



05

Shape an Inclusive Society

5.1 Talent Attraction and Retention

5.2 Talent Development

5.3 Social Engagement



Ongoing Monitoring Topics	2024 Annual Goals	Performance Status
Talent Attraction and Retention	Turnover Rate (including fixed-term contract employees and retired employees) $\leq 7.5\%$	The goal has been achieved

5.1 Talent Attraction and Retention GRI 3-3、GRI 401 (401-1、401-2、401-3)



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	<p>✓ 2024 Goal (including indefinite contract and retired employees) : Turnover rate $\leq 7.5\%$ °</p> <p>Turnover rate $\leq 7.5\%$: Turnover rate $\leq 7.5\%$</p> <p>Long-term goal for 2030 : Turnover rate $\leq 7.0\%$</p>
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

Workforce Structure GRI 2-7

In 2024, the total number of employees at TTC was 482, of which 414 were male (accounting for 85.9%) and 68 were female (accounting for 14.1%). 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 2024, the number of local employees hired in Taiwan was 338 (70.1% of the total), spread across the Taipei headquarters, Toufen Plant, Linyuan Plant, and Qianzhen Plant. Of these, 336 were on indefinite contracts (99.4% of total), 2 on fixed-term contracts (0.6% of total), and 22 were foreign migrant workers (4.6% of total). All the foreign workers, who were male, were employed on fixed-term contracts at the Toufen Plant. In China, the Company employed 122 local staff. All of these employees were on full-time indefinite contracts and worked at the Zhongshan Plant.

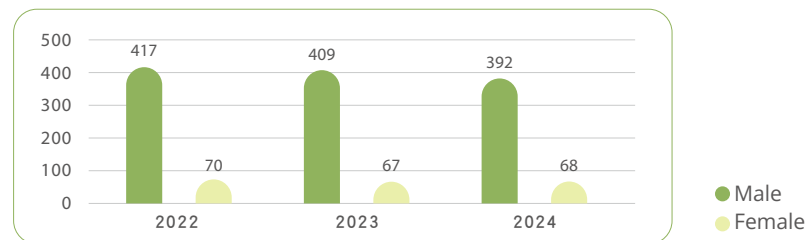
Employee Type Overview Table for the Last Three Years

Year		2022		2023		2024	
Category		Numbers of person	Percentage	Numbers of person	Percentage	Numbers of person	Percentage
Indefinite contract employees	Male	416	82.9%	407	82.1%	392	81.3%
	Female	67	13.3%	66	13.3%	66	13.7%
Fixed-term contract employees	Male	16	3.2%	22	4.4%	22	4.6%
	Female	3	0.6%	1	0.2%	2	0.4%
Total (No. of Employees)		502		496		482	

Note: The employee statistics period ends on December 31, 2024

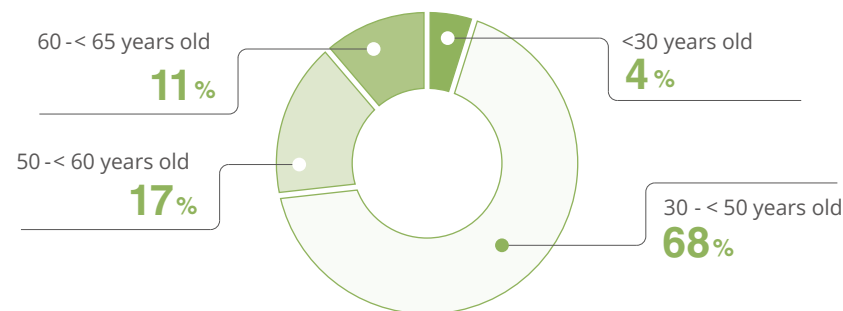
Distribution Over the Past Three Years >>

Unit: persons(excluding foreign migrant workers)



2024 Employee Age Distribution >>

Unit: persons(excluding foreign migrant workers)



Employees under 30 years of age constitute 4%. The age group of 30 to just under 50 years represents 68%. Employees from 50 years to just under 60 years constitute 17%. Notably, the proportion of employees who retired in the past five years (from 60 to under 65 years of age) is 11%. 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, no employee shall be subject to discrimination or differential treatment on the grounds of race, social class, language, ideology, religion, political affiliation, place of origin, birthplace, gender, sexual orientation, age, marital status, pregnancy, appearance, facial features, physical or mental disabilities, zodiac sign, or blood type.

Non-Employee Workers: This mainly focuses on the count of contracted workers who impact production, operations, environment, and engineering maintenance. In Taiwan: 97 individuals. In China: 39 individuals.

Statistics on Non-Employee Workers (Contractual) in 2024

Nature of work involved	Linyuan Plant	Qianzhen Plant	Toufen Plant	Zhongshan Plant	Total
	Numbers of person	Numbers of person	Numbers of person	Numbers of person	
Container Transport	6	7	12	17	42
Finished Product Storage/ Container Loading for Shipment	17	12	2	7	38
Finished Product Packaging	5	11	0	10	26
Material Preparation/Mixing	2	6	0	2	10
Plant Cleaning	2	1	0	2	5
Construction and Maintenance	0	0	0	0	0
Environment Maintenance	0	0	0	1	1
Equipment Inspection/ Dismantling and Assembly	5	0	0	0	5
Processing of Residual Materials	3	0	0	0	3
Assisting in Wastewater Treatment Operations	0	1	0	0	1
Incinerator	2	0	0	0	2
Civil/Insulation Engineering	3	0	0	0	3
Total	45	38	14	39	136
	Taiwan			China	
	97			39	

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 plant premises, local community talents are given priority consideration, offering local employment opportunities as a way of giving back to the community. In 2024, about 93% of new hires at Taiwan plant were local talents.

In 2024, TTC hired 15 new employees, representing 3.11% of the total workforce.

