

4. Foster an Inclusive Society

4.1 Talent Attraction and Retention	87
4.2 Talent Development	97
4.3 Occupational Safety and Health	100
4.4 Social Engagement	109



4.1 Talent Attraction and Retention

📄 GRI 3-3, GRI 401 (401-1, 401-2, 401-3)

Material Topic Talent attraction and retention

Impact Scope Employees, investors, and partners.

Sustainability Principles & SDGs Alignment Fostering an Inclusive Society/SDGs 8: Decent Work and Economic Growth

Material Reason Quality human assets are one of the key success factors for a company. Utilizing talent appropriately and providing a reassuring work environment allows employees to fully demonstrate their expertise and achieve their potential are the company's sustainability goals. Therefore, TTC is dedicated to creating a harmonious and stable work environment by offering various benefits, ensuring that employees can thrive without worries and grow alongside the company. If employees cannot work with peace of mind, not only will the company's performance suffer, but it also leads to a high employee turnover rate, adversely affecting the overall operational efficiency.

The Management Approach and Components	Policy Purpose	By offering various benefits, we ensure employees enjoy their workplace and can work with peace of mind.		
	Policy	A Great Place to Work		
	Commitment	Establish comprehensive welfare measures to create a joyful and harmonious work environment. This promotes employee stability and reduces turnover.		
	Objective	2023 Goal (including temporary contract and retired employees) Turnover rate ≤7.5%	Short-term Goal for 2026 Turnover rate ≤7.5%	Mid/Long-term Goal for 2031 Turnover rate ≤7.0%
	Management Plan	Employee benefits include bonuses, leaves, insurance, meals, transportation, and entertainment.		
	Negative Impact Remedies and Preventive Measures	A shortage of manpower due to difficulty in employee recruitment: To stabilize the workforce and retain outstanding talents, apart from adjusting the pay for employees according to the consumer price index and personal performance of the employees every year, we participate in a compensation survey of the petrochemical industry to estimate pay standards in the market to make appropriate adjustments and planning. We also consider giving a special promotion to employees with outstanding performance to ensure that our pay is competitive with the market.		
	Grievance Mechanism	Corporate Union Communication Channel, Employee Complaint Hotline, Employee Suggestion Box		

Status and description for goal achievement

Management Plan	2023 Goals	2023 Achievements	Descriptions
Turnover Rate (including fixed-term contract employees and retired employees)	≤7.5%	8.46% (42/496)	In 2023, 42 employees resigned from the Company, with 18 of actual retirement. Excluding retirees, the turnover rate was 4.83% (24/496).

Workforce Structure GRI 2-7

In 2023, the total number of employees at TTC was 496, of which 429 were male (accounting for 86.5%) and 67 were female (accounting for 13.5%). Due to the characteristics of the petrochemical industry, the proportion of male employees is higher than that of female employees. Furthermore, senior management at TTC is primarily recruited locally from Taiwan.

In 2023, the number of local employees hired in Taiwan was 346 (69.7% of the total), spread across the Taipei headquarters, Toufen plant, Linyuan plant, and Qianzhen plant. Of these, 344 were on indefinite contracts (99.4% of total), 2 on fixed-term contracts (0.6% of total), and 20 were foreign migrant workers (4.0% of total). All the foreign workers, who were male, were employed on fixed-term contracts at the Toufen plant. In China, the company employed 130 local staff. 129 of these employees were on full-time indefinite contracts and worked at the Zhongshan plant. Only 1 was on a fixed-term contract, based in the Tianjin plant.

Employee Type Overview Table for the Last Three Years

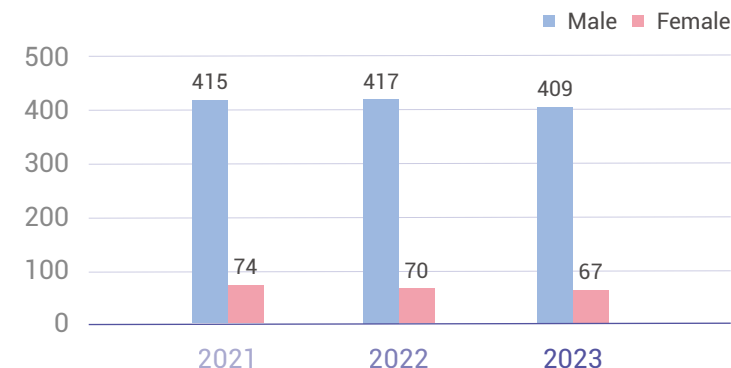
Year		2021		2022		2023	
Type		Numbers of person	Percentage	Numbers of person	Percentage	Numbers of person	Percentage
Non-fixed-term contract employees	Male	414	81.7%	416	82.9%	407	82.1%
	Female	72	14.2%	67	13.3%	66	13.3%
Fixed-term contract employees	Male	19	3.7%	16	3.2%	22	4.4%
	Female	2	0.4%	3	0.6%	1	0.2%
Total (No. of Employees)		507		502		496	

Note: The employee statistics period ends on December 31st.

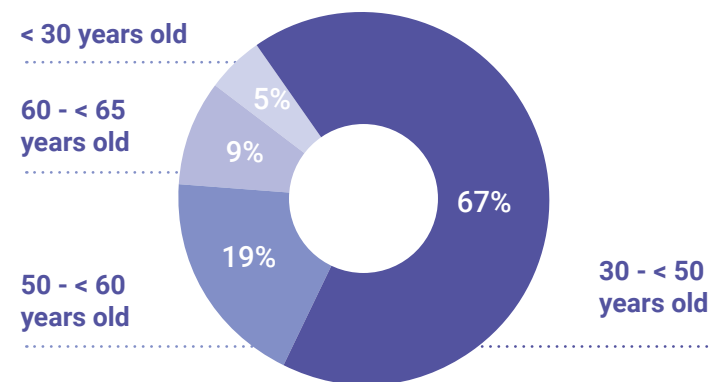
Employees under 30 years of age constitute 5%. The age group of 30 to just under 50 years represents 67%. Employees from 50 years to just under 60 years constitute 19%. Notably, the proportion of employees who retired in the past five years (from 60 to under 65 years of age) is 9%. TTC has consistently maintained stability in its workforce structure over the years, focusing on recruiting and retaining outstanding talents, while also implementing talent development programs. Conduct pre-employment training and internal job training for new employment in accordance with employee training regulations, to provide them with the skills required for their jobs, and we recruit excellent talents with a fair, open, and transparent recruitment system. In addition to maintaining diversity and equal opportunities, we do not engage in discrimination based on race, color, age, gender, sexual orientation, gender identity and expression, ethnicity or national origin, disability, pregnancy, religion, political affiliation, union membership or marital status in hiring.

Employee Gender Distribution Over the Past Three Years

Unit: Persons /in number; excluding foreign migrant workers



Age Distribution of Employees in 2023



- **Non-Employee Workers:** This mainly focuses on the count of contracted workers who impact production, operations, environment, and engineering maintenance. In Taiwan: 82 individuals. In China: 25 individuals.

Statistics on Non-Employee Workers (Contractual) in 2023

Nature of work involved:	Linyuan Factory	Qianzhen Factory	Toufen Factory	Zhongshan Factory	Total
	Numbers of person	Numbers of person	Numbers of person	Numbers of person	
Container Transport	5	5	12		22
Finished Product Storage/ Container Loading for Shipment	14	9	2	8	33
Finished Product Packaging	6	11		10	27
Material Preparation/Mixing	2	7		3	12
Factory Cleaning	2	1		2	5
Construction and Maintenance					0
Environment maintenance				2	2
Equipment Inspection/ Dismantling and Assembly					0
Processing of Residual Materials	3				3
Assisting in Wastewater Treatment Operations		1			1
Incinerator	2				2
Civil/Insulation Engineering					0
Total	34	34	14	25	107
	Taiwan			China	
	82			25	

New Talent Intake

TTC's recruitment channels include newspapers, job websites, human resource management companies, educational institutions, and employment service centers. For vacancies within the factory premises, local community talents are given priority consideration, offering local employment opportunities as a way of giving back to the community. In 2023, about 69% of new hires at Taiwan plant were local talents.

In 2023, TTC hired 29 new employees, representing 5.85% of the total workforce.

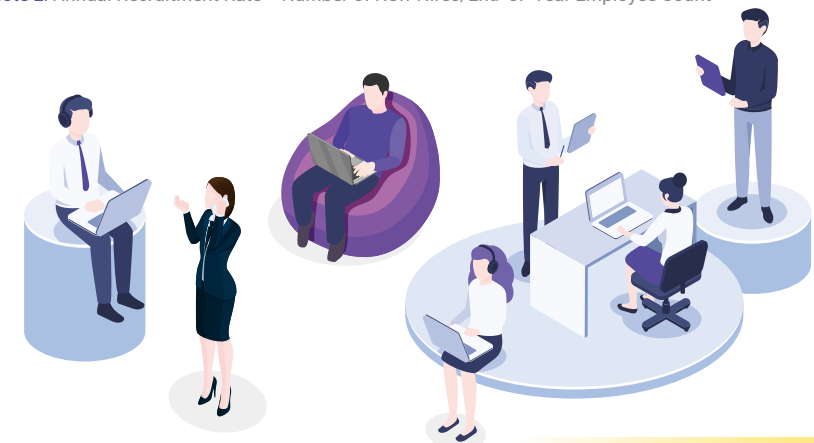
Gender Distribution Among New Employees Overview Table for the Last Three Years

Unit: Persons

Type	2021	2022	2023
Male	24	45	28
Female	3	4	1
Numbers of New Hires	27	49	29
End-of-Year Employee Count	507	502	496
Annual Recruitment Rate	5.32%	9.76%	5.85%

Note 1: Includes both irregular contract employees and regular contract employees

