

YEAR 2021 CSR REPORT

DEREKDUCK INDUSTRIES CORP.



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“Do right things and do things right.”

Jason Lin
Managing Director

We can be proud of the fact that when the epidemic halted the world, the work we did let people stay connected safely and, ideally, made the difficult times a little easier.

While it was certainly challenging in many ways for the year 2021, it also showed how strong DEREKDUCK is - even in the toughest of times. The reliability of the service we provide and the quality of the product we offer define us. DEREKDUCK will continue to rise to the challenges and proven to be extremely flexible in the face of changes.

CORPORATE PHILOSOPHY

You are safe with us!

DEREKDUCK strongly believes that safety is paramount and must not be compromised in any way, ensuring that frontline operators return home safely despite being exposed to a hazardous workplace.



CORPORATE STRATEGY

You are safe with us!

CSR

Industry-Government-Academic Cooperation

Occupational Safety Events

Coverall Donations

ESG

Environment

Social

Governance

SDG

Enhance Occupational Safety

Strong Global Partnerships

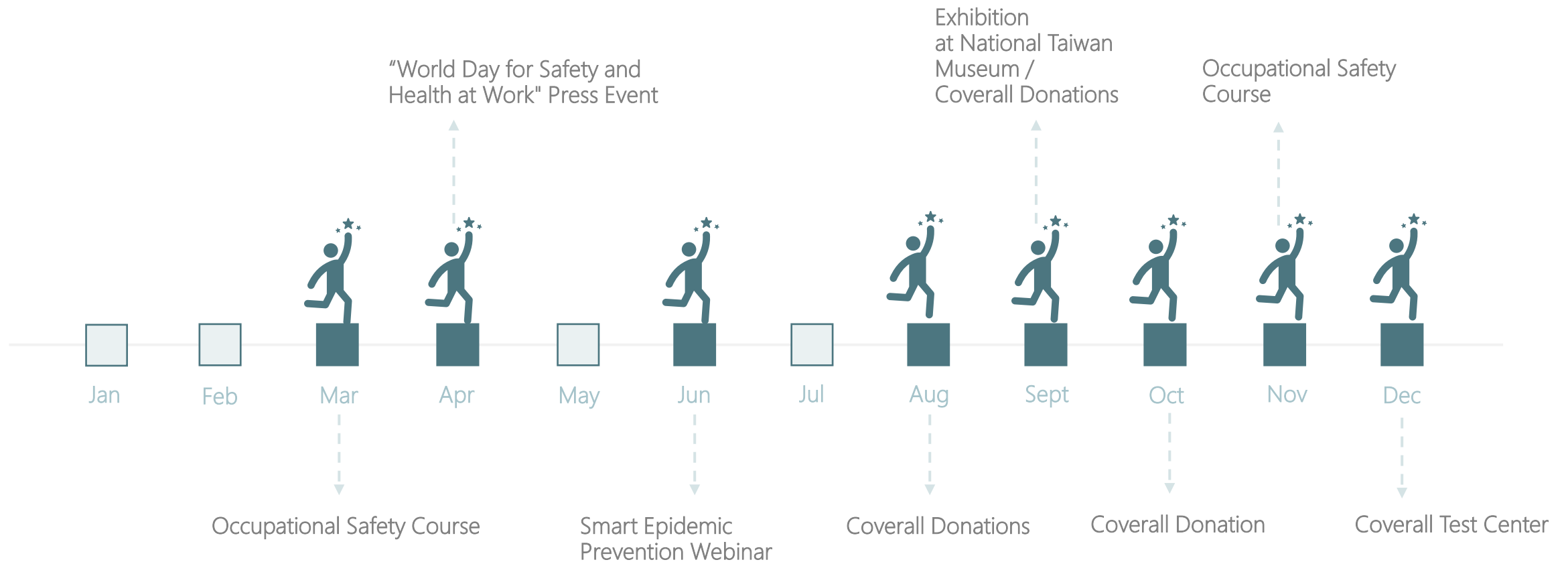
Coverall Assistance for World

CSR PERFORMANCE

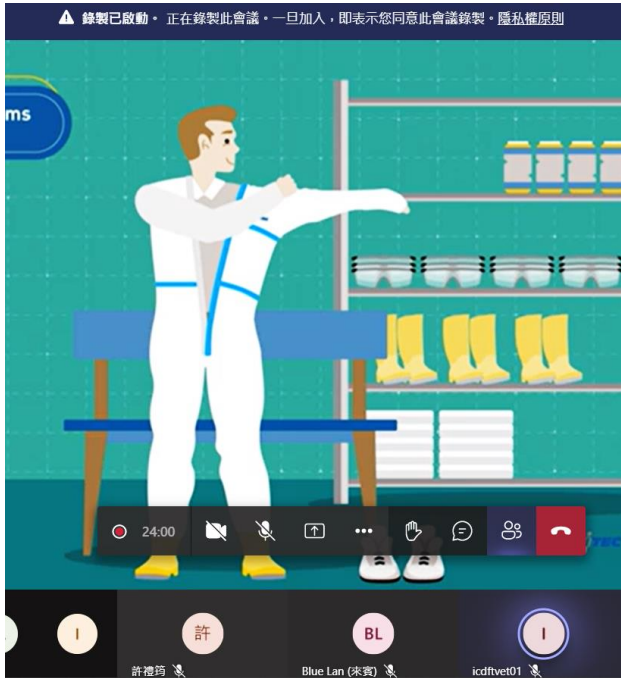
- Industry-Government-Academic Cooperation
- Occupational Safety Events
- Coverall Donations



CSR Major Actions



Industry-Government-Academic Cooperation



(June)
Smart Epidemic Prevention Webinar



(September)
Exhibition at National Taiwan Museum



(December)
Coverall Test Center

Occupational Safety Events



(March)
Department of Occupational Therapy,
Fu Jen Catholic University



(April)
"World Day for Safety and Health
at Work" Press Event



(November)
Department of Public Health,
Fu Jen Catholic University

Coverall Donations



(August)
Taipei National University of the Arts



(August)
Yilan County Fire Bureau



(August)
Cross-country donation with
Malaysia partner SAFETYWARE

Coverall Donations



(September)
Keelung City Fire Department



(September)
Shih Hsin University



(October)
Cross-country donation with Indonesia
partner PT. Weldbro International

