$88,100
Health and safety education and training for supervisors of organic solvent operations	52	\$56,240
Fire prevention manager	99	\$113,900

Remark:

- ① Include employees and non-employees whose work and/or workplace is controlled by the organization.
- ② Not an employee, but their work and/or workplace is controlled by the organization, such as security personnel, cleaning staff, construction workers, and other contractors or subcontractors.

The Company provides internal education and training on promotion for different functions every year. Details of the training courses and their frequency are as follows:

Item	Frequency
Education and training before foreman promotion.	Once every three months, organized by each district
Education and training before station manager promotion	Twice a year, organized by each district
Annual Excellence Camp	Twice a year, organized by headquarters
Annual Elite Camp	Once a year, organized by headquarters





Performance Evaluation

The Company manages and enhances the performance of individuals, departments, and the entire company through a fair and impartial performance evaluation system. In 2024, 100% of employees at headquarters were appraised.

NPC Headquarters				
Item	Management (%)	Non-management (%)	Direct labor (%)	Indirect labor (%)
Percentage of Male Employees Undergoing Appraisal	100	100	100	100
Percentage of Female Employees Undergoing Appraisal	100	100	100	100

4.3 Employee Care and Social Inclusion

Parental Leave

According to the “Act of Gender Equality in Employment” and the “Regulations for Implementing Unpaid Parental Leave for Raising Children”, employees who have worked for six months are eligible to apply for unpaid parental leave if they have childcare needs. The leave period extends until the child turns three years old, but cannot exceed two years.

In 2024, 27 employees of the Company were eligible for unpaid parental leave, and 14 of them applied, representing an application rate of approximately 51.85%. Of those eligible to return to work, nine employees were expected to do so, and eight actually returned, achieving a return rate of nearly 90%. Number of Employees Who Have Applied for Unpaid Parental Leave over the past Three Years:

Year	2022			2023			2024		
Gender / Total	Male	Female	Total	Male	Female	Total	Male	Female	Total
Number of employees qualified to apply for unpaid parental leave (A)	3	14	17	5	9	14	8	19	27
Number of employees who actually applied for unpaid parental leave in the current year (B)	2	6	8	1	6	7	4	10	14
Number of employees due to be reinstated after unpaid parental leave in the current year (C)	1	4	5	0	0	0	3	6	9
Number of employees actually reinstated after unpaid parental leave in the current year (D)	0	4	4	0	0	0	3	5	8
Number of employees actually reinstated from unpaid parental leave in the previous year (E)	1	2	3	1	1	2	0	1	1
Number of employees who have worked for one year after returning from unpaid parental leave in the previous year (F)	1	2	3	1	0	1	0	1	1
Rate of reinstatement from unpaid parental leave in the current year (%) (D/C)	0	100	80	0	0	0	100	83.33	88.89
Retention rate of unpaid parental leave in the current year (F/E)	100	100	100	100	0	50	-	100	100

Calculation Method:

- 1 Number of people due for reinstatement = number of people expected to be reinstated after parental leave without pay in the year.
- 2 Number of employees retained = Number of employees who were reinstated in the previous year and are still in service in the current year.
- 3 Reinstatement rate from unpaid parental leave in the current year % = No. of employees actually reinstated from unpaid parental leave in the current year/No. of employees expected to be reinstated from unpaid parental leave in the current year (D/C).
- 4 Unpaid parental leave rate in the current year % = No. of employees who have worked continuously for one year after reinstatement after unpaid parental leave in the previous year/No. of employees actually reinstated from unpaid parental leave in the previous year (F/E).

Employee Benefits

In addition to providing labor insurance, national health insurance, and pension contributions for employees as required by labor regulations, the Company also provides group insurance, including accident, life, and medical benefits, to enhance employee benefits.

The Company established the Employee Welfare Committee in 1993. According to the “Employee Welfare Committee Charter”, the Company allocates a fixed percentage of its operating revenue to the employee welfare fund. The Company holds an annual Employee Welfare Committee meeting to review matters such as employee welfare activity planning, welfare fund utilization, and income and expenditure management. Matters related to the handling of emergency assistance, cultural and recreational activities, and other welfare applications are also discussed at the meeting.

