

Chapter 5

Safety, Health, Social Inclusion



Material topics in this chapter

Occupational safety and health
Talent attraction and retention

Performance Highlights

- ✓ Rated Operation Excellence in the joint underground pipeline joint defense
- ✓ Annual employee health checkup: **99.7%** coverage
- ✓ A total of **3,584** hours of PSM training for **1,366** persons
- ✓ Awarded the certificate of Taiwan i-Sports by the Sports Administration
- ✓ Turnover (excluding retirement) rate: **4.4%**
- ✓ There were no incidents of violation of Occupational Safety and Health Act resulting in fines.



5.1 Transportation safety management

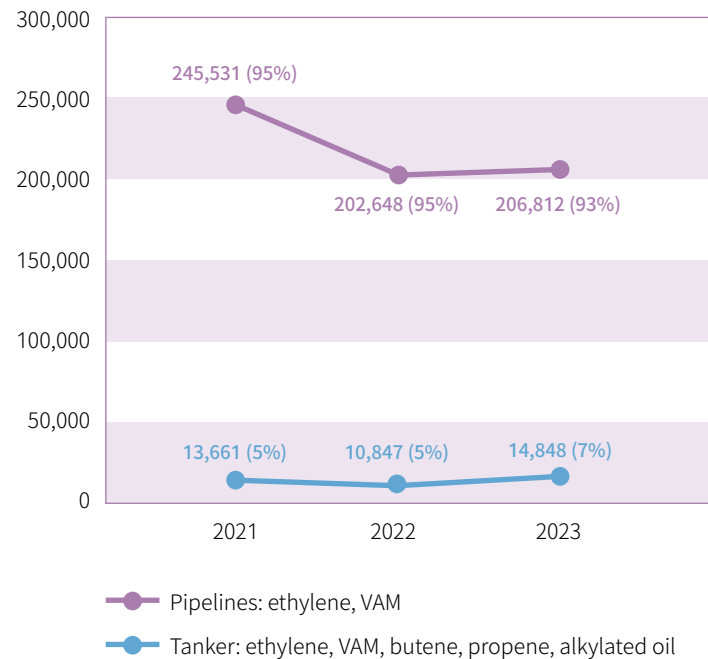
Management of raw materials and product transportation <https://www.usife.com/ESG/en-us/ESG46.aspx>

Feedstock Transportation

Transportation Methods

The raw materials required by the Kaohsiung Plant are transported via underground pipelines and tankers.

Raw Materials Transportation Methods



Implementation Plan and Effectiveness

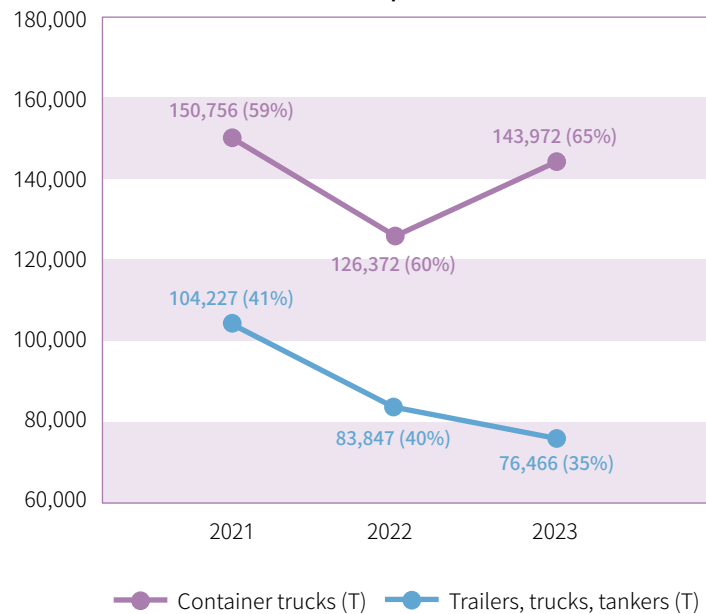
- ✓ No transportation-related accident was reported
- ✓ To ensure pipeline integrity, we maintain the safety management of underground pipelines through operation, maintenance, test, inspection, and emergency response with reference to the international underground pipeline regulations and in compliance with the legal and regulatory requirements of the Kaohsiung City Economic Development Bureau. Additionally, we have passed the third-party (DNV) verification for compliance with the standard B31.8S Managing System Integrity of Gas Pipelines of the American Society of Mechanical Engineers and the review of the Kaohsiung City Economic Development Bureau.
- ✓ Double protection including corrosion zone and impressed current cathodic protection (ICCP) is implemented for all underground pipelines. In 2023 every quarter, we completed 192 cathodic corrosion tests and 36 cathodic corrosion rectifier checks to ensure the anti-corrosion system is working without worries.
- ✓ In 2023, the underground pipeline ILI inspection project and pressure test operation will be completed to confirm the pipeline integrity status and operational safety, and obtain third-party recognition from Norway's DNV Verification Company (DNV).
- ✓ To prevent pipeline damage caused by third-party excavation and construction errors, we commission CKS Guard to perform daily pipeline tour inspection. We collaborate with the Pipeline Excavation Management Center formed by the Kaohsiung City Public Works Bureau to prevent pipeline damage caused by third-party excavation. In 2023 we prevented a total 24 instances of pipeline damage caused by third-party excavation.
- ✓ In 2023, we organized one underground pipeline scenario drill with other manufacturers and the simulated accident alert drill of the Economic Development Bureau to reduce the damage caused by natural disasters or accidents through emergency response drills.
- ✓ In 2023, we were leader of the pipeline joint defense organization and rated excellence in pipeline joint defense operation by the Industrial Development Administration, MOEA.
- ✓ All tankers are qualified tankers for transporting chemical substances; each contractor has good emergency response ability, and well-established emergency response plans. Transportation is implemented according to the relevant control regulations and management measures.

Product Transportation

Transportation Methods

All USI products are transported with trailers, trucks, tankers, and container trucks through contractors.

Product Transportation Method



Implementation Plan and Effectiveness

- ✓ No transportation-related accident was reported
- ✓ Government-licensed transporters that have passed ISO 9001 certification and equipped with trained, qualified health and safety management personnel.
- ✓ Semi-annual evaluation of performance, efficiency, cooperation and quality and proposals for improvement programs based on customer feedback at the transportation review meeting.
- ✓ Regular vehicle examinations according to the relevant regulations. Holding safety meetings quarterly to ensure that contractors can safely transport products to the destination to minimize environmental impacts caused by transportation.
- ✓ During 2020-2023, we continuously implemented transportation safety and quality evaluation. Besides reviewing the results of agreed improvements from last year, we verified the degree of legal compliance of onsite operations and equipment condition in order to capture and manage the transportation safety of contractors. The result of the 2023 transportation safety and quality evaluation of contractors was grade A.



In-House Product Loading Safety Management

GRI 403-7:2018

Management Approach Description

All products from Kaohsiung Plant are transported by Deyuan Transport Ltd. Apart from shipping products with trucks every day, the transporter designates resident loading personnel at Kaohsiung Plant. In addition to requiring them to comply with Kaohsiung Plant's access control and HSE regulations, we have established related

controls to supervise their work alongside onsite and industrial safety OH&S personnel. We also constantly request them to enhance product loading safety to strictly control personnel operation safety.

Management Approach

In response to the massive use of forklifts for loading and stacking finished products at the warehouse in routine work, we identified the forklift operation hazards during product loading during 2021-2023. We also implemented the AI industrial safety image-recognition system with partners to perform workplace verification with AI intelligent image-recognition technology and effectively detect if workers use related personal protective equipment (PPE) properly through the image captured by the real-time recognition system in order to comply with the in-house PPE regulations, enhance the strength of in-house industrial safety walk-through inspection, improve contractor operation management, and reduce the risk of industrial safety accidents.

During 2021-2023, we continued to implement the transportation safety and quality evaluation of products in terms of the following eight items: corporate condition, driver record, safety policy and communication, SOPs and instructions, safety equipment, driver evaluation, vehicle condition control, and transportation quality. Additionally, to enhance the control of recommended improvements after the evaluation, we determine the audit frequency based on the evaluation score and notify transporters to make early improvements of the audited problems.

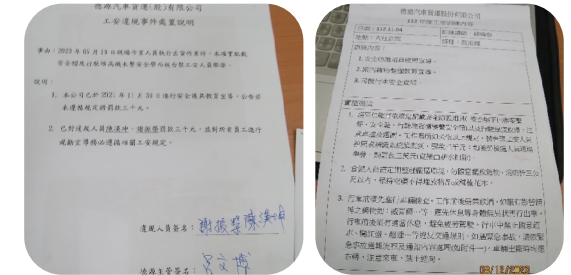
Management Performance

In 2023, the ongoing implementation of safety protection identification (AI system) for forklift operations in the warehouse area continued. In addition to reviewing the regulatory compliance of the system's determinations, the safety personnel also provided feedback on any abnormalities to the relevant units and their contractors.

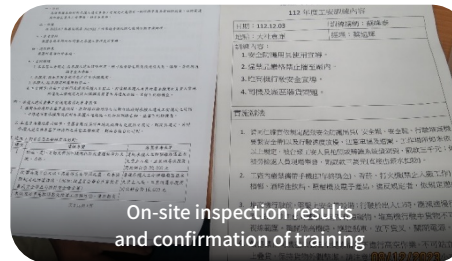
Contractor violations - failure to wear seat belts



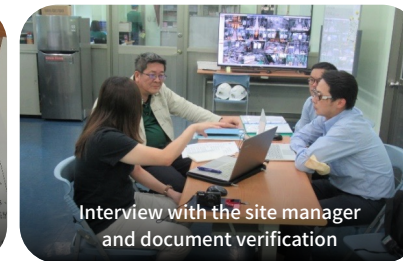
Contractor violation penalties and enhanced training advocacy



Regarding the transportation safety quality assessment in 2023, efforts were made to follow up on the previous year's recommendations for Deyuan. This year, there was a particular emphasis on confirming the loading specifications for shipped products at the site, the contingency procedures and training during transportation, and on-site alcohol testing for transportation drivers. Additionally, there was promotion of group environmental, safety, and health management principles and determination to workplace supervisors, clear definition of penalty regulations for high-risk operations, with the hope that the company will comply and reduce the likelihood of accidents. The comprehensive assessment result for the year was rated as Grade A. The assessment results will also be provided to transportation companies as a reference for subsequent safety improvements.



On-site inspection results and confirmation of training



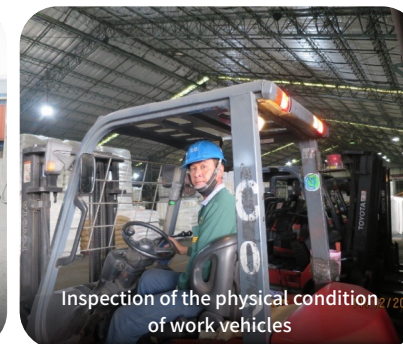
Interview with the site manager and document verification



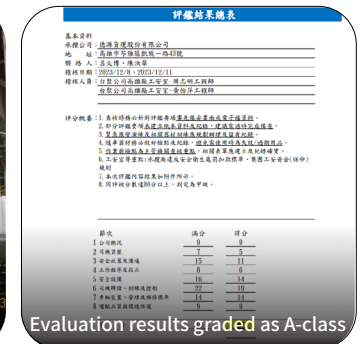
Checking the readiness of emergency equipment and supplies



Breathalyzer test for drivers



Inspection of the physical condition of work vehicles



Evaluation results graded as A-class

5.2 Occupational safety and health GRI 2-25, 3-3 SDG 3、8

Sustainability Principle: Sustainable Development

Significance and Strategy	Impact Management	Achievement and Goal	Management
<p>Significance to USI</p> <p>Take care of employee health. Prevent industrial accidents. Enhance employee OH&S protection. Develop the emergency response capacity and self-imposed safety management of employees.</p> <hr/> <p>Strategy</p> <ol style="list-style-type: none"> 1. Enhance personnel training and occupational safety awareness. 2. Strengthen work environment safety management <hr/> <p>Commitment</p> <p>Create a safe workplace environment and reduce industrial safety accidents</p> <p>Data scope: Kaohsiung Plant, contracts, and transportation contractors</p>	<p>Short-, Medium- & Long-Term Positive/Negative Impacts</p> <p>Medium-term positive actual impact: Build a friendly workplace to lower the turnover rate and reduce occupational accidents. Negative actual impact: Industrial safety accidents</p> <hr/> <p>Impact Boundary</p> <p>USI employees and contractors</p> <hr/> <p>Processes to remediate and prevent negative impacts</p> <p>Enhance industrial safety in-process inspection and environment improvement and play industrial safety films at the weekly plant affairs meeting to enhance industrial safety awareness.</p>	<p>2023 Goals</p> <ol style="list-style-type: none"> 1. Incident Rate = 0 2. Frequency-Severity Indicator (FSI) = 0 3. Monitored Nonconformities = 0 4. Shutdowns caused by key equipment = 0 <hr/> <p>2023 Achievements</p> <ol style="list-style-type: none"> 1. Incident rate = 1.11, equipment improvement and renewal, inspection and maintenance enhancement, periodic walk-through inspection, education and training, and OH&S management. 2. Frequency-Severity Indicator (FSI) = 0.62. Adding a working platform to improve the safety of personnel; Rust removal, supplementary welding, screw replacement, and paint maintenance of equipment and pipelines. 3. Monitoring indicator excess = 0. Completed onsite monitoring on Type 2 organic solvents, specific chemical substances, noise, CO₂ and local exhaust equipment wind speed. No nonconformity is found. 4. Downtime caused by key equipment = 4, machinery maintenance by the engineering department = 2,238 units. 5. Implemented 12 projects, including 3 underground pipeline operations and maintenance projects. <hr/> <p>2024 Goals</p> <ol style="list-style-type: none"> 1. Incident Rate = 0 2. Frequency-Severity Indicator (FSI) = 0 3. Monitored Nonconformities = 0 4. Shutdowns caused by key equipment = 0 <hr/> <p>Medium- & Long-Term Goals</p> <ol style="list-style-type: none"> 1. Comprehensive industrial safety check. 2. Reduction of disabling injury. 3. PSM system promotion. 4. Underground pipeline assessment 5. Smart contractor management 	<p>Effectiveness Assessment</p> <ol style="list-style-type: none"> 1. Employee health checkup 2. Reduction of injury of disability and work-related accidents 3. Contents and statistics of work-related accidents <hr/> <p>Grievance Mechanism</p> <p>Labor-Management Meeting</p> <ul style="list-style-type: none"> · Union Board Meeting · Occupational Safety and Health Committee

In 2001 we began to constantly implement the OH&S management system across the plant and promote system certification. We also set it as part of the company's sustainable development strategy to maintain workplace environment safety and employee health. In 2020, we completed the certificate renewal certification and acquired the certificate for ISO 45001:2018. GRI 403-1:2018

In 2023, 1,048 personnel were covered by the OH&S management systems, including all USI employees and contractors. All operations were planned and implemented according to the OH&SMS, including hazard identification, risk assessment, audit, and accident investigation.

Workers covered by OH&SMS in 2023 GRI 2-8, 403-8:2018

Category2	Number of people	Ownership
USI employees	452	43%
Contractor Personnel	596	57%

Note: Contractor personnel include 596 workers of qualified contractors.