ESG PERFORMANCE

- Environment
- Social
- Governance

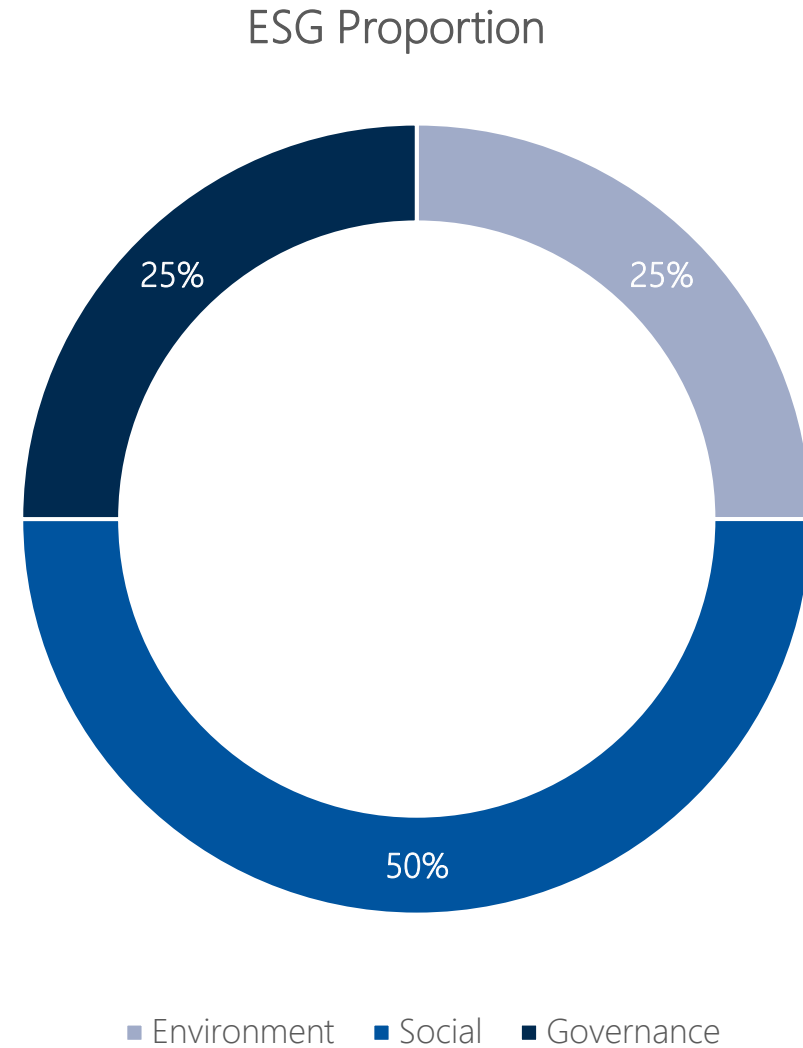


ESG INDEXES

25% **E**nvironment

50% **S**ocial

25% **G**overnance



Environment - Building a Safer World



Assist the world to fight against diseases or hazards



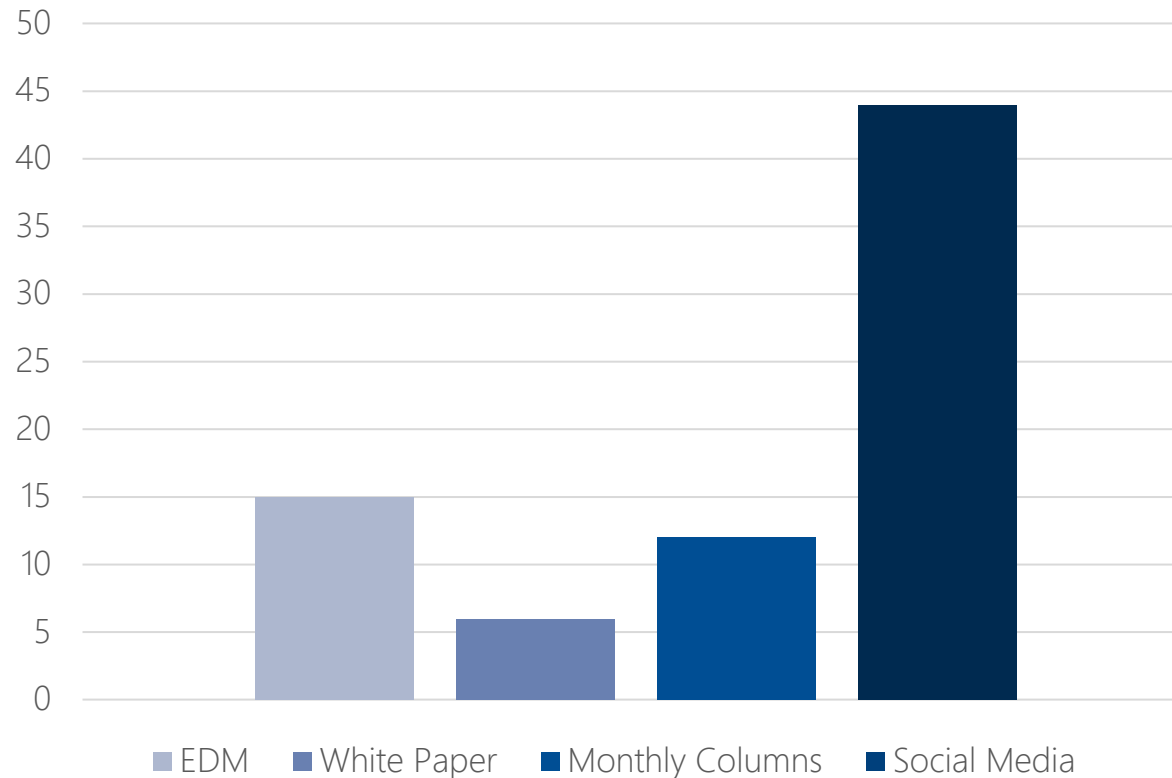
Prevent workplace contamination and minimize safety incidents



