

CH5 Safety Workplace and Social Inclusion

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Performance Highlights

Employee Turnover Rate **0.43** %

Employees educational training: **24.5** hours/person

The total cumulative of zero lost-time due to disabling injury have **5.81** million working hours

Donation to the USI Education Foundation NT\$5 million

Material Topics

Talent attraction and retention

Occupational Safety and Health

Process Safety Management

SDGs Correspondence



Certified management system



ISO 45001 Occupational Health and Safety Management System
Validity Period: 2022.05.13~2025.04.23

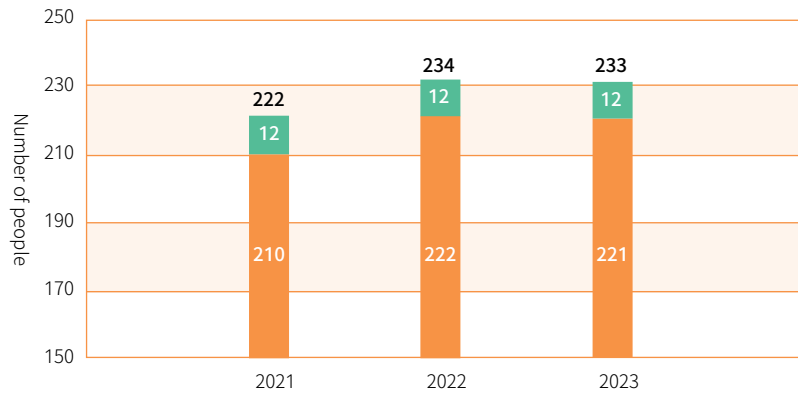


5.1 Talent Selection

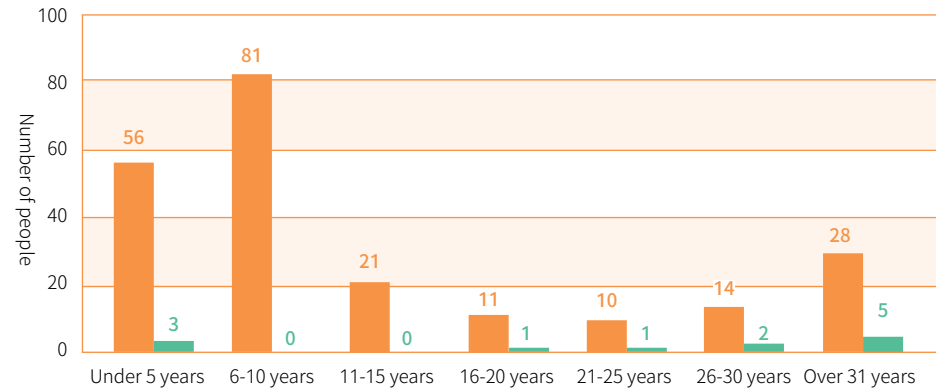
Workforce Structure GRI 2-7, 2-8

As of December 31, 2023, the total number of employees at Asia Polymer Corporation was 233, all of whom were full-time employees under irregular contracts, 221 were male and 12 were female. Due to the requirements of the petrochemical industry, the proportion of male employees is higher than that of females. The average service length of employees is 13.8 years, and the average age is 44.5 years old. 82.1% of the employees have a college degree or above, all of whom are hired locally from Taiwan, mainly distributed in Taipei and Kaohsiung.

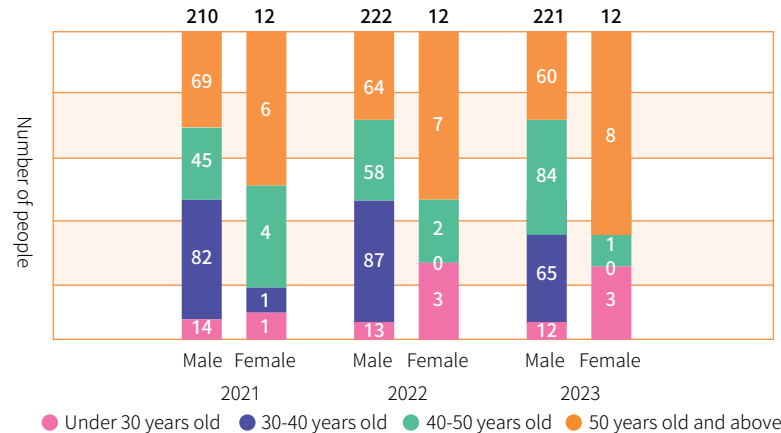
Gender Distribution of Employees in the Past 3 Years ● Male ● Female



2023 Employees' Years of Service and Gender Distribution ● Male ● Female



Employee Distribution by Age and by Gender in the Past 3 Years



Total Number of Employees Categorized by Gender and Region in 2023

Region	Taipei HQ		Kaohsiung Linyuan Plant	
	Male	Female	Male	Female
Permanent Employees (Number of people)	11	3	210	9
Temporary Employees (Number of people)	0	0	0	0
Non-guaranteed Hours Employees (Number of people)	0	0	0	0
Full-time Employees (Number of people)	11	3	210	9
Part-time Employees (Number of people)	0	0	0	0

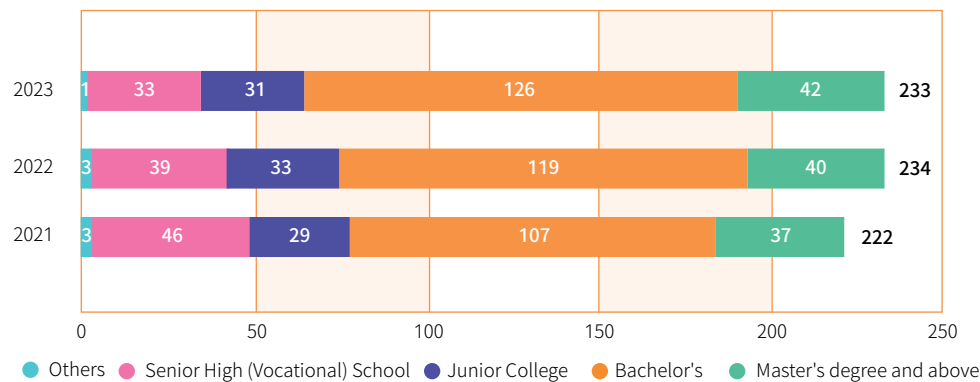
Total Number of Workers who are not Employees by Gender and Region in 2023

Region Gender	Taipei HQ		Kaohsiung Linyuan Plant	
	Male	Female	Male	Female
Contractors - Te Yuan (Packaging), Lien Ming (Transportation), Pao Tien (Transportation), Kuo Shan (Cleaning) (Number of people)	0	0	26	11
Purchasing - USI Group Purchasing Department (Number of people)	0	0	3	3
HR - USI Group Human Resources Division (Number of people)	0	0	3	0
Information - USI Group Information Systems Division (Number of people)	0	0	1	0
Security (Number of people)	0	0	3	0
Restaurant (Number of people)	0	0	0	3
Total	53			

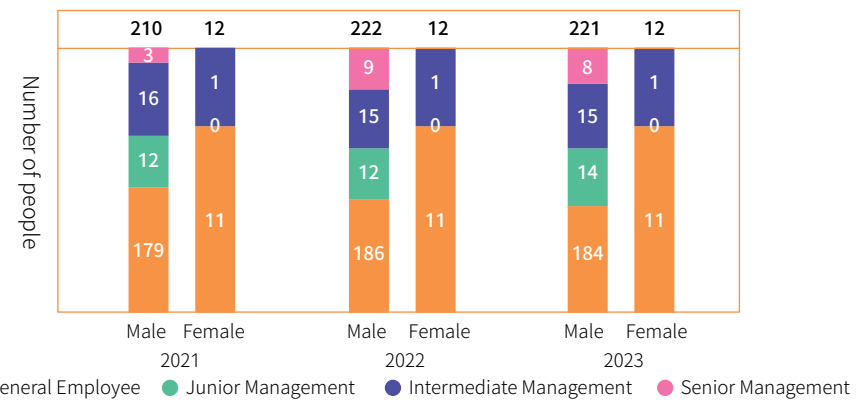
Talent Distribution

Given the characteristics of the petrochemical industry, we focus on academic backgrounds and professional abilities when recruiting employees. In conjunction with professional training and work experience upon entry, we aim to cultivate professional talents in the petrochemical field. The proportion of the Company's in-service quality employees holding a bachelor's or master's degree increases every year. In 2023, up to 82% of the new employees are graduates from universities and graduate School, which is of great benefit to the improvement of technical and operational levels.

Employee Distribution by Education Attainment in Past 3 Years



Employee Distribution by Job and by Gender in Past 3 Years



All junior and intermediate management (foremen and section chiefs) and senior management (department chiefs and above) of Taipei HQ and Kaohsiung Linyuan Plant are Taiwan citizens to facilitate the understanding of local culture and needs and increase local economic benefits. The proportion of female supervisors in managerial positions at APC in 2023 was 4.17%.

Talent attraction and retention

Material topics: Talent Attraction and Retention corresponding with sustainability development principle: Innovative Technology

GRI 2-25, 3-3

Management Approach and Components	Impact Management	Targets Execution and Performance of Management Approach	Evaluation of Management Approach
Significance to APC	Positive/Negative Impacts	2023 Goals	Effectiveness Assessment
Retaining stable talents is an essential foundation for the operation of enterprises. Employees are important assets of APC. Through appropriate salaries, comprehensive benefits, a safe work environment, and training, we attract and retain outstanding talents to avoid a talent gap, bringing continuous development power to the Company.	Negative potential impact - No succession plan in place	<ul style="list-style-type: none"> No violations of human rights and labor conditions were reported Employee Turnover Rate \leq 5.0% Educational training plan execution rate 100% Average hours of educational training per employee >22.5 hours 	<ul style="list-style-type: none"> Internal Audit Within the Group Government agencies labor inspection
Management Practice and Objectives	Processes to remediate and prevent negative impacts	2023 Performance	Adjust the management approach
With the goal of recruiting excellent and suitable talents through a fair, open, transparent, and efficient recruitment system, the basic human rights of equal employment opportunities are taken into account. We aim to achieve the purpose of selecting the right talent for the right job through recruitment, talent cultivation, and retention, to ensure the quality and stability of our new employees' work, thereby strengthening our operational capabilities.	<ul style="list-style-type: none"> To stabilize the workforce and retain outstanding talents, we adjust salaries annually based on the consumer price index and individual performance. The Company participates in the petrochemical sector compensation survey each year to assess the salary standard in the market so as to give employees an appropriate raise. We will also give a special promotion to excellent talent with outstanding performance. Timely replenish the workforce and plan the handover schedule based on the sales volume in response to employees at the retiring age. We also arrange educational training and business succession for new employees. Regularly send employees to receive external professional training and obtain the relevant certification every year to prevent talent gaps. 	<ul style="list-style-type: none"> No violation of human rights and labor conditions (🟢) Employee Turnover Rate 0.43 % (🟢) Educational training plan execution rate 100% (🟢) Average hours of educational training per Employee 24.5 hours (🟢) 	<ul style="list-style-type: none"> Periodically review Ethylene efficiency at the weekly plant affairs meeting The Finished Product Section produces statistics and follows up the FIBC recovery rate each month.
Strategy		Short-Term (< 3 years) Goals	
Enhance corporate identity <ul style="list-style-type: none"> Establish diverse recruitment channels and recruit talents who share the same philosophy through a fair, open, transparent, and efficient recruitment system Offer high-quality remuneration, diverse benefits system, create a friendly, harmonious and safe workplace environment to retain talents 		<ul style="list-style-type: none"> No violations of human rights and labor conditions were reported Employee Turnover Rate \leq 5.0% Educational training plan execution rate 100% Average hours of educational training per employee > 24.5 hours 	
		Medium- Long-Term (\geq 3 years) Goals Planning	
		<ul style="list-style-type: none"> Improve corporate image, attract fresh grads from the society, and reduce the employee turnover rate to less than 1%. Construct appropriate training courses to improve the training quality, with the goal to increase the average training hours per person to over 30 hours. 	

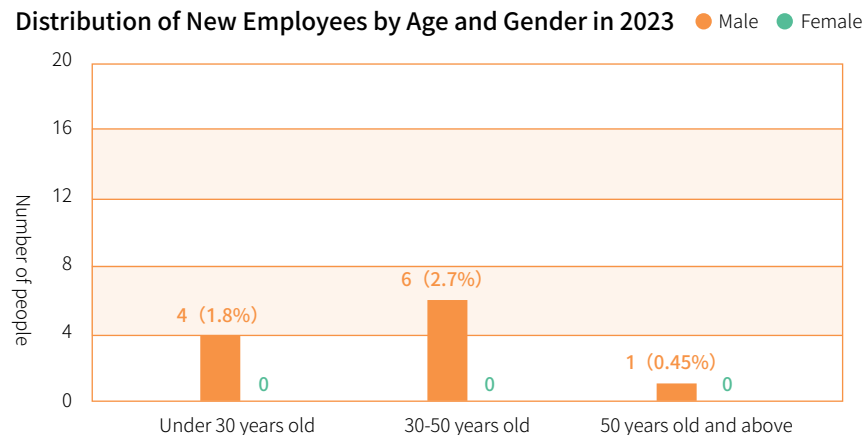
Talent attraction

To address the issue of personnel succession and experience transfer due to employees' retirements, each unit timely replaces the manpower based on the retirement status. The Company aims to recruit exceptional talents suitable for the job based on their professional abilities and experiences through a fair, just, transparent, and efficient recruitment system. Through talent selection, talent cultivation, and talent retention, we ensure the competence and steady employment of new employees to strengthen the corporate structure. We also review the workforce composition and implement workforce dispatch and control at any time in routine operations, as well as analyze and improve the status of employee turnover to ensure workforce competence and experience succession.

When a unit needs to fill an existing position or expand the workforce due to business needs, organizational planning, or employee resignations, 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.

On the other hand, we also conduct external recruitment through newspapers, human resources websites, human resources consulting agents, schools, employment service stations, etc. For vacancies in the Kaohsiung Plant, we prioritize recruiting talents from nearby communities, providing local employment opportunities as a way of giving back to the local communities.

In 2023, APC employed 11 new employees aged between 28 to 55, all of whom are male and accounted for 4.7% of the total number of employees. The table below shows the distribution and proportion of employees by gender and by age: GRI 401-1



Note: 1. Operational entities of APC, including Taipei HQ and Kaohsiung Linyuan Plant, are all located in Taiwan, thus considering as one region.

2. The rate of new employee hires of different age groups is calculated with the total number of male and female employees as the denominator.