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

(Unit: Persons)

Category	2022	2023	2024
Male	45	28	12
Female	4	1	3
Numbers of New Hires	49	29	15
End-of-Year Employee Count	502	496	482
Annual Recruitment Rate	9.76%	5.85%	3.11%

Note 1. Includes both indefinite contract employees and fixed-term contract employees

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

2024 Overview Table of New Hire Distribution by Region and Age

(Unit: Persons)

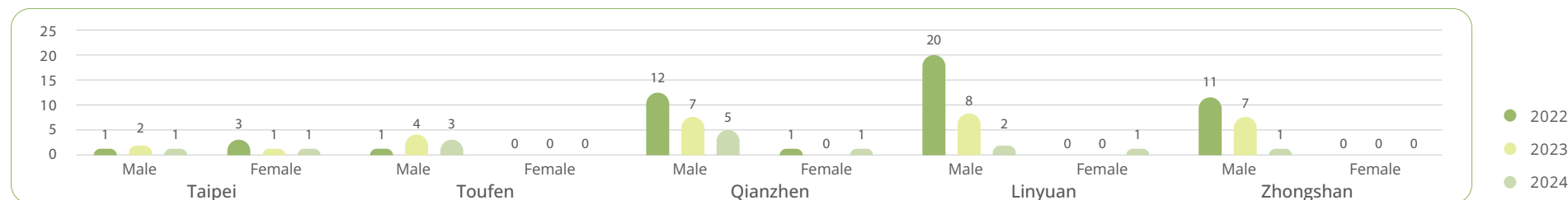
Regions		Taiwan		China	
Age Group	Gender	Male	Female	Male	Female
	<30 years old	1	1	0	0
	30 - <50 years old	10	2	1	0
	≥ 50 years old	0	0	0	0
Total		14		1	
Year-end Total Number of Employees		360		122	
Annual Recruitment Rate		3.89%		0.82%	

Note 1. Includes both indefinite contract employees and fixed-term contract employees

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

Region Distribution of New Employees Over the Past Three Years >>

(Unit: Persons)



2024 Overview Table of Local Hiring for New Employees

Locations	Taipei		Toufen Plant		Qianzhen Plant		Linyuan Plant		Zhongshan Plant		Subtotal		
Gender	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Total
Numbers of new hires	1	1	3	0	5	1	2	1	1	0	12	3	15
Number of employees hired locally	1	1	3	0	5	1	2	1	0	0	11	3	14
Percentage of new employees hired locally	100%	100%	100%	-	100%	100%	100%	100%	0%	-	92%	100%	93%

Note 1. Calculated based on the number of employees with indefinite contracts in the county or city where the plant 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 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 2024, TTC recorded a total of 31 employee departures, resulting in a turnover rate of 6.43%. After excluding 10 retirements, the adjusted turnover rate was 4.36%, successfully achieving the target of maintaining a turnover rate of $\leq 7.5\%$.

Overview Table of Employee Turnover by Gender Over the Past Three Years (Unit: Persons)

Category	2022	2023	2024
Male	45	38	28
Female	9	4	3
Number of Departures	54	42	31
End-of-Year Employee Count	502	496	482
Annual Turnover Rate	10.75%	8.46%	6.43%

Note 1. Includes employees with indefinite contracts, fixed-term contract, and retired employees.

Note 2. Annual Turnover Rate = Number of Departures / End-of-Year Employee Count

2024 Overview Table of Departures by Region and Age

(Unit: Persons)

Regions		Taiwan		China	
Age Group	Gender	Male	Female	Male	Female
	<30 years old	2	0	4	0
	30 - <50 years old	10	1	4	0
	≥ 50 years old	9	0	0	1
Total		22		9	
Year-end Total Number of Employees		360		122	
Annual Turnover Rate		6.11%		7.38%	

Note 1. Includes employees with indefinite contracts, fixed-term contract, and retired employees.

Note 2. Annual Turnover Rate = Number of Departures / End-of-Year 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 "non-management full-time employees" 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-management Employees Over the Last Three Years

Item	2022	2023	2024	Differences Between 2024 and the Previous Year
Number of non-management full-time employees	354	351	352	1
Average salary of non-management full-time employees (NT\$ thousands)	1,100	1,031	1,031	0
Median salary of non-management full-time employees (NT\$ thousands)	1,039	968	987	19

Salary Information for "Non-management Full-time Employees" can be accessed via the following path:

Market Observation Post System (MOPS) > Summary Reports > Corporate Governance > Employee Benefits and Compensation Statistics > Salary Information for Non-management Full-time Employees.



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 are entitled to the benefits as outlined in the table below:

TTC Employee Benefits Overview

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.

Human Rights Policy and Management Plan

Human Rights Policy

To fulfill CSR obligations, protect human rights, and realize universal human rights values, the Company has established 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. TTC aims to provide employees with a safe and healthy working environment where employees are treated with fairness, dignity, and respect.

Identification and assessment of human rights risk

We identify human rights risks every year and perform compliance checks and assessment of concerned human rights issues. Based on the risk assessment results and defects found in internal and external audits, we adopt mitigation and corrective actions and make continual improvement to achieve the goal of risk management.

The Company has established procedures and processes for each stage of human rights management as the foundation for safeguarding and protecting human rights. These stages include: Declaration>Identification>Assessment and Analysis >Actions and Measures>Reporting. As human rights issues involve different business departments and units, the Human Resources Department conducts human rights due diligence and risk management based on the specific affected groups and human rights issues.

2024 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	19	1	0	0	0
Female	2	0	0	0	0

Human rights due diligence process

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

Concerns of Human Rights and Practice

Providing a Safe and Healthy Workplace Environment

To ensure workplace safety for our employees, the Company has installed various pollution control and fire safety equipment, and has also passed the audits and certification for ISO 14001 (Environmental Management System) and ISO 45001 (Occupational Health and Safety Management System). In addition, the Company actively promotes improvement measures such as energy conservation and emission reduction, disaster prevention, and pollution control to ensure a safe and healthy 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 diverse 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, reasonably ensuring that each employee is respected and accepted, and able to fully participate and contribute.

At the same time, the Company continually promotes gender equality policies and workplace assault prevention through educational training and publicity, and committed to providing employees with a dignified and friendly working environment.

