

Chapter 5

Health, Safety and Social Inclusion

Material topics in this chapter

- OH&S
- Talent attraction and retention

Performance Highlights

- Zero job-related injuries
- Annual employee health checkup: 99.5% coverage
- Promotion of AI safety protection and recognition
- Employment of full quota of persons with disabilities
- Turnover (excluding retirement) rate: 3.4%.
- Education/training: 23.8 hours/person



5.1

Transportation safety management

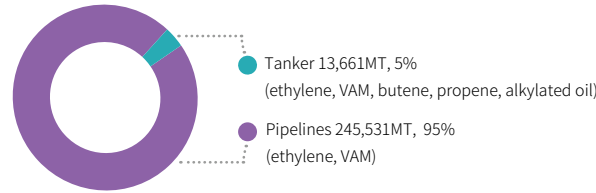
Materials and product transportation management

<https://www.usife.com/ESG/en-us/ESG46.aspx>

Transportation Methods

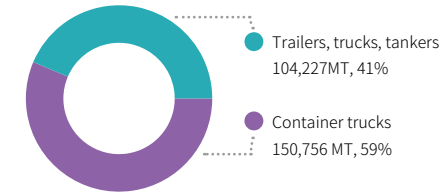
2021 Feedstock Transportation Methods (MT)

95% of feedstocks required by the Kaohsiung Plant are transported via underground pipelines, and 5% by tankers.



2021 Product Transportation Methods (MT)

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



Implementation Plan and Effectiveness

- ✓ No transportation-related accident was reported in the last decade
- ✓ The maintenance, test, and integrity management of underground pipelines have passed third-party verification. The underground pipeline operations and maintenance plans are reviewed and approved by the Kaohsiung City Economic Development Bureau to confirm that pipeline operations will not be affected by corrosion, third-party damage, or human errors in order to protect the public safety of citizens living nearby underground industrial pipelines and the operation safety of workers. Each year it is implemented and operated according to the underground pipelines operations and maintenance plan.
- ✓ Double protection including corrosion zone and impressed current cathodic protection (ICCP) is implemented for all underground pipelines. Apart from the periodic CP test and pipeline pressure holding test, irregular pipeline pressure holding tests are performed to ensure pipeline safety. In 2021 we completed 36 times of cathodic corrosion rectifier check; 176 times of cathodic corrosion test; inspection of 2 insulation flanges; and thickness test (overground sections) on 2 pipelines.
- ✓ Kaohsiung Plant and other plants in the same regional joint defense organization built the cloud platform of the underground pipelines information management system and commissioned a professional security company to patrol the platform every day. Implement in-process inspection through systematic, digital, and automatic computer management to enhance the management efficiency of pipeline maintenance.
- ✓ In 2021 we participated in the "Test of the Emergency Response Capability and Performance of Industrial Pipeline Joint Defense" organized by the Kaohsiung Economic Development Bureau and was ranked 2nd and 14th respectively in two simulated tests.
- ✓ 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.
- ✓ Legally registered transporters.
- ✓ 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 2020-2021, we constantly 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 2021 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 De Yuan 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 in 2021. 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 2020-2021, we continued to implement the transportation safety and quality evaluation of product 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.

Score Range	Grade	Subsequent Evaluation Frequency
Over 90	Excellent	
80-89	A	1/annually
70-79	B	2/annually
Below 69	C	Once a quarter.

Management Performance

In 2021, we implemented the warehouse forklift operation safety protection recognition (AI system construction) to perform safety inspection on finished product warehouse personnel. After frequent discussions, onsite inspections, system analysis and revision, and onsite use verification, the AI recognition system can effectively recognize the correct use of PPE including safety helmets, helmet straps, goggles, and driver seatbelts. By combining with the recognition results and safety publicity, the system effectively reduce unsafe behavior and occupational accidents.



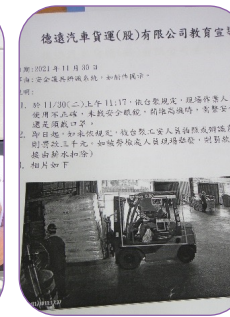
In the 2021 transportation safety and quality evaluation, besides re-auditing the improvement of recommended items of Deyuan's documented SOPs, records, and announcements in the previous year, we also verified its achievements in safety management optimization. We also conducted onsite spot checks on its field operation, vehicle condition, and related PPE. The integrated score was grade A. We also informed Deyuan of the evaluation results for the reference of future improvement of overall operational safety.



Verification of the functions of the vehicle surveillance system.



Truck dispatch data and driver interview.



Education/training records.

項目	得分	備註
1. 公司制度	10	
2. 車輛狀況	10	
3. 安全設備及設施	10	
4. 司機手冊及標示	10	
5. 安全訓練	10	
6. 司機紀錄、司機訓練	20	
7. 車輛安全、司機紀錄及訓練	15	
8. 車輛及司機管理系統	10	
總分	85	

Evaluation results

5.2

Occupational Health and Safety

GRI 103-2、103-3

SDG 3、8

Sustainability Principle: Sustainable Development

Significance and Strategy	Significance to USI	Strategy and Approach	Commitment
Achievement and Goal	<p>2021 Goals</p> <ol style="list-style-type: none"> 1. Incident Rate <1.28 2. Frequency-Severity Indicator (FSI) <1.27 3. Monitored Nonconformities =0 4. Shutdowns caused by key equipment =0 	<p>2021 Projects</p> <p>Implemented 15 projects, including 3 underground pipeline operations and maintenance projects.</p>	<p>2021 Achievements</p> <ol style="list-style-type: none"> 1. Incident rate = 0, 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. Rust removal, supplementary welding, screw replacement, and paint maintenance of equipment and pipelines according to the work instructions. 3. Monitoring indicator excess=0. Completed onsite monitoring on Type 2 organic solvents, specific chemical substances, noise, and CO₂. The effectiveness of new QC fume hoods was also inspected. No nonconformity is found. 4. Downtime caused by key equipment=1, machinery maintenance by the engineering department = 5,048 units.
Sustainable Development Milestone	<p>2022 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 	<p>3-Year 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>5-Year Goals</p> <ol style="list-style-type: none"> 1. Outstanding OH&S enterprise 2. Reduction of disabling injury. 3. PSM system promotion. 4. Underground pipeline assessment 5. Smart operation safety management
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 	<p>Grievance Mechanism</p> <p>Labor-Management Meeting Union Board Meeting Occupational Safety and Health Committee</p>	<p>Chapter Summary</p> <ol style="list-style-type: none"> 1. Occupational health and safety 2. OH&S management and general check 3. Management of work-related injuries and absenteeism

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](#)

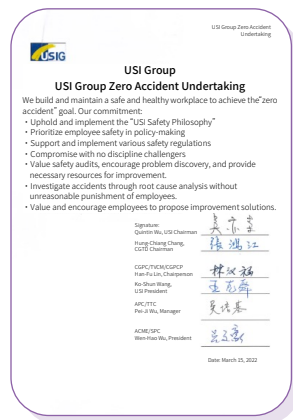
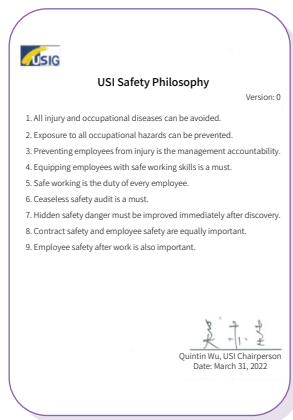
In 2021, 1,486 personnel were covered by the OH&S management system, including all USI employees and contractors. All operations were planned and implemented according to the OH&SMS, including hazard identification, risk assessment, audit, and accident investigation.

Workers covered by OH&SMS in 2021 [GRI 403-8:2018](#)

Type	Numbers of person	Proportion
USI Employees	465	31%
Contractor Personnel	1,021	69%

*Contractor personnel include 30 contractor resident personnel (De Yuan Transport) and 991 personnel of qualified contractors.

[please visit the website for the system details: https://www.usife.com/ESG/en-us/ESG43.aspx](https://www.usife.com/ESG/en-us/ESG43.aspx)



OH&S Goals and Management Program 2021

Policy	Goals	Program	Effectiveness
Zero accident	Incident Rate <1.28	R/T cooler leakage improvement, reduction of pipeline corrosion and inspection of equipment affecting safety.	1. Completed the six-month check of 37 coolers. 2. After the static equipment service and replacement of one cooler in 2021, no leakage was further detected. Two more coolers will be replaced in 2022.
		D-line reactor standby plan to prevent impact on production due to sleeve breakage and leakage during startup and shutdown.	Verified leakage at 3 welding points (irrecoverable by welding) on the bottom expansion ring. Applied for purchasing a new reactor in May 2021. Will be delivered at the end of 2022.
		Addition of one new M/P and a standby M/P in C-line, and enhancement of the QC capability of UE4055.	Completed the pipeline Tie-in and C-line pipeline vibration correction project. Tests will be performed in 2022.
		Use of mobile booms for tanker unloading to make tanker unloading more convenient and safer.	Completed the installation and the education and training for on-site workers for the mobile tanker unloading arm.
		Addition of the swivel arm unloading system to enhance materials unloading safety.	Constructed the new swivel unloading arm systems for ethylene, VA, butene, and propylene.
		Prevention of pipeline corrosion hazards and steam injection point inspection	Completed the inspection of 140 steam injection points in the year.
		Replacement of recycle train cooler	Replaced the D-1 train cooler, and the coolers of EF-line and B-line will be replaced during downtime in 2022.
		Renewal of corroded pipelines of recycle train cooler	Renewed the corroded pipelines of the recycle train cooler in January 2022.
		Renewal of M/P outlet corroded pipelines of D-line	Verified the scope of pipeline renewal: M/P outlet to the main pipe and completed replacement in January 2022.
		Addition of the explosionproof and soundproof glass to the D/EF-line in the processing shop	Added the explosionproof and soundproof glass to the processing shop. New explosionproof and soundproof glass will be added to the compressor area in 2022.
		Improvement of the corrosion of the condensate underground pipelines of the processing shop.	Completed inventory and improvement.
		Maintenance and inspection of underground pipeline [Underground Pipeline Operation and Maintenance Plan]	Completed visual inspection and thickness check of the overground pipeline sections in July and November 2021.
		Education and training for pipeline tour inspection personnel [Underground Pipeline Operation and Maintenance Plan]	Completed 12 hours of on-site IPQC education and training in August.
Routine tour inspection of underground pipelines [Underground Pipeline Operation and Maintenance Plan]	Completed the daily walk-through inspection and recordation and the bimonthly self-imposed walk-through inspection and audit.		
Completion of the water pumping works at the pressure relief valve area of the liquid breaker in zones CBC 700 and 800.	Completed the water pumping works at the pressure relief valve area of the liquid breaker in August.		
Zero occupational accidents	Frequency-Severity Indicator (FSI) <1.27	Corrosion of stairs and railings in the processing room and silo enhance risk of personnel injury.	2021 Frequency-Severity Indicator (FSI)=0. Rust removal, supplementary welding, and paint maintenance according to the work instructions.
	Monitored Non-conformities =0	Improvement of work environment	Completed workplace environment monitoring in H1 and H2. Implemented personnel tests for 2 organic solvents, specific chemical substances, noise, and CO ₂ . The effectiveness of new QC fume hoods was added in the monitoring for the first time. No nonconformity was found.
Zero Failure	Shutdowns caused by key equipment =0	Shutdowns caused by key equipment = 0 (machinery and instrumentation)	Downtime caused by key equipment=1, machinery maintenance by the engineering department = 5,048 units.

Note 1: Incident Rate (IR) = Number of incidents x 200,000/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 (industrial safety chief), committee members (department chiefs/unit chiefs/industrial safety staff/labor representatives). Labor representatives are elected by employees. 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.