Current Employee Benefits of the Company:

- 1 Domestic and overseas travel subsidies
- 2 Wedding gift money
- 3 Childbirth subsidy
- 4 Hospitalization allowance for illness or injury
- 5 Hospitalization allowance for work-related injuries
- 6 Condolences allowance for the death of spouse and direct relatives
- 7 Emergency relief fund
- 8 Birthday gift (money)
- 9 Festival gift (money)
- 10 Educational subsidies
- 11 Subsidy for cultural and recreational activities

In addition to the above subsidies, the Company also organizes regular domestic and overseas employee trips, providing employees with opportunities to relax outside of work and fostering interaction among colleagues from different locations to strengthen company cohesion.

In order to enhance and deepen our colleagues' awareness of green living, our 2024 domestic travel program incorporated sustainability issues, aligning with the United Nations Sustainable Development Goals (SDGs) – “Goal 11: Sustainable cities and communities” and “Goal 12: Responsible consumption and production”. We took our colleagues to Taitung to experience the local culture and tribal traditions. We broke away from the traditional travels and arranged for employees from all over Taiwan to travel by train to Taitung, practicing a low-carbon lifestyle. We followed local guides to explore the old railway line near Taitung Station, experiencing the local culture and history. We invited local Bunun tribal guides to lead our colleagues through the Luanshan Forest Culture Museum, where they learned about the Bunun people's migration history, hunting culture, and wisdom of the mountains. On the misty mountain trails, our colleagues experienced the purity and beauty of nature. We also enjoyed dishes made with local fresh ingredients and learn about the principles of food sustainability.



Health Promotion

As employees are the most valuable asset of the Company, the Company attaches great importance to employee health. NPC provides on-site occupational medical services six times a month for a total of 12 hours, available to all company employees. The Company also provides employees with regular health checkups and delivers the results to occupational health personnel for health management measures, including consultation and referral services.

The building's indoor workplaces with centrally managed air conditioning systems in the head office undergo carbon dioxide concentration monitoring every six months, and the results consistently meet legal requirements.

In recent years, the Employee Welfare Committee has assisted headquarters employees in forming a jogging club, encouraging those sitting at the desk to get more active and improve their health through exercise. In 2024, the jogging club will independently participate in ten charity road running events, promoting their own health while caring for the community!





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Appendix

**Appendix 1: GRI Sustainability Reporting Standards
(GRI Standards) Reference Table**

**Appendix 2: Sustainability Accounting Standards
Board (SASB) Reference Table**

**Appendix 3: Climate-Related Information for TWSE
Listed Companies Reference Table**



Appendix 1: GRI Sustainability Reporting Standards (GRI Standards) Reference Table

Statement of Use	NPC has reported information cited in the GRI content index for the period from January 1 to December 31, 2024, referencing the GRI Standards.
GRI 1 Use	GRI 1: Foundation 2021
Applicable to GRI Standards	GRI 11 Oil and Gas Sector (2021)

Category / Topic of GRI Standards	No.	Disclosure	Corresponding Chapter	Page	Omission / Remarks
1 Organization and reporting practices					
GRI 2 General Disclosures 2021	2-1	Organizational details	1.1 About National Petroleum	9	
	2-2	Entities included in the organization’s sustainability reporting	About the Report	5	
	2-3	Reporting period, frequency and contact point	About the Report	5	
	2-4	Restatements of information	About the Report	5	
	2-5	External assurance	2.1 Corporate Governance	27	
2 Activities and workers					
GRI 2 General Disclosures 2021	2-6	Activities, value chain and other business relationships	1.1 About National Petroleum	9	
	2-7	Employees	4.1 Employee Policy and Overview	79	
	2-8	Workers who are not employees	4.1 Employee Policy and Overview	79	

