

# CH5 Safety Workplace and Social Inclusion

5.1 Talent Selection GRI 2-7, 2-8, 3-3, 401-1

5.2 Talent Development GRI 201-3, 401-2, 401-3

5.3 Human Rights Policy GRI 2-23, 2-24

5.4 Healthy Workplace GRI 2-8, 3-3, 403-1~9

5.5 Social Engagement



## Performance Highlights

- Employee Turnover Rate 0.85%
- Employee Educational Training 44.6 hours/person
- The total cumulative of zero lost-time due to disabling injury have reached 6.31 million working hours.

## Material Topics

Talent Attraction and Retention  
Occupational Safety and Health

## SDGs Correspondence



## Certified Management System



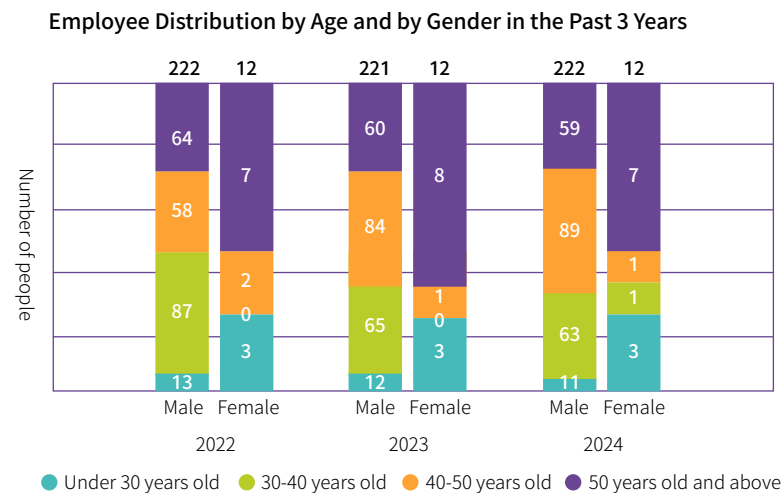
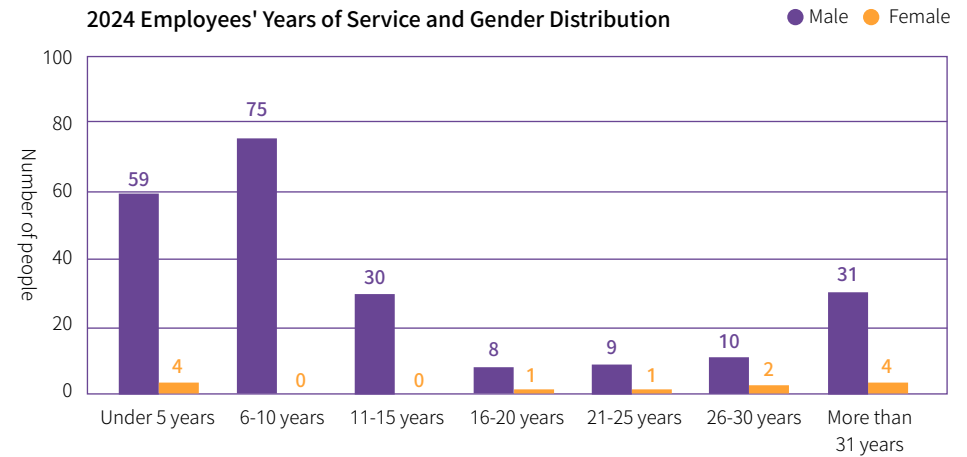
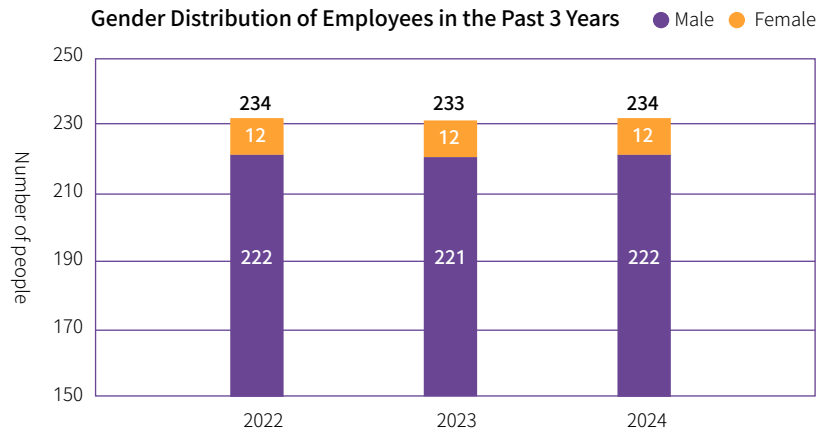
ISO 45001 Occupational Health and Safety Management System (Left)  
Validity Period: April 23, 2028

ISO 45001 (including TOSHMS) Management System (Right)  
Validity Period: April 22, 2028

## 5.1 Talent Selection

### Workforce Structure GRI 2-7, 2-8

As of December 31, 2024, the total number of employees at APC was 234, all of whom were full-time employees under irregular contracts, 222 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 13.5 years, and the average age is 44.8 years old. 86.3% of the employees have a college degree or above, all of whom are hired locally from Taiwan, mainly distributed in Taipei and Kaohsiung.



### Total Number of Employees Categorized by Gender and Region in 2024

Region	Taipei HQ		The Linyuan Plant in Kaohsiung	
	Male	Female	Male	Female
Permanent Employee (Number of people)	13	3	209	9
Temporary Employee (Number of people)	0	0	0	0
Non-Guaranteed Hours Employee (Number of people)	0	0	0	0
Full-Time Employee (Number of people)	13	3	209	9
Part-Time Employee (Number of people)	0	0	0	0

### Total Number of Workers who are not Employees Categorized by Gender and Region in 2024

Time Region Gender	2022				2023				2024			
	Taipei HQ		The Linyuan Plant in Kaohsiung		Taipei HQ		The Linyuan Plant in Kaohsiung		Taipei HQ		The Linyuan Plant in Kaohsiung	
	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female
Contractors - Deyuan (packaging), Lianming (transportation), Baotian (transportation), Guoshan (cleaning)	0	0	19	8	0	0	26	11	0	0	29	5
Procurement - USIG Procurement Department	0	0	3	3	0	0	3	3	0	0	4	3
Human Resources - USIG Human Resources Department	0	0	2	0	0	0	3	0	0	0	3	0
Information - USIG Information Systems Division	0	0	1	0	0	0	1	0	0	0	1	0
Security	0	0	3	0	0	0	3	0	0	0	3	0
Restaurant	0	0	0	3	0	0	0	3	0	0	0	3
Subtotal (people)	0	0	28	14	0	0	36	17	0	0	40	11
Total (people)	42				53				51			

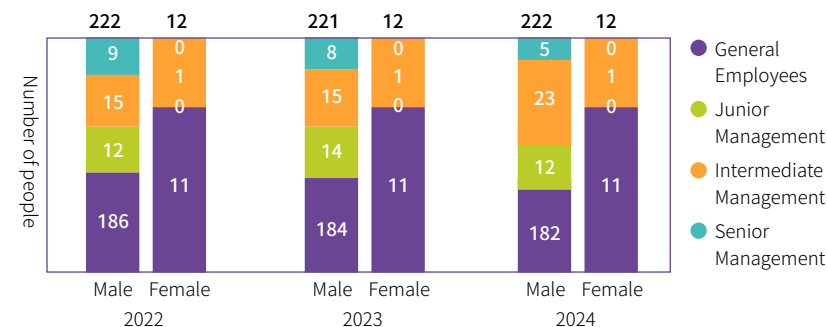
### Talent Distribution

Given the characteristics of the petrochemical industry, APC focuses 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 2024, up to 86% of the new employees are graduates from universities and graduate schools, 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 management (foremen and vice-shift supervisors), intermediate management (section chiefs and acting-section chiefs), and senior management (factory and division chiefs) hired at Taipei HQ and the Linyuan Plant in Kaohsiung are local Taiwanese residents, which helps the company to understand the local culture and demands, thus enhancing local economic benefits. The proportion of female supervisors in managerial positions at APC in 2024 was 3.45%.

## Talent Attraction and Retention

Material Topics: Talent Attraction and Retention; 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
<p><b>The Significance to Asia Polymer</b></p> <p>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.</p>	<p><b>Positive/Negative Impacts</b></p> <ul style="list-style-type: none"> <li>Negative potential impact - No Retirement Succession Plan - Talent Gap</li> </ul>	<p><b>2024 Goals</b></p> <ul style="list-style-type: none"> <li>No violations of human rights and labor conditions were reported.</li> <li>Employee Turnover Rate <math>\leq 5.0\%</math></li> <li>Educational training plan execution rate 100%</li> <li>Average hours of educational training per employee &gt;22.5 hours</li> </ul>	<p><b>Effectiveness Assessment</b></p> <ul style="list-style-type: none"> <li>Internal Audit Within the Group</li> <li>Government agencies labor inspection</li> </ul>
<p><b>Management Practice and Objectives</b></p> <p>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.</p>	<p><b>Processes to Remediate and Prevent Negative Impacts</b></p> <ul style="list-style-type: none"> <li>To stabilize the workforce and retain outstanding talents, we adjust salaries annually based on the consumer price index and individual performance.</li> <li>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.</li> <li>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.</li> <li>Regularly send employees to receive external professional training and obtain the relevant certification every year to prevent talent gaps.</li> </ul>	<p><b>2024 Performance</b></p> <ol style="list-style-type: none"> <li>No violations of human rights and labor conditions were reported. (✓)</li> <li>Employee Turnover Rate 0.856% (✓)</li> <li>Educational Training Plan Execution Rate 100% (✓)</li> <li>Average Hours of Educational Training Per Employee 44.6 Hours (✓)</li> </ol>	<p><b>Grievance Mechanism</b></p> <ul style="list-style-type: none"> <li>The Linyuan Plant Enterprise Union</li> <li>APC Grievance Hotline</li> </ul>
<p><b>Strategy</b></p> <p><b>Enhance Corporate Identity</b></p> <ul style="list-style-type: none"> <li>Establish diverse recruitment channels and recruit talents who share the same philosophy through a fair, open, transparent, and efficient recruitment system.</li> <li>Offer high-quality remuneration, diverse benefit system, and create a friendly, harmonious and safe workplace environment to retain talents.</li> </ul>		<p><b>Short-Term (&lt; 3 years) Goals</b></p> <ul style="list-style-type: none"> <li>No violations of human rights and labor conditions were reported.</li> <li>Employee Turnover Rate <math>\leq 5.0\%</math></li> <li>Educational Training Plan Execution Rate 100%</li> <li>Average Hours of Educational Training per Employee &gt; 30 hours</li> </ul>	
		<p><b>Medium- Long-Term ( <math>\geq 3</math> years) Goal Planning</b></p> <ul style="list-style-type: none"> <li>Improve corporate image, attract fresh grads from the society, and reduce the employee turnover rate to less than 1%.</li> <li>Construct appropriate training courses to improve the training quality, with the goal to increase the average training hours per person to over 50 hours.</li> </ul>	