2021 OH&S Committee Statistics

OH&S Committee	Committee Members	Committee Proportion
Labor representatives	9	35%
Management representatives	17	65%
Total	26	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. 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 2021. 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 403-8:2018

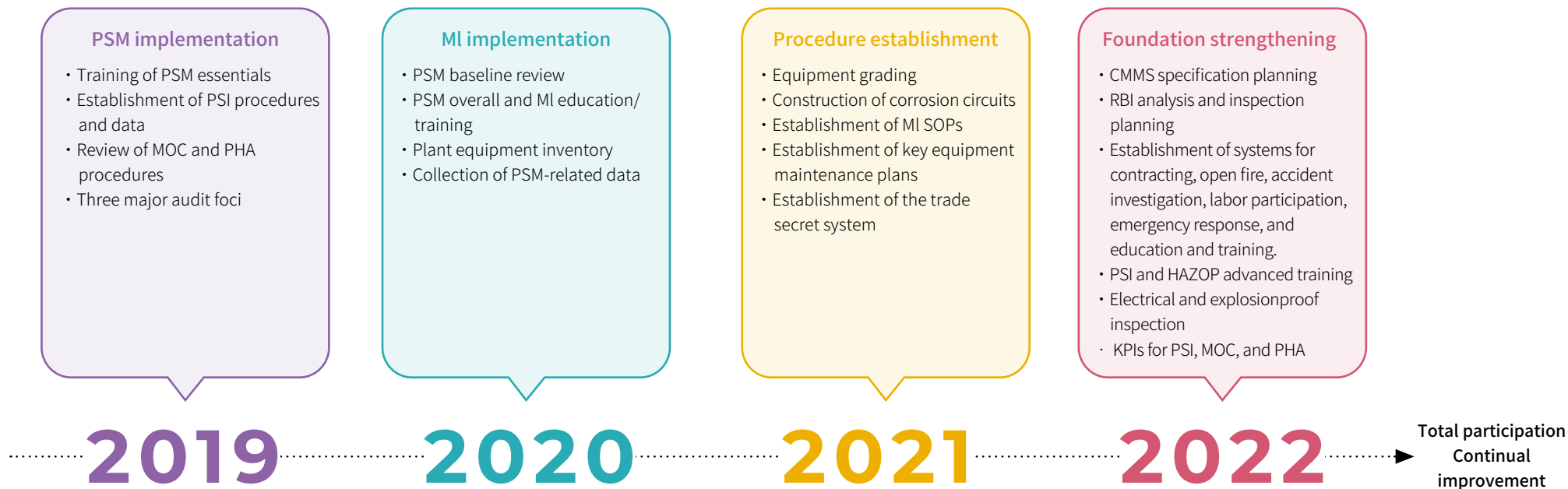
Management Approach Description

In consideration of the increasing industrial safety accidents in Taiwan in recent years, 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

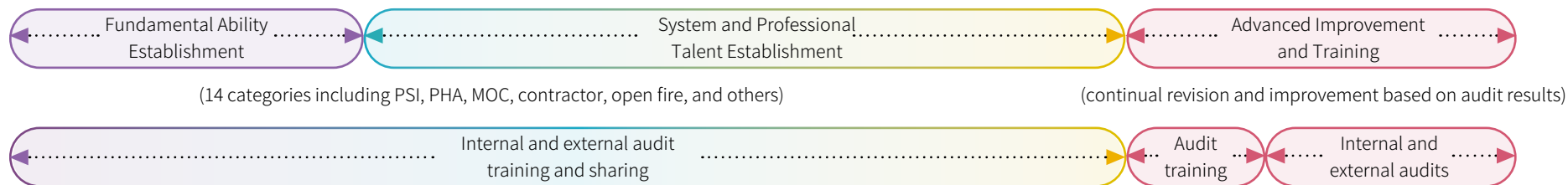
PSM is implemented in main consideration of the relevant regulations at home and aboard, such as the “Process Safety Management of Highly Hazardous Chemicals” (29CFR 1910.119) announced by the US Occupational Safety & Health Administration (OSHA), the Hazardous Workplace Review and Inspection Regulations, 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.

Process Safety Management Plan



Note: Management of Change (MOC), Process Hazard Analysis (PHA), Mechanical Integrity (MI)

Key Practices

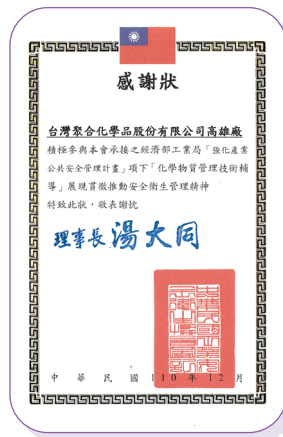


Management Performance

In 2021, the achievements in PSM implementation included the establishment and revision of many SOPs, full-house update of safety data sheets (SDSes), equipment grading, corrosion circuit construction, establishment of maintenance programs, personnel education and training, review and revision of existing data, and baseline audit of various key contents. Overall, a total of 43 sessions of education and training were completed for 329 participants over a total of 1,902 hours. Additionally, President Wang and Vice Plant Director Chen also hosted all periodic review meetings. Besides encouraging employees to constantly improve and implement the PSM items, timely coordination and advice were made with the unit supervisors to communicate the importance of process safety to employees to ensure that PSM is not merely a slogan or establishment or revision of SOPs but also a goal to be achieved through top-down practice with total participation.



To enhance the safety assessment of workplace environments, in 2021 we applied to IDB for participation in the “Project for Strengthening Public Safety Management of High-Risk Industry” to receive technical guidance for chemical substance management, i.e., assessment of the potential reactive hazards of chemicals with the chemical reactivity worksheet (CRW) and the leakage and spread of chemicals with the Areal Locations of Hazardous Atmospheres (ALOHA) software in order to help identify and respond to the plant’s chemical hazards and enrich the process safety information (PSI) for process safety management (PSM). Additionally, we were awarded a certificate of appreciation from the Industrial Safety



and Health Association of the ROC for our full cooperation with PSM implementation, demonstrating our determination to make continual PSM improvement.

Process Safety Management Performance

Item	Process Safety Management Performance 2021
Total Count of Process Safety Incidents (PSIC)	0
Process Safety Total Incident Rate (PSTIR)	0
Process Safety Incident Severity Rate (PSISR)	0

Note 1: Employees are only permanent employees. The total hours worked in 2021 were 764,444 hours

Note 2: PSTIR = The cumulative (annual) count of incidents x 200,000/total hours worked by workers

Note 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 2021 we inspected 5 dangerous machines and 229 sets of dangerous equipment, and all were qualified. Additionally, we replaced and suspended 9 sets of dangerous equipment to maintain operation safety and production continuity.

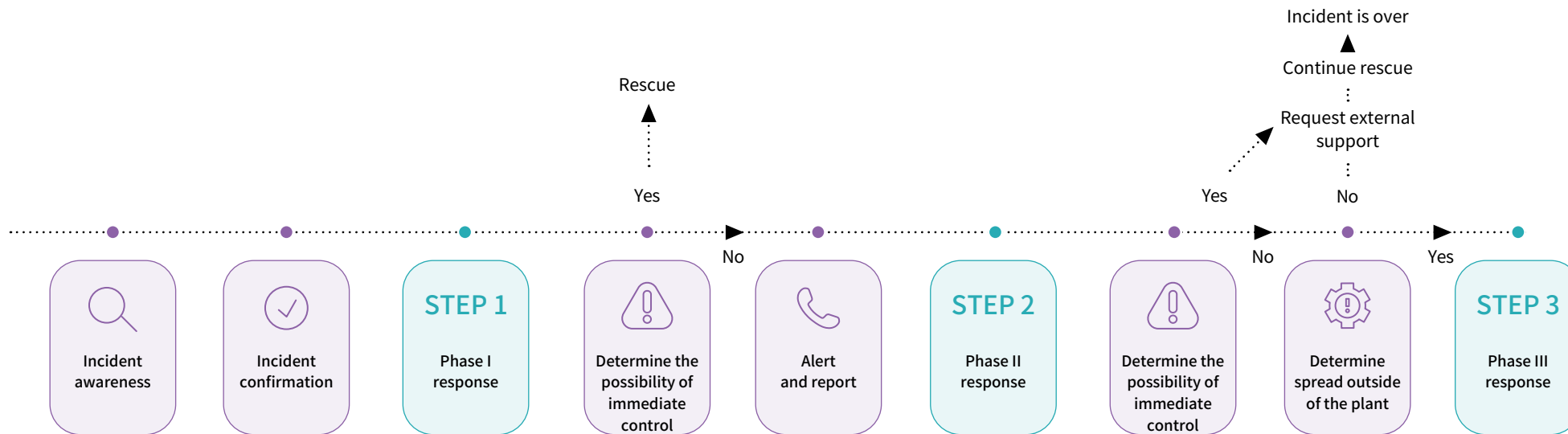
Emergency Response Mechanism

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 emergency response procedures.

In 2021 we reviewed the composition of the in-house self-defense fire organization. Besides the ordinary day-shift personnel, personnel working on holidays and night shifts were also included in the organization. Additionally, we equipped each plant with a total of 4 leakage response vehicles and arranged emergency leakage response training for employees to ensure effective response and handling of accidents.

Emergency Response Flowchart



Underground pipeline emergency response

To improve emergency preparedness and response ability to underground pipeline occurrences, we perform emergency response assessment on high-consequence areas (HCAs) based on the analysis results. In 2021 we assessed sensitive receptors including Fengnan Road and National Freeway 1. 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 2021 we held the emergency response drills on toxic and concerned chemical substances, including one comprehensive response drill and two unannounced tests and drills. Additionally, we also sent personnel to receive external training for different levels of emergency response personnel to toxic and concerned chemical substances, including one for the expert level, 2 for the commander level, 8 for the technologist level, and 4 for the operator level, to improve our independent responsiveness to toxic and concerned chemical substances.



Work-related injury and absenteeism GRI 403-9:2018

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 absenteeism rate (AR) are two key indicators for evaluating the OH&S of employees and contractors.

In 2021 no work-related injury from employees and contractors was reported. In commuter accidents, we do not arrange commuter services or vehicles for employees, and 2 work-related traffic accidents of employees were reported in 2021. Between 7 April 2020 and 31 December 2021, the cumulative total working hours without disabling injury totaled 1,344,071 hours. In addition, no work-related injury was reported from Taipei Office and Guishan R&D Division in 2021.

2021 OH&S Management Performance

Item	Employees		Contractors	
	Male	Female	Male	Female
F.R.	0	0	0	0
S.R.	0	0	0	0
Frequency-Severity Indicator (F.S.I.)	0	0	0	0
Number and rate of recordable work-related injuries	0/0	0/0	0/0	0/0
Number and rate of high-consequence work-related injuries	0/0	0/0	0/0	0/0
Number and rate of fatalities as a result of work-related injury	0/0	0/0	0/0	0/0

Note 1: Employees are only permanent employees. The total hours worked in 2021 were 764,444 hours

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

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

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

Note 5: Rate of recordable work-related injuries: Number of recordable work-related injuries (including work-related fatalities) × 200,000/total hours worked (rounded down to two digits)

Note 6: Rate of high-consequence work-related injuries = Number of high-consequence work-related injuries (excluding fatalities) × 200,000/total hours worked

Note 7: Rate of fatalities as a result of work-related injury = Number of fatalities as a result of work-related injury × 200,000/total hours worked

Industrial safety audit and follow-up

When contractors enter the plant, besides checking their physical and mental condition and performing vehicle control at the entrance, security guards will timely conduct a sobriety test to ensure personnel and vehicle safety before their entry. Each day personnel of the industrial safety section perform walk-through inspection on every workplace to eliminate the occurrence of unsafe behavior and register the inspection results in the HSE

Management Platform and report them to the quarterly OH&S Committee meeting to effectively capture all defects and manage and follow up the improvement results. The Group’s audit division performs an audit and provides guidance half-yearly, and plants also make improvements and follow up the audited defects. Additionally, the president will perform the 6S walk-through inspection with levels 1 and 2 supervisors across the plant from time to time. The audited units will immediately review the defects and make division of responsibility for the improvement. 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)	Semiannually
Plant 6S inspection (senior management)	Irregularly

Incident investigation GRI 403-2:2018

We have established investigation procedures to record, investigate, analyze, and review incidents, covering disabling injuries, non-disabling injuries, and near misses, relating to plant production activities to prevent accidents or near misses from recurrence and thereby protect employee safety and health.