Please visit the website for the system details:
<https://www.usife.com/ESG/en-us/ESG43.aspx>



OH&S Goals and Management Program 2023

Policy	Goals	Program	Effectiveness
Zero accident	Incident Rate F.R.=0	Steam inlet inspection for reducing hazards from steam sleeve breakage and leakage caused by corrosion and prevent pipeline corrosion hazards.	Completed steam inlet inspection at 75 points in 2023, and no corrosion was noted. Program progress:100%.
		EF-line adds 2 plasticizer pumps: J-220P and J-220Q	a. Plasticizer pump is delivered. b. J-220Q is in use. c. J-220P has been installed and tested in 2024/02 Program progress:100%.
		Increase operational safety, W-517B molecular sieve depressurization operation	a. 2023.01 Complete the welding repair of the tank body. b. 2023.02 Complete the work inspection. c. 2023.06 Safety valve pipeline installation, safety valve reinstallation, and pipeline pressure test are completed. d. 2023.12 Molecular sieve was cleaned, resume use. Program progress:100%.
		The addition of a timer for scheduled discharge of the liquid level in water seal tank C-8133 to prevent the concentration from rising and causing hazards.	Operators follow the work instructions, and in January 2023, the addition of control valves and timers for parking completion has been completed. Program progress:100%.
		The fire-resistant door of the refrigerated warehouse was replaced, and a rain cover was added above the door to prevent rainwater from seeping into the door and causing corrosion.	The entire project has been completed in the 2023 Q1. Program progress:100%.
		Underground Pipeline Inspection and Maintenance	Visual inspection and thickness measurement of the underground pipelines' exposed sections completed in July and November 2023. Program progress:100%.
		Pipeline patrol education and training plan.	12 hours of education and training on pipeline inspection completed in 2023. Program progress:100%.
		Underground pipeline routine patrol plan.	Chung Kung Safety Guard Corporation commissioned for daily inspections, and 6 self-initiated inspections were completed. Program progress:100%.
Zero occupational accidents	Frequency-Severity Indicator (FSI)=0	Work Platform Expansion and Improvement of Personnel Safety in the Pelletizing Area	The expansion and painting of the platform were completed in the first 2023 Q1, improving the safety of workers in the pelletizing area. Program progress:100%.
		S-7230 Platform Corrosion Replacement and Operator Safety Enhancement	Rust removal and platform refurbishment with reinforcement welding were completed in the first quarter of 2023, improving operator safety. Program progress:100%.
		Addition of an Operating Platform for the Ethylene Absorber Tower	The installation of an additional operating platform was completed in February 2023. Program progress:100%.
Zero failure	Shutdowns caused by key equipment =0	Shutdowns caused by key equipment = 0 (machinery and instrumentation)	Downtime caused by key equipment=4, machinery maintenance by the engineering department = 2,238 units.

Note: 1. Incident Rate (IR) = Number of incidents x 1,000,000/total hours worked 2. Frequency-Severity Indicator (FSI) = $\sqrt{[(FR \times SR)/1000]}$

OH&S Organization and Operation GRI 403-4:2018

USI establishes the OH&S Committee with respect to the "Regulations for Occupational Health and Safety Management" to establish OH&S policies, make recommendations for OH&S management, and review, coordinate, and advise OH&S affairs.

Members of the OH&S Committee include the committee chair (the plant general manager), executive secretary (deputy chief of the industrial safety office), committee members (department chiefs/unit chiefs/industrial safety staff/labor representatives). Currently, there are 9 labor representatives (35%) and 17 management representatives, totaling 26 members. The committee holds a committee meeting every quarter. Labor representatives voice for all employees and discuss, coordinate, plan, and decide on HSE issues with the management to ensure employee participation, consultation, and communication.

2023 OH&S Committee Statistics

OH&S Committee	Committee Members	Committee Proportion
Labor representatives	9 people	35%
Management representatives	17 people	65%
Total	26 people	100%

Hazard identification and risk assessment GRI 403-2:2018, 403-9:2018

To prevent operations, activities, or services from harming employee health and safety and causing financial losses to the Company, early intervention is implemented. Through constant identification of hazards, risks, and opportunities relating to OH&S, we take appropriate precautionary actions, implement necessary controls, or eliminate hazards. We also find opportunities to make improvements to control risks within an acceptable range in order to enhance OH&S performance.

Every three years, we identify hazards and assess risks on current, changing (potential or transitional) and future activities within the plant, hazards outside of the plant, and

underground pipelines. From time to time, The baseline review team formed by the section chiefs of all units provided professional training on hazard identification and risk assessment for the baseline review team and employees. In 2023, the baseline review team provided professional training on hazard identification and risk assessment for the baseline review team and employees. We assess and screen risk levels using semi-quantitative descriptive statistics. Then, we establish targets and plans based on the graded control, OH&S objectives, and the Regulations for Management of Management Plans to reduce the risk to an acceptable range by prioritizing means such as elimination, replacement, engineering controls, labels/warnings/or management controls, and PPEs.

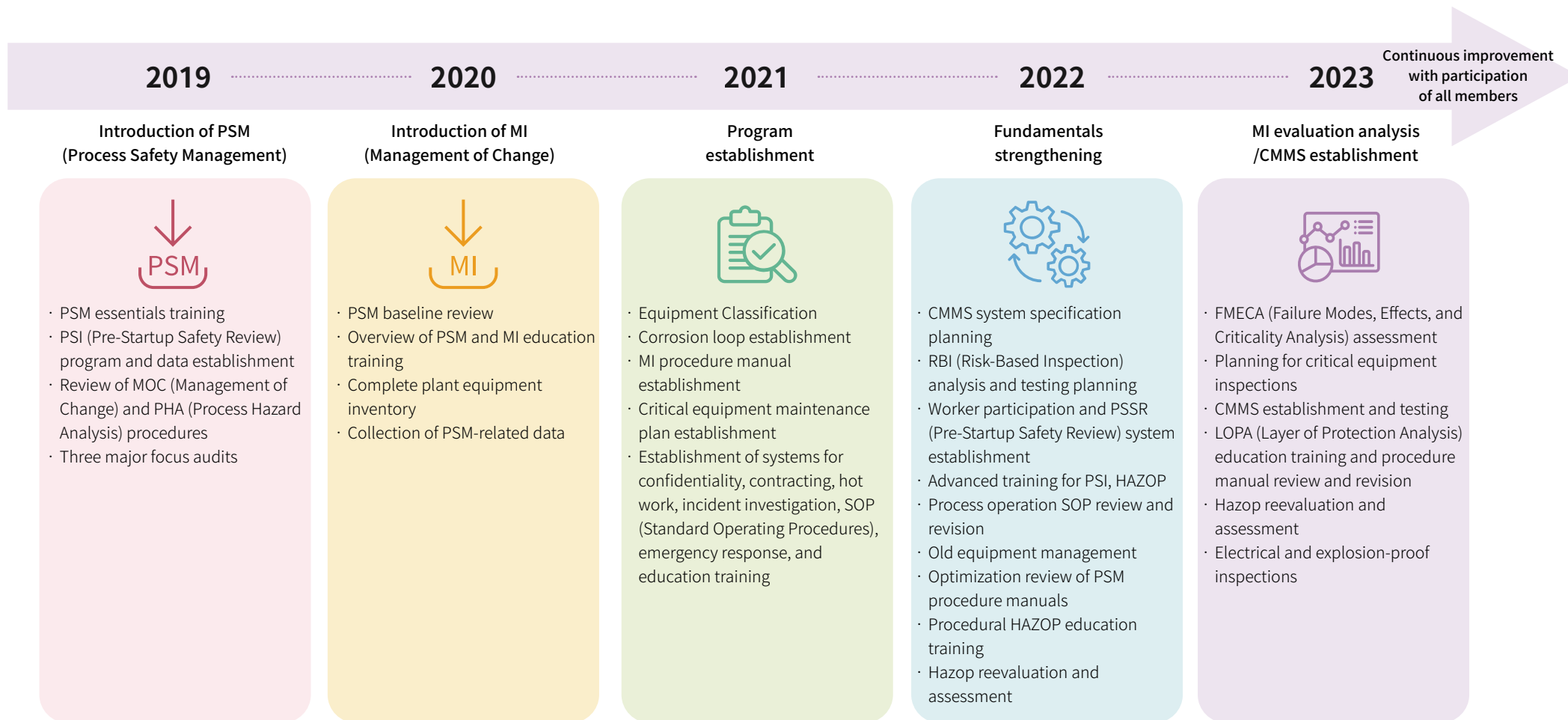
OH&S Management GRI 403-7:2018

Management Approach Description

In consideration of the increasing industrial safety accidents in Taiwan in recent years, 2022-2024 IDB has progressively implemented joint supervision on large petrochemical plants and found that those implementing process safety management (PSM) have significantly better performance in industrial safety. Therefore, in addition to arranging PSM education and training for employees, labor inspection units have constantly revised OH&S laws and regulations based on PSM. They also provide guidance and advice for petrochemical plants to implement PSM to enhance the employee's awareness of process safety in order to reduce fires, explosions, leakages, intoxication, and occupational accidents.

Management Approach

PSM is implemented in main consideration of the relevant regulations at home and abroad, such as the "Process Safety Management of Highly Hazardous Chemicals" (29CFR 1910.119) announced by the US Occupational Safety & Health Administration (OSHA), the Hazardous Workplace Review and Inspection Regulations, and the "Regulations of Implementation Regarding Regular Process Safety Evaluation". A total of 14 categories were concluded for overall planning and review. PSM conformity was identified through compliance audit to review its ability to improve the plant's process safety and industrial safety protection.



Note: PSI (Process Safety Information), MOC (Management of Change), PHA (Process Hazard Analysis), MI (Mechanical Integrity), CMMS (Computerized Maintenance Management System), SOP (Standard Operating Procedure), PSSR (Pre-Startup Safety Review), FMECA (Failure Modes, Effects, and Criticality Analysis), LOPA (Layer of Protection Analysis), HAZOP/Procedural HAZOP (Hazard and Operability Analysis), RBI (Risk-Based Inspection)



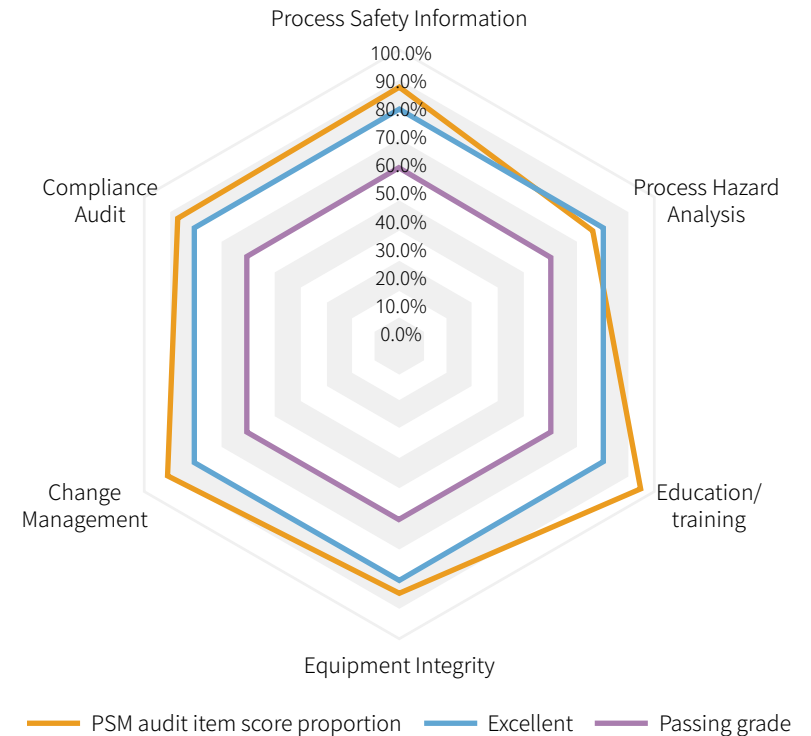
Management Performance

In 2023, besides implementing and reviewing the established Process Safety Management (PSM) system, we also strengthened the basic training for frontline personnel in accident investigation, hazard analysis, permit systems, and emergency response to enhance operational safety and response capabilities. Additionally, the group's environmental protection department invited Wu, the President of Swanson Plastics Corporation, and industry experts and scholars to conduct compliance audits and training sessions on topics such as corrosion and degradation mechanisms (API 571), BOWTIE analysis, explosion-proof electrical equipment (CNS, IEC), management of change (MOC), pre-startup safety reviews (PSSR), integrity operating windows (IOW), and chemical reactivity worksheets (CRW). These sessions provided valuable engineering practice insights and facilitated alignment with international standards.

Throughout the year, we conducted 64 meetings and 29 training sessions, attended by a total of 1,366 participants, with a cumulative training duration of 3,584 hours. These figures show an increase compared to previous years, demonstrating the commitment of all employees. For 2024, we plan to enhance the execution, tracking, and review of various PSM performance indicators. We will also implement a safety observation system for field operations and review equipment failure modes to integrate document reviews, field practices, and past experiences, thereby improving process operations and safety awareness among personnel.

Effectiveness evaluations are reported quarterly to the Occupational Safety and Health Committee, and results are shared periodically at unit safety meetings and with field personnel. This facilitates practical exchanges and adjustments to our implementation progress and strategic planning. Moreover, through our audit system, which includes internal PSM audits and cross-audits with group affiliates, we aim to share resources, review current practices, and adopt more effective implementation strategies. This approach enhances the overall robustness and execution of our PSM system.

PSM audit item score distribution



Process Safety Management Performance RT-CH-540a.1

Item	2021	2022	2023
Total Count of Process Safety Incidents (PSIC)	0	1	0
Process Safety Total Incident Rate (PSTIR)	0	0.23	0
Process Safety Incident Severity Rate (PSISR)	0	0.69	0

Note: 1. In 2022, the total working hours were 866,052 hours (including employees and contractors), and the severity level of accidents was classified as level three with 3 points.
2. PSTIR = The cumulative (annual) count of incidents x 200,000/total hours worked by workers
3. PSISR = The total severity score of process safety incidents x 200,000/total hours worked by workers

Equipment safety management

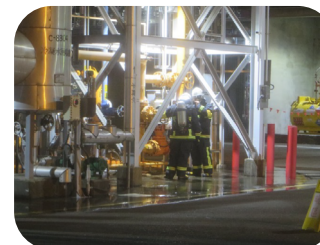
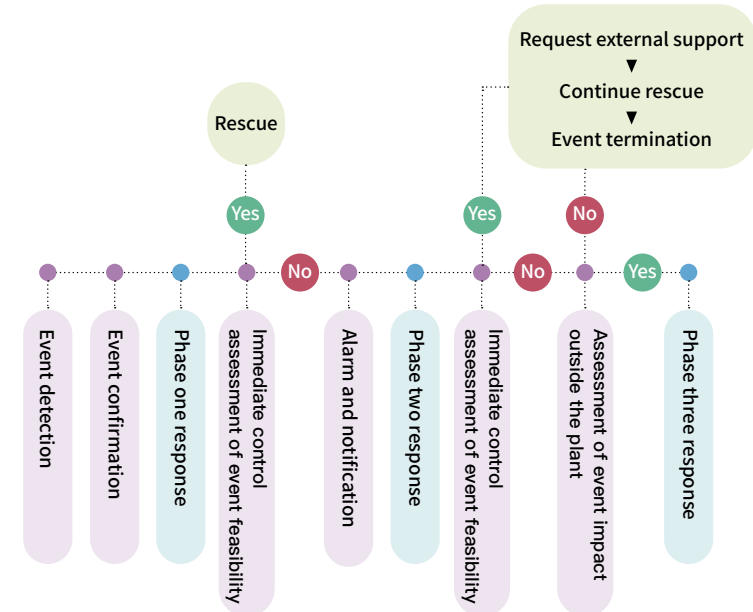
We regulate and perform periodic inspection of dangerous machinery and equipment by law to ensure equipment operation safety. In 2023 we inspected 5 dangerous machines and 231 sets of dangerous equipment, and all were qualified. Additionally, we replaced and suspended 11 sets and scrapped 26 sets of dangerous equipment to maintain operational safety and production continuity.