Note 2: Annual Recruitment Rate = Number of New Hires/End-of-Year Employee Count



2023 Overview Table of New Hire Distribution by Region and Age

Unit: Persons

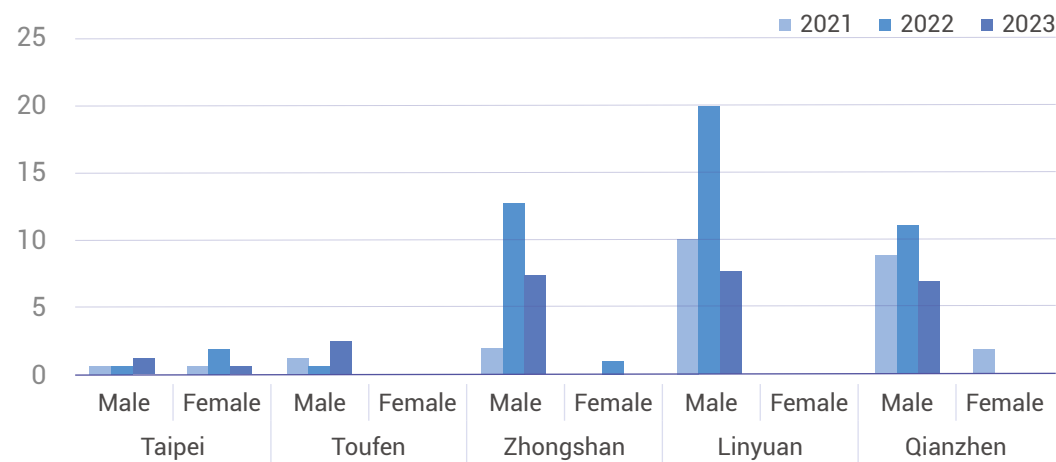
Regions		Taiwan		China	
Age Group	Gender	Male	Female	Male	Female
	<30 years old	5	1	1	0
	30 - <50 years old	16	0	6	0
	≥50 years old	0	0	0	0
Year-end Total Number of Employees		366		130	
Annual Recruitment Rate		6.01%		5.38%	

Note 1: Includes both irregular contract employees and regular contract employees

Note 2: Annual Recruitment Rate = Number of New Hires/End-of-Year Employee Count

Age Distribution of New Employees Over the Past Three Years

Unit: Persons



2023 Overview Table of Local Hiring for New Employees

Locations	Taipei		Toufen Factory		Qianzhen Factory		Linyuan Factory		Zhongshan Factory		Subtotal		
Gender	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Total
Numbers of new hires	2	1	4	0	7	0	8	0	7	0	28	1	29
Number of employees hired locally	2	1	4	0	5	0	6	0	2	0	19	1	20
Percentage of new employees hired locally	100%	100%	100%	...	71%	...	75%	...	29%	0%	68%	100%	69%

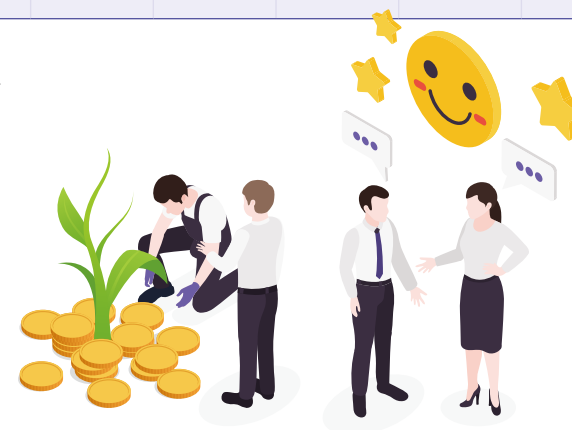
Note 1: Calculated based on the number of employees with indefinite contracts in the county or city where the factory is located.

Note 2: Due to the vast geographical expanse of China and the diverse origin of talents from various provinces, the percentage of local hires is relatively low.

Talent Turnover

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

In 2023, the number of employees who left TTC totaled 42, representing a turnover rate of 8.46%.



Turnover Rate Overview Table

Unit: Persons

Type	2021	2022	2023
Male	41	45	38
Female	8	9	4
Number of Departures	49	54	42
End-of-Year Employee Count	507	502	496
Annual Turnover Rate	9.66%	10.75%	8.46%

Note 1: Annual Turnover Rate = Number of Departures / Total Year-End Employee Count

Note 2: Includes employees with indefinite contracts, definite contracts, and retired employees.

2023 Overview Table of Departures by Region and Age

Unit: Persons

Regions		Taiwan		China	
Age Group	Gender	Male	Female	Male	Female
	<30 years old	3	1	2	0
	30 - <50 years old	12	2	6	0
	≥50 years old	15	1	0	0
Total		34		8	
Year-end Total Number of Employees		366		130	
Annual Turnover Rate		9.28%		6.15%	

Note: Annual Turnover Rate = Number of Departures / Total Year-End Employee Count



Employee Compensation Plan

Upholding the belief to share profits with employees, TTC attracts, retains, cultivates, and encourages all kinds of outstanding talents and have established a comprehensive and competitive employee remuneration plan. All new employees are paid better than the statutory minimum wage. Allowances vary according to the position and educational attainment of employees. The monthly performance bonuses and year-end bonus is distributed according to the employees' performance. Most importantly, the base salary is equal regardless of gender.

To stabilize the workforce and retain outstanding talents, apart from adjusting the pay for employees according to the consumer price index and personal performance of the employees every year, we participate in a compensation survey of the petrochemical industry to estimate pay standards in the market to make appropriate adjustments and planning. We also consider giving a special promotion to employees with outstanding performance to ensure that our pay is competitive with the market.

Salary of Non-management Full-time Employees

The term "Full-time Employees Not Holding Managerial Positions" refers to the total number of all company employees (or regular employees) after subtracting those in managerial roles, employees of overseas branches, part-time employees, and those who qualify for exclusion from the statistics. This count includes both domestic and foreign employees.

Salary Statistics Table for Non-managerial Employees Over the Last Three Years

Item	2021	2022	2023	Differences Between 2023 and the Previous Year
Number of non-management full-time employees	373	354	351	-3
Average salary of non-officer full-time employees (NTD thousands)	1,366	1,100	1,031	-69
Median wage of non-management full-time employees (NTD thousands)	1,280	1,039	968	-71

Employee Benefits GRI 201-3

TTC places a strong emphasis on the safety and well-being of its employees. In addition to legally mandated labor insurance, the company offers a group insurance plan for its employees. The company also covers the additional premium for the group life insurance. All insurance premiums are borne by the company.

Foreign workers at our Toufen plant are provided with dormitory accommodations that are managed by dedicated personnel. These accommodations include facilities such as a basketball court and an entertainment room. Regarding meals, a catering company supplies three meals a day, ensuring that our workers can focus on their jobs with peace of mind. We are committed to respecting the individual differences of each employee. Consequently, there have been no incidents of discrimination at TTC.

TTC greatly values employee benefits. Employees of TTC are entitled to the following benefits as outlined in the table below:

TTC Employee Benefits Overview

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

2023 Statistics Table for Parental Leave Usage and Return-to-Work

Parental Leave Usage Statistics	Total Number of Employees Entitled to Parental Leave	Total Number of Employees Who Actually Took Parental Leave	Total Number of Employees Who Returned to Work After the End of Their Leave	Total Number of Employees Who Remained Employed 12 Months After Returning from Leave	Percentage of Employees Who Returned to Work and Remained Employed
Male	5	0	0	-	-
Female	3	0	0	-	-

Human Rights Policy and Management Plan

Human Rights Policy

To fulfill CSR obligations and protect human rights, we establish the human rights policy applicable to the Company and USIG affiliates with respect to internationally accepted human rights standards in March 2018, such as the International Bill of Rights and the Declaration on Fundamental Principles and Rights at Work, in order to eliminate behavior prejudicing and violating human rights. Apart from providing employees with a reasonable and safe workplace environment, we ensure employees enjoy reasonable and dignified treatment.

Human Rights Management Achievements in 2023

After conducting risk identification in accordance with the Company's Human Rights Policy Implementation Guidelines, a total of 14 human rights issues were included this year, including 8 human rights management items of major concern; mitigation measures and impact compensation measures were implemented as follows: There were no major violations this year, and human rights-related education and training will continue. For more information about the human rights policy, please refer to the Company's [website](#)

Issues	Mitigation measures	Compensation measures
Long working hours	<ol style="list-style-type: none"> Overtime work must be agreed upon by employees, and after working overtime, employees can choose to receive overtime pay or compensatory leave. The system asks employees to check every day whether the reason for leaving the workplace late is due to personal reasons or official business. The Human Resources Department regularly reviews the overtime situation of each company and tracks the reasons why it occurs. 	<ol style="list-style-type: none"> If employees work overtime, they will be paid overtime pay in accordance with the law. Understand colleagues' workload and reasons for overtime, and actively improve processes and optimize operations to help improve work efficiency. Those who work excessive hours will be included in the abnormal workload identification and risk investigation list, and regular employee health checks will be conducted, and relevant operations and manpower conditions will be adjusted as appropriate.

Concerns of Human Rights and Practice

Providing a Safe and Healthy Workplace Environment

To ensure workplace safety for our employees, the Company has not only installed various pollution control and fire safety equipment but also passed the audits and certification for ISO 14001 (Environmental Management System) and ISO 45001 (Occupational Health and Safety Management System), actively promoting energy saving and carbon reduction, disaster prevention, and pollution prevention improvements to ensure a safe working environment.

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

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.

Assist Employees Maintain Physical and Mental Health and Work-Life Balance

- The Company provides venues or sponsorship funds, encourages employees to participate in healthy activities, employees form their own clubs, which help to foster camaraderie among colleagues through club activities.
- Besides organizing end-of-year feasts, Mid-Autumn festivals, and other events to alleviate employees' mental and physical stress and consolidate their organizational commitment, the Company also provides sports and fitness equipment for employees to use in their spare time.
- To encourage employees to take part in exercise and health management, sports competitions are held irregularly. In the Taipei area, employees were sponsored and encouraged to participate in the "2023 Taipei Tech Cup Charity Road Run" in April 2023, and the beneficial activities for physical and mental health like "Walking Together" were held from October to December 2023.

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.

Ban Child Labor

To ensure compliance with corporate social responsibility and ethics and integrity, the Company has stipulated no child labor from the start of recruitment. By the end of December 2023, we have a total of 366 employees in Taiwan, none of who are child laborers.

Prohibition of Forced Labor

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

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

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.