[Please visit https://www.usife.com/ESG/en-us/ESG43.aspx](https://www.usife.com/ESG/en-us/ESG43.aspx) for the details of incident investigation

In September 2021, the petrochemical plant organized training on the failure tree analysis (FTA) technique to enrich the employee’s knowledge and professional skills in industrial safety through education and drilling. Additionally, the plant reviewed and revised the relevant SOPs to added the FTA or incident FTA technique to facilitate the effective trace of potential causes or attributions in order to prevent the possible causes and take precautionary action. In 2022 we will review the incident investigation process and add the evidence collection list and checklist to facilitate and strengthen accident investigation and analysis and organize education and training on accident investigation and analysis techniques.

Contractor Management GRI 403-5:2018

At USI, contractor or supplier safety management is equally important to us. In 2021 we revised the "Contractor Management Regulations" and "Contractor Plant Entry Instructions"; emphasized the importance of toolbox meetings and included it in working permit management; publicized the work contents, potential workplace hazards, safety protection, and regulations; and completed the safety inspection of onsite construction equipment and tools. Additionally, contractors are requested to participate in the HSE education and training and pass the evaluation before plant entry to ensure the hazard notification of the workplace environment. We also arranged the work safety meeting and coordination organization meeting.

To enhance contractor entry safety management and enforce the supervision and management duty of occupational safety and health management personnel, the industrial safety section performs walk-through inspection of all in-house projects every day to confirm if preparatory inspection of machinery is completed and if there is unsafe incident in the construction. 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. Before implementing high-risk work, we run a risk assessment process 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 2021, the accident rate per one thousand persons at the Kaohsiung Plant was zero. (Contractor accident rate per 1,000 persons = Total number of contractor accidents/ total number of contractors x 1,000)

Additionally, to capture the in-house operation safety of contractors, we measure the blood pressure and run the sobriety test on workers every day before they work in-house to ensure that all workers are in the best shape. Through continual training, publicity, and demands, we urge contractors to voluntarily comply with our OH&S regulations to achieve the goal of zero accidents.

Additionally, in 2021 we added the contractor self-imposed health management system and installed the automatic body temperature scanner in response to the pandemic to effectively control the pandemic and capture the health condition of contractors. In 2021, a total of 6,292 contractors reported normal after self-imposed health management, and no health anomaly was reported.

Contractor Works Distribution by Type in 2021

Type of Works	No. of Works	Proportion
1. Open Fire	300	54%
2. Confined Space	44	8%
3. Others	213	38%

HSE Education and Training GRI 403-5:2018

Education, training, and publicity are the fundamentals for promoting HSE awareness to employees and contractors. By establishing the "Labor Safety and Health Education and Training Regulations", we provide knowledge and skill training for different categories of employees and contractor personnel based on their actual needs. In 2021, we provided a total of 1,166 hours of HSE education and training for 3,555 person-times in 123 sessions.

Statistics on HSE Education and Training 2021

Type	Hours/ person	Sessions	Person	Total hours
New employee training	6	13	19	114
On-the-job training	3	8	156	468
Contractor Personnel	3	102	991	2,973

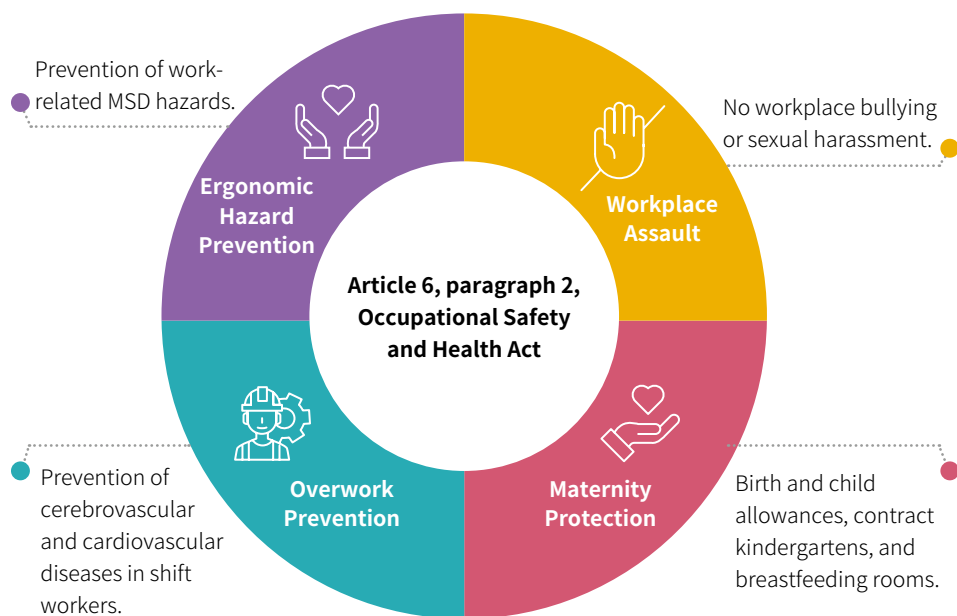
With respect to the legal requirements, domestic and overseas industrial safety accidents, and in-house hazard identification, we organize a series of training courses. In 2021, we organized 69 training activities with 1,576 participants for employees to value operation safety and understand professional knowledge. Through drills and training, we develop the positive attitude towards learning new skills in employees.

In addition to HSE training, at the quarterly safety meeting, each unit discusses unsafe acts and behaviors in their operations and explore industrial safety incidents occurring at home and abroad to prevent their recurrence. Through this process, employees can better understand safety knowledge and USI's safety culture.

Health concerns

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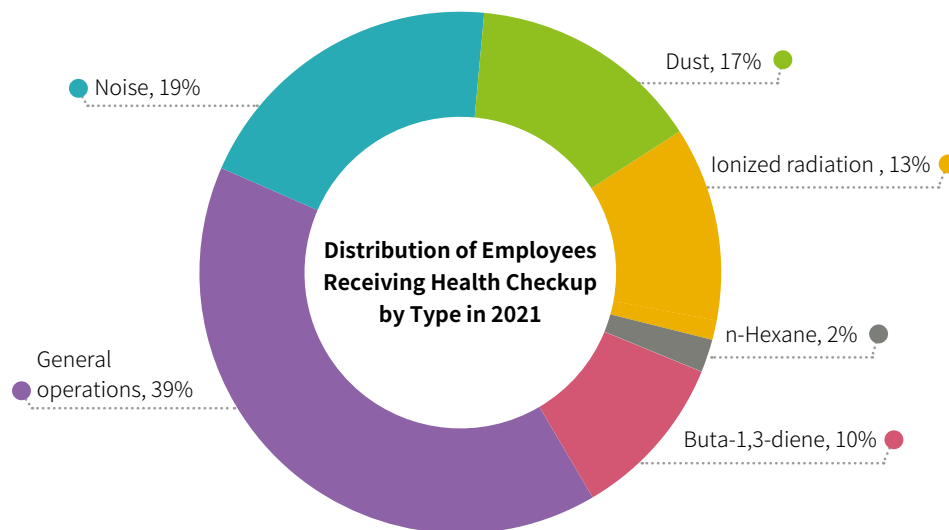
Workplace Health Keeper



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 Care GRI 403-3:2018 · 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.



Note 1: The number of employees qualified for the health checkup in 2021 totaled 455 persons (Taipei Office, Guishan R&D Division, and Kaohsiung Plant), with a checkup rate of 99.5%.

Note 2: All employees received the general health checkup, other items are additional special examinations.

Graded health management GRI 403-10:2018

In 2021 special checkups were arranged for 280 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.

Health Checkup Item	Numbers of person	Grade 1 management	Grade 2 management	Grade 3 management	Grade 4 management
Noise operation	87	41	46	0	0
Dust	77	75	2	0	0
Ionized radiation	61	27	34	0	0
n-Hexane	9	9	0	0	0
Buta-1,3-diene	46	34	12	0	0

Level I Management

No anomaly

Provision of health instructions

Level II Management

Partial anomalies unrelated to work

1. Provision of health instructions
2. Indication of not suitable jobs by physicians

Level III Management

Partial anomalies Work-related anomalies

1. Health follow-up and instructions by occupational specialists
2. Operation assessment by occupational specialists
3. Re-grading based on operation assessment
4. Report to competent authorities

Level IV Management

No anomaly Work-related anomalies

1. Hazard control
2. Engineering improvement
3. Administrative improvement
4. 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 sociopsychological 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 <https://www.usife.com/ESG/en-us/ESG43.aspx>. No occupational disease from employees or contracts has been reported over the years.

2021 Statistics of Occupational Diseases

Item	Employees		Contractors	
	Male	Female	Male	Female
Number of cases of recordable work-related ill health	0	0	0	0
Number and rate of fatalities as a result of work-related ill health	0/0	0/0	0/0	0/0

Note: Rate of fatalities as a result of work-related ill health = Number of fatalities as a result of work-related ill health x 200,000/hours worked

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 2021, we invited smoking cessation team of St. Joseph Hospital to inculcate the no-smoking concept in employees.



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 403-2:2018

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

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

Group Tour

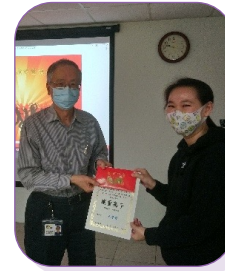
We arrange different employee tours. Every year, we plan at least two tours for employees. There are also various sports clubs, such as the cycling club, table-tennis club, basketball club, karaoke club, and mountaineering club. Apart from helping employees develop friendship and release stress, exercise can help promote health.



Medical Consultation and new health science knowledge

Every month, we arrange labor health service physicians to provide in-house service, including free medical consultation and health talks. To prevent employees from missing the opportunity for in-time medical attention due to busy work, by effectively analyzing the physical and mental health problems of employees through interviews, we provide appropriate referral service. We also develop the awareness and execution power of self-health management in employees through various thematic health talks.

Every month, nursing staff responsible for labor health service edit new health science knowledge, measure blood pressure and provide them with health instructions for employees across the plant. Apart from correcting their medical misconceptions, they enhance the employee's intention in self-health management.



Weight Loss Competition

In 2021, we organized the six-month 4th USI Cup Weight Loss Competition. A total of 78 employees participated in the competition to lose a total of 77.2kg and an average of 1.9% of body fat.

Organization of Health Talks

We organized health talks in coordination with the weight loss competition and related to chronic disease prevention, including the development of healthy diet concept and chronic disease prevention, to introduce new diet concepts for effective chronic disease prevention.

Blood Donation

Besides taking care of the employee's physical health, we encourage employees to contribute to society with fraternity. Therefore, we organize blood donations. A total of 124 employees donated a total of 180 bags of blood.

Friendly Workplace: Birthrate Enhancement

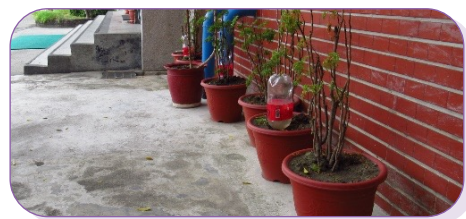
Apart from providing birth and preschooler allowances, we sign contracts with kindergartens for employees to work without worrying about their preschool children. We also establish well-lighted, well-furnished, and clean breastfeeding rooms with refrigerators, sofa, aircon, and curtains for female employees to use without worries.



Community residents

We care about the disease prevention and risk control for the residents in local communities. Besides constantly reducing pollution, we replaced boiler fuel with clean energy--natural gas, added pollution control equipment including RTO and TO, and reduced air pollutant emissions to maintain the air quality of local communities. In addition, we implemented in-house OP-FTIR surveillance in coordination with the Kaohsiung Environmental Protection Bureau to effectively control the air quality of local communities.