Emergency Response Mechanism

We organize emergency response and fire safety drills and OH&S general training half-yearly and refer to the emergency response guide and manual to facilitate emergency mobilization, take corrective actions, effectively control disasters, and reduce losses in emergencies. (Please visit <https://www.usife.com/ESG/en-us/ESG43.aspx> for the details of the response processes at different stages)

In 2023, our plant's self-defense fire brigade training focused on "fire extinguisher and foam nozzle practical training" and "self-contained breathing apparatus (SCBA) wearing training." Through hands-on practice and wearing training, we enhanced the operational knowledge and personal protection of our response personnel, establishing the first line of defense in disaster reduction and preparedness.

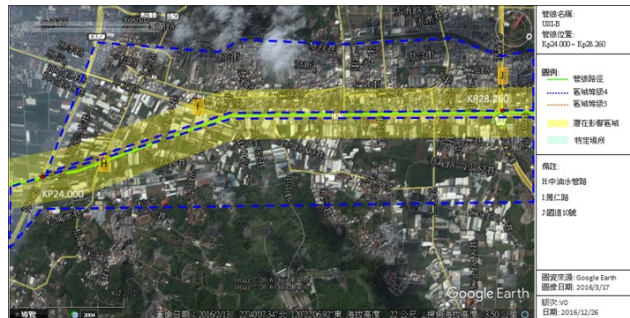
Emergency Response Operating Procedure



Underground pipeline emergency response

To improve emergency preparedness and response ability to underground pipeline occurrences, we perform emergency response assessments on high-consequence areas (HCAs) based on the analysis results. In 2023 we assessed the 10-inch ethylene pipelines in high-consequence areas including Fengren Road and Shuiguan Road, where there were sensitive receptors including shops, Renwu Sports Park, THSR, Renwu Elementary School, and the Renwu Industrial Park. The process covered a full-scale assessment, including the simulation of chemical spread after a pipeline leakage, people evacuation, receptor contacts, communication and coordination of external support, hoping to help improve the preparedness and efficiency of emergency response to underground pipeline accidents.

Simulation and assessment of emergency response plans



Emergency response drills on toxic and concerned chemical substances

In 2023, we held emergency response drills on toxic and concerned chemical substances, including one comprehensive response drill and two unannounced tests and drills. In addition, for the response to toxic and hazardous chemicals, we have designated specialized response personnel at various levels, including one for the expert level, two for the commander level, eight for the technologist level, and four for the operator level, to improve our independent responsiveness to toxic and concerned chemical substances.



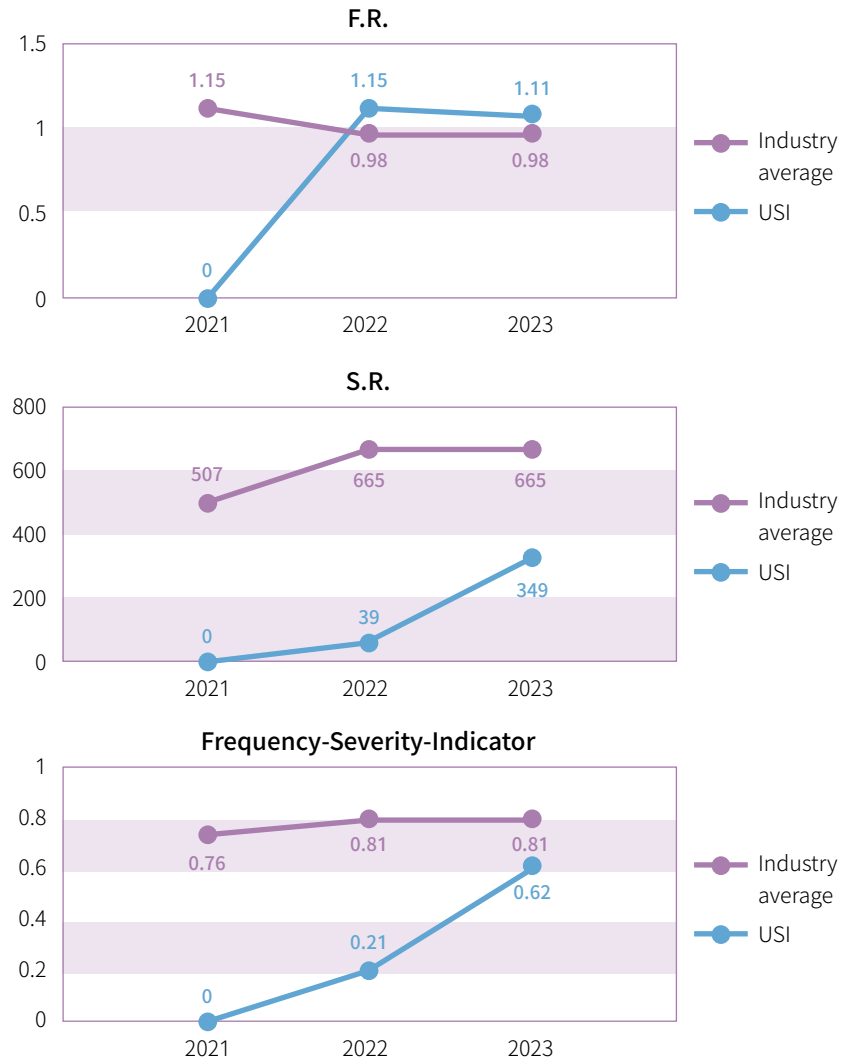
Work-related injury and absenteeism

GRI 403-9:2018

RT-CH-320a.1

Given that "zero accident and zero injury" are the objectives of USI's management of work-related injuries, a low injury rate (IR) and low absentee rate (AR) are two key indicators for evaluating the OH&S of employees and contractors.

In 2023, there was one occupational injury incident involving a company employee during operations, with the type of occupational hazard being falling. There were no occupational injuries reported for contractors in 2023. (please refer to the accident investigation in this section for details) Between 22 February 2023 and December 2023, the cumulative total working hours without disabling injury totaled 757,976 hours. (employees and contractors)



Note: 1. The comparison baseline is the statistical annual report of labor inspections by the Department of Occupational Safety and Health, Ministry of Labor for the years 2021 and 2022. The latest available data is for the year 2022. In 2023, the industry average is compared to the industry average data from 2022.

2. Industry: Chemical raw materials, fertilizer, nitrogen compounds, plastic and rubber raw material, and synthetic fiber manufacturing industry.

OH&S Management Performance

Item/Year	2021		2022		2023	
	Employees	Contracts	Employees	Contracts	Employees	Contracts
Disabling injury frequency rate (F.R.=LTIFR)	0	0	0	1.15	1.11	0
S.R.	0	0	0	39	349	0
Frequency-Severity Indicator (F.S.I.)	0	0	0	0.21	0.62	0
Number and rate of recordable work-related injuries	0/0	0/0	0/0	2/2.30	1/1.11	0/0
Number and rate of high-consequence work-related injuries	0/0	0/0	0/0	0/0	1/1.11	0/0
Number and rate of fatalities as a result of work-related injury	0/0	0/0	0/0	0/0	0/0	0/0
Total Recordable Incident Rate (TRIR)	0	0	0	0.46	0.22	0
Lost Time Injury Rate (LTIR)	0	0	0	0.23	0.22	0

Note: 1. The total hours worked in 2021, 2022, and 2023 were 764,444 hours(employees only), 755,626 hours(755,626 hours for employees; 110,426 hours for contractors, calculated from April onwards) and 896,252 hours(775,331 hours for employees; 120,921 hours for contractors), respectively.

2. Disabling injury frequency rate (F.R) = Injury frequency \times 200,000/total hours worked (rounded down to two decimals)

3. Disabling injury severity rate (S.R.) = Injury days lost \times 200,000/total hours worked (rounded down to two decimals)

4. Frequency severity index (F.S.I.) = $\sqrt{[(F.R \times S.R.)/1000]}$ (rounded down to two digits)

5. Rate of recordable work-related injuries = Number of recordable work-related injuries (including fatalities) \times 200,000/total hours worked (rounded down to two decimals)

6. Rate of high-consequence work-related injuries = Number of high-consequence work-related injuries (excluding fatalities) \times 200,000/total hours worked

7. Rate of fatalities as a result of work-related injury = Number of fatalities as a result of work-related injury \times 200,000/total hours worked

8. Total Recordable Incident Rate (TRIR) = Number of recordable work-related injuries \times 200,000/total hours worked

9. Lost Time Injury Rate (LTIR) = Number of lost time injuries (LTIs) \times 200,000/total hours worked

Industrial safety audit and follow-up

To capture the safety of contractors and their workers working in-house, we measure their blood pressure to ensure that they are physically and mentally fit before entry. In vehicle control, we timely perform spot sobriety tests to ensure they are in a safe state before entry. We also perform tour inspection of all onsite operations every day to verify contractor and worker safety to reduce unsafe behavior. The tour inspection results are recorded in the “ESH Management Platform” and reported to the Occupational Safety and Health Committee every quarter. In 2023 we audited 2,536 items, and 2,227 items passed, 308 items required observation or recommendation, and 1 items fails. The improvement of all nonconforming items was completed. Additionally, we conduct one group audit and guidance every six months and follow up all audited defects and improvement results. Through total industrial safety audit and management, we improve occupational safety and process safety.

Focus of Action	Audit unit	Frequency
Contractor entry physical and mental condition check	security guards	Irregularly
Contractor coordination organization meeting	Industrial Safety Section	Daily
Workplace inspections and records	Industrial Safety Section	Daily
Defect and improvement review and publicity	Industrial Safety Section	Quarterly (OH&S Committee)
HSE & regulatory audit	Audit Division Environmental Protection Department	Semiannually Once a year

Incident investigation GRI 403-2:2018

USI has established an accident investigation procedure document to address any process or occupational accidents or near-misses that occur during various operational activities within the plant. This includes implementing an effective accident investigation process and handling system, which incorporates techniques such as timeline analysis, fault tree analysis (FTA), or event tree analysis (ETA). We also added the evidence collection checklist to facilitate the consolidation and identification of actual or potential accident causes and established preventive measures against potential causes that can be prevented to prevent the recurrence of similar accidents.

In 2023, training sessions were conducted on accident investigation and emergency response execution processes, as well as on Bowtie analysis, to improve the professional investigation and analysis skills of relevant personnel so as to make appropriate improvements through the effective recording, investigation, and analysis of the root cause of accidents and so to prevent the recurrence of accidents and near misses to protect employee safety and health. Additionally, nine lagging indicators and one leading indicator have been established and incorporated into the KPI performance management system to effectively monitor the safety management system, identify areas for improvement or reinforcement, and prevent safety barrier failures to achieve the goal of accident prevention.



One work-related injury involving a contractor occurred in 2023. A maintenance worker fell from a scaffold ladder due to improper locking, causing the ladder to rotate and shift and resulting in the fall (direct cause). Upon investigation, it was discovered that the worker had not inspected the scaffold before use (indirect cause), and the scaffold was not properly secured (root cause). To prevent such hazards from recurring, the company immediately sought assistance from the scaffold supplier to secure the ladder, conducted a re-inspection of all scaffold components for compliance, and implemented a checklist for scaffold setup. Employees are now required to conduct self-inspections of scaffolds before use and are prohibited from arbitrarily altering scaffold structures. Additionally, safety inspections and awareness training for employees have been enhanced.

Contractor Management GRI 403-5:2018

We also value the safety management of contractors and suppliers. Contractors must go through the qualification review, receive ESH education and training, and pass the evaluation before entry. Through continuous training, publicity, and request, we urge contractors to voluntarily follow all safety and health regulations to achieve the goal of zero accidents. Additionally, we enforce the workplace environment and hazard notification and hold the work safety meetings and coordinative organization meetings for contractors. Before implementing high-risk work, we run a risk assessment to identify hazards, assess risk, take precautionary measures, and review the emergency response plan. We also hold communication and coordination meetings with contractors from time to time to ensure operation safety.

In 2023, we ensured the implementation of work permits and toolbox meetings to confirm the safety of the work environment at each job site. We provided specific instructions and guidance to workers regarding job tasks, potential hazards in the work environment, safety precautions, and regulations. Additionally, we conducted on-site inspections of construction equipment/tools and environmental monitoring operations. To strengthen safety during contractor operations and ensure effective supervision and management of occupational health and safety personnel, our safety personnel conducted on-site inspections of each project. This included pre-operation checks of machinery and equipment, identification of any unsafe conditions during operations, and monitoring of personnel for unsafe behaviors. If a nonconformity is detected, industrial safety staff will immediately request contractors to stop construction and complete all improvements before carrying on construction. If a serious nonconformity is

detected, re-education and re-training will be arranged for that contractor. Furthermore, we established leading KPIs to periodically assess compliance with work permits and evaluate the performance of completed contractors. This measurement and tracking process allows us to monitor the safety management operations of contractors effectively.

Contractor Works Distribution by Type in 2023

Type of Works	No. of Works	Ownership
Open Fire	347	41%
Confined Space	31	4%
Others	468	55%

HSE Education and Training GRI 403-5:2018

At USI, we have established training procedures and manuals for employee training, competency assessment, and occupational health and safety education, as well as guidelines for managing contractor access to our facilities. These protocols are tailored to the specific needs of different employee categories and contractor personnel, providing them with relevant knowledge and skills training. In 2023, our Kaohsiung plant conducted a total of 658 EHS training sessions, with 8,529 participants accumulating 28,611 training hours. The training covered 966 employees and contractor personnel, achieving a training rate of 99.9%. Each EHS training session includes assessments or practical exercises, and records are maintained. Furthermore, we regularly send personnel for professional certification updates to ensure the validity of their qualifications.

Statistics on HSE Education and Training 2023

Category2	Sessions	Person	Total hours
New employee training	8	17	102
Personnel changes training	4	4	28
On-the-job training	233	3,281	11,314
Contractor Personnel	88	971	2,913

Health concerns RT-CH-320a.1

USI conducts comprehensive assessment and classification management of chemicals throughout the entire plant in compliance with regulations. For substances with health hazards (CNS15030), we evaluate their level of hazard and exposure, categorize the risk levels, and implement corresponding classification management measures. Additionally, we conduct biannual monitoring of the working environment for employees, focusing on the measurement of organic solvents, specific chemical substances, noise levels, CO₂ levels, and the airflow velocity of local exhaust ventilation systems. The results of the 2023 monitoring activities met regulatory standards, demonstrating compliance with legal requirements. Moving forward, we remain committed to protect the health of our employees and providing a safe and healthy working environment.