Current management practices for retention

To enhance the quality of talent, develop management talent, and coordinate with the organizational development needs, the Company encourages employees with outstanding performance and developmental potential to take the entrance examinations of the related graduate programs, such as EMBA, of domestic universities and receive management assistant training. We provide these employees with financial support for their studies, job rotation, and adjustments to strengthen their professional competence in each business area, actively nurturing supervisory talents. To stabilize the workforce and retain outstanding talents, apart from adjusting the salary for employees according to the consumer price index and personal performance of the employees every year, we also participate in a compensation survey of the petrochemical industry to estimate the salary 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 salary is competitive with the market.



Talent Mobility

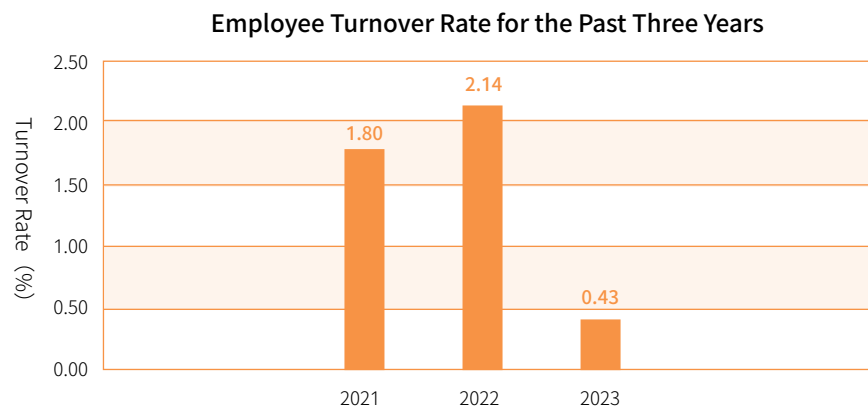
The position change and resignation of employees are handled in accordance with the relevant regulations. Full-time employees may apply for retirement at 65 years old in accordance with the Labor Standards Act or for voluntary retirement at earlier ages by law. That is, all employees are entitled to voluntarily terminate employment by law. The rights, obligations, and labor conditions of resignation are handled with by law. When there are significant operational changes, such as closure, transfer, operating losses, or business contraction, that workforce reduction is required, we will notify employees from 10-30 days in advance based on the seniority of employees in accordance with the Labor Standards Act.

In 2023 there were 15 employees resigning from APC (including 14 retirees). After deducting the retirees, the actual rate of employee turnover was 0.43%.

The table below shows the distribution and proportion of employees by gender and by age: GRI 401-1

Gender	Under 30 years old		30-50 years old		50 years old and above	
	Number (persons)	Proportion (%)	Number (persons)	Proportion (%)	Number (persons)	Proportion (%)
Male	0	0.00	1	0.45	0	0.00
Female	0	0.00	0	0.00	0	0.00

- Note: 1. The rate of employee turnover by gender and by age group is calculated with the total number of male and female employees as the denominator
2. Turnover rate is calculated based on the actual number of resigned employees (after deducting the number of retirees)
3. Entities of APC, including Taipei HQ and Kaohsiung Linyuan Plant, are all located in Taiwan, thus considered as one region.



Talent cultivation and development

APC educational training aligns with external environment, business policy, operational goals, department performance, and employee career development needs. It is structured based on accordance with industrial safety environmental protection regulations, as well as the requirements of quality, environmental, energy, and occupational health and safety management systems to provide training courses tailored to the needs of various talents.

The training framework mainly consists of four components: "On-the-job training", "Functional training", "Digital learning", and "Self-improvement". These are organized in a comprehensive and systematic fashion to plot training courses necessary for employee career development, and further extend to the educational training system for lifelong learning. The career development training for active employees can enrich their competencies, skills, and learning capability of employees, which will become the foundation of personal lifelong learning. When employment is terminated due to retirement or resignation, such training can become the skills enabling employees to find new jobs or make retirement planning.

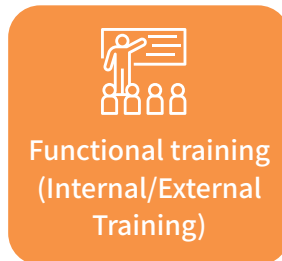


Educational training performance

APC always value the educational training of employees and arrange orientation training, on-the-job training, and work instructions for employees based on the training needs of employees and their units. We also offer educational training through DVDs and the e-learning platform to improve the competency and skills of employees. Employee training records are kept and taken into account for monthly performance and annual performance evaluation. Additionally, each department sets the standards for "hierarchical" and "functional" training courses to identify the skills required for each position and each working area of employees. These standards serve as references for dispatching training and ensure that employees have the abilities to perform their work.



- Job instructions by supervisors
- Master-Apprentice Knowledge Transmission
- Technological and vocational certification
- Job rotation



- Management general education
- Hierarchical training
- Professional Competence Training
- Talent Development
- Employee self-education

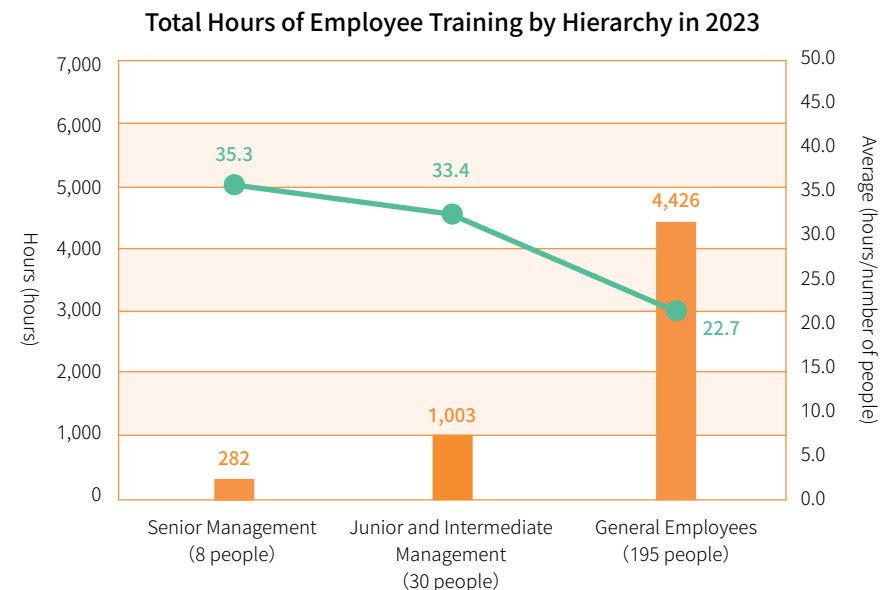
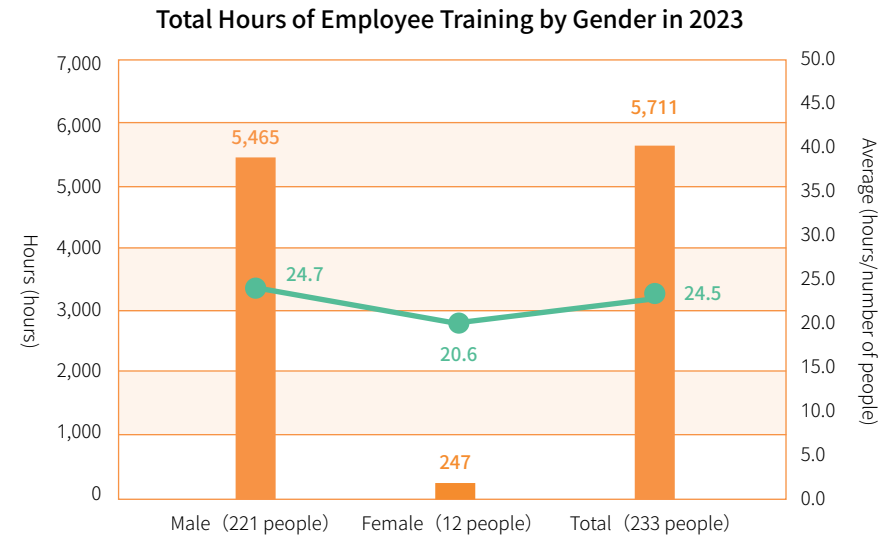


- New employee orientation training
- New Employee Certification Courses
- Multimedia learning platform
- Leader Campus Learning Platform



- Study group
- Humanities Intellectual Lecture
- Seminar
- Health Lecture

In 2023, the total hours of employee training reached 5,711 hours, with an average training time of 24.5 hours per employee. The distribution by gender and employee rank is as shown in the table:



Educational training for new Employees

The Group has developed a complete orientation training program for new employees to introduce in detail its corporate culture, corporate spirit, the organizational rules and regulations, etc., as to assist in quickly integrating into the corporate working environment and to make contributions, enhance the sense of identity and cohesion to the Company, and confirm the learning effectiveness through the digital training platform of the Group.

The personnel and industrial safety units immediately arrange awareness training courses for new employees of the Plant. These courses include the overview, environment, organization and regulations, welfare system, and labor safety and health regulations of the company, and the concept training on the quality, environmental, energy, and OHS management systems and product, environment, and quality assurance systems.

On-the-job training

During the employment period, in order to enhance their job functions, employees are provided with relevant job skill training through supervisors and senior colleagues to ensure their ability to perform their duties.

On-the-Job Training (OJT) is carried out by each unit based on job tasks and training needs. The training targets new employees, staff changing jobs, personnel related to process changes, and those who may affect quality, product's environmental quality assurance, those who may significantly impact the environment, those who might face Occupational health and safety risks, as well as those affected by system information updates. The

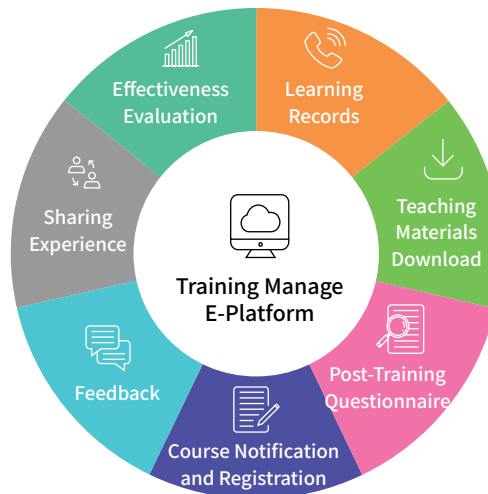
respective unit should promptly provide job guidance to ensure their capability to perform their duties.

To enhance the process safety management awareness of on-site personnel, ensuring the safety of plant operations, relevant units not only implement training according to the items stipulated in the Labor Safety and Health Education and Training Regulations, but also emphasize operation instructions, repair and maintenance, emergency response, and safety of machinery through job training. Examinations (including written, oral interviews, or practical operation tests) are conducted based on actual needs as a reference for retraining.

Additionally, to ensure that each employee has comprehensive competencies and a broad vision, apart from their own jobs, they also engage in other research projects, including probationary customer complaints, interpersonal relationship development, and problem-solving so as to achieve the purpose of enrich knowledge and improve skills.

The Company arranges educational training courses periodically, including professional skill training, leadership and management, computer, and general education courses, to provide internal training for potential management personnel.

Additionally, the Group Training Department hosts diversified internal training courses at Taipei HQ, accessible to employees across all affiliated enterprises in Northern Taiwan. To align with the e-management of training, we have developed a "Training Manage E-Platform", besides offering diverse services such as training information, course material downloads, online registration, learning records, post-course questionnaires, learning reflections, and training highlights. It also solicits online feedback to evaluate the course effectiveness from the learners' perspective, thereby enhancing and improving the quality of the course.



Situation of Occupational health and safety education and training course



Performance in external training

Depending on business and job requirements and the need for internal seminar training, supervisors assign related business colleagues to participate in external training and technical discussions with academic institutions and obtain relevant operation certificates in order to enhance technical levels and operation safety. In 2023, APC obtained 203 related operation certificates and licenses (including 28 new certificates and licenses and 175 recurrent training certificates and licenses) through external training. All certificates and licenses were retained by the personnel section for future reference. Moreover, the Company also encourages successor candidates to actively participate in external management training courses to learn the latest management knowledge and thus enhance their management capabilities. We also provide subsidies for employees with strong learning aspirations and development potentials to further their studies in domestic universities, along with the adjustment of their duties for training, in order to cultivate the leadership talents needed by the Company.



2023 External Training Performance

Serial No.	License Type	Number of sheets
1	Class A Wastewater Treatment Specialist	1
2	Training for Emergency Response Personnel to Toxic Chemical Substances (Commander Level)	1
3	Toxic Chemical Hazard Response Personnel Training (Expert Level)	1
1	Fire Safety Manager	3
2	Security Supervisor	2
3	First Aid Personnel OH&S Education	1
4	Supervisor of Hypoxia Operations	1
5	Operators of cranes over three m.t.	3
6	Operators of aerial work vehicles	5
7	Kaohsiung Pipeline Excavation Project Management Personnel	2
8	High-Pressure Gas Container Operation	1
9	Operation of Specific High-pressure Gas Equipment	2
10	High Pressure Gas Manufacturing Safety Chief	1
11	The first type of pressure vessel operation	1
12	Process Safety Assessment Personnel	2
13	Occupational health and safety management personnel	1
Total		28

Group Digital Training

To break free from the constraints of time and space in physical courses, USIG has built a "Group Digital Learning Platform" to provide an environment where employees of all affiliates can learn at any time and anywhere.

Employee opinion survey

APC conducts an Employee Opinion Survey every two years. In August 2023, we commission an independent third party to conduct the survey, which covered Supervisor, Salary, Colleagues, Work, Development, Corporate Culture, Sustainability, and Organizational Commitment eight aspects. The survey was conducted among 233 participants, and the response rate was up to 96%. The aspects of "Sustainability", "Colleagues", and "Work" had the most impressive satisfaction scores.

APC expects to understand the employees' opinions on the company's management operation through the employee opinion survey, find out the key indicators for talent retention, identify the significant item for talent cultivation, carry out talent cultivation projects, and grasp the future manpower pulse.



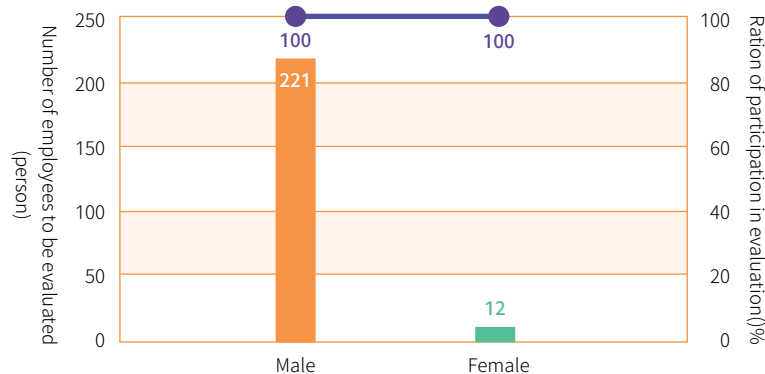
5.2 Talent Development

Performance evaluation system

To fairly and reasonably assess the commitment, competency, and contribution of employees to the organization, APC boosts employees' morale and strengthens teamwork spirit through monthly target management and annual performance evaluation, combining them with training and promotions to facilitate individual development of employees and the Company human resource management.