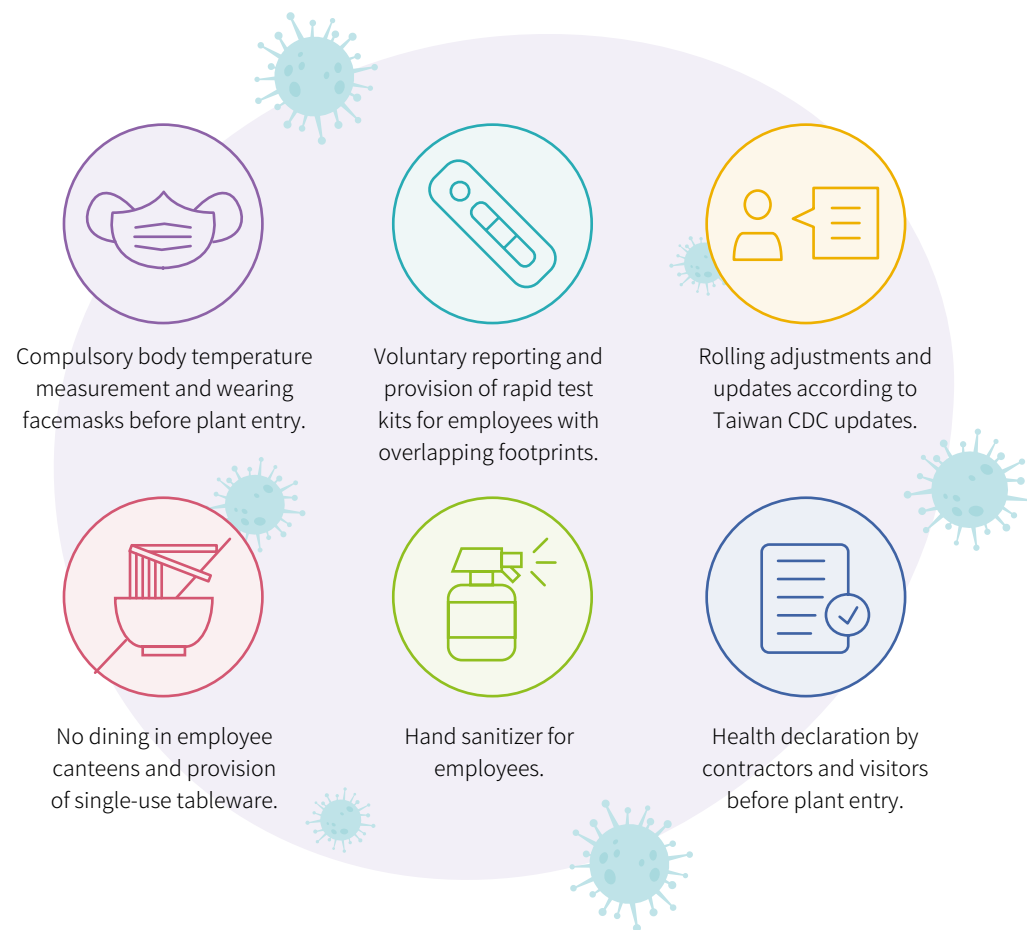
We value the health of the workplace environment. Besides drawing up the Dengue Fever Prevention Plan, we assign special dengue fever management personnel and request all units to implement in-house environmental check every week to eliminate stagnant water through the “check-empty-clean-brush” cycle. 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. In 2021, no dengue fever infection was reported at USI.



COVID-19 Control Measures

In response to the high likelihood of droplet transmission of COVID-19, we have established an epidemic control team to provide multilevel epidemic controls to prevent COVID-19 from spreading. Employees, visitors, and contractors are all requested to measure body temperature and report the contact history before plant entry. We also keep up with Taiwan CDC’s pandemic updates to provide rolling information for employees to feel safe and no worries in the workplace.

USI epidemic control measures



First Aid Education/Training

Emergency Medical Services

We equip four automated external defibrillators (AEDs) in-house. While workers are working shift, to equip each of them with the first response capability, besides requesting all units to send staff to receive EMT1 certificate training and form the first response team with 17 members, we also arrange education and training for each unit every year, hoping that all employees can get familiar with the correct first aid process to give help to others in emergencies to enhance survival and cure rate. To prevent chemical splattering, we have purchased the savior of acid/alkaline splattering: Diphoterine® solution and installed it in the control room of all units and as the PPE of employees. We also organized the education and training for the use of Diphoterine® solution. Besides educating the hazards of organic solvents, we also explained the use of Diphoterine® solution.



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 test for 183 persons to ensure PPE can demonstrate its protection.

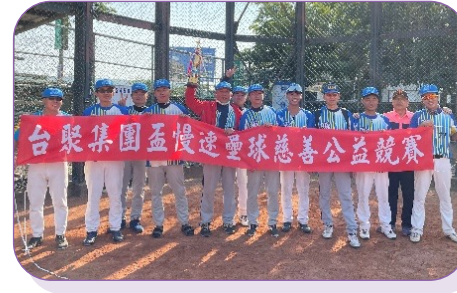


Social Contribution

We keep constant track on the COVID-19 situation and the epidemic control needs of schools in local communities. We donated facemasks, bleach (sodium hypochlorite), and other epidemic control supplies to schools (Renwu Elementary School, Zhuhou Elementary School, and Renwu Special Education School) in local communities to help teachers and students prevent the pandemic and disinfect the environment.



We organized the 2nd (2021) USI Cup Charity Softball Competition to integrate sports with charity. Besides donating the registration fees to the Children Are Us Foundation, we also purchased food from the Children Are Us Bakery for the competition. Kaohsiung Plant was awarded the certificate of appreciation from the Children Are Us Foundation. We specifically invited the Occupational Safety and Health Administration, Ministry of Labor, to kick off the event. The person catching the lucky ball could get a big cash prize. Besides boosting team morale, the kickoff added fun to the competition form employees and their family to enjoy the game and food, while doing charity at the same time.



5.3

Talent attraction and retention

GRI 103-2、103-3

SDG 3、4、5、8、16、17

Sustainability Principle: Unity Governance

Significance and Strategy	<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>	<p>Strategy and Approach</p> <ol style="list-style-type: none"> 1. Recruit eligible talents through a fair, open, transparent and efficient recruitment system. 2. Value and respect the rights, interests, and opinions of employees, and build comprehensive and unfettered publicity and communication channels. 3. Providing a safe and healthy workplace environment 4. Build a total career development platform for employees. 	<p>Commitment</p> <ol style="list-style-type: none"> 1. 14 months of base salary plus allowances and bonuses, travel allowance, free meals, and employee travel. 2. Complete and solid retirement system and planning 3. Periodic healthcare and medical assistance for employees <p>Data scope: USI coverage 100%</p>
Achievement and Goal	<p>2021 Goals</p> <ol style="list-style-type: none"> 1. Turnover (excluding retirement) of all employees: ≤ 5%. 2. Complete employee insurance and medical coverage 3. Competitive pay and reward policy 4. Harmonious labor-management relations 	<p>2021 Projects</p> <ol style="list-style-type: none"> 1. Implement reward differentiation. 2. Hold labor-management meetings periodically. 	<p>2021 Achievements</p> <ol style="list-style-type: none"> 1. Turnover (excluding retirement) of all employees: 3.4%. 2. Employment of full-quota (4) of persons with disabilities by law. 3. Provided well-designed group insurance plans and contributed pension by law to protect the later life of employees. 4. Annual employee health checkup 5. Completion of labor-management meetings
Sustainable Development Milestone	<p>2022 Targets</p> <ol style="list-style-type: none"> 1. Turnover (excluding retirement) of all employees: ≤ 5%. 2. Continuous employment of persons with disabilities 3. Unfailing two-way communication with employees 4. Local talent recruitment increasing local job opportunities and benefiting local communities. 5. Constant campus cultivation with opportunities for industry-academia collaboration and internships 	<p>3-Year Goals</p> <ol style="list-style-type: none"> 1. Constantly provide complete learning resources 2. Review the pay and reward policy periodically 3. Build fair and impartial promotion and transfer channels. 	<p>5-Year Goals</p> <ol style="list-style-type: none"> 1. Enhancement of talent inventory and the evaluation system 2. Integration of workforce rotation and promotion mechanisms 3. Implementation of the overall performance and talent development system
Management	<p>Effectiveness Assessment</p> <ol style="list-style-type: none"> 1. Turnover (excluding retirement) of all employees: ≤ 5%. 2. Welfare policy better than the regulatory requirements 3. Employee engagement survey 4. Performance evaluation mechanism 	<p>Grievance Mechanism</p> <ol style="list-style-type: none"> 1. Labor union and employee welfare committee 2. Establish the Employee Grievance Regulations and the whistleblower policy in the Ethical Corporate Management Best Practice Principles 3. Employee suggestion box. 	<p>Chapter Summary</p> <ol style="list-style-type: none"> 1. Pay and reward policy 2. Health care benefits 3. Employee rights and benefits 4. Harmonious labor-management relations

Workforce Structure

2021 Personnel Data GRI 102-8

Numbers of employees 465 persons; Male 430 persons (approx. 92%); Female 35 persons (approx. 8%)

Average age 42.6 years

Average service length 13.6 years

- Summary**
1. All USI employees are from Taiwan, mainly distributed in the Taipei and Kaohsiung areas.
 2. By the end of 2021, full quota of persons with disabilities were hired by law, accounting for 0.9% of all employees.
 3. About 84% were college and university graduates.

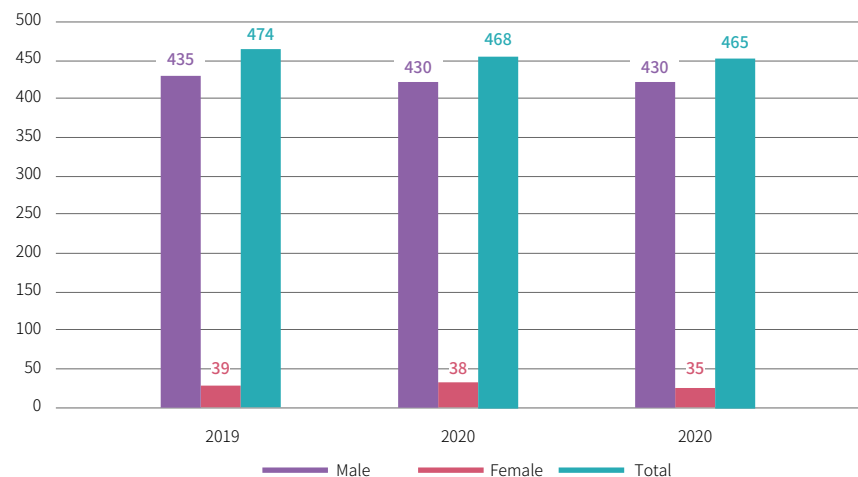
Note 1: Due to the characteristics of the petrochemical industry, male employees are more than female employees.

Note 2: Personnel data were obtained from the human resources system.

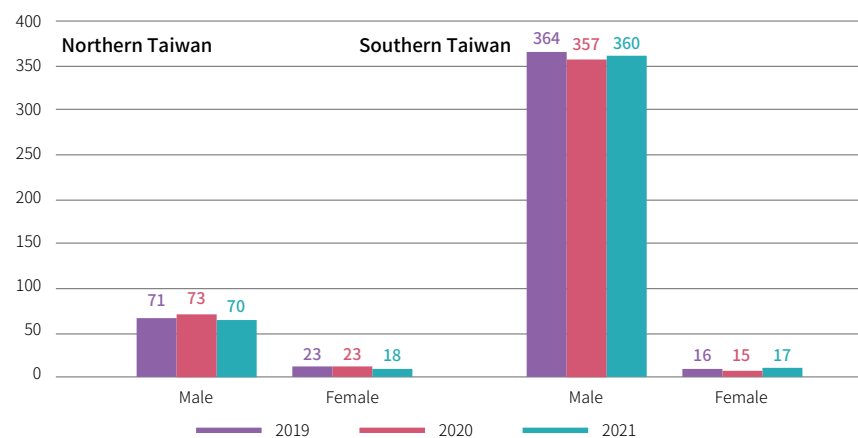
Northern Taiwan				
	Non-fixed-term contract employees	Fixed-term contract employees	Full-time	Part-time
Male	70	0	70	0
Female	18	0	18	0

Southern Taiwan				
	Non-fixed-term contract employees	Fixed-term contract employees	Full-time	Part-time
Male	359	1	360	0
Female	15	2	17	0