We continuously concern ourselves with human rights protection and implement relevant training to raise the awareness of human rights protection and lower the likelihood of the relevant risks. In 2023, we held training related to the promotion of human rights protection, with a total of 3,518 people participating and the total hours were 11,811 hours. The detailed list of participants and training is as follows:

Course Name	Total Attendees	Total Training Hours
Integrity Talk: Stop, Look, and Listen to Cybersecurity Traps	137	274
Integrity Talk: Legal Awareness and Response Required in the Intelligent Era	137	274
Integrity Talk: Legal Advocacy - Insider Trading and Gender Equality	18	36
Integrity Talk: Prevention of Workplace Violence (Bullying)	8	16
Integrity Talk: Practical Cases of Insider Trading and Associated Legal Responsibilities (2023)	1	3
Integrity Talk: Introduction and Case Analysis of the Trade Secrets Act (2023)	1	3
Integrity Talk: 2023 Code of Conduct	239	239
Process Safety Training	1,049	3,801
Industrial Safety Training/Publicity	797	3,468
Environment Protection Training	19	311
OHS On-the-Job Educational Training (including training and retraining for operation supervisors)	380	1,842
Emergency Response Drill	179	359
Self-Defense Firefighting Team Training	165	478
Firefighting Training/Publicity	192	505
Special Operations and Cancer Screening Themed Seminar	10	10
Promotion of Worker Health Lecture	52	52
First Aid Personnel and Relevant Educational Training in Professional Nursing	14	20
Friendly Workplace - Advocacy for Maintaining a Work Environment Free of Violence, Harassment, and Intimidation	120	120
Total	3,518	11,811

Grievance System

We have established unfettered grievance channels for employees to report all internal problems to supervisors at all levels or the Human Resources Division. To maintain gender equality at work and provide employees and 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.

Minimum Notice Periods for Operational Changes

Implemented in accordance with legal requirements, the company will provide notice in the event of the following operational changes:

- 1 Closure or transfer of operations;
- 2 Financial losses or business contraction;
- 3 Work suspension due to force majeure for more than one month;
- 4 Changes in business nature necessitating workforce reduction and no suitable alternative roles available;
- 5 Employees demonstrably not competent for their roles.

Notices will be issued based duration of employment:

- 1 For those employed for more than 3 months but less than 1 year, a 10-day advance notice will be provided.
- 2 For those employed for over 1 year but less than 3 years, a 20-day advance notice will be given.
- 3 For those employed for more than 3 years, a 30-day advance notice will be served.

Pension Contributions GRI 201-3

TTC has established a set of retirement regulations for all full-time employees and contribute every month the employee pension reserves to the personal pension account at the Labor Insurance Bureau for each employee in accordance with the Labor Standards Act.

Item	Proportion of Contribution	Employee Participation in the Retirement Plan
Pension under the Labor Standards Act (old system)	Employer contribution: 12% of the employee's monthly wage, all of which have been regularly allocated in full.	100%
Pension under the Labor Pension Act	Employer: 6% of the monthly salary; Employee: 0-6% of the monthly salary. Currently, contributions are made as stipulated.	100%

Labor Union and Organization

📄 GRI 2-30

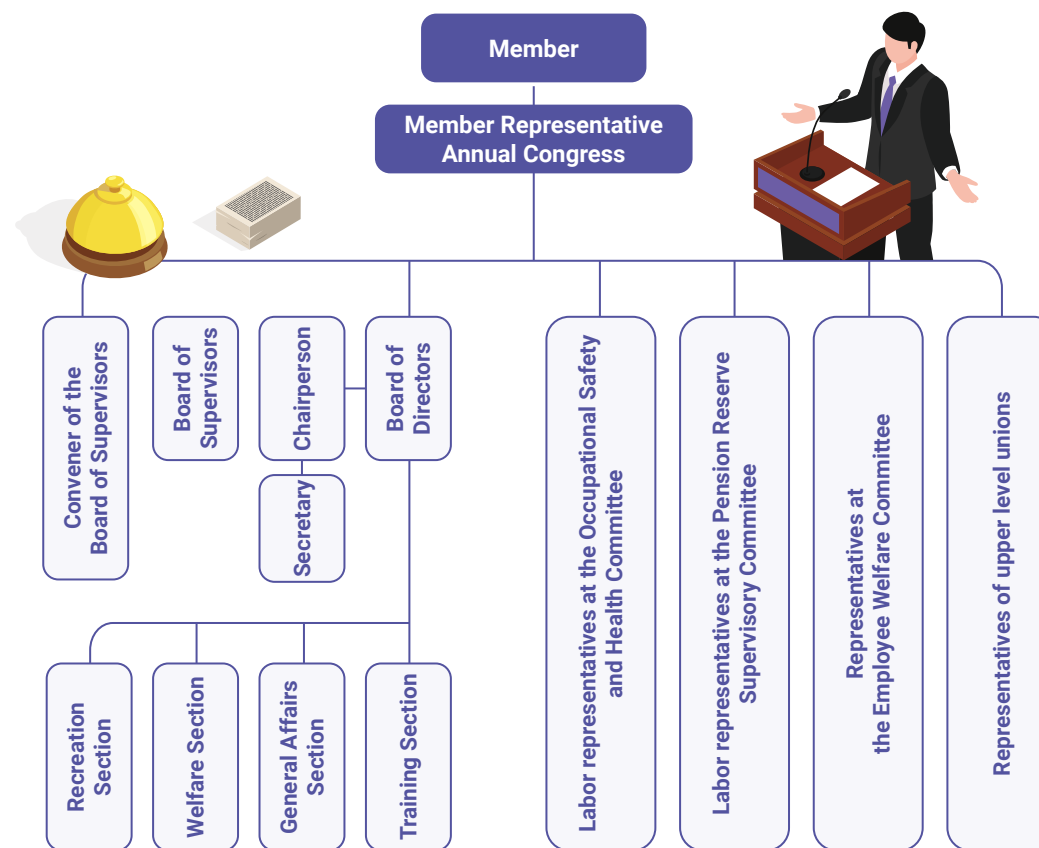
TTC has established union organizations in its plants located in Toufen, Qianzhen, and Linyuan. However, there's no union in the Taipei headquarter or in the Zhongshan plant in China. Owing to the Company's consistent and good communication with employees through the union and associated-management meetings, no specific collective agreement has been made between the two sides.

Plant	Union Membership			Total Employees	Percentage of Union Members to Total Employees
	Male	Female	Total		
Linyuan Factory	145	7	152	170	89%
Qianzhen Factory	74	6	80	90	89%
Toufen Factory	52	10	62	82	76%

During the regular board meetings of the unions at various factories in Taiwan, relevant company executives attend and communicate directly with union leaders. Every year, member education training is held with enthusiastic participation from union members, aiming to foster mutual understanding and promote collaboration between management and labor. Furthermore, representatives elected by both management and labor constitute various committees such as the "Pension Supervisory Committee," the "Employee Welfare Committee," and the "Occupational Safety and Health Committee." Regular meetings are convened to provide Channels of communication between management and labor are maintained to safeguard workers' rights.

Employee Welfare Committee

TTC allocates 0.15% of its monthly sales revenue for the "Employee Welfare Committee" activity fund. This fund encompasses benefits such as employee trips, birthday, childbirth, marriage, and funeral subsidies, scholarships for employees' children, and annual festival bonuses. These welfare initiatives serve as a token of appreciation for the employees' daily hard work. Periodic travel events are organized, allowing employees to relieve work stress, promote physical health, and foster mutual exchanges, thereby boosting team cohesion.



Every year, the union holds an annual member representative assembly. The image captures moments from the 2023 union member representative assembly.

Employee Feedback Survey Report

TTC conducts an Employee Opinion Survey in August 2023, which covered Supervisor, Salary, Colleagues, Work, Development, Corporate Culture, Sustainability, and Organizational Commitment eight aspects. The survey response rate was up to 86% and the aspects of "Sustainability", "Colleagues", and "Supervisor" had the most impressive satisfaction scores. TTC expects to discover the key indicators for talent retention and identify the significant elements for talent cultivation through the employee opinion survey, grasp the future workforce trends.



To foster collaboration between management and labor and enhance communication, the company collaborates with the union to conduct labor education activities each year. Above are the visual records of the related activities for 2023.

Item	TTC
Target	Survey of All Staff Members
Categories	Eight main aspects evaluated across 28 dimensions: leadership, compensation, colleagues, job responsibilities, development, corporate culture, organizational commitment and new added dimension of sustainable management
Number of Respondents	126 people
Recovery	86%
Overall Satisfaction Score	4.55 out of 6 (lowest 0, highest 6)
Survey Results	TTC's overall employee satisfaction is PR64, which is commendable within the industry. However, satisfaction in the areas of compensation and development was found to be lower. It is proposed to consider the compensation levels of peers in the petrochemical industry for timely adjustments and plan to initiating courses to enhance team collaboration, delegating team tasks, establishing a fair and effective performance management system, and providing appropriate training opportunities. A percentile ranking of 65 indicates that the Company's performance is above the industry average.
Improvement Initiatives	TTC has not identified any high-risk areas currently. The company will continue to listen to employee feedback and promote measures for continual improvement.

The ongoing improvement initiatives and projects for 2023 include:

- To invigorate the organization, stimulate creativity, and encourage a mindset of continuous improvement, we aim to cultivate a high-performance organizational culture. This will enhance the group's competitiveness. New proposal improvement methods have been introduced. For suggestions related to production, quality, R&D, maintenance, energy conservation, water conservation, and environmental protection that result in material, time, or labor savings, and pass review and implementation, rewards and a maximum bonus of NT\$3,000 are granted.
- To fairly evaluate employee commitment to the organization, job competence, performance, and contribution, we have established a performance appraisal system. This will serve as the foundation for holistic performance management and talent development. The results will guide employee promotions, salary adjustments, year-end bonuses, and other HR activities.
- To enhance the HR management benefits of cross-company/department project collaboration within the group and improve organizational agility and competitiveness, relevant audit and performance evaluation procedures have been set up. Matrix management methods have been established, detailing the rights and responsibilities of members of the matrix organization.
- We have launched the USIG EMBA, collaborating with prestigious institutions like National Taiwan University to provide senior executives with specialized courses.
- The introduction of PSM training aims to equip factory engineers and senior staff with management skills and safety operation awareness, ensuring a safe working environment for all employees.

4.2 Talent Development

To enhance the overall competitiveness of our colleagues and facilitate employees in acquiring the knowledge, skills, and certifications required for their positions, TTC offers a diverse educational and training system. We systematically and comprehensively design training courses essential for career development, further extending into the realm of lifelong personal learning. We have set a goal of an average training duration of 25 hours per person by 2026 and 30 hours by 2031.