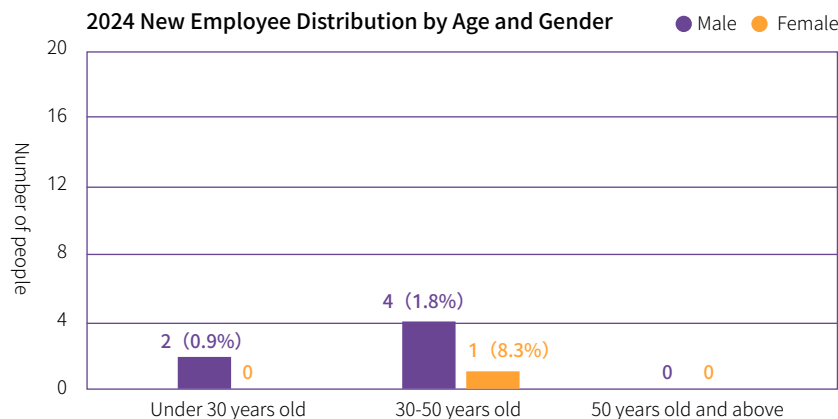
## Talent Attraction

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 2024, APC employed 7 new employees aged between 29 to 45, of which 1 was female and the rest were male, accounting for 3% of the total number of employees. The table below shows the distribution and proportion by gender and by age: GRI 401-1



- Note: 1. Operational entities of APC, including Taipei HQ and the 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

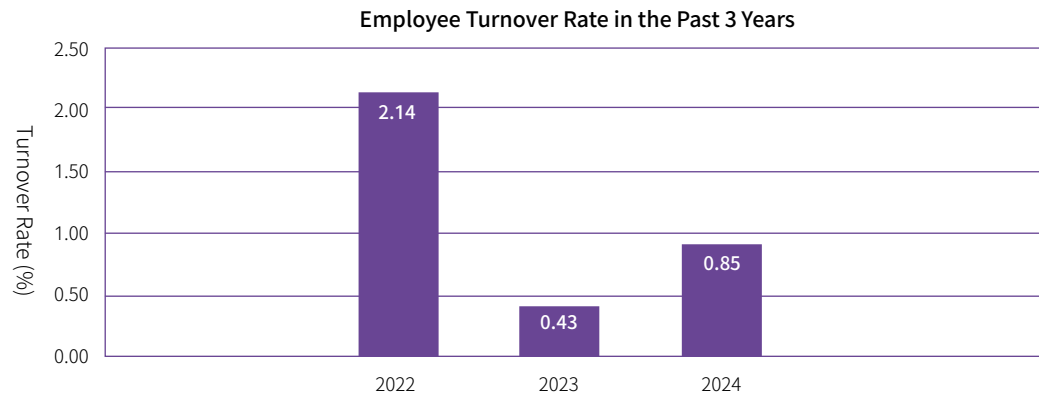
The position change and resignation of employees are handled in accordance with the relevant regulations. Full-time employees may apply for retirement at 65 years old in accordance with the Labor Standards Act or for voluntary retirement at earlier ages by law. That is, all employees are entitled to 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 2024 there were 8 employees resigning from APC (including 6 retirees). After deducting the retirees, the actual rate of employee turnover was 0.85%.**

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

Gender	Under 30 years old		30~50 years old		50 years old and above	
	Number of people (persons)	Proportion (%)	Number of people (persons)	Proportion (%)	Number of people (persons)	Proportion (%)
Male	0	0.00	2	0.45	0	0.00
Female	0	0.00	0	0.00	0	0.00

- Note: 1. The proportion of employee turnover in each age group is calculated separately by gender, with the total number of male and female employees as the denominator.
2. The turnover rate is recalculated based on the actual number of resignations (excluding retirees).
3. Operational entities of APC, including Taipei HQ and the Kaohsiung Linyuan Plant, are all located in Taiwan, thus considering as one region.



Turnover Rate (%) = (Number of employees leaving during the year / Total number of employees at the end of the year) x 100

## 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 values the educational training of employees and arranges orientation training, on-the-job training, and work instructions for employees based on their training needs and the needs of their units. We also offer educational training through DVDs and e-learning platforms 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.

### On-the-job training

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

### Digital Learning

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

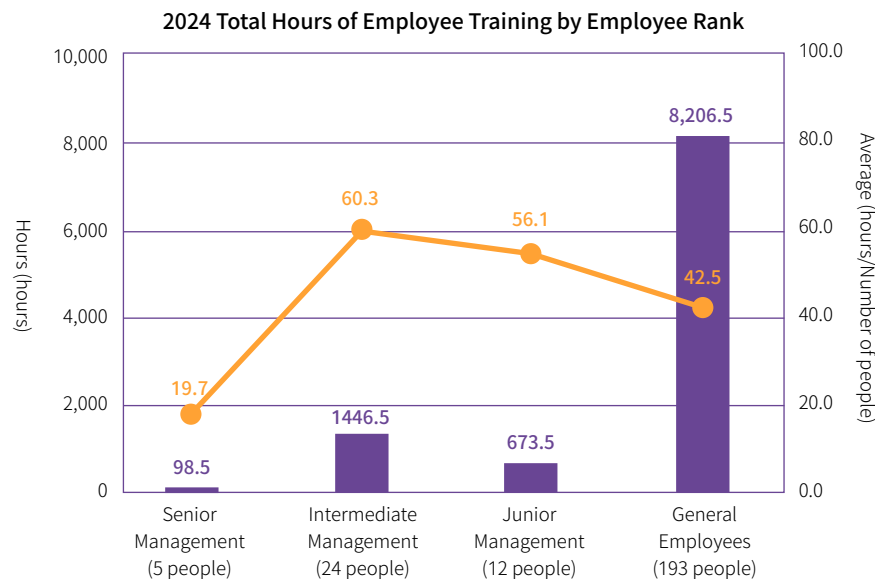
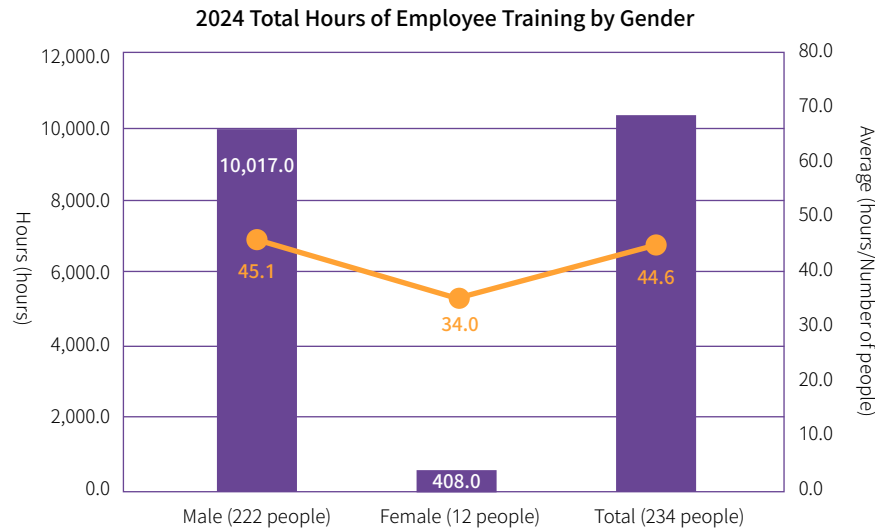
### Functional training (Internal/External Training)

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

### Self-improvement

- Study Group
- Humanities Intellectual Lecture
- Seminar
- Health Lecture

In 2024, the total hours of employee training reached 10,425 hours, with an average training time of 44.6 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, 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.



Situation of occupational health and safety education and training course

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 Management 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.

### Promotion and Training for Senior Employees

The Group actively addresses challenges posed by global aging and talent shortages. To optimize workforce utilization and promote intergenerational knowledge exchange, the "Group Employee Retirement Operations" guideline outlines the principles for post-retirement re-employment, covering salary structures, benefit policies, and job design.

At the same time, to support senior employees in maintaining professional competitiveness and facilitating knowledge transfer, the Group offers the following types of training programs:

1. Digital Competency: Courses on digital tools, software applications, and cybersecurity to enhance technological literacy.
2. Knowledge Sharing: Structured mentoring and sharing sessions that enable experienced employees to pass on their expertise to younger generations.
3. Health and Financial Well-being: Programs focusing on mental and physical health management, along with retirement and financial planning services to support overall peace of mind.

Through these strategies, the Group not only effectively utilizes senior talent assets but also creates an inclusive, vibrant, and sustainable development workplace environment for all employees.

### 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 2024, APC obtained 148 related operation certificates and licenses (including 43 new certificates and licenses and 105 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. For employees with strong learning aspirations and developmental potential, we also provide domestic university support. Provide subsidies for further studies while in employment, along with duty adjustments for training, to cultivate the leadership talent needed by the Company.



## 2024 External Training Performance

No.	Certificate Type	Number of certificates
1	Radiation safety for operators	2
2	Industrial Pipeline Emergency Response - Operational Level/ Foundation Level/Technical Level/Command Level	5
3	AMPP (NACE) CP1 Cathodic Protection Tester	2
4	MT Junior Tester	1
5	PT Junior Tester	1
6	UT Junior Tester	1
7	Vibration Analysis Technician (ISO 18436-2)	1
8	Lead Auditor for ISO 50001:2018	1
9	High-pressure specific equipment operation	2
10	Forklift operators	4
11	Operators of cranes above three MT	8
12	Supervisor of specific chemical operations	1
13	Acetylene welding personnel	1
14	Professional Waste Cleanup Technician (Advanced Level)	1
15	Professional Response Personnel for Toxic and Concerned Chemical Substances - Expert Level	1
16	Professional Response Personnel for Toxic and Concerned Chemical Substances - Command Level	1
17	Professional Response Personnel for Toxic and Concerned Chemical Substances - Technical Level	6
18	Corporate Sustainability Manager	1
19	ISO 14001:2015 Environmental Management Systems Environmental Protection Regulations Auditor	2
20	ISO 14064 Verifier	1
Total		43

## 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, the group's Human Resources Division executed the employee opinion survey among company employees. This survey covered eight aspects: Supervisor, Remuneration, Colleagues, Work, Development, Corporate Culture, Sustainable Development, and Organizational Commitment, including 28 sub-dimensions with a total of 60 questions. **APC conducted a survey with 73 respondents, achieving a response rate of 96%, which is an increase of 5% compared to the last survey.** The overall satisfaction score was 4.57 out of 6, which is an increase of 0.3 points compared to that of last time. Among them, the satisfaction scores for the aspects of "Colleagues", "Sustainable Development", and "Organizational Commitment" were the most impressive. **Improvement and optimization efforts were focused on the three aspects with relatively weaker satisfaction: "Corporate Culture", "Development", and "Remuneration".** The investigation results and improvement methods are shown in the table:

### Employee opinion survey results and improvement plans.

Aspect	Survey results (Score)	★ Enhancement and Improvement Plan
Colleagues	4.87	<ol style="list-style-type: none"> <li>Cultivate key talents and establish a succession pipeline.</li> <li>Management function training: Offering courses such as "Cross-Team Collaboration," "Key Talent Identification Techniques," "Subordinate Talent Development Planning and Design," and "Communication and Interpersonal Relationships."</li> <li>Starting salary for new employees and review of supervisor position allowances: Adjustments are made by referencing the salary levels of benchmark companies in the industry and the internal average salary, while considering factors such as the supervisory span, scope of responsibilities, and organizational functions, to enhance internal equity and external competitiveness of the remuneration.</li> <li>Continue to focus on the market competitiveness of the salary structure and actively enhance benefit measures, such as introducing the Employee Assistance Program (EAP) to improve employees' physical and mental health and overall satisfaction.</li> </ol>
Sustainable Development	4.80	
Organizational Commitment	4.78	
Work	4.78	
Supervisor	4.76	
★ Corporate Culture	4.55	
★ Development	4.24	
★ Remuneration	3.97	

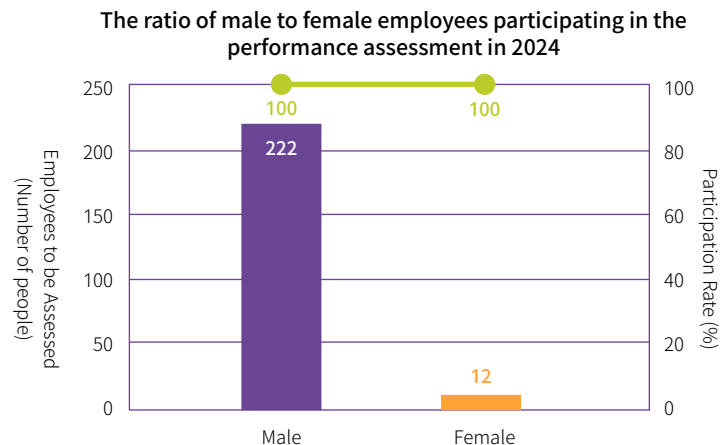
APC expects to understand the employees' opinions on the company's management operation through the employee opinion survey, find out the key indicators for talent retention, identify the significant item for talent cultivation, carry out talent cultivation projects, and grasp the future manpower pulse.

## 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 2024 is as shown in the table:

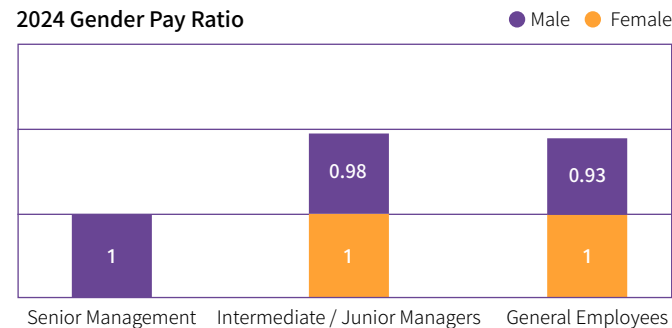


### Remuneration System

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 2024, the wage ratio for female and male, from mid- to junior-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 mean and medium compensation of non-management full-time employees between 2024 and the previous year.

#### 2024 Gender Pay Ratio



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.

Item Contents	2023	2024	Difference from the previous year
Number of non-management full-time employees (persons)	220	224	4
Non-management full-time employees "Mean compensation" of non-management full-time employees (annual salary / NT\$ thousands)	1,283	1,094	-189
Non-management full-time employees "Median earnings" (annual salary / NT\$ thousands)	1,199	1,035	-164

## 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 model employees, bonuses for three major festivals and birthday, periodic health checkups for employees

## 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 the 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 2024, no employees applied.**

To support the government's birth encouragement policy and enrich benefits for employees, we have specifically established the Regulations for Employee Birth Allowance to subsidize employees with NT\$10,000 for each baby, with an increased subsidy rate implemented for twins or more. **In 2024, a total of 4 people from APC applied for the childbirth subsidy.**

Statistics on Employees' Applications and Returns from Parental Leave for 2024: **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 parental leave	Total number of employees still employed 12 months after returning to work in 2023	Proportion of Employees Returning to Work after Parental Leave	Proportion of Employees Retained after Parental Leave
Male	9	0	0	0	--	--
Female	0	0	0	--	--	--

No employee applied for parental leave in 2023, so the number of employees still employed 12 months after returning to work in 2024 is 0.

## Employee Assistance Program (EAP)

The USI Group values the physical and mental health and overall well-being of its employees, meticulously planning and introducing the Employee Assistance Program (EAP) to provide comprehensive, warm, and reliable support services. This is to assist employees with the pressures and challenges they may encounter in their work and life. The group has established a professional consultation channel, where employees can receive one-on-one professional counseling from qualified psychologists through phone, email, or LINE. This program emphasizes the principle of confidentiality, assisting employees in clarifying issues, alleviating stress, and enhancing coping abilities and psychological resilience, thereby promoting workplace health and well-being, creating a friendly and caring work environment, and enhancing the overall cohesion and sustainable competitiveness of the organization.





## Employee Welfare Committee

APC allocated Employee Welfare Funds in accordance with the Employee Welfare Funds Regulations, **reaching NT\$9.31 million in 2024 (3.6% of the annual remuneration)**. These funds serve as the budget for the Employee Welfare Committee and are used for purposes such as employee travel, birthday, childbirth, marriage, and bereavement allowances, organizing social activities for employees' families, and group medical insurance, as a way to give back to the employees for their hard work.

In terms of employee club activities, 10 clubs have been established, including photography, billiards, shrimp fishing, darts, tennis, softball, basketball, badminton, road running, and bowling. The company and the Welfare Committee jointly guide and sponsor these clubs. Employees can use these activities to relieve work stress, adjust their mental and physical well-being, and improve physical health, thereby boosting work morale and enhancing organizational cohesion.

### Employees Club Activities



### Welfare Association Travel Activity

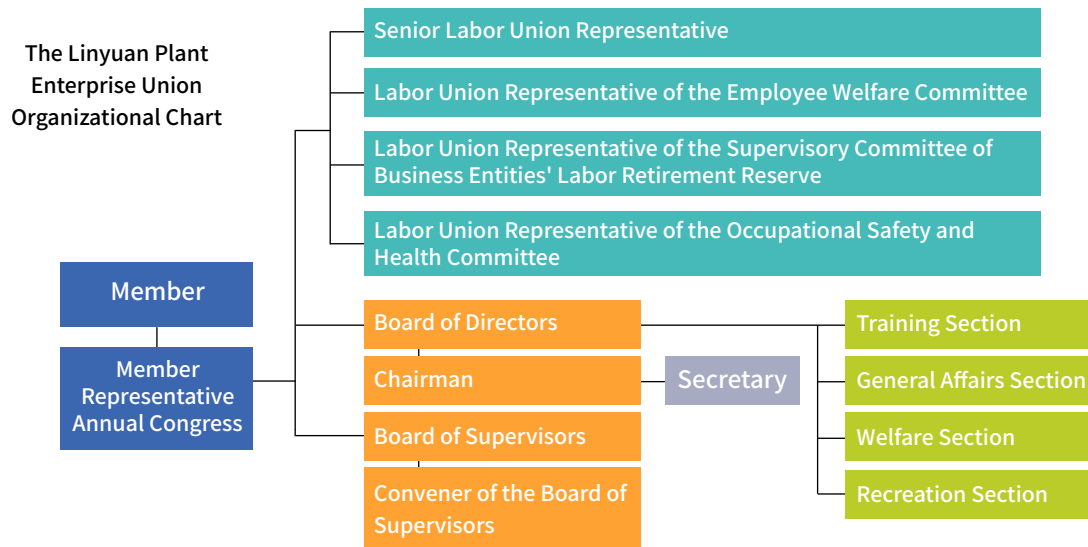




## Enterprise Union GRI 2-30

The Linyuan Plant Enterprise Union was established on January 4, 1988, with the purposes of promoting mutual assistance and cooperation among members, enhancing members' intelligence, safeguarding members' rights and interests, assisting in the development of production enterprises, fostering labor-management harmony, and assisting the government in implementing policies and directives. During the regular "Board of Supervisors and Directors meetings" of the union, relevant company supervisors attend, engaging in face-to-face discussions and communications with union officials on topics related to labor rights, health benefits, work safety, and labor conditions. Every year, union member educational training is also held, with enthusiastic participation from members, to foster mutual consensus and enhance labor-management cooperation. **As the Company maintains sound communication with employees through the labor union and labor-management meeting, no collective bargaining agreement has been concluded.**

In 2024, the union had 209 members, comprising of 201 males and 8 females, representing about 89% of the total number of employees. Representatives were selected by both labor and management to form the "Labor Retirement Reserve Supervision Committee," "Employee Welfare Committee," and "Occupational Health and Safety Committee," and meetings are regularly held to provide communication channels between labor and management and to protect labor rights. Four "enterprise union supervisor/director meetings," one "temporary enterprise union supervisor/director meeting," and one "General Meeting of Members' Representatives" were held in 2024.



### The labor union convenes the General Meeting of Members' Representatives



### Labor Union Member Education Workshop



## 5.3 Human Rights Policy GRI 2-23

To fulfill corporate social responsibility and implement human rights protection, realizing the universal value of human rights, the company formulated a Human Rights Policy in March 2018. This policy, applicable to the company and all subsidiaries of the USI Group, draws reference from internationally recognized human rights standards such as the International Bill of Rights and the International Labor Organization's Declaration on Fundamental Principles and Rights at Work. It aims to prevent infringements and violations of human rights, providing a safe and healthy work environment where employees are treated with dignity and respect.

### Identification and Assessment of Human Rights Risks

Conduct annual identification of human rights risks, and for the identified human rights concerned topics, implement compliance checks and assessments. Based on the results of the risk assessment and findings from internal and external reviews, take mitigation and corrective measures, and continuously improve to achieve the purpose of risk management. The company has established the steps and implementation processes for each stage of human rights management as the foundation for maintaining and protecting human rights, including the following:



Human rights topics involve various business departments and units. Through the HR division, human rights due diligence and risk management operations are conducted for different affected parties and human rights topics.