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 November 2024, the Company has a total of 357 employees with no 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.
- **Code of ethical conduct promotion** - 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 2024, we held training related to the promotion of human rights protection, with a total of 2,210 people participating and the total hours were 7,067 hours. The detailed list of participants and training is as follows:

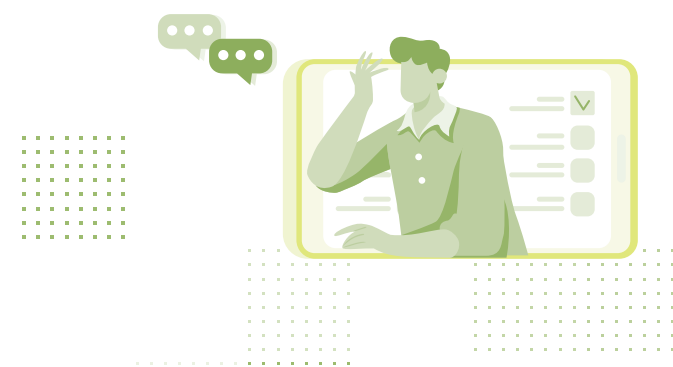
Course Name	Total Attendees	Total Training Hours
Process safety training	566	1,658.5
Industrial safety training/publicity	628	2,129.5
Environment protection training	85	640.5
OHS on-the-job educational training (including training and retraining for operation supervisors)	86	642
Emergency response drill	283	614
Self-defense firefighting team training	125	268
Firefighting training/publicity	163	637
Special operations and cancer screening themed seminar	20	10
Promotion of worker health lecture	54	54
First aid personnel and relevant educational training in professional nursingW	25	55.5
Friendly workplace - Advocacy for maintaining a work environment free of violence, harassment, and intimidation	175	358
Total	2,210	7,067

Mitigation Measures for Human Rights Risks

The Company is committed to ensuring workplace safety, respecting and upholding the dignity of all personnel, and operating in accordance with ESG principles, legal compliance, and ethical standards. To uphold this commitment, the Company operates with integrity, respects employees based on legal principles, assigns dedicated personnel to implement occupational safety and health practices in accordance with regulations, continuously promotes human rights awareness through education, integrates human rights policies into daily operations, and establishes effective grievance mechanisms.

Human Rights Management Achievements in 2024

Based on the Company's "Human Rights Policy and Management Plan," 14 human rights issues were identified through risk assessment this year, among which 9 were classified as key management priorities. These include: "workplace inclusiveness," "forced labor," "long working hours," "sexual harassment," "unlawful workplace conduct," "child labor," "personal data management and privacy protection," "occupational safety management," and "employment and workplace discrimination." For the identified key issues with potential risks, the Company has implemented both risk mitigation measures and impact remediation measures, achieving a 100% implementation rate for impact remediation. The measures implemented are as follows:



Human Rights Risk Mitigation Measure and Compensation Measures

Issues	Mitigation Measures	Compensation Measures
Workplace Inclusiveness	<ul style="list-style-type: none"> In compliance with legal requirements, the Company ensures the employment of persons with disabilities at the legally mandated ratio. The Company has established an accessible and disability-friendly workplace environment. In addition to the aforementioned disability-friendly policies, the Group has formulated and disclosed its workplace diversity policy. The "Group Recruitment and Employment Management Guidelines" clearly stipulate that recruitment, selection, hiring, assignment, and placement shall not involve discrimination or differential treatment based on race, class, language, ideology, religion, political affiliation, place of origin, birthplace, gender, sexual orientation, age, marital status, appearance, facial features, zodiac sign, or blood type. Furthermore, the Group actively promotes a diverse and inclusive workplace, ensuring equal employment opportunities and career development for foreign workers (including blue-collar, white-collar, and overseas students), indigenous people, and female employees. Through competency-based talent development mechanisms, the Group provides diversified training and skill enhancement programs to foster inclusion and growth for all talents, enabling every employee to thrive in suitable positions and grow together with the Company. 	<p>For any shortfalls in employment quotas, the Company complies with the requirements of the competent authorities and actively adjusts its recruitment processes to improve the hiring ratio in line with diversity goals.</p>
Long working hours	<ul style="list-style-type: none"> The Company adheres to labor laws regarding working hours, with regular reviews of internal regulations to ensure compliance. Employee attendance and overtime are accurately recorded via an attendance and overtime management system. Daily reminders are sent through the system for clock-in/out irregularities, reminding employees of standard working hours and overtime regulations, and prompting confirmation on whether extended hours are considered overtime eligible for compensatory leave or overtime pay. Each unit's overtime situation is periodically reviewed. 	<ul 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. Employees with excessive working hours are included in abnormal workload risk assessments and regularly undergo health checkups, with workload and manpower adjustments made accordingly. The Company continuously identifies reasons for overtime and implements process improvements to boost efficiency.

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

- The Company commissions major hospitals to conduct annual health checkups to safeguard employees' physical well-being, with reports filed to authorities as required. Special health screenings are additionally provided for plant employees to ensure a safe and healthy work environment.
- 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 promote both well-being and work-life balance, in 2024 the Taipei headquarter launched the "USIG Walk Challenge," encouraging employees to develop a healthy walking habit by targeting 6,000 steps daily. Collected steps were converted into a corporate tree-planting initiative, combining health promotion with environmental sustainability. The program enhanced employee vitality and strengthened workplace cohesion through teamwork and mutual encouragement.