Item	2023 Goals	2023 Achievements	Explanation (including reasons for non-achievement)
Average Training Duration Goal	18.5 Hours	42.4 Hours	✓ The goal has been achieved

Performance Evaluation

TTC conducts employee performance evaluations annually in January. The evaluation covers non-regular contract employees who have been employed for at least three months. Evaluation criteria are based on 50% work performance and 50% individual competitiveness and efficiency. This performance evaluation is an essential reference for employee promotions, salary adjustments, and other HR operations. It assists managers and employees in career development planning, strengthening areas of inadequacy for employees, and offering incentives for those who exceed expectations. In 2023, 100% of TTC's employees at all operating locations participated in the evaluation, while regular contract employees were not included in the annual evaluation scope.

Career Development

In continuing education and training for employees, we survey the employee training needs, draw up the education and training plans based on the needs of respective units, and plan related budgets for each plant at Q4 each year. We also establish the e-learning platform to provide a channel for self-learning, organize regular employee competency training, management training, keynote speeches, health talks, and various seminars to improve professional or management skills. TTC's employees can also enjoy the independent learning channels via the training and learning platform provided by the Group's, to balance the work, life, as well as mental and spiritual development of employees.

To enhance the overall competitiveness of employees, we provide a comprehensive education and training system according to the company's development strategy and the performance goals of respective departments, which is based on four parts: in-service (on-the-job) training, competency training, and self-growth learning. Training courses are planned and designed comprehensively and systematically according to the development needs of employees and connect with the lifelong perspective of employees.

Diverse Training Programs and Achievements

In 2023, total employee training hours reached 21,048 hours, with an average of 42.4 hours per person, achieving the set target of 18.5 hours per individual. We sponsor employees with higher learning motivation and greater development potential to receive further education in universities at home and abroad and arrange duty adjustment to give them complete training and cultivate outstanding talents for the company.



Talent Development

TTC is a subsidiary of USIG. To align with the group's organizational development needs, enhance workforce quality, and cultivate company management talents, the group has established a program for elite personnel cultivation. Outstanding talents who meet the criteria are first arranged for interviews by the group's HR department. After being informed of the training process and assessing their willingness, the HR unit notifies the employee to prepare for registration to participate in designated local universities' MBA or EMBA programs. If accepted, upon presentation of the admission notice, the company offers course fee subsidies and grants leave for study.

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

Besides the application of technology, we understand that digital transformation needs a new way of thinking in employees and a change in the organizational culture. Hence, we have actively implemented data-driven and process improvement in the organization through talents cultivation. All employees can access the group's training and learning platform and participate in digital lectures to enhance their cognitive thinking. In 2023, there were a total of 189 participants, accumulating 411 training hours. We also held workshops and AI training courses for seed members to practice digital transformation in real work to enhance promotion.

Digital transformation courses conducted in 2023 are as follows

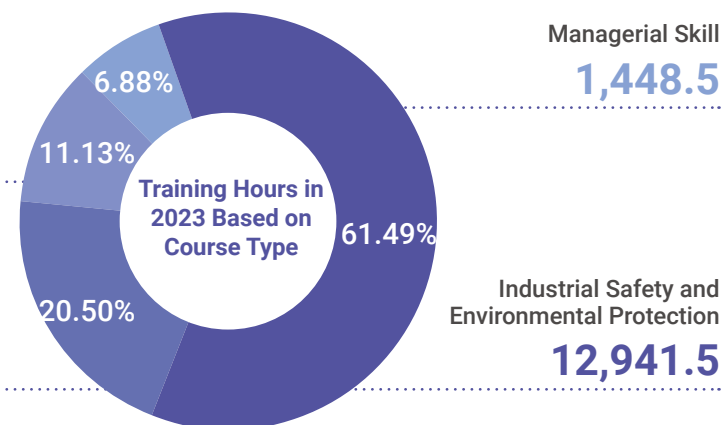
April 27	Intelligent Petrochemical Seminar
May 11	Simplifying Complex Problems with Data Mindset Course
August 8	Build Your Influence with Data Analysis
September 19	Legal Awareness and Response Required in the Intelligent Era (Although it is not a digital transformation course, but it covers the legal concepts necessary for the digital era)



Unit: Hours

Other
2,342.5

Technical Expertise
4,315.5



2023 Overview Table of Training Hours by Location

Participation in Educational Training		Male	Female	Total
Supervisor	Average (hours/persons)	67.44	35.58	60.76
Direct Personnel	Average (hours/persons)	29.12	24.10	28.96
Indirect Personnel	Average (hours/persons)	80.04	38.58	65.79
Company-wide	Person	5,984.0	828.0	6,812.0
	Hours	18,647.0	2,401.0	21,048.0
	Number of Employees	429.0	67.0	496.0
	Average (hours/persons)	43.47	35.84	42.44

Note 1: Direct personnel refers to workers, while indirect personnel pertain to staff members who are not in supervisory roles.

Note 2: Due to varying departmental functional requirements, there might be disparities in training hours across genders.

Note 3: A supervisor is defined as an individual of section chief level or above.

2023 Statistical Table of Supervisor Ratios at Each Operational Location

Supervisor	Male		Female	
	Taiwan	China	Taiwan	China
Numbers of person	36	9	4	7
Total	45		11	
Total	56			
Percentage	80.36%		19.64%	

Note 1: A supervisor is defined as an individual of section chief level or above.

Note 2: Ratio Calculation: Male (Female) Each Total/ Total



4.3 Occupational Safety and Health

📄 GRI 3-3, GRI 403 (403-1, 403-2, 403-3, 403-4, 403-5, 403-6, 403-7, 403-8, 403-9, 403-10)

4.3.1. Occupational Safety and Health

Material Topic Occupational safety and health

Impact Scope Government agencies, local communities, and employees

Sustainability Principle aligned with SDGs

Shaping an Inclusive Society/SDGs 3: Health and Well-being

Material Reason A safe and healthy working environment is the primary labor requirement for workers. Thus, continuous efforts should be made to reduce safety and health risks, prevent and minimize occupational accidents, and consistently improve safety and health performance, underscoring our commitment to safety and health.

Management Approaches	Policy Purpose	Continuously reduce safety and health risks, prevent and minimize occupational accidents, and promote employee health.		
	Objective	2023 Goals Zero disability injuries	Short-term Goals in 2024 Zero disability injuries	Medium- & Long-term Goal in 2030 Zero disability injuries
	Management Plan	Add or update equipment to reduce pollutant emissions to reduce the OSH-related risks		
	Evaluation of the Management	Measure the "Number of injuries resulted in disability" every year and present an assessment report to the management during the annual management review meeting. This allows for a review of the past year's performance and the formulation of improvement measures, as well as an evaluation of the effectiveness of those measures.		
	Assessment Mechanism	Continuously implement the ISO 45001 OSH management system for a systematic management.		
	Assessment Result	Number of disabling injuries in the last three years		
	Negative Impact Remedies and Preventive Measures:	Inadequate implementation of Process Safety Management (PSM) leading to accidents: Our company has integrated the PSM system, employing a systematic approach to prevent unforeseen incidents.		
	Grievance Mechanism	Details can be found in Section 3.1.2 under the Environmental, Safety, and Health Complaint Channel		

Status and description for goal achievement

Management Plan	2023 Goals	2023 Achievements	Explanation (including reasons for non-achievement)
Review and Tracking of Disability Injury Case Management:	Number of disabling injuries 0	Number of disabling injuries 0	✔ The goal has been achieved.

TTC will adopt the following approaches to continually reduce occupational health and safety risks, aiming to achieve the set objectives:

Aligning with global trends, the company integrates the environmental management system with the occupational health and safety system. We have established a policy for occupational health, safety, and environment, detailed in Chapter 3 under Environmental Protection. The strategies for executing this policy include:

- Implementing PSM and the ISO 45001 standards. Through the institutionalized PDCA (Plan-Do-Check-Act) management cycle, we are committed to risk management, continuous improvements in safety, health, and environmental protection, disaster prevention, and giving priority to the mental and physical wellbeing of our employees.
- TTC's factories in Linyuan, Qianzhen, and Toufen have passed the ISO 45001 standard verification. While the Zhongshan factory has not been verified, it operates based on company regulations and policy mandates. Both internal and external audits involve all employees and contractors. In 2023, 496 employees and +107 contractors were covered by the Occupational Health and Safety Management System, representing 100% coverage.
- By adopting the best available techniques and management practices, we are committed to organization, waste reduction in processes, pollution prevention, and ensuring the health and safety of our employees, contractors, and neighboring communities.
- We emphasize continuous training, communication, and consultation with employees, encouraging everyone's participation. We also enhance communication with contractors and clients, ensuring they are fully informed of our occupational safety, health, and environmental policies.

Occupational Safety and Health Risk and Opportunity Assessment and Control Procedures

To prevent hazards from operations, activities, services, or facilities that might compromise the safety and health of personnel or result in financial losses to the company, early actions are taken to address opportunities for improving occupational health and safety performance. Post-risk assessment, the chosen control methods include (a) elimination, (b) substitution, (c) engineering controls and job reorganization, (d) managerial controls including training/signs/warnings/management controls, and (e) personal protective equipment. Controls are chosen based on a priority sequence from (a) to (e), identifying the most optimal method, and reducing risks to acceptable levels.

TTC has established a comprehensive occupational safety risk assessment process. All evaluators undergo risk assessment training, ensuring their competency and understanding. Assessment methods involve internal staff (including contractors) or external stakeholders. They can submit their findings to their respective supervisors. The executive team collates, reviews, and tracks the proposed improvements. Furthermore, by establishing internal and external communication procedures, employees are involved in incident investigations, hazard risk assessments, and decision-making on control measures. This ensures all relevant employees, contractors, suppliers, and stakeholders are timely informed about the company's occupational health, safety, environmental policies, and system requirements.

Performance Statistics for Hazard Identification and Risk Assessment

In 2023, a total of 11 measures were derived from the identification of unacceptable occupational health and safety risks.