The evaluation items of monthly target management include the workload, work quality, cooperativeness, as well as the implementation performance of the four major management systems and training performance of employees. The annual performance evaluation aims at evaluating the work performance and personal competitiveness (including vision, leadership, implementation, self-development, organizational commitment, innovation, and planning capabilities) of employees. Those eligible for the annual performance evaluation are full-time employees who have successfully completed their probation period. The ratio of male to female employees participating in the performance assessment in 2023 is as shown in the table:

Ratio of Participation in Performance Evaluation of Women to Men in 2023



Remuneration system

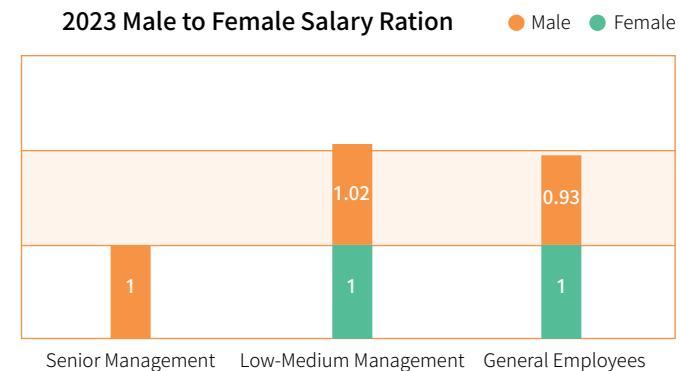
To attract, retain, cultivate, and motivate excellent talents from all fields, the Company provides a diverse and competitive remuneration system. The starting salary for new employees is higher than the legal minimum wage standard and also adjusted according to the individual's education and experiences, with different position-based allowances, and salary raise based on their work performance regardless of gender. In 2023, the wage ratio for female and male, from low- to mid-level managers and general employees at APC, nearly reached 1, which is more balanced compared to most of our peers. Due to the higher proportion of new male employees in recent years, the average wage of male general employees has been diluted. As female general employees have a higher average service length, their average salary is higher than males.

The table below shows the difference in the number and average and median compensation of non-management full-time employees between 2023 and the previous year.

Item Contents	2022	2023	Difference from the previous year
Number of non-management full-time employees (persons)	216	220	4
Non-management full-time employees Average compensation (NT\$ thousands)	1,490	1,283	-207
Non-management full-time employees Median compensation (NT\$ thousands)	1,407	1,199	-208

The number of employees in 2023 decreased by 1 compared to 2022; The amount of average and median compensation increased mainly because of the salary raise and year-end bonuses.

2023 Male to Female Salary Ration



Note: 1. The calculation base for females is "1," remuneration including wage, bonuses, and welfare.

2. The aforementioned statistics do not include employees who have been with the company for less than one year.

3. All senior executives of the Company are male, so there is no proportion of female executives.

Pension System GRI 201-3

The Company handles employee pensions in compliance with the Labor Standards Act, and the pension reserve is contributed based on the Regulations for Employee Retirement, with a contribution rate of 10%.

Apart from setting up the Pension Reserve Supervisory Committee, starting from July 1, 2005, the Company contributes pensions according to the government's stipulations on wage grading charts and contribution rates every month for employees who chose the Labor Pension Act plan to their Individual Labor Pension Accounts at the Bureau of Labor Insurance.

Item	Proportion of Contribution	Employee Participation in the Retirement Plan
Pension under the Labor Standards Act (old system)	Employer contribution: 10% of the employee's monthly wage Pension Reserves	100%
Pension under the Labor Pension Act (new system)	Employer contribution: 6% of the employee's monthly wage Employee contribution: 0-6% of the employee's monthly wage	100%

Incentive system

To boost morale and promote teamwork spirit, instant bonuses are awarded to employees who show special performance in their daily work or who can timely response to and proper management of emergencies, as a way to reward them.

Additionally, to encourage employees to engage in improvement activities and stimulate their creativity, we have established the regulations for improvement suggestions. After the acceptance and review of suggestions for optimization and improvement of process technology, product quality, repair and maintenance, engineering, warehousing, production management, and routine operations; improvement of safety and health, environmental protection, energy conservation, and cost reduction, we will issue a monetary reward to the proposing employee based on the level of innovation and performance in improvement.

Diversified Benefits GRI 401-2

APC places great emphasis on employee benefits, and all employees are entitled to the benefits listed in the table:

Item	Contents
Bonus	Year-end bonus and performance bonus
Leave Benefits	Parental, menstrual, family care, maternity, pregnancy checkup, pregnancy checkup accompaniment, and paternity leaves.
Insurance Benefits	Accidental insurance, life Insurance, employee/dependents group insurance, employee condolence, group injury insurance for business trips
Food Benefits	Employee canteens and meal allowances
Transport Benefits	Employee parking spaces and travel allowances
Entertainment Benefits	Employee gym, employee tours, and regular employee gatherings
Allowances	Subsidies for on-the-job training, domestic/overseas further education
Other benefits	Employee childbirth subsidy, wedding/funeral subsidies, employee tour subsidy, citation for senior employees, bonuses for three major festivals and birthday, periodic health checkups

Insurance Benefits

Employees are the greatest assets of the Company and the main driver of sustainable operations and development. With this in mind, the Company not only provides Labor Insurance and National Health Insurance as legally required, but also plans an Employees Group Insurance Program for our employees. The contents of the plan covers life insurance, critical illness, accidental injury, occupational accident injuries, cancer treatment, and dependents health treatment benefits, etc., with all premiums borne by the Company (self-financed for dependent). We aim to provide employees proper protections, so that they can dedicate themselves to their work without worries and, thus, strive for higher business performance.

Health care benefits

Every year we arrange health checkups (general and special checkups) for employees. We equip Taipei HQ with exercise and fitness equipment and Linyuan Plant with an infirmary and registered nurses to provide employees with health care, health consultation, and medical assistance. We also organize health promotion activities in coordination with health education institutions and hold Health Lectures from time to time to invite health professionals to educate on the prevention of cardiovascular disease, hypertension, and diabetes to protect the physical and mental health of employees.

We also provide menstruation leave and individual breastfeeding space for female employees, and cooperate with childcare and educational institutions to offer childcare and after-school club services. Parental leave is granted by law to employees with children under three years old. **In 2023, no employee applied for it.**

To support the government's birth encouragement policy and enrich benefits for employees, we have specifically established the Regulations for Employee Birth Allowance to subsidy employees with NT\$10,000 for each baby, with an increased subsidy rate implemented for twins or more. In 2023, a total of 9 people from APC applied for the childbirth subsidy.

Statistics on Employees' Applications and Returns from Parental Leave for 2023 GRI 401-3

Gender	Total number of employees entitled to parental leave	Total number of employees actually taking parental leave	Total number of employees due to return to work after taking parental leave	Total number of employees retained 12 months after returning to work in 2022	Proportion of Employees Returning to Work After Parental Leave	Retention Rate of Employees After Parental Leave
Male	9	0	0	0	--	--
Female	0	0	0	--	--	--

In 2022, no employees applied for parental leave, hence the total number of employees retained 12 months after returning to work following a period of parental leave is 0.

Employee Assistance Program

USIG has established the Employee Assistant Program Service Center (EAPC), promoting services of the Employee Assistance Program, organizing various social activities, providing employees with consultation and counseling, enabling employees to get comprehensive care and assistance in psychological adjustment, career management, health improvement, and quality of life.

Employee Welfare Committee

APC duly dedicates employee welfare funds in accordance with the Employee Welfare Fund Act. **In 2023, it has disbursed employee welfare funds of NT\$10.05 million (accounting for 3.4% of the annual remuneration)** for the use of the Employee Welfare Committee as employee travel, birthdays, births, weddings and funerals fund, organize dependent socializing activities, and group medical insurance, all as a way to express gratitude for the hard work of the employees.

In terms of employee activities, we have established 10 employee clubs, including photography, billiards, fishing, darts, tennis, softball, basketball, badminton, road running, and bowling. Guided and sponsor by the company and the Employee Welfare Committee. Employees can relieve their work stress, balance their physical and mental state, and promote their health through these activities and eventually enhance employee morale and enhance organizational commitment.

Employees Club Activities



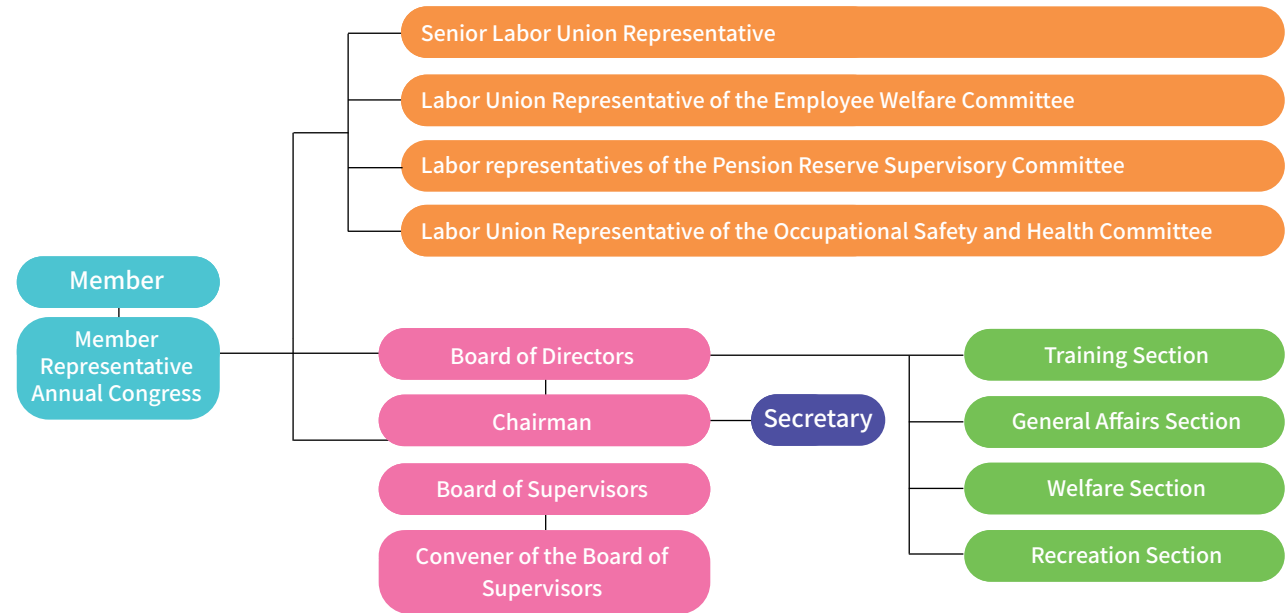
Welfare Association Travel Activity

Enterprise Union GRI 2-30

APC Linyuan Plant Labor Union was established on January 4, 1988, with the aim of promoting mutual assistance and cooperation among members, enhancing members' intelligence, protecting members' rights and interests, assisting in the development of production, promoting harmonious labor-management relations, and assisting in the implementation of government decrees. The labor union holds the "Union Board Meeting" regularly, with the guest attendance of relevant management in the Company to fully discuss and communicate with union representatives in person regarding labor rights and interests, health and welfare, occupational safety, labor conditions, and others. Educational training sessions for labor union members are held every year, in which members participate enthusiastically. This promotes consensus and enhances cooperation between labor and management. As the Company maintains sound communication with employees through the labor union and labor-management meeting, no collective bargaining agreement has been concluded.

In 2023 the labor union had 210 members, including 202 males and 8 females, accounting for about 90% of all employees. The "Supervisory Committee of Business Entities' Labor Retirement Reserve", "Employee Welfare Committee", and "Occupational Health and Safety Committee" are formed by labor and management representatives and hold committee meetings periodically. They provide channels for labor-management communication and maintain the rights and interests of employees. In 2023, 5 "Union Board Meetings", 0 "Special Union Board Meetings", and 1 "General Meeting of Members' Representatives" were held.

Linyuan Plant Enterprise Union Organizational Chart



The labor union convenes the General Meeting of Members' Representatives



Labor union member education workshop



5.3 Human Rights Policy GRI 2-23

The Company established a human rights policy on March 22, 2018, to fulfill CSR obligations and protect human rights. This policy is applicable to the Company and USIG affiliates and designed in accordance with the International Bill of Rights, the Declaration on Fundamental Principles and Rights at Work by the International Labour Organization, and other internationally recognized human rights standards, aiming to eradicate behaviors that prejudice and violate human rights. Apart from providing employees with a reasonable and safe workplace environment, we ensure that employees receive fair and dignified treatment at the Company.

Identification and assessment of human rights risk

We identify human rights risks every year and perform compliance checks and assessment of authenticated human rights topics. Based on the risk assessment results and incidents found in internal and external audits, we adopt mitigation and corrective actions and continue improving to achieve the purpose of risk management.

The Company establishes steps and processes for each stage of human rights management as the foundation for maintenance and protection human rights. These include the following:



Human rights issues involve different business departments and units, and the Human Resources Department performs human rights due diligence for different affected objects and human rights issues and management work.

Human Rights due Diligence Process GRI 2-24

Stage	Step	Practice
Stage 1: Commitment	Statement	Make external commitment and support and draw up the human rights policy in compliance with international standards and local laws and regulations.
	Identification	Validate material human rights issues and the affected based on the organizational attribute and style of operations.
Stage 2: Management	Assessment and analysis	Periodically assess human rights impacts on all employees and service processes to understand the significance of exposure.
	Action and practice	<ul style="list-style-type: none"> · Draw up different action plans based on the significance of the periodically assessed human rights risks. · Follow up the status and performance of action plans and communicate to ensure the effectiveness of human rights management. · If there is a human rights violation, provide compensatory measures through system improvement, physical benefits, and counseling.
Stage 3: Countermeasures	Report	Discuss and report human rights management within the organization and disclose the practice and effectiveness of human rights management on the corporate website.

Achievements in human rights management 2023 GRI 2-24

After identifying risks based on the approaches to implement the human rights policy, we included a total of 14 human rights topics for this year, including 8 topics of material concerns, with risks covering “excessive working hours” ([2023 Human Rights Risk Assessment Management Sheet](#)). The measures implemented to mitigate and compensate for the impacts of human rights risks are as follows:

Topic	Mitigation Measure	Compensation Measure
Excessive working hours	<ol style="list-style-type: none"> 1. Overtime is agreed upon by the employees, and after working overtime, employees are free to choose whether to receive overtime pay or compensatory time off. 2. The system allows employees to daily select the reason for leaving the workplace after regular hours, whether it is due to personal matters or official duties. 3. The HR department regularly reviews the overtime situation of each company and tracks the causes. 	<ol style="list-style-type: none"> 1. If there are instances of overtime work by the employees, overtime pay is provided in accordance with the law. 2. Understand the workloads and reasons for overtime of employees, and actively carry out process improvements and operation optimization to help enhance work efficiency. 3. The employees with excessive working hours are included in the list for abnormal workload identification and risk investigation, regular employee health checkups are conducted, and related operations and manpower conditions are adjusted as needed.