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

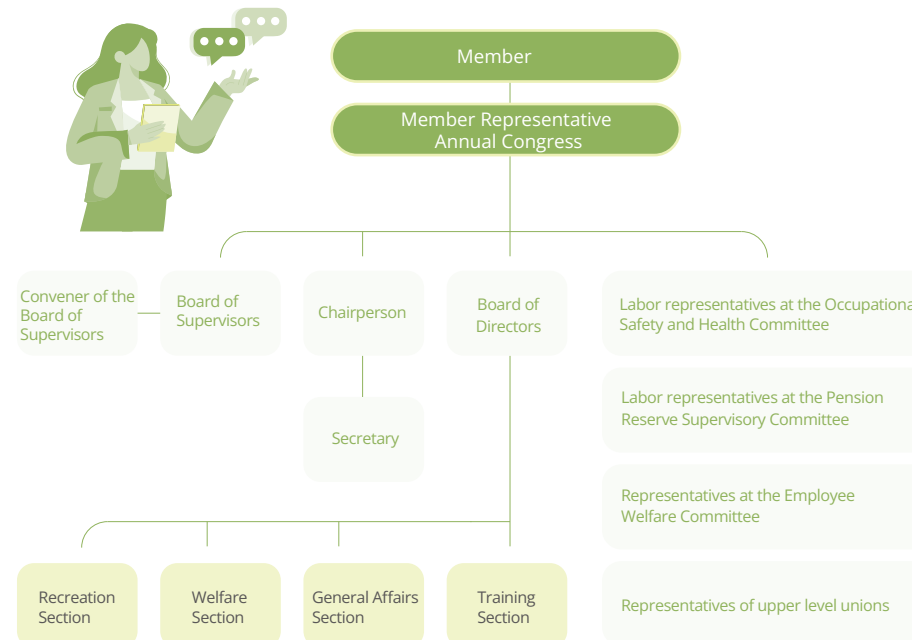
TTC has established a set of retirement regulations for all full-time employees and contribute every month the employee pension reserves to the personal pension account at the Bureau of Labor Insurance for each employee in accordance with the Labor Standards Act.

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 Plant	144	8	152	166	92%
Qianzhen Plant	74	6	80	90	89%
Toufen Plant	51	10	61	82	74%



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.



Every year, the union holds an annual member representative assembly. The images capture moments from the 2024 union member representative assembly.



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 2024.



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.

Employee Feedback Survey Report

In August 2023, the Group Human Resources Division conducted an employee opinion survey across all subsidiaries. The purpose was to gain a comprehensive understanding of employees' perceptions regarding company management and operations, identify key factors influencing employee retention, and pinpoint areas for improvement to develop targeted talent development initiatives. The survey covered both employee satisfaction and engagement. The satisfaction survey included eight aspects: supervisors, compensation, colleagues, job responsibilities, career development, corporate culture, organizational commitment, and sustainable business practices. TTC achieved a response rate of 86%, an increase of 13% compared to the previous survey. The overall satisfaction score reached 4.55 out of 6, representing a 0.2-point improvement. Moving forward, TTC will continue to listen to employee feedback based on the survey results and implement ongoing improvement measures.

Item	Taita Chemical Co., Ltd.
Target	Survey of All Staff Members
Categories	Eight aspects including: supervisors, compensation, colleagues, job responsibilities, development, corporate culture, sustainable business practices, and organizational commitment, covering 28 dimensions in 60 questions.
Number of Respondents	126 people
Recovery	86%
Overall Satisfaction Score (Note 1)	4.55 out of 6 (lowest 1, highest 6)
Survey Results	<ul style="list-style-type: none"> Overall, the highest satisfaction scores were in "sustainable business practices," "colleagues," and "organizational Commitment." The lowest satisfaction scores were in "compensation," "development," and "job responsibilities."
Improvement Initiatives	<ul style="list-style-type: none"> Follow-up Improvements from 2023 Employee Survey in the 2023 ESG Report: To address lower satisfaction in "compensation," "development," and "job responsibilities" identified in the 2023 survey, improvement measures have been implemented in 2024, with a follow-up employee survey scheduled for July 2025: Develop key talent and establish succession pipelines. Starting salary and supervisory allowance review: adjusted based on industry benchmark salaries, internal averages, job scope, responsibilities, and organizational functions to enhance internal pay equity and external competitiveness. Management skills training: Held training courses on cross-team collaboration, talent identification, development planning, and communication skills. Continuously monitor the market competitiveness of the salary structure while actively enhancing employee benefits, such as introducing the Employee Assistance Program (EAP) to improve employees' physical and mental well-being and overall satisfaction. 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 plant engineers and senior staff with management skills and safety operation awareness, ensuring a safe working environment for all employees.

5.2 Talent Development

The USIG regards talent as its core asset—not only as a labor force and a key competitive advantage, but also as the driving force for the Company's sustainable development.

- We establish competitive compensation and benefits packages by considering multiple factors to attract top talent, and we continuously adjust and improve them.
- We recruit talent through internal applications and diverse external channels, selecting suitable candidates through aptitude assessments, professional skill tests, and background checks to ensure the Company has sufficient and high-quality human resources.
- We support employees with diverse talent development programs, offering clear career paths and promotion opportunities. Training is provided for upskilling and reskilling based on job requirements, while AI tools are leveraged to enhance work efficiency and create greater value for the Company.
- We are committed to fostering a friendly workplace environment that is diverse, inclusive, positive, collaborative, and harmonious between labor and management. We encourage communication and learning among employees while promoting a healthy work-life balance.
- We cultivate partnerships among the Group, schools, and students to strengthen future talent pipelines and enhance our corporate image and employer brand.

Talent Development and Cultivation

Talent development and cultivation are vital corporate investments. Establishing comprehensive talent development programs lays a solid foundation for the Company's sustainable growth.

(I) Group Talent Development Roadmap

The Group's talent development is based on a comprehensive consideration of internal and external environments, strategic goals, employee needs, and other factors, aiming to establish a complete talent development system to support the Group's sustainable growth. The following are specific measures for the Group's talent development:

- **Succession Planning** : Proactively cultivate and reserve talent for key positions to ensure timely replacement during personnel changes and maintain smooth team operations.
- **Competency-Oriented Training** : Design training courses based on required job competencies, such as leadership development, communication skills, and problem-solving. Recently, this program received the TTQS Bronze Award.
- **Job Rotation** : Rotate employees across different departments and positions to broaden their perspectives, skills, and adaptability.
- **Online Learning Platform** : Establish or adopt online platforms offering diverse learning resources and courses, allowing employees to learn anytime, anywhere.
- **Project Assignments** : Assign challenging projects to employees to foster practical learning and growth.
- **Workshops and Seminars** : Regularly hold workshops and seminars featuring internal and external experts to share the latest knowledge and skills. Additionally, the Group is committed to implementing initiatives in ecological sustainability, DEI, mental health, parenting courses, and fostering a friendly workplace to support employees' holistic well-being.