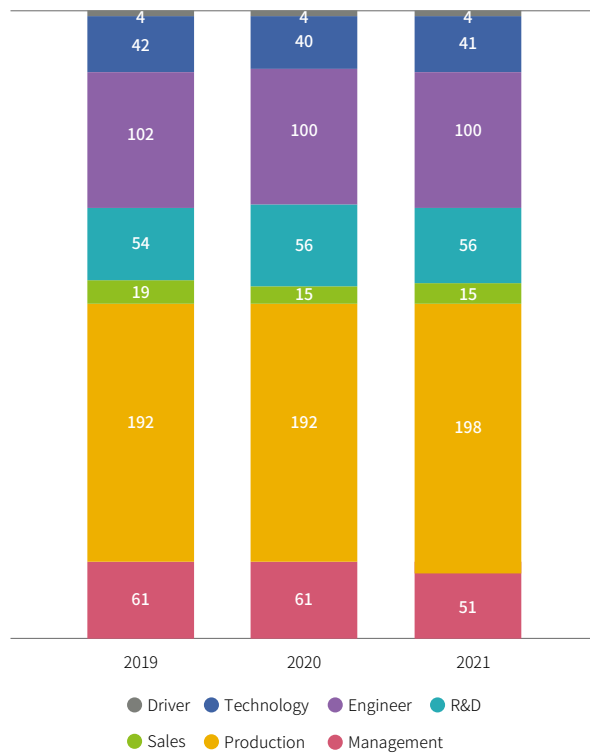
Number and Gender Distributions of Employees in 2019-2021



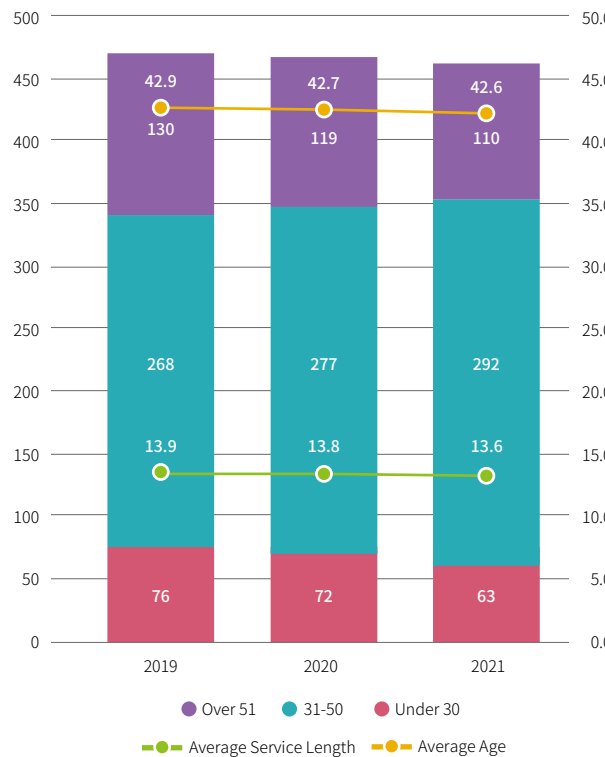
Region and Gender Distributions of Employees in 2019-2021



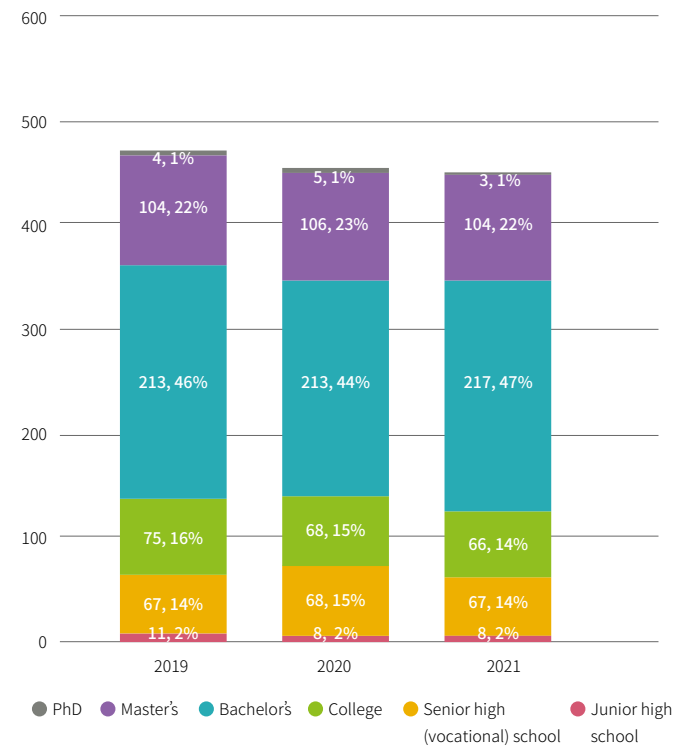
Duty Distributions of Employees in 2019-2021



Age Distributions of Employees in 2019-2021



Education Distributions of Employees in 2019-2021



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, color, age, gender, sexual orientation, gender identity and expression, ethnicity or national origin, disability, pregnancy, religion, political affiliation, union membership or marital status in hiring. In routine operations, we maintain workforce composition control and workforce structure balance and we analyze and improve employee turnover.

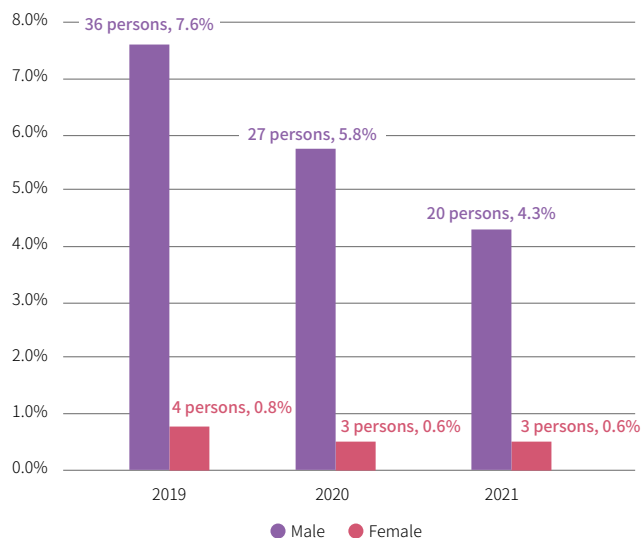
When new or existing positions need to be filled or the workforce needs to be expanded due to business needs, organizational planning or employee resignations, the workforce-requesting unit must complete the “Personnel Replenishment Request Form”, After the request is approved, we will first recruit personnel from within the organization or transfer eligible candidates by announcing the openings over the employee portal 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.

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.

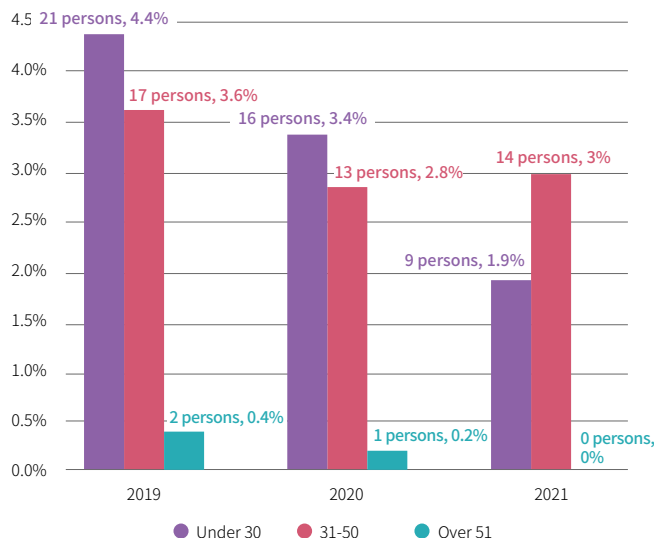
In 2021, we hired a total of 23 new employees, accounting for 4.95% of all employees. The tables below show the gender, age, and region distributions of these new employees.

Gender Distributions of New Employees in 2019-2021



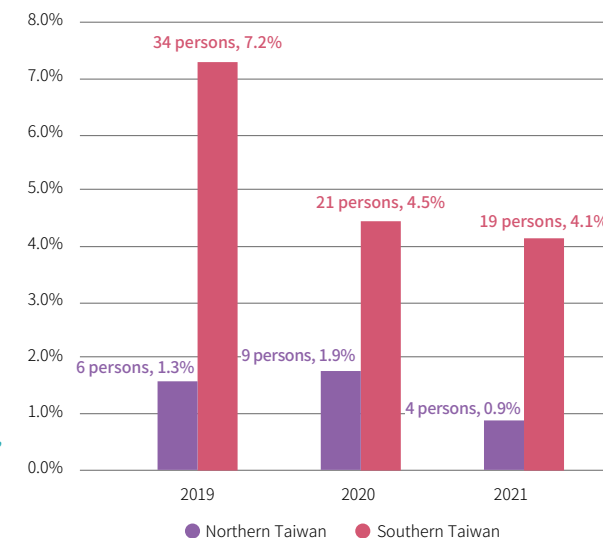
Note: New Employee Rate = Number of New Employees/End-of-Year Active Employees

Age Distributions of New Employees in 2019-2021



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

Region Distributions of New Employees in 2019-2021



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

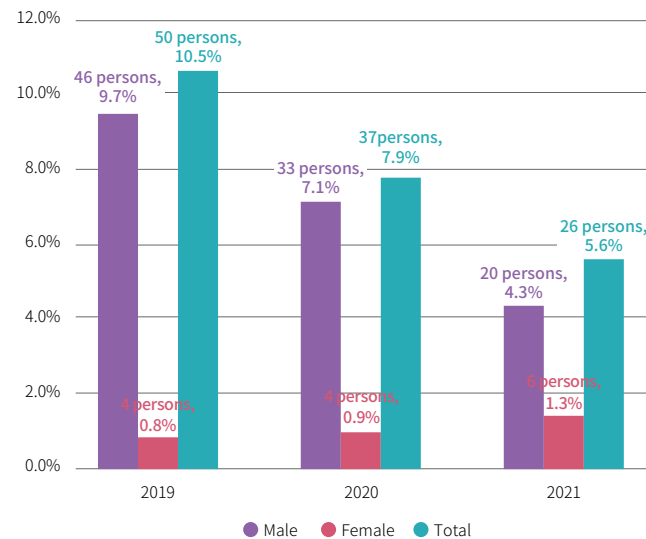
Turnover Rate

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.

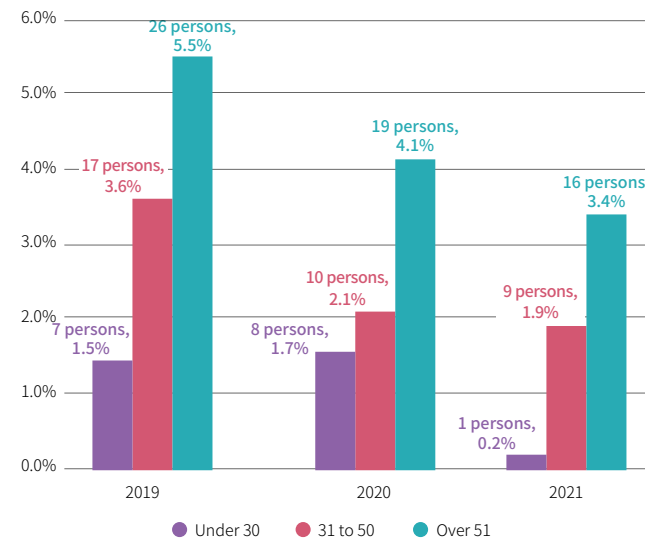
According to the employee turnover rate analysis in the Workforce F.B.I. Report (<https://blog.104.com.tw/104-fbi-2021-stay-and-leave-rate/#02>) published by 104 Corporation in 2021, the 2020 turnover rate (excluding retirement) of enterprise employees was 12.3%. In terms of the traditional manufacturing industries, the employee

turnover rate (excluding retirement) was 11.7%. At USI, the employee turnover rate 3.4%, far lower than that of the report and the expected rate at 5%. This suggests that our pay, reward, benefit, 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 employees benefits better than the regulatory requirements, periodical health checkups, and medical assistance to take care of both the mental and physical health of employees.

Gender Distributions of Employee Turnover in 2019-2021



Age Distributions of Employee Turnover in 2019-2021



Region Distributions of Employee Turnover in 2019-2021



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

Human Rights Policy and Management Programs

ESG: <https://www.usife.com/ESG/en-us/ESG45.aspx>

Human Rights Policy

To fulfill CSR 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.

Human rights risks mitigation

We undertake to provide a reasonable, safe workplace environment for employees, respect and protect their dignity, promote environmental protection in business activities, and uphold business ethics and integrity. To make this commitment a reality, besides respecting employees by law and with dignity, we designate special staff to enforce OH&S, ceaselessly publicize, educate, and implement the human rights policy in the routine, and arrange reasonable grievance channels.