### Human Rights Due Diligence Process GRI 2-24

Stage	Step	Practice
Stage 1: Commitment	<b>Statement</b>	Make external commitment and support and draw up the human rights policy in compliance with international standards and local laws and regulations.
	<b>Identification</b>	Validate material human rights issues and the affected based on the organizational attribute and style of operations.
Stage 2: Management	<b>Assessment and Analysis</b>	Periodically assess human rights impacts on all employees and service processes to understand the significance of exposure.
	<b>Action and Practice</b>	<ul style="list-style-type: none"> <li>· Draw up different action plans based on the significance of the periodically assessed human rights risks.</li> <li>· Follow up the status and performance of action plans and communicate to ensure the effectiveness of human rights management.</li> <li>· If there is a human rights violation, provide compensatory measures through system improvement, physical benefits, and counseling.</li> </ul>
Stage 3: Countermeasures	<b>Report</b>	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 2024 GRI 2-24

After identifying risks based on the Company's "Human Rights Policy Management Scheme," we included 14 human rights topics for this year, with 9 topics listed as material concern management items, including: "Workplace Inclusivity," "Forced Labor," "Excessive Working Hours," "Sexual Harassment," "Workplace Unlawful Assault," "Employment of Child Labor," "Personal Data Management and Privacy Protection," "Occupational Safety Management," and "Employment and Workplace Discrimination." For the items with potential risks among the above material topics, the Company has implemented risk mitigation measures and impact compensation measures, with the implementation rate of impact compensation reaching 100%. After implementing mitigation measures and impact compensation measures, the details ([2024 Human Rights Risk Assessment Management Form](#)) are as follows:

Topic	Mitigation Measure	Compensation Measure
Excessive Working Hours	<ol style="list-style-type: none"> <li>1. In compliance with labor laws regarding work hours, the company conducts regular compliance reviews of its regulations and ensures their implementation.</li> <li>2. Through the attendance and overtime management system, employees' attendance time is accurately recorded.</li> <li>3. The system sends daily reminders for clock-in and clock-out times that exceed limits. It reminds employees of regular working hours and extended working hours regulations, and confirms whether staying late constitutes overtime. If it is overtime, employees may choose to receive overtime pay or compensatory time off.</li> <li>4. Regularly review the overtime situation of each unit.</li> </ol>	<ol style="list-style-type: none"> <li>1. If there are instances of overtime work by the employees, overtime pay is provided in accordance with the law.</li> <li>2. Understand the workloads and reasons for overtime of employees, and actively carry out process improvements and operation optimization to help enhance work efficiency.</li> <li>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.</li> </ol>

### Human Rights Risk Mitigation Measures

The Company is committed to ensuring the safety of employees and the work environment, respecting the dignity of personnel, adhering to the spirit of ESG in

operations, and complying with laws and ethics. To fulfill this commitment, based on integrity and legally respecting employees, we have assigned dedicated personnel to enforce occupational health and safety operations according to the law, continuously promoting and implementing human rights policies in daily operations through education, while establishing an effective 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 and healthy working environment. Additionally, in line with USIG's carbon reduction target of reducing carbon emissions by 27% compared to that of 2017 by 2030, we monitor progress annually and implement specific measures such as timely replacement of old equipment, establishment and procurement of green electricity, etc.

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 2024, we had a total of 234 employees, including 2 people 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 November 2024, we have a total of 234 employees, none of whom 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 for "employee overtime" is set up in the attendance system. 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 commissions large hospitals to conduct health checkups annually to ensure the physical health of employees and submits reports to the competent authority as needed. In addition, for plant employees, special health checkup operations are particularly strengthened to ensure workplace environmental safety and health management.
- 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 maintain physical and mental health and achieve work-life balance, the company in the Taipei region promoted the "USI Group Walking Together" event in 2024. By setting a daily goal of walking 6,000 steps, colleagues are encouraged to develop a regular exercise habit amidst their busy work schedules. Converting cumulative steps into corporate afforestation action achieves the dual value of health promotion and environmental sustainability. In the process, colleagues not only enhance their physical and mental vitality but also, through teamwork and mutual encouragement, improve workplace cohesion and solidarity.



The fitness activity "Walk Together" was transformed into an afforestation action.

### 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 2024, training related to the promotion of human rights protection was held, with a total of 1,482 participants and total training hours of 6,186 hours. Please refer to the List of Human Rights Protection Training at APC in 2024 for details.

**List of Human Rights Protection Training at APC in 2024**

Item	Course Name	Person	Total hours
1	Process Safety Training	584	1,740
2	Industrial Safety Training/Publicity	220	2,145
3	Environmental Protection Training	51	236
4	On-the-job training for safety and hygiene (including training for operational supervisors and refresher training)	115	773
5	Emergency response drills	66	124
6	Self-defense fire brigade formation drills.	43	129
7	Fire Prevention Training/Publicity	38	200
8	Special Operations and Cancer Screening Seminar	21	297
9	Workplace Health Promotion Lecture	187	225
10	Education and training related to first aid personnel and occupational nursing.	73	161
11	Friendly Workplace - Maintain a work environment free from violence, harassment, and intimidation-related publicity.	84	156
	Total	1,482	6,186

#### 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. In order 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 Company's website: <https://www.apc.com.tw/ESG/zh-tw/ESG51.aspx>



## 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
<b>The Significance to Asia Polymer</b> <p>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.</p>	<b>Positive/Negative Impacts</b> <ul style="list-style-type: none"> <li>Positive Actual Impact <ul style="list-style-type: none"> <li>- Creating a friendly workplace environment.</li> </ul> </li> <li>Positive Potential Impact <ul style="list-style-type: none"> <li>- Achieving a happy workplace business.</li> </ul> </li> </ul>	<b>2024 Goals</b> <ul style="list-style-type: none"> <li>Disabling Injury Rate (FR): 0</li> <li>Disabling Injury Severity (SR): 0</li> <li>Lost Day Rate (LDR): 0</li> <li>Physicians conduct on-site health services for employees 6 times</li> <li>The nurse provides employee health services more than 6 times per month on average.</li> </ul>	<b>Effectiveness Assessment</b> <ul style="list-style-type: none"> <li>The Occupational Health and Safety Committee meeting is held quarterly to discuss the implementation status and progress tracking of safety and health related improvement incidents.</li> <li>The Occupational Health and Safety Management System Review Meeting conducts an effectiveness review of the operation of the occupational health and safety management system.</li> </ul>
<b>Management Practice and Objectives</b> <p>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.</p>	<b>Processes to Remediate and Prevent Negative Impacts</b> <p>—</p>	<b>2024 Performance</b> <ol style="list-style-type: none"> <li>Disabling Injury Frequency Rate (FR): 0 (✓)</li> <li>Disabling Injury Severity Rate (SR): 0 (✓)</li> <li>Lost Day Rate (LDR): 0 (✓)</li> <li>On-site medical services provided by physicians for employees 6 times annually (✓)</li> <li>Occupational health services provided by nurse 7 times monthly (✓)</li> <li>TOSHMS certification: Achieved (✓)</li> </ol>	<b>Grievance Mechanism</b> <p>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 information provided in the "Environmental Impact Grievance Channels" section.</p>
<b>Strategy</b> <b>Enhance Safety Prevention</b> <ul style="list-style-type: none"> <li>Implementation of the Occupational Health and Safety Management System</li> <li>Promote the PSM system and cross-plant audits</li> </ul> <b>Implement Health Management</b> <ul style="list-style-type: none"> <li>Periodic health checkups for employees</li> <li>Contracted physicians conduct on-site health services</li> <li>On-site health services by the plant's nurse</li> </ul>		<b>Short-Term (&lt; 3 years) Goals</b> <ul style="list-style-type: none"> <li>Disabling Injury Frequency Rate (FR): 0</li> <li>Disabling Injury Severity Rate (SR): 0</li> <li>Continuous accumulation of work hours without disabling injuries</li> <li>Deliver at on-site medical services by physicians at least 6 times annually</li> <li>Provide employee health services by nurses at least 6 times monthly</li> </ul>	
		<b>Medium- Long-Term (≥ 3 years) Goal Planning</b> <ul style="list-style-type: none"> <li>Continuously implement the PSM system and introduce it to the management platform.</li> <li>Zero accident through underground pipeline safety management.</li> <li>Promote comprehensive industrial safety/environmental protection/ fire safety inspection performance indicators in the Linyuan Industrial Park.</li> </ul>	<b>Adjust Management Approach</b> <p>Through the Occupational Health and Safety Committee meeting, the improvement topics of workers' occupational health and safety are reviewed in a timely manner.</p>

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

USI Group places great emphasis on employee operational safety by establishing the "Zero Accident Safety Commitment". It requires all plants in the group to adhere to and implement the "Group Safety Philosophy" to construct and maintain a safe and healthy workplace, in order to achieve the goal of "zero occupational accidents". By implementing the occupational health and safety management systems in the 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, 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, environmental protection, and fire fighting. Relevant regulatory performance indicators and lead indicators are established to implement daily checks and consolidate awareness of industrial safety and environmental protection, reducing the risks in operational industrial safety and environmental protection.



The APC Linyuan Plant obtained the 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 passed third-party verification every year. **The scope of the management system verification is the APC Linyuan Plant Area, covering employees and non-employee workers at the Linyuan Plant, excluding Taipei HQ employees. 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

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 the APC Linyuan Plant



### 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 2024: Safety and Health Performance

### Performance Indicator Item

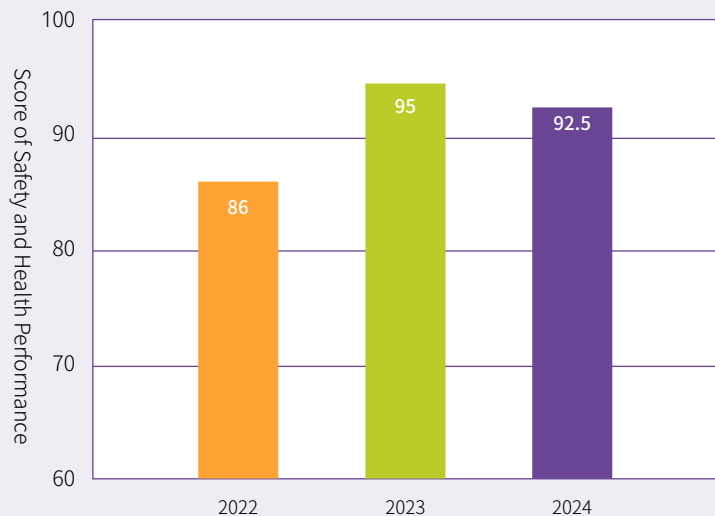
#### Active Indicators

- ① Safety and Health Management Program Achievement Rate
- ② Work environment test
- ③ Permissible concentration of organic solvents in the work environment
- ④ Health checkups and health lectures
- ⑤ Publicity of safety and health and educational training

#### Passive Indicators

- ① Number of incidents (including close calls)
- ② Violations and fines

Score of Safety and Health Performance of the APC Linyuan Plant in Past 3 Years



We conducted a self-assessment of active and passive indicators, and the total score of Safety and Health Performance in 2024 is 92.5. However, there is still one target management plan that is not yet completed, which will be documented in the nonconformity handling report and will be included in the management plan for the next year for continuous management and tracking. By identifying related hazards and assessing related risks and opportunities within the 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



#### Risk Level = Frequency x Severity x Loss Likelihood

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

## Results of Hazard Identification and Accident Investigation in 2024 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
Avoid reactor temperature control anomalies	The outdated equipment caused instability in reaction temperature control	Engineering Control	Plan budgets for equipment replacement.
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 2024.	—	—

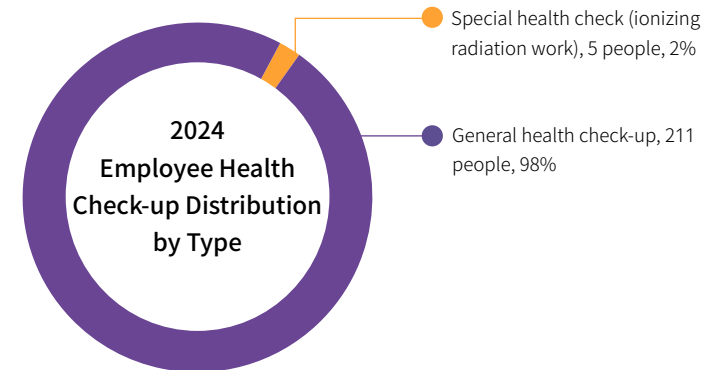
### Investment Projects and Amounts for Healthy Labor in 2024

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: ten thousands)	2,118	81.4	64.8	70.6
Total Amount (unit: ten thousands)	2,334.8			

## 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 2024, the Linyuan Plant arranged four sessions of employee health checkups for a total of 216 people, and implemented the graded management system for special health checkups. The results were reported to the competent authority for record. The number of health checkups categorized by type is shown in the graph:

Despite the employees in high risk and special operation areas at the Linyuan Plant, **no work-related incidents or health hazards occurred in 2024**. 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 physician visited the plant for service every two months, overseeing health checkup results, management, and statistics.