Human Rights Risk Mitigation Measure

The Company is committed to reasonably ensuring the safety of employees and the workplace environment, respecting the dignity of personnel, dedicated to promoting environmental protection and compliance with laws and ethics. To fulfill this commitment, in addition to maintaining integrity and legally respecting employees, we have assigned dedicated personnel to enforce Occupational health and safety. Besides continuously promote and implement human rights policies into daily practices through education, and have established a reasonable grievance channel.

Concerns of Human Rights and Practice

(1) Providing a safe and healthy workplace environment

The Company has passed the audits and certification for ISO 14001 (Environmental Management System) and ISO 45001 (Occupational Health and Safety Management System), actively promoting energy saving and carbon reduction, disaster prevention, and pollution prevention improvements to ensure a safe working environment.

In addition to providing a safe and healthy working environment as regulated by the law, the Company has established a dedicated Occupational health and safety unit and committee, employed professional medical doctors and nursing personnel, and regularly conducts safety and health, fire prevention, and other related educational training. We take necessary precautions to prevent occupational accidents from occurring, thereby reducing the risk factors in the work environment.

(2) Friendly Workplace

Diversity, Equity, Inclusion (DEI)

The Company respects different genders, ages, and cultures to build a friendly workplace environment where everyone can leverage their talents.

Creating a diverse environment that embraces people of different backgrounds, races, genders, sexual orientations, abilities, and perspectives in the workplace; offering equal opportunities and treatment to all employees in a fair and inclusive manner to bridge the gap between different groups, ensuring that each employee is respected and accepted, and able to fully participate and contribute.

Continually promoting gender equality policies and preventing workplace assaults through educational training and publicity, and committed to providing employees with a dignified and friendly working environment.

(3) Eliminate illegal discrimination to reasonably ensure equal job opportunities

The Company has incorporated human rights policies into its internal control procedures. We practice fairness in labor rights such as recruitment, remuneration welfare, training opportunities, promotions, dismissals or retirement. We do not discriminate against employees or job applicants based on factors such as 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. As of the end of December 2023, **we had a total of 233 employees, including 2 persons with disabilities.**

(4) No child labor

To ensure compliance with corporate social responsibility and ethics and integrity, the Company has stipulated no child labor from the start of recruitment. By the end of December 2023, **we have a total of 233 employees, none of who are child laborers.**

(5) Prohibition of Forced Labor

The Company does not force or threaten any personnel who has no intention to perform labor services. Regulations governing employees' daily and weekly normal working hours, extended working hours, holidays, special leaves, and other types of leaves all comply with legal norms.

A reminder function is set in the attendance system for employees to apply for overtime work. Overtime compensation or time-off is provided after overtime work, and dedicated personnel conduct monthly reviews and control of working hours in the plant.

Assist employees maintain physical and mental health and work-life balance

- The Company provides venues or sponsorship funds, encourages employees to participate in healthy activities, employees form their own clubs, which help to foster camaraderie among colleagues through club activities.
- Besides organizing end-of-year feasts, Mid-Autumn festivals, and other events to alleviate employees' mental and physical stress and consolidate their organizational commitment, the Company also provides sports and fitness equipment for employees to use in their spare time.

- To encourage employees to take part in exercise and health management, sports competitions are held irregularly. In the Taipei area, employees were sponsored and encouraged to participate in the "2023 Taipei Tech Cup Charity Road Run" in April 2023, and the beneficial activities for physical and mental health like "Walking Together" were held from October to December 2023.



Acknowledgment of the Achievements of the Fitness Activity "Walk Together"



Training and Practice of Human Rights Protection



New employee training

On their arrival, new employees are requested to receive related compliance training, with topics including sexual harassment prevention, no discrimination, no harassment, working hours management, protection of humane treatment, and so on.



Preventing workplace violence

Through publicity and notices, we let employees understand their responsibility to assist in ensuring that no unlawful infringements occur in the workplace and disclose the grievance hotline, working together to create a friendly work environment.



Training for occupational safety

Contents include OHS educational training, fire safety training, emergency response, and first aid personnel training.



Publicizing integrity and ethics

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

The Company continuously concerns with human rights protection and implements relevant training to raise the awareness of human rights protection and lower the likelihood of the relevant risks. In 2023, we held training related to the promotion of human rights protection, with a total of 668 persons participated and the total training hours were 1,728 hours. Please refer to the List of Human Rights Protection Training at APC in 2023 for detailed list of participants and trainings.

Grievance System GRI 2-25, 2-26

The Company has established unfettered grievance channels for employees to report all types of internal problems to supervisors at all levels or the Human Resources Division. To maintain gender equality at work and provide employees and job applicants with a workplace environment free from sexual harassment and illegal infringements, we have established a dedicated mailbox and email for sexual harassment prevention and illegal infringement prevention. All information will be kept confidential during the investigation. Neither the name nor the data valid for identifying the complainant will be disclosed to ensure complainant protection. For the Human Rights Policy and related practices, please visit the Sustainable Development section on the the Company's website: <https://www.apc.com.tw/ESG/zh-tw/ESG51.aspx>

List of Human Rights Protection Training at APC in 2023

Item	Course Name	Person	Total hours
1	[Ethics Lecture] Stop, Look, and Listen to Cybersecurity Traps	64	128
2	[Ethics Lecture] Legal Awareness and Response Required in the Intelligent Era	42	84
3	[Ethics Lecture] Legal Advocacy - Insider Trading and Gender Equality	18	36
4	[Ethics Lecture] Discussion on Preventing Workplace Unlawful Infringement	6	12
5	[Ethics Lecture] Legal Responsibility and Case Analysis of Breach of Trust	1	3
6	Process safety training	16	276
7	Industrial safety training/publicity	2	36
8	Environment protection training	1	24
9	OHS in-service educational training	131	393
10	Emergency Response Drill	35	70
11	Self-Defense Firefighting Team Training	8	48
12	Firefighting Training/Publicity	55	275
13	Special Operations and Cancer Screening Themed Seminar	7	21
14	Promotion of Worker Health Lecture	46	61
15	First Aid personnel and relevant Educational Training in professional nursing	6	31
16	Friendly Workplace - Advocacy for maintaining a work environment free of violence, harassment, and intimidation	230	230
Total		668	1,728

5.4 Healthy Workplace

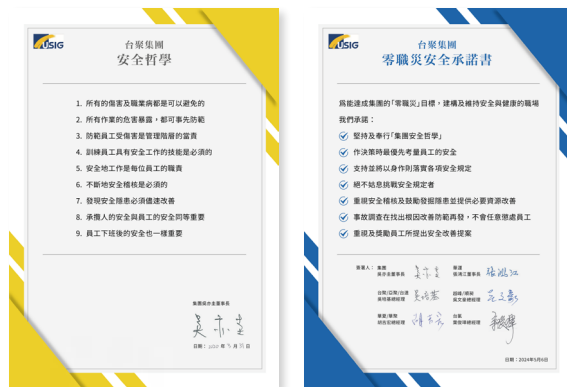
Occupational Health and Safety Operations

Material Topics: Occupational Health and Safety ; Corresponding sustainability principle: Safety and Harmony GRI 2-25, 3-3

Management Approach and Components	Impact Management	Targets Execution and Performance of Management Approach	Evaluation of Management Approach
Significance to APC	Positive/Negative Impacts	2023 Goals	Effectiveness Assessment
The provision of a healthy and safe work environment is a concerned topic for both businesses and laborers. It is APC's responsibility to implement safety and health management and provide a friendly and happy workplace environment for employees and other workers.	Positive actual impact - Creating a friendly workplace environment Positive potential impact - Achieving a happy workplace business.	<ul style="list-style-type: none"> · Injury Rate(IR): 0 · Lost Day Rate (LDR): 0 · Periodic health checkups for employees · Physician 's conduct on-site health services for employees 6 times · The nurse provides employee health services more than 6 times per month on average. 	<ul style="list-style-type: none"> · Occupational Health and Safety Committee meeting is held quarterly to discuss the implementation status and progress tracking of safety and health related improvement incidents. · Occupational Health and Safety Management System Review Meeting conducts an effectiveness review of the operation of the occupational health and safety management system.
Management Practice and Objectives	Processes to remediate and prevent negative impacts	2023 Performance	Grievance Mechanism
Implement Occupational health and safety management through routine plant tour inspections, health and safety audits, and contractor management to provide workers with a safe and worry-free workplace environment to achieve the goal of zero occupational accident.	—	<ul style="list-style-type: none"> · Injury Rate (IR): 0 (🟢) · Lost Day Rate (LDR): 0 (🟢) · Employee health checkup is conducted regu-larly in 4 phases, with a total of 210 people (🟢) · Physician 's conduct on-site health services for employees 6 times (🟢) · The nurse provides occupational health services seven times a month (🟢) 	Establishing "Procedures for Implementation of Communication and Consultation", the company builds, implements, and maintains channels and procedures for communication, participation, and consultation on environmental and OHS related topics. For detailed operations, please refer to the "Environmental Impact Grievance Channels" section descriptions.
Strategy		Short-Term (< 3 years) Goals	
Enhance safety prevention <ul style="list-style-type: none"> · Implementation of Occupational health and safety Management System · Promote the PSM system and cross-plant audits Implement Health Management <ul style="list-style-type: none"> · Periodic health checkups for employees · Contracted physicians conduct on-site health services · On-site health services by the plant's nurse 		<ul style="list-style-type: none"> · Injury Rate(IR): 0 · Lost Day Rate (LDR): 0 · Periodic health checkups for employees · Physician 's conduct on-site health services for employees 6 times · The nurse provides employee health services more than 6 times per month on average. 	
		Medium- Long-Term (≥ 3 years) Goals Planning	Adjust the management approach
		<ul style="list-style-type: none"> · Continuously implement the PSM system and introduce it to the management platform · Zero accident through underground pipeline safety management · Promote comprehensive industrial safety/environmental protection/ fire safety inspection performance indicators in Linyuan Industrial Park 	Through the Occupational Health and Safety Committee meeting, the improvement topics of workers' Occupational health and safety are reviewed in a timely manner.

Occupational Health and Safety GRI 2-23, 2-24, 403-1

By implementing the occupational health and safety management systems in APC Linyuan Plant and coordinating with USIG's "Group Safety and Health Partnership Regional Joint Defense" system, we conduct on-site tour inspections to enforce OHS management through mutual supervision and experience sharing among group all affiliates. Each month we attend the "Linyuan Industrial Park Safety and Health Promotion and Industrial Park Regional Joint Defense" meeting held by the Linyuan Industrial Park Service Center of Ministry of Economic Affairs. Through the exchange of practical experiences among various manufacturers in the industrial park and the concept of regional joint defense, the safety and health within the industrial park are further ensured. In accordance with the Ministry of Economic Affairs' general examination of Linyuan, regulatory compliance checks are carried out for Industrial safety and environmental protection, and fire fighting. Relevant regulatory performance units of measure and lead indicators are established to implement daily checks and consolidate consciousness of Industrial safety and environmental protection, reducing the risks in operational Industrial safety and environmental protection.



APC Linyuan Plant obtained ISO 45001 Occupational Health and Safety Management System certification in 2019 and

successfully renewed the certification on May 13, 2022. The validity of the new certificate will expire on April 23, 2025, and it has been passes third-party verification every year. **The scope of the management system verification is APC Linyuan Plant and covers both employees and non-employees at the Linyuan Plant. After excluding the employees of Taipei HQ, the employee coverage rate is 90%, and the coverage rate for non-employees (including contractors, outsourced service providers, contractual workers, and visitors who are non-employees, but whose work and/or workplaces are controlled by the organization - hereinafter the same) is 100%.** GRI 2-8

The diagram below shows the operation of the management system. Through the plant, do, check, and act (PDCA) cycle, the management system meets the goals of Occupational Health and Safety Management. It continuously inspects and identifies issues, promptly takes corrective actions, establishes a complete occupational health and safety management system, and creates a safe and comfortable working environment to ensure the safety and health of employees and non-employee workers.

The process of the occupational health and safety management system at APC Linyuan Plant

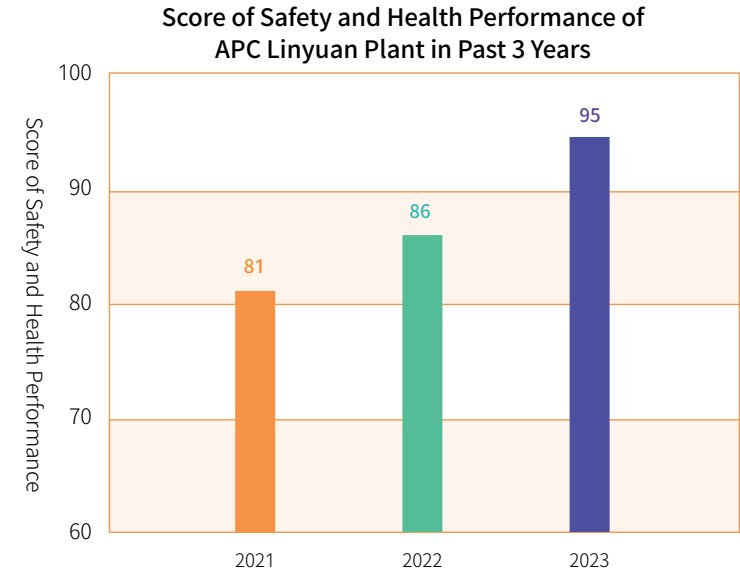
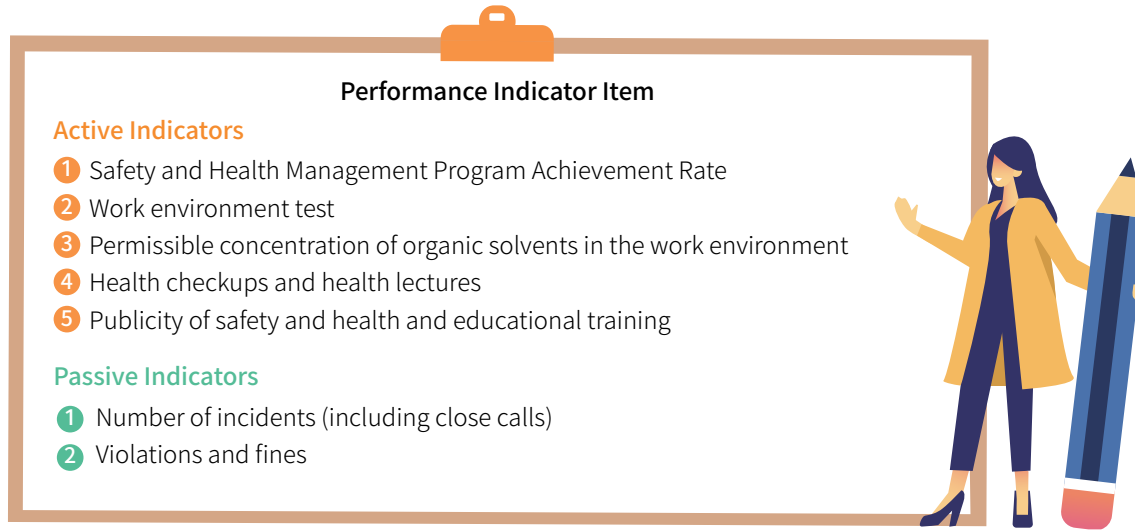
Internal and external issues of the organization Demands and expectations of stakeholders



Occupational Health and Safety Policy

Continuous enhancement of safety and health management (SM) + periodic assessment of safety and health performance (SP) = Provision of a safe and healthy workplace environment for workers (SE)

Performance of the Occupational health and safety management system in 2023:



We scored performance through the self-assessment of active and passive indicators. The total score of safety and health performance in 2023 was 95. As there were a total of 5 close calls disclosed during 2023, a total of 5 points were deducted. Relevant close calls initiated accident investigation procedures and convened meetings to review countermeasures in the same month.

