











# UN Sustainable Development Goals (SDGs)

SDGs	Goal	CMP Group Actions	
 <p>Good Health and Well-being</p>	<p>Ensure healthy lives and the promotion of well-being for all at all ages</p>	<ol style="list-style-type: none"> <li>1. Won the Happiness Enterprise Manufacturing Group Gold Award from 1111 Job Bank</li> <li>2. Annual Health Check</li> <li>3. Special Health Check</li> <li>4. Encourage staying healthy and self-initiated exercise, set up sports clubs and activities</li> <li>5. In terms of employee welfare, we added three days of fully paid menstrual leave, which was used 533 hours this year</li> </ol>	<ol style="list-style-type: none"> <li>6. Offer physical and mental health courses</li> <li>7. Issue workplace health monthly newsletter</li> <li>8. Track and assist people who have an uncertain diagnosis from health checkups</li> <li>9. Implementation of strict management and treatment of hazardous waste and chemical substances. Extend the concept to supplier management</li> <li>10. Significant investment in dust collectors and related detection devices to tightly control dust pollution</li> </ol>
 <p>Quality Education</p>	<p>Ensure inclusive and equitable quality education and promote lifelong learning opportunities for all</p>	<ol style="list-style-type: none"> <li>1. In 2023, we accumulated 104,759.83 training hours, and on average, each employee received 57.85 hours of training. The total cost was NT\$7,240 thousand</li> <li>2. We set up the CMPedia digital learning platform and added 40 new online courses which were watched 800 times this year, up by 40% compared to the previous year</li> <li>3. We had 111 interns in 2023 and we have provided 1,819 internship opportunities over the years. 86 interns remain employed in the Group</li> <li>4. CMS commenced operations of the “Suzhou New District CMS Precision Machinery Production Public Training Base” and 17 and 27 “Industrial Robot System Operators” will participate in the training and certification in September and October 2023, respectively</li> <li>5. CMS obtained the grade certification assessment point from Suzhou Technician Institute in Jiangsu Province. A total of 235 employees participated in vocational skill level training and certification, including “Multi-process CNC Operation Adjustment Technician”. 26 senior workers and 20 mid-level workers, totaling 117 employees, obtained certification this year. A total of 109 “Mechanical Equipment Installers” have obtained certification</li> <li>6. CMW participated in the Tianjin Vocational Skill Level Certification, and 4 employees obtained the Fitter Vocational Skill Level Certificate</li> <li>7. CMB employees participated in vocational skills training and certification. A total of 30 employees obtained intermediate certificates for mechanical equipment installers and 2 senior certificates for digital control smart manufacturing</li> <li>8. CMB employee Gao Qinghui was named “Chief Technician of Enterprises in Jiangsu Province”</li> <li>9. CMB used the expert review of vocational skill level certification for milling and CNC workers to independently cultivate talents and issue valid certification qualifications</li> <li>10. CMH employees participated in vocational skill level certification and obtained 4 Level 4 Certificates for Smelting and Pouring Workers and 10 Level 5 Casting Cleaner Certificates</li> <li>11. Released the Group’s e-newsletter “CMP NEWS”, internal electronic publication “CMP PLUS”, workplace health monthly newsletter, and information security report to provide details of the Group’s media coverage and professional knowledge</li> <li>12. Children’s art education events: As the exterior of the museum building gradually takes shape and the interior decoration is about to begin, we invited elementary school children in the neighborhood to step into the semi-completed unknown space and create things freely using local materials through situational guidance, story imagination, and artistic creation. We provide them with unforgettable memories of childhood in this space during the construction process</li> <li>13. We invited the Hsinchu Branch of the Forestry and Nature Conservation Service of the Ministry of Agriculture and the National Taiwan University Herbarium to conduct pre-departure education on the Group’s Forest Day event on “Invasive Plant Prevention” and called on employees to participate in forest cleanup. A total of 263 bags and 1,825 kilograms of alien plants were removed, with a total service area of 2,800 square meters</li> <li>14. Organized the Children’s Nature Exploration Summer Camp Team - Wild Island Learning”. Through the design of experience-based courses and lively teaching methods, children are guided to observe and understand ecological relationships up close, acquire wilderness survival skills, and use local materials from nature to stimulate aesthetic creativity and imagination. The event was held five times for a total of 81 people</li> </ol>	