Note: Special health checkups are added in addition to general health checkup items based on the nature of the work.

### APC 2024 Occupational Incident Health Classification Management Table

Special health checkup items	First-Level Management (Number of people)	Second-Level Management (Number of people)	Third-Level Management (Number of people)	Fourth-Level Management (Number of people)	Total number of people	Number of reported occupational injuries	Proportion of occupational injury cases (%)
Ionizing radiation	0	5	0	0	5	0	0

Health Examination Management Hierarchy	First-Level Management	Second-Level Management	Third-Level Management	Fourth-Level Management
Determination of health checkup results	No anomalies.	Some anomalies are not related to the occupation.	Anomalies may be related to the occupation.	Anomalies may be related to the occupation.
Management practices	Provide health information	1. Factory physicians provide health guidance. 2. The occupational physician advises against engaging in unsuitable work.	1. Factory physicians provide regular health tracking and guidance. 2. The plant physician conducts operational assessments and reclassifies based on the assessment results. 3. Report to the Competent Authority	1. Implementation of Hazard Control 2. Engineering Improvements 3. Enhance operational protection 4. Improvements in Administrative Management 5. Adopt Health Management Measures 6. Report to the Competent Authority



APC 2024 Abnormal Workload-Induced Disease Assessment Statistics Table

Department	Number of people	Workload evaluation of overwork	Cardiovascular WHOz risk value	Combined Risk Level	Combined Risk Level
Plant director's office	1	Low workload	10% (1 person)	1	Medium Risk
Synthesis Section	6	Low workload	10% (3 people), 13% (3 people), 16% (1 person)	1	Medium Risk
Finished Goods Section	3	Low workload	10% (2 people), 16% (1 person)	1	Medium Risk
Instrumentation Section	3	Low workload (1), Medium workload (2)	10% (2 people), 16% (1 person)	1 (1 person), 2 (2 people)	Medium Risk
Quality Control Section	2	Low workload	10% (1 person), 13% (1 person)	1	Medium Risk
Maintenance Section	2	Low workload	13% (2 people)	1	Medium Risk
Environmental Protection Section	1	Low workload	16% (1 person)	1	Medium Risk
Recipe Section	3	Low workload	11% (1 person), 13% (1 person), 16% (1 person)	1	Medium Risk
Finished Goods Section	2	Low workload	13% (1 person), 18% (1 person)	1	Medium Risk
General Affairs Section	2	Low workload	10% (1 person), 13% (1 person)	1	Medium Risk
Cost Section	1	Low workload	10% (1 person)	1	Medium Risk

#### Descriptions:

- Based on the 2024 labor health examination data and individual and work load, it is predicted that the cardiovascular WHOz risk value will develop within 10 years.
- The statistical results show that a total of 26 individuals belong to the "Medium Risk" category with a cardiovascular disease risk value of  $\geq 10\%$ , accounting for 12.03% of all Employees.
- Adopt Health Management Measures:
  - Medium Risk Level 1 personnel: It is recommended to change lifestyle, pay attention to working hours adjustment, and track at least once every 3 years.
  - Medium Risk Level 2 personnel: It is recommended to arrange a physician consultation, change lifestyle, consider medical assistance, adjust working hours, and track at least once every six 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
- 33 people, number of employees and non-employees participated in health service

##### Health Lecture

- 63 persons, the number of employees participating in health lectures
- Held two employee health lectures in 2024 to provide health consultation service

##### On-site nurse health services

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

##### Employee Club Activities

- 252 People/Year
- As COVID-19 situation eases, various club activities have gradually resumed. Among the 6 clubs established by the Employee Welfare Committee in 2024, 6 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.

## Healthy Workplace Certification GRI 403-6

APC passed the "Healthy Workplace and Pollutants Certification" review promoted by the Ministry of Health and Welfare's Health Promotion Administration for the 2024 Year and obtained the "Health Promotion Mark," with an effective period from January 1, 2025, to December 31, 2027, for a total of 3 years. In order to encourage enterprises to actively implement a smoke-free workplace, provide employees with a healthy work environment, shoulder their corporate social responsibility, and enhance the effectiveness of workplace Health Promotion work, the Health Promotion Administration promotes the Healthy Workplace and pollutants certification. The certification system includes two types of marks:

**I. Health Initiation Mark:** Encourages workplaces to actively promote a smoke-free environment and start promoting Workplace Health Promotion work.

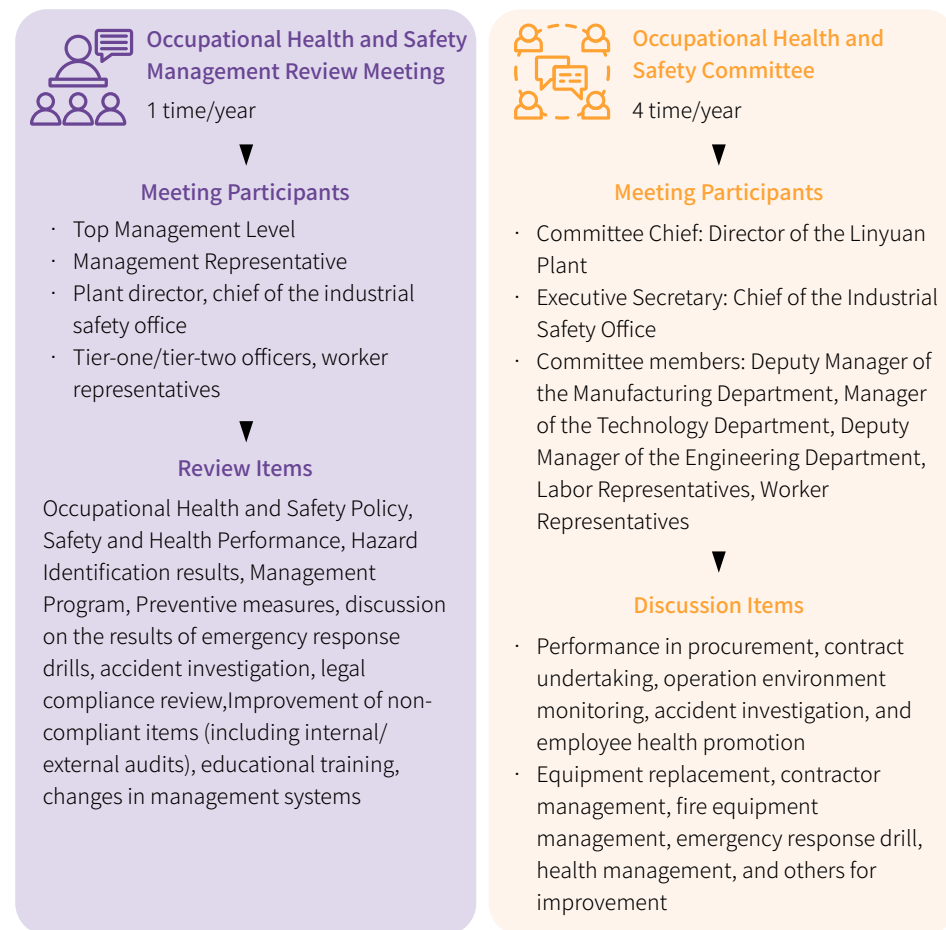
**II. Health Promotion Mark:** Encourages workplaces to actively promote a smoke-free environment, systematically promote workplace Health Promotion, and achieve outstanding performance.

APC is dedicated to promoting workplace health promotion. In addition to continuing to implement health check frequencies and items that surpass regulatory requirements and executing employee health management, it provides employees with health resources through internal mailboxes, health lectures, and other channels. Various clubs regularly organize activities or competitions, which not only enhance emotional bonds and cohesion among employees but also promote physical and mental health. Moreover, employees are invited to participate in USI Group's hiking activities, accumulating points through group challenges and planting trees, encouraging employees to actively engage in exercise to promote health while achieving sustainable development goals. All activities receive attention and participation from top management and extend to employees' families and the community's corporate social engagement, fulfilling corporate social responsibility and creating a healthy workplace.



## Worker Participation, Consultation, and Communication on Occupational Health and Safety GRI 403-4

The Occupational Health and Safety Management Review meetings (at least once a year) and Occupational Health and Safety Committee meetings (quarterly) are held regularly. 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 the APC Linyuan Plant in 2024:

Training Type	Training Participants	Training Hours	Compliance Rate (%)
On-the-job training for safety and hygiene (including non-employees)	1,331	6,689	100
Process Safety Management (PSM)	75	350	100
Fire Prevention Training	48	281.5	100
Underground Pipelines Personnel Training	131	244	100
Health Management Training	142	170	100
Hazardous Chemicals Training	10	61.5	100

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 1,331 people participated in the OHS educational training with total hours of industrial safety training in 2024 were 7,039 hours, including occupational health and safety (6,689 hours) and process safety management (350 hours), accounting for about 68% of APC total hours of educational training (10,425 hours) in 2024.**



OHS Educational Training



Process Safety Management (PSM) Training



Labor Educational Training



Employee Health Lecture

## Contractor Safety Management GRI 2-8, 403-7

The safety management of contractors and suppliers is very important to the 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 inspections on both employees and non-employees. In 2024, there were 66 nonconformities found during on-site tour inspections, mostly related to violations of occupational health and safety regulations in general operations (such as violations of SOP operating procedures, instrument anomalies, and improper on-site labeling). By December 31, 2024, 55 nonconformities had been corrected, resulting in a completion rate of 83%. The remaining 11 nonconformities were hardware-related, categorized as pipeline, instrument, and equipment repairs (7 items), damaged railings and ladders (3 items), and on-site environment and labeling (1 item). To ensure personnel safety, these issues must be addressed during the whole plant shutdown.



Safety and Health Notice Training for Contractors



Contractors' on-site coordination



**102 times**

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



**100%**

Pre-construction safety and health training rate for construction workers



**66 items**

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



**83%**

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

## Workers Covered by the Occupational Health and Safety Management System GRI 403-8

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

### Internal Audit

The 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.