Risk Level	Risks and Opportunities	Planned Actions
Risk Level 1	Unacceptable Risk	Plan for Improvement
Risk Level 2		
Risk Level 3		
Risk Level 4		
Risk Level 5-12	Tolerable risks, consider opportunities for improvement	Choose to improve

Performance Statistics Table for Occupational Health and Safety Over the Last Three Years

Item		2021	2022	2023
TTC	F.R.	0	0	0
	S.R.	0	0	0
	F.S.I.	0	0	0
	TRIR	0	0	0
Contractors	F.R.	0	0	0
	S.R.	0	0	0
	F.S.I.	0	0	0
	TRIR	0	0	1.04

Note 1: Disabling injury frequency rate (F.R.) = Injury frequency x 10⁶ /total hours worked

Note 2: Disabling injury severity rate (S.R.) = Injury days lost x 10⁶ /total hours worked

Note 3: Frequency severity index (F.S.I.) = √[(F.R.xS.R.)/1000]

Note 4: Total Recordable Incident Rate (TRIR) = Number of injuries x 200,000/Total work hours

Note 5: According to the statistics from the Occupational Safety and Health Administration of the Ministry of Labor, the plastic and synthetic rubber manufacturing industry has had the following rates over the last three years: F.R. of 1.04; S.R. of 299; F.S.I. of 0.55

Note 6: Details on the number of contractor injuries and improvement measures can be found in the Contractor Safety Management description

Employee Occupational Safety Performance Statistics

Given that "zero industrial accident" is TTC's objective for occupational accident management, disability injury is one key indicator for evaluating occupational safety and health within an organization. As a result, each plant assigns personnel to regularly conduct various safety inspections and establishes an evaluation method for the performance of inspection personnel. Any inspection deficiencies are incorporated into the environmental and safety management platform for tracking and management, ensuring improvements are made and preventing recurrence.

In 2023, TTC had no safety incidents, achieving the goal of zero recordable injuries.

The annual experienced working hours for employees and contractors in 2021 to 2023 are as follows:

	Plant	Total
2021	Employee Annual Experienced Working Hours	1,049,261
	Contractor Annual Experienced Working Hours	235,268
2022	Employee Annual Experienced Working Hours	1,027,139
	Contractor Annual Experienced Working Hours	199,903
2023	Employee Annual Experienced Working Hours	1,020,232
	Contractor Annual Experienced Working Hours	192,880

As of December 31, 2023, the accumulated total work hours without recordable injuries for each plant are as follows:

Plant	Linyuan	Qianzhen	Toufen	Zhongshan
Total Accumulated Work Hours Without Recordable Injuries for Employees	1,754,073	2,502,800	1,216,474	2,391,681

Note 1: Work hours lost due to commuting accidents are not included in the recordable injury statistics.

Note 2: For contractors, the accumulated total work hours without recordable injuries in 2023 were 204,776 hours.

TTC's absentee rate in 2023 was **0.603%**.

Note: Absentee Rate = (Total Absent Days) / (Total Work Days) x 100%. The total number of absent days is based on the actual count by the Human Resources Department in 2023 (e.g., sick leaves and public injury leaves are used as the basis for counting absent days). The total work days refer to the actual working days in 2023.

Process Safety Management Performance

Process Safety Management Performance 2023

Total Count of Process Safety Incidents (PSIC): 0

Process Safety Total Incident Rate (PSTIR): 0

Process Safety Incident Severity Rate (PSISR): 0

Note 1: Employees are only permanent employees. The total hours worked in 2023 was 1,020,232 hours.

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

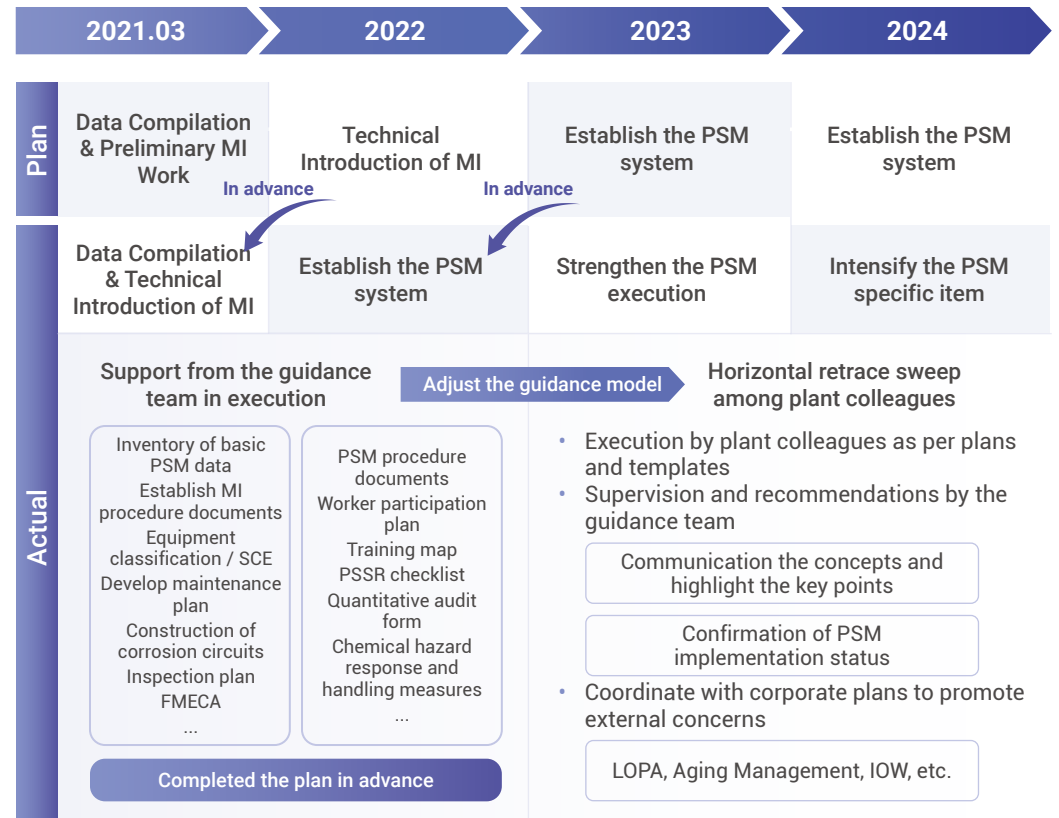
Note 3: PSISR = The total severity score of process safety incidents x 200,000/total hours worked by workers



Implementing the Process Safety Management (PSM) System

TTC's Linyuan, Qianzhen, and Toufen plants began implementing the PSM (Process Safety Management) system in 2021. Through planning, execution, inspection, and improvement, they have progressively promoted the PSM system to strengthen process operational safety. The goal is to establish and implement a safety culture and system at the factory, spanning from top management to employees and from equipment to personnel.

The overall plan is led by TTC's General Manager, who takes the lead and collaborates with all colleagues in introducing and executing PSM. External consultants and their teams have been hired to assist in the PSM guidance in a manner that combines academia and industry. This assistance covers the establishment of systems, technical methods, etc., managed through a project-based approach and completed in 2023. After actual implementation, it reviews through conformity audit system periodically to ensure proper execution.



Care for Employee Health

Before entering the factory, new recruits are required to undergo health check-ups at medical institutions recognized and approved by government agencies. Every year, regular employees undergo health check-ups conducted by accredited major hospitals to ensure their well-being. Results, when necessary, are reported to the competent authorities for record. As of 2023, the health check-up participation rate across all factories reached 100%.

Upon completion of the health check-ups, employees receive a health report detailing their medical data over the past three years. This allows them to understand the fluctuations in various test results during this period. Additionally, we maintain an archive of each employee's annual health reports, which they can access for personal review. Employees engaged in tasks that pose particular health risks are required to undergo specialized health examinations. We have established a health management database and conduct tiered health management based on regulations. Depending on the examination results, health level, and physician's recommendations, employees with abnormal findings receive health education, follow-up examinations, treatments, or are managed by adjusting their job assignments to safer environments.

While the rate of unsatisfactory health examination results can be directly or indirectly related to factors such as age progression and individual lifestyle habits, we still place an emphasis on the promotion of employee health, especially for those with higher unsatisfactory rates. To this end, we draft an annual health promotion plan and implement various health promotion initiatives as follows:

- After each health examination, we invite hospital physicians to host an examination result briefing. This allows employees to understand their current health status, communicate face-to-face with the doctor, and receive suggestions regarding their post-examination health condition.
- For general health examination anomalies, individual employees receive health education. In 2023, our occupational health and medical staff provided health education sessions a total of 162 times.
- To ensure employees have the opportunity for physical and mental relaxation, factory welfare committees and unions organize tiered recreational trips annually. This ensures that all employees have a chance to participate, promoting overall well-being.



Overview Table of Job Types Requiring Special Health Check-ups Across Factories

Factory Area	Types of Jobs Requiring Special Health Examinations
Linyuan Factory	Operations involving noise, dimethylformamide, and laboratory work with potassium dichromate
Qianzhen Factory	Operations involving noise, ionizing radiation, and laboratory work with benzene
Toufen Factory	Operations involving noise and dust exposure
Zhongshan Factory	Noise operation

Prevention Management of Work-related Ill Health

Type	Hazard Factors	Potential Occupational Illness	Preventive and Management Measures
Physical	Noise	Occupational hearing loss	Establish a hearing protection plan, provide education and training, and supply protective equipment
	Work under sunshine	Heatstroke, heat exhaustion	Install indoor cooling systems, air conditioning, fans, provide water dispensers, schedule work and rest periods
Chemical	Organic solvents	Live and key damage, dermatitis	Limit exposure time, set up local exhaust ventilation systems, supply protective equipment
	Dust	Respiratory irritation, occupational asthma	
Ergonomic	Heavy objects	HIVD	Develop a human-centered hazard prevention plan, limit duration of use, use machinery to replace manual work where possible, advocate for the correct working posture
	Poor posture	Neck and shoulder pain	
Social, physiological	Overwork	Cardiovascular diseases	Establish a plan to prevent illnesses caused by abnormal workloads, control working hours, advocate for the improvement of bad habits, promote correct posture
	Psychological stress	Occupational psychiatric disorders	Implement a prevention and management plan against unlawful infringements in the workplace, station doctors and nurses in the factory for consultation and counseling

Analysis of Work-related Ill Health

TTC is dedicated to occupational safety and health. Based on the Occupational Safety and Health Act, the company has taken preventive measures for operations with health hazards.