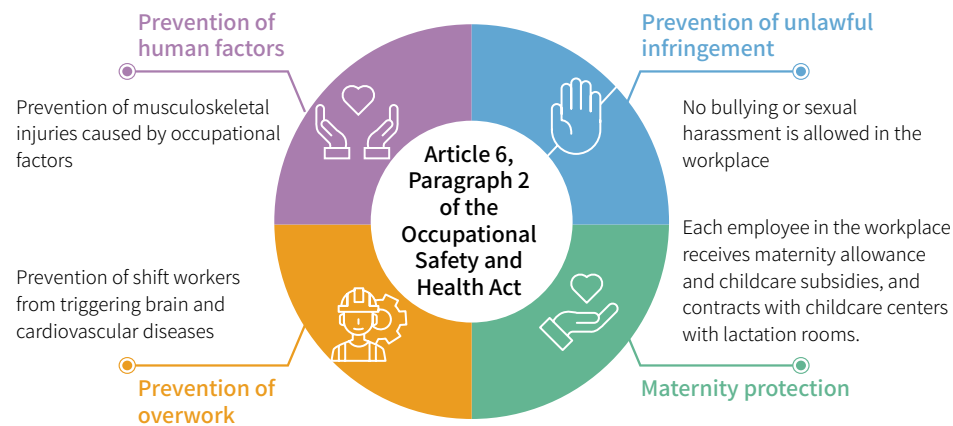
Health concerns



Please visit the OH&S section of our corporate site for details

<https://www.usife.com/ESG/en-us/ESG43.aspx>

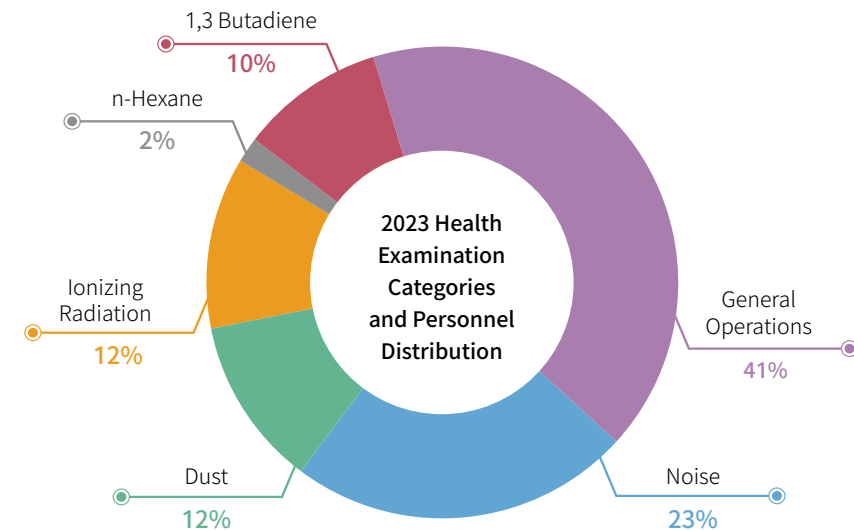
Workplace Health Keeper



We value the rights and interests of every employee. Therefore, we establish a preventive program according to the "Occupational Safety and Health Act" for each USI employee to feel happiness and the sense of belonging. Apart from retaining people, this can create better work performance.

Health passport GRI 403-3:2018, 403-6:2018, 403-10:2018

USI cares about the physical health of employees. Therefore, we arrange complete health checkups better than the legal requirements for employees every year and follow up their health condition periodically. Additionally, we combine the environmental monitoring data of statutory special operations to identify the risk of potential health hazards and arrange special health checkups for employees exposing to noise, dust, n-hexane, ionizing radiation, and 1,3-butadiene in order to capture the health condition of employees and provide a reference for employees to implement self-health management to achieve the aim of "prevention is better than cure" and create a safe workplace environment. In addition, every month we arrange labor health service physicians to provide in-house service, free medical consultation, and health and new healthcare knowledge promotion. We also develop the awareness and execution power of self-health management in employees through various thematic health talks. In addition, every month we arrange labor health service physicians to provide in-house service, free medical consultation, and health and new healthcare knowledge promotion. We also develop the awareness and execution power of self-health management in employees through various thematic health talks.



Note: 1. In 2023 there were 428 employees in total (Taipei HQ, Guishan R&D Division, and Kaohsiung Plant) qualified for the health checkup, with a checkup rate of 99.7%.
2. All employees received the general health checkup, other items are additional special examinations.

Graded health management GRI 403-10:2018

In 2023 special checkups were arranged for 246 employees, and health management was implemented based on the graded health management by risk level, hoping to identify high-risk groups, provide individual health instructions and notification, and reduce the risk of work-related ill health through early detection of the high-risk group in order to build a healthier and more comfortable workplace environment through continual source improvement and terminal health care.

Item	Total Number of People	Level 1 Management	Level 2 Management	Level 3 Management	Level 4 Management
Noise Operation	97	69	28	0	0
Dust	57	55	2	0	0
Ionizing Radiation	57	22	30	0	0
n-Hexane	8	8	0	0	0
1,3 Butadiene	27	17	10	0	0

Grade Management

Level 1 Management	Level 2 Management	Level 3 Management	Level 4 Management
No abnormalities Provide health information	Abnormalities related to occupation Some abnormalities not related to occupation	Abnormalities possibly related to occupation 1. Occupational health follow-up and health guidance 2. Occupational health operations assessment 3. Reclassify based on operations assessment 4. Report to competent authorities	Abnormalities related to occupation 1. Hazard Control 2. Engineering improvements 3. Administrative management improvements 4. Implement health management measures 5. Report to competent authorities

Checkup quality and achievements GRI 403-10:2018

It is our obligation to ensure the quality of medical institutions providing the health checkup service to ensure that checkup results are effective and valid for reference. We select only checkup institutions accredited by the Occupational Safety and Health Administration (OSHA) and medics accredited by the Kaohsiung Department of Health. After the checkup, besides explaining the results and giving health instructions and education to employees by health professionals, we enable employees to understand more about their health condition and promote health and acquire correct health care knowledge.

Care for contractors GRI 403-3:2018

It is our obligation to maintain workplace safety and health. Therefore, we arrange education and training for all contractors, including the contents of operation and hazard identification. We also ensure the health condition of contractor personnel working in-house with sobriety tests and blood pressure measurement. We further inhibit personnel with hypertension and cardiovascular disease from engaging in work at height, work at high temperature, work in confined spaces, and work requiring physical strength in order to prevent potential work-related ill health.



Occupational disease analysis GRI 403-7:2018, 403-10:2018

To enforce OH&S, we take precautionary actions relevant to the physical, chemical, ergonomic, and socio-physiological health hazards according to the "Occupational Safety and Health Act". For related hazard factors, potential work-related ill health and precautionary management actions. (please visit the Health Concerns section on our corporate website for details). No occupational disease from employees or contractors has been reported over the years.



Prevention of human factors

Musculoskeletal disease assessment: **379** people
Human factors education and training: **258** people
Workplace environment review and interviews: **16** people



Maternity protection

Established breastfeeding (emergency nursing) rooms for employee use
Maternity health protection in 2023: **1** person



Health Care

Return-to-work assessment after injury or illness: **7** people
COVID-19 return-to-work care: **52** people
Personal protective equipment evaluation: **175** people



Overload Prevention

Overload assessment: **379** people
High-risk identification interviews: **10** people
Chronic disease prevention seminars: **62** people



Prevention of unlawful infringement

Issued written statement prohibiting workplace violence
Unlawful infringement education and training: **308** people

Health control for shift workers (overwork prevention) GRI 403-3:2018

Besides prohibiting shift workers from working excessive extra hours, we plan and screen checkup items for the high-risk group of cerebrovascular and cardiovascular diseases, including ECG, myocarditis diagnosis, personal fatigue index, and Framingham Risk Score. We also implement administrative and health management on the high-risk group, including limiting the night shift frequency, active follow-up of medical attention and drug use condition, developing the habit of daily blood pressure measurement. We also provided them with health instructions. In 2023, arrangements were made to hold health talks for prevention and management of metabolic syndrome.



Workplace Violence-Education and Training Against Workplace Bullying GRI 403-2:2018、403-3:2018

We are committed to maintaining the rights and interests of employees and protecting them against workplace assaults. Therefore, we establish and implement the "Workplace Extortion Prevention Program" to implement work adaptive assessment and early identification of hazard factors and for employees to reflect workplace assaults through the grievance channels. The case acceptance unit will participate in the investigation and coordinate with the case in collaboration with labor representatives before nurses follow up the case and provide related assistance. If an employee leaves the workplace as a result of the workplace hazard factors or report to the competent authorities, we will make a written statement. The company should make efforts to protect the employee against unfair treatment or retaliation. If this happens, the company will handle the case according to the internal disciplines and regulations. Furthermore, we state in the emergency response plan that when discovering a life-threatening situation in the workplace, employees should immediately withdraw from the situation to protect employees against such threats. Each year we arrange education and training for mental health promotion to help employees relieve stress and provide them with proper channels for relieving stress and speaking their mind.



Education and training for musculoskeletal injury prevention GRI 403-3:2018

To prevent workplace musculoskeletal injury, besides regularly checking out if employees work in correct postures, we actively ask if they have musculoskeletal disorder, plan education and training for musculoskeletal injury prevention, demonstrate postures that may cause musculoskeletal injury in the daily life and their corrections, including the correct postures to handling objects, neck protection for using computer, communications and consumer electronics, hoping to reduce the possibility of musculoskeletal injury and enhance work efficiency.



Health promotion GRI 403-6:2018



USI received the iSports Sports Enterprise Certification from the Sports Administration in 2022 (valid for three years) and was awarded, demonstrating the effectiveness of our long-term employee care.



In 2023, we teamed up with a catering service provider to supply healthy meals formulated by dieticians for employees at NT\$40 each, while the rest was funded by the Company. Other benefits included group travel and employee club activities and monthly healthcare consultation and health talk. Friendly workplace benefits include childcare allowance, breastfeeding (lactation) room, and others. Please visit [the Health Promotion section](#) on our ESG website for details.

Community residents

To care about the disease prevention and risk control of residents in local communities, we continuously implement control over air, water, and waste pollution. We also plan and implement local environmental clean-up and epidemic control. Apart from donating epidemic control materials to local communities, schools, and fire teams, we assign employees to be volunteers to help local communities with environmental clean-up and epidemic control. During 2018-2023, we continuously sponsored the "[Kaohsiung City Air Purification Zone Management Plan](#)".

In the healthy workplace environment, aside from drawing up the Dengue Fever Prevention Plan, we assign special dengue fever management personnel and request all units to implement in-house environmental checks every week to eliminate stagnant water through the "check-empty-clean-brush" cycle. We release fish in specific fountains to effectively eliminate vector mosquito breeding. We post related publicity materials and articles on the bulletin board to raise the employee's awareness of epidemic prevention.



First Aid Education/Training

Emergency Medical Services

We equip four automated external defibrillators (AEDs) in-house. In response to employees' rotating shifts, educational training is scheduled annually with the aim of familiarizing all staff with correct rescue procedures, enabling them to provide assistance calmly in emergencies, and improving the recovery rate of injured persons. To prevent chemical splashes, acid-alkali splash rescuers, such as "Dicutin," are installed in control rooms of each unit and provided for personal carry. Multiple training sessions on the use of Dicutin are conducted in each unit, not only to raise awareness of the hazards of organic solvents but also to explain the methods of using Dicutin.



PPE Education/Training

Respirator Education/Training

We have established the respiratory protection plan, identified risks in the workplace environment, and selected the correct PPE. We also equip each worker with a 3M respirator and plan respirator education/training and tightness tests for 163 persons to ensure PPE can demonstrate its protection.



5.3 Talent attraction and retention GRI 2-25, 3-3 SDG 4, 5, 8

Sustainability Principle: Unity Governance

Significance and Strategy	Impact Management	Achievement and Goal	Management
<p>Significance to USI</p> <p>While talents are the Company's irreplaceable core asset, and maintaining steady and continuous workforce growth is the cornerstone of sustainable operations, we encourage employees to keep making self-improvement through well-planned training courses, welfare system, and salary in order to achieve the personal career development of employees and thereby enhance overall corporate performance.</p> <hr/> <p>Strategy</p> <ol style="list-style-type: none"> Recruit eligible talents through a fair, open, transparent and efficient recruitment system. Value and respect the rights, interests, and opinions of employees, and build comprehensive and unfettered publicity and communication channels. Providing a safe and healthy workplace environment Build a total career development platform for employees. <hr/> <p>Commitment</p> <ol style="list-style-type: none"> 14 months of base salary plus allowances and bonuses, travel allowance, free meals, and employee travel. Complete and solid retirement system and planning Periodic healthcare and medical assistance for employees Data range: USI coverage 100% 	<p>Short-, Medium- & Long-Term Positive/Negative Impacts</p> <p>Positive potential impact: Increase employee benefits for a happy business. Negative actual impact: Difficulty in talents recruitment.</p> <hr/> <p>Impact Boundary</p> <p>USI employees, Community residents</p> <hr/> <p>Processes to remediate and prevent negative impacts</p> <p>Enhance industry-academia collaboration, increase employee benefits and improve workplace environment, hire retired employees as technical advisors.</p>	<p>2023 Goals</p> <ol style="list-style-type: none"> Turnover (excluding retirement) of all employees: <5%. Continuing to employ a sufficient number of individuals with physical and mental disabilities. Complete employee insurance and medical coverage Competitive pay and reward policy Harmonious labor-management relations <hr/> <p>2023 Achievements</p> <ol style="list-style-type: none"> Total employee turnover 4.4% (excluding retirement) Employment of full-quota (4) of persons with disabilities by law. Provided well-designed group insurance plans and contributed pension by law to protect the later life of employees Annual employee health checkup Implement reward differentiation. Hold labor-management meetings periodically. <hr/> <p>2024 Goals</p> <ol style="list-style-type: none"> Turnover (excluding retirement) of all employees: <5%. Unfailing two-way communication with employees Local talent recruitment increasing local job opportunities and benefiting local communities. Constant campus cultivation with opportunities for industry-academia collaboration and internships <hr/> <p>Medium- & Long-Term Goals</p> <ol style="list-style-type: none"> Constantly provide complete learning resources Enhancement of talent inventory and the evaluation system Integration of workforce rotation and promotion mechanisms Implementation of the overall performance and talent development system 	<p>Effectiveness Assessment</p> <ol style="list-style-type: none"> Turnover (excluding retirement) of all employees: <5%. Welfare policy better than the regulatory requirements Employee engagement survey periodically Performance evaluation mechanism <hr/> <p>Grievance Mechanism</p> <ol style="list-style-type: none"> Labor union and employee welfare committee Establish the Employee Grievance Regulations and the whistleblower policy in the Ethical Corporate Management Best Practice Principles Employee suggestion box. <hr/> <p>Chapter Summary</p> <ol style="list-style-type: none"> Pay and reward policy Health care benefits Employee rights and benefits Harmonious labor-management relations

Workforce Structure

2023 Personnel Data GRI 2-7, 2-8

Numbers of employees	452 persons; Male 420 persons (approx. 93%); Female 32 persons (approx. 7%) The information is accurate up to December 31, 2023.
Average age	42.69 years old
Average service length	13.40 years
Summary	<ol style="list-style-type: none"> All USI employees are from Taiwan, mainly distributed in the Taipei and Kaohsiung regions. Except for employees of different business attributes, such as advisors (consultants) and experts with whom a fixed-term employment contract is signed, we sign non-fixed-term employment contractors with all full-time employees. We hired 4 persons with disabilities in 2023, accounting for approximately 0.9% of all employees. About 85.6% were college and university graduates. Proportion of female managers in managerial positions: 1.1%

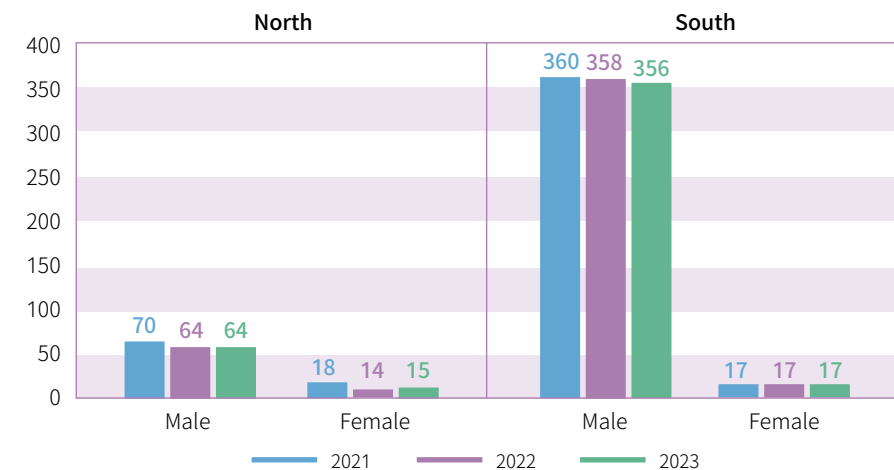
- Note: 1. Due to the characteristics of the petrochemical industry, male employees are more than female employees.
2. Personnel data were obtained from the human resources system.
3. Employees include 450 persons on a non-fixed-term contract and 2 on a fixed-term contract
4. Managerial positions defined as Level 8 or above