**217 people**

Number of employees at the Linyuan Plant

**100 %**

Audit Coverage Rate

### External Audit

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

**9,851 people**

Number of workers who are non-employees (contractors) working at the Linyuan Plant

**100 %**

Audit Coverage Rate

## Work-Related Injuries GRI 403-9, 403-10 SASB RT-CH-320a.1

Work-related Injuries Statistics in 2024:

Region Gender	Taipei HQ Employees		Employees of the LinYuan Plant in Kaohsiung	
	Male	Female	Male	Female
Disabling Injury Rate (FR)	0	0	0	0
Disabling Injury Severity (S.R.)	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
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. Disabling Injury Rate (F.R.) = Lost Time Injury Frequency Rate (LTIFR) = Number of disabling injuries x 1,000,000 / Total hours.
3. Disabling Injury Severity Rate (S.R.) = Total number of lost workdays x 1,000,000 / Total hours.
4. Occupational Disease Rate (ODR) = Number of people with work-related ill health / Total number of people.
5. Days Lost: Calculated from the day after the accident when one cannot work and takes a work-related sick leave, counted by calendar days.
6. Lost Day Rate (LDR) = Number of lost days / Total Days (1 working day is calculated as 8 hours).
7. Non-employees, including: Contractors, visitors and other individuals who are active in the plant. ODR and LDR were excluded because no data was collected.
8. Lost Time Injury Rate (LTIR): Number of lost time injuries x 200,000 / Total hours worked

Statistics of Disabling Injury Types for 2024:

Injury Class	Fall/Tumble	Inhalation/ Poisoning/ Hypoxia	Pinching Injury	Burns	Involved	Electrocution	Cuts and Abrasions	Noise	Sprains	Bruising Injury	Fire explosion	Objects falling and collapsing
Employees	0	0	0	0	0	0	0	0	0	0	0	0
Workers Who are Not Employees	0	0	0	0	0	0	0	0	0	0	0	0

In the event of an accident, the party involved initiates emergency response, immediately reports and requests support from the supervisor, and maintains the completeness of the accident scene. Afterward, the supervisor is informed of the cause, status, and handling of the accident, an accident investigation is launched, and an accident investigation report and improvement measures are proposed. Once the report is approved, progress in implementing accident improvement measures is tracked, and the case is closed upon completion of the improvement actions.



## Emergency Response Drills

APC participates in the Taiwan Responsible Care Association (TRCA), Linyuan Industrial Park Safety and Health Promotion Association, and Regional Joint Defense Organization, conducting annual fire and Underground Pipelines Emergency Response Drills regularly to develop employees' emergency response and self-safety management capabilities.

### List of Fire and Underground Pipeline Emergency Response Drills of the Linyuan Plant in 2024

Date	Process Safety Emergency Response Drilling Item
June 13, 2024	Self-defense fire brigade formation drills.
April 28, 2024	H1 Self-Defense Fire Safety Taskforce Drilling Plan. (Location: APC Linyuan Plant)
May 31, 2024	Mobilization Effectiveness Test of the 3rd Industrial Pipelines of the Underground Pipelines Organization. (Location: Cui Ping Park)
August 02, 2024	Annual Self-Imposed Drill of the 3rd Industrial Pipelines of the Underground Pipelines Organization. (Location: Linyuan No. 11th Park)
September 20, 2024	H2 Self-Defense Fire Safety Taskforce Drilling Plan. (Location: APC Linyuan Plant)
September 06, 2024	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 (%)
2022	458,184	0	0	0	0
2023	495,756	0	0	0	0
2024	497,182	0	0	0	0

## Fire emergency response drills



## No record of disabling injury GRI 403-9

From 14 October 2010 to 31 December 2024, Linyuan Plant accumulated a total of **6,314,090** working hours of zero disabling injury, and the record continues to be maintained.



Comparison Table of Disabling Injury Index and Plastics and Synthetic Rubber Raw Material Manufacturing Industry Average:

Item	FR (Disabling Injury Frequency Rate)	SR (Disabling Injury Severity Rate)	FSI (Frequency-Severity Index (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 the Linyuan Plant in 2024

Date	Process Safety Emergency Response Drilling Item
March 22, 2024	Process Power Supply Disruption Emergency Response Drill
May 23, 2024	Ethylene Supply Disruption Emergency Response Drill
August 21, 2024	Process Nitrogen Supply Disruption Emergency Response Drill
October 23, 2024	Tap Water Supply Disruption Emergency Response Drill

## Process Safety Emergency Response Drill





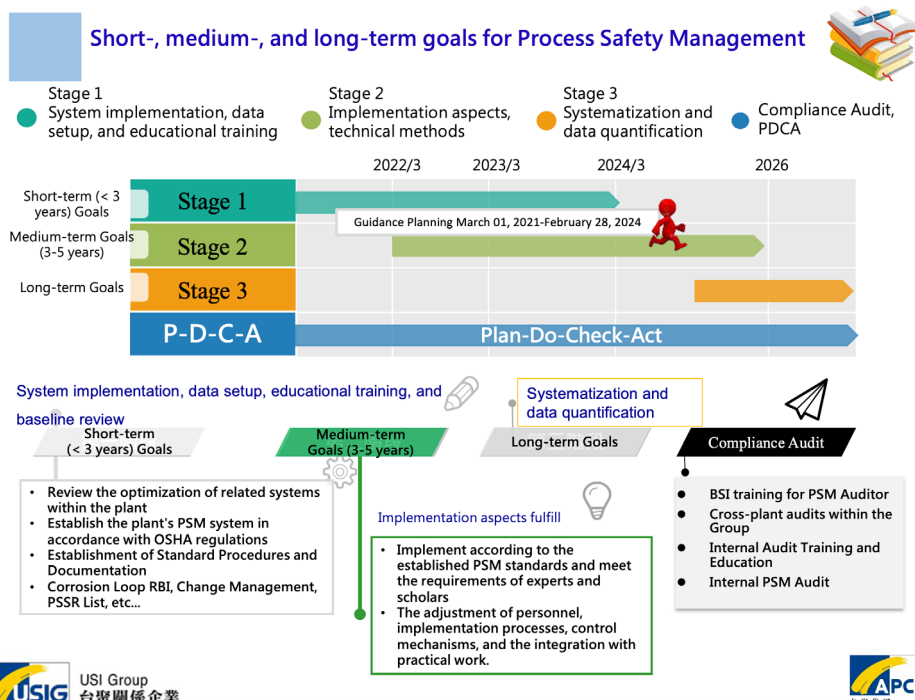
## Occupational safety management

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

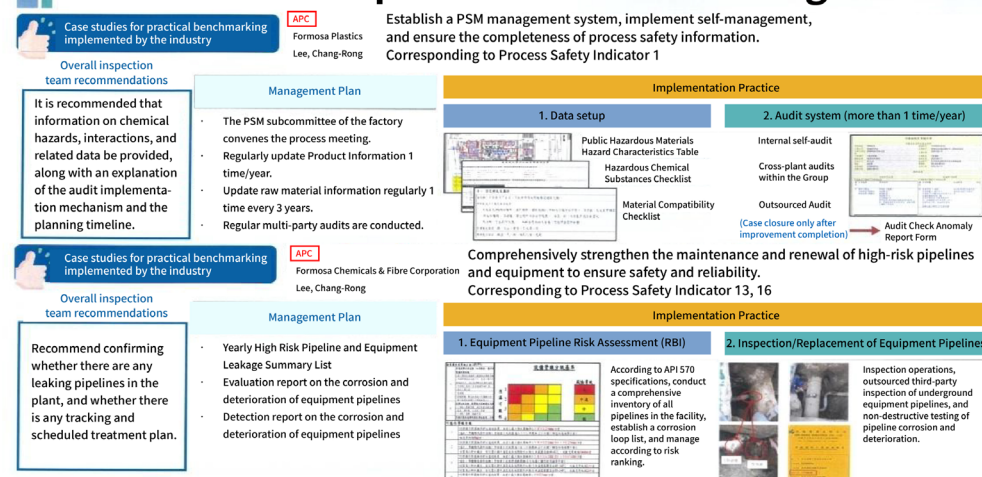
Management Approach and Components	Impact Management	Targets Execution and Performance of Management Approach		Evaluation of Management Approach
<p><b>The Significance to Asia Polymer</b></p> <p>As a Class III hazardous workplace, to prevent serious accidents that possess low probability but high risk, APC has strengthened its PSM mechanism in the plant, consistently improved and executed Process Safety Management to satisfy external units and experts' requests for continuous advancement, and strive to meet expectations for APC.</p>	<p><b>Positive/Negative Impacts</b></p> <ul style="list-style-type: none"><li>· Negative Actual Impact - Process safety management has not been implemented.</li><li>· Negative Potential Impact: Accidents of highly hazardous chemical substances.</li></ul>	<p><b>2024 Goals</b></p> <ul style="list-style-type: none"><li>· Total Count of Process Safety Incidents (PSIC): 0 incident; Process Safety Total Incident Rate (PSTIR): 0</li><li>· Establish Pre-Startup Safety Review (PSSR) and accident investigation platform, achievement rate: 80%</li><li>· Implement PSM KPI, achievement rate: <math>\geq 95\%</math></li></ul>		<p><b>Effectiveness Assessment</b></p> <ul style="list-style-type: none"><li>· Hold the PSM implementation and status meeting and coordination meeting each month.</li><li>· Drafting the PSM implementation monthly report and establishing the commission research project execution status.</li><li>· Every month, according to the APC information list that should be established for the PSM introduction tracked by the Group's PdM &amp; ERM Division, a performance system is developed to evaluate and review the monthly data establishment completion rate.</li></ul>
<p><b>Management Practice and Objectives</b></p> <p>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.</p>	<p><b>Processes to Remediate and Prevent Negative Impacts</b></p> <ul style="list-style-type: none"><li>· The Company has implemented the PSM system, which will prevent accidents through systemic management.</li><li>· The Group's PdM &amp; ERM Division conducts annual audits on the implementation progress of PSM in the plant.</li><li>· The relevant information regarding chemicals in the plant is disclosed on the information platform, enabling employees to have basic knowledge of the chemicals and response measures.</li><li>· 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.</li><li>· Before the initiation of new processes or process modifications, Pre-Startup Safety Reviews (PSSR) are conducted. After completion, relevant personnel undergo educational training.</li></ul>	<p><b>2024 Performance</b></p> <ul style="list-style-type: none"><li>· Total Count of Process Safety Incidents (PSIC): 0 incident</li><li>· Process Safety Total Incident Rate (PSTIR): 0</li><li>· Establish PSS and accident investigation platform, achievement rate: 75% (X)</li><li>· Implement PSM KPI, achievement rate: 108% (✓)</li></ul>	<p><b>Improvement/Optimization of Unachieved Items</b></p> <p>Regularly track the progress of the information platform establishment and review the implementation issues during the PSM promotion meeting.</p>	
<p><b>Strategy</b></p> <p><b>Implementation and promotion of Process Safety Management (PSM) system</b></p> <ul style="list-style-type: none"><li>· Commission the group and external experts and scholars to provide in-house process safety technical consultation and implement the assistance of each unit in promoting projects, understanding work planning and reaching a consensus, in order to establish a close partnership.</li></ul> <p><b>Establishment of process safety performance management</b></p> <ul style="list-style-type: none"><li>· 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 &amp; ERM Division's) policy to enhance work performance.</li></ul>	<p><b>Short-Term (&lt; 3 years) Goals</b></p> <ul style="list-style-type: none"><li>· Total Count of Process Safety Incidents (PSIC): 0 incident</li><li>· Process Safety Total Incident Rate (PSTIR): 0</li><li>· Total achievement rate for PSM KPI Q1, Q2, Q3, Q4 <math>\geq 90\%</math></li><li>· The annual average achievement rate of critical monthly PSM MBO is <math>\geq 95\%</math></li><li>· Pre-startup safety review (PSSR) before PSM start, and incident investigation platform, achievement rate: 80%</li><li>· Implement PSM KPI, achievement rate: <math>\geq 95\%</math></li></ul>			
		<p><b>Medium- Long-Term ( <math>\geq 3</math> years) Goal Planning</b></p> <ul style="list-style-type: none"><li>· All members participate in promoting the PSM system and continue to optimize the PSM system.</li><li>· Introducing the 14-item PSM system to systematize the management of various execution procedures and forms.</li><li>· Implement the PSM system and reconcile it with existing work in the plant and is continuously implemented.</li><li>· Implement PSM compliance audits, with a cycle period of every 3 years.</li><li>· Continue optimizing improvements in response to the Group's cross-plant audits.</li><li>· Reduce the occurrence of catastrophic leaks of highrisk chemicals to achieve the goal of zero accidents in process safety.</li></ul>		<p><b>Grievance Mechanism</b></p> <ul style="list-style-type: none"><li>· Report the PSM progress of the Linyuan Plant in the executive meeting, plant affairs meeting, and monthly coordination meeting.</li><li>· Provide in-house process safety technical consultation and coordinate items implemented by each unit. Maintain continuous relationships with all units (including consultants) to understand implementation needs and reach consensus.</li></ul>
				<p><b>Adjust Management Approach</b></p> <ul style="list-style-type: none"><li>· Report the PSM progress of the Linyuan Plant in the executive meeting, plant affairs meeting, and monthly coordination meeting.</li><li>· 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.</li><li>· Follow the schedule to carry out subsequent work and reconcile it with existing work in the plant, in order to achieve job internalization and accumulation of work experience.</li></ul>