By identifying related hazards and assessing related risks and opportunities within APC Linyuan Plant organization through employee competence and behavior, work, activities, facilities, and changes, we can identify more clearly the hazards of risks required for prioritized handling in the occupational health and safety management systems and the opportunities for early action to improve occupational health and safety performance so as to control risks within the acceptable level and improve occupational health and safety performance. **GRI 403-2, 403-9**

Hazard identification and risk and opportunity assessment procedure



$$\text{Risk Level} = \text{Frequency} \times \text{Severity} \times \text{Loss Likelihood}$$

- Frequency, severity, and loss likelihood are divided into five levels by significance
- Unacceptable Risk: Risk level ≥ 30 marks

Results of Hazard identification and Accident investigation in 2023 GRI 403-2

Unacceptable Risk

Operational activities	Deviation from the Standard	Control Method	Corresponding action plan and performance
Taiwan Power Company Power Supply	Insufficient power supply or low reliability can lead to frequent outages	Administrative Management	Conducted 4 sessions of emergency response drills every quarter
Equipment was suspended and discontinued	The application for resumption of operations, work procedures, or contents did not meet the government requirements	Administrative Management	Request for assistance from experts, scholars, or government units to meeting the government requirements
Recycle line Xylene Clean-In-Place	Pipelines or equipment are not emptied, diaphragm valves are not closed	Engineering Control	Plan budgets, make modifications, increase online xylene CIP equipment
Reactor (R-1101/R-120) startup	Misuse of incorrect initiator, abnormal activity	Engineering Control	Conditions of reaction for production, regulations on initiator use, and control on storage duration
Reactor (R-1101/R-120) stop	Uncontrolled reaction due to failure to stop the catalyst pump	Administrative Management	Implement scenario simulated drill from time to time each month for operators to get familiar with various situations, organize four emergency response drills each quarter
Formulated initiator	Workplace collapsed	Replacement	Plan budgets for replacement and repair
Routine patrol inspections by personnel	Personnel falling, equipment collapse	Replacement	Plan budgets for replacement and repair
Sample Analysis with Differential Scanning Calorimetry (DSC)	Nitrogen Pipeline Leakage	Engineering Control	Install Oxygen Alarms
Ethylene Underground Pipelines Management	Ethylene leakage in underground pipelines	Engineering Control	Perform regular inspections and flow pressure monitoring alarms every five years
External thickness inspection of pressure vessels and pipelines	Burn risk due to personnel measurement negligence and equipment contact	Personal Protective Equipment	Inspectors are required to wear gloves or use infrared thermometers to check temperatures in advance

Accident investigation

Type of accident	Situation Description	Corrective Action and Preventive Measures
No accidents occurred in 2023	—	—

Investment projects and amounts for health and labor force in 2023

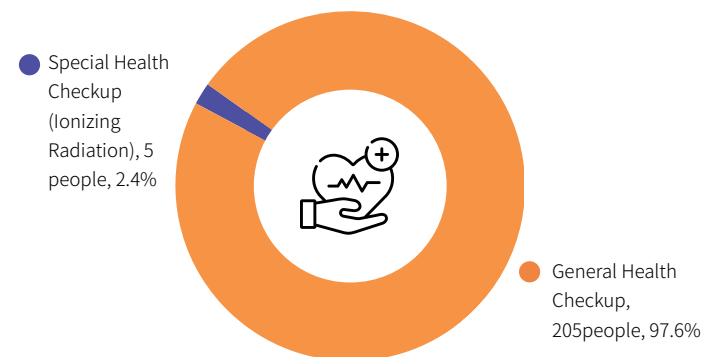
Investment Item	Risk Reduction (Equipment and Engineering Improvements)	Professional Training for Personnel (External Training)	Healthcare (Including Health Checks and Physician Consultations)	Employee Welfare Funds
Amount (unit: NTD ten thousands)	3,657	60.7	62.6	1,005
Total amount (unit: NTD ten thousands)	4,785.3			

Occupational health management GRI 403-3, 403-10 SASB RT-CH-320a.2

APC places great emphasis on the individual health of workers and the impact of the working environment on workers' health. We require new employee training to undertake physical examinations to understand employees' physical conditions, based on which appropriate work is allocated. In addition, we commission hospitals announced by the Occupational Health and Safety Administration to conduct Employee health checkups every year to ensure the physical health of employees, with all expenses borne by the company. In July 2023, four batches of Employee health checkup were carried out at Linyuan Plant, with a total of 210. The graded health management system for special operations health checkups was fully implemented, and the results were reported to the competent authority for record. The graph below shows the health checkup distribution by type:

Despite the Employees in high Risk and special operation areas at the Linyuan Plant, there were no work-related incidents or health hazards occurring in 2023. Moreover, **no Work-Related Illnesses were reported. All Employee health checkup results were incorporated into tier 1 or 2 management for tracking.** The plant nurse visited the site for care at least 6 sessions per month, and a contracted physicians visited the plant for service every two months, overseeing health checkup results, management, and statistics.

APC Employee Health Checkup Distribution by Type in 2023



Note: Special health checkups include additional checkup items based on the nature of jobs.

APC 2023 Occupational Health and Safety Risk Grading Management Table

Special Health Examination Items	Level 1 Management (Number of Personnel)	Level 2 Management (Number of Personnel)	Level 3 Management (Number of Personnel)	Level 4 Management (Number of Personnel)	Total Number of Personnel	Reported Occupational Injury Count	Occupational Injury Rate (%)
Ionizing Radiation	0	5	0	0	5	0	0

Health Examination Management	Level 1 Management	Level 2 Management	Level 3 Management	Level 4 Management
Health Examination Results Determination	Normal	Partially abnormal, unrelated to occupation	Abnormal, possibly related to occupation	Abnormal, related to occupation
Management Actions	Providing Health Information	1. Factory doctor provides health guidance. 2. Factory doctor advises against engaging in unsuitable operations.	1. Factory doctor conducts regular health monitoring and guidance 2. Factory doctor assesses operations, reclassifies based on assessment results. 3. Reports to regulatory authorities.	1. Implement hazard controls. 2. Improve engineering 3. Enhance operational protection. 4. Enhance administrative management 5. Implement health management measures. 6. Report to regulatory authorities.

APC 2023 Abnormal Workload Triggered Disease Assessment Statistics Form

Section	Number of Individuals	Overwork Assessment Load	Cardiovascular WHOz Risk Value	Combined Risk Score	Combined Risk Level
Factory Manager's Office	1	Low Load	10% (1 person)	1	Moderate Risk
Compositing Section	6	Low Load	10% (3 persons), 13% (3 persons)	1	Moderate Risk
Manufacturing Section	3	Low Load	10% (1 person), 16% (1 person), 20% (1 person)	1	Moderate Risk
Instrumentation and Electrical Section	1	Low Load	13% (1 person)	1	Moderate Risk
Quality Control Section	2	Low Load	10% (1 person) 、 13% (1 person)	1	Moderate Risk
Mechanical Maintenance	3	Low Load	10% (2 persons) 、 13% (1 person)	1	Moderate Risk
Environmental Protection Section	1	Low Load	10% (1 person)	1	Moderate Risk
Manufacturing Process Section	1	Low Load	10% (1 person)	1	Moderate Risk
Finished Product Section	1	Low Load	10% (1 person)	1	Moderate Risk

Explanation: 1. Estimation of the WHOz cardiovascular disease risk value over the next 10 years is based on the 2023 health examination data and individual workload.
2. Statistical results show a total 19 individuals classified under "Moderate Risk," representing 8.15% of the entire workforce.
3. Implement health management measures: (I) Recommend lifestyle changes and monitor working hours adjustments, with tracking at least every 3 months.

Health promotion GRI 403-6



Contracted physicians conduct on-site health services

6 times/year, contracted physicians provide on-site health service for employees and non-employees every even month

40 persons, number of employees and non-employees participated in health service



Health Lecture

49 persons, the number of employees participating in health lectures

Held two employee health lectures in 2023 to provide health consultation service



On-site nurse health services

7 times/month, the plant nurses provide health services to employees and non-employees a total of 84 times



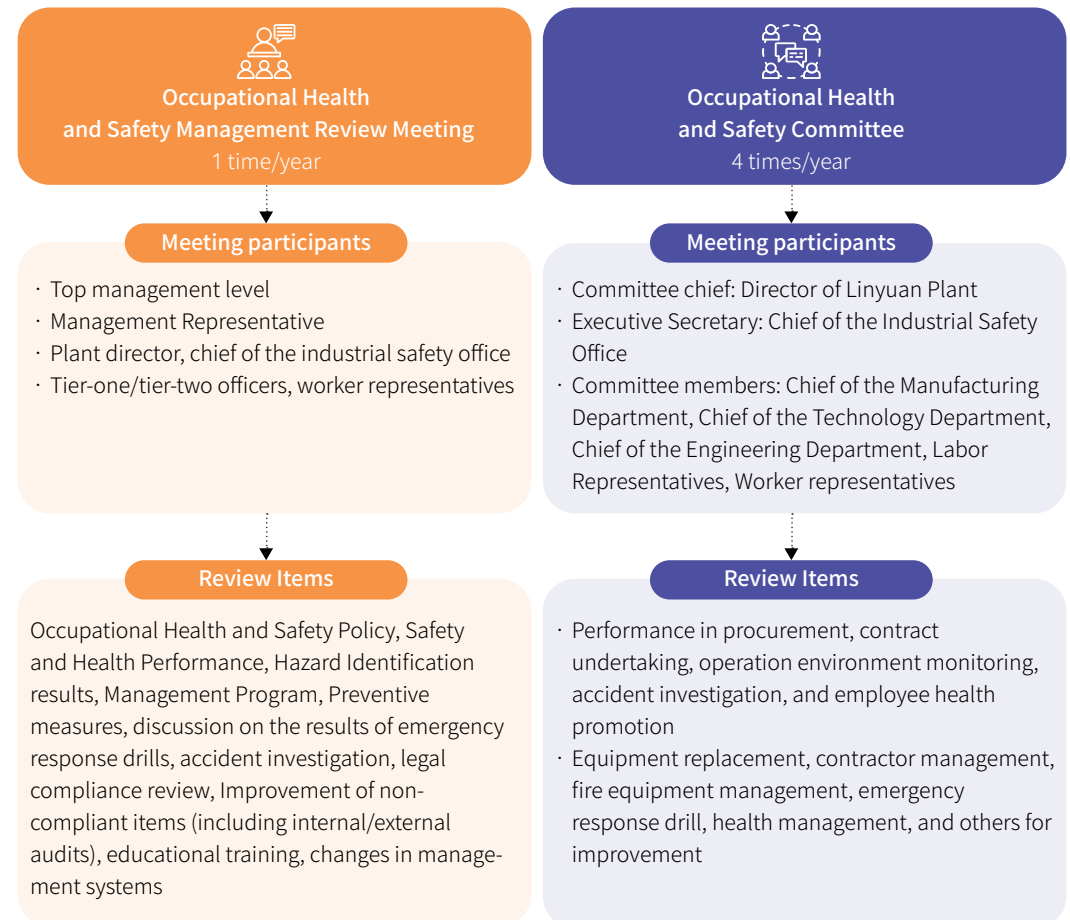
Employee Club Activities

280 Persons/Year

As COVID-19 situation eases, various club activities have gradually resumed. Among the 10 clubs established by the Employee Welfare Committee in 2023, 9 have held annual activities, with the number of participants increased compared to the previous year. Participation in these club activities allows employees to relieve work stress and improve their physical health.

Worker participation, consultation, and communication on occupational health and safety GRI 403-4

Regular the Occupational Health and Safety Management Review meetings (at least once a year) and Occupational Health and Safety Committee meetings (quarterly) are held. These meetings are attended by the plant director, the chief of the industrial safety office, the tier-one/tier-two supervisors of each unit, 6 labor representatives, and the worker representative (1 person, the chairman of the enterprise union), to discuss matters related to OHS management with the goal of achieving zero accidents in occupational safety.



OHS Education and Training GRI 403-5, 403-6

The table below shows the hours of OHS education and training of APC Linyuan Plant in 2023:

Educational training and publicity on occupational health and safety are the foundation to enhance the OHS awareness in employees. We have established the “Regulations for Educational Training on Occupational Health and Safety” to arrange training on the related knowledge and skills for all types of employees based on the actual needs. Apart from external training, we also hold various sessions of internal educational training on occupational health and safety in collaboration with the labor union each year. We also commission physicians to deliver “health education lectures” to employees based on the results of health checkups. **A total of 705 persons participated in the OHS educational training with total hours of industrial safety training in 2023 were 4,779 hours, including occupational health and safety (3,952 hours) and PSM (827 hours), accounting for about 84% of APC total hours of educational training (5,711 hours) in 2023.**

Training Type	Training Participants	Training hours	Compliance rate (%)
On-the-job training for safety and hygiene (including non-employees)	461	3,370	100
Process Safety Management (PSM)	62	827	100
Fire Prevention Training	75	308	100
Underground Pipelines Personnel Training	43	124	100
Health Management Training	47	47	100
Hazardous Chemicals Training	17	103	100

Contractor Safety Management GRI 2-8, 403-7

The safety management of contractors and suppliers is very important to Linyuan Plant. Hence, apart from establishing “Regulations for Safety and Health Management of Joint Operations with Contractors” and the “Workplace Health and Safety Rules for Contractors”, we also hold the consultative organization meeting to inform contractors of the hazards in the workplace environment and counteractions before their entry for construction. Construction personnel are required to undergo occupational health and safety training before starting work and are only permitted to start construction after passing an examination. This ensures the safety and health of contractors’ employees.