Category / Topic of GRI Standards	No.	Disclosure	Corresponding Chapter	Page	Omission / Remarks
3 Governance					
GRI 2 General Disclosures 2021	2-9	Governance structure and composition	2.1 Corporate Governance	27	
	2-10	Nomination and selection of the highest governance body	2.1 Corporate Governance	27	
	2-11	Chair of the highest governance body	2.1 Corporate Governance	27	
	2-12	Role of the highest governance body in overseeing the management of impacts	2.1 Corporate Governance	27	
	2-13	Delegation of responsibility for managing impacts	2.1 Corporate Governance	27	
	2-14	Role of the highest governance body in sustainability reporting	2.1 Corporate Governance	27	
	2-15	Conflicts of interest	2.1 Corporate Governance	27	
	2-16	Communication of critical concerns	2.1 Corporate Governance	27	
	2-17	Collective knowledge of the highest governance body	2.1 Corporate Governance	27	
	2-18	Evaluation of the performance of the highest governance body	2.1 Corporate Governance	27	
	2-19	Remuneration policies	2.1 Corporate Governance	27	
	2-20	Process to determine remuneration	2.1 Corporate Governance	27	
	2-21	Annual total compensation ratio	4.1 Employee Policy and Overview	79	

Category / Topic of GRI Standards	No.	Disclosure	Corresponding Chapter	Page	Omission / Remarks
4 Strategy, policies and practices					
GRI 2 General Disclosures 2021	2-22	Statement on sustainable development strategy	Letter from the Chairman	7	
	2-23	Policy Commitment	2.1 Corporate Governance	27	
	2-24	Embedding policy commitments	2.1 Corporate Governance	27	
	2-25	Processes to remediate negative impacts	2.1 Corporate Governance	27	
	2-26	Mechanisms for seeking advice and raising concerns	2.3 Compliance with Laws and Regulations	45	
	2-27	Compliance with laws and regulations	2.3 Compliance with Laws and Regulations	45	
	2-28	Membership associations	1.1 About National Petroleum	9	
5 Consultation with stakeholders					
GRI 2 General Disclosures 2021	2-29	Approach to stakeholder engagement	1.2 Stakeholder Engagement	17	
	2-30	Collective bargaining agreements	-	-	Not applicable: No collective bargaining agreements
Topic-specific Standards: 200 series (Economic topics)					
Economic performance					
GRI 201 Economic Performance 2016	201-3	Defined benefit plan obligations and other retirement plans	4.1 Employee Policy and Overview	79	
Market presence					
GRI 202 Market Presence 2016	202-1	Ratios of standard entry level wage by gender compared to local minimum wage	4.1 Employee Policy and Overview	79	

Category / Topic of GRI Standards	No.	Disclosure	Corresponding Chapter	Page	Omission / Remarks
Topic-specific Standards: 300 series (Environmental topics)					
Materials					
GRI 301 Materials 2016	301-1	Materials used by weight or volume	3.4 Materials and Waste Management	68	
	301-2	Recycled input materials used	3.4 Materials and Waste Management	68	
	301-3	Reclaimed products and their packaging materials	3.4 Materials and Waste Management	68	
Energy					
GRI 302 Energy 2016	302-4	Reduction of energy consumption	3.1 Energy	64	
	302-5	Reductions in energy requirements of products and services	3.1 Energy	64	
Emissions					
GRI 305 Emissions 2016	305-6	Emissions of ozone-depleting substances (ODS)	3.2 GHG Emissions	65	
Supplier environmental assessment					
GRI 308 Supplier Environmental Assessment 2016	308-1	New suppliers that were screened using environmental criteria	2.4 Supply Chain Management	47	
	308-2	Negative environmental impacts in the supply chain and actions taken	2.4 Supply Chain Management	47	

Category / Topic of GRI Standards	No.	Disclosure	Corresponding Chapter	Page	Omission / Remarks
Topic-specific Standards: 400 series (Social topics)					
GRI 404 Training and Education 2016	404-3	Percentage of employees receiving regular performance and career development reviews	4.2 Education, Training, and Performance Evaluation	90	
Child labor					
GRI 408 Child labor 2016	408-1	Operations and suppliers at significant risk for incidents of child labor	2.4 Supply Chain Management	47	
Marketing and labeling					
GRI 417 Marketing and Labeling 2016	417-1	Requirements for product and service information and labeling	2.5 Customer Health and Safety	49	
	417-2	Incidents of non-compliance concerning product and service information and labeling	2.5 Customer Health and Safety	49	
	417-3	Incidents of non-compliance concerning marketing communications	2.5 Customer Health and Safety	49	
Sector Standard for Oil and Gas					
Comprehensive asset integrity and safety drill	G4-OG13	Report the number of safety drills by type within the Company.	4.3 Employee Care and Social Inclusion	95	
Alternative to fossil fuels	G4-OG14	Volume of biofuels produced and purchased meeting sustainability criteria	3.1 Energy	64	