(II) Talent Development Framework

The Group focuses on enhancing employees' existing knowledge and skills through systematic training, education, and instruction, enabling them to perform current roles competently while preparing for future positions.

According to the Group's employee training policy, each employee is required to complete a minimum of 8 hours of training annually. In 2024, the total employee training hours reached 17,176 hours, averaging 35.6 hours per person.





2024 Overview Table of Training Hours by Location

Participation in Educational Training		Male	Female	Total
Supervisor	Average (hours/persons)	43.8	35.2	42.1
Direct Personnel (workers)	Average (hours/persons)	31.1	33.6	31.2
Indirect Personnel (staff members)	Average (hours/persons)	47.0	36.5	43.3
Company-wide	Person	4,985	737	5,722
	Hours	14,781	2,395	17,176
	Number of Employees	415	67	482
	Average (hours/persons)	35.6	35.7	35.6

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.

2024 Statistical Table of Supervisor Ratios at Each Operational Location

Supervisor	Male		Female	
	Taiwan	China	Taiwan	China
Numbers of person	36	11	5	7
Subtotal	47		12	
Total	59			
Percentage	79.66%		20.34%	

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

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

Statistics Table for Hours of On-the-Job Employee Training Programs in 2024

Training Programs/Total Duration	Linyuan Plant	Qianzhen Plant	Toufen Plant	Zhongshan Plant	Total hours	Percentage
Managerial Skill	1,006.00	606.5	309	665	2,586.50	15.1%
Technical Expertise	3,700.50	558	208	834	5,300.50	30.9%
Industrial Safety, Environmental Protection, and Fire Safety	2,259.50	1,308.50	836	2,618.00	7,022.00	40.9%
Other	1,594.00	232	91	350	2,267.00	13.2%
Subtotal	8,560.00	2,705.00	1,444.00	4,467.00	17,176.00	100%

5.3 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."

Community support: Community development associations, education and culture, environmental protection bureau, community organizations, local folk festivities, and emergency relief.

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.

Expenditure on local contributions

Starting from 2022, the special fund for the Good Neighborliness Plan Fund is used uniformly by the Linyuan District Office from the annual payment, and the total amount of TTC's Good Neighborliness Plan Fund in 2024 is NT\$1,567 thousand

Expenditures on community care and contributions in the Linyuan District over the past three years



Overview Table of Specific Activities and Implementation Results of Community Participation and Community Care in 2024

Category	Effect / Implementation Results
Neighborhood Care, Community Organizations	Linyuan District neighborhood care celebrations or activities and fraternity training feedback
	Linyuan District community organization development association and various association study activities feedback
	Repairs to various public facilities in Linyuan District
	Promoting local customs and marketing agricultural and fishery specialties in Linyuan District
	Assistance to school facilities at all levels in Linyuan District
	Scholarships and grants for schools at all levels in Linyuan District
	The Toufen Plant participated in the beach cleanup charity event organized by Miaoli County.
	The Toufen Plant cooperated with the Miaoli County Environmental Protection Bureau to connect enterprises for promoting and subsidizing liquid straw decomposing bacteria.
	On September 14, 2024, the Group held a softball charity game in southern Taiwan and donated NT\$20,000 to the Jintan Elementary School baseball team, aiming to enhance the Group's corporate social responsibility and encourage employee participation in charity events.
	On November 16-17, 2024, sponsored and participated in the regional Enterprise Union and Petrochemical Industry Trade Union slow-pitch softball tournaments, allowing employees to demonstrate their vitality and passion for sports.

Category	Effect / Implementation Results
Neighborhood Care, Community Organizations	On November 23, 2024, TTC, Asia Polymer, and Taiwan VCM Corporation jointly sponsored NT\$100,000 each to organize the USI Cup Tennis Championship.
	On April 20, 2024, held USIG's Basketball Charity Game and sponsored funds for Kaohsiung Municipal Renwu Senior High School
	TTC Linyuan Plant upholding the corporate spirit of ESG sustainability, continues its involvement in Kaohsiung City Environmental Protection Bureau's promote operations in "2024 Air Purification Zone Management Plan" and "2024 Kaohsiung City Cross-Departmental Greenhouse Gas Cooperation Reduction Plan", adopted the Zhong-Yun Elementary School in Linyuan District, Kaohsiung City and sponsored energy-saving equipment upgrades at the Kaohsiung Public Library's Linyuan Branch Library.
	Received the Excellence Award from the Kaohsiung City Environmental Protection Bureau for significant contributions to the adoption of air purification zones.
	Long-term commitment to community-friendly activities in the Linyuan District, promoting harmonious relations with the local community, awarded a Certificate of Appreciation by the Linyuan District Office, Kaohsiung City
	Donated two fitness treadmills to the Linyuan Fire Brigade to support firefighters' regular training and physical fitness, enhancing their disaster response efficiency.
Donations and Others	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 Recycling and Circular Economy Award at the 2024 2nd Green Sustainability Achievement Conference.
	Participate in USI Education Foundation related activities
	Temple festival activities and other sponsorships

USIG Basketball Charity Game

To fulfill corporate social responsibility and foster community relations, TTC's Linyuan and Qianzhen Plants participated in the 2024 Second Annual Charity Basketball Tournament organized by the USI Group on June 22, 2024. Funds from the event were used to purchase boxed meals from the Children Are Us Foundation and to sponsor the Renwu Senior High School basketball team's competition expenses. In recognition, Renwu Senior High School presented a certificate of appreciation. Beyond friendly basketball competition and skill exchange, the event encouraged employee involvement in charity, raised public awareness of grassroots activities, strengthened camaraderie among group colleagues, and achieved the goal of nurturing community ties.



Employees participating in the charity basketball game pictured with Plant Manager Wang of Qianzhen Plant (third from the right)



Renwu Senior High School presents a certificate of appreciation, accepted on behalf of the Linyuan Plant by Plant Manager Tsai (first from the right)

USI Cup Slow Pitch Softball Charity Game

On September 14, 2024, TTC's Linyuan Plant participated in the annual USI Cup Slow Pitch Softball Charity Game held for the four plants in southern Taiwan, and donated NT\$20,000 to the Jintan Elementary School baseball team, aiming to enhance the Group's corporate social responsibility and encourage employee participation in charity events.