Avoid second contamination for the environment

Social - Sharing is Caring

Educational Contents



We posted regularly

- 15** EDMs for basic coverall knowledge
- 6** White Papers for technical contents
- 12** Monthly Columns for PPE trends
- 44** Posts for PPE knowledges

to level up society' s understandings regarding the importance of coverall so that they can

Act without fear!

Social - Enhancing Knowledge



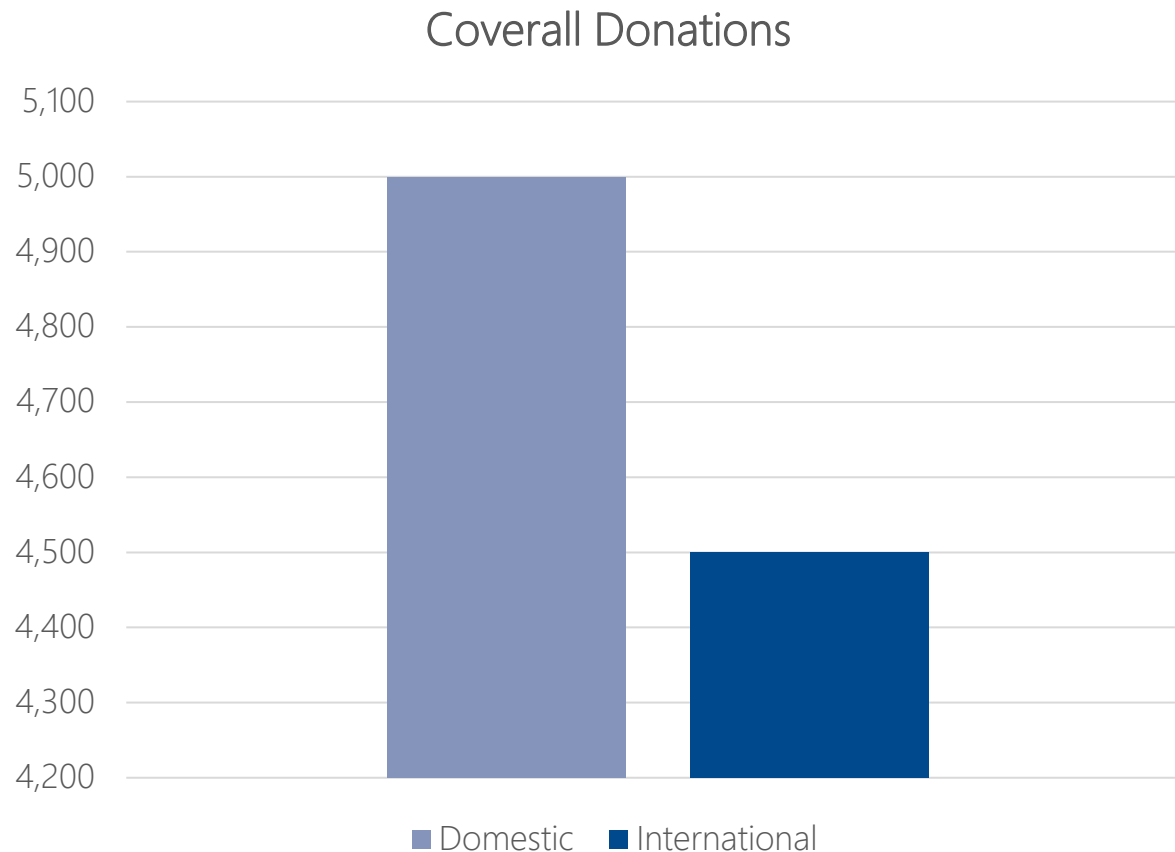
Total 14 events and we spent around

800k Educational Funds
(*New Taiwan Dollar)

to let frontline operators understand better on coverall knowledge, such as regulations, test methods, etc. so that they can

Go Home Safely.