		Male	Female
	Non-fixed-term contract employees	64	14
Northern Taiwan	Fixed-term contract employees	0	0
	Full-time	64	14
	Part-time	0	0
Southern Taiwan	Non-fixed-term contract employees	355	16
	Fixed-term contract employees	3	1
	Full-time	358	17
	Part-time	0	0

Number and Gender Distributions of Employees 2021-2023



Region and Gender Distributions of Employees 2021-2023

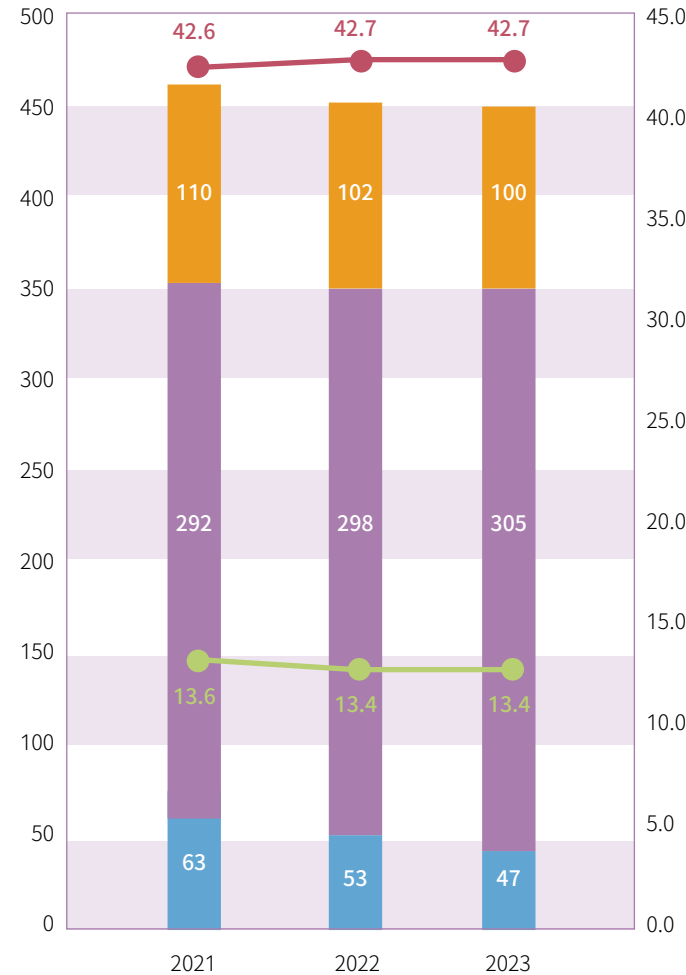


Distribution of Employee Position
from 2021 to 2023



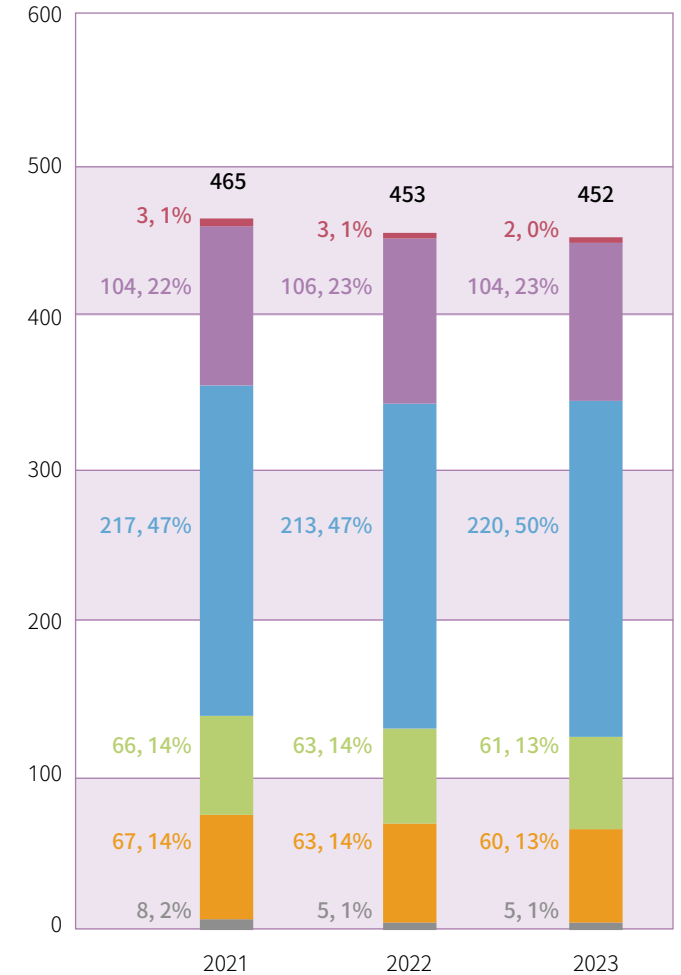
● Driver ● Technician ● Engineer
● Research and Development ● Sales ● Production ● Manager

Distribution of Employee Ages
from 2021 to 2023



● Above 51 years old ● 31 to 50 years old ● Under 30 years old
— Average length of service of employees in the company
— Average age of employees in the company

Distribution of Employee Educational
Background from 2021 to 2023



● Doctorate ● Master's Degree ● Master's Degree
● College Diploma ● High School and Vocational ● Junior High School

Employee turnover GRI 401-1, 404-3

Recruitment, Selection, and Evaluation

To stabilize human resources, we recruit excellent talents with a fair, open, transparent, and efficient recruitment system in order to build a strong organization. In addition to maintaining diversity and equal opportunities, we do not engage in discrimination based on race, social status, language, thought, religion, political party, native place, place of birth, gender, sexual orientation, age, marital status, pregnancy, appearance, facial features, physical/mental disabilities, horoscope, and blood type. In routine operations, we maintain workforce composition control and workforce structure balance and we analyze and improve employee turnover.

When new or existing positions need to be filled or the workforce needs to be expanded due to business needs, organizational planning or employee resignations, the workforce-requesting unit must complete the "Personnel Replenishment Request Form." After the request is approved, we will first recruit personnel from within the organization or transfer eligible candidates by announcing the openings over the intranet or by email. With the approval of their current supervisors, active employees interested in such openings may voluntarily submit their resume to the human resources unit. After further screening, the human resources unit will forward the resumes of eligible candidates to the supervisor of the requesting unit to provide multiple options to the unit and a better career development mechanism for employees. We also recruit employees from outside of the organization through newspapers, human resources websites, human resources consulting agents, schools and employment service stations. For job openings at the Kaohsiung Plant, we give priority to local citizens as a way of giving back to the local communities. The local employment rate in 2023 was 82.52%, with 373 employees domiciled in Kaohsiung and Taipei out of a total of 452 employees.

Except for senior management, such as vice presidents and senior officers, fixed-term contract employees, and employees arriving at USI in and after October every year who do not need performance evaluation, 100% of employees receive a performance evaluation at planned intervals.

In 2023 we hired 28 new employees (including 2 contract employees), accounting for about 6.2% of all employee. With reference to the retention rates and turnover trends

of new employees in the Workforce F.B.I. (Function, Budget, Indicator) Report published by 104 Corporations in 2022 (for details please visit <https://reurl.cc/mryG4j>), the new employee retention rate by industry type is compared as follows:

New Employee Retention Rate (traditional manufacturing industries)

Duration	USI	USI (excluding turnover before contract expiration)	Workforce F.B.I. Report
1 month	76.19%	85.71%	78.10%
3 months	75.00%	85.00%	74.50%
6 months	66.67%	80.00%	68.50%

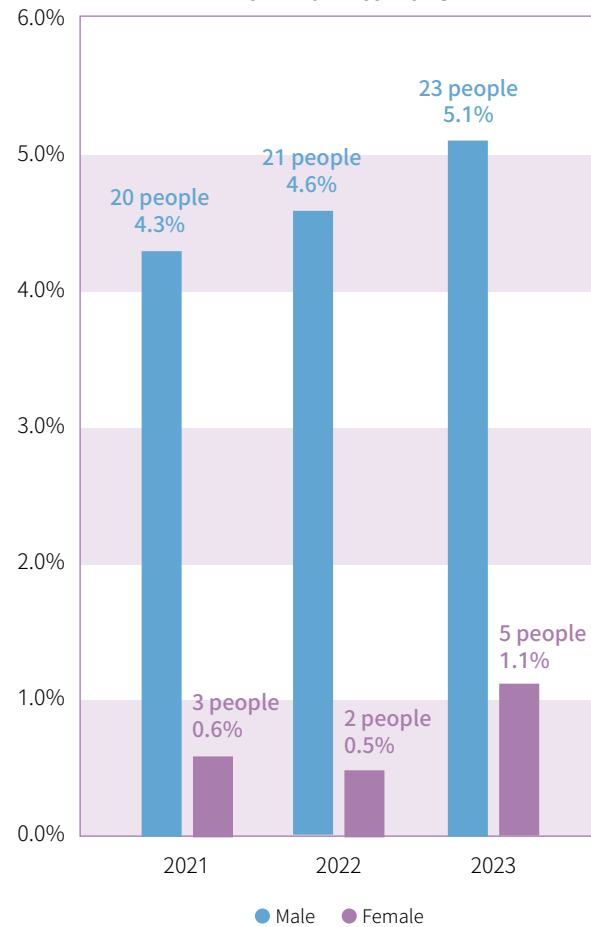
Note: New employee retention rate refers to the rate of new employees continuing employment 1/3/6 months after arrival.

These results show that we enhance employee engagement by earning their high organizational commitment, enforcing their core value, and advancing new employee training.

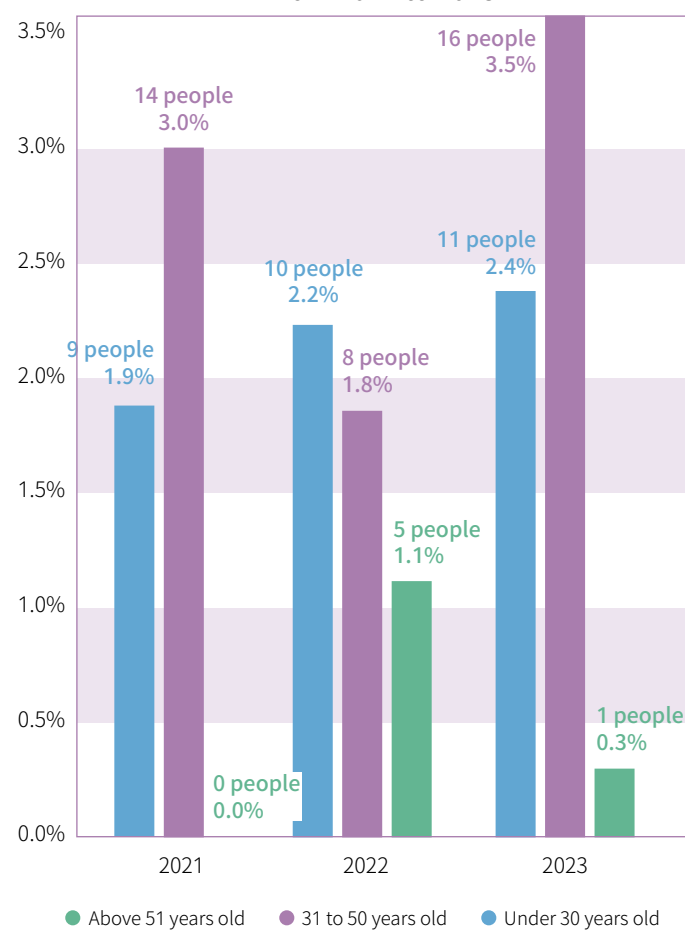


The tables below show new employee hires by gender, age, and region.

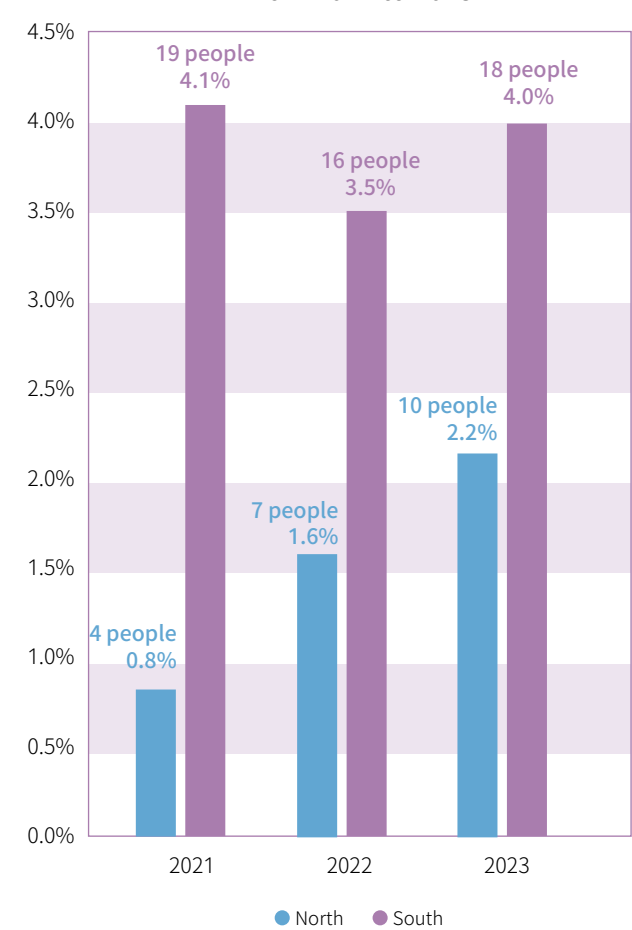
**Distribution of New Hire Rates by Gender
from 2021 to 2023**



**Distribution of New Hire Rates by Age
from 2021 to 2023**



**Distribution of New Hire Rates by Region
from 2021 to 2023**



Note: New Employee Rate = Number of New Employees/End-of-Year Active Employees

Turnover Rate

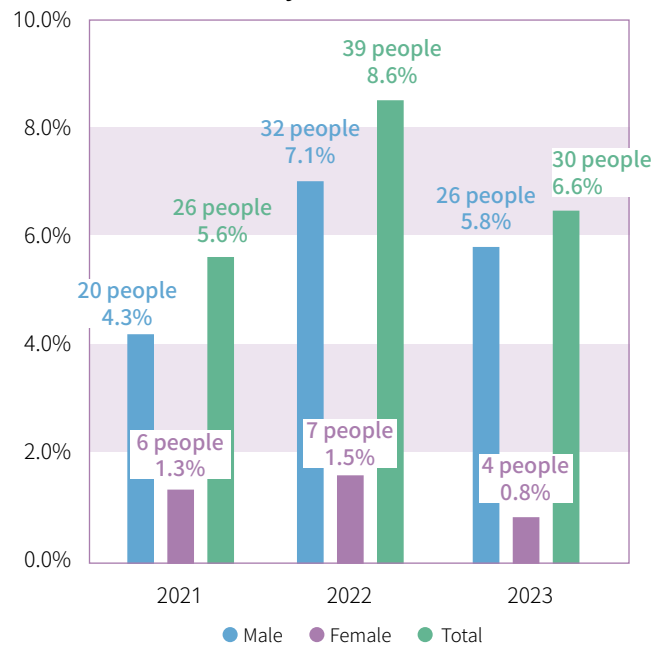
All employees are entitled to the voluntary termination of employment by law. Their labor conditions are subject to local laws and regulations, including the minimum wage, working hours, overtime pay, Labor Insurance, National Health Insurance, redundancy pay, and pensions. We also provide employees with group insurance and various employee benefits.