Group photo of employees participating in the USI Cup Softball Game



Jintan Elementary School presents a certificate of appreciation, accepted on behalf of the Linyuan Plant by Plant Manager Tsai (first from the left)

Kaohsiung City Petrochemical Industry Trade Union - Petrochemical Cup Labor-Management Slow-Pitch Softball Tournament

TTC's Linyuan Plant participated in the 14th Kaohsiung Petrochemical Cup Labor-Management Slow-Pitch Softball Tournament, jointly organized by CPC Corporation and the Kaohsiung City Petrochemical Industry Trade Union on November 16-17, 2024, and sponsored the event. Linyuan Plant's softball team enthusiastically participated in various joint softball competitions, demonstrating their vitality and passion for sports.



Group photo of employees participating in the Slow-Pitch Softball Tournament



Group photo of employees participating in the Slow-Pitch Softball Tournament

USI Cup Tennis Tournament

Every year, the three factories in the Group's Linyuan area (TTC/Asia Polymer/Taiwan VCM Corporation) have been continuously commissioned the Linyuan Tennis Association to host the USI Cup Tennis Tournament, with each company contributing NT\$100,000 each year to organize the Tournament. The 22nd USI Cup Tennis Tournament was held on November 23, 2024. Through the tournament, participating companies engaged in friendly interactions with local residents, fostering good neighborly relations. The event not only promoted physical fitness but also created more opportunities for interaction and communication between community members and corporate employees, strengthening community ties.



Group photo of key participating teams and event organizers

Group photo of key participating teams and event organizers

TTC Linyuan Plant and other Group affiliate plants participated in the Linyuan District Onion Harvest Festival, enthusiastically sponsoring the purchase of fresh, sweet white pearl onions to share with employees, and also visiting local farms to experience the unique local tradition of harvesting onions.



TTC Linyuan Plant Manager, Mr. Chung-Ju Tsai (fourth from left), and supervisors from Group affiliate plants participate in the Onion Harvest Festival event.

Adoption of Air Purification Zones in Kaohsiung City and Kaohsiung City Cross-Departmental Greenhouse Gas Cooperation Reduction Plan

TTC Linyuan Plant upholding the corporate spirit of ESG sustainability, continues its involvement in Kaohsiung City Environmental Protection Bureau's promote operations in "2024 Air Purification Zone Management Plan" and "2024 Kaohsiung City Cross-Departmental Greenhouse Gas Cooperation Reduction Plan", adopted the Zhong-Yun Elementary School in Linyuan District, Kaohsiung City and sponsored energy-saving equipment upgrades at the Kaohsiung Public Library's Linyuan Branch Library.



Air Purification Zone Management Plan Adoption Certificate of Appreciation



Greenhouse Gas Cooperation Reduction Plan Certificate of Appreciation

Sponsored Linyuan Fire Brigade and received a certificate of appreciation

To express gratitude for the firefighters' hard work in emergency rescue, TTC's Linyuan Plant, together with affiliated Group companies, generously sponsored two fitness treadmills to the local Linyuan Fire Brigade. These are intended to support the firefighters' regular training and physical fitness, enhancing their rescue efficiency. The fire brigade also encourages all plants to consistently carry out inspections of firefighting equipment and conduct rescue drills, strengthening both on-site rescue capabilities and external support coordination.



TTC Linyuan Plant and affiliated Group companies enthusiastically sponsored fitness treadmills to the Linyuan Fire Brigade.



TTC Linyuan Plant Manager Chung-Ju Tsai (right) represented the plant to receive the appreciation award.

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

TTC Linyuan Plant actively implemented emergency drills for toxic and concerned chemical substances, participated in the 2023 butadiene live drill organized by the Taiwan Responsible Care Association (TRCA), and was recognized for outstanding performance, receiving the "Outstanding Performance Award Plaque for the 2023 Butadiene Live Drill" from TRCA on May 15, 2024.



Group photo of outstanding performance teams from the 2023 TRCA live drill



"Outstanding Performance Award Plaque for the 2023 Butadiene Live Drill" presented by TRCA

Received Certificate of Appreciation from the Kaohsiung City Linyuan District Office

TTC's Linyuan Plant has long supported local neighborhoods in organizing various public welfare activities and community infrastructure projects. Through ongoing participation in local engagement initiatives, the plant has fostered a harmonious relationship with the community and was awarded a certificate of appreciation by the Kaohsiung City Linyuan District Office and the Linyuan District Village Chiefs Association.



Kaohsiung City Linyuan District Office Certificate of Appreciation



Linyuan District Village Chiefs Association Certificate of Appreciation

Honored with the Recycling and Circular Economy Award at the 2024 2nd Green Sustainability Achievement Conference.

SGS Taiwan Ltd. held the 2nd "SGS Green Sustainability Achievement Conference" on December 13 at the 88th floor of Taipei 101. The event, themed "Sustainable Innovation, Creating the Future Together," recognized 30 companies for their outstanding performance in green sustainability. Among them, TTC of the USI Group received the "Recycling and Circular Economy Award" for its innovative product, TAIECORTM. The product has passed ISO 14021 recycled content verification and obtained the SGS Green Label. Demonstrating innovative technology, it selectively sorts, purifies, and optimizes formulations to recycle valuable process waste into high-value recycled materials. This has established the product as an industry-leading recycled material brand and a successful model for the circular economy.



TTC was honored with the Recycling and Circular Economy Award at the 2024 2nd Green Sustainability Achievement Conference, with TTC President Pei-Ji Wu receiving the award.

The Toufen Plant cooperated with the Miaoli County Environmental Protection Bureau to connect enterprises for promoting and subsidizing liquid straw decomposing bacteria, receiving a certificate of appreciation.