Every day the Industrial Safety Office conducts occupational health and safety tour inspection on both employees and non-employees. In 2023 a total of 102 nonconformities were found during on-site tour inspection. Violation of the occupational health and safety regulations in general operation was the most common nonconformity (e.g., content and flow indication, pressure gage anomaly, improper operation checks). By 31 December 2023, a total of 77 nonconformities were corrected, with a completion rate of 75%. The remaining 25 nonconformities were hardware nonconformities, including pipeline and equipment repairs (6 items), fire-resistant covering repairs (6 items), damaged ladder bases (5 items), and operational management (8 items). In consideration of operation safety, corrections can only be made when the whole plant halts.



82 times

Number of consultative organization meetings held before contractors started construction in the plant



102 cases

Number of nonconformities found during occupational health and safety on-site tour inspection



100 %

Pre-construction safety and health training rate for construction workers



75 %

Rate of completed corrections of nonconformities found in occupational health and safety on-site tour inspection

OHS Educational Training



Process Safety Management (PSM) Training



Labor Educational Training



Employee Health Lecture



Safety and health notice training for contractors



Contractors' on-site coordination



Workers covered by Occupational Health and Safety Management System GRI 403-8

The scope of the Occupational Health and Safety Management System certification is APC Linyuan Plant Area, covering both employees and non-employee workers.

Internal audit

Linyuan Plant has established procedures for “Occupational Health and Safety Audit SOP” and “Process Safety Management Audit SOP”. We draw up the internal audit program in accordance with ISO 45001:2018 standards and the Regulations for Periodic Implementation of Process Safety Assessment to audit the management systems regularly. Audit subjects include both employees and non-employee workers.

218 persons

Number of employees at Linyuan Plant

100%

Audit Coverage Rate

External Audit

Third-party audit unit: SGS Audit standard: ISO 45001: 2018 edition

11,222 persons

Number of workers who are non-employees
(contractors) work in Linyuan Plant

100%

Audit Coverage Rate

Work-related injuries GRI 403-9, 403-10

Work-related injuries statistics in 2023: SASB RT-CH-320a.1

Region Gender	Taipei HQ Employees		Employees of LinYuan Plant in Kaohsiung	
	Male	Female	Male	Female
Injury Rate (IR)	0	0	0	0
Occupational Disease Rate (ODR)	0	0	0	0
Lost Day Rate (LDR)	0	0	0	0
Lost Time Injury Rate (LTIR)	0	0	0	0
Lost Time Injury Frequency Rate (LTIFR)	0	0	0	0
Number of Cases of Death in the Line of Duty	0	0	0	0

- Note: 1. Injury (disabling): Calculations include employees could not go to work on the following day after treatment and applied for work-related sick leave or work-related injury with fatalities. Excluding minor injuries (problems solvable by on-site first aid or hospitalization)
2. Days Lost: Calculated from the day after the accident when one cannot work and takes a work-related sick leave, counted by calendar days.
3. Injury rate (IR) = Number of injuries x 200,000 hours worked / total hours worked
4. Lost Day Rate (LDR) = Number of lost days / Total Days (1 working day is calculated as 8 hours)
5. Occupational disease rate (ODR) = Number of employees suffering from occupational diseases / Total number of employees
6. Non-employees, including contractors, visitors and other individuals who are active in the plant. ODR and LDR were excluded because no data was collected.
7. Lost Time Injury Rate (LTIR): Number of lost time injuries per 200,000 hours worked
8. Lost Time Injury Frequency Rate (LTIFR): Number of lost time injuries per million hours worked

Statistics of disabling injury type for 2023:

Injury Class	Fall/Tumble	Inhalation/Poisoning/Hypoxia	Pinch	Burn	Roll	Electric shock	Cut/Scratch	Noise	Sprain	Impact	Fire Explosion	Falling Object
Employees	0	0	0	0	0	0	0	0	0	0	0	0
Non-Employee Workers	0	0	0	0	0	0	0	0	0	0	0	0

When an incident breaks out, the concerned party should make an emergency response, immediately request for assistance from the supervisor, and secure the integrity of the incident scene. Then, the party concerned should report the causes, status, and process of the incident to the supervisor to start an investigation, submit an incident investigation report, and propose corrective action. After report approval, the supervisor should follow up the corrective action and close the file after corrective action is completed.

Emergency Response Drill

As a member of the Taiwan Responsible Care Association (TRCA), the safety and health promotion committee and regional joint defense organization of Linyuan Industrial Park, APC organizes fire and underground pipeline emergency response drills every year to develop the emergency response and self-imposed safety management capabilities of employees.

List of Fire and Underground Pipeline Emergency Response Drills of Linyuan Plant in 2023

Date	Emergency Response Drill Item
April 15, 2023	Self-defense fire brigade formation drills.
May 29, 2023	H1 Self-Defense Fire Safety Taskforce Drilling Plan.(Location: APC Linyuan Plant)
August 18, 2023	Annual Self-Imposed Drill of the 3rd Industrial Pipelines of the Underground Pipelines Organization. (Location: Linyuan No. 11th Park)
November 16, 2023	Annual Self-Imposed Drill of the 3rd Industrial Pipelines of the Underground Pipelines Organization. (Location: Linyuan No. 11th Park)
November 17, 2023	H2 Self-Defense Fire Safety Taskforce Drilling Plan. (Location: APC Linyuan Plant)
November 30, 2023	Self-defense fire brigade formation drills.

Fire Damage Statistics in the Past 3 Years:

Year	Total Hours Worked (hrs)	Number of Fire Incidents	Number of fire-related injuries	Number of fatalities	Proportion (%)
2021	457,736	0	0	0	0
2022	458,184	0	0	0	0
2023	495,756	0	0	0	0

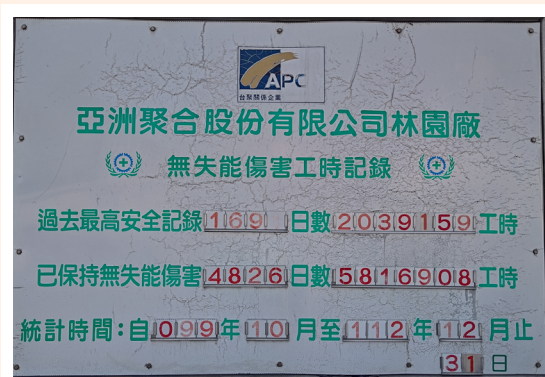


Fire emergency response drills



No record of disabling injury GRI 403-9

From 14 October 2010 to 31 December 2023, Linyuan Plant accumulated a total of **5,816,908** working hours of zero disabling injury, and the record continues to be maintained.



Comparison Table of Disabling Injury Index and Plastics Industry Average:

Item	Disabling Injury Frequency Rate (FR)	Disabling Injury Severity Rate (SR)	Frequency-Severity Indicator (FSI)
Manufacturing Industry of Plastics and Synthetic Rubber	1.04	299	0.55
APC	0	0	0

Note: 1. Disabling Injury Frequency Rate (FR) = Number of disabling injuries x 1,000,000 ÷ Total hours experienced.
 2. Disabling Injury Severity Rate (SR) = Number of days lost due to disabling injuries x 1,000,000 ÷ Total hours experienced.
 3. Frequency-Severity Indicator = [(Disabling Injury Frequency Rate (FR) x Disabling Injury Severity Rate (SR)) ÷ 1000] ^ 0.5

List of Process Safety Emergency Response Drills of Linyuan Plant in 2023

Date	Process Safety Emergency Response Drilling Item
February 10, 2023	Process Power Supply Disruption Emergency Response Drill
May 23, 2023	Ethylene Supply Disruption Emergency Response Drill
September 11, 2023	Process Nitrogen Supply Disruption Emergency Response Drill
October 27, 2023	Tap Water Supply Disruption Emergency Response Drill

Process Safety Emergency Response Drill



Occupational safety management

Material Topics: Process Safety Management; Corresponding Sustainability Principle: Safety and Harmony GRI 2-25, 3-3

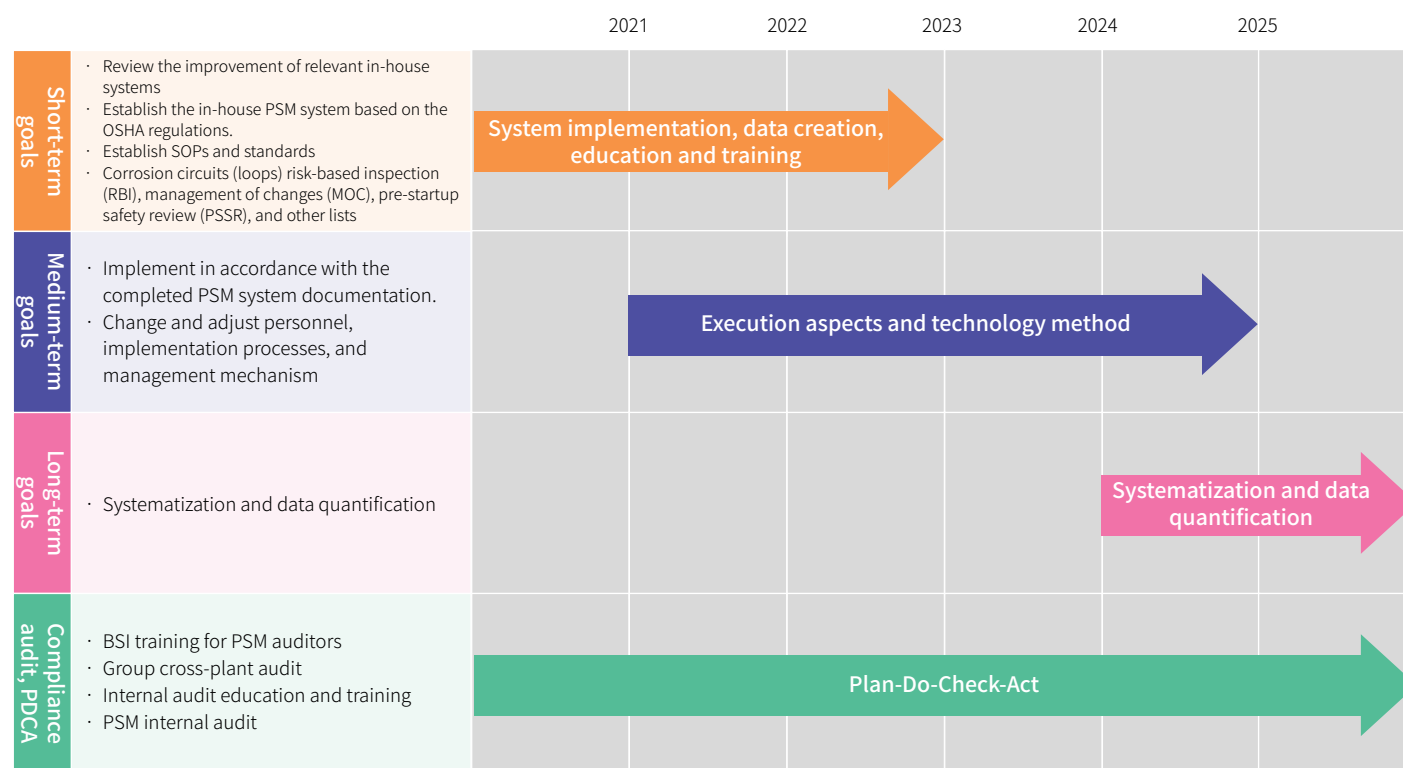
Management Approach and Components	Impact Management	Targets Execution and Performance of Management Approach	Evaluation of Management Approach
Significance to APC	Positive/Negative Impacts	2023 Goals	Effectiveness Assessment
As a class III hazardous workplace, to prevent serious accidents that possess low probability but high risk, APC has strengthened its safety management mechanism in the plant, consistently improved and executed PSM to satisfy external units and experts' requests for continuous advancement, and strive to meet expectations for implementing PSM.	Negative actual impact - Process safety management has not been implemented Negative potential impact: Accidents of highly hazardous chemical substances	<ul style="list-style-type: none"> Process safety incidents 0 case Information lists required by PSM implementation has reached 97% completion 	<ul style="list-style-type: none"> Hold the PSM implementation and status meeting and coordination meeting each month. Drafting the PSM implementation monthly report and establishing the commission research project execution status. Every month, according to the APC information list that should be established for the PSM introduction tracked by the Group's PdM & ERM Division, a performance system is developed to evaluate and review the monthly data establishment completion rate.
Management Practice and Objectives	Processes to remediate and prevent negative impacts	2023 Performance	
In accordance with the Regulations for Periodic Implementation of Process Safety Assessment and the spirit of OSHA PSM, we promote the PSM system, optimize management mechanisms, aim to reduce the occurrence of highly hazardous risk accidents, and minimize property loss and worker safety of the company.	<ul style="list-style-type: none"> The Company has implemented the PSM system, which will prevent accidents through systemic management. The Group's Equipment Preventive Maintenance and Environmental Risk Control Division, (PdM & ERM Division) conducts annual audits on the implementation progress of PSM in the plant and supervises the performance of PSM. 	<ul style="list-style-type: none"> Process safety incidents 0 case (🟢) Information lists required by PSM implementation has reached 98% completion (🟢) 	
Strategy		Short-Term (< 3 years) Goals	Grievance Mechanism
<ul style="list-style-type: none"> Implementation and promotion of Process Safety Management (PSM) system Invited group and external experts to provide technical consultation for in-house process safety in the plant and ensure implementation with the assistance of each unit to understand work planning to reach consensus and establish close partnerships. Establishment of process safety performance management Follow up on the progress of PSM implementation and establish the annual PSM KPI management system for the entire plant based on OSHA PSM system and the (PdM & ERM Division'S) policy to enhance work performance. 	<ul style="list-style-type: none"> The relevant information regarding chemicals in the plant is disclosed to employees through the platform, enabling all employees to have basic knowledge of the chemicals and response measures. Process modification cases (MOC), after preliminary hazard analysis, those with high risk levels will undergo process hazard analysis (HazOp) and Layers of protection analysis (LOPA) to ensure process safety. Before the initiation of new processes or process modifications, Pre-Startup Safety Reviews (PSSR) are conducted. After completion, relevant personnel undergo educational training 	<ul style="list-style-type: none"> Process safety incidents 0 case Pre-startup safety review (PSSR) before PSM start, and incident investigation platform, reached 80% Implement and execute PSM KPI, with an annual goal achievement rate of $\geq 95\%$ 	<ul style="list-style-type: none"> Report the PSM progress of Linyuan Plant in the executive meeting, plant affairs meeting, and monthly coordination meeting Provide in-house process safety technical consultation and plan and coordinate items implemented by each unit. Maintain continuous relationships with the supervisors of all departments and sections, Group's EPdM & ERM Division and consultants to understand implementation needs and reach consensus at all times.
		Medium- Long-Term (≥ 3 years) Goals Planning	Adjust the management approach
		<ul style="list-style-type: none"> All members participate in promoting the PSM system and continue to optimize the PSM system. Gradually introducing the 14-item PSM system, to systematize the management of various execution procedures and related forms. Implement the PSM system and reconcile it with existing work in the plant and is continuously implemented. Implement PSM compliance audits, with a cycle period of every 3 years. Continue optimizing improvements in response to the Group's cross-plant audits. Reduce the occurrence of catastrophic leaks of high-risk chemicals to achieve the goal of zero accidents in process safety. 	<ul style="list-style-type: none"> Report the PSM progress of Linyuan Plant in the executive meeting, plant affairs meeting, and monthly coordination meeting In response to the requirements of external expert committees and ongoing revisions of regulations, this aligns with the direction of PSM implementation desired by external units. Follow the schedule to carry out subsequent work and and reconcile it with existing work in the plant, in order to achieve job internalization and accumulation of work experience.