In 2023, USI had a total of 30 resignations, including 10 retirements and 4 resignations upon completion of contracts/internships. Among them, there were 4 female employees. Both the number and rate of resignations showed a decrease compared to 2022. With reference to the Workforce F.B.I. Report published by 104 Corporation in 2023. (Please visit: <https://reurl.cc/mryG4j>), in 2022, the employee turnover rate (excluding retirements) in the Company was 19.9%, an increase of 7.1 percentage points compared

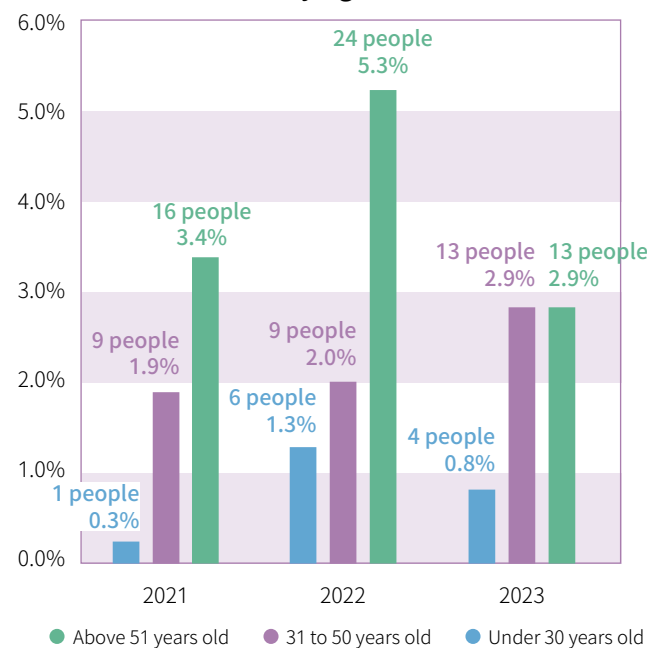
to 2021.

In terms of the traditional manufacturing industries, the rate of employee turnover (excluding retirement) was 17.9%. At USI, the rate of employee turnover was 4.4%, far lower than that of the report and slightly lower than the expected rate at 5%. This suggests that our pay, rewards, benefits, and retirement policies are competitive to attract and retain talents and encourage employees to create performance and make continuous contributions, demonstrating the effectiveness of our care and work protection for employees. To keep the employee turnover rate (excluding retirement) below 5%, we periodically review our pay and reward policies and continuously offer employee benefits better than the regulatory requirements, periodical health checkups, and medical assistance to take care of both the mental and physical health of employees.

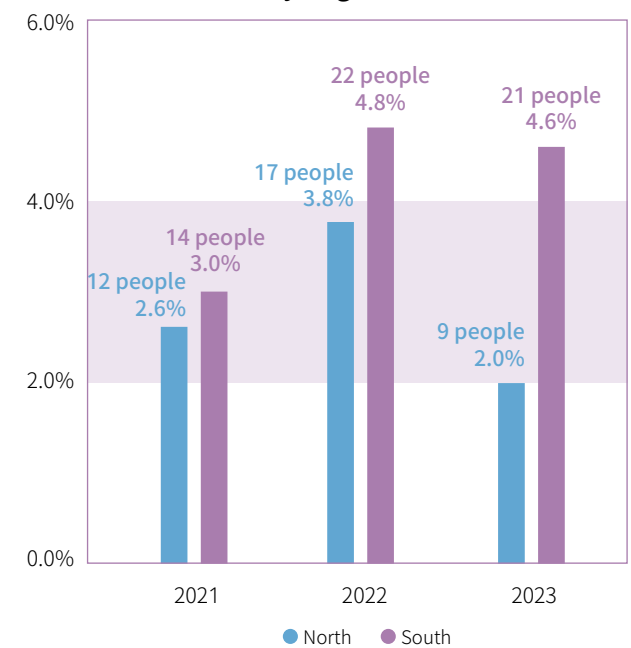
Turnover Rate by Gender from 2021 to 2023



Turnover Rate by Age from 2021 to 2023



Turnover Rate by Region from 2021 to 2023



Note: Employee Turnover Rate = Number of Employee Turnover/End-of-Year Active Employees

Human Rights Policy and Management Programs

Human rights policy GRI 2-23

To fulfill ESG and protect human rights, we establish the human rights policy applicable to USI and USIG affiliates with respect to internationally accepted human rights standards, such as the International Bill of Rights and the Declaration on Fundamental Principles and Rights at Work, in order to eliminate behavior prejudicing and violating human rights. Apart from providing employees with a reasonable and safe workplace environment, we ensure employees to enjoy reasonable and dignified treatments at USI.

"Identification and Management of Human Rights Risks" and "Human Rights Due Diligence Process" are detailed on the ESG website under the section "[Human Rights Policy and Management Plan](#)" of USI.

Human Rights Management Achievements in 2023

GRI 2-24

Following the execution policy of our company's human rights policy, a total of 14 human rights issues were identified this year, as detailed in the 2023 Comprehensive Assessment Report. Among them, there were 8 human rights management items of significant concern. The implemented mitigation measures and impact compensation measures are as follows:

Mitigation and compensation measures of human rights management

Topic	Mitigation Measure	Compensation Measure
Occupational safety management	<ol style="list-style-type: none"> 1. To ensure the health and safety of employees and prevent occupational accidents, we conduct regular monitoring of the workplace environment, such as implementing workplace environment monitoring tests, to ensure workplace safety. 2. We also regularly test the quality of workplace drinking water, carbon dioxide levels, lighting, fire equipment, and other factors. 3. Regular occupational health and safety education and training are provided to employees to enhance their awareness of hazard identification. 4. Additionally, we strengthen occupational safety advocacy through internal publicity. 5. Our company has obtained ISO 14001 (Environmental Management System) and ISO 45001 (Occupational Health and Safety Management System) certifications. Furthermore, our Kaohsiung plant completed the ISO 14064 (GHGs inventory) for the year 2022 on May 6, 2023. We actively promote energy conservation, disaster prevention, pollution prevention, and other improvement activities to ensure a safe working environment. 	<ol style="list-style-type: none"> 1. Activate the occupational accident reporting and handling procedures 2. We proactively provide care and relevant insurance information to assist employees in understanding how to apply for compensation. 3. Make timely job accommodation based on the physical and mental recovery state of employees. 4. Actual impacts have been reported and handled according to the compensation measures and care and compensation have been given to employees.

There were no significant violations of the law this year. We will continue to conduct human rights-related education and training. For information on human rights training content, please refer to the [company's website](#).

Concerns of Human Rights and Practice

We provide a safe and healthy workplace environment and eliminate discrimination to ensure equal job opportunity and ensure there is no child labor or forced labor. We also help employees maintain mental and physical health and work-life balance. Please visit the [ESG section](#) for details regarding human rights protection training

Training and Practice of Human Rights Protection

✓ New employee training

On their arrival, new employees are requested to receive related compliance training, with topics including sexual harassment prevention, no discrimination, no harassment, working hours management, protection of humane treatment, and healthy and safe workplace environment. We also sign the commitment and agree to keep the commitment.

✓ Preventing workplace violence

Through publicity and notices, we let employees understand their responsibility for assuring no workplace assaults. We also disclose grievance channels to build a friendly workplace environment.

✓ Training for occupational safety

Training contents include OH&S education and training, fire safety training, emergency response, and first aid training.

✓ Publicizing integrity and ethics

We arrange education and publicity on integrity and ethics in routine work and behavior to build a healthy and positive workplace culture.

✓ Human rights protection training

We continuously concern ourselves with human rights protection and implement relevant training to raise the awareness of human rights protection and lower the likelihood of the relevant risks. In 2023 we arranged a total of 5,134.5 hours of training related to human rights protection 1,566 persons.

Complaint system GRI 2-13, 2-25

We have established unfettered grievance channels for employees to report all internal problems to supervisors at all levels and the Human Resources Division. To maintain gender equality at work and provide employees and jobseekers with a work and service environment free of sexual harassment, we have established a dedicated mailbox and email for sexual harassment grievances. All information will be kept confidential during the investigation. Neither the name nor the data valid for identifying the complainant will be disclosed to ensure complainant protection. Please visit our [ESG website](#) for the details regarding grievance channels.

Employee benefits GRI 401-2

Employee benefits are our focus, and every USI employee is entitled to the following benefits:

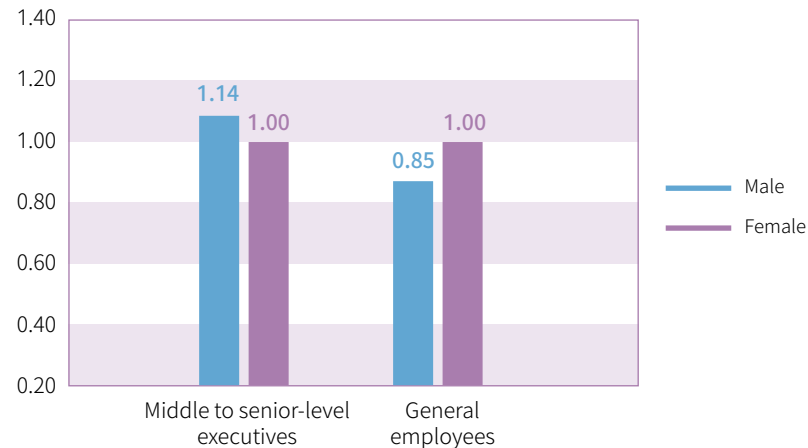
Item	Contents
Bonus	Year-end bonus and performance bonus
Leave	Parental, menstrual, family care, pregnancy checkup, pregnancy checkup accompaniment, and paternity leaves.
Insurance	Labor Insurance, National Health Insurance, travel insurance for business trips, employee/dependent group insurance, pension contributions
Food	Employee canteens and meal allowances.
Transport	Employee parking spaces and travel allowances
Entertainment	Employee gym, employee tours, and regular employee gatherings.
Allowances	Subsidies for on-the-job training, domestic/overseas further education
Other benefits	Wedding/childbirth/funeral subsidies, employee tour subsidy, citation for senior employees, bonuses for three major folk festivals, children education allowance, employee savings plan, periodic health checkups and healthcare plan.

Equal salary and remuneration policy

Upholding the belief to share profits with employees, we attract, retain, cultivate, and encourage all kinds of outstanding talents and have established a comprehensive and competitive employee remuneration plan. The pay for new employees is higher than the legal minimum wage. Allowances vary based on the position and academic achievements. Year-end bonuses are distributed based on the employee's annual performance. We do not engage in salary discrimination based on race, social status, language, thought, religion, political party, native place, place of birth, gender, sexual orientation, age, marital status, pregnancy, appearance, facial features, physical/mental

disabilities, horoscope, and blood type. Due to the characteristics of the petrochemical industry, the proportion of wage for female and male employees is slightly different. To stabilize the workforce and retain outstanding talents, apart from adjusting the pay for employees according to the consumer price index and personal performance of the employees every year, we participate in a compensation survey of the petrochemical industry to estimate pay standards in the market to make appropriate adjustments and planning. We also give a special raise to employees with outstanding performance to ensure that our pay is competitive with the market.

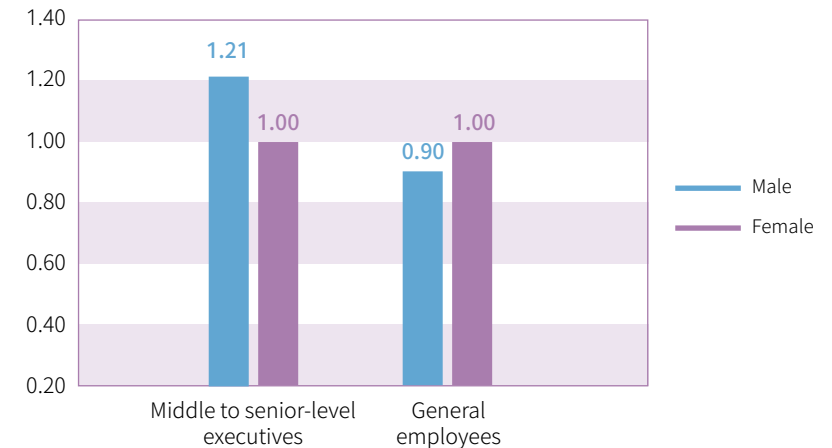
Women-to-Men Ratio of Salary and Remuneration in 2023 (Base Salary)



Note: 1. The base for female employees is "1." Remuneration in 2023 is the base salary of male and female employees. The calculation does not include contractual employees.

2. Medium and senior management are employees of grades 8 or higher, while general employees are grades 7 and below.

Women-to-Men Ratio of Salary and Remuneration in 2022 (Full Pay)



Note: 1. The base for female employees is "1," compensation is calculated based on annual taxable income. The calculation does not include contractual employees.

2. Medium and senior management are employees of grades 8 or higher, while general employees are grades 7 and below.

Item	Contents	2023	Difference from the previous year
1	Number of non-management full-time employees	437	-6
2	"Average Earnings" of non-management full-time employees (NTD thousand)	1,219	-294
3	"Median Earnings" of non-management full-time employees (NTD thousand)	1,110	-266

Note: The average salary decreased due to the increase in newly hired personnel.

Health care benefits

Every year we arrange periodic health checkups for employees. Our Taipei HQ is equipped with a gym, and Kaohsiung Plant has qualified nurses who offer lifestyle advice and medical assistance to the employees there. We provide menstruation leave and individual breastfeeding space for female employees and have cooperation with kindergartens and educational organizations to provide daycare services for employees. In addition, we periodically organize outdoor activities for employees to maintain a balance between work and life.

In 2023 a total of 7 employees applied for the childbirth funding. Employees in need of the parental leave may apply for the leave when their children are under 3 years of age. In 2023 a total of 36 employees were entitled to the leave. In 2023 one employee applied for the unpaid parental leave for six months (Aug 2023- Jan 2024). We have designed perfect plans for employees to return to work after parental leave. When an employee returns after the unpaid parental leave, we will arrange reinstatement education/training for the employee to protect their right to work and ensure their smooth return to work. GRI 401-3

Item		Male	Female	Total
Year	Number of employees entitled to parental leave	35	1	36
	Number of employees took parental leave in the year	0	0	0
Return to work status	A) Total number of employees due to return to work after taking parental leave	-	-	-
	B) Total number of employees that did return to work after parental leave	-	-	-
	Return to work rate=B/A	-	-	-
Retention status	C) Total number of employees returning from parental leave in the prior reporting period	1	-	1
	D) Total number of employees retained 12 months after returning to work following a period of parental leave	1	-	1
	Retention rate= D/C	100%	-	100%

Pension contribution GRI 201-3

We have established a set of retirement regulations for all full-time employees and contribute every month the employee pension reserves to the personal pension account at the Labor Insurance Bureau for each employee in accordance with the Labor Standards Act. Please refer to the information of benefit pension plans disclosed notes 21 of the 2023 Individual Financial Statement for details regarding contribution. ([Investor Services - Financial Statements](#))

Item	Proportion of Contribution	Employee Participation in the Retirement Plan
Pension under the Labor Standards Act (old system)	Employer contribution: 12% of the employee's monthly wage.	100%
Pension under the Labor Pension Act	Employer contribution: 6% of the employee's monthly wage Employee contribution: 0-6% of the employee's monthly wage.	100%



Labor union

We have a labor union and protect the right to collective bargaining and freedom of association of the employees. This fully demonstrates our determination to maintain labor rights and benefits. Every year, representatives elected by the employees attend the "labor-management-meeting" held periodically by the management to negotiate and discuss matters relating to labor conditions and employee welfare. In addition, relevant officers from management attend the "board meeting" and the "member representatives' annual congress" held by the union to listen to the voices and appeals of employees and engage in face-to-face communication with the member representatives in order to arrive at a consensus, promote labor-management cooperation and create a win-win situation for both parties through this process. As we maintain sound communication with employees through the labor union and labor-management meeting, no collective bargaining agreement has been concluded. (GRI 2-30)

By the end of 2023, the labor union had a total of 358 members, including 14 female members and 344 male members. Except for employees of the Taipei HQ who are unable to join the union for the geographic reasons, and the unit chiefs and personnel staff of Kaohsiung Plant who are not allowed to join the union by law, all employees of Kaohsiung Plant are union members, with a 100% participation rate. In addition, representatives of labor and management have formed the "Pension Reserve Supervisory Committee," the "Employee Welfare Committee," and the "Occupational Safety and Health Committee." These committees hold meetings at planned intervals to provide a channel for labor and management to communicate and thereby maintain labor rights and benefits. (GRI 102-41)

➤ Please refer to [Remuneration and Benefit System](#) for the organizational structure of the labor union

Annual General Meeting of Members in 2023



Employee Welfare Committee

Each month we contribute 0.15% of the sales turnover to the fund for the Employee Welfare Committee (EWC) for employee tour subsidies, the preschool entertainment subsidy and study grants the children of employees to repay the devotion of employees. In 2023 a total of 215 employees applied for the preschool entertainment funding and study grants, i.e., an average of 1.63 children/person, higher than the Taiwan's average at 1.09/person (according to USA CIA public information, 2022: <https://reurl.cc/yQjb7q>). This suggests that our employee welfare policy has brought influence to the domestic society. In terms of employee clubs, we have 11 employee clubs so far, including a badminton club, a mountain climbing club, a baseball club, a table tennis club, a tennis club and so on. The company and the Employee Welfare Committee guide and sponsor them. Employees can relieve their work stress, promote their health with club activities, and thereby improve their organizational commitment.