GRI 11 Specific Sector

GRI No.	Issue	Industry Code	No.	Disclosure	Corresponding Chapter	Page	Omission / Remarks
GRI 3: Material Topics 2021	Management Approach		3-1	Process to determine material topics	1.3 Identification and Analysis of Material Topics	19	
GRI 3: Material Topics 2021	Management Approach		3-2	List of Material Topics	1.3 Identification and Analysis of Material Topics	19	
Material Topics: GHG emissions, climate adaptation, resilience, transition							
GRI 3: Material Topics 2021	Management Approach	11.1.1	3-3	Management of material topics	See the content of each chapter		
11.1	GHG Emissions	11.1.2	302-1	Energy consumption within the organization	3.1 Energy	64	
		11.1.3	302-2	Energy consumption outside of the organization	-		Information unavailable: To be processed according to the statutory inventory schedule.
		11.1.4	302-3	Energy Intensity	3.1 Energy	64	
		11.1.5	305-1	Direct (Scope 1) GHG emissions	3.2 GHG Emissions	65	
		11.1.6	305-2	Energy indirect (Scope 2) GHG emissions	3.2 GHG Emissions	65	
		11.1.7	305-3	Other indirect (Scope 3) GHG emissions	3.2 GHG Emissions	65	
		11.1.8	305-4	GHG Emissions Intensity	3.2 GHG Emissions	65	
		11.2	Climate adaptation, resilience, and transition	11.2.2	201-2	Financial implications and other risks and opportunities due to climate change	3.5 Climate Change Adaptation
11.2.3	305-5			Reduction of GHG emissions	3.2 GHG Emissions	65	

GRI No.	Issue	Industry Code	No.	Disclosure	Corresponding Chapter	Page	Omission / Remarks
Material Topics: Major leakage incidents, air pollution emissions, waste							
GRI 3: Material Topics 2021	Management Approach	11.3.1	3-3	Management of material topics	1.3 Identification and Analysis of Material Topics	19	
11.3		11.3.2	305-7	Nitrogen oxides (NOx), sulfur oxides (SOx), or other significant air emissions.	3.2 GHG Emissions	49	
		11.3.3	416-1	Assessment of the health and safety impacts of product and service categories	2.5 Customer Health and Safety	49	
11.5	Waste	11.5.2	306-1	Waste generation and significant waste-related impacts	3.4 Materials and Waste Management	68	
		11.5.3	306-2	Management of significant waste-related impacts	3.4 Materials and Waste Management	68	
		11.5.4	306-3	Waste generated	3.4 Materials and Waste Management	68	
		11.5.5	306-4	Waste diverted from disposal	3.4 Materials and Waste Management	68	
		11.5.6	306-5	Waste directed to disposal	3.4 Materials and Waste Management	68	
11.8	Asset integrity and critical incident management	11.8.2	306-3	Significant spills (306 effluents and waste 2016)	3.4 Materials and Waste Management	68	

GRI No.	Issue	Industry Code	No.	Disclosure	Corresponding Chapter	Page	Omission / Remarks
Material Topic: Occupational health and safety							
GRI 3: Material Topics 2021	Management Approach	11.9.1	3-3	Management of material topics	See the content of each chapter		
11.9	Occupational health and safety	11.9.2	403-1	Occupational health and safety management system	4.3 Employee Care and Social Inclusion	95	
		11.9.3	403-2	Hazard identification, risk assessment, and incident investigation	4.3 Employee Care and Social Inclusion	95	
		11.9.4	403-3	Occupational health services	4.3 Employee Care and Social Inclusion	95	
		11.9.5	403-4	Worker participation, consultation, and communication on occupational health and safety	4.3 Employee Care and Social Inclusion	95	
		11.9.6	403-5	Worker training on occupational health and safety	4.3 Employee Care and Social Inclusion	95	
		11.9.7	403-6	Promotion of worker health	4.3 Employee Care and Social Inclusion	95	
		11.9.8	403-7	Prevention and mitigation of occupational health and safety impacts directly linked by business relationships	2.4 Supply Chain Management	47	
		11.9.9	403-8	Workers covered by an occupational health and safety management system	2.4 Supply Chain Management	47	
		11.9.10	403-9	Work-related injuries	4.3 Employee Care and Social Inclusion	95	
		11.9.11	403-10	Work-related ill health	4.3 Employee Care and Social Inclusion	95	