## Process Safety Management (PSM)

Given that over 40% of petrochemical and chemical plants worldwide have been operating for more than 25 years, and in Taiwan, more than 60% of domestic petrochemical and chemical plants have also been operating for over 25 years. The implementation of Process Safety Management (PSM) systems has become a global trend. By incorporating good management practices and relevant technologies through a robust PSM system, companies are able to effectively and comprehensively manage aging equipment, reduce the likelihood of occurrence of major incidents, and minimize not only the loss from unnecessary unexpected shutdowns but also the impact on local communities. In order to prevent the occurrence of major accidents with low probability and high hazard, the implement



## Case studies for practical benchmarking



The Linyuan Plant, according to the Process Safety Evaluation regular implementation methods and OSHA's PSM system, is actively promoting Process Safety Management, and has set up short-, medium-, and long-term goals to implement 14 major PSM items. Today, the in-house PSM implementation has outperformed the current legal regulations. In 2025, we will strengthen the implementation of the Process Safety Management system and reconcile it with existing work in the plant, in order to achieve job internalization and accumulation of work experience. In addition, 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 process safety management. On November 29, 2024, the Industrial Development Bureau of the Ministry of Economic Affairs held a high-level seminar for a comprehensive examination of factories in the Linyuan Industrial Park over the past three years. Senior management from factories within the park were invited to attend and present the results of the three-year comprehensive examination. APC's implementation practice of Process Safety Management (PSM) was publicly recognized, and the plant was designated as a model facility to be emulated.

## Process Safety Incidents

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

**2024 Process safety incidents in LinYuan Plant, 0 case; Transportation safety incidents, 0 case.**

### Statistics on Process and Transportation Safety Incidents of the Linyuan Plant in 2024

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

Note:

- Total Count of Process Safety Incidents (PSIC)
- Process Safety Total Incident Rate (PSTIR) = (Total number of process safety incidents x [200,000 working hours] / Total hours worked by workers)
- Process Safety Incident Severity Rate (PSISR) = (Total severity score for all process safety incidents x [200,000 working hours] / Total hours worked by workers).
- 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
- 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 the 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 2024:

### Method of Materials Transportation and Proportion of the Linyuan Plant in 2024

Transportation Methods	Quantity (MT)	Proportion (%)
Underground Pipelines	112,432	85.8
Tanker	18,672	14.2

## Product Transportation

APC products are transported by trailers, trucks, and container trucks. For Product Transportation safety, we entrust all transportation to qualified transport contractors, and set out relevant rules for the management of outsourced transportation to ensure the safety of product transportation. The table below shows the methods, quantity, and proportion of product transportation in 2024:

### Methods of Product Transportation and Proportion of Linyuan Plant in 2024

Transportation Methods	Quantity (MT)	Proportion (%)
Trailers, trucks	112,432	85.8
Container truck	18,672	14.2



## Product Transportation Management

- ✓ Choose 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.



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 "2025 Underground Pipelines Maintenance and Operation Plan" and the "2024 General Implementation Report" in 2024, 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 the 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.

## 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.

By sponsoring the USI Education Foundation, APC supports cultural development and cares for the disadvantaged in remote townships. Through education reform, we aim to provide these students with opportunities to turn their lives around and address the inequality of educational resources. In addition, we are committed to establishing long-term partnerships with local communities, emphasizing and aiding their development. By assisting in selling local agricultural products, sponsoring community environmental protection activities, etc., we focus on local development and aim for mutual prosperity with local communities.

### Key Descriptions of Social Welfare in 2024

#### Community Participation



##### By sponsoring the USI Education Foundation for social welfare

In 2024, APC donated NT\$3 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.

##### Donated to Taitung Junyi Experimental High School to practice 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.

##### Sponsoring Other Philanthropic Events

Sponsored "BOYO Social Welfare Foundation," "Teach for Taiwan Association," and "charity events related to medical and health education," implementing medical care support in remote townships.

#### Social Welfare



##### Reduction of GHG emissions, air quality purification, campus greening

Continuously cooperate with Wang Gung Elementary School in the 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

In 2024, APC donated NT\$3 million to the USI Education Foundation to support related charity events. The total amount of sponsorships and donations was NT\$9.72 million, which included NT\$3.25 million for scholarships and grants; NT\$1 million for The Alliance Cultural Foundation and NT\$4 million for Junyi Experimental High School in Taitung; and NT\$1.47 million for various other charity events.

### 2024 Main Sponsorship Items of the USI Education Foundation



#### Scholarships and grants

- Excellence Scholarship
- Artificial Intelligence Field Scholarship



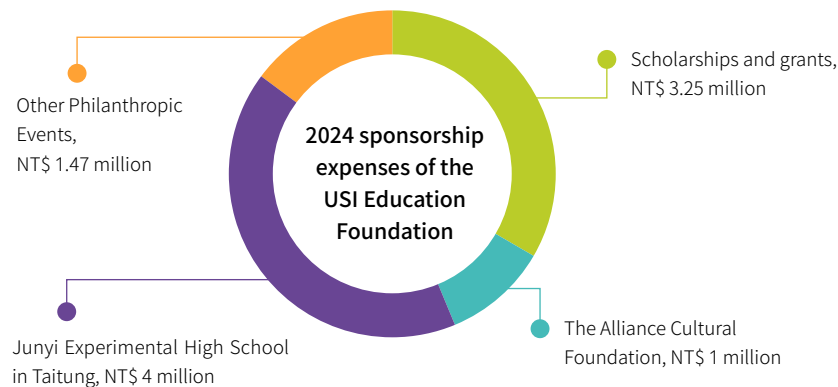
#### Donations to public welfare organizations

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



#### Sponsorship of educational public welfare events

- Toufen Junior High School Music Program
- Beach Cleanup at Longfeng Fishing Harbor
- Charity events related to medical and health education

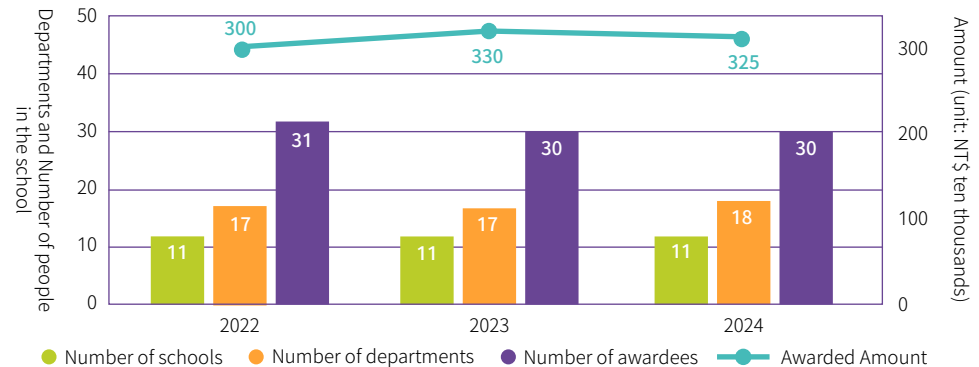


## Setup Scholarships and Grants

We offer excellence scholarships to students from low-income families with outstanding performance and specializing in disciplines relating to chemical engineering, materials science, chemistry, and applied chemistry of 15 public and private universities to promote education and talent cultivation in related fields, encourage university students of related disciplines to study hard and cultivate outstanding industrial talent for society. This is the 13th year of the scholarship establishment, with a total of NT\$ 23 million in scholarships awarded to over 330 students.

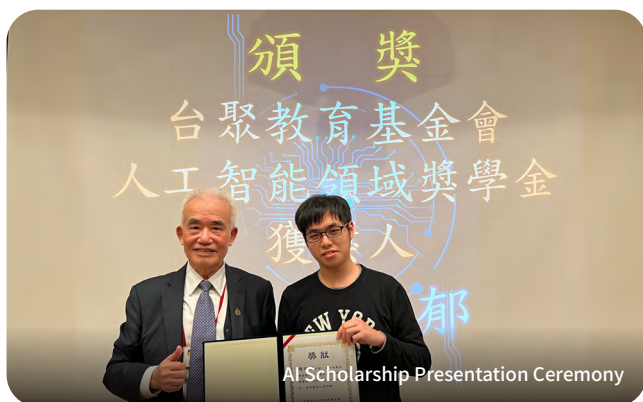
In 2024, a total of NT\$ 3 million in scholarships and grants was awarded to 30 students from 18 departments across 11 public and private universities, including 3 from doctoral programs, 12 from master's programs, and 15 undergraduates, with 20 of them coming from low-income families. To encourage scholarship-winning students, the presentation and commendation ceremony will be held at the Grand Mayfull Hotel Taipei on December 6, 2024. Group supervisors will be invited to participate, and Chairman Yen, Chang-Shou of The Alliance Cultural Foundation will share his life experience and wisdom, encouraging the awardees to enrich their own lives and "be an angel in their own and others' lives."