Travel Activity



Travel Activity


Self-strengthening Activity: One-day Trip to
LIHAPAO Discovery Land 1


Travel Activity



Travel Activity


Self-strengthening Activity: One-day Trip to
LIHAPAO Discovery Land 2


Badminton Club Activity



Table-tennis Club Activity



Baseball Club Activity



Mountain Climbing Club Activity



Tennis Club Activity

Concerns for employee benefits and opinions

To strengthen employee care and meet the needs of employees, we continuously introduce various measures for employee welfare, employee reward, employee development, and employee communication:



Employee Satisfaction Survey

In August 2023, we conducted an employee opinion survey, covering eight aspects: supervisors, compensation, colleagues, job duties, development opportunities, corporate culture, sustainable operation, and organizational commitment. The response rate reached a high of 85%. Among them, satisfaction scores for the "sustainable operation," "colleagues," and "supervisors" aspects were particularly outstanding. We hope to use the feedback from the entire employee survey to identify key indicators for retention, pinpoint talent development priorities, and understand future human resources trends.



Performance evaluation

With respect to the "Employee Performance Evaluation Regulations" and "Employee Performance Supervision and Guidance Regulations," officers and employees establish the annual performance evaluation targets together for the periodic performance evaluation. We also supervise and guide employees failing to meet the company's performance requirements and maintain persistent observation to maintain organizational competitiveness.

To distinguish employees with excellent performance from those requiring guidance, we implement the "Employee Performance Supervision/Guidance" program for employees graded C and below in the annual performance evaluation. We will also terminate the employment contract with those who fail the program.



Reward for improvement proposals

We constantly combine USIG's proposal reward scheme and the real-time reward scheme to establish the "Regulations for Rewarding Outstanding Performance and Improvement Proposals."



Year-end bonus differentiation

We integrate USIG's year-end bonus distribution to combine the year-end bonus with reward and punishment to reward the merits and punish the demerits. The year-end bonus is distributed according to the "Employee Performance Evaluation Regulations."

5.4 Talent cultivation and development

Sustainability Principle: Sustainable Development

Significance and Strategy	Impact Management	Achievement and Goal	Management
<p>Significance to USI</p> <p>Talents are the company's irreplaceable core asset. Steadily and constantly growing human resources are the bedrock of steady operations to enhance overall corporate efficiency.</p> <hr/> <p>Strategy</p> <ol style="list-style-type: none"> 1. Establish a systematic employee development mechanism. 2. Provide learning resources in various fields. 3. Enforce a level-specific management competence training mechanism. <hr/> <p>Commitment</p> <p>Provide a multidimensional framework and complete resources for talent development for employees to demonstrate potential and make contributions according to their personal traits and specialties.</p> <p>Data range: USI coverage 100%</p>	<p>2023 Goals</p> <ol style="list-style-type: none"> 1. Annual training for indirect labor: 8+hours. 2. Plan and activate a level-specific management competence training mechanism. 3. Provide supervisors and employees with comprehensive training courses. 4. Develop a talent cultivation system. <hr/> <p>2023 Projects</p> <ol style="list-style-type: none"> 1. Level-specific management competence training mechanism 2. The group organized training for grassroots supervisors' development. <hr/> <p>2023 Achievements</p> <ol style="list-style-type: none"> 1. Average hours of training per employee in 2023: 27.70 hours 2. Total hours of training in 2023: 12,399.5 hours, employee participation rate is 99%. 3. Average training fee per person in 2023: approx. NT\$1,989 4. On-site workers acquired a total of 78 required professional certificates. 	<p>2024 Targets</p> <ol style="list-style-type: none"> 1. Annual training for indirect labor: 8+hours. 2. Implement a level-specific management competence training mechanism. 3. Enforce annual circulating courses. 4. Continue to enhance talent inventory and the evaluation system. <hr/> <p>3-Year Goals</p> <ol style="list-style-type: none"> 1. Assess stage results after assessing training courses and training. 2. Establish channels for equal career development. 3. Enforce a level-specific management competence training mechanism. <hr/> <p>5-Year Goals</p> <ol style="list-style-type: none"> 1. Integration of workforce rotation and promotion mechanisms 2. Strengthen overall performance and the talent development system. 3. Eliminate interruption in talent succession for corporate sustainable development. 	<p>Effectiveness Assessment</p> <ol style="list-style-type: none"> 1. Annual training for indirect labor: 8+hours. 2. Acquire various professional licenses and certificates. 3. Annual training fees per employee 4. Performance evaluation mechanism <hr/> <p>Grievance Mechanism</p> <p>Labor union, Employee Grievance Regulations, whistleblower policy in the Ethical Corporate Management Best Practice Principles, and employee suggestion box.</p> <hr/> <p>Grievance Mechanism</p> <ol style="list-style-type: none"> 1. Education/training 2. R&D personnel training and planning 3. Diversified and complete employee development framework 4. Talent Development 5. Employee development.

Multidimensional and Complete Personnel Development Framework

Through work planning and performance management, we establish the “Overall Performance and Talent Development System” for business units to optimize their key missions to and for departments to fully demonstrate their functions so as to enforce talent cultivation and succession planning.

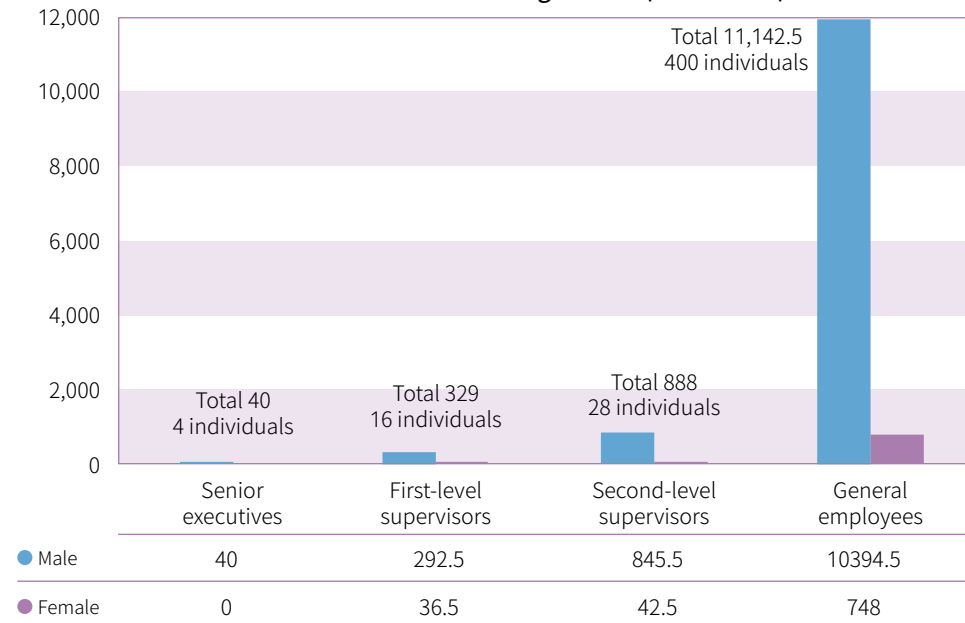
Education/training

In 2023, we provided employee training for a total of 12,399.5 hours (including training courses participated by employees and organized by the Group). The average training length was 27.7 hours/person, with a training expense of about NT\$900 thousand. Approximately 99% of employees participated in the training. As most male supervisors were from production departments, they needed longer HSE license training than female supervisors. We are committed to building a continuous and rich learning environment to systematically provide employees of different jobs with a series of general and special education courses and management courses. Apart from hiring external experts as instructors, we also cultivate internal instructors to pass on USI’s important knowledge and technology. In 2023, the Group organized training for grassroots supervisors, aiming not only to provide employees with comprehensive education and training but also to enable outstanding new managers to quickly maximize their effectiveness in their roles. Additionally, the Group tracked the actual work performance of trained colleagues to ensure the implementation of what they learned.



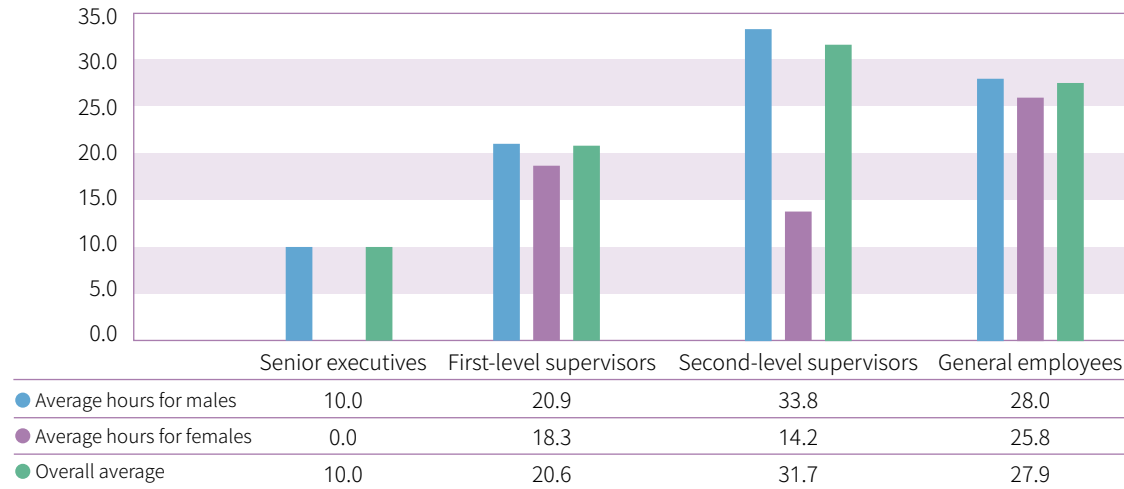
In addition, we provide multidimensional learning channels and resources, including on-the-job training, job guidance, mentoring, job rotation, onsite instruction, and e-learning. For employees with high learning intentions and developmental potential, we finance them to pursue continuing education in domestic universities and adjust their duties for training, in order to cultivate business successors. GRI 404-1

Total Hours of Training in 2023 (unit: hours)



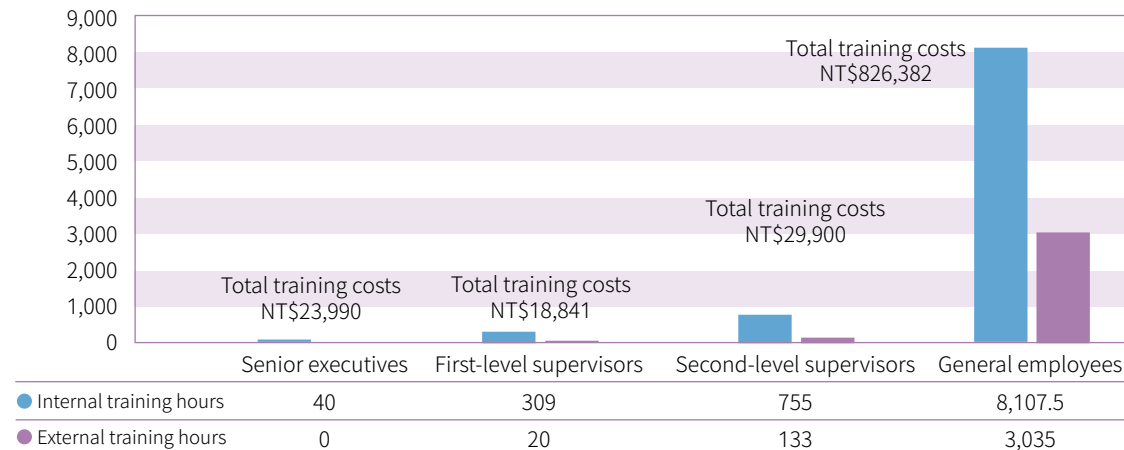
Note: Senior officers are employees of grades 13 and higher; tier-one officers are employees of grades 10-12; tier-two officers are employees of grades 8-9; and general employees are employees of grades 7 and below.

Average Hours of Training Per Employee in 2023 (unit: hours/person)



As shown in the distributions of internal training and external training, we offer well-planned internal and external training resources to employees. Apart from hiring external professional instructors to give classes in the facility, employees can also apply for training at external professional training organizations through the online application system.

Distributions of Internal/External Training 2023 (unit: hours)



Programs for upgrading employee skills : GRI 404-2

- 1 Regardless of age, employees relating to production are validated in accordance with the “Employee Training and Competence” (OP-KHI-720-01) and obtain the in-house certificate of qualification. Employees are to re-validate every three years to ensure their competence meets the demand of work.
- 2 Regardless of age, equipment personnel are sent to training in accordance with the Occupational Safety and Health Act to obtain government licenses. Employees also receive recurrent training every three years to ensure the validity of certificates.

The above measures can ensure the professional competence for re-employment in the future.

Transition assistance programs to support employees on retirement or terminating employment

- 1 We arrange suitable employees for succession planning with officers or senior technicians and mechanics qualified for retirement for job training or handover to reduce the physical and mental workload of these employees and facilitate their planning for later life.
- 2 In compliance with the law, retirement funds are allocated and employees are encouraged to save, ensuring the livelihood of retired employees. Every year, regular retirement gatherings are held, and retired employees are invited to participate in company trips to take care of their physical and mental health.
- 3 In line with government initiatives, retired employees are hired on a regular contract basis, providing flexibility for both employers and employees, and establishing a retirement talent database to pass on experience and activate their human resources.
- 4 We also help reigning or laying off employees applying for the relevant subsidies or give them the redundancy (severance) payment for them to maintain daily living during the transition. We also refer them to the government employment or training agencies to help them return to workplace as quickly as possible.

5.5 Charity and community engagement

Community care

In addition to caring for the education of the vulnerable, education in remote townships, and environmental education through the USI Education Foundation, upholding the spirit of “giving back”,

we spare no effort in expressing our care for the communities, local groups, and schools in the vicinity of the Kaohsiung Plant to maintain and develop positive relationships with these neighbors. With the general affairs section being the contact, a team of eight employees maintain sound interaction with local communities to develop good friendship.