Concerns of Human Rights and Practice

We have passed the certification of ISO 14001 and ISO 45001 systems through proactive energy conservation, disaster prevention, and pollution control in order to provide employees with a reasonable and safe workplace environment through various improvement activities.

Besides providing employees with a safe and healthy workplace environment by law, we have also established an OH&S responsible unit and committee, hired medical specialists and nurses, and arranged periodic education and training relating to OH&S and fire prevention to take necessary precautionary actions to prevent occupational accidents and thereby reduce risk factors in the workplace environment.

We value the equality of human rights and eliminate discrimination to reasonably ensure equal job opportunity and no child labor or forced labor, help employees maintain physical and mental health and work-life balance. Please visit (link above) for more information.

Training and Practice of Human Rights Protection

In 2021, we organized training of 4,451.5 hours in total for 1,068 participants to promoting human rights protection. Please visit the ESG section of our corporate website at <https://www.usife.com/ESG/en-us/ESG45.aspx> or the details regarding the concerns and practices of human rights, training methods, and promotion of human rights protection.

Grievance system

We have established unfettered grievance channels for employees to report all internal problems to supervisors at all levels or 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 refer to page 44 of this report.

Employee Benefits

Employee benefits are our focus, and every USI employee are entitled to the following benefits: [GRI 401-2](#)

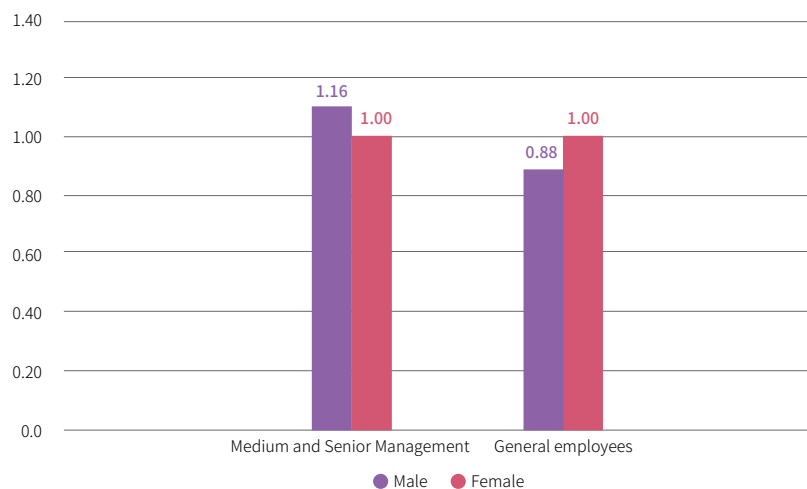
Item	内容
Bonus	Year-end bonus and performance bonus
Leave	Parental, menstrual, family care, pregnancy checkup, pregnancy checkup accompaniment, and paternity leaves.
Insurance	Labor Insurance, National Health Insurance, travel insurance for business trips, employee/dependent group insurance, pension contributions
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.

Employee compensation plan

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. All new employees are paid better than the statutory minimum wage. Allowances vary according to the position and educational attainment of employees. The year-end bonus is distributed according to the employees' performance. Most importantly, the base salary is equal regardless of gender. 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.

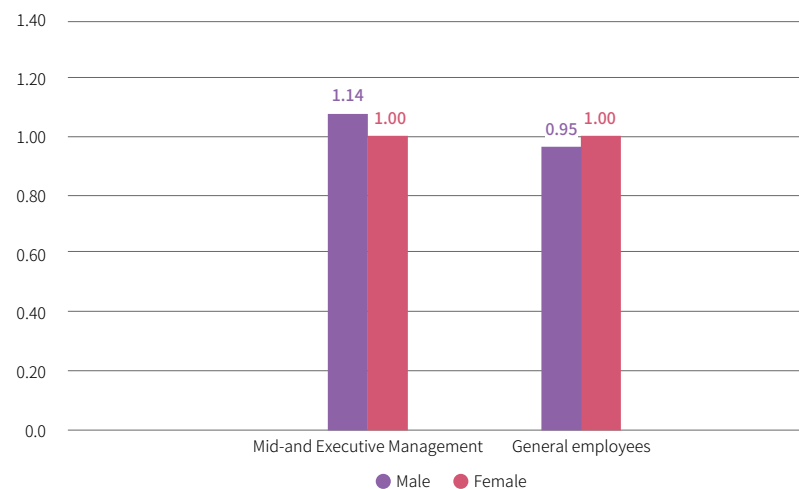
Women-to-Men Ratio of Salary and Remuneration in 2021 (Base Salary)



Note 1: The base for female employees is "1", Remuneration in 2021 is the base salary of male and female employees. The calculation does not include contractual employees.

Note 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 2021 (Full Pay)



Note 1: The base for female employees is "1", including wage, bonuses and benefits. The calculation does not include contractual employees.

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

Item	Contents	2021	Difference from the previous year	Description of Difference
1	Number of non-management full-time employees	460	+7	Major factors for average wage increase: 1. Annual raise 2. The 2021 year-end bonus was more than that of 2020.
2	"Average Wage" of non-management full-time employees (NTD thousand)	1,471	+269	
3	"Median Wage" of non-management full-time employees (NTD thousand)	1,318	+228	

Health care benefits

Every year we arrange periodic health checkups for employees. Our Taipei Office is equipped with a gym and the 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 2021 a total of 20 employees applied for the childbirth subsidy. Employees in need of parental leave can apply for the leave when their children are under 3 years of age. In 2021 a total of 54 employees were qualified for the leave, and only one applied for the parental leave of absence for six months (September 2021-February 2022). 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 Status	Number of employees entitled to parental leave	53	1	54
	Number of employees took parental leave in the year	1	0	1
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	-	-	-
	D) Total number of employees retained 12 months after returning to work following a period of parental leave	-	-	-
	Return to work rate=D/C	-	-	-

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. See the information on the retirement benefit plan disclosed in Note 21 of the 2021 individual financial statement for details.

https://www.usife.com/USIWebFiles/Meeting/Finance4I_110.pdf#page=44

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.

By the end of 2021, the labor union had a total of 355 members, including 13 female members and 342 male members. Except for employees of the Taipei Office who are unable to join the union for the geographic reason, 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 visit https://www.usife.com/ESG/en-us/ESG42.aspx](https://www.usife.com/ESG/en-us/ESG42.aspx) for the details of the labor union organization.

2021 Member Representatives' Annual Congress



Note: We have not signed any collective bargaining agreement.

Employee Welfare Committee

Each month we contribute 0.15% of the sales turnover as the fund for the "Employee Welfare Committee (EWC)" for employee tour subsidies, preschool entertainment subsidy and study grants for the children of employees to repay the devotion of employees. In 2021 a total of 228 employees applied for the preschool entertainment subsidy and study grants, and a total of 364 children received the funds, i.e., an average of 1.6 children/person, higher than the Taiwan's average at 1.07/person (2021 prediction of US CIA: <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 baseball club, a cycling club, a tennis club and so on. The Company and EWC guide and sponsor them. Employees can relieve their work stress and promote their health with club activities, and thereby improve their organizational commitment.



Please visit <https://www.usife.com/ESG/zh-tw/ESGNewsDetails.aspx?Passcode=2021122201> for the details of club activities.



Employee Activity 1



Employee Activity 2



Cycling Club



Badminton Club



Baseball Club



Tennis Club

Employee Engagement Survey

To enhance employee care and fulfill the employee's demands, we conduct the employee engagement surveys (EES) from time to time to measure their satisfaction and work faithfulness and gather their opinions regarding USI's policies, performance management, employee relationships, and salary and benefits for the reference of future improvement.

The 2021 EES was performed with a six-point scale. The score of all items fall above the industry's average, suggesting the our policies for promoting employee development and employee care have earned employee recognition. Additionally, we also plan and make rolling improvement with reference to employee feedback to build a happy workplace environment for employees.

We keep promoting various policies for employee benefits, employee rewards, employee development, and employee communication.



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". For employees with poor performance, unwilling to take orders from their supervisors, or with other gross negligence, we will cancel or cut their year-end bonus with the president's approval.

5.4

Talents cultivation and development

Sustainability Principle: Unity Governance

Significance and Strategy	Significance to USI	Strategy and Approach	Commitment
Achievement and Goal	<p>2021 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. 	<p>2021 Projects</p> <ol style="list-style-type: none"> 1. Level-specific management competence training mechanism 2. Talent matrix inventory 	<p>2021 Achievements</p> <ol style="list-style-type: none"> 1. Average hours of employee training in 2021: 23.80 hours. 2. 2021 training total length: 10,776 hours. 3. 2021 training fees per person: approx. NT\$2,582 4. On-site workers acquired a total of 75 required professional certificates. 5. Completed workforce planning and talent matrix inventory for all units.
Sustainable Development Milestone	<p>2022 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. 	<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. 	<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.
Management	<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 	<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>	<p>Chapter Summary</p> <ol style="list-style-type: none"> 1. Education/training 2. R&D personnel training plan 3. Diversified and complete employee development framework 4. Talent Development 5. Employee development.

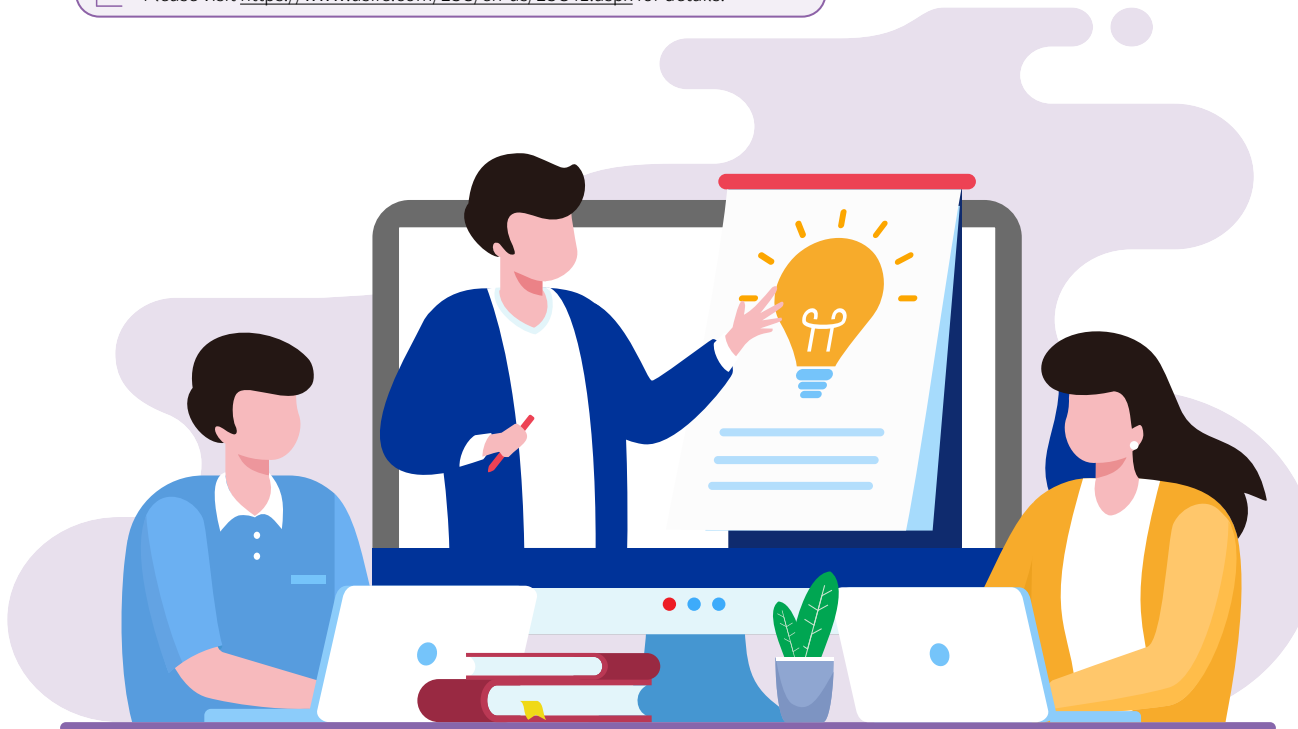
Multidimensional and Complete Personnel Development Framework

The system for “overall performance management” is a management system operated based on the anticipated outcomes from the key performance indicators and performance associations developed upon the “company → department → position” cycle.