GRI No.	Issue	Industry Code	No.	Disclosure	Corresponding Chapter	Page	Omission / Remarks
Material Topic: Employment							
GRI 3: Material Topics 2021	Management Approach	11.10.1	3-3	Management of material topics	See the content of each chapter		
11.10	Employment practices	11.10.2	401-1	New employee hires and employee turnover	4.1 Employee Policy and Overview	79	
		11.10.3	401-2	Benefits provided to full-time employees that are not provided to temporary or part-time employees	4.3 Employee Care and Social Inclusion	95	
		11.10.4	401-3	Parental Leave	4.3 Employee Care and Social Inclusion	95	
		11.10.5	402-1	Minimum notice periods regarding operational changes	4.1 Employee Policy and Overview	79	
		11.10.6	404-1	Average hours of training per year per employee	4.2 Education, Training, and Performance Evaluation	90	
		11.10.7	404-2	Programs for upgrading employee skills and transition assistance programs	4.2 Education, Training, and Performance Evaluation	90	
		11.10.8	414-1	New suppliers that were screened using social criteria	2.4 Supply Chain Management	47	
		11.10.9	414-2	Negative social impacts in the supply chain and actions taken	2.4 Supply Chain Management	47	
Material Topic: Forced and compulsory labor							
GRI 3: Material Topics 2021	Management Approach	11.12.1	3-3	Material Topic Management	See the content of each chapter		
11.12	Forced labor and modern slavery	11.12.2	409-1	Operations and suppliers at significant risk for incidents of forced or compulsory labor	2.4 Supply Chain Management	47	
		11.12.3	414-1	New suppliers that were screened using social criteria	2.4 Supply Chain Management	47	

GRI No.	Issue	Industry Code	No.	Disclosure	Corresponding Chapter	Page	Omission / Remarks
Material Topic: Economic Performance							
GRI 3: Material Topics 2021	Management Approach	11.14.1	3-3	Management of material topics	See the content of each chapter		
11.14	Economic impacts	11.14.2	201-1	Direct economic value generated and distributed	2.2 Operational Performance	43	
		11.14.3	201-2	Financial implications and other risks and opportunities due to climate change	3.5 Climate Change Adaptation	69	
		11.14.4	203-1	Infrastructure investments and services supported	4.3 Employee Care and Social Inclusion	95	
		11.14.5	203-2	Significant indirect economic impacts	4.3 Employee Care and Social Inclusion	95	
		11.14.6	204-1	Proportion of spending on local suppliers	2.4 Supply Chain Management	47	
Material Topic: Local communities							
GRI 3: Material Topics 2021	Management Approach	11.15.1	3-3	Management of material topics	See the content of each chapter		
11.15	Local Communities	11.15.2	413-1	Operations with local community engagement, impact assessments, and development programs	4.3 Employee Care and Social Inclusion	95	
		11.15.3	413-2	Operations with significant actual and potential negative impacts on local communities	4.3 Employee Care and Social Inclusion	95	
Material Topics: Price integrity and information transparency, anti-competitive behavior							
GRI 3: Material Topics 2021	Management Approach	11.19.1	3-3	Management of material topics	See the content of each chapter		
11.19	Anti-competitive behavior	11.19.2	206-1	Legal actions for anti-competitive behavior, anti-trust, and monopoly practices	2.3 Compliance with Laws and Regulations	45	