Social - Providing Solutions



In this year donations approximately

2.38M Charity Funds
(*New Taiwan Dollar)

During COVID-19 we saves

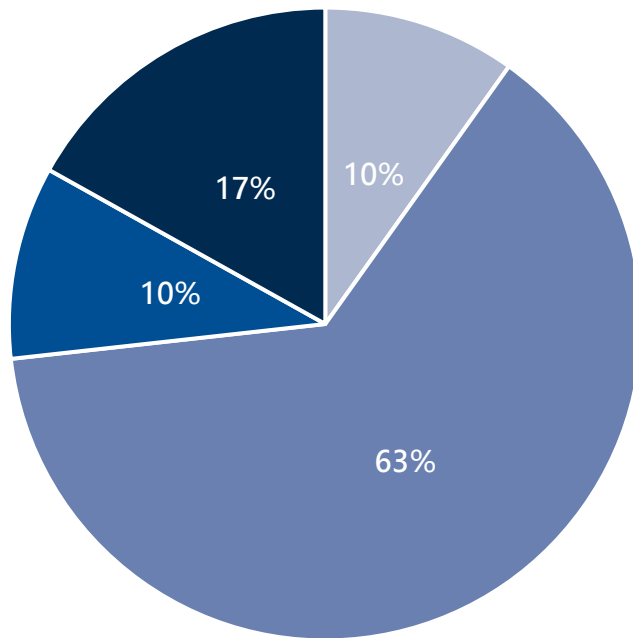
3.37M Lives

We believe these efforts are worth it as

All Life Matters.

Governance - Prioritizing Employees

Employee Benefits



■ Education Grant ■ Travel Subsidy ■ Sports Subsidy ■ Healthcheck Subsidy

We pay attention to the physical and mental health of colleagues by allocating

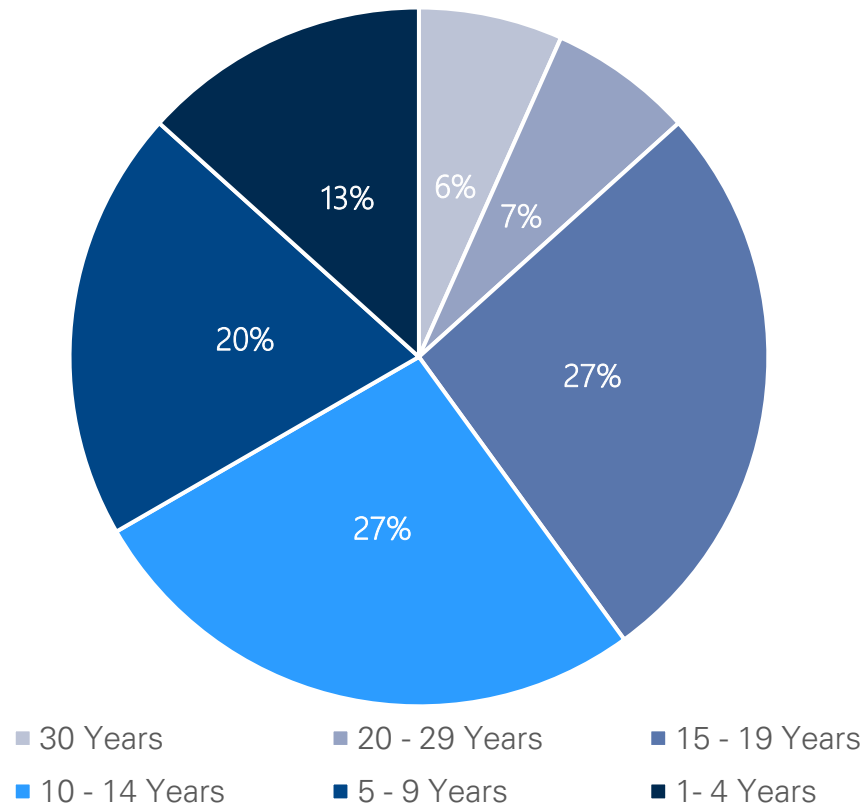
710k Employee Funds
(*New Taiwan Dollar)

because we want everyone to be

Work Life Balance.