During the pandemic, we provided epidemic control materials to local communities, schools, and fire units from time to time. In the past three years, we have given back to local communities an amount over NT\$1.7 million.

Community support



Community development associations, education and culture, volunteer police and firefighters, community groups, local folk festivities, emergency relief, and air quality purification zone.

Job opportunities



Where appropriate, we hire local residents for job openings and encourage contractors to hire local residents.

Community involvement



Community activities, group representatives, environmental protection groups, religious activities.

Charity ball games

USGI combines sports with charity. We organized the 2023 USI Cup Charity Basketball Competition. A total of about 150 people participated in this event. In addition to the event funds provided by USI's Kaohsiung plant, sponsorship was also provided for the competition expenses of Ren-Wu Senior High School basketball team and care for disadvantaged players, with a total of NT\$92,000 allocated for related expenses, to assist in the sustainable development of Ren-Wu Senior High School basketball team.



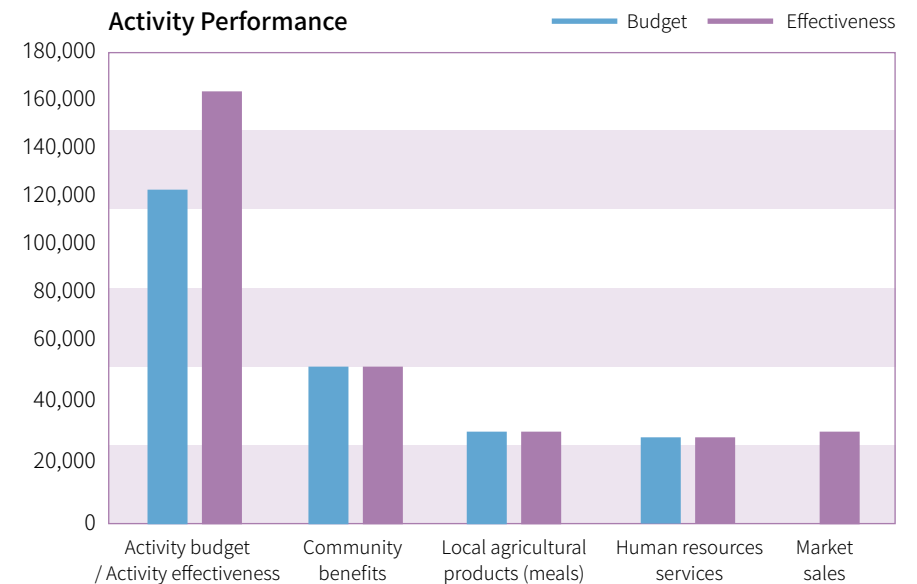
Tree Planting Activity

USIG collaborated with the The Experimental Forest, College of Bio-Resources and Agriculture, National Taiwan University. On May 20, 2023, in cooperation with the local revitalization unit in Shuili, Nantou County, they jointly organized a tree planting and afforestation project as well as a community-building promotion activity. For more details, please refer to the latest news on the [USI website](#).

In addition to the tree planting activities, there were also activities such as agricultural education, sustainable markets, and local group performances. Furthermore, ongoing initiatives include company group purchases to assist in promoting the sale of local agricultural products, encouraging sustainable agriculture and local community development.



Local Collaborative Organizations of National Taiwan University Experimental Forest: National Taiwan University Experimental Forest Shuili Operation Area, Shuili Township Business District Revitalization Association, Mountain Village Dining Table, Ox Cart Wheel Community Development Association, Yongxing Big Tree Bakery, Shuili Township Mei Leisure Agricultural Area.



Industry-academia collaboration

In response to declining student numbers in recent years, schools are developing more sophisticated and unique education approaches and programs to provide students with a high-quality and comprehensive learning environment. In the context of the population and education trends in Renwu and Dashe districts, Kaohsiung Plant and other 13 other plants (including Formosa Plastics Renwu, the Chang Chun Group, and the Dashe Industrial Park Enterprises Association) of Renda Industrial Park and Renwu Senior High School have established an industry-academia collaboration model to cultivate a talent pool for the future and for local schools to develop dynamic learning models and strengthen their ability to attract more top students through their linkages with enterprises.

This collaboration model among industry, government and academe aims to develop high-caliber students with market-relevant skills and sound employment prospects. Enterprises will have direct access and warm relationships with specifically trained talent, and they can develop positive relationships with neighboring communities in a substantial way. Moreover, the government can promote local prosperity, close the urban-rural gap, bolster regional economic development, and minimize brain drain. Thus, the project will produce a win-win-win situation for the students, schools, enterprises, communities and the local government.



"Kaohsiung Renda Petrochemical Talent Stream" Cooperation Program

Period	Kaohsiung Municipal Renwu Senior High School
Target	Students with household registrations in Renwu, Dashe, Dashu, Niaosong, and Nanzi districts near Renda Industrial Park, 30 tenth graders a year.
Internship	<ol style="list-style-type: none"> 1. In addition to the regular high school curriculum, we collaborate with universities to jointly design specialized courses, including Chemical Engineering, Electrical Engineering, Information Technology, Foreign Languages, Environmental Engineering, Biotechnology, and other professional courses. 2. Special class students utilize semester breaks or summer vacations to visit various factories in the Dashe Industrial Zone, allowing them to become familiar with the industry and employment environment.
Vacancy	10 students each year, totaling 90 for three graduation classes in five years.
Scholarships and grants	<p>Three graduation classes in five years: NT\$1.08 million, subsidization for the hourly pay for professional courses in three years: NT\$556,000</p> <p>USI sharing for three graduation classes in five years based on the program MOU: NT\$164,000.</p>
Preferential hiring	<ol style="list-style-type: none"> 1. USI will recommend one student from the top-ten graduating students studying at the relevant departments recognized by businesses at the Ren Da Industrial Park to be the trainee of an USI supplier. 2. Students who choose to further their studies will be priority candidates for hiring by companies in the Ren Da Industrial Park Service Center as long as they pursue studies in relevant disciplines

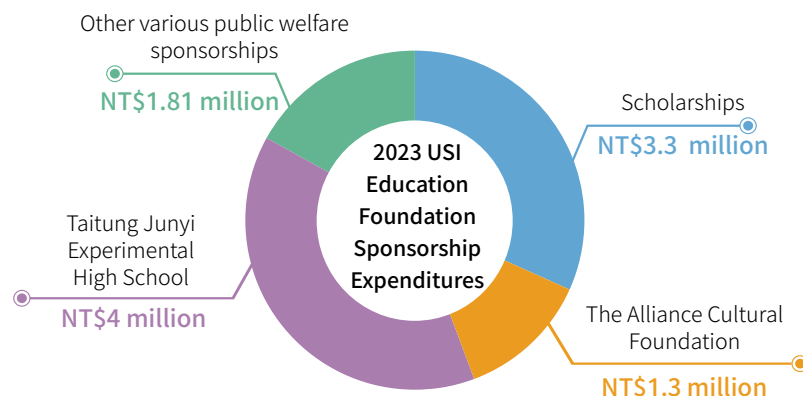
USI Education Foundation

USI Educational Foundation was funded with donations from USI and APC. The foundation officially started operations in 2012 to promote educational charitable affairs, with a focus on the care for the education of the disadvantaged, education in remote areas, and environmental protection. The foundation advances its goals by establishing scholarships and grants, donating to charities, and sponsoring educational and charitable activities.

Major sponsorships in 2023

Scholarships and grants	Donation to non-profit organizations	Sponsoring educational and philanthropic activities
<ul style="list-style-type: none"> · Excellence Scholarships · Artificial Intelligence Field Scholarship 	<ul style="list-style-type: none"> · The Alliance Cultural Foundation · Taitung Junyi Experimental High School · Teach for Taiwan Foundation · BOYO Social Welfare Foundation 	<ul style="list-style-type: none"> · Toufen Junior High School Music Program · Beach Cleanup Activity at Longfong Fishing Port · Non-Profit Events of Medical and Health Education · Epidemic Prevention equipment for medical teaching venues

In 2023, we donated NT\$5 million to the USI Education Foundation to sponsor various charitable activities through the foundation for a total of NT\$10.41 million. Additionally, approximately NT\$5.7 million was allocated to projects related to cultural development (see details in [Public Welfare Activities and Community Participation](#)). The recipients of the donation are shown in the following figure.



Scholarships and grants

We offer scholarships to students with outstanding performance and specializing in disciplines relating to chemical engineering, materials science, chemistry, and applied chemistry of 15 public and private universities to promote education and talent cultivation in related fields, encourage university students of related disciplines to study hard and cultivate outstanding industrial talents for society. This year marks the 12th year of establishing scholarships, with a cumulative award of NT\$20 million and over 300 students being recipients.

In 2023, a total of NT\$3 million was awarded, distributed among 30 students from 17 departments in 11 public and private universities. Among them, there were 9 doctoral students, 10 master's students, and 11 undergraduate students, with 23 students coming from economically disadvantaged backgrounds. To encourage the awardees, an award ceremony and recognition luncheon were held on December 8, 2023. During the event, Chairman Stanley Yen of The Alliance Cultural Foundation shared his life experiences and wisdom, inspiring the awardees to "learn to be a good person, learn to live, learn to do things" and to "be ordinary but not mediocre", emphasizing the power of enriching one's own life.



Artificial Intelligence Field Scholarship

To encourage outstanding domestic graduate students to participate in research and development applications in the field of Artificial Intelligence (hereinafter referred to as AI), aiming to reduce the gap between academia and industry and cultivate talents in the chemical industry with expertise in the AI field. A trial program has been implemented since 2022 for a duration of five years. Each semester, a scholarship of NT\$50,000 is awarded, subject to regular review, with a maximum of four consecutive semesters of sponsorship. So far, four students have received the award.



AI Scholarship Presentation Ceremony

The Alliance Cultural Foundation

To invest more resources in rural education and the sustainable development of Hualien and Taitung, the foundation sponsors the Alliance Cultural Foundation and Junyi Experimental High School on a long-term basis. After overcoming the challenges of the pandemic, the Alliance Cultural Foundation in 2023 not only gradually resumed various projects, but also actively moved towards the "Sustainable Blueprint of Hualien and Taitung" based on past achievements.

The "Sustainable Blueprint of Hualien and Taitung" is tightly connected among the Alliance Cultural Foundation, Taitung Junyi Experimental High School, and the Paul Chiang Art Center. They fully integrate talents and resources to maximize effectiveness.



Paul Chiang Art Promotion -
"Paul Chiang 2023 Solo Exhibition"



Junyi Junior High School Graduation Project - Depicting Youth



Summer Camp - 2023 Fruitful Art Camp



Junyi Exploration Course - Cycling Adventure

Taitung Junyi Experimental High School

One of the missions of the Junyi School is to become a base for experimental education in remote townships. The experimental education curriculum is designed with an overall consideration of global educational trends and the uniqueness of the local environment in Hualien and Taitung.

In 2023, there were five camps, including "Huatung Youth Choral Music Camp", "Fruit Art Creation Camp", "Huatung English Art Life Camp", "A Cappella Youth Camp", and "VAFex Vocal Art Camp". Including students, volunteers, and instructors, there were about 800 people in total.

Toufen Junior High School Music Program

By integrating with the Harvest 365 Music Program of the Harvest 365 Foundation (Harvest 365), The Alliance Cultural Foundation collaborated with Toufen Junior High School to introduce the Toufen Junior High School Music Education Program in September 2021.



Beach Cleanup Activity at Longfong Fishing Port

In support for the marine environmental protection policy of the Miaoli Environmental Protection Bureau, China General Plastics Corporation (CGPC), a USIG subsidiary, adopted 500m coast of Long Fong Fishing Port in Zhunan Town in 2017.

CGPC, in collaboration with TTC Miaoli Plant, jointly conducted an environmental protection activity titled "Today I Protect the Earth, Starting with Beach Cleaning for Zero Pollution" on September 16, 2023, aiming to maintain cleanliness in marine environments. This year is the sixth coastal clean-up after the adoption took place. Under the leadership of CGPC Vice-Chairman and President Lin, a total of 200 employees participated in the cleanup.



BOYO Social Welfare Foundation

Founded in 2002, BOYO Social Welfare Foundation provides free “remedial instruction” after-school club services for junior high school and elementary school students from low-income families in the belief that “education gives hopes for children living in poverty” so as to achieve its mission “End Poverty with Education”. Additionally, the foundation also provides “care guidance” to remedy learning instability for each child from vulnerable groups to receive an appropriate education environment, in order to develop their basic capacity and social competitiveness to end poverty in the future with their own ability. Since BOYO Social Welfare Foundation was established 20 years ago, each year it invests a large amount of labor and resources in curriculum design, develops remedial teaching materials, and trains parents in the community. Currently, there are 17 locations to provide after-school club service for over 2,000 students.

Teach for Taiwan(TFT)

Founded in 2013, Teach for Taiwan (TFT) is a non-profit organization caring for “education inequity”, hoping to create equal opportunities in education for every child. Through training competent youth with a sense of mission to teach at elementary schools in low-income rural communities for at least two years, TFT resolves the long teacher shortage and high turnover rate problems in the rural area. It has sent over 355 quality talents to the rural areas, including Taitung, Tainan, Pingtung, Yunlin, Hualien, and Nantou, to help over 6,000 children from vulnerable groups.

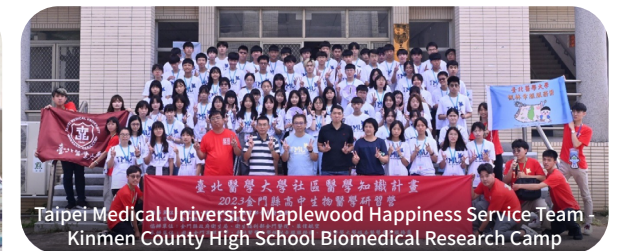
Non-Profit Events of Medical and Health Education

Due to the impact of the pandemic over the past two years, organizing camp activities has been extremely challenging for various university clubs. As the situation improves, club activities have started to resume. To encourage medical universities to hold camps, reaching out to remote townships with lack of medical resources, promoting medical care, health education and other charitable services, the foundation sponsored part of the activities' expenses for six medical missions to provide voluntary medical check-ups and health education services in remote townships. The participation count for the six camps has exceeded 300, serving more than 2,400 people.

School	Club	Location	Number of Participants	Number of Service
Taipei Medical University	Feng Lin Service Team	Kinmen	34	170
	Green Cross Medical Service Team	Shulin Township, Yuanchang Township, Yunlin County	116	217
	114 Medical Service Team	Beigan Township, Nangan Township, Dongyin Township, Juguang Township	35	311
	Apricot Green Support Social Medical and Artistic Service Team	Jinfeng Township, Taitung County	41	225
	Mountain Social Medical Service Group	Ren'ai Township, Nantou County	70	1,000+
China Medical University	Medical Services Team	Fengbin Township, Hualien County	26	500+



Taipei Medical University Green Cross Medical Service Team - Clinical Team members carefully fill out patient information



Taipei Medical University Maplewood Happiness Service Team - Kinmen County Elementary School Biomedical Experience Camp

Epidemic Prevention equipment for medical teaching venues

To enhance the prevention of epidemics and public health in medical education and learning environments, protecting doctors, nurses, medical interns, and patients from exposure to high-risk infection environments, the foundation donated "UVC Ultraviolet Central Air Conditioning Sterilizers" to Taipei Medical University. The UVC sterilizer is installed in the air conditioning ducts, eliminating bacteria from the air without irradiating the human body. Instead, it directly disinfects the air as it circulates through the air conditioning ducts, effectively killing bacteria in the air and thereby enhancing the safety of medical and educational environments.



Orthopedic Waiting Area of the
Taipei Medical University Hospital



The UVC sterilizer is installed in the
central air conditioning ducts.