GRI No.	Issue	Industry Code	No.	Disclosure	Corresponding Chapter	Page	Omission / Remarks
Material Topic: Anti-corruption							
GRI 3: Material Topics 2021	Management Approach	11.20.1	3-3	Management of material topics	See the content of each chapter		
11.20	Anti-corruption	11.20.2	205-1	Operations assessed for risks related to corruption	2.3 Compliance with Laws and Regulations	45	
		11.20.3	205-2	Communication and training about anti-corruption policies and procedures	2.3 Compliance with Laws and Regulations	45	
Material Topic: Customer health and safety							
GRI 3: Material Topics 2021	Management Approach	-	3-3	Management of material topics	See the content of each chapter		
GRI 418	Customer Health and Safety 2016	-	416-1	Assessment of the health and safety impacts of product and service categories	2.5 Customer Health and Safety	49	
		-	416-2	Incidents of non-compliance concerning the health and safety impacts of products and services	2.5 Customer Health and Safety	49	
Material Topic: Customer privacy							
GRI 3: Material Topics 2021	Management Approach	-	3-3	Management of material topics	See the content of each chapter		
GRI 418	Customer Privacy 2016	-	418-1	Substantiated complaints concerning breaches of customer privacy and losses of customer data	2.5 Customer Health and Safety	49	

GRI No.	Issue	Industry Code	No.	Disclosure	Corresponding Chapter	Page	Omission / Remarks
Non-material Topics							
11.4	Biodiversity	11.4.2	304-1	Operational sites owned, leased, managed in, or adjacent to, protected areas and areas of high biodiversity value outside protected areas	-		Not applicable: The operating sites are not located in a sensitive biodiversity area, and the operating activities have no significant impact on biodiversity.
		11.4.3	304-2	Significant impacts of activities, products and services on biodiversity	-		
		11.4.4	304-3	Habitats protected or restored	-		
		11.4.5	304-4	IUCN Red List species and national conservation list species with habitats in areas affected by operations	-		
11.6	Water and Effluents	11.6.2	303-1	Interactions with water as a shared resource	3.3 Water Management	67	
		11.6.3	303-2	Management of water discharge-related impacts	3.3 Water Management	67	
		11.6.4	303-3	Water withdrawal	3.3 Water Management	67	
		11.6.5	303-4	Water discharge	3.3 Water Management	67	
		11.6.6	303-5	Water consumption	3.3 Water Management	67	
11.7	Closure and rehabilitation	11.7.2	402-1	Minimum notice periods regarding operational changes	4.1 Employee Policy and Overview	79	
		11.7.3	404-2	Programs for upgrading employee skills and transition assistance programs	4.2 Education, Training, and Performance Evaluation	90	

GRI No.	Issue	Industry Code	No.	Disclosure	Corresponding Chapter	Page	Omission / Remarks
Non-material Topics							
11.11	Non-discrimination and equal opportunity	11.11.2	202-2	Proportion of senior management hired from the local community	4.1 Employee Policy and Overview	79	
		11.11.3	401-3	Parental Leave	4.3 Employee Care and Social Inclusion	95	
		11.11.4	404-1	Average hours of training per year per employee	4.2 Education, Training, and Performance Evaluation	90	
		11.11.5	405-1	Diversity of governance bodies and employees	4.1 Employee Policy and Overview	79	
		11.11.6	405-2	Ratio of basic salary and remuneration of women to men	4.1 Employee Policy and Overview	79	
		11.11.7	406-1	Incidents of discrimination and corrective actions taken	4.1 Employee Policy and Overview	79	
11.13	Freedom of association and collective bargaining	11.13.2	407-1	Operations and suppliers in which the right to freedom of association and collective bargaining may be at risk	4.1 Employee Policy and Overview	79	
11.16	Land and resource rights	11.16.1	3-3	Management of material topics	-		Not applicable: No mining.
11.17	Rights of indigenous peoples	11.17.2	411-1	Incidents of violations involving rights of indigenous peoples	4.1 Employee Policy and Overview	79	
11.18	Conflict and security	11.18.2	410-1	Security personnel trained in human rights policies or procedures	-		Not applicable: There is no security personnel.

