



Chapter 5

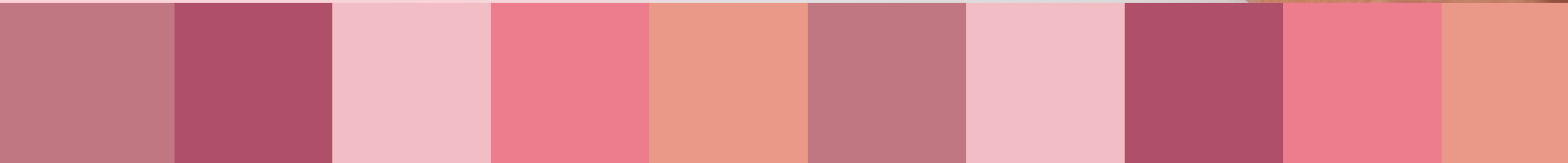
Safety, Health, Social Inclusion

Performance Highlights

- ✓ Annual employee health checkup: 99.5% coverage
- ✓ A total of 2,547 hours of PSM training for 1,157 persons
- ✓ Awarded the certificate of Taiwan i-Sports by the Sports Administration
- ✓ Turnover (excluding retirement) rate: 4.8%
- ✓ There were no incidents of violation of Occupational Safety and Health Act resulting in fines.

Material topics in this chapter

Occupational safety and health
Talent attraction and retention



5.1 Transportation Safety Management

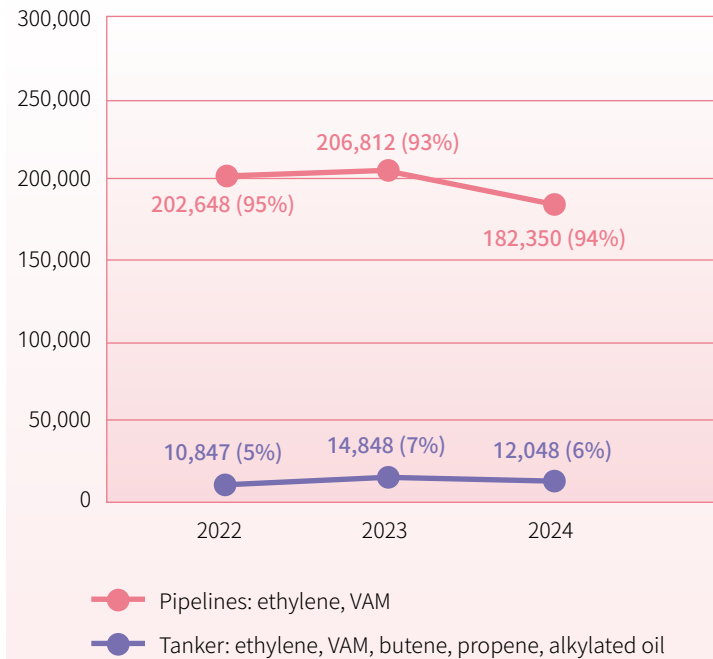
Management of raw materials and product transportation

Materials Transportation

Transportation Methods

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

Raw Materials Transportation Methods



Implementation Plan and Effectiveness

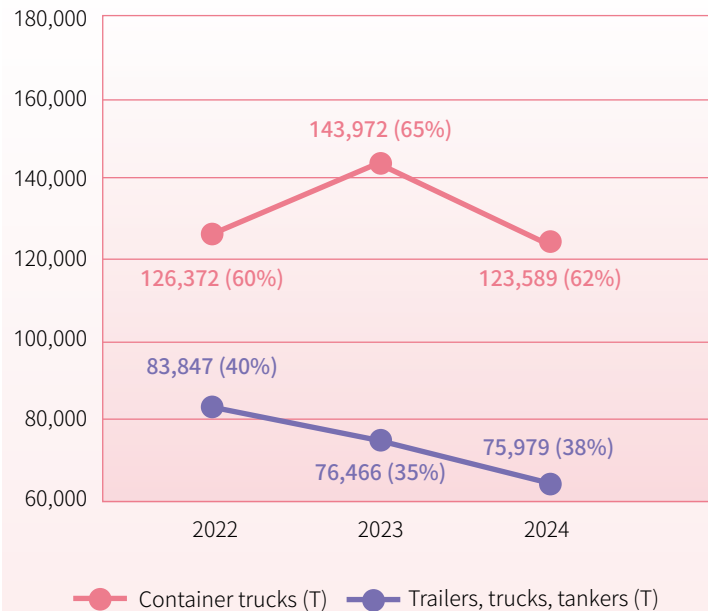
- ✓ No transportation-related accident was reported.
- ✓ To ensure pipeline integrity, we maintain the safety management of underground pipelines through operation, maintenance, test, inspection, and emergency response with reference to the international underground pipeline regulations and in compliance with the legal and regulatory requirements of the Kaohsiung City Economic Development Bureau. Additionally, we have passed the third-party (DNV) verification for compliance with the standard B31.8S Managing System Integrity of Gas Pipelines of the American Society of Mechanical Engineers and the review of the Kaohsiung City Economic Development Bureau.
- ✓ Double protection including corrosion zone and impressed current cathodic protection (ICCP) is implemented for all underground pipelines. In 2024 every quarter, we completed 192 cathodic corrosion tests and 36 cathodic corrosion rectifier checks to ensure the anti-corrosion system is working without worries.
- ✓ In 2024, we completed the excavation verification after the underground pipeline ILI inspection, and obtained the third-party confirmation from Norway's DNV Verification Company (DNV) to verify the compliance with the ILI inspection results, confirming that the ILI inspection data and results are in line with the actual condition of the pipeline, effectively capturing the current condition and integrity of the underground pipeline, and ensuring that the pipeline transportation is safe and secure.
- ✓ To prevent pipeline damage caused by third-party excavation and construction errors, we commission CKS Guard to perform daily pipeline tour inspection. We collaborate with the Pipeline Excavation Management Center formed by the Kaohsiung City Public Works Bureau to prevent pipeline damage caused by third-party excavation. In 2024, we prevented a total 32 instances of pipeline damage caused by third-party excavation.
- ✓ In 2024, we organized one underground pipeline scenario drill with other manufacturers and the simulated accident alert drill of the Economic Development Bureau to reduce the damage caused by natural disasters or accidents through emergency response drills.
- ✓ All tankers are qualified tankers for transporting chemical substances; each contractor has good emergency response ability, and well-established emergency response plans. Transportation is implemented according to the relevant control regulations and management measures.

Product Transportation

Transportation Methods

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

Product Transportation Method



Implementation Plan and Effectiveness

- ✓ No transportation-related accident was reported.
- ✓ Government-licensed transporters that have passed ISO 9001 certification and equipped with trained, qualified health and safety management personnel.
- ✓ Semi-annual evaluation of performance, efficiency, cooperation and quality and proposals for improvement programs based on customer feedback at the transportation review meeting.
- ✓ Regular vehicle examinations according to the relevant regulations. Holding safety meetings quarterly to ensure that contractors can safely transport products to the destination to minimize environmental impacts caused by transportation.
- ✓ During 2020-2024, we continuously implemented transportation safety and quality evaluation. Besides reviewing the results of agreed improvements from last year, we verified the degree of legal compliance of onsite operations and equipment condition in order to capture and manage the transportation safety of contractors. The result of the 2024 transportation safety and quality evaluation of contractors was grade A.

In-House Product Loading Safety Management

GRI 403-7:2018

Management Approach Description

All products from Kaohsiung Plant are transported by Deyuan Transport Ltd. Apart from shipping products with trucks every day, the transporter designates resident loading personnel at Kaohsiung Plant. In addition to requiring them to comply with Kaohsiung Plant's access control and HSE regulations, we have established related controls to supervise their work alongside onsite and industrial safety OH&S personnel. We also constantly request them to enhance product loading safety to strictly control personnel operation safety.

Management Approach

In response to the massive use of forklifts for loading and stacking, as well as the tank trucks for loading finished products at the warehouse in routine work, we identified the forklift operation hazards during product loading during 2021-2024. We also introduced the AI industrial safety image-recognition system to timely identify camera surveillance images through AI intelligent image-recognition technology, so as to effectively detect if workers use related personal protective equipment (PPE). By doing so, we are able to comply with the in-house PPE regulations, enhance the strength of in-house industrial safety walk-through inspection, improve contractor operation management, and reduce the risk of industrial safety accidents.

During 2021-2024, we continued to implement the transportation safety and quality evaluation of products in terms of the following eight items: corporate condition, driver record, safety policy and communication, SOPs and instructions, safety equipment, driver evaluation, vehicle condition control, and transportation quality. Additionally, to enhance the control of recommended improvements after the evaluation, we determine the audit frequency based on the evaluation score and notify transporters to make early improvements of the audited problems.

Management Performance

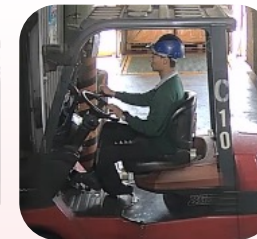
In 2024, the ongoing implementation of safety protection identification (AI system) for forklift operations in the warehouse area continued. In addition to reviewing the regulatory compliance of the system's determinations, the safety personnel also provided feedback on any abnormalities identified to the relevant units and their contractors. This year, we also invited the contractors to conduct a review of the safety promotion and deficiencies, and met with the actual operators to explain the key points of the requirements and the reasons for the contractor's non-compliance with the law, so as to discuss further improvements. In the end, we hope that this system will not only serve as a 24-hour continuous management tool, but will also indirectly enable workers to understand the importance of safety protection.



Contractor violations - failure to wear seat belts



Contractor violations - failure to buckle up helmet strap



Contractor violation penalties and enhanced training advocacy

Regarding the transportation safety quality assessment in 2024, efforts were made to follow up on the previous year's recommendations for Deyuan. In addition, considering that the related system has been improved, we conducted on-site reviews with operators, as well as on-site inspections on the daily inspection items and the physical and mental state of the drivers, etc in 2024. If any non-conformity was found in the results, a deadline was set for improvement to ensure effective response in the event of an emergency. The comprehensive assessment result for the year was rated as Grade A. The assessment results will also be provided to transportation companies as a reference for subsequent safety improvements.



Confirmation of vehicle recording equipment function



Inspection of fire extinguishing equipment in vehicle

| 序号 | 检查项目 | 检查结果 | 备注 |
|----|-----------|------|----|
| 1 | 驾驶员资质 | 合格 | |
| 2 | 车辆安全状况 | 合格 | |
| 3 | 货物装载情况 | 合格 | |
| 4 | 行驶路线规划 | 合格 | |
| 5 | 驾驶员精神状态 | 合格 | |
| 6 | 车辆维护保养记录 | 合格 | |
| 7 | 驾驶员安全培训记录 | 合格 | |
| 8 | 车辆保险情况 | 合格 | |
| 9 | 驾驶员着装规范 | 合格 | |
| 10 | 车辆清洁状况 | 合格 | |

Provision of suggestions for verification procedures

| 序号 | 检查项目 | 检查结果 | 备注 |
|----|-----------|------|----|
| 1 | 驾驶员资质 | 合格 | |
| 2 | 车辆安全状况 | 合格 | |
| 3 | 货物装载情况 | 合格 | |
| 4 | 行驶路线规划 | 合格 | |
| 5 | 驾驶员精神状态 | 合格 | |
| 6 | 车辆维护保养记录 | 合格 | |
| 7 | 驾驶员安全培训记录 | 合格 | |
| 8 | 车辆保险情况 | 合格 | |
| 9 | 驾驶员着装规范 | 合格 | |
| 10 | 车辆清洁状况 | 合格 | |

Evaluation results graded as A-class

5.2 Occupational Safety and Health GRI 2-25, 3-3, SDGs 3, 8

Impact Topics

Lower the turnover rate and reduce occupational accidents, and build a friendly workplace

2024 Achievements

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. Installation of anti-scalding mesh to avoid scalding of operators and heat preservation corrosion; replacement of soundproof enclosure structure and addition of new lighting to enhance the safety of operators; improvement of operation risks.
3. Monitoring indicator excess=0. Completed on-site monitoring on Type 2 organic solvents, specific chemical substances, noise, CO₂ and local exhaust equipment wind speed. No nonconformity is found.
4. Downtime caused by key equipment=6, machinery maintenance by the engineering department = 2,211 units.
5. Implemented 14 projects, including 3 underground pipeline operations and maintenance projects.

2025 Goals

1. Promoting 14 process safety management systems.
2. Implementing fire safety equipment inspection and maintenance.
3. Continue to organize HSE Education and Training.
4. Incident rate, Frequency-Severity Indicator (FSI), monitored nonconformities, and shutdowns caused by key equipment are all 0.

Medium- & Long-Term Goals

1. Promote safety and health management
2. Continuous promotion of PSM management system
3. Underground pipeline risk assessment
4. Plant smart management

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. The current certificate is valid until April 2025, and we continue to comply with periodic audits. GRI 403-1:2018

In 2024, 1,025 personnel were covered by the OH&S management systems, including all USI employees and contractors. All operations were planned and implemented according to the OH&SMS, including hazard identification, risk assessment, audit, and accident investigation.