Governance - Employee Loyalty

Employee Retention Statistics



Our employee retention rate for this year

93.3% with 1 voluntary resignation

13 years as the average tenure

6% has served for 30 years

34% has served for ≥ 15 years

47% has served for ≥ 5 years

because we want everyone to feel

Engage for Success.

SUSTAINABILITY PERFORMANCE

- Enhance occupational safety
- Strong global partnerships
- Coverall assistance for world



Sustainable Development Goals



- Assist global in disease control
- Lower workplace fatality rate



- Hold educational seminars for users
- Create multi-languages educational tools



- Positive partnerships around the globe
- Collaboration across 45 countries/regions



- Manage own coverall brand ULTITEC
- Products meet international standards



- Cooperation with government and academic
- Enhance occupational safety in all ages



- Educate proper donning and doffing
- Encourage proper storage and disposal



- PPE donation to global governments
- Cross-country donation to users

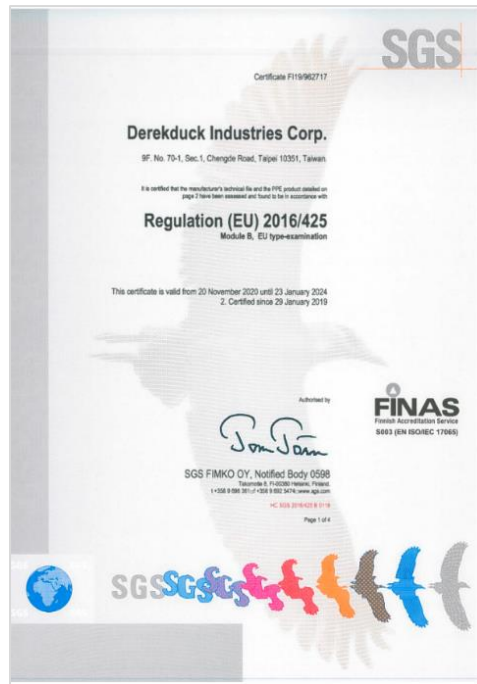


- Suppliers, Distributors, Users and Employees
- Ensure common goal of "Go Home Safely"

OUR FOCUSES & PROGRESS



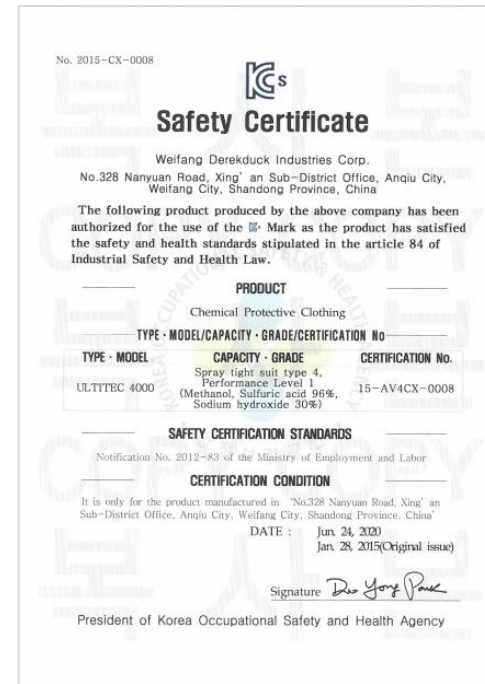
International Certifications



EU Certification



UKCA Certification



KOSHA Certification



JIS Certification

Global Applications



Thailand



Vietnam



Indonesia



Taiwan



Jordan



Myanmar

Global Applications



Thailand



Peru



Trinidad



Taiwan



South Africa



Myanmar

CSR Spirit

"To work for the common good is the greatest creed."

Frontline operators shall not just feel safe, but also like a valued team member in the workplace.

Together we can make this world a better and safer place!



THANK YOU



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