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 Gender Equality	Achieve gender equality and empower all women and girls	<ol style="list-style-type: none"> <li>1. Established and implemented “Regulations for Sexual Harassment Prevention, Grievance and Handling Procedures”</li> <li>2. Established a designated sexual harassment hotline and reporting mailbox</li> <li>3. CMP Group has a complete compensation system and a Remuneration Committee. The base salary advocated on the work grade and job functions, all in compliance with the local minimum wage. In addition, CMP Group strongly emphasizes a standard starting salary for the same job functions. There is no sex or age discrimination at CMP Group</li> <li>4. There were 204 male and 65 female executives in management positions in the Group at the end of 2023</li> </ol>
 Affordable Energy	Ensure access to affordable, reliable, sustainable and modern energy for all	<ol style="list-style-type: none"> <li>1. Upgrade the production technology to change the raw material composition for castings, e.g. reducing the use of pig iron and replacing it with recycled steel via city mining. By doing so, waste steel is well utilized, also protecting the natural forests. In 2023, the reclaimed steel use rate reached 96.20%</li> <li>2. In 2023, the annual energy consumption per unit was 8.6862 GJ/ton, 9.28% lower than the base year</li> </ol>
 Employment and Economic Growth	Promote inclusive and sustainable economic growth, full and productive employment and decent work for all	<ol style="list-style-type: none"> <li>1. CMP Group complies with the local labor and hiring regulations along with CMP Group’s corporate guidelines for hiring. CMP Group only considers if the candidate possesses the talent, experience, and potential. CMP Group treats each employee equally and fairly and is against any form of discrimination due to gender, ethnicity, nationality, age, or religious beliefs. Moreover, forced labor and child labor employment are both prohibited</li> </ol>
 Industry, Innovation and Infrastructure	Build resilient infrastructure, promote inclusive and sustainable industrialization and foster innovation	<ol style="list-style-type: none"> <li>1. To increase the R&amp;D ability and production benefits, the CMP Group invested a total of NT\$327,400 thousand in 2023 to innovate new products and improve production technology. This amount accounted for 1.86% of the net revenue</li> </ol>
 Responsible Consumption and Production	Ensure sustainable consumption and production patterns	<ol style="list-style-type: none"> <li>1. Upgrade the production technology to change the raw material composition for castings, e.g. reducing the use of pig iron and replacing it with recycled steel via city mining. In 2023, among a total output of about 160,000 tons, the use of recycled steel reached 96.20%</li> <li>2. In 2023, the annual energy consumption per unit was 8.6862 GJ/ton, 9.28% lower than the base year</li> <li>3. In 2023, the recovery rate of non-hazardous waste was 70.99% with a reuse rate of 28.83%. The rate of non-recoverable and non-reusable waste declined to 0.18%</li> <li>4. We invited the Biaugust design team to design a series of kettlebells with the theme of that year’s zodiac animal for 12 consecutive years based on the concept of “The Weight of Life”. The material is reclaimed steel and produced in limited quantities as a gift souvenir from CMP Group to communicate our commitment to the circular economy</li> <li>5. Using reclaimed steel and sand materials from casting, we converted the remaining materials into raw materials for the cross-field collaboration with the design team in developing the “Incense Diffusion and Reciprocity” incense diffuser gift set. It amplifies the Group’s sincerity of giving gifts through the circular economy and sustainability</li> <li>6. For the meals for the Group’s Forest Day event, CMP Village invited the “Hefeng Organic Food” team, which had won the Green Dining Guide’s “Organic Friendly Ingredients Utilization Award” in 2023, to serve meals onsite and take real actions to support sustainable development</li> </ol>

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 Climate Action	Take urgent actions to combat climate change and its impacts	<ol style="list-style-type: none"> <li>1. CMP Group has established the following measures: “Emergency Safety Plan,” “Frost and Blizzard Prevention Emergency Plan,” “Flood and Typhoon Prevention Emergency Plan,” “Heatstroke Prevention and Cooling Emergency Plan,” and “Environmental Emergency Plan” to respond to the negative impacts of climate change while raising awareness and strengthening actions for environmental protection</li> </ol>
 Life on Land	Protect, restore and promote sustainable use of terrestrial ecosystems, sustainably manage forests, combat desertification, and halt and reverse land degradation and halt biodiversity loss	<ol style="list-style-type: none"> <li>1. On Forest Day, we called on the Group’s employees to carry out forest cleanup work on “invasive plant prevention”. A total of 263 bags and 1,825 kilograms of alien plants were removed, with a total service area of 2,800 square meters, to support “life on land” with real actions. We implemented ecological survey and biological monitoring of the CMP Village and its surroundings</li> </ol>
 Partnerships for the Goals	Strengthen the means of implementation and revitalize the global partnership for sustainable development	<ol style="list-style-type: none"> <li>1. Public Art Project: Satoyama 12 “Satoyama” means that “human lives in harmony with nature” and “12” refers to “12 Chinese zodiac signs and Taiwan native species”. Every year, cross-field artists in Taiwan are invited to present Taiwanese native animals through large installation arts in this land care project</li> <li>2. Mu, a street block public art project: 100 groups of families on the street block and local elementary students were invited to make art together, and integrate their artworks with the community scenery, so that public art takes part in the children’s growing process, like the trees on the street block</li> </ol>