Workers covered by OH&SMS in 2024 GRI 2-8, 403-8:2018

| Category | Number of people | Percentage |
|----------------------|------------------|------------|
| USI employees | 429 | 42% |
| Contractor personnel | 596 | 58% |

Note: Contractor personnel include 596 workers of qualified contractors.

For details of the management system, please refer to the ESG website [Occupational Health and Safety](#))

OH&S Goals and Management Program 2024

| Policy | Goals | Program | Effectiveness |
|-----------------------------|--|---|--|
| Zero accident | Incident Rate F.R.=0 | Steam inlet inspection for reducing hazards from steam sleeve breakage and leakage caused by corrosion and prevent pipeline corrosion hazards. | Completed steam inlet inspection at 173 points in 2024. Program progress: 100%. |
| | | Addition of R/T N ₂ PURGE pipeline to the D-line to avoid high-pressure ethylene leakage to low-pressure pipeline, resulting in pipe breakage and hazards. | Completed in 2024Q2. Program progress: 100%. |
| | | Addition of new MID Cat. catalyst pumps to the C, EF-line to eliminate old equipment and enhance operational reliability. | Catalyst pumps have been delivered and are currently under construction. Program progress: 57%. |
| | | Replacement of recycle train cooler to avoid cooler leakage and hazards. | Completed in 2024Q1. Program progress: 100%. |
| | | C-5211 steel support to avoid corrosion under insulation (CUI) at the conjunction. | Rust removal, re-welding, anti-corrosion cladding and painting have been completed. Program progress: 100%. |
| | | Rust and corrosion of common area piping and H-beam. | Rust removal, re-welding, anti-corrosion cladding and painting have been completed. Program progress: 100%. |
| | | Underground pipeline inspection and maintenance | Visual inspection and thickness measurement of the underground pipelines' exposed sections completed in July and November 2024. Program progress: 100%. |
| | | Pipeline patrol education and training plan. | 4 hours of education and training on pipeline inspection completed in 2024. Program progress: 100%. |
| | | Underground pipeline routine patrol plan. | Chung Kung Safety Guard Corporation commissioned for daily inspections, and 6 self-initiated inspections were completed. Program progress: 100%. |
| Zero occupational accidents | Frequency-Severity Indicator F.S.I.=0 | Installation of anti-scald mesh on the outlet line of nitrogen deaerator in purification area C-1108 to avoid scalding and temperature preservation corrosion. | Rust removal, welding and anti-scalding mesh installation were completed in 2024Q1. Program progress: 100%. |
| | | Replacement of K-6007 acoustic enclosure to enhance personnel safety. | Removal and re-installation of sound enclosure were completed in 2024Q1. Program progress: 100%. |
| | | Improvement of operation risk of hydrogen shut-off valve. Considering the risk of falling of personnel from the simplified platform, the operation is changed to making an isolation valve prior to the installation of a compressor as an alternative. | Installation of isolation valves was completed in 2024Q2. Program progress: 100%. |
| | | Addition of new lighting to the operation area of the sec-butyllithium to improve operation efficiency and personnel safety. | Erection was completed in 2024Q1. Program progress: 100%. |
| Zero failure | Shutdowns caused by key equipment =0 | Shutdowns caused by key equipment = 0 (machinery and instrumentation) | Downtime caused by key equipment = 6, machinery maintenance by the engineering department = 2,211 units. |

Note 1: Incident Frequency Rate (F.R.) = Number of incidents x 1,000,000/total hours worked

Note 2: Frequency-Severity Indicator (F.S.I.) = $\sqrt{[(FR \times SR)/1000]}$

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 (chief of the industrial safety office), committee members (department chiefs/unit chiefs/industrial safety staff/labor representatives). Currently, there are 7 labor representatives (35%) and 13 management representatives, totaling 20 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.

Hazard Identification and Risk Assessment GRI 403-2:2018, 403-9:2018

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

Every three years, we identify hazards and assess risks on current, changing (potential or transitional) and future activities within the plant, hazards outside of the plant, and underground pipelines. From time to time, the baseline review team formed by the section chiefs of all units provided professional training on hazard identification and risk assessment for the baseline review team and employees. In 2024, the baseline review team provided professional training on hazard identification and risk assessment for the baseline review team and employees. We assess and screen risk levels using semi-quantitative descriptive statistics. Then, we establish targets and plans based on the graded control, OH&S objectives, and the Regulations for Management of Management Plans to reduce the risk to an acceptable range by prioritizing means such as elimination, replacement, engineering controls, labels/warnings/or management controls, and PPEs.

OH&S Management GRI 403-7:2018

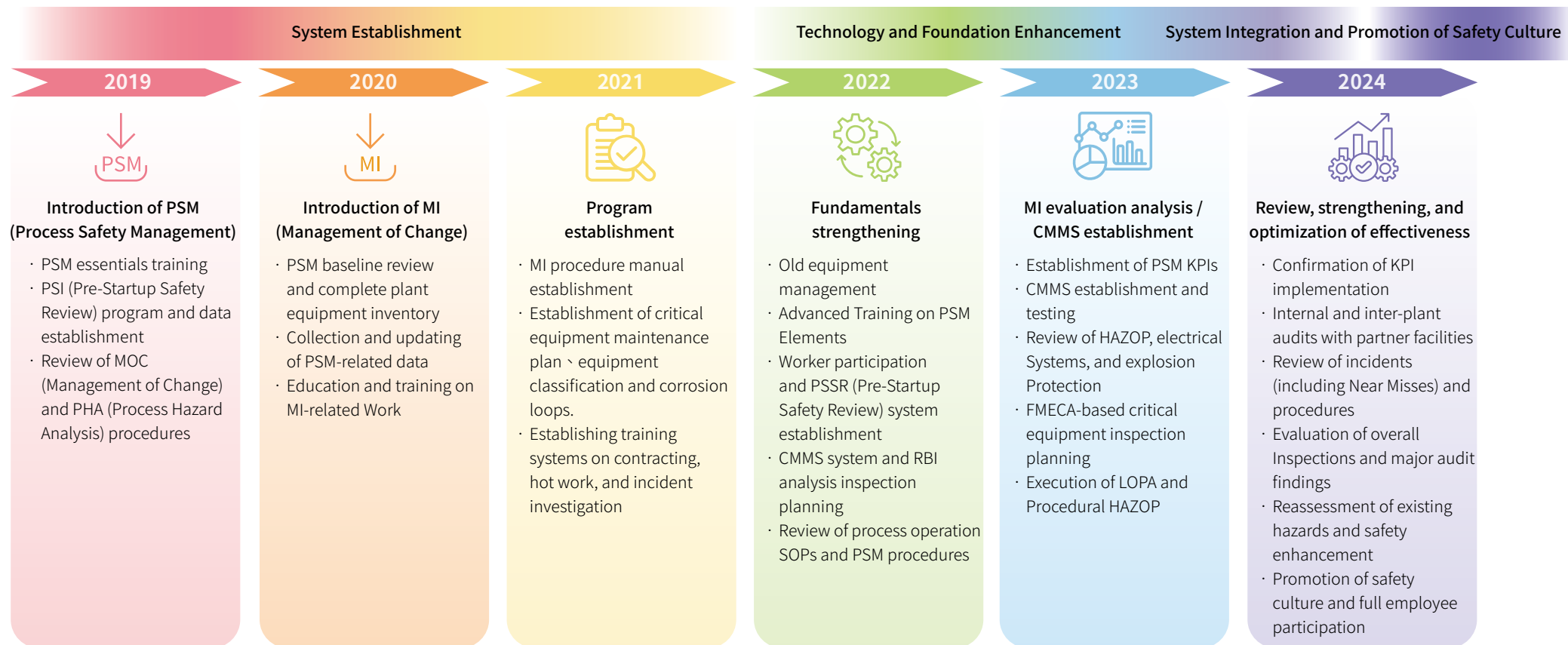
Management Approach Description

In consideration of the increasing industrial safety accidents in Taiwan in recent years, from 2022 to 2024, the Industrial Development Bureau, MOEA 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

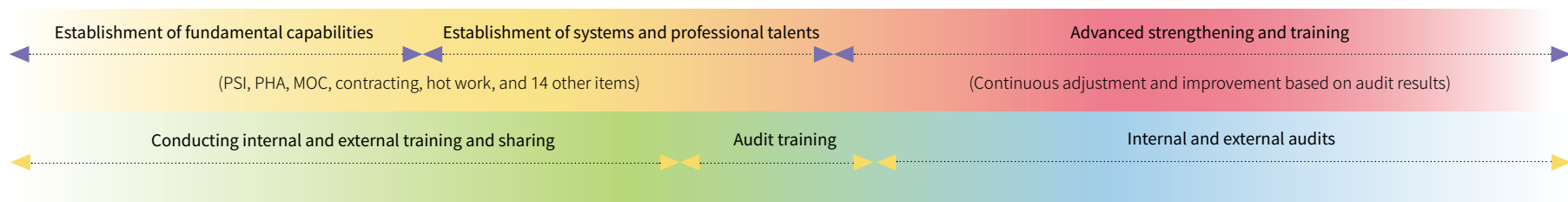
PSM is implemented in main consideration of the relevant regulations at home and aboard, such as the "Process Safety Management of Highly Hazardous Chemicals" (29CFR 1910.119) announced by the US Occupational Safety & Health Administration (OSHA), the Hazardous Workplace Review and Inspection Regulations, 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. We have learned from the industry to promote practical examples and accident cases for self-review, and continued to strengthen process safety and industrial safety protection.





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

Key execution points





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

| Item | 2022 | 2023 | 2024 |
|--|------|------|------|
| Total Count of Process Safety Incidents (PSIC) | 1 | 0 | 0 |
| Process Safety Total Incident Rate (PSTIR) | 0.23 | 0 | 0 |
| Process Safety Incident Severity Rate (PSISR) | 0.69 | 0 | 0 |

Note 1: In 2022, the total working hours were 866,052 hours (including employees and contractors), and the severity level of accidents was classified as level three with 3 points

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

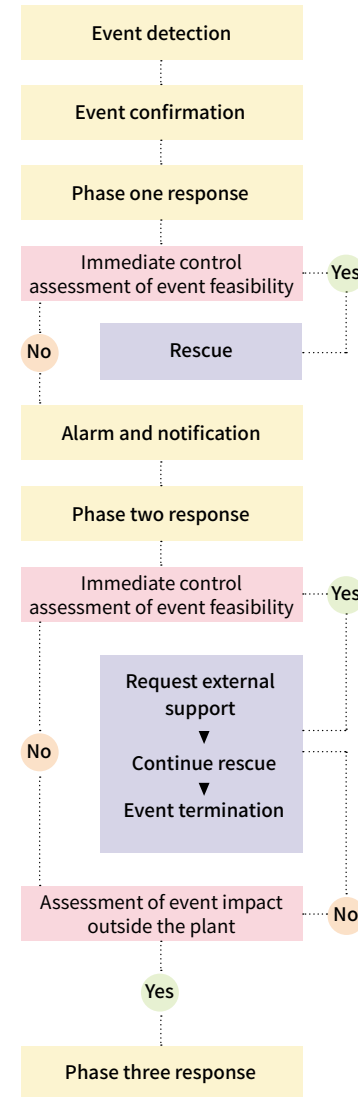
We regulate and perform periodic inspection of dangerous machinery and equipment by law to ensure equipment operation safety. In 2024, we inspected 5 dangerous machines and 230 sets of dangerous equipment, and all were qualified. Additionally, we replaced and scrapped 11 sets of dangerous equipment to maintain operational safety and production continuity.

Emergency Response Mechanism

We organize emergency response and fire safety drills 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 the ESG website for the details of the Response Processes at Different Stages)

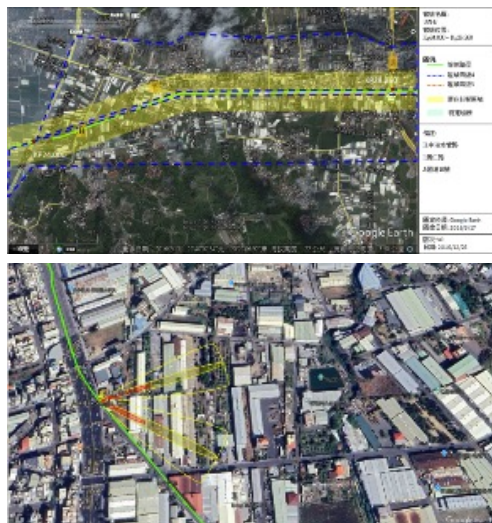
In 2024, our plant's self-defense fire brigade training focused on "fire extinguisher and foam nozzle practical training". Through hands-on practice and self-defense fire brigade training, we enhanced the operational knowledge and personal protection of our response personnel, establishing the first line of defense in disaster reduction and preparedness.