Talent Cultivation

In “talent cultivation”, we plan various complete and up-to-date education and training activities and set management competencies, professional training items, and evaluation methods of all levels. Additionally, we activate the annual circulating courses with contents covering five major courses: marketing skills, sales skills, supervisor management competencies, communication and negotiation skills, and general finance administered through internal and/or external training. We also follow up the actual work performance and implementation of trainees.

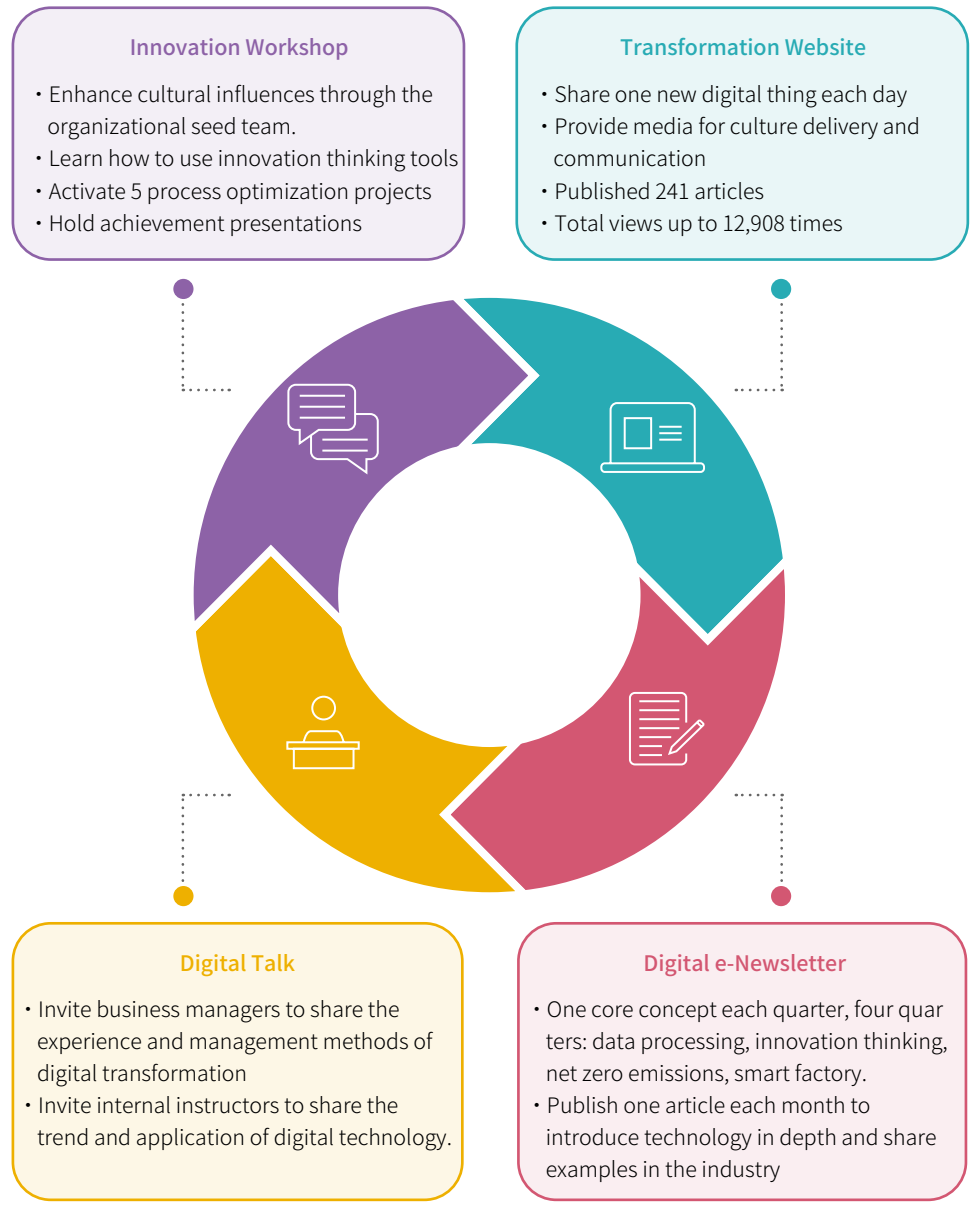
Please visit <https://www.usife.com/ESG/en-us/ESG41.aspx> for details.



Cultivation of talents for digital transformation

The digital wave arose following the technology innovation in recent years. Pushed by the pandemic, digital transformation has become a heat in all industries, and there is no exception to USI. Besides engaging in industry-academia collaboration with academic units, we all invited professional instructors to give instructions to constantly transform toward smart manufacturing.

Besides the application of technology, we understand that digital transformation needs a new way of thinking in employees and a change in the organizational culture. Hence, we have actively implemented data-driven and process improvement in the organization through talents cultivation. All employees can learn digital transformation through the Group's transformation website, e-newsletter, and digital talks in order to enhance their awareness of digital transformation. We also held workshops and AI training courses for seed members to practice digital transformation in real work to enhance promotion.

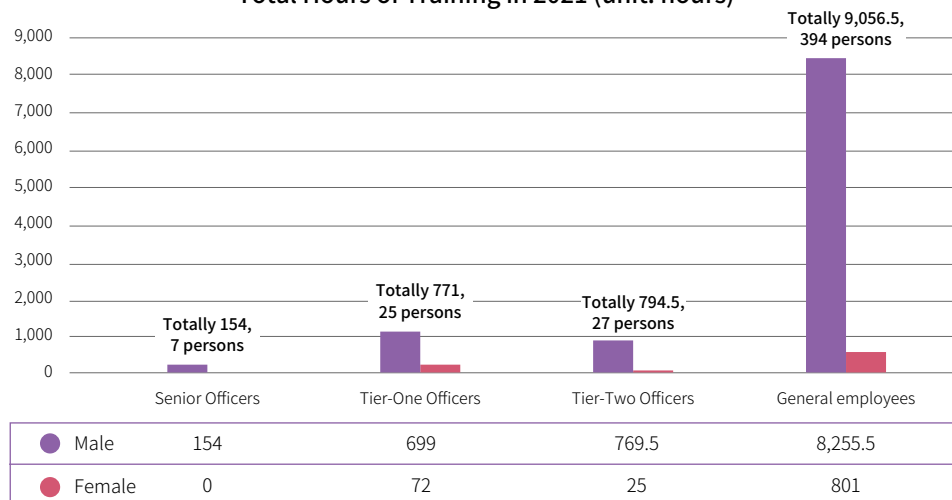


Education and training

In 2021, we provided employee training for a total of 10,776 hours (including training courses participated by employees and organized by the group). The average training length was 23.8 hours/person, with a training expense of about NT\$1.201 million. As most male supervisors were from production departments, they needed a long 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 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.

Total Hours of Training in 2021 (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.

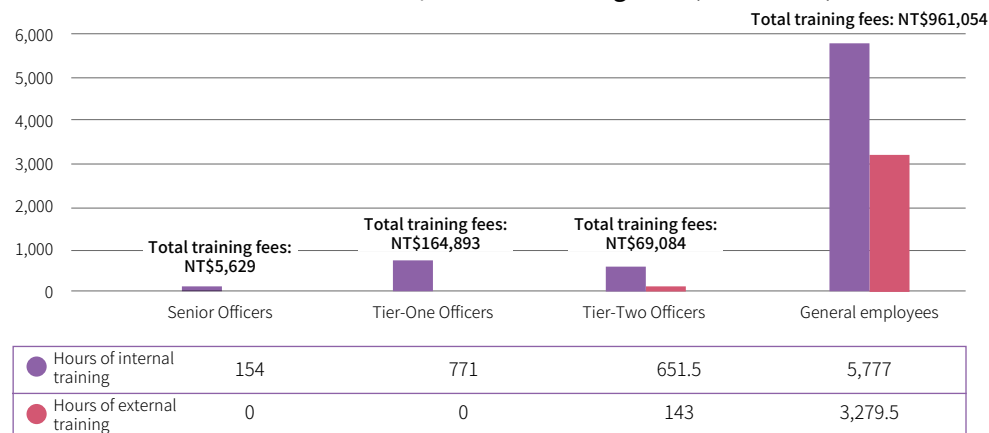
Average Hours of Training Per Employee in 2021 (unit: hours/person)



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.

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 2021 (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.

5.5

Charity and Community Participation

Community care

In addition to caring for the education of the vulnerable, education in remote areas, and environmental education, 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.

Therefore, we encourage USI employee clubs and employees to participate in social and community charitable activities, such as irregular employee donations and mountain cleanups. Recently, we have launched the local neighborhood cleanup and pandemic prevention activities. In addition to donating supplies for pandemic control to local residents, schools, and fire stations, we have also helped local communities clean the environment and prevent the pandemic through USI volunteers, in order to demonstrate our “social inclusion” concept and fulfill our ESG for a common living circle.

Community support

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

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

Contributions to Communities Around Kaohsiung Plant in the Past 3 Years (unit: NT\$)

Year	2019	2020	2021
Religion and culture	63,000	20,000	20,000
Communities and social groups	50,000	68,000	57,000
Volunteer police and volunteer firefighters	70,000	205,000	50,000
Schools and education	243,030	68,600	78,200
Community development associations	203,000	262,000	132,000
Total	629,030	623,600	337,200

Industry-academia collaboration

In response to the low fertility rate 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 situation for the students, schools, enterprises, communities and the local government.



2021 Domestic Offsite Learning:
Visit on the USI R&D Center



2021 Domestic Offsite Learning: Visit on National Taiwan University of Science and Technology



Weekend Featured Courses: IoT Construction



Seminar with the senior students of the "Kaohsiung Renda Petrochemical Talent Stream" Cooperation Program.

"Kaohsiung Renda Petrochemical Talent Stream" Cooperation Program

Period	August 1, 2018 to July 31, 2023 (three graduation classes for five years)
Partner	Kaohsiung Municipal Renwu Senior High School
Target	Students with household registrations in Renwu, Dashe, Dashu, Niaosong, and Nanzi districts near Renda Industrial Park, 35 tenth graders a year.
Internship	<ol style="list-style-type: none"> In addition to the general tenth grade curriculum, electives relating to the petrochemical industry and professional ethics are emphasized. Students on the program will visit USI during the summer break or on Saturdays to further understand the industry and job environment.
Vacancy	10 students each year, totaling 90 for three graduation classes in five years.
Scholarships and grants	Three graduation classes in five years: NT\$1.08 million Subsidization for the hourly pay for professional courses in three years: NT\$330,000 USI sharing for three graduation classes in five years based on the program MOU: NT\$140,000.
Preferential hiring	<ol style="list-style-type: none"> 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. 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
Summary	<ol style="list-style-type: none"> In 2020 a total of 27 students graduated from the Kaohsiung Renda Petrochemical Talent Stream program enrolled to the Star Plan and were accepted by national universities, demonstrating outstanding performance. The contract for the second Kaohsiung Renda Petrochemical Talent Stream program was signed on April 20, 2018 and initiated in August. In view of the program's heated acclaim, we continued with the third program (2021-2025), with the contract signed on December 20, 2020. Due to the pandemic, overseas visits were not organized in 2021 and replaced with the offsite learning project in the country.

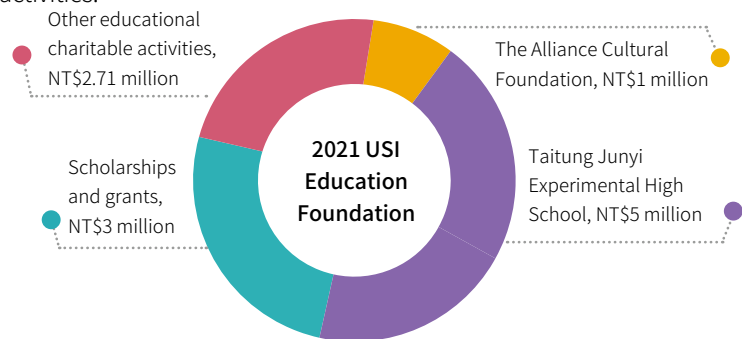
USI Education Foundation

USI Educational Foundation was established on December 30, 2011 and funded with the 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.