Yearly Activities/Measures	Employees		Contractors	
	Male	Female	Male	Female
Number of cases of recordable work-related ill health	0	0	0	0
Number of fatalities as a result of work-related ill health	0	0	0	0

Health Promotion

Beyond its commitment to business management, TTC places significant emphasis on the physical and mental well-being of its employees. Regular events, such as group travel and participation in charitable activities, are organized across all plants. Employees are encouraged to participate actively. Additionally, stationed doctors and nurses offer free medical consultations and health guidance on-site, helping employees understand potential physical or psychological health issues and promoting health management awareness and initiative.

OHS Organization and Operations

TTC's The Linyuan, Qianzhen and Toufen Plant have established labor unions and the "Occupational Safety and Health Committee (OSHC)" have also established in accordance with the "Regulations for Occupational Safety and Health Management," with labor representatives elected or appointed by the union. The committee meets with management every quarter to discuss ESH topics on behalf of employees.

The Zhongshan plant has a dedicated Health and Safety Department responsible for the daily management of occupational health and safety. They hold monthly environmental safety meetings to review issues related to occupational safety management.

In terms of occupational safety committee representation, labor representatives account for 35% in the Qianzhen plant, while other plants have a representation of 33%. A total of 74 OHS proposals were completed in 2023.

Workplace Safety and Health Operations

TTC's Linyuan and Qianzhen plants obtained OHSAS 18001 Occupational Health and Safety Management System certification in July 2001. By August 16, 2020, these plants, including the Toufen plant, successfully transitioned to the ISO 45001 standard. Each plant regularly designates personnel to conduct safety inspections and checks on a weekly basis. Additionally, the company has implemented the "Group Safety and Health Partner Regional Joint Defense" system. This system encourages affiliated enterprises within the group to supervise each other, share experiences, and conduct cross-audits. This approach further solidifies the implementation of safety and health management. In 2023, Qianzhen, Linyuan, and Toufen plants underwent a total of 16 ISO and Group audits.

The Zhongshan plant has not yet adopted the ISO 45001 Environmental Health and Safety Management System. However, it still operates in accordance with relevant occupational safety regulations and the environmental and safety policies of TTC.

In response to the possibility of emergency procedures for raw materials (chemical) leakage, fire, explosions, and earthquakes. In addition, TTC has classified incidents into three levels and has planned different response stages. When the level of an incident rises, the stage of response also rises. The three stages of response are as follows. Each factory, in addition to participating in annual fire drills, also has a yearly emergency response drill plan. The goal is to continuously train staff to become familiar with the emergency handling procedures through regular drills.



The Three-stage Emergency Response Flowchart

Stage 1

- Situation** • Minor leakage or hazardous substances and a minor fire occur within the plant
- Response** • The foreman will be the site commander to instruct personnel within the unit to stop the leakage or fire

Stage 2

- Situation** • Major leakage or hazardous substances and a major fire occur within the plant, the emergency response team of the incident occurring unit cannot effectively control the situation, and it must mobilize the plant's emergency response organization to support the control
- Response** • The foreman on-duty officer mobilizes the emergency response organization according to the alert and reporting procedure based on the request for support of the incident occurring unit.
- Based on the emergency situation, request for support outside of the plant and notify relevant agencies as necessary.
 - Determine the need to immediately shut down plant operations and isolate the incident affected areas.
 - The site commander can be the head of the incident occurring unit or department, until the plant manager or his/her agent takes over the command.
 - Set up a response command center to gather information regarding the latest situation for the chief commander to make decisions and notify the response organization.

Stage 3

- Situation** • An incident may spread outside of the plant and its impact reaches outside the plant.
- Response** • The plant manager or his/her agent becomes the chief commander to command the emergency plan within the plant and report the situation to local competent authorities.
- If the situation runs out of control and may threaten the life of employees, the plant is evacuated.

In addition, plants across Taiwan collaborate with the Taiwan Responsible Care Association (TRCA), the Industrial Safety and Health Promotion Association, and the Pollution Prevention Coordination Group. Through mutual observation and learning in areas such as industrial safety, health, and environmental protection, they aim to enhance the safety and health protections of operational staff. They also annually hold regular emergency response, firefighting drills, and safety education training. In the fiscal year 2023, a total of 113 emergency response and fire drills, and education training sessions were conducted, benefiting 2,565 participants. This training nurtures employees' ability to respond to emergencies and self-manage their safety.

Photos Related to the Emergency Response Drills



Linyuan Plant 2023 Emergency Response Exercise -
Fire Emergency Response Drill for Large-scale Leakage of
Toxic Substances from AN monomer storage tank in Area 11B



Qianzhen Plant 2023 Emergency Response Exercise -
Peroxide Warehouse Fire Emergency Response Drill



Toufen Plant 2023 Emergency Response Exercise -
Ammonia Gas Leak Training



Zhongshan Plant 2023 Emergency Response Exercise -
SM Pipeline Leak Incident Drill

HSE Education

Education, training, and publicity are the fundamentals for promoting HSE awareness to employees and contractors. By establishing relevant management regulations for each plant, TTC provides knowledge and skill training for different categories of employees and contractor personnel based on actual needs. For the fiscal year 2023, the total number of trainees reached 7,151, with a combined training duration of 23,074 hours.

Statistics Table for Environmental, Safety, and Health Training Hours and Number of Different Personnel in 2023

Plant	Linyuan		Zhongshan		Toufen		Qianzhen	
Type	Person	Total hours	Person	Total hours	Person	Total hours	Person	Total hours
New Employee Training	8.0	579.0	6.0	380.0	17.0	51.0	7.0	168.0
On-the-Job Training	2,457.0	8,663.0	1,169.0	4,356.5	589.0	1,821.0	1,768.0	5,258.5
Contractor Personnel	890.0	1,335.0	158.0	237.0	61.0	183.0	21.0	42.0
Total	3,355.0	10,577.0	1,333.0	4,973.5	667.0	2,055.0	1,796.0	5,468.5

Note: Employee on-the-job training courses include: management skills, professional techniques, industrial safety and environmental protection, and others.

Statistics Table for Hours of On-the-Job Employee Training Programs in 2023

Training Programs/ Total Duration	Linyuan Factory	Qianzhen Factory	Toufen Factory	Zhongshan Factory
Managerial Skill	3,357	555	307	1,150
Technical Expertise	222	1,167	219	2,515.5
Industrial Safety and Environmental Protection	1,014	1,921	1,189	965
Other	4,070	713.5	106	628
Subtotal	8,663.0	4,356.5	1,821.0	5,258.5

Photos Related to Safety and Environmental Training



PSM information and MI educational training



Practice educational training on fire-fighting coat, SCBA, and Class A protective suit



Common overload in the workplace -
The Propaganda of Cerebrovascular and Cardiovascular
Diseases Prevention and CPR



Fire safety educational training conducted by National
Fire Agency

Contractor Safety Management

TTC has set regulations for contractor management. These clearly stipulate that contractors must undergo safety education before entering the plant. They are informed about potential hazards to ensure a comprehensive understanding of the safety of the construction environment and safety measures. Only after this training are contractors allowed to work within the facility. Before commencing work, a safety check is implemented to guarantee the security of the work site, fulfilling the responsibility of occupational safety and health management. Random safety checks are conducted during operations. In case of any violation, the contractor is immediately asked to cease construction. They can only resume after necessary improvements are made. Additionally, meetings are held concerning contracted projects, emphasizing clear safety guidelines, precautions, and emergency response measures within the plant area. Through these meetings, bidirectional communication is facilitated to ensure the safety of all contracted operations, thereby reducing the occurrence of accidents.

TTC reported a single contractor incident in 2023 at the Linyuan plant warehouse, where a finished goods collapse resulted in injuries to contractor personnel. The improvement measures are as outlined below:

Accident	Improvement Strategy	Strategy for Tracking Improvement
The Incident of warehouse finished goods collapse resulted in injuries to contractor personnel	Require packaging personnel to ensure the quality of pallet stacking, preventing any leaning occurrences (includes training on finished goods stacking methods, with training assessment records kept). Supply division schedule irregular inspections for warehouse management and division personnel to monitor the placement of finished goods in the warehouse, with immediate correction of any deficiencies observed. For future instances of similar leaning conditions of finished goods, evaluate the use of hydraulic aerial cage to remove goods from above, avoiding operations beneath inclined stacks.	Completed educational training
	Reposition the mechanical arm to reduce the incidence of finished goods leaning forward.	Reposition on the day discover immediately, with further adjustments as needed based on user department circumstances.
	Limit the PUSH PULL (stacking up to 9 layers of finished goods) to a maximum of three layers to reduce the risk of collapse (set up regulatory signs on-site)	Post limit stacking height signs around the warehouse and ensure complete educational training and signature records.

4.3.2. Transportation Safety and Management

Transportation Safety Management for Raw Materials

(1) Tanker Truck Management

Each plant utilizes tanker trucks for the transportation of raw materials. Considering the safety of vehicle transportation, raw material storage, and unloading operations, each plant has established regulations as per their requirements. These regulations cover the transportation of chemical tankers and finished products, raw material storage management, unloading-related operations, and guidelines for operating procedures related to the unloading and storage of tanker or drummed raw materials.

The transportation tankers are qualified tankers for transporting chemical substances; each contractor has good emergency response ability, and well-established emergency response plans. Transportation is implemented according to the relevant control regulations and management measures. Furthermore, due to the classification of acrylonitrile and butadiene as toxic and concerned chemical substances announced by the Ministry of Environment, specific preventative and response plans for transporting these hazardous substances have been established. Additionally, the plants have joined a national cooperative organization that responds to disasters involving toxic and concerned chemical substances, specifically focusing on acrylonitrile and butadiene. In the past three years, there have been no accidents related to tanker transportation at the Linyuan, Qianzhen, Toufen, and Zhongshan plants.