Emergency Response Operating Procedure



Underground pipeline emergency response

To improve emergency preparedness and response ability to underground pipeline occurrences, we perform emergency response assessments on high-consequence areas (HCAs) based on the analysis results. In 2024 we assessed the 10-inch ethylene pipelines in high-consequence areas at No. 374 Zhongzheng Road (water pipeline intersection on Zhongzheng Road) in Niaosong District, where there were sensitive receptors including shops, Niaosong Elementary School, Chengqing Lake Scenic Area, Chengqing Lake Baseball Stadium, etc. 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. We conducted one independent scenario planning (August 28, 2024) and one drill (September 20, 2024) for underground pipelines, and carried out one unannounced drill in line with the Economic Development Bureau.(May 13, 2024).



Simulation and assessment of emergency response plans

Emergency response drills on toxic and concerned chemical substances

In 2024, we held emergency response drills on toxic and concerned chemical substances, including one comprehensive response drill and two unannounced tests and drills. In addition, for the response to toxic and hazardous chemicals, we have designated specialized response personnel at various levels, including 1 for the expert level, 2 for the commander level, 7 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

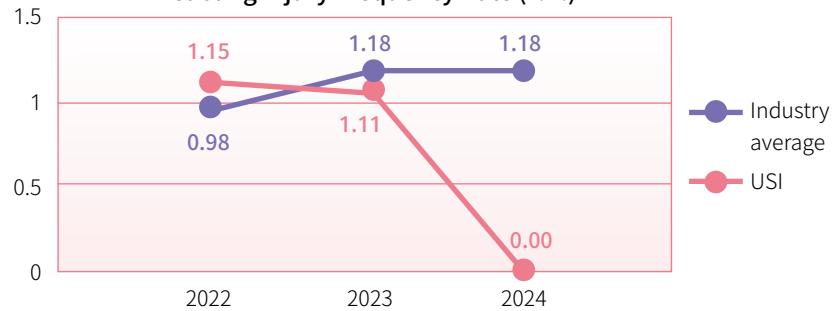
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Given that "zero accident and zero injury" are the objectives of USI's management of work-related injuries, a low injury rate (IR) and low absentee rate (AR) are two key indicators for evaluating the OH&S of employees and contractors.

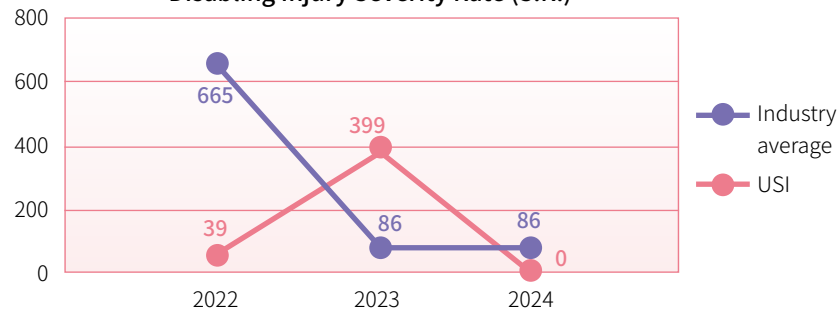
In 2024, there was 0 occupational injury incident involving a company employee during operations, and there were no occupational injuries reported for contractors.

According to the statistics, from January 2024 to December 2024, the Company recorded a total of 860,118 working hours without any disabling injuries (including both employees and contractors).

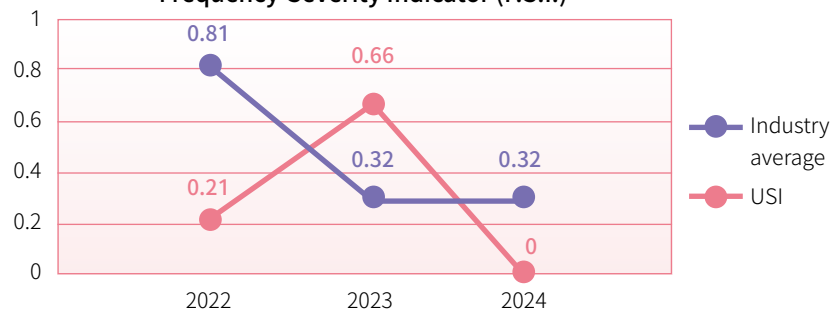
Disabling Injury Frequency Rate (F.R.)



Disabling Injury Severity Rate (S.R.)



Frequency-Severity Indicator (F.S.I.)



Note 1: The comparison baseline is the statistical annual report of labor inspections by the Department of Occupational Safety and Health, Ministry of Labor for the years 2022 and 2023. The latest available data is for the year 2023. In 2024, the industry average is compared to the industry average data from 2023.

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

OH&S Management Performance

| Item / Year | 2022 | | 2023 | | 2024 | |
|--|-----------|-------------|-----------|-------------|-----------|-------------|
| | Employees | Contractors | Employees | Contractors | Employees | Contractors |
| Disabling injury frequency rate (F.R.=LTIFR) | 0 | 1.15 | 1.11 | 0 | 0 | 0 |
| Disabling injury severity rate (S.R.) | 0 | 39 | 399 | 0 | 0 | 0 |
| Frequency-severity indicator (F.S.I.) | 0 | 0.21 | 0.66 | 0 | 0 | 0 |
| Number and rate of recordable work-related injuries | 0/0 | 2/2.30 | 1/1.11 | 0/0 | 0/0 | 0/0 |
| Number and rate of high-consequence work-related injuries | 0/0 | 0/0 | 1/1.11 | 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 | 0/0 | 0/0 |
| Total recordable incident rate (TRIR) | 0 | 0.46 | 0.22 | 0 | 0 | 0 |
| Lost time injury rate (LTIR) | 0 | 0.23 | 0.22 | 0 | 0 | 0 |

Note 1: The total hours worked in 2022 were 866,052 hours (755,626 hours for employees; 110,426 hours for contractors, calculated from April onwards) and 896,252 hours (775,331 hours for employees; 120,921 hours for contractors), respectively. The total hours worked in 2024 were 860,118 hours (752,074 hours for employees; 108,044 hours for contractors).

Note 2: Disabling injury frequency rate (F.R) = Lost Time Injury Frequency Rate (LTIFR) = Number (person) of disabling injuries x1,000,000 / total hours worked (rounded down to two decimals)

Note 3: Disabling injury severity rate (S.R.) = Injury days lost x 1,000,000/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 fatalities) x 1,000,000/total hours worked (rounded down to two decimals)

Note 6: Rate of high-consequence work-related injuries (inability or difficulty to return to pre-injury health within 6 months) = Number of high-consequence work-related injuries (excluding fatalities) x 1,000,000/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 x 1,000,000/total hours worked

Note 8: Total Recordable Incident Rate (TRIR) = Number of recordable work-related injuries x 200,000/total hours worked

Note 9: Lost Time Injury Rate (LTIR) = Number of lost time injuries (persons) x 200,000/total hours worked

Note 10: In 2023, the leave of employees due to accidents were calculated until February 14, 2024, and the number of injury days was recounted for a total of 358 days. Therefore, the disabling injury severity rate and the frequency-severity indicator were updated. (GRI 2-4)

Industrial Safety Audit and Follow-up

To capture the safety of contractors and their workers working in-house, we measure their blood pressure to ensure that they are physically and mentally fit before entry. In vehicle control, we timely perform spot sobriety tests to ensure they are in a safe state before entry. We also perform tour inspection of all onsite operations every day to verify contractor and worker safety to reduce unsafe behavior. The tour inspection results are recorded in the “ESH Management Platform” and reported to the Occupational Safety and Health Committee every quarter. In 2024 we audited 1,869 items, and 1,546 items passed, 321 items required observation or recommendation, and 2 items failed. The improvement of all nonconforming items was completed. Additionally, we conduct one group audit and guidance every six months and follow up all audited defects and improvement results. Through total industrial safety audit and management, we improve occupational safety and process safety.

| Focus of Action | Audit Unit | Implementation Frequency |
|--|--|----------------------------|
| Contractor entry physical and mental condition check | Security guards | Non-scheduled |
| 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 | Auditing Office Environmental Protection Department | Semiannually Annually |

Incident Investigation GRI 403-2:2018

USI has established an accident investigation procedure document to address any process or occupational accidents or near-misses that occur during various operational activities within the plant. This includes implementing an effective accident investigation process and handling system, which incorporates techniques such as timeline analysis, fault

tree analysis (FTA), or event tree analysis (ETA). We also added the evidence collection checklist to facilitate the consolidation and identification of actual or potential accident causes and established preventive measures against potential causes that can be prevented to prevent the recurrence of similar accidents.

In 2024, we revised the incident investigation procedure document to incorporate the requirements on API 585 pressure equipment integrity incident investigation, and organized education and training to improve the professional investigation and analysis skills of relevant personnel so as to make appropriate improvements through the effective recording, investigation, and analysis of the root cause of accidents and so to prevent the recurrence of accidents and near misses to protect employee safety and health. Additionally, nine lagging indicators and one leading indicator have been established and incorporated into the KPI performance management system to effectively monitor the safety management system, identify areas for improvement or reinforcement, and prevent safety barrier failures to achieve the goal of accident prevention. For accident investigation process, please refer to: Occupational Health and Safety/Accident Investigation

Contractor Safety Management GRI 403-5:2018

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

In 2024, we ensured the implementation of work permits and toolbox meetings to confirm the safety of the work environment at each job site. We provided specific instructions and guidance to workers regarding job tasks, potential hazards in the work environment, safety precautions, and regulations. Additionally, we conducted on-site inspections of construction equipment/tools and environmental monitoring operations. To strengthen safety during contractor operations and ensure effective supervision and management of occupational health and safety personnel, our safety personnel conducted on-site inspections of each project. This included pre-operation checks of machinery and equipment, identification of any unsafe conditions during operations, and monitoring of personnel for unsafe behaviors. If a nonconformity is detected, industrial safety staff will immediately request contractors to stop construction and complete all improvements before carrying on construction. If a serious nonconformity is detected, re-education and re-training will be arranged for that contractor. Furthermore, we established leading KPIs to periodically assess compliance with work permits and evaluate the performance of completed contractors. This measurement and tracking process allows us to monitor the safety management operations of contractors effectively.

Contractor Works Distribution by Type in 2024

| Type of Works | No. of Works | Percentage |
|----------------|--------------|------------|
| Open Fire | 225 | 40% |
| Confined Space | 40 | 7% |
| Others | 295 | 53% |

HSE Education and Training GRI 403-5:2018

At USI, we have established training procedures and manuals for employee training, competency assessment, and occupational health and safety education, as well as guidelines for managing contractor access to our facilities. These protocols are tailored to the specific needs of different employee categories and contractor personnel, providing them with relevant knowledge and skills training. In 2024, our Kaohsiung plant conducted a total of 473 EHS training sessions, with 4,547 participants accumulating 13,589 training hours. The training covered 950 employees and contractor personnel, achieving a training rate of 100%. Each EHS training session includes assessments or practical exercises, and records are maintained. Furthermore, we regularly send personnel for professional certification updates to ensure the validity of their qualifications.

Statistics on HSE Education and Training 2024

| Category | Sessions | Person | Total hours |
|----------------------------|----------|--------|-------------|
| New employee training | 5 | 8 | 48 |
| Personnel changes training | 17 | 25 | 165 |
| On-the-job training | 358 | 3,918 | 11,588 |
| Contractor training | 93 | 596 | 1,788 |

Health Risk Assessment RT-CH-320a.1

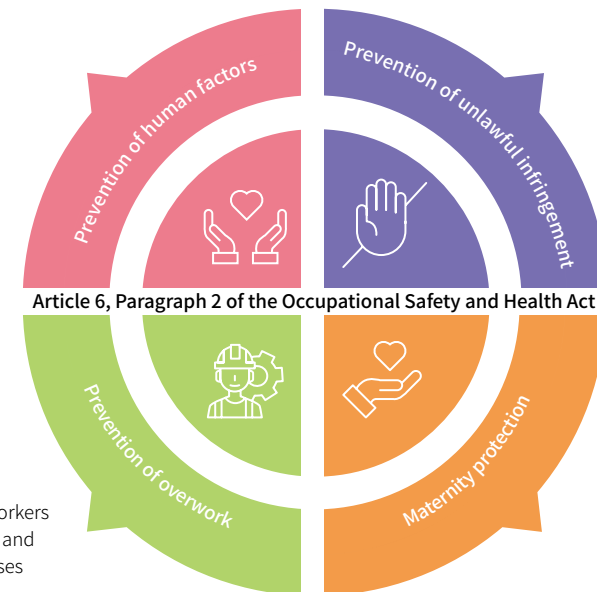
USI conducts comprehensive assessment and classification management of

chemicals throughout the entire plant in compliance with regulations. For substances with health hazards (CNS15030), we evaluate their level of hazard and exposure, categorize the risk levels, and implement corresponding classification management measures. Additionally, we conduct biannual monitoring of the working environment for employees, focusing on the measurement of organic solvents, specific chemical substances, noise levels, CO₂ levels, and the airflow velocity of local exhaust ventilation systems. The results of the 2024 monitoring activities met regulatory standards, demonstrating compliance with legal requirements. Moving forward, we remain committed to protect the health of our employees and providing a safe and healthy working environment.