To further expand the scale of charity, CGPC and Taiwan VCM Corporation (TVCM) joined the foundation in 2017. In 2018, Taita Chemical Co., Ltd. also joined the foundation to enable investments of more resources in rural education and environmental sustainability in order to give back to society.

Charity Events

In 2021, USI Education Foundation sponsored various activities with a total amount of NT\$11.71 million, including NT\$3 million for scholarships and grants; NT\$1 million for The Alliance Cultural Foundation, NT\$5 million for Junyi Experimental High School in Taitung; and NT\$2.71 million for other educational and charitable activities.



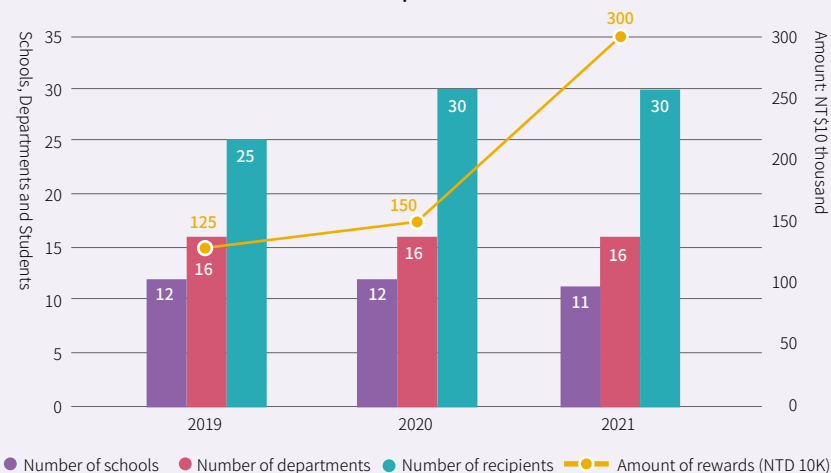
Scholarships and grants

We offer scholarships to students from low-income families 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. 2021 marked the 10th anniversary of USI scholarships. Over the last decade, we have accumulatively granted scholarships amounting to NT\$14.1 million to 266 students.



In 2021, we offered scholarships and grants of NT\$3 million in total to 30 students from 16 departments of 11 public and private universities, including 16 from doctoral programs, 9 from master's programs, and 5 undergraduates, and 17 of them were from low-income families. To encourage scholarship-winning students, the presentation and commendation ceremony was held at noon on December 10, 2021. USI officers attended the event to exchange opinions and experience with students, wishing them to keep learning in order to demonstrate positive influence and contribute to society.

Distribution of Scholarships and Grants in Last 3 Years



The Alliance Cultural Foundation and Taitung Junyi Experimental High School

● Junyi—Realization of Education for the Rural

To invest more resources in rural education and the sustainability of Hualien and Taitung, the foundation sponsors the Alliance Cultural Foundation and Junyi Experimental High School on a long-term basis. Chairman Stanley Yen of The Alliance Cultural Foundation hopes to provide economically vulnerable schoolchildren with an opportunity to flip through rural education reform and innovative experimental education implementation. Hence, he has established the “Rural Education Seeds Cultivation Program” to sponsor economically vulnerable schoolchildren of Hualien and Taitung. After 10 years of efforts, a total of 185 schoolchildren have been benefited, and 80% of them are indigenous peoples, including Amis, Puyuma, Bunun, Paiwan, Drekey, Tao, and Truku.

Schoolchildren in remote townships with less resources need connection with the world more in order to create more possibilities for their hometowns. Hence, in 2017 the Alliance advocated the overseas study program and established the “Innovation and Overseas Study Education Fund” to provide scholarships for highly potential students of Junyi Experimental High School to apply for overseas study at two-year community colleges or the United World College before high school graduation like taking over others on the lane. Besides providing students with a new start to connect with the world, this program enables students to develop specialties and broaden their international view, so that they can become the power to change their communities and hometowns in the future. Since program establishment, 14 students have studied overseas under the

program, 8 students have completed their study and successfully enrolled to their ideal universities or colleges to further their study, and 2 of them even earned the scholarship from US universities.

When the pandemic swept across the rapidly changing world, educators began to rethink the purpose of education, believing that development children’s self-learning ability should be the ultimate goal of education, so that they can face future challenges. This coincides with the educational goal of Junyi Experimental High School. To develop core competence in “character, life, and skill” is the core concept of Junyi Experimental High School. Hence, Junyi aims to equip students with good character, skills for life, living competence, international view, and self-learning ability for them to become world citizens. Hence, it plans courses including Life Exploration, Creativity Modules, and International Linkage to guide students to engage in self-exploration, find self-confidence and self-development. The school also arranges “self-learning” courses for students to develop the ability in independent time management for self-learning and fully absorb knowledge in different areas. Additionally, with interdisciplinary courses and through collaboration with external units, the school enriches the learning contents of students to develop lifelong learning in students and realize the concept and value of “inspiring talent, positive innovation, local connection, and bilingual international”.



The long-lasting “Life Exploration” course of the high school section includes cycling, mountain skills, and water skills, splitting as of grade 11. The photo shows the mountaineering course in mountain skills.



The thanksgiving reunion in November was prepared by the students taking the International Hospitality course of the “Creativity Module”. Besides the learning culinary, reception, and service skills, the module aims to develop the life and social skills of students.



At the “Sing for the Wildlife Hospital” charitable sale, teachers led students keen on singing and dancing of the high school section to participate in the Service Learning course to demonstrate their talent and specialty to support wildlife in real action.



The Contemporary Arts course of the Creativity Module invited professional photographers to guide students investigate interdisciplinary sociocultural issues with images through entries of international photography competitions and learn photography and curating arts exhibitions and performances. Below are the works of Junyi students. *The annual art festival and achievement presentation in May was canceled due to the pandemic.



When learning from home began in May 2021 due to the pandemic, Junyi prepared for each student a learning kit containing books, a drawing album, craft and easy bakery materials, snacks, and a short message from the teacher for students to feel the concerns from teachers during the summer break. The school also planned online common modules. Academic and non-academic staff demonstrated their expertise to offer different interest-based common modules, such as calligraphy and subject extension learning activities for students to enjoy a richer summer life. After the school reopened, the school found that students valued more about class interaction after a long separation and became significantly less dependent on mobiles.

The Alliance Cultural Foundation: "Listener Program"

When the pandemic broke out in 2020, observations of its impact on education in different countries found that the prolonged distance learning because of the pandemic was unfavorable to schoolchildren's self-development and character formation due to the lack of interpersonal interaction. Seeing that the adolescent mental health on campus has become an issue requiring concerns, teachers in remote townships are younger and lack social experience, and the experience succession of senior teachers and professionals is exceptionally valuable, The Alliance Cultural Foundation introduced the Listener Program online course with 49 videos produced with counseling psychologists and education workers, hoping to help novice teachers to shorten the trial and error process. Though the self-learning basic observation ability, frontline teachers were trained to be the listeners of adolescents by learning how to develop a trust relationship and positive communication with them to provide growing adolescents with psychological support, hoping to equip these teachers with solid power to support themselves and the internal resilience of others.



Toufen Junior High School Music Program

By integrating with the Harvest 365 Music Program of the Harvest365 Foundation, The Alliance Cultural Foundation collaborated with Toufen Junior High School to introduce the Toufen Junior High School Music Education Program in September 2021. By teaming up with the music teacher of Toufen Junior High School, professional choir instructors of Harvest365 Foundation instructed the choir formed by students of the 7th and 8th grades to help students grow by singing art songs and inspire their learning motivation by giving performance at the annual music festival to develop self-confidence.

Instead of selecting talents for competitions, this Music Program enables children to learn happily and sing for happiness. Through this choir course, we hope to let every child develop self-confidence and the courage to challenge through singing and develop their character and team spirit through the choir.

Student practiced in the choir.



Sponsoring other educational and philanthropic activities

In 2021 we also sponsored other educational and philanthropic activities, including Boyo Social Welfare Foundation and Teach for Taiwan Association, Teach for Taiwan, Azure Alliance, Bulareyaung Dance Company, and Hunter School. To provide steady support for these units highly recognized by society and to constantly help more students, the USI Education Foundation will continue to support them.



1 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”, in order to achieve its mission “End Poverty with Education”. Five days a week and 2-3 hours a day, it equips every student from vulnerable groups with basic skills to improve their social competitiveness and give them chances to beat poverty through “right education for the right person” and strict “quality control”. Additionally, the foundation provides “care guidance” to remedy learning instability for each child from vulnerable groups to own an appropriate education environment, in order to develop their basic capacity and social competitiveness to end poverty in the future with own ability. The pandemic made vulnerable families the prime victims and marked out the digital divide between the urban and the rural and the rich and the poor. At the beginning of school shutdown, up to 70% of schoolchildren did not have digital

equipment. Boyo Social Welfare Foundation thus prepared for each schoolchild an learning from home kit to extend schooling to the home of schoolchildren, hoping that they can keep learning even in the absence of the internet service. Since Boyo Social Welfare Foundation was established 19 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.

2 Founded in 2013 Teach for Taiwan (TFT) was inspired by the concept and model of Teach for America, hoping to create equal opportunities in education for every child. Believing that education is an everyone’s matter and the process where “life influences life”, TFT provides teacher training for competent youth with a sense of responsibility before sending them to teach at elementary schools in low-income rural communities for at least two years in order to demonstrate the positive influence from classrooms to outside of classrooms, from schools, families to communities. By doing so, TFT hopes to provide each child with quality education and the opportunity for self-development to end the poverty circle regardless of their backgrounds. TFT also aims to resolve the long teacher shortage and high turnover rate problems in the rural area. In 2014, it sent nine the first group of TFT teachers to eight schools in Taitung and Tainan, making this the onset of a change. To date, TFT has sent over 269 youth to the rural, including Taitung, Tainan, Pingtung, Yunlin, Hualien, and Nantou, to help over 6,000 children from vulnerable groups.



3 Established in 2017, Azure Alliance advocated the “Fight for Azure--Marine Debris Cleanup Project” to clean up marine debris in Taiwan fishery waters with the smart marine cleanup robot called Azure Fighter with a high price-performance ratio, easy operation, and high reliability to turn sea bays into the last line of defense of marine debris and promote the transformation of Taiwan’s marine cleaning industry in order to regain the initial azure of oceans. In 2021 Azure Alliance completed the environmental investigation of 106 harbors across Taiwan and conducted tests at 5 harbors. In early 2022 it further established the first demonstration harbor in Zhuwei Fishing Harbor in Taoyuan to accelerate marine debris cleanup. For more people to understand the importance of marine environmental education, Azure Alliance has organized 79 marine environmental education activities and delivered speeches on campuses and at enterprises.

4 Founded in 2015, Bulareyaung Dance Company established a foundation in the following year to disseminate indigenous culture with dance. Besides giving travel performance and talks at different indigenous communities, it also holds workshops to share dance and body development. It was founded by indigenous choreographer Bulareyaung Pagarlava (aka Bulareyung). As an indigene of Puyuma origin, he returned to his hometown in Taitung on the search of his identity, hoping to create with indigenous children and share their creations with the world. Hence, he introduced the “Dance at Home-Indigenous Travel Performance” project. Over the past six years, the company has travelled to 14 indigenous communities to give 16 performances. According to Bulareyung, indigenous communities are the most beautiful theaters for the company. He hopes to take dancers to perform in indigenous communities every year to inspire indigenous children who love dance and art creation, make indigenous seniors feel proud to dance on the stage, let indigenous tribes see the other side of indigenous dance, and put the theaters in remote townships.

5 The Hunter School was established in 2004 by indigenous writer Sakinu Yalonglong. As the laureate of many literary awards, Sakinu vividly depicts the tribal growth experience and indigenous hunter culture inherited from seniors into wonderful stories, hoping to share the indigenous wisdom to future generations, let the public understand

indigenous culture, and allow different ethnic groups to respect one another. These beliefs have become the fundamentals of the Hunter School. Sakinu turns his home in the indigenous community into the school base. Besides passing on the essence of traditional indigenous culture and wisdom, he also teaches people how to apply the hunter spirit in the daily life, including getting along with oneself, overcoming fear, and discovering own potential. He also leads youth to develop own value and identity to realize dreams in different education systems.