GRI No.	Issue	Industry Code	No.	Disclosure	Corresponding Chapter	Page	Omission / Remarks
Non-material Topics							
11.21	Payments to government	11.21.2	201-1	Direct economic value generated and distributed	2.2 Operational Performance	43	
		11.21.3	201-4	Financial assistance received from government	2.2 Operational Performance	43	
		11.21.4	207-1	Approach to tax	2.3 Compliance with Laws and Regulations	45	
		11.21.5	207-2	Tax governance, control, and risk management	2.3 Compliance with Laws and Regulations	45	
		11.21.6	207-3	Stakeholder engagement and management of concerns related to tax	2.3 Compliance with Laws and Regulations	45	
		11.21.7	207-4	Country-by-country reporting	2.3 Compliance with Laws and Regulations	45	
11.22	Public policy	11.22.2	415-1	Political contributions	2.3 Compliance with Laws and Regulations	45	

Appendix 2: Sustainability Accounting Standards Board (SASB) Reference Table

Sector: Oil & Gas - Refining & Marketing					
Topic	Code	Accounting Metric	Nature	Chapters in the Report	Page
GHG emissions	EM-RM-110a.1	Gross global Scope 1 emissions, percentage covered under emissions-limiting regulations	Quantitative	3.2 GHG Emissions	65
	EM-RM-110a.2	Discussion of long- and short-term strategy or plan to manage Scope 1 emissions, emissions reduction targets, and an analysis of performance against those targets	Description and Analysis	III. Environmental Sustainability Management	65
Air Quality	EM-RM-120a.1	Air emissions of the following pollutants: (1) NO _x (excluding N ₂ O), (2) SO _x , (3) particulate matter (PM ₁₀), (4) H ₂ S, and (5) volatile organic compounds (VOCs)	Quantitative	3.2 GHG Emissions	65
	EM-RM-120a.2	Number of refineries in or near areas of dense population	Quantitative	N/A	
Water Management	EM-RM-140a.1	(1) Total water withdrawn, (2) total water consumed; percentage of each in regions with High or Extremely High Baseline Water Stress	Quantitative	3.3 Water Management	67
	EM-RM-140a.2	Number of incidents of non-compliance associated with water quality permits, standards, and regulations	Quantitative	3.3 Water Management	67
Hazardous Materials Management	EM-RM-150a.1	Amount of hazardous waste generated and percentage recycled	Quantitative	3.4 Materials and Waste Management	68
	EM-RM-150a.2	Number of underground storage tanks (USTs), number of UST releases requiring clean up, and percentage in jurisdictions with UST financial assurance funds	Quantitative	N/A	
Workforce Health and Safety	RT-RM-320a.1	(1) Total recordable incident rate (TRIR), (2) fatality rate, and (3) near miss frequency rate (NMFR) for (a) direct employees and (b) contract employees	Quantitative	4.3 Employee Care and Social Inclusion	95
	RT-RM-320a.2	Discussion of management systems used to integrate a culture of safety	Description and Analysis	4.3 Employee Care and Social Inclusion	95

Sector: Oil & Gas - Refining & Marketing					
Topic	Code	Accounting Metric	Nature	Chapters in the Report	Page
Product specifications and clean fuel Blends	RT-RM-410a.2	Total addressable market and share of market for advanced biofuels and associated infrastructure	Quantitative	N/A	
	RT-RM-410a.3	Volumes of renewable fuels for fuel blending: (1) net amount produced, (2) net amount purchased	Quantitative	N/A	
Price integrity and transparency	RT-RM-520a.1	Total amount of monetary losses as a result of legal proceedings associated with price fixing or price manipulation	Quantitative	II. Ethical Corporate Management	27
Management of the Legal & Regulatory Environment	RT-RM-530a.1	Discussion of corporate positions related to government regulations or policy proposals that address environmental and social factors affecting the industry	Description and Analysis	2.3 Compliance with Laws and Regulations	45
Critical Incident Risk Management	RT-RM-540a.1	Process Safety Event (PSE) rates for Loss of Primary Containment (LOPC) of greater consequence (Tier 1) and lesser consequence (Tier 2)	Quantitative	4.3 Employee Care and Social Inclusion	95
	RT-RM-540a.2	Challenges to Safety Systems indicator rate (Tier 3)	Quantitative	4.3 Employee Care and Social Inclusion	95
	RT-RM-540a.3	Discussion of measurement of Operating Discipline and Management System Performance through Tier 4 Indicators	Description and Analysis	4.3 Employee Care and Social Inclusion	95