Health Concerns

Workplace Health Keeper

Prevention of musculoskeletal injuries caused by occupational factors



No bullying or sexual harassment is allowed in the workplace

Prevention of shift workers from triggering brain and cardiovascular diseases

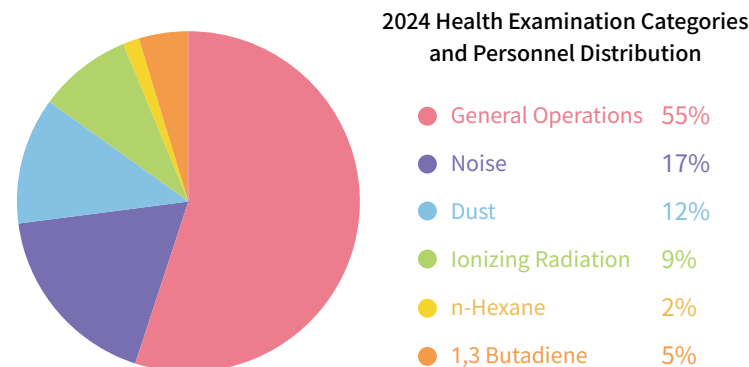
Each employee in the workplace receives maternity allowance and childcare subsidies, and contracts with childcare centers with lactation rooms.

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

Health Passport

GRI 403-3:2018, 403-6, 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: In 2024, there were 426 employees in total (Taipei HQ, Guishan R&D Division, and Kaohsiung Plant) qualified for the health checkup, with a checkup rate in 2024 of 99.5%.

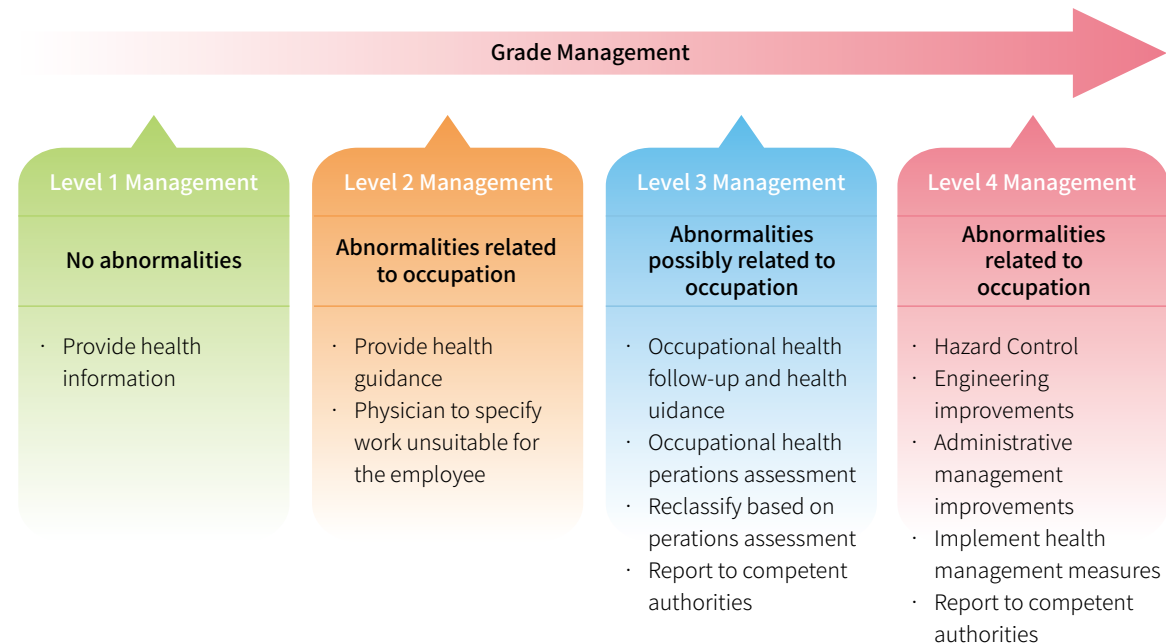
Note 2: All employees received the general health checkup, other items are additional special examinations.

Graded Health Management

GRI 403-10:2018

In 2024, special checkups were arranged for 135 employees, and health management was implemented based on the graded health management by risk level, hoping to identify high-risk groups, provide individual health instructions and notification, and reduce the risk of work-related ill health through early detection of the high-risk group in order to build a healthier and more comfortable workplace environment through continual source improvement and terminal health care.

| Item | Total Number of People | Level 1 Management | Level 2 Management | Level 3 Management | Level 4 Management |
|--------------------|------------------------|--------------------|--------------------|--------------------|--------------------|
| Noise Operation | 89 | 62 | 27 | 0 | 0 |
| Dust | 61 | 60 | 1 | 0 | 0 |
| Ionizing Radiation | 44 | 22 | 22 | 0 | 0 |
| n-Hexane | 8 | 8 | 0 | 0 | 0 |
| 1,3 Butadiene | 42 | 29 | 13 | 0 | 0 |



Health Promotion Practices GRI 403-2:2018, 403-3:2018, 403-10:2018

Includes annual employee health checkups, contractor care, unlawful infringement - occupational bullying education and training, musculoskeletal injury prevention education and training, etc. Please refer to the website for details: [Occupational Health and Safety/Health Concerns](#)

Occupational Disease Analysis GRI 403-7:2018, 403-10:2018

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

Preventive Measures against Occupational Diseases



Prevention of human factors

Musculoskeletal disease assessment: **351** people
Human factors education and training: **156** people
Workplace environment review and interviews: **7** people



Maternity protection

Established breastfeeding (emergency nursing) rooms for employee use
Maternity health protection in 2024: **1** person



Health Care

Return-to-work assessment after injury or illness: **1** people
Personal protective equipment evaluation: **163** people



Overload Prevention

Issue a written statement prohibiting workplace violence
Conduct unlawful acts prevention training for **97** people



Prevention of unlawful infringement

Overload assessment for **315** people
High-risk identification interviews for **8** people
Health seminars for **14** people
Metabolic syndrome prevention seminars for **63** people

Health Control for Shift Workers (Overwork Prevention) GRI 403-3:2018

Besides prohibiting shift workers from working excessive extra hours, we plan and screen checkup items for the high-risk group of cerebrovascular and cardiovascular diseases, including ECG, myocarditis diagnosis, personal fatigue index, and Framingham Risk Score. We also implement administrative and health management on the high-risk group, including limiting the night shift frequency, active follow-up of medical attention and drug use condition, developing the habit of daily blood pressure measurement. We also provided them with health instructions. In 2024, arrangements were made to hold health talks for the red characters of the health checkup anomalies, in order to encourage employees to understand more about the hidden health problems and strengthen the motivation of health promotion.



Health Promotion GRI 403-6:2018



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



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

“Walking Activity”

USIG organized the 1st “Walking Activity” in 2023 to encourage employees to do exercise on their own. Three months of continuous walking not only improved the health quality, but also aroused the interest and importance of walking among employees.

In 2024, the 2th Walking Activity was successfully completed, with the number of participants increasing from 190 in 2023 to 356. The event was accompanied by tree-planting points. Each person who completed 6,000 steps per day would be awarded 1 corporate tree-planting point. When 1,000 points are accumulated, a tree will be planted in the name of the enterprise. A total of 24 trees were planted this time.



Results Presentation of USIG 2nd “Walking Activity”

Community residents

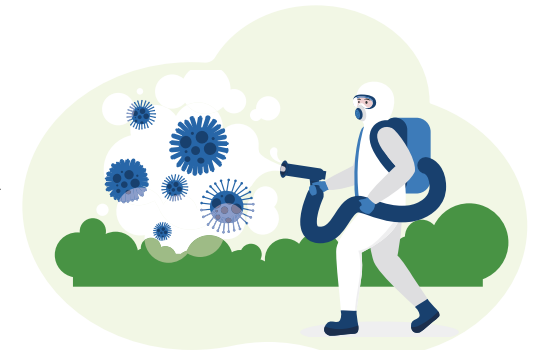
To care about the disease prevention and risk control of residents in local communities, we continuously implement control over air, water, and waste pollution. We also plan and implement local environmental clean-up and epidemic control. Apart from donating epidemic control materials to local communities, schools, and fire teams, we assign employees to be volunteers to help local communities with environmental clean-up and epidemic control. During 2018-2024, we continuously sponsored the "[Kaohsiung City Air Purification Zone Management Plan](#)".

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



First Aid Education/Training and PPE Education/Training

We arrange for emergency first aid on an annual basis. In 2024, we planned respirator education/training and tightness tests for 143 persons. Please refer to [Occupational Health and Safety/Health Promotion](#) for details.



5.3 Talent Attraction and Retention GRI 2-25, 3-3, SDGs 4, 5, 8

Impact Topics

Difficulty in talents recruitment.

2024 Achievements

1. Total employee turnover 4.9% (excluding retirement)
2. Provided well-designed group insurance plans and contributed pension by law to protect the later life of employees
3. Annual employee health checkup
4. Implement reward differentiation
5. Hold labor-management meetings periodically

2025 Goals

1. Turnover (excluding retirement) of all employees: <5%.
2. Unfailing two-way communication with employees
3. Local talent recruitment increasing local job opportunities and benefiting local communities
4. Constant campus cultivation with opportunities for industry-academia collaboration and internships

Medium- & Long-Term Goals

1. Constantly provide complete learning resources
2. Enhancement of talent inventory and the evaluation system
3. Integration of workforce rotation and promotion mechanisms
4. Implementation of the overall performance and talent development system

Workforce Structure GRI 2-7, 2-8

2024 Personnel Data

| | |
|------------------------|---|
| Number of employees | 429 persons; Male 399 persons (approx. 93%); Female 30 persons (approx. 7%). The information is accurate up to December 31, 2024. |
| Average age | 43.2 years old |
| Average service length | 13.8 years |
| Summary | <ol style="list-style-type: none"> 1. All USI employees are from Taiwan, mainly distributed in the Taipei and Kaohsiung regions. 2. Except for employees of different business attributes, such as advisors (consultants) and experts with whom a fixed-term employment contract is signed, we sign non-fixed-term employment contractors with all full-time employees. 3. We hired 3 persons with disabilities in 2024, accounting for approximately 0.7% of all employees. 4. About 86.2% were college and university graduates. 5. Proportion of female managers in managerial positions: 0.9%. |

Note1: Due to the characteristics of the petrochemical industry, male employees are more than female employees.

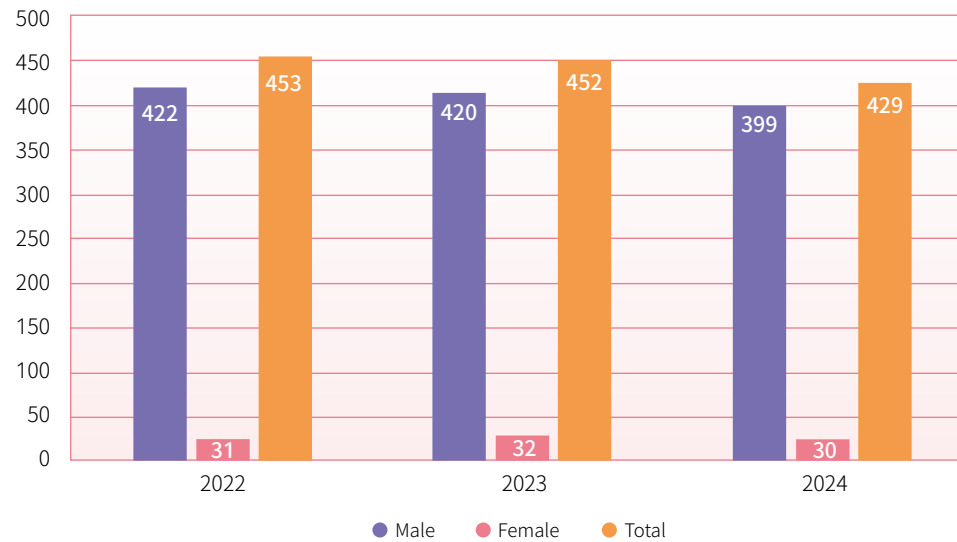
Note2: Personnel data were obtained from the human resources system. Employees include 426 persons on a non-fixed-term contract and 3 on a fixed-term contract.

Note3: Currently, the number of mentally and physically challenged persons employed by the Company does not meet the legal quota (4 persons). Company has paid regular subsidies for the difference, and will continue to select appropriate candidates to make up the difference.