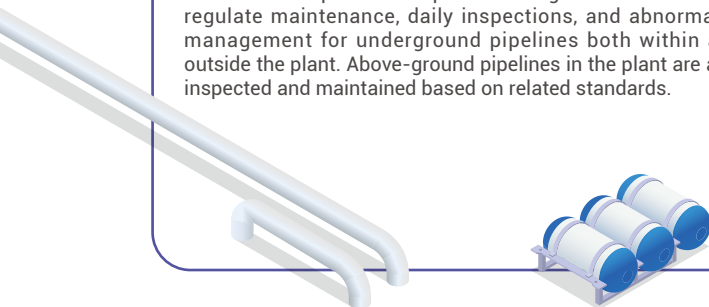


(2) Pipeline Management

Over the past three years, there have been no incidents related to pipeline transportation at the Linyuan, Qianzhen, Toufen, and Zhongshan plants. Safety Management Measures for Above ground and Underground Pipelines at Each Plant:

Linyuan Plant

The underground pipelines transporting butadiene and styrene are located within the Linyuan Industrial Zone, bypassing the Kaohsiung city area. The plant has established a "Raw Material Transportation Pipeline Management Standard" to regulate maintenance, daily inspections, and abnormality management for underground pipelines both within and outside the plant. Above-ground pipelines in the plant are also inspected and maintained based on related standards.



Qianzhen Plant

Styrene is transported directly from CTGDC's tanks to the Qianzhen plant processing area through above-ground pipelines. The entire transportation route is within the boundaries of both plants. A "Maintenance and Management Procedure for SM Transparent Pipes from CTGDC to TTC Process" has been established. Staff from each shift use Personal Digital Assistants (PDAs) for inspections, checking for pipeline leaks. Pipeline thickness is measured annually to evaluate any thinning of the pipe walls. If any irregularities in the styrene transportation process are detected during production, both the Qianzhen plant control room and CTGDC control room have monitoring screens and alarms. Immediate action is taken during abnormalities, and CTGDC personnel will also provide on-site support.

Zhongshan Plant

Above-ground pipelines are inspected by tank area operators for any leaks. There is an underground pipeline between the storage tank area and the processing area that can transport styrene and pentane. According to the "Special Equipment Safety Inspection Regulations", this underground pipeline is classified as a pressure pipeline. The Zhongshan Special Equipment Testing Institute conducts annual online tests on these pressure pipelines. Once thoroughly inspected and approved, a "Special Equipment Use Registration Certificate" is issued by the quality technical supervision department for legal use.



(3) Product Transportation Safety Management

Linyuan Plant

Product transportation safety on roads is entrusted to contracted transporters. Similar to Linyuan, vehicles entering the plant must adhere to related management regulations, and trucks coming in for loading are managed for safety during loading and unloading. Vehicles entering the plant must adhere to related management regulations. Trucks entering the plant for loading are subjected to loading and unloading operations and safety management. Transport contractors must ensure their diesel vehicles have joined the Kaohsiung diesel vehicle self-management system and have obtained the smoke inspection qualification mark before they can operate within the plant.

Qianzhen Plant

The product is granular in appearance. Domestic transportation of bagged products uses standard trucks, while bulk transportation uses specialized tanker trucks. For overseas clients, containerized products are transported to the docks by trailers and then by sea shipping. There's an established "Finished Product Transportation Management Procedure Manual". Annually, audits are conducted on contracted transportation companies. Just like Linyuan, diesel vehicles must be part of the Kaohsiung diesel vehicle self-management system and possess a smoke inspection qualification mark to operate in the plant.

Toufen Plant

Product transportation safety on roads is entrusted to contracted transporters. Similar to Linyuan, vehicles entering the plant must adhere to related management regulations, and trucks coming in for loading are managed for safety during loading and unloading.



Zhongshan Plant

Finished product transportation primarily uses trucks. Detailed regulations and corresponding penalties ensure transportation safety. All vehicles entering the plant must follow entrance-related management regulations, register upon entry, undergo checks, and adhere to safety management for loading and unloading, ensuring safety within the plant premises.

4.4 Social Engagement

TTC adheres to the spirit of "taking from society and giving back to the community," making every effort to care for community neighbors, local groups, and local schools, and continuous interaction with local community neighbors to maintain friendly relations. TTC, with its core capabilities in plastic manufacturing, focuses on three main pillars of social investment: "Neighborhood Care," "Community Organizations," and "Donations and Others." It continues to cooperate with the local elementary schools in Linyuan, implementing air quality improvement, reduce carbon emissions plans, collaborate with the Experimental Forest of the College of Bio-Resources and Agriculture at National Taiwan University, committing to a 20-year afforestation project to create 5 hectares of afforestation land project, and host tennis and participating in softball sports events to enhance neighborhood interaction. Additionally, TTC actively participates in joint defense organizations and blood donation drives, etc. The local community care sponsorship for the year 2023 amounts to approximately NT\$1,443 thousand.

Community support

Community development associations, education and culture, environmental protection bureau, community groups, local folk festivities, emergency relief, and air quality purification zone.

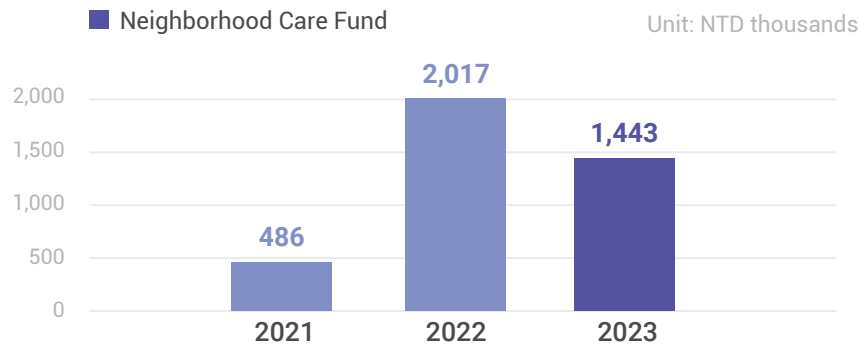
Providing job opportunities

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

Community involvement




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

Care for the Local Community in Linyuan District Summary Table of Local Contributions Over the Past Three Years



Expenditure on local contributions: Starting from 2022, the special fund for the Neighbor Fund is used uniformly by the Linyuan District Office from the annual payment, and the total amount of TTC's Neighbor Fund in 2023 is NT\$1,443 thousand

Overview Table of Specific Activities and Implementation Results of Community Participation and Community Care in 2023

Type	Effect / Implementation Results
 Neighborhood Care	<ul style="list-style-type: none"> Linyuan District neighborhood care celebrations or activities and fraternity training feedback Linyuan District community organization development association and various association study activities feedback TTC Linyuan plant upholding the corporate spirit of ESG sustainability, continues its involvement in Kaohsiung City Environmental Protection Bureau's promote operations in "2023 Air Purification Zone Management Plan" and "Kaohsiung City Cross-Departmental Greenhouse Gas Cooperation Reduction Plan", adopted the Zhongyun Elementary School in Linyuan District, Kaohsiung City and sponsored energy-saving equipment upgrades at Linyuan Senior High School. Repairs to various public facilities in Linyuan District Promoting local customs and marketing agricultural and fishery specialties in Linyuan District
 Communities and Social Groups	<ul style="list-style-type: none"> Jointly hosted the USI Cup Tennis Championship held on December 16, 2023, with 7 employees from the Linyuan plant participating Linyuan plant participated in the Group's Southern Charity Softball Game in July 2023, sponsoring charity meals from the Xihaier Catering Kitchen, with the USI Education Foundation sponsoring NT\$26,400, and various factories donating NT\$3,500 each (totaling NT\$14,000 from four southern factories), using this activity to enhance USIG corporate responsibility towards society and allow employees to participate in charity In 2023, actively participated in regional Enterprise Union and Petrochemical Industry Trade Union slow-pitch softball tournaments, allowing employees to demonstrate their vitality and passion for sports Participation in USIG's Basketball Charity Game, sponsor funds for Kaohsiung Municipal Renwu Senior High School Scholarships and grants for schools at all levels in Linyuan District Received Excellence Award from the Kaohsiung City Environmental Protection Bureau for significant contributions to the adoption of air quality purification zones Received a certificate of honor from the Taiwan Responsible Care Association (TRCA) Assistance to school facilities at all levels in Linyuan District
 Donations and Others	<ul style="list-style-type: none"> Collaborated with the Experimental Forest of the College of Bio-Resources and Agriculture at National Taiwan University, committing to a 20-year afforestation project to create 5 hectares of afforestation land TTC was honored with the Taiwan Corporate Sustainability Awards Received a certificate of honor from the Taiwan Responsible Care Association (TRCA) Participated in USI Educational Foundation related activities Temple festival activities and other sponsorships TTC Linyuan plant participated in the blood donation activity

Sponsored the USI Cup Tennis Tournament

Every year, the three factories in the Group's Linyuan area (TTC/Asia Polymer/Taiwan Chlorine) have been continuously commissioned by the Linyuan Tennis Association to host the USI Group Cup Tennis Championship, with each company contributing NT\$100,000 each year to sponsor the Kaohsiung City Linyuan Tennis Association to organize the USI Group Cup Tennis Championship. As of 2023, there have been 21 sessions, promoting sports and fitness, and enhancing interaction with local neighbors and group colleagues. The 21st session was held at the tennis court in Linyuan11hao Park on December 16, 2023, with a total of 7 employees participating from Linyuan plant.



Oration by the Director of the Kaohsiung City Transportation Bureau



Oration by Su-Chien Li, the General Plant Director on behalf of USIG

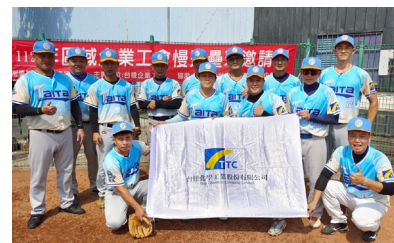
Participation in USI Group's Slow Pitch Softball Charity Game

In November 2023, TTC's Linyuan Factory participated in the Group's Southern Charity Softball Game, sponsoring a charity meal ordering event from Xihaner Catering Kitchen, sponsored by the USI Education Foundation for NT\$26,400, and each factory donated NT\$3,500 (a total of NT\$14,000 from four factories), through this activity to enhance USI Group's corporate responsibility towards society and let employees participate in public welfare activities.



Softball Competition

In 2023, TTC Linyuan plant actively participated in the Industrial Relations Slow-Pitch Softball Invitational, hosted by TSRC's regional enterprise unions and the Kaohsiung City Petrochemical Industry Trade Union. Linyuan plant's softball team enthusiastically participated in various joint softball competitions, demonstrating their vitality and passion for sports.