No.	Activity Indicator	Nature	Corresponding Chapter	Page
RT-RM-000.A	Refining throughput of crude oil and other feedstocks	Quantitative	N/A	
RT-RM-000.B	Refining operating capacity	Quantitative	N/A	

Appendix 3: Climate-Related Information for TWSE Listed Companies Reference Table

Appendix 1-7 Sustainability Disclosure Indicators - Oil, Electricity, and Gas Sector

No.	Indicator	Indicator Type	Annual Disclosure Status (Corresponding chapter)	Unit	Remarks
I.	Number of refineries in or near areas of dense population	Quantitative	-	Quantity	Non-refinery
II.	Total water withdrawal and total water consumption	Quantitative	3.3 Water Management	Thousand cubic meters (m ³)	
III.	Total hazardous waste generated and percentage recycled	Quantitative	3.4 Materials and Waste Management	Metric tons (t), percentage (%)	
IV.	Number of employees in and rate of occupational accidents	Quantitative	4.3 Employee Care and Social Inclusion	Percentage (%), quantity	
V.	Risk management policy of critical incidents	Qualitative description	2.6 Risk Management	Not applicable	
			3.5 Climate Change Adaptation		
VI.	Production volumes of major products by category	Quantitative	1.1 About National Petroleum	Varies by product category	

Appendix 2: Climate-Related Information of TWSE Listed Companies

1. Climate-related information implementation

Item	Corresponding Chapter	Page
1 Describe the Board of Directors' and management's oversight and governance of climate-related risks and opportunities.	3.5 Climate Change Adaptation	69
2 Describe how the identified climate risks and opportunities affect the Company's business, strategy and financial planning (short-, medium-, and long-term).	3.5 Climate Change Adaptation	69
3 Describe the financial impact of extreme weather events and transformative actions.	3.5 Climate Change Adaptation	69
4 Describe how climate risk identification, assessment, and management processes are integrated into the overall risk management system.	3.5 Climate Change Adaptation	69
5 If a scenario analysis is used to assess the resilience to climate change risks, the scenarios, parameters, assumptions, analysis factors, and main financial impacts used shall be described.	-	
6 If there is a transition plan for managing climate-related risks, describe the content of the plan, and the indicators and targets used to identify and manage physical risks and transition risks.	-	
7 If internal carbon pricing is used as a planning tool, the basis for setting the price shall be stated.	-	
8 If climate-related targets have been set, the activities covered, the scope of GHG emissions, the planning horizon, and the progress achieved each year should be specified. If carbon credits or renewable energy certificates (RECs) are used to achieve relevant targets, the source and quantity of carbon credits or RECs used for offsetting should be disclosed.	3.5 Climate Change Adaptation	69
9 GHG inventory and assurance status ; and reduction targets, strategies, and specific action plans (to be filled in separately in Tables 1-1 and 1-2).	See the table below	

Item		Corresponding Chapter	Page
1-1 GHG Inventory and Assurance Status for the Past Two Years			
1-1-1 GHG Inventory Information	Describe the GHG emissions (tCO ₂ e), intensity (tCO ₂ e/NTD million), and data coverage for the most recent two years.	3.2 GHG Emissions	49
1-1-2 GHG Assurance Information	Describe the assurance status for the most recent two years, including the scope of assurance, assurance provider, assurance standards, and assurance opinion.	Conducted in accordance with Article 4-1, Paragraph 3 of the "Taiwan Stock Exchange Corporation Rules Governing the Preparation and Filing of Sustainability Reports by TWSE Listed Companies".	
1-2 GHG reduction targets, strategies and concrete action plans		Conducted in accordance with Article 4-1, Paragraph 4 of the "Taiwan Stock Exchange Corporation Rules Governing the Preparation and Filing of Sustainability Reports by TWSE Listed Companies".	

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