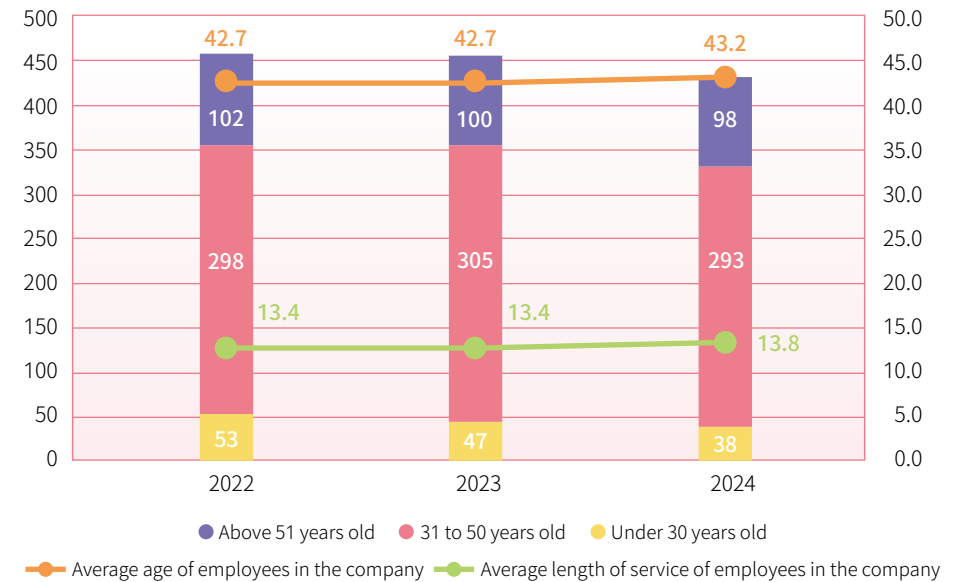
Note4: Managerial positions defined as Level 8 or above.

| | Male | Female |
|-----------------------------------|------|--------|
| Non-fixed-term contract employees | 398 | 28 |
| Fixed-term contract employees | 1 | 2 |
| Full-time | 399 | 30 |
| Part-time | 0 | 0 |

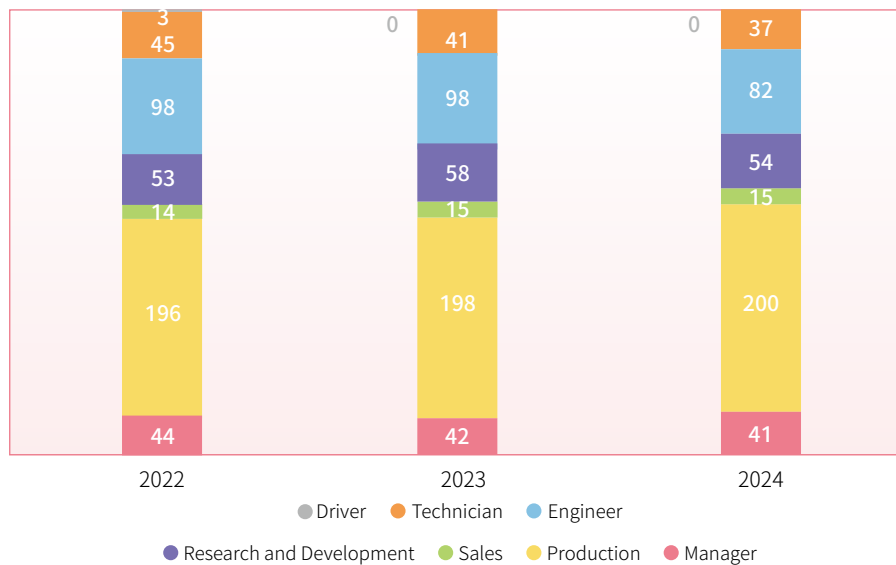
Number and Gender Distributions of Employees from 2022 to 2024



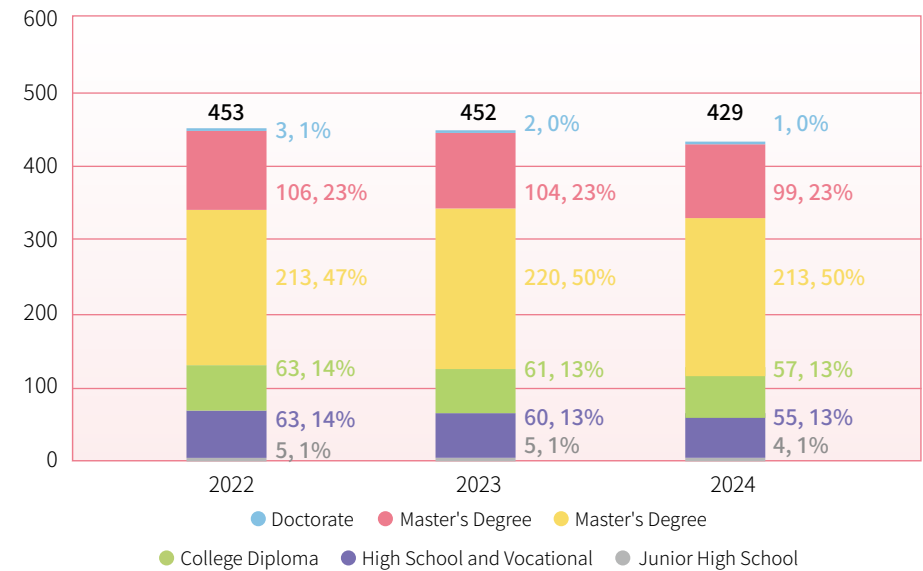
Distribution of Employee Ages from 2022 to 2024



Distribution of Employee Position from 2022 to 2024



Distribution of Employee Educational Background from 2022 to 2024



Note: There is an error in the 2023 report. The number of management positions should be 44 in 2022. (GRI 2-4)

Employee Turnover GRI 401-1, 404-3

Recruitment, Selection, and Evaluation

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

When new or existing positions need to be filled or the workforce needs to be expanded due to business needs, organizational planning or employee resignations, the workforce-requesting unit must complete the "Personnel Replenishment Request Form." After the request is approved, we will first recruit personnel from within the organization or transfer eligible candidates by announcing the openings over the intranet or by email. With the approval of their current supervisors, active employees interested in such openings may voluntarily submit their resume to the human resources unit. After further screening, the human resources unit will

forward the resumes of eligible candidates to the supervisor of the requesting unit to provide multiple options to the unit and a better career development mechanism for employees. We also recruit employees from outside of the organization through newspapers, human resources websites, human resources consulting agents, schools and employment service stations. For job openings at the Kaohsiung Plant, we give priority to local citizens as a way of giving back to the local communities.

The local employment rate in 2024 was 81.35%, with 349 employees domiciled in Kaohsiung and Taipei out of a total of 429 employees. Except for senior management, such as vice presidents and senior officers, fixed-term contract employees, and employees arriving at USI in and after October every year who do not need performance evaluation, 100% of employees receive a performance evaluation at planned intervals.

In 2024, we hired 10 new employees (including 2 contract employees), accounting for about 2.3% of all employee. With reference to the retention rates and turnover trends of new employees in the Workforce F.B.I. (Function, Budget, Indicator) Report published by 104 Corporations in 2024 (for details please visit <https://reurl.cc/Y4Kbgl>), the new employee retention rate by industry type is compared as follows:

New Employee Retention Rate (traditional manufacturing industries)

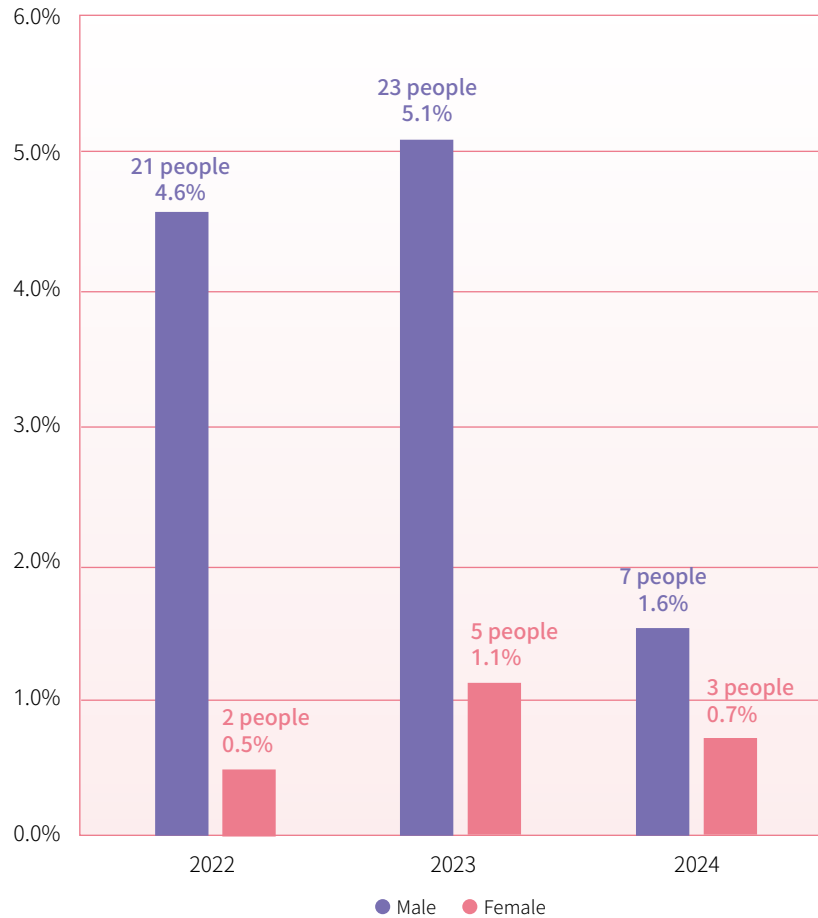
| Duration | The Company | Workforce F.B.I. Report |
|----------|-------------|-------------------------|
| 1 month | 90.00% | 75.20% |
| 3 months | 90.00% | 68.70% |
| 6 months | 80.00% | 65.40% |

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

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

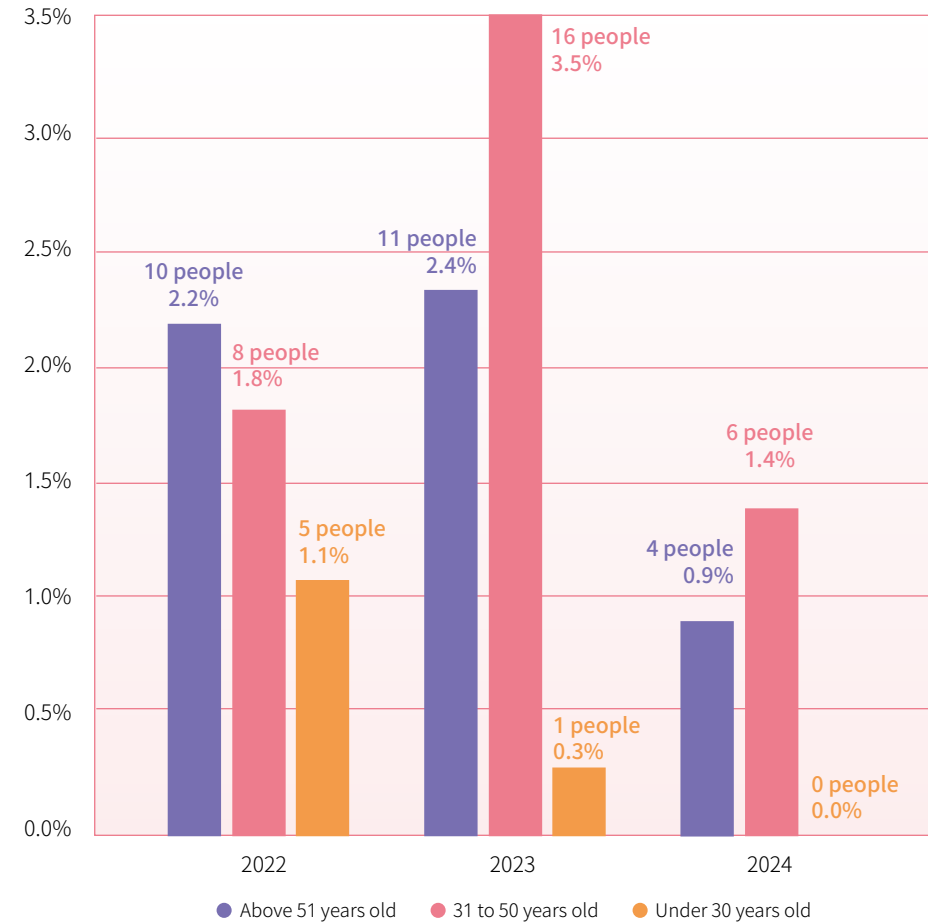
The tables below show new employee hires by gender, age, and region:

Distribution of New Hire Rates by Gender from 2022 to 2024



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

Distribution of New Hire Rates by Age from 2022 to 2024



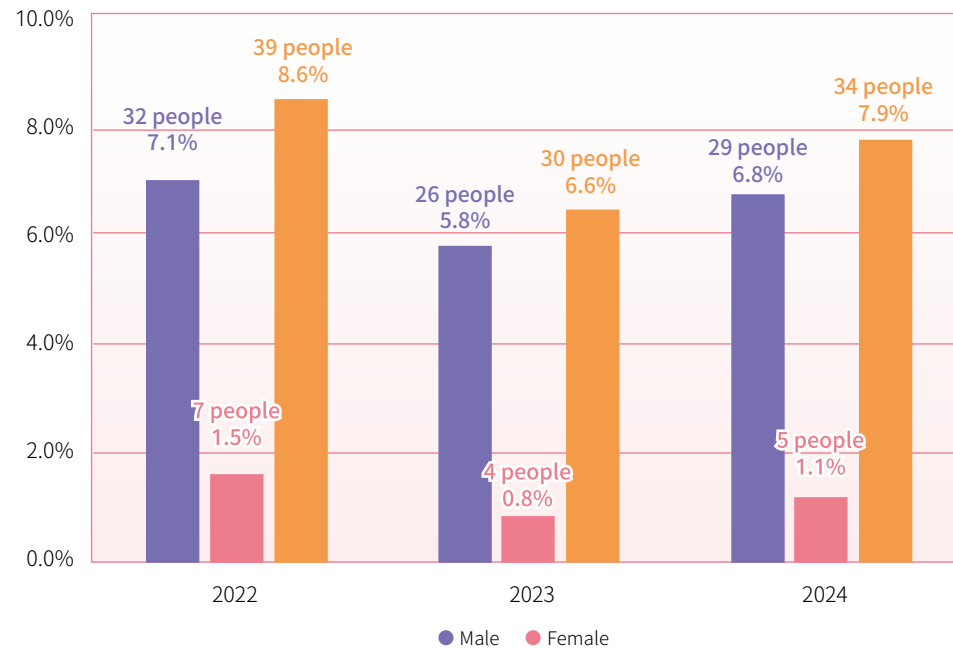
Turnover Rate

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

In 2024, USI had a total of 34 resignations, including 13 retirements and 1 resignation upon completion of contracts. Among them, there were 4 female employees. Both the number and rate of resignations showed an increase compared to 2023. With reference to the Workforce F.B.I. Report published by 104 Corporation in 2024 (please visit: <https://reurl.cc/Y4Kbgl>), relevant information categorized by industry during the latest year showed that the employee turnover rate (excluding retirements) in the “traditional

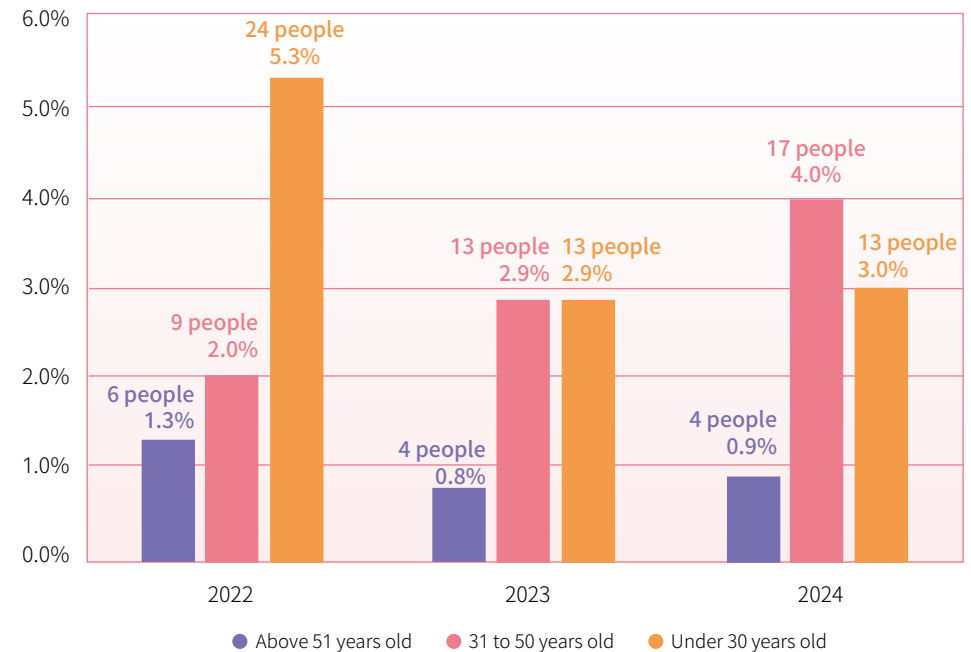
manufacturing industry” was 17.3%. At USI, the rate of employee turnover was 4.9% (excluding retirements), far lower than that of the report and slightly lower than the expected rate at 5%. This suggests that our pay, rewards, benefits, and retirement policies are competitive to attract and retain talents and encourage employees to create performance and make continuous contributions, demonstrating the effectiveness of our care and work protection for employees. To keep the employee turnover rate (excluding retirement) below 5%, we periodically review our pay and reward policies and continuously offer employee benefits better than the regulatory requirements, periodical health checkups, and medical assistance to take care of both the mental and physical health of employees.

Turnover Rate by Gender from 2022 to 2024



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

Turnover Rate by Age from 2022 to 2024



Human Rights Policy and Management Programs

Human Rights Policy GRI 2-23

The Company has made reference to internationally recognized human rights standards, including the International Bill of Rights and the International Labour Organization's Declaration on Fundamental Principles and Rights at Work to fully exercise CSR and implement human rights protection while upholding universal human rights values. Besides, the Company has established human rights policy applicable to the Company and all affiliates of the USIG in March 2018, to eliminate human rights violations; as such, the Company's current employees, in addition to enjoying a reasonable and safe workplace, can be treated in a reasonable and dignified manner.

"Identification and Management of Human Rights Risks" and "Human Rights Due Diligence Process" are detailed on the ESG website: [Human Rights Policy and Management Programs](#)

Human Rights Management Achievements in 2024 GRI 2-24

Based on the Company's "[Human Rights Policy and Management Program](#)", 14 human rights issues were identified through risk assessment during the year. Among them, 9 were classified as critical management items, including: "workplace inclusiveness", "forced labor", "excessive working hours", "sexual harassment", "unlawful workplace violations", "child labor", "personal data and privacy protection", "occupational safety management", and "employment and workplace discrimination". For the identified critical issues with potential risks, the Company has implemented risk mitigation and impact compensation measures, with a 100% implementation rate for impact compensation. The following mitigation and compensation measures have been implemented:

| | |
|--|--|
| Issues | Workplace Inclusiveness |
| | <ol style="list-style-type: none"> 1. In compliance with legal requirements, the Company hires persons with disabilities in sufficient numbers. 2. An accessible workplace environment has been created to support employees with disabilities. <p>In addition to these inclusive policies, the Group has established and disclosed a workplace diversity policy. The standard document "Group Recruitment and Employment Management Measures" clearly stipulates that recruitment, selection, employment, assignment, and deployment shall not involve discriminatory treatment based on race, class, language, ideology, religion, political affiliation, place of origin, birthplace, gender, sexual orientation, age, marital status, pregnancy, appearance, facial features, physical/mental disabilities, astrological sign, or blood type. Furthermore, the Group actively promotes a diverse and inclusive workplace where foreign workers (including blue-collar, white-collar, and overseas students), indigenous peoples, and female employees are provided with equal employment opportunities and career development. Through talent development mechanisms based on suitability and strengths, the Company offers diversified training programs and competency development plans to foster inclusion and growth for diverse talents, enabling each employee to thrive in the most suitable position and grow together.</p> |
| Mitigation Measures | |
| Compensation Measures | Where hiring targets have not been fully met, actions have been taken in accordance with competent authorities' regulations, and adjustments are made during the recruitment process to improve the diversity hiring ratio. |
| Implementation Percentage of Compensation Measures | 100% |
| Achievement | The number of mentally and physically challenged persons employed by the Company does not meet the legal quota, and we have paid subsidies for the difference in accordance with the regulations. |

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

Note 1: Excessive working hours refer to actual overtime work exceeding 40 hours per month.

Human Rights Concerns and Practices

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

Human Rights Protection Training Practices

Human rights protection training includes orientation training, prevention of workplace violence, occupational safety training, and integrity and moral advocacy. In 2024, a total of 1,848 participants and 6,629.5 hours of training were held to promote human rights protection. Please refer to the ESG website for details: [Human Rights Policy and Management Programs](#)

Complaint System GRI 2-13, 2-25

The Company has set up a smooth complaint channel. Colleagues who have problems within the Company can complain to supervisors at all levels or the Human Resources Department through the complaint channel. To maintain gender equality at work and provide employees and job seekers with a work and service environment free of sexual harassment, we have established a dedicated mailbox and email for sexual harassment grievances. To protect the complainant, the complainant's name or other relevant information sufficient to identify the complainant will not be disclosed during the investigation. Please visit the [ESG website](#) for the details regarding grievance channels.

Employee Benefits GRI 401-2

Employee benefits are our focus. The Company's Articles of Association stipulate that if there are profits in a given year, employee compensation should be distributed, not less than 1% of that year's profits. All employees of the Company are entitled to share in the Company's operating results.

The Company has established and implemented the following employee compensation and benefits:

Employee compensation

The Company has a Remuneration Committee to review the compensation policy regularly. The rewards and punishments are linked to year-end bonuses to make the reward and punishment system clear and effective. Pay year-end bonuses according to the Company's profit, employee's individual performance, and the achievement rate of organizational goals. Every USI employee is entitled to the following benefits: GRI 401-2

| Item | Content |
|----------------|---|
| Bonus | Year-end bonus and performance bonus |
| Vacation | Parental leave, physiological leave, family care leave, maternity leave, maternity examination leave, paternity examination and paternity leave without pay |
| Insurance | Labor insurance, health insurance, employee business travel safety insurance, employee/family group insurance, labor refund allowance |
| Food | Employee canteens and meal allowances |
| Transportation | Employee parking lots, transportation allowance |
| Entertainment | Employee gym, employee tours, and regular employee gatherings |
| Subsidy | On-the-Job Training for Employees and Subsidies for Domestic and Overseas Continuing Education |
| Other benefits | Wedding/childbirth/funeral subsidies, employee tour subsidy, citation for senior employees, bonuses for three major folk festivals, children education allowance, employee savings plan, periodic health checkups and healthcare plan |

Equal Salary and Remuneration Policy

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

Due to the characteristics of the petrochemical industry, the proportion of wage for female and male employees is slightly different. To stabilize the workforce and retain outstanding talents, apart from adjusting the pay for employees according to the consumer price index and personal performance of the employees every year, we participate in a compensation survey of the petrochemical industry to estimate pay standards in the market to make appropriate adjustments and planning. We also give a special raise to employees with outstanding performance to ensure that our pay is competitive with the market. In 2024, according to the characteristics of the petrochemical industry, although there is a slight difference in the ratio of male to female, it still approaches 1 to 1, showing the achievement of gender equality.

| | Middle to senior-level | | General | |
|-------------|------------------------|--------|---------|--------|
| | Male | Female | Male | Female |
| Base Salary | 1.16 | 1 | 0.9 | 1 |
| Full Pay) | 1.29 | 1 | 1.02 | 1 |

Note 1: The base salary for female employees is 1. The base salary in 2024 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.

Note 3: The base for female employees is 1. The full pay is calculated based on annual taxable income. The calculation does not include contractual employees.

| Item | Content | 2024 | Difference from the previous year |
|------|--|-------|-----------------------------------|
| 1 | Number of non-management full-time employees | 428 | -9 |
| 2 | "Average Earnings" of non-management full-time employees (NT\$ thousand) | 1,038 | -181 |
| 3 | "Median Earnings" of non-management full-time employees (NT\$ thousand) | 958 | -152 |

Note 1: Disclosure of information on the salary of non-management full-time employees: Market Observation Post System (MOPS) > Aggregate Report > Corporate Governance > Employee Benefits and Compensation Statistics > Information on the Salary of Non-management Full-time Employees

Health Care Benefits

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

In 2024, a total of 9 employees applied for the childbirth funding. Employees in need of the parental leave may apply for the leave when their children are under 3 years of age. In 2024, a total of 25 employees were entitled to the leave. In 2024, 1 employee applied for unpaid parental leave for six months (July 2024 to December 2024); in 2023, 1 employee applied for unpaid parental leave for six months (August 2023 to January 2024). The employee was reinstated in February 2024, and was still on duty as of the end of 2024. We have designed perfect plans for employees to return to work after parental leave. When an employee returns after the unpaid parental leave, we will arrange reinstatement education/training for the employee to protect their right to work and ensure their smooth return to work. GRI 401-3

| Item | | Male | Female | Total |
|-----------------------|--|------|--------|-------|
| Year | Number of employees entitled to parental leave | 22 | 3 | 25 |
| | Number of employees took parental leave in the year | 0 | 1 | 1 |
| Return to work status | A) Total number of employees due to return to work after taking parental leave | 1 | - | 1 |
| | B) Total number of employees that did return to work after parental leave | 1 | - | 1 |
| | Return to work rate=B/A | 100% | - | 100% |
| 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 | - | - | - |
| | Retention rate= D/C | - | - | - |

Employee Assistance Program (EAP)

USIG emphasizes the physical and mental health and overall well-being of its employees, and has carefully planned and introduced the “Employee Assistance Program” to provide comprehensive, warm and reliable support services.

In order to help employees cope with the stress and challenges they may face in their work and life, the Group has set up a professional counseling channel whereby employees can receive one-on-one professional counseling from qualified psychologists via telephone, email and Line. The program emphasizes the principle of confidentiality and helps employees to clarify problems, relieve stress, and enhance their coping skills and mental toughness, which in turn promotes workplace health and well-being and creates a friendly and caring work environment.