### Scholarship and grant awarding situation in the past 3 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 5 students have been awarded.



## 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. This year marks the 15th anniversary of the Alliance Cultural Foundation, and the development in the Hualien and Taitung region has entered an integration stage. "Cultivating local talents for sustainable

development, establishing Junyi School as a practice base for transformative education, and leveraging the Paul Chiang Art Center to elevate Hualien and Taitung onto the international stage" have become three critical pillars in the foundation's plan for the "Sustainable Blueprint of Hualien and Taitung".

Cultivate local talent through the perspective of vocational education for Sustainable Development, supporting the cultural deepening of both mountains and seas. For example, the hardware renovation and capacity building projects like the "Bagolang Boathouse" in Changbin and "Bisilian Cultural Center" in Sanxiantai; supporting places like "Cotton and Linen House" in Longchang, known for unique aesthetics and weaving crafts; "Luan Mountain Forest Cultural Museum" in Aliman, Yanping Township; "Gaoshan Forest Base" in Majungyuan, Fengbin Township, Hualien; and the "Hunter School" in Xinsianglan, Sakalu; introducing industry experts to Chenggong Commercial and Aquatic Vocational School to offer semester courses, utilizing local quality rice and seafood to teach Japanese cuisine, providing training in inn management and travel planning; cultivating tour guide talents to transform Chenggong Township from a transit tourist spot into a destination for in-depth travel; strengthening the collaborative efforts of mechanical processing, woodworking, and construction courses initiated more than a decade ago at Kung-Tung Technical Senior High; connecting dots into lines, lines into surfaces, facilitating the formation of the "Shuangbin Common Good Alliance" for local businesses in Changbin and Fengbin, and linking the Taitung coastline, longitudinal valley, and Southern Backbone areas through the "Island Live Learning Group."

Since 2014, the Alliance Cultural Foundation has been assisting in promoting the construction plan of the "Paul Chiang Art Center", aiming to create a space where audiences can approach art and personally experience the beauty of the integration of nature and architecture. After a thousand days of construction, the park is scheduled to officially open in the spring of 2025. The Alliance Cultural Foundation will assist in the exhibition planning and management of the park, and through various art and aesthetic education programs, will enable more people to embrace this temple of art. In the near future, it is anticipated that with the future talents cultivated by Junyi School, the promotion efforts of Mr. Paul Chiang, and the collective strength and resource integration by the Alliance Cultural Foundation, the center will become an important platform for international art exchange and make Hualien and Taitung a model for promoting sustainable tourism.





### Donated to Taitung Junyi Experimental High School to practice education for remote townships.

Taitung has a population of only about 200,000 people, accounting for 1% of Taiwan's total population. As much as 55% of elementary schools in the county have fewer than 60 students. Due to the lack of and dispersed educational resources, changes in Hualien and Taitung must focus on education. The most important mission of the Junyi School is to nurture young people with the abilities and literacy of "being a person, living a life, and doing things." "Being a person" refers to "character education," which includes a sense of responsibility, moral ethics, as well as empathy, a sense of justice, the ability for independent thinking, and teamwork. Teachers need to cultivate in children a world view grounded in character and civic literacy. Junyi School's practice of interdisciplinary learning in arts, culture, and various subjects allows children to discover and develop their own strengths, helping them to understand themselves and find direction in a rapidly changing era, while also enriching their spiritual lives.

"Dormitory life" is a crucial component of education in remote areas. Junyi School provides a good accommodation environment to cultivate children's independence, character, and life attitude. They also hire foreign teachers to assist in students' various daily active and sedentary activities, enabling children to learn self-leadership and teamwork skills through activity planning and regular training.

In order to make full use of the dormitory space at Junyi School, every summer, the Alliance Cultural Foundation and external partners such as Taipei American School, Koc University Education Foundation, Fruit Education Foundation, and Harvest 365 collaborate to organize free residential themed camps. These camps provide opportunities for resource-lacking students to recharge their confidence and learning through group living, singing, drama, and various activities, under the guidance of passionate teachers and volunteers. At the same time, they also cultivate the spirit of volunteer service among university volunteers from Taiwan.



### 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. Music Education Program. With the guidance of professional choir instructors nurtured by Harvest 365 and in collaboration with the music teachers of Toufen Junior High School, they teach the Harmony Choir composed of 7th and 8th grade students. The choir has nearly 30 members. Apart from the routine school club time, they also practice after class. It is hoped that through vocal art, students can be accompanied in their growth, and by participating in the annual Harvest 365 Music Festival and performing on stage, they can be motivated to learn and build self-confidence.





## Sponsoring Other Philanthropic Events

Other major sponsorships for Philanthropic Events in 2024 included BOYO Social Welfare Foundation, Teach for Taiwan Association, public health and medical education charity activities, and remote township medical care and services.

① Founded in 2002 and led by Principal James Lee, the BOYO Social Welfare Foundation adheres to the belief of "preventing underprivileged children from falling into perpetual poverty." For many years, it has been providing free after-school tutoring and learning support materials for disadvantaged children in remote regions. The aim is to use education to help these children break the cycle of intergenerational poverty. Through the two major service methods of Social work and education, "care and guidance" are provided to release the constraints on children's physical and mental states, developing their basic problem-solving abilities and enhancing social competitiveness, giving them the opportunity to achieve self-sufficiency and 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", with hopes of creating 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. Since the first cohort of the TFT program, Members of the TFT program have been involved in remote townships, reaching Taitung, Tainan, Pingtung, Yunlin, Hualien, Nantou, and more, impacting over 7,000 disadvantaged students.

③ Charity Events related to Medical and Health Education To encourage medical universities to organize medical service teams that reach remote regions with a lack of medical resources, promoting medical services, health education, and offering free consultations for local residents, the foundation sponsored part of the activities' expenses for 5 charity events related to medical and health education camps in 2024. The number of participants in the 5 camps exceeded 500 people, and the number of people served exceeded 2,600 people.

School	Club	Location	Number of participants	Number of people served
Taipei Medical University	Social Medical Service First Team	Changhua Dacheng and 4 other townships	110	300+
	Green Cross Medical Service Team	Yunlin Shuilin, Yuanchang Township	120	400+
	Mountainous Social Medical Service Team	Nantou Ren'ai Township, Puli	70	400+
	Maple Apricot Medical Youth Service Team	Penghu	220	1,000+
China Medical University	Oral Health Education Promotion Service Team	Manzhou Township, Pingtung	30	500+



④ Rural Health Care and Services Although the National Health Insurance provides considerable convenience and citizens do not need to worry about medical costs, ensuring complete and reassuring medical care, medical care and service in remote regions by student medical service teams bring humanistic care services to these areas. This embodies the core values of medical education and health care professionals. Beyond supplying the much-needed medical resources and knowledge, it offers emotional support and companionship to the residents. More importantly, it involves medical staff guiding medical school student members to integrate their classroom learning and, through the process of providing purely altruistic services without commercial interests, discover a sense of mission.



## Social welfare

The APC Linyuan Plant actively cares about and engages in community charitable activities, such as community environmental protection activities, assists in selling local agricultural products, community socializing activities, community charity events, community sports competitions, and others. Apart from maintaining relationships with local residents, promoting harmony within local communities, and fulfilling our corporate social responsibility, we also hire local workforces to enhance community recognition. **In 2024, we hired a total of 76 residents from the Linyuan District of Kaohsiung.** In 2024, APC's club activities gradually resumed, in addition to charitable ball games and Ball Game Fellowship activities, they have also been actively engaging in community charitable services, supporting local agricultural product sales, and assisting in neighborhood development, with the aim of thriving together with the community.

Linyuan is an important production area for onions in Kaohsiung. The harvest season occurs annually from January to March. Linyuan onions are of excellent quality, planted earlier and harvested sooner than in other production areas, making them stand out in the market. On February 21, 2024, led by the plant manager, APC and the first-level supervisors of the plant visited Linyuan to purchase onions from local farmers. They bought 100 bags to share the high-quality local agricultural products with colleagues, implementing social sustainability.

### Implement community participation by supporting local agricultural product sales





### Cross-departmental GHG reduction collaboration

In response to the "Cross-Departmental GHG Reduction Matching Plan" initiated by the Environmental Protection Bureau of Kaohsiung City, the APC Linyuan Plant collaborated with Wang Gung Elementary School to implement a GHG Reduction Program, assisting the school in upgrading energy-saving equipment to reduce energy consumption and GHG emissions. The collaboration concluded on November 30, 2024, and both the school and the Environmental Protection Bureau have expressed their gratitude through certificates of appreciation.



### "Air Quality Purification Zone Adoption Program" by the Environmental Protection Bureau of Kaohsiung City

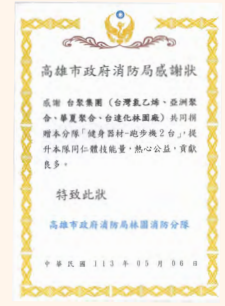
The APC Linyuan Plant cooperated with the Environmental Protection Bureau of Kaohsiung City to carry out the 2024 "Air Quality Purification Zone Adoption Program" to enhance the overall air quality and environmental maintenance of the city, pursuing sustainable development and demonstrating the goals of a corporate citizen. Adopt the Linyuan Wang Gung Elementary School as an air quality purification zone base and provide the management unit with assistance in environmental and plantation maintenance for a one-year period. The adoption period is from July 19, 2024, to July 18, 2025.



2024 Air Quality Purification Zone Adoption Program by the Environmental Protection Bureau of Kaohsiung City

### Donated exercise fitness equipment to the Linyuan Branch of the Fire Department of Kaohsiung City.

The Linyuan Branch of the Fire Department of Kaohsiung City plays an important role as a guardian in the "Linyuan Industrial Park." To express gratitude for the firefighters' dedication and concern for the safety of the enterprises in the park, the USI Group (TVCM, APC, CGPC, and TTC) jointly donated 2 treadmills as fitness equipment to the branch. This donation aims to enhance the firefighters' physical skills, maintain their strong physique, and collectively safeguard the safety of the industrial park.



### 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 sponsored by APC. Employees from the five plants in the Southern region of USIG formed teams to participate and collectively donated funds to assist in the development of the Renwu Senior High School basketball team and care for disadvantaged players. This initiative encourages employees to actively participate in charity events and practice care for the disadvantaged.



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

## Fellowship ball game



## The 22nd USI Cup Community Tennis Tournament

APC, along with entities under the same group including TTC and TVCM, has commissioned the Linyuan Tennis Association to host the "USI Cup Tennis Championship". This event is now in its 22nd year, primarily allowing group employees, industrial park, and community tennis teams to connect and strengthen neighborly relations through the game. It also serves as an opportunity for communication with stakeholders - community residents. A fellowship dinner will be held afterwards to understand the needs and expectations of stakeholders. The event was held on November 23, 2024, at the Linyuan District No. 11 Sports Park Tennis Court. During the event, participants enjoyed friendly matches and showcased the results of their daily practice. Community residents and industrial park employees took the opportunity to interact and communicate, creating a lively and harmonious atmosphere. The organizers thoughtfully prepared small gifts and encouraged employees to actively participate in community networking activities and events.