Participation in USI Group's Basketball Charity Game

On July 1, 2023, the USIG charity basketball game was held at the Kaohsiung Municipal Renwu Senior High School indoor basketball court. This event aimed to enhance the Group's corporate social responsibility and engage employees in charitable activities, raising awareness of grassroots initiatives, and the donation of NT\$2,000 was made to Kaohsiung Municipal Renwu Senior High School.



Participated in a 20-year, 5-hectare new afforestation project in collaboration with the Experimental Forest of the College of Bio-Resources and Agriculture at National Taiwan University, contributing a vibrant green effort to the planet



About 120 colleagues from the USIG (TTC, USI, and APC) participated in an afforestation activity on May 20, 2023

TTC was honored with the Taiwan Corporate Sustainability Awards

On November 15, 2023, the Taiwan Institute for Sustainable Energy Foundation (TAISE) held the "2023 16th Annual TCSA Taiwan Corporate Sustainability Awards" ceremony at the Grand Hotel in Taipei. Over 16 years, a cumulative total of 731 companies have participated in this award. TTC received recognition for its comprehensive performance of enterprise sustainability and was honored with the "Taiwan Top 100 Corporate Sustainability Exemplary Awards". In the category of corporate sustainability report, TTC achieved a Gold Award for "Corporate Sustainability Report Awards".



TTC along with group associated companies USI and APC, received the Taiwan Top 100 Corporate Sustainability Exemplary Awards and the Corporate Sustainability Report Awards. The awards were presented by Ambassador-at-large Eugene Chien, with President Pei-Ji Wu representing the companies to accept the awards.

Participation in Kaohsiung City's Air Quality Purification Zone Adoption

TTC Linyuan plant upholding the corporate spirit of ESG sustainability, continues its involvement in Kaohsiung City Environmental Protection Bureau's promote operations in "2023 Air Purification Zone Management Plan" and "Kaohsiung City Cross-Departmental Greenhouse Gas Cooperation Reduction Plan", sponsored the beautification of the adoption air quality purification zone at Zhongyun Elementary School in Linyuan District of Kaohsiung City.



Received Excellence Award from the Kaohsiung City Environmental Protection Bureau for significant contributions to the adoption of air quality purification zones



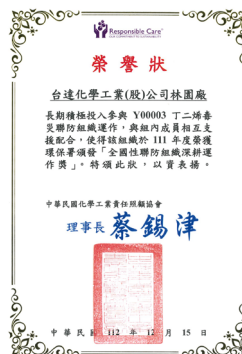
TTC Linyuan plant participated in the blood donation activity-2023.11.27

TTC Linyuan plant participated in a blood donation activity organized by the Linyuan Industrial Park Service Center of Ministry of Economic Affairs and the Kaohsiung Blood Center. Led by the Plant Director, Mr. Tsai and encouraged employees to join the blood donation, demonstrating their love to the community welfare.



Received a certificate of honor from the Taiwan Responsible Care Association (TRCA)

Actively involved in the operation of the Butadiene Toxic Disaster Joint Defense Organization, collaborate and support fellow members.






USI Educational Foundation

USI Educational Foundation was established on December 30, 2011 funded with donations from USI and APC. The foundation officially started operations in 2012 to promote educational charitable affairs, with a focus on the care for the education of the disadvantaged, education in remote areas, and environmental protection. The foundation advances its goals by establishing scholarships and grants, donating to charities, and sponsoring educational and charitable activities.

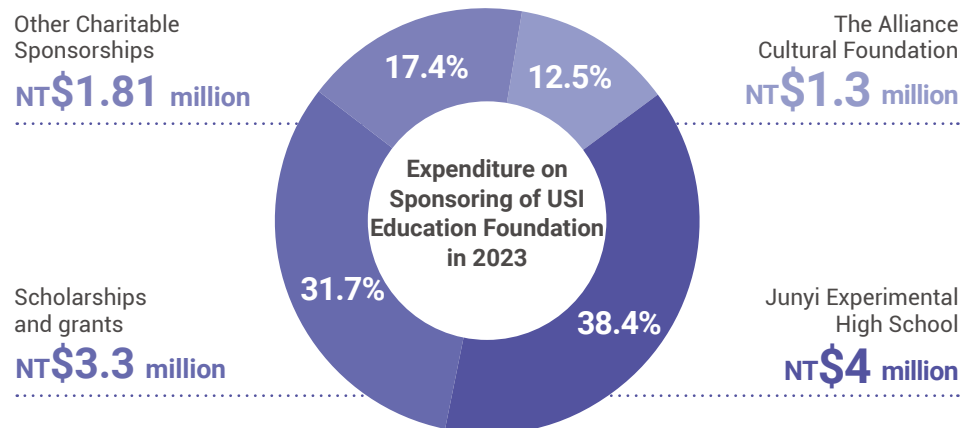
To further expand the scale of charity, CGPC and TVCM joined the foundation in 2017. In 2018, TTC also joined the foundation to enable investments of more resources in rural education and environmental sustainability in order to give back to society.

Major Sponsorships in 2023

 <h3>Scholarships and Grants</h3> <p>Excellence Scholarships Artificial Intelligence Field Scholarships</p>	 <h3>Donation to Non-profit Organizations</h3> <p>The Alliance Cultural Foundation Junyi Experimental High School Teach for Taiwan Foundation BOYO Social Welfare Foundation</p>	 <h3>Sponsoring Educational and Philanthropic Activities</h3> <p>Toufen Junior High School Music Program Beach Cleanup Activity at Longfeng Fishing Port Non-Profit Events of Medical and Health Education Epidemic Prevention Equipment for Medical Teaching Venues</p>
--	---	---

Expenditure on Sponsoring of USI Education Foundation in 2023

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



Excellence Scholarships

We offer scholarships to students from low-income families with outstanding performance and specializing in disciplines relating to chemical engineering, materials science, chemistry, and applied chemistry of 15 public and private universities to promote education and talent cultivation in related fields, encourage university students of related disciplines to study hard and cultivate outstanding industrial talents for society. This year marked the 12th anniversary of USI scholarship. Over the years, we have accumulatively granted scholarships amounting to NT\$20 million to over 300 students.

In 2023, we offered over NT\$3 million in total to 30 students from 17 departments of 11 public and private universities, including 9 from doctoral programs, 10 from master's programs, and 11 undergraduates - 23 of them were from low-income families. To encourage scholarship-winning students, the presentation and commendation ceremony was held at Taipei Marriott Hotel on December 8, 2023. USI officers attended the event to exchange opinions and experience with students, wishing them to keep studying in order to demonstrate positive influence and contribute to society. Finally, Chairman Chang-Shou Yan of the Alliance Cultural Foundation shared his life experience and wisdom, encouraging the awardees to "learn to be a person, learn to live, learn to work", to be "ordinary but not mediocre", and to have the power to enrich their own lives.



Scholarship Presentation and
Commendation Ceremony 2023



Scholarship Presentation and
Commendation Ceremony 2023



Chairman Chang-Shou Yan of
the Alliance Cultural Foundation
encouraged the awardees

Artificial Intelligence Field Scholarships

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



AI Scholarship Presentation Ceremony

The Alliance Cultural Foundation

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

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



Promotion of Paul Chiang Art - Into Paul Chiang

Taitung Junyi Experimental High School

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



Junyi School's 2023 Middle School
Graduation Performance



Junyi 2023 Art Festival and Thanksgiving
Dinner

Toufen Junior High School Music Program

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



Harmony Choir of Toufen Elementary High School Music Camp



Summer Camp - 2023 Huatung Youth Choral Music Camp

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



Beach Cleanup Activity at Longfong Fishing Port

In support for the marine environmental protection policy of the Miaoli Environmental Protection Bureau, China General Plastics Corporation (CGPC), a USIG subsidiary, adopted 500m coast of Long Fong Fishing Port in Zhunan Town in 2017. The employees have raised environmental awareness and the topic of ecological impact from marine debris through beach cleanup activities, reflecting on ways to reduce marine debris in daily life and contributing to environmental conservation.

In response to World Cleanup Day, this year CGPC joined forces with TTC Toufen plant to conduct the "Today I shield the planet, initiating with a beach cleanup for net zero plan" environmental protection activities on September 16, 2023, to maintain the cleanliness of marine environments. This year is marked as the sixth beach cleanup activities organized by CGPC, under the leadership of Vice Chairman and General Manager Han-Fu Lin of CGPC, with over 200 employees enthusiastically participated in the cleanup.



Pictures from the "Today I shield the planet, initiating with a beach cleanup for net zero plan" beach cleanup activity



BOYO Social Welfare Foundation

Founded in 2002, BOYO Social Welfare Foundation provides free "remedial instruction" after-school club services for junior high school and elementary school students from low-income families. Additionally, the foundation also provides "care guidance" to remedy learning instability for each child from vulnerable groups to receive an appropriate education environment. The goal of these initiatives is to help these children develop their basic capabilities and social competitiveness, providing them with the opportunity to escape poverty in the future. Since BOYO Social Welfare Foundation was established more than 20 years ago, each year it invests a large amount of labor and resources in curriculum design, develops remedial teaching materials, and trains parents in the community. Currently, there are 17 locations to provide after-school club service for over 2,000 students.

Teach for Taiwan Foundation

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

Non-profit Events of Medical and Health Education

Due to the pandemic, university and college clubs have struggled to organize camp activities over the past two years. However, as the epidemic has eased, club activities have begun to resume. To encourage medical universities to hold camps, reaching out to remote townships with lack of medical resources, promoting medical care, health education and other charitable services, the foundation sponsored part of the activities' expenses for six medical missions to provide voluntary medical check-ups and health education services in remote townships. The participation count for the six camps has exceeded 300, serving more than 2,400 people.

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

Non-profit Events of Medical and Health Education



Taipei Medical University Green Cross Medical Service Team -
Clinical team members interpreting ECGs at the volunteer clinic



Taipei Medical University Green Cross Medical Service Team -
2023 Summer Volunteer Medical Services in Sihui, Yunlin



Taipei Medical University 114 Medical
Service Team - Beigan Volunteer Clinic

Epidemic Prevention Equipment for Medical Teaching Venues

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



UVC is installed in the central AC ductwork



Orthopedic Waiting Area of the Taipei
Medical University Hospital
(UVC light for central air conditioner)