We are confident that this comprehensive support system will not only help employees achieve a work-life balance, but also stimulate their potential and enhance the cohesion and sustainable competitiveness of the entire organization.

Pension Contribution GRI 201-3

We have established a set of retirement regulations for all full-time employees and contribute every month the employee pension reserves to the personal pension account at the Labor Insurance Bureau for each employee in accordance with the Labor Standards Act. Please refer to the information of Note 21. Post-employment Benefits Program of the 2024 Individual Financial Statement for details regarding contribution.

| Item | Proportion of Salary Contributed to Pension | Degree of Employees' Participation in Pension 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. Since the Company maintains good communication with employees through unions and labor-management meetings, no special collective agreements have been established between the two parties.

By the end of 2024, the labor union had a total of 342 members, including 12 female members and 330 male members. Except for employees of the Taipei HQ who are unable to join the union for the geographic reasons, and the unit chiefs and personnel staff of Kaohsiung Plant who are not allowed to join the union by law, all employees of Kaohsiung Plant are union members, with a 100% participation rate. In addition, representatives of labor and management have formed the "Pension Reserve Supervisory Committee," the "Employee Welfare Committee," and the "Occupational Safety and Health Committee." These committees hold meetings at planned intervals to provide a channel for labor and management to communicate and thereby maintain labor rights and benefits.

Please refer to the ESG website for the organizational structure of the labor union: [Talent Attraction and Retention](#) GRI 102-41



Annual General Meeting of Members in 2024



Employee Welfare Committee

Each month we contribute 0.15% of the sales turnover to the fund for the Employee Welfare Committee (EWC) for employee tour subsidies, the preschool entertainment subsidy and study grants the children of employees to repay the devotion of employees. In 2024, a total of 209 employees applied for the preschool entertainment funding and study grants, and a total of 342 children received the funds, i.e., an average of 1.63 children/person, higher than the Taiwan's average at 1.11/person (according to USA CIA public information, 2024: <https://reurl.cc/yQjb7q>). This suggests that our employee welfare policy has brought influence to the domestic society. In terms of employee clubs, we have 11 employee clubs so far, including a badminton club, a mountain climbing club, a baseball club, a table tennis club, a tennis club and so on. The Company and the Employee Welfare Committee guide and sponsor them. Employees can relieve their work stress, promote their health with club activities, and thereby improve their organizational commitment.



Self-strengthening Activity
- Formosan Aboriginal Culture Village



Travel Activity 1



Travel Activity 2



Travel Activity 3



Mountain Climbing Club Activity



Bowling Club Activity



Baseball Club Activity



Basketball Club Activity

Concerns for Employee Benefits and Opinions

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

Employee Satisfaction Survey

The Human Resources Division of the Group conducted an employee opinion survey for staff of the Group's companies in August 2023, covering eight aspects: supervisors, compensation, colleagues, job duties, development opportunities, corporate culture, sustainable operation, and organizational commitment. The response rate of USI reached 85%, representing a decrease of 4% from the previous survey. The overall satisfaction is 4.56 points (out of 6 points), an increase of 0.05 points from last time.

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." In the event of poor performance, disobedience to supervisor's command, or other significant circumstances, the year-end bonus may be suspended or reduced upon approval by the President.

Employee Satisfaction Survey

| | |
|--------------------------------|--|
| Subject | All staff |
| Aspects and questions | Eight aspects: supervisors, compensation, colleagues, job duties, development opportunities, corporate culture, sustainable operation, and organizational commitment, including 28 medium dimensions, totaling 60 questions. |
| Number of survey respondents | 187 people |
| Response rate | 85% |
| Responsible investigation unit | Human Resources Division of the Group |
| Survey frequency | Once every two years |
| Overall satisfaction | 4.56 points (from the minimum of 1 point to the maximum of 6 points) |
| Survey results | Higher points for supervisors (4.75 points), sustainable operation (4.73 points), colleagues (4.70 points). Lower points for compensation (4.20 points), development opportunities (4.32 points), corporate culture (4.54 points). |
| Improvement programs | <p>With regard to "compensation," "development opportunities", and "corporate culture", which received relatively low satisfaction ratings in the 2023 survey, we have begun the following improvement measures in 2024, and expect to conduct another employee opinion survey in July 2025:</p> <ol style="list-style-type: none"> 1. Develop key personnel and establish a succession echelon. 2. Review of the starting salary for new recruits and allowances for supervisory duties: Adjustments will be made with reference to the salary level of benchmark companies in the same industry and the internal average salary, taking into account the range of jurisdiction of the position, the scope of duties, and the functions of the organization, in order to enhance the internal fairness and external competitiveness of the compensation. 3. Management function training: Provide courses on "cross-team collaboration", "key talent identification", "talent development planning and design for departments", and "communication and interpersonal relations". 4. Continue to pay attention to the market competitiveness of our salary structure and actively strengthen welfare measures, such as the introduction of the EAP, to enhance the physical and mental health of employees and their overall satisfaction. |

5.4 Talent Cultivation and Development

2024 Achievements

1. Average hours of training per employee for the year: 27.5 hours
2. Total hours of training for the year: 11,800.5 hours, employee participation rate is 100%.
3. Average training fee per person for the year: approx. NT\$959
4. On-site workers acquired a total of 29 required professional certificates.

2025 Goals

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.

Medium- & Long-Term Goals

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.

Diversified and Complete Employee Development Framework

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

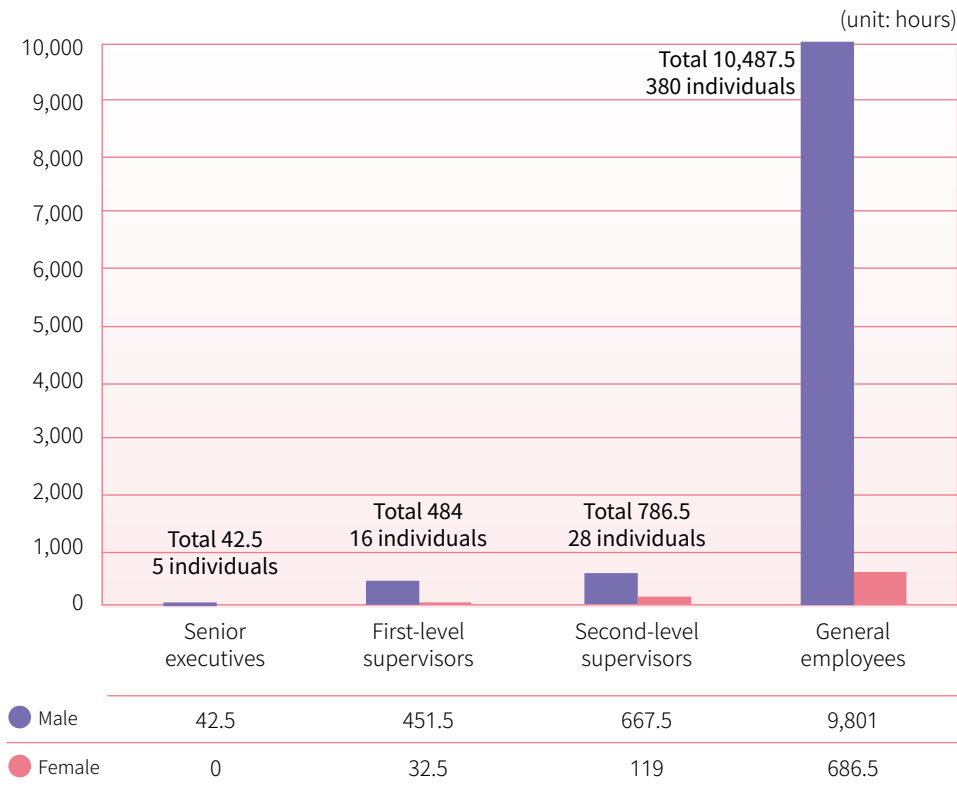
Education and Training

In 2024, we provided employee training for a total of 11,800.5 hours (including training courses participated by employees and organized by the Group). The average training length was 27.5 hours/person, with a training expense of about NT\$410,000. Approximately 100% of employees participated in the training. As most male supervisors were from production departments, they needed longer HSE license training than female supervisors. We are committed to building a continuous and rich learning environment to systematically provide employees of different jobs with a series of general and special education courses and management courses. Apart from hiring external experts as instructors, we also cultivate internal instructors to pass on USI's important knowledge and technology. In 2024, the Group organized the “Problem Analysis and Resolution Workshop” and “Internal Instructor Training”, which not only

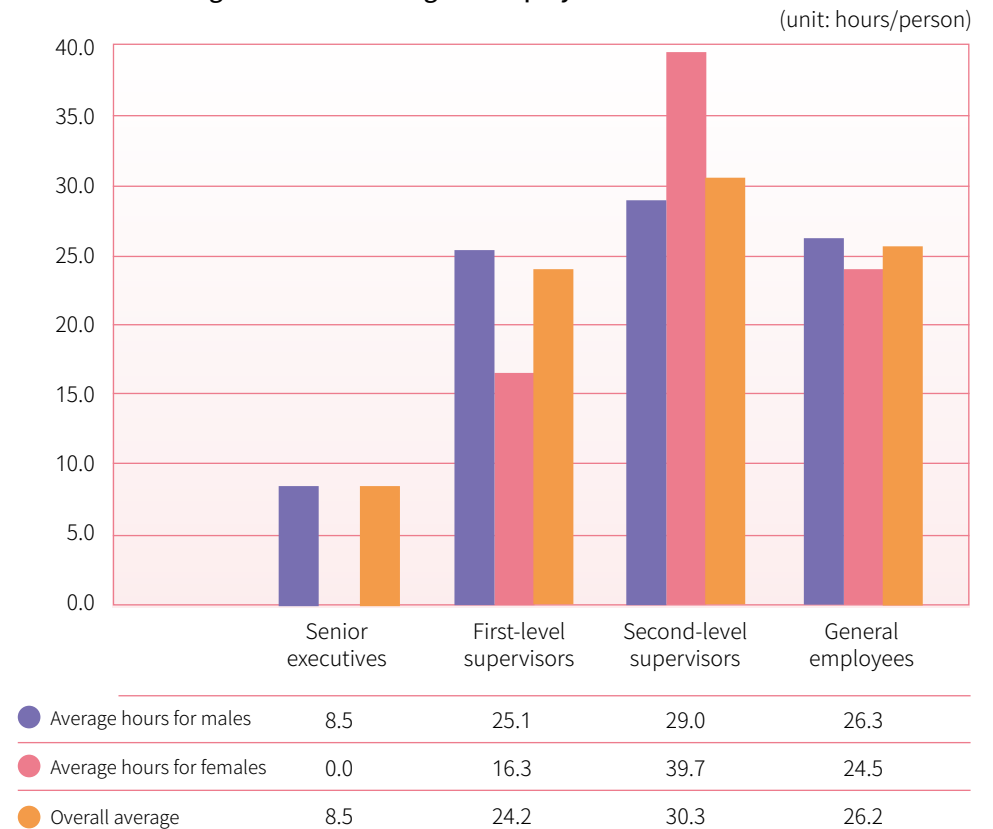
provided employees with comprehensive education and training, but also enabled them to better leveraged their positions. The workshop facilitated cross-departmental exchanges and enhanced employees' ability to learn problem analysis and resolution tools through logical and systematic thinking about the current situation. The internal instructor training enabled them to use OJT teaching and cultivation techniques to enhance the professional functions at the plant.



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

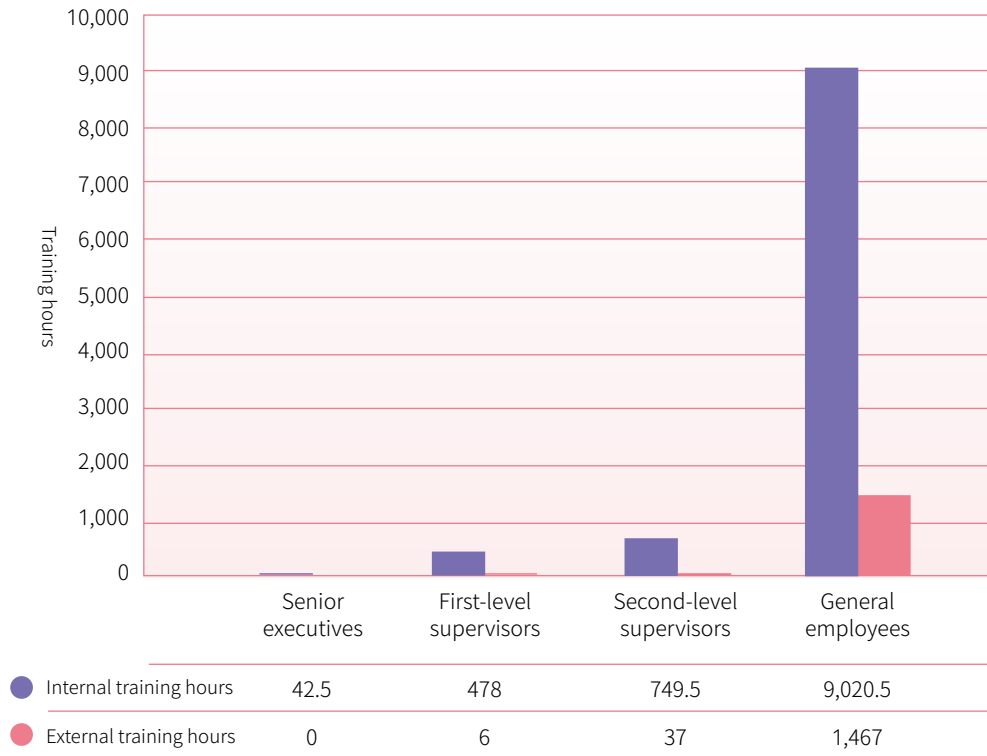
Hours of Education of USI in 2024


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 of USI in 2024


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 of USI in 2024



Programs for upgrading employee skills: GRI 404-2

1. Regardless of age, employees relating to production are validated in accordance with the “Employee Training and Competence” (OP-KHI-720-01) and obtain the in-house certificate of qualification.