Since 2021, the Miaoli County Environmental Protection Bureau has been promoting the use of liquid straw decomposing agents to process post-harvest rice straw, aiming to prevent farmers from resorting to open-field burning, which causes heavy smoke, impairs drivers' visibility, and poses traffic safety hazards. In recent years, the Miaoli County Environmental Protection Bureau has actively collaborated with corporate partners to promote and subsidize the use of liquid straw decomposing agents. TTC's Toufen Plant has participated in the donation program for three consecutive years and was awarded a certificate of appreciation by Director Hua-Sheng Chen of the Environmental Protection Bureau on November 27. Through this sponsorship, the plant supports local farmers and farming contractors in using liquid straw decomposing agents, aiming to further reduce open-field burning practices among farmers. To help maintain good air quality in the county, TTC's Toufen Plant will continue participating in the donation and promotion of liquid straw decomposing agents, working together with the Miaoli County Environmental Protection Bureau to safeguard residents' health and traffic safety.



Group photo of participating sponsoring companies



The Miaoli County Government awarded a Certificate of Appreciation

USI Education Foundation

USI Education Foundation was established on December 30, 2011 funded with donations from USI Corporation and Asia Polymer Corporation. 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 nurturing talent for the petrochemical industry, rural education, and environmental sustainability in order to give back to society.

In 2024, the total amount of sponsorships and donations from the USI Education Foundation came to NT\$9.72 million, which included NT\$3.25 million for scholarships and grants; NT\$1 million for The Alliance Cultural Foundation, NT\$4 million for Junyi School of Innovation in Taitung; and NT\$1.47 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 13th anniversary of the USI scholarship. Over the years, we have accumulatively granted scholarships amounting to NT\$23 million to over 330 students.

In 2024, we offered over NT\$3 million in total to 30 students from 18 departments of 11 public and private universities, including 3 from doctoral programs, 12 from master's programs, and 15 undergraduates - 20 of them were from low-income families. To encourage scholarship-winning students, the presentation and commendation ceremony was held at the Grand Mayfull Hotel Taipei on December 6, 2024. 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. The ceremony invited Chairman Stanley Yen of the Alliance Cultural Foundation to share his life experiences and wisdom, encouraging the award-winning students to empower themselves and "be an angel in their own and others' lives."

Major Sponsorships in 2024

Scholarships and Grants

Excellence Scholarships
Artificial Intelligence
Field Scholarships

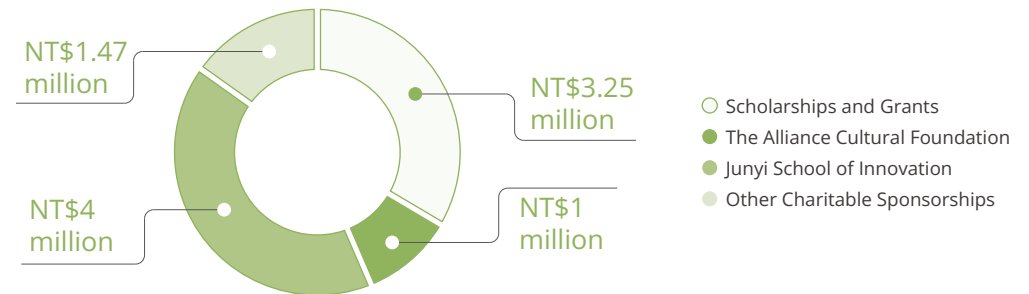
Donation to Non-Profit Organizations

The Alliance Cultural
Foundation
Junyi School of Innovation
Teach for Taiwan Foundation
BOYO Social Welfare
Foundation

Sponsoring Educational and Philanthropic Activities

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

Sponsorship Expenditures of USI Education Foundation in 2024



Chairman Stanley Yen of the Alliance Cultural Foundation encouraged the awarders



Scholarship Presentation and Commendation



Scholarship Presentation and Commendation Ceremony 2024

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 5 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 School of Innovation on a long-term basis. This year marks the 15th anniversary of the Alliance Cultural Foundation. Its development in the Hualien and Taitung regions has entered an integration phase, with three key pillars in its "Hualien-Taitung Sustainable Blueprint": cultivating local talent for sustainable development, establishing Junyi School as a model base for transforming education, and promoting internationalization of Hualien-Taitung through the Paul Chiang Art Center.

Cultivating local talent for sustainable development by nurturing skills-based education, supporting the deep-rooted culture of both the mountains and the sea. For example, hardware renovation and capacity-building projects such as the "Pakelang Boat House" in Changbin and the "Pisiran Cultural Center" in Sanxiantai; support for unique local crafts and aesthetics like "Cotton and Hemp House" in Longchang, the "Luanshan Forest Culture Museum" in Aliman, Yanping Township, the "Gaoshan Forest Center" in Mazhongyuan, Fengbin Township, Hualien, and the "Hunter School" in Xinqilan Sakinu. Industry professionals have also been invited to Chenggong Commercial and Fisheries School to offer semester courses that teach Japanese cuisine using local rice and seafood, along with training for homestay and travel planning. Tourism guide training is provided to transform Chenggong Township from a transit spot into a destination for in-depth tourism. Over a decade ago, collaborations began in mechanical processing, woodworking, and construction courses at Gongdong High School of Technology, creating connected networks that have developed into the "Shuangbin Win-Win Alliance" of regional businesses in Changbin and Fengbin, as well as the "Island Learning Community" linking the Taitung coastline, valley routes, and the South Link region.

Since 2014, the Alliance Cultural Foundation has been supporting the development of the "Paul Chiang Art Center" project, aiming to create a space where visitors can engage closely with art and experience the harmonious integration of nature and architecture. After a long period of construction, the center is scheduled to officially open in the spring of 2025. The Alliance Cultural Foundation will assist with exhibition planning and management, and through various art and aesthetic education programs, will enable more people to experience and appreciate this artistic landmark. It is anticipated that in the near future, with the future talents nurtured by Junyi School, the promotion efforts of Master Paul Chiang, and the collective strength gathered by the Alliance Cultural Foundation, the center will become an important hub for international artistic exchange, while the Hualien-Taitung region will emerge as a model destination for sustainable tourism.