Process Safety Management (PSM)

Process safety is a critical issue to the global petrochemical sector, and PSM system implementation has become a global trend. Apart from ensuring safe process operation and reducing the loss on unnecessary unexpected operational interruption for a plant, a sound PSM operation can also lower the impact on local communities.

PSM is gradually becoming a trend in the industry. In order to prevent the occurrence of major accidents with low probability and high hazard, PSM is of great importance to APC.

In recent years Linyuan Plant has been actively implementing PSM based on OSHA's PSM system and set up short-, medium-, and long-term goals to implement 14 major PSM items.



Process Safety Management (PSM)

Promotion through system and management

- Review of ISO documentation
- Management process
- Responsibility and authority
- Forms and records

Lead-in and Creation of Technical Data

- Equipment list
- Equipment grading
- Equipment integrity
- Labor engagement plan
- Incompatible matrices
- Inspection checklist before activation
- Cold work and hot work list

PSM Education and Training

- Introduction and related regulations
- Hazard analysis
- Safety information
- Equipment technology
- Investigation of incidents

Continual Assessment and Improvement

- Data collection and collation
- Baseline review
- Contents requested by scholars
- Group promotion projects

From 2021 to 2023, APC was committed to the execution of the PSM plan through four major aspects: system management promotion, technical data introduction and establishment, PSM educational training, and continuous evaluation and optimization. Today, the in-house PSM has outperformed the current legal regulations, but we strive to continuously improve towards the group's key projects and the requirements of external expert committees, which is in line with the direction that external units hope for the industry in terms of PSM implementation and the need for continuous improvement in PSM. In 2024, we will strengthen the implementation of the PSM system and reconcile it with existing work in the plant, in order to achieve job internalization and accumulation of work experience.

Process Safety Incidents

APC established SOPs for initiator operation, personnel educational training, and improved the PSM system to ensure process operation safety.

2023 Process safety incidents in Linyuan Plant, 0 case; Transportation safety incidents, 0 case.

Statistics on Process and Transportation Safety Incidents of Linyuan Plant in 2023

Process Safety Incidents			Transportation Safety Incidents
PSIC	PSTIR	PSISR	
0	0	0	0

Note: 1. Total Count of Process Safety Incidents (PSIC)

2. Process Safety Total Incident Rate (PSTIR) = (Total number of process safety incidents x [200,000 working hours] / Total hours worked by workers)

3. Process Safety Incident Severity Rate (PSISR) = (Total severity score for all process safety incidents x [200,000 working hours] / Total hours worked by workers)

4. There was one process safety incident in Linyuan Plant. Based on the process safety index of the Center for Chemical Process Safety (CCPS), the severity level was grade 2, and the total score was one mark

5. Total hours worked by workers: Employees 495,756 hours + Non-employee workers (including contractors) 125,456 hours, a total of 621,212 hours. **SASB RT-CH-540a.1, 540a.2**

Transportation safety management

The safety management of process operation, raw materials transportation, and product transportation are important to APC, and we have established safety management SOPs for related operations.

Raw Materials Transportation

Ethylene and VAM are the major production materials of APC Linyuan Plant. They are transported through underground pipelines and tankers. In consideration of materials transportation safety, most major production materials are transported via underground pipelines, while others are transported by tankers. We have established relevant maintenance measures for the safety management of underground pipelines,

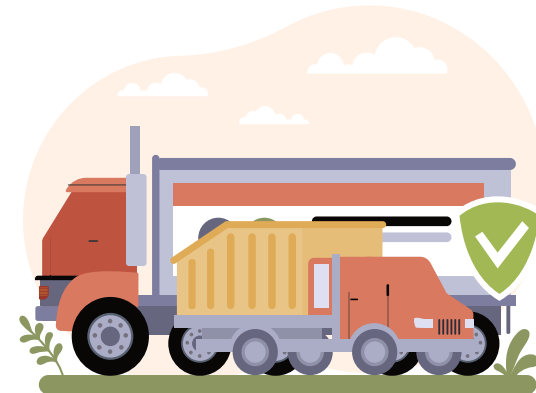
such as preventive maintenance, routine tour inspection, anomaly management, and emergency response drills. All tankers used for transportation are required to undergo screening and possess qualified inspection certification, and establish well-planned emergency response procedures and plans, and comply with the relevant control regulations and management measures.

The table below shows the method, quality, and proportion of transportation of major raw materials in 2023:

Method of Materials Transportation and Proportion of Linyuan Plant in 2023

Transportation Methods	Quantity (MT)	Proportion (%)
Underground Pipelines	109,548	81.3
Tanker	25,163	18.7

Based on the “equipment maintenance operations” and “safety and health operations” under the internal control system, APC has established the “Underground Pipelines Inspection Work Instructions” to conduct preventive maintenance, routine tour inspection, abnormality management, and emergency response on our underground pipelines within and outside of the plant to prevent corrosion and leakage of underground pipelines. Completed the "2024 Underground Pipelines Maintenance and Operation Plan" and the "2023 General Implementation Report" in 2023, and submitted them to the Economic Development Bureau, Kaohsiung City Government.



In addition to organizing emergency response training and drills, we also actively take the necessary preventive action and implement management programs. The table below shows the major maintenance measures of underground pipelines management of Linyuan Plant:



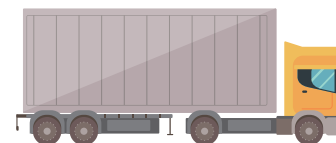
Underground pipeline maintenance management measures

- ✓ Underground pipelines are completely covered with corrosion tape and an additional double protection measure of impressed current cathodic corrosion.
- ✓ Coordinated with the joint underground pipeline defense organization to allocate and execute daily routine pipeline inspections.
- ✓ Outsourcing a professional vendor registered by the government to perform cathode protection potential tests every quarter.
- ✓ Periodic pipeline pressure-holding test and real-time system monitoring of the transmission and receiving ends to ensure pipeline operation safety.
- ✓ Cooperate with the Industrial Technology Research Institute to develop a Leak Detection Systems (LDS) for underground Pipelines, which monitors the status of the transmission and receiving sections of the underground pipelines in real time.
- ✓ Regular pipeline thickness test are conducted on the open conduit pipeline sections.
- ✓ Full-length pipeline thickness test according to the test cycle requested by the Self-government Ordinances of Environmental Protection Bureau, Kaohsiung City Government.

The table below shows the methods, quantity, and proportion of product transportation in 2023:

Method of Materials Transportation and Proportion of Linyuan Plant in 2023

Transportation Methods	Quantity(MT)	Proportion(%)
Trailers, trucks	31,431	24.1
Container truck	98,921	75.9



Product Transportation Management

- ✓ Legally registered transporters
- ✓ Passed ISO 9001 certification with qualified health and safety management personnel.
- ✓ Annual evaluation of performance, efficiency, cooperation and quality, and proposals for improvement programs based on customer feedback at the transportation review meeting.
- ✓ Transportation contractors' vehicles undergo regular examinations according to the relevant regulations.
- ✓ Holding transportation safety meetings quarterly to ensure that contractors can safely deliver products to the destination to minimize environmental impacts caused by transportation.

5.5 Social Engagement

APC follows the sustainable vision and goals of the USIG and actively participates in social welfare and community activities. Together with USIG companies (USI, CGPC, and TTC), APC has established the “USI Education Foundation (USIF).” The Foundation aims to engage in educational public welfare activities, focusing on supporting disadvantaged groups, rural areas, and environmental and ecological concerns. It enhances service capacity and effectiveness through scholarships, donations to public welfare organizations, and sponsorship of educational public welfare events.

Social welfare

By sponsoring the USI Education Foundation for social welfare

In 2023, APC donated NT\$5 million to the USI Education Foundation.

Setup scholarships and grants, the Alliance Cultural Foundation

Encourage low-income students to study hard, so that they will have the opportunity to give back to the society in the future, and continue the cycle of love. Resources are also provided for remote townships education and the sustainable development of Hualien and Taitung.

Taitung Junyi Experimental High School: Realization of education for remote townships

Through "Life Exploration", "Arts and Humanities", and experimental courses combining "International Hospitality, Contemporary Art, Green Energy Architecture", students' innovative thinking and problem-solving abilities are cultivated, realizing the implementation of the education seed cultivation plan for remote townships.

Invest resources to support domestic cultural development

Through the Alliance Cultural Foundation, we sponsored NT\$1.3 million to assist in the preparation of the opening of the “Paul Chiang Art Center”.



Community participation

Reduction of GHG emissions, air quality purification, campus greening

Continuously cooperate with Wang Gung Elementary School in Linyuan District on the reduction of GHG emissions matchmaking plan and adoption of air quality purification area, assist in updating energy-saving equipment and campus greening.

USI Cup Tennis Championship

Regular community tennis tournaments are held annually to foster relationships, promote good neighborliness, and understand the needs of community residents.

Passionate Philanthropy Blood Drive Activity

In order to reserve blood for medical use, jointly respond to blood drive activities organized by the Linyuan Industrial Park Service Center of Ministry of Economic Affairs.

Supporting Disadvantaged Groups: Organizing Charity Softball Games and Basketball Tournaments

USIG jointly organized "Charity Softball Games and Basketball Tournaments" to support public welfare activities and sponsored the Children Are Us Foundation to care for disadvantaged groups.

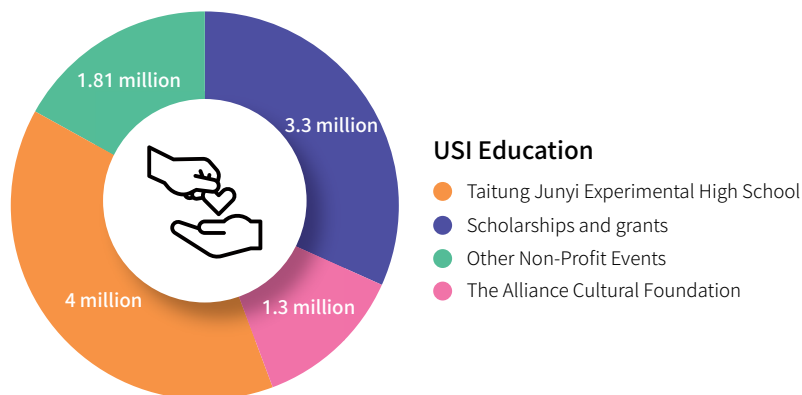


Charity Events

APC donated NT\$5 million to the USI Education Foundation in 2023 to support related public welfare activities. In 2023, the total amount of sponsorships and donations from the USI Education Foundation came to NT\$10.41 million, which included NT\$3.3 million for scholarships and grants; NT\$1.3 million for The Alliance Cultural Foundation, NT\$4 million for Junyi Experimental High School in Taitung; and NT\$1.81 million for various other charity events.

Major sponsorships in 2023

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



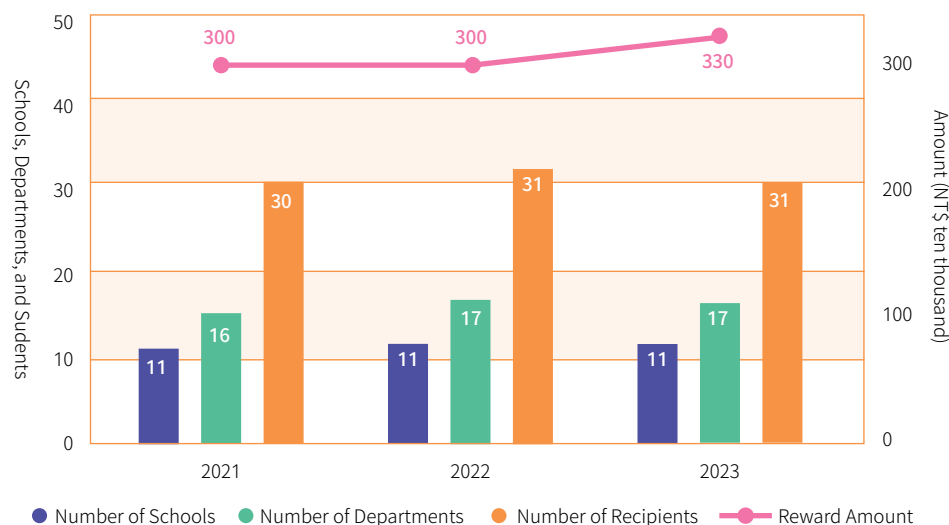
Excellence Scholarship

We offer excellence scholarships to students from low-income families with outstanding performance and specializing in disciplines relating to chemical en-

gineering, 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 talent for society. This is the 12th year of the scholarship establishment, with a total of NT\$20 million in scholarships awarded to over 300 students.

In 2023, we offered scholarships and grants of NT\$3.3 million in total (including NT\$300,000 AI Scholarship) to 30 students from 17 departments of 11 public and private universities, including 9 from doctoral programs, 10 from master's programs, and 11 undergraduates, 23 of them were from low-income families. To encourage scholarship-winning students, the presentation and commendation ceremony was held at the Marriott Hotel in Taipei on December 8, 2023. The Group officers were invited to attend the event to exchange opinions and experience with students, wishing them to keep studying in order to demonstrate positive influence and contribute to society. Finally, Chairman Stanley Yen of the Alliance Cultural Foundation shared his life experience and wisdom, encouraging the awarders to "learn to be a person, learn to live, learn to work", to be "ordinary but not mediocre", and to have the power to enrich their own lives.