Employees are to re-validate every three years to ensure their competence meets the demand of work.

2. Regardless of age, equipment personnel are sent to training in accordance with the Occupational Safety and Health Act to obtain government licenses. Employees also receive recurrent training every three years to ensure the validity of certificates.

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

Transition assistance programs to support employees on retirement or terminating employment

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

5.5 Charity and Community Engagement

Community Care

USI cares for the education of the vulnerable, education in remote townships, and environmental education through the USI Education Foundation, upholding the spirit of “taking from society, giving back to society”.

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

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

| | |
|------------------------------|--|
| Community support | Community development associations, education and culture, volunteer police and firefighters, community groups, local folk festivities, emergency relief, and air quality purification zone. |
| Job opportunities | Where appropriate, we hire local residents for job openings and encourage contractors to hire local residents. |
| Community involvement | Community activities, group representatives, environmental protection groups, religious activities. |



Industry-Academia Collaboration

In response to declining student numbers in recent years, schools are developing more sophisticated and unique education approaches and programs to provide students with a high-quality and comprehensive learning environment. In the context of the population and education trends in Renwu and Dashe districts, Kaohsiung Plant and other 13 other plants (including Formosa Plastics Renwu, the Chang Chun Group, the Dashe Industrial Park Enterprises Association, etc.) 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.

It is hoped that through this tripartite cooperation mode, students can develop appropriately in learning, pursue excellence, and guarantee future employment. Enterprises can integrate into the local development of good neighborly relations, recruit high-quality manpower; Thus, it can promote local prosperity, shorten the gap between urban and rural areas, activate regional economy, reduce the phenomenon of population emigration, and create a win-win situation for enterprises, schools and local governments.



"Kaohsiung Renda Petrochemical Talent Stream" Cooperation Program

| | |
|-------------------------|---|
| Period | August 1, 2024 to July 31, 2029 (a total of three sessions for five years) |
| Partner School | Kaohsiung Municipal Renwu Senior High School |
| Subject | Students with household registrations in Renwu, Dashe, Dashu, Niaosong, and Nanzi districts near Renda Industrial Park, 30 tenth graders a year. |
| Internship | <ol style="list-style-type: none"> In addition to the regular high school curriculum, we collaborate with universities to jointly design specialized courses, including Chemical Engineering, Electrical Engineering, Information Technology, Foreign Languages, Environmental Engineering, Biotechnology, and other professional courses. Special class students utilize semester breaks or summer vacations to visit various factories in the Dashe Industrial Zone, allowing them to become familiar with the industry and employment environment. |
| Vacancy | 10 students each year, totaling 90 for three graduation classes in five years |
| Scholarships and grants | <p>Three graduation classes in five years: NT\$1.08 million, subsidization for the hourly pay for professional courses in three years: NT\$556,000.</p> <p>USI sharing for three graduation classes in five years based on the program MOU: NT\$164,000.</p> |
| Preferential hiring | <ol style="list-style-type: none"> 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. |
| Highlights | <ol style="list-style-type: none"> 60% of the 2024 graduates of Renda Petrochemical Program were admitted to national universities, a remarkable achievement. We continued to arrange the 4th International Petrochemical Program (2024~2029), and completed the contract renewal ceremony on May 16, 2024. The program and the industry cooperation course shaping the school's mandatory course: Focusing on green energy and circular economy, the course is organized by local manufacturers to develop hands-on teaching regarding green energy and propose the concept of sustainable development of circular economy. |

USI Education Foundation

USI Educational Foundation was funded with donations from USI Corporation, Asia Polymer Corporation, China General Plastics Corporation, Taiwan VCM Corporation, and Taita Chemical Company, Ltd. This enables the USI Educational Foundation to devote more resources to public service projects such as education in remote villages and environmental sustainability, in order to give back to the society.

Major sponsorships in 2024

Scholarships and grants

- Scholarships and grants
- Artificial Intelligence Scholarships

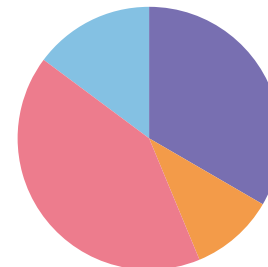
Sponsoring educational and philanthropic activities

- Toufen Junior High School Music Program
- Non-Profit Events of Medical and Health Education
- Beach Cleanup Activity at Longfong Fishing Port

Donation to non-profit organizations

- The Alliance Cultural Foundation
- Teach for Taiwan Foundation
- Taitung Junyi Experimental High School
- BOYO Social Welfare Foundation

In 2024, USI donated NT\$3 million to the USI Education Foundation . Through the foundation, approximately NT\$9.72 million was contributed to various public welfare initiatives, including NT\$3.25 million in scholarships and grants; NT\$1 million to the Alliance Cultural Foundation; and NT\$4 million to Taitung Junyi Experimental High School. Additional public welfare sponsorships totaled approximately NT\$1.47 million.



2024 USI Education Foundation Sponsorship Expenditures

- Scholarships 325 million
- The Alliance Cultural Foundation 100 million
- Taitung Junyi Experimental High School 400 million
- Other various public welfare sponsorships 147 million

Scholarships and Grants

We offer scholarships to students with outstanding performance and specializing in disciplines relating to chemical engineering, materials science, chemistry, and applied chemistry of 15 public and private universities to promote education and talent cultivation in related fields, encourage university students of related disciplines to study hard and cultivate outstanding industrial talents for society. This year marks the 13th year of establishing scholarships, with a cumulative award of NT\$23 million and over 330 students being recipients.

In 2024, a total of NT\$3 million was awarded, distributed among 30 students from 18 departments in 11 public and private universities. Among them, there were 3 doctoral students, 12 master's students, and 15 undergraduate students, with 20 students coming from economically disadvantaged backgrounds. To encourage the awardees, an award ceremony and recognition luncheon were held on December 6, 2024 at the Grand Mayfull Hotel Taipei. The Group's heads were also invited to participate in the ceremony and interacted with the awardees, encouraging them to continue learning and giving back to the society by making a positive impact on the society in the future. The ceremony invited Chairman Stanley Yen of The Alliance Cultural Foundation shared his life experiences and wisdom, encouraging the awardees to gain the power to enrich their own lives, and to "be angels in the lives of their own and others".



Dr. Liu, Han-Tai, Chief Technology Officer of USI, shared his career path and inspired the scholarship recipients



Stanley Yen from The Alliance Cultural Foundation inspired the scholarship recipients.



The 2024 Scholarship Award Ceremony and Recognition Luncheon

Artificial Intelligence Scholarships

In order to encourage domestic outstanding graduate students to participate in the research and development and application of various artificial intelligence (AI) fields, to reduce the gap between production and education, and to cultivate chemical industry talents with AI expertise. The Foundation has established this program to award master's and doctoral students whose research themes focus on AI applications, such as intelligent production systems, process control, and energy and cost savings. A trial program has been implemented since 2022 for a duration of five years. Each semester, a scholarship of NT\$50,000 is awarded, subject to regular review, with a maximum of four consecutive semesters of sponsorship. So far, 5 students have received the award.



The Alliance Cultural Foundation

To further support education in remote areas and promote sustainable development in eastern Taiwan, the Alliance Cultural Foundation and Taitung Junyi Experimental High School have been the foundation's long-term sponsored partners. This year marks the 15th anniversary of the ACF. As its development in eastern Taiwan enters the integration phase, the foundation has laid out the "Hualien-Taitung Sustainable Blueprint", focusing on three key pillars: cultivating local talent for sustainable development, transforming Junyi School into a hub for educational reform, and leveraging the Paul Chiang Art Center to elevate Hualien and Taitung to international prominence.

Since 2014, the Alliance Cultural Foundation has been supporting the construction of the “Paul Chiang Art Center”, with the aim of creating a place where visitors can get closer to art and experience the beauty of nature and architecture. After thousands of days of construction, the park is scheduled to open in the spring of 2025. The Alliance Cultural Foundation will assist in the planning and management of exhibitions in the park, as well as bringing more people closer to this art center through various art and aesthetic education programs. It is expected that in the near future, with the talents nurtured by the Junyi School and the promotion of Paul Chiang, together with the efforts and resource integration of the Alliance Cultural Foundation, the park will become an important platform for international art exchanges and an exemplary place to promote sustainable tourism in Hualien and Taitung.



Paul Chiang Art Promotion - Cross-sector Collaboration
_Searching for Light



2024 Shuangbin Common Good Community

Taitung Junyi Experimental High School

Taitung has a population of only about 200,000, accounting for 1% of Taiwan's population. Due to the fact that as many as 55% of the county's elementary schools have fewer than 60 students, educational resources in these areas are scarce and scattered. Therefore, a change in Hualien and Taitung must start from education. The most important mission of Junyi School is to nurture young people with the ability and characteristics to “behave, live, and do”. To “behave” is a part of “character education”, which includes not only a sense of responsibility and moral ethics, but also empathy, a sense of justice, the ability to think independently, and team work. Teachers need to nurture children to develop a character-based outlook on life and civic qualities. The practice of cross-disciplinary learning in arts and culture and various disciplines at Junyi School enables children to find and utilize their own strengths, helps them to know themselves and find their way in the fast-changing times, as well as enrich their spiritual lives.



Junyi Junior High School Exploration Education
_Watershed Course



Junyi Junior High School Creative Group
_Green Energy Architecture and Community Re-engineering



Junyi School_Innovative Overseas Study Program

Toufen Junior High School Music Program

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



Toufen Junior High School Harmony Choir



Toufen Junior High School Harmony Choir

Beach Cleanup Activity at Longfong Fishing Port

In support for the marine environmental protection policy of the Miaoli Environmental Protection Bureau, China General Plastics Corporation (CGPC), a USIG subsidiary, adopted 500m coast of Long Fong Fishing Port in Zhunan Town in 2017. Through the beach cleaning activities, it hopes to raise the awareness of employees about environmental protection, understand the harm of plastic and marine garbage to the environment and aquatic organisms, and pay attention to the issue of ecological crisis caused by marine garbage, in order to further reduce the use of disposable plastic products, and ensure the proper classification of garbage and recycling, so as to bring changes to the environment.

This year, CGPC also joined hands with Taita Chemical's Toufen Plant to organize a beach cleanup event on September 21, 2024 to maintain the cleanliness of the marine environment. This is the seventh beach clean-up event organized by CGPC, led by Lin, Han-Fu, Vice Chairman, and Hu, Chi-Hong, General Manager, with more than 200 colleagues participating in the event to protect our beaches and oceans.



Beach Cleanup Photo



Beach Cleanup Photo

Non-Profit Events of Medical and Health Education

Due to the convenience of the National Health Insurance, people do not need to worry about medical expenses when seeing the doctor. The general public entitled to the National Health Insurance can receive complete medical care without concerns. However, the humanistic services that the student medical service teams bring to the remote areas are the core values of medical education and medical practitioners. In addition to providing medical resources and knowledge that are lacking in the local area, and giving people spiritual care and companionship, it is even more important for medical practitioners to guide the student medical team members to integrate what they have learned from the classroom, and find a sense of mission in the process of pure, non-commercial medical service.

To encourage medical universities to organize medical service teams, reach out to remote areas with lack of medical resources, facilitate medical services, promote health education, and provide free clinics for local residents, the Foundation has sponsored part of the activities' expenses for 5 medical and health education camps in 2024. The participation count for the 5 camps has exceeded 500, serving more than 2,600 people.

| School | Club | Location | Number of Participants | Number of Services |
|---------------------------|--|--|------------------------|--------------------|
| Taipei Medical University | Social Medical Service Team I | Dacheng Township and other 4 townships in Changhua | 110 | 300+ |
| | Green Cross Medical Service Team | Shuilin Township and Yuanzhang Township in Yunlin | 120 | 400+ |
| | Mountain Social Medical Service Group | Ren'ai Township and Puli Township in Nantou | 70 | 400+ |
| | Feng Hsing Medical Youth Service Team | Penghu | 220 | 1,000+ |
| China Medical University | Oral Health Education and Promotion Service Team | Manzhou Township in Pingtung | 30 | 500+ |