2024 Shuangbin Collaborative Community



Island Life: Sharing from the Hawaii South Island Conference

Junyi School of Innovation

Taitung has a population of only around 200,000, accounting for just 1% of Taiwan's total population. Over 55% of elementary schools in the county have fewer than 60 students, leading to a severe shortage and fragmentation of educational resources. Therefore, transforming Hualien and Taitung must start with education. The mission of Junyi School is to cultivate young people with the abilities and qualities of "character, life skills, and professional competence." "Character" refers to character education, which includes not only responsibility and ethics but also empathy, a sense of justice, independent thinking, and teamwork skills. Teachers are expected to guide students in developing a character-based life perspective and civic awareness. Junyi School promotes interdisciplinary learning through arts, culture, and various academic subjects, helping children discover and develop their strengths. This enables students to understand themselves and find their direction in a rapidly changing world, nurturing a fulfilling and enriched spiritual life.

"Dormitory life" plays a crucial role in rural education, especially in Hualien and Taitung, where many children must leave home to study in cities after elementary or junior high school due to geographical isolation. Junyi School provides a quality boarding environment to help students develop independence, build character, and cultivate positive life attitudes. The school also invites foreign teachers to live on campus, enabling students to use English in daily life. Through various dynamic and static activities in dormitory life, students learn self-leadership and teamwork skills, especially through weekend activity planning and routine training. Dormitory life has become a key model and highlight of Junyi School.

To cultivate global competencies and nurture international talent, Junyi School launched the "Innovative Overseas Education Program" in 2017. Currently, its students have studied abroad in 15 different countries. The diverse backgrounds of teachers and students on campus, along with a variety of learning approaches, have broadened everyone's sense of inclusion. This environment equips students with a wider perspective and the ability to engage respectfully and effectively with people from different cultural backgrounds.

To make full use of Junyi School's dormitory facilities, the Alliance Cultural Foundation collaborates annually during summer break with external partners such as Taipei American School, Kehua Educational Foundation, Gosh Foundation, and Harvest365 Foundation to organize various free residential themed camps. These camps offer underprivileged students the opportunity to recharge their confidence and love of learning through group living, singing, drama, and diverse activities led by dedicated teachers and volunteers. At the same time, the camps also promote the spirit of volunteer service among university students across Taiwan.



Junyi School Creative Learning Group - International Hospitality Banquet Service



Junyi School Social Internship



2024 A Cappella Youth Camp



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.

Students who originally lacked confidence in their singing found joy and confidence after joining the choir and singing together with classmates, becoming a little braver in the process. Some students even practiced singing diligently at home every day, so much so that their parents learned the songs too! Teacher Yu-Ching Chu said, "The students' real progress is not about musical skills, but comes from understanding what 'choral singing' truly means." Everyone feels each other's strength in the ambiance of music, and we hope that children can continue to showcase themselves in the future!



Harmony Choir of Toufen Junior High School

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 Longfong Fishing Port in Zhunan Town in 2017. Through regular beach clean-up activities, the Company aims to raise employees' environmental awareness and deepen their understanding of the harm caused by plastic and marine debris to the environment and aquatic life. By emphasizing the ecological crisis caused by marine litter, CGPC encourages reducing single-use plastics and promotes proper waste sorting and recycling to make a positive impact on the environment.

This year, CGPC once again partnered with TTC's Toufen Plant to jointly hold a beach cleanup event on September 21, 2024, aiming to maintain the cleanliness of the marine environment. This year is marked as the seventh beach cleanup activities organized by CGPC, under the leadership of Vice Chairman Han-Fu Lin and President Chi-Hung Hu, with over 200 employees enthusiastically participated in the cleanup to protect the beaches and the sea.



Beach cleanup activity pictures

BOYO Social Welfare Foundation

Founded in 2002 and led by Principal Chia-Tung Lee, BOYO Social Welfare Foundation upholds the belief that "no poor child should fall into eternal poverty." For many years, it has provided free after-school tutoring and learning support materials to disadvantaged children in rural areas, aiming to help them break the cycle of inherited poverty through education. Through the two main service approaches of social work and education, the Foundation provides "care and counseling." Social workers help to unlock the emotional and mental barriers of the children, while teachers assist them in understanding difficult problems. Together, everyone works hard to support the children. This is also a key reason for the success of BOYO's tutoring program.

Since BOYO Social Welfare Foundation was established 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. The hope is for the children to grow up relying on their own strength to "lift themselves out of poverty," gaining the ability to choose their careers and lifestyles, breaking the cycle of poverty, and fulfilling the vision of "bringing hope home through knowledge."



Teach for Taiwan Foundation

Founded in 2013, Teach for Taiwan (TFT) Foundation 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.

Since its first cohort, the TFT program has impacted over 7,000 children, serving more than 1,000 students annually. According to an internal study conducted in the 2021 academic year, nearly 70% of the students taught by TFT members achieved basic academic proficiency for their grade level. Beyond academics, the high-quality teaching environment and instruction provided by TFT members have also helped nearly 70% of students develop strong non-cognitive skills such as self-management, self-efficacy, perseverance, and emotional regulation, empowering them with diverse abilities to create meaningful change for their future.

Non-Profit Events of Medical and Health Education

Although Taiwan's National Health Insurance provides convenient and comprehensive medical coverage, ensuring citizens can access care without worrying about costs, the student medical service teams bring a deeper humanistic care to rural areas. Their work embodies the core values of medical education and healthcare professionals by not only delivering scarce medical resources and knowledge to underserved communities but also offering emotional support and companionship to the residents. Importantly, these teams, guided by healthcare practitioners, enable medical students to integrate their classroom learning with real-world practice. Through purely altruistic service free from commercial interests, students discover their sense of mission and purpose in healthcare.

To encourage medical universities to organize medical service teams that provide healthcare services, health education, and free clinics in underserved rural areas, the foundation sponsored part of the expenses for five medical health education public welfare camps in 2024. The participation count for the five camps has exceeded 500, serving more than 2,600 people.

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



Taipei Medical University Social Medical Service First Group - Team members assist dentists in providing dental cleanings for local residents



Taipei Medical University Feng-Hsing Social Medical and Health Knowledge Promotion Service Team - "Dreams Take Flight" Educational and Recreation Camp



Taipei Medical University Green Cross Medical Service Team - Free clinic station