Distribution of Scholarships and Grants in Past three Years



Artificial Intelligence Field Scholarship

To encourage outstanding domestic graduate students to participate in research and development applications in the field of artificial intelligence (AI), bridge the gap between academia and industry, and to cultivate chemical industry talents specializing in AI. The foundation has specifically set up this plan to reward masters and doctoral students whose research topics focus on intelligent production systems, process control, and AI applications aimed at saving energy and costs. The pilot program started in 2022 with a duration of five years. Each awarded student receives a scholarship of NT\$50,000 per semester and can receive continuous support for up to four semesters through regular reviews. So far, a total of 4 students have been awarded.



Scholarship Presentation and Commendation Ceremony in 2023



Dr. Han-Tai Liu, the Chief Technology Officer of USIG, shares his career planning



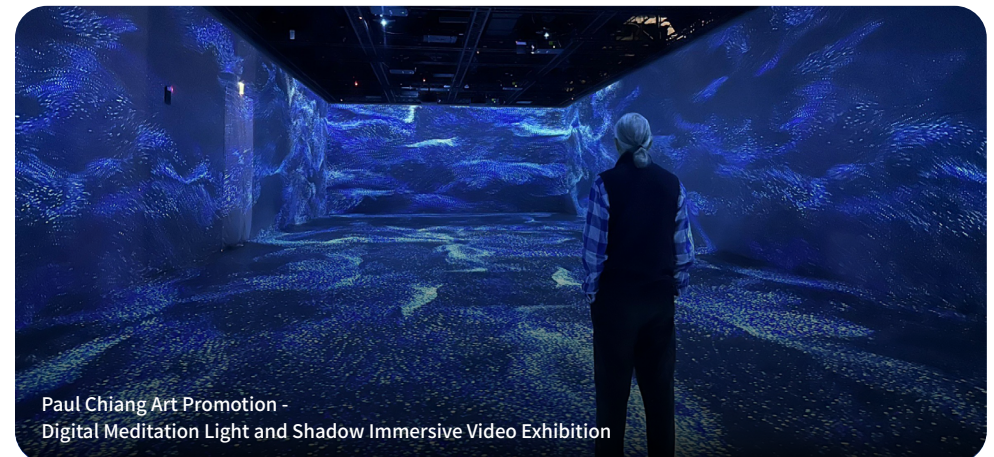
AI Scholarship Presentation Ceremony

The Alliance Cultural Foundation

To invest more resources in remote townships education and the sustainable development of Hualien and Taitung, the foundation sponsors the Alliance Cultural

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

The "Sustainable Blueprint of Hualien and Taitung" is tightly connected among the Alliance Cultural Foundation, Taitung Junyi Experimental High School, and the Paul Chiang Art Center. They fully integrate talents and resources to maximize effectiveness. The mission of the Alliance Cultural Foundation is to support the inheritance of indigenous cultures, encourage young people to return to their hometowns, establish local talent, provide resources for skill cultivation, and establish an "ecosystem for a slow pace life between mountains and oceans". On the other hand, Junyi School attempts to improve teachers' professionalism and let students interact with the world by integrating local advantages and sharing the philosophy and practices of the Junyi experimental education. They aim to establish an "educational ecosystem for innovative teaching" and provide a structural approach for establishing innovative models in remote educational areas. The "Paul Chiang Art Center" actively assisted by the Alliance Cultural Foundation in its preparation, is expected to open next autumn. It is hoped that it will become an art landmark connecting the local area with the international community and attract international travelers who have a passion for art and nature to appreciate the uniqueness and diversity of Taitung.



Paul Chiang Art Promotion - Digital Meditation Light and Shadow Immersive Video Exhibition

Taitung Junyi Experimental High School: Realization of education for remote townships

One of the missions of the Junyi School is to become a base for experimental education in remote townships. The experimental education curriculum is designed with an overall consideration of global educational trends and the uniqueness of the local environment in Hualien and Taitung. The elementary department starts from the Waldorf educational concept, allowing children to learn the ability to perceive art and aesthetics, as well as the ability to live in harmony with nature, from extensive hands-on practice. The senior high school department emphasizes interdisciplinary courses, cultivating students' innovative thinking and problem-solving abilities through experimental courses like "Life Exploration", "Art and Humanities", and "Creativity Module" (including International Hospitality, Contemporary Art, and Green Energy Architecture).

In order to enable Junyi School to serve more students from remote townships, Junyi connects resources and utilizes its campus to host various residential summer camps. This initiative offers children in Hualien and Taitung easy access to diverse learning styles beyond their usual routines. It also allows collegiate volunteers and instructors from all over Taiwan to learn reciprocally with their students as they build connections with Taitung through life experiences. In 2023, there were five camps, including "Huatung Youth Choral Music Camp", "Fruit Art Creation Camp", "Huatung English Art Life Camp", "A Cappella Youth Camp", and "VAFex Vocal Art Camp". Including students, volunteers, and instructors, there were about 800 people in total.

Toufen Junior High School Music Program

By integrating with the Harvest 365 Music Program of the Harvest 365 Foundation (Harvest 365), The Alliance Cultural Foundation collaborated with Toufen Junior High School to introduce the Toufen Junior High School Music Education Program in September 2021. The professional choir instructors of Harvest 365 collaborated with the music teachers of Toufen Junior High School to form the Harmony Choir with 7th and 8th graders. The choir has nearly 30 members. Apart from the routine school club time, they also practice after class. It is hoped that vocal art can keep students in company through their growth and motivate students to perform on stage at the annual Harvest 365 music festival so as to develop self-confidence in students.



Summer Camp - A Cappella Youth Camp Performance Concert



Junyi 2023 Art Festival and Thanksgiving Dinner



Harmony Choir of Toufen Junior High School

Sponsoring Other Philanthropic Events

Other major sponsorships for Philanthropic Events in 2023 included BOYO Social Welfare Foundation, Teach for Taiwan Association, public health and medical education charity activities, and epidemic prevention equipment for medical education sites.

① Founded in 2002, **BOYO Social Welfare Foundation** provides free "remedial instruction" after-school club services for junior high school and elementary school students from low-income families. Additionally, the foundation also provides "care guidance" to remedy learning instability for each child from vulnerable groups to receive an appropriate education environment. The goal of these initiatives is to help these children develop their basic capabilities and social competitiveness, providing them with the opportunity to escape poverty in the future. Every year, BOYO Social Welfare Foundation invests a large amount of labor and resources in curriculum design, develops remedial teaching materials, and trains parents in the community. Currently, there are 17 locations to provide after-school club service for over 2,000 students.

② Founded in 2013, **Teach for Taiwan (TFT)** is a non-profit organization caring for "education inequity", hoping to create equal opportunities in education for every child. Through training competent youth with a sense of mission to teach at elementary schools in low-income remote townships communities for at least two years, TFT resolves the long-term problems of teacher shortage and high turnover rate in the remote townships. To date, 355 quality talents have been dispatched to remote townships, touching down in Taitung, Tainan, Pingtung, Yunlin, Hualien, Nantou, and more. They have positively impacted over 6,700 disadvantaged students.

③ **Charity events related to medical and health education** were greatly affected by the epidemic over the past two years. It was quite challenging for various universities and colleges to organize camp activities. However, as the epidemic has eased, club activities have begun to resume. To encourage medical universities to hold camps, reaching out to remote townships with lack of medical resources, promoting medical care, health education and other charitable services, the foundation sponsored part of the activities' expenses for six medical missions to provide voluntary medical check-ups and health education services in remote townships. The participation count for the six camps has exceeded 300, serving more than 2,400 people.

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



④ To strengthen epidemic prevention and public health in medical education settings and to protect doctors, nurses, medical interns, and patients from exposure to high-infection-risk environments, the Foundation donated "UVC Ultraviolet Central Air Conditioning Sterilizers", which can effectively control the amount of airborne bacteria, to Taipei Medical University. These devices have been installed in the examination rooms, waiting areas, and restrooms of the Orthopedic Outpatient Area on the first floor of the First Medical Building of Taipei Medical University Hospital. The UVC sterilizer is installed in the air conditioning duct, not irradiating towards the human body, but directly disinfecting the air. Through continuous circulation of air in the air conditioning duct, it effectively kills bacteria in the air, which can effectively enhance the safety of medical and teaching environments.



⑤ Invested resources to support the development of domestic culture. In 2023, the USI Group donated a total of NT\$10 million to the USI Education Foundation (NT\$5 million each from USI and APC), sponsoring cultural development related items totaling about NT\$5.7 million through the USI Education Foundation.

Through a donation of NT\$1.3 million to the Alliance Cultural Foundation, in the face of the challenges brought by the pandemic, the foundation is resuming various programs in 2023 and investing more resources in cultural and art development. The Alliance Cultural Foundation, Junyi Experimental High School, and the Paul Chiang Art Center are closely linked, fully integrating talents and resources to maximize effectiveness, and planning a "Sustainable Blueprint of Hualien and Taitung".

Invested NT\$4 million in supporting Taitung Junyi Experimental High School, aiming to establish it as a base for cultivating future talents and integrating into the work of indigenous culture. Its "Education Seed Cultivation Plan for Remote Townships" has successfully nurtured over 200 students to engage in indigenous cultural work. It aspires for each educational seed to grow with values of "Good Character," "Arts and Humanities," and "Critical

Thinking," with the ultimate goal of returning to indigenous communities as the seed for the future change.

Donated NT\$300,000 to support the Harvest 365 Music Project, in collaboration with Toufen Junior High School in Miaoli County. The professional choir instructors nurtured by the Harvest 365 Foundation collaborated with the music teachers of Toufen Junior High School to educate the Harmony Choir composed of 7th and 8th graders. The team has nearly 30 members. It is hoped that vocal art can keep students in company through their growth and motivate students to perform on stage at the annual music festival so as to develop self-confidence in students.

Sponsored Tainan Philharmonic Orchestra with NT\$100,000, the Tainan Philharmonic Orchestra is committed to Long-term Charity music performances, realized the orchestra's continued Charity touring performances and promoted the exchange of music culture, allowing music to comfort and inspire people.



Community participation

APC Linyuan Plant actively cares about and engage in community charitable activities, such as community environmental protection activities, assist in selling local agricultural products, community socializing activities, community charity events, community sports competitions, and others. Apart from maintaining relationship with community residents, promoting harmony with local communities, and fulfilling our corporate social responsibility. We also hire local workforces to enhance community recognition. **In 2023 we hired 73 residents from Linyuan District.** In 2023, as the pandemic eased and government epidemic measures were lifted, APC gradually resumed club activities, community sports networking activities, community charitable services, and assisted neighbors in development, with the aim of prospering together with the community.

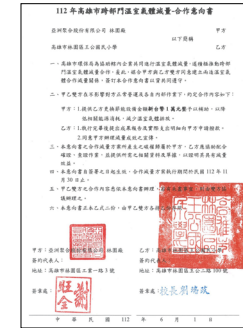
Linyuan Industrial Park - Passionate Philanthropy Blood Drive Activity

In order to secure adequate blood supply for medical use, the Linyuan Industrial Park Service Center of Ministry of Economic Affairs collaborated with Kaohsiung Blood Drive Center to hold a "Passionate Philanthropy" blood donation activity in front of the service center, encouraging plants and employees in Linyuan Industrial Park to participate actively. Plant Director Mr. Hsieh led supervisors and employees from APC Linyuan Plant to participate in a blood drive activity, with a total of 70 people taking part and donating approximately 25,000CC of blood. The event concluded successfully.



Cross-departmental GHG reduction collaboration

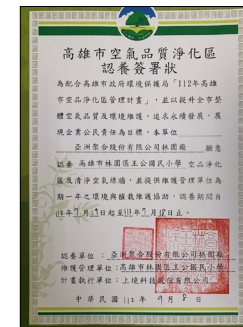
In response to the "Cross-Departmental GHG Reduction Matching Plan" initiated by the Environmental Protection Bureau of Kaohsiung City, APC Linyuan Plant collaborated with Wang Gung Elementary School to implement a GHG Reduction Program. Assist the school in the upgrade of energy-saving equipment to reduce energy consumption and GHG emissions. The collaboration concluded on November 30, 2023, and both the school and the Environmental Protection Bureau have expressed their gratitude through certificates of appreciation.



Kaohsiung City Wang Gung Elementary School cross-departmental GHG reduction collaboration

2023 "Air Quality Purification Area" Management Program by the Environmental Protection Bureau of Kaohsiung City

APC Linyuan Plant supported the "2022 Air Quality Purification Area Management Program" of the Environmental Protection Bureau of Kaohsiung City to improve the air quality and maintain the environment of the whole city to pursue sustainable development and demonstrate the goal as a corporate citizen. Adopted the air quality purification zone base in Linyuan Wang Gung Elementary School to provide the management unit with assistance in environmental and plantation maintenance for a one-year period to the managing unit. The adoption period is from July 19, 2022 to July 18, 2023.



2023 Air Quality Purification Management Program by the Environmental Protection Bureau of Kaohsiung City

Sponsor the Children Are Us Foundation Charity Softball Game

To showcase USIG commitment to the social dimension of sustainable development and to participate in charity events, we organized the "USIG Charity Softball Competition". We cordially invited companies from the southern region of USIG, including USI, APC, TTC, TVCM, and CGPCP, to join us in this initiative. The event's meal was served with the Children Are Us Kitchen series lunch boxes, with each plant and the USI Education Foundation collectively sponsoring donations to the "Children Are Us Kitchen Foundation". Through sporting activities, we aim to strengthen camaraderie among our colleagues within the group and encourage active participation in social welfare initiatives. Our goal is to extend warmth and care to vulnerable group within society.



Assist in the development of Renwu Senior High School's basketball team and care for disadvantaged charity basketball games

In accordance with USIG's plan to promote employee sports exchanges, we organized the "USIG Charity Basketball Games" to respond to charity events and enhance the camaraderie among employees of various companies. The event was hosted and funded by USI. Employees from the five plants in the Southern region of the USIG participated and collectively donated funds to support the development of the Renwu Senior High School team and provide care for disadvantaged players. This initiative encourages employees to actively participate in charity events thorough social engagement.



Ball Game Fellowship



The 21st USI Cup Community Tennis Friendship Tournament

USIG along with entities under the same group including TTC and TVCM have commissioned the Linyuan Tennis Association to host the "USI Cup TennisTournament". This event has stepped into its 21st year, aims at promoting friendship and harmony among USIG employees, the industrial park, and community tennis teams through the game, maintaining a harmonious relationship with their neighbors. This serves as an opportunity for communication with stakeholders - community residents, understanding their needs and expectations. The event took place at Linyuan district No. 11 Sports Park Tennis Court on December 16, 2023. It was a wonderful opportunity for everyone to make new friends through sport and all players demonstrated their daily training practice achievements and enjoyed playing with others. The organizing unit also thoughtfully prepared small gifts and encouraged employees to actively participate in community outreach activities and events.