

5

Shaping an Inclusive Society

5.1 Talent Attraction and Retention	95
5.2 Talent Development	108
5.3 Social Engagement	110

Continuously Tracked Material Topic

Talent Attraction and Retention

Annual Targets

Turnover rate (including fixed-term contract employees and retired employees) $\leq 7.5\%$

2025 Actual Performance

2.97%



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

Material Issue

Talent Attraction and Retention

Reason for Materiality

High-quality human assets are one of the critical keys to corporate success. Employing based on merit and placing the right talent in the right positions serve as our employment principles. Allowing employees to work with peace of mind, fully demonstrating their expertise, and exerting their maximum potential is the consistent pursuit goal of the Company's sustainable operations. Therefore, the Company is committed to establishing a harmonious and stable working atmosphere, providing various welfare measures so that employees have no worries behind, growing and thriving synchronously with the Company. If employees cannot work with peace of mind, besides the inability to demonstrate corporate performance, it causes a high employee turnover rate, affecting the Company's overall operational performance.

Impact Boundary

Impact Boundary:
Employees, investors, and partners.

Corresponding Sustainability Principles and SDGs

Shaping an Inclusive Society / SDGs 8:
Decent Work and Economic Growth

Management Approach

Policy Objectives	Provide various welfare measures to make employees enjoy the workplace and work with peace of mind.
Policy	Happy Workplace
Commitment	Establish comprehensive welfare measures, create a happy and harmonious workplace environment, promote employee stability, and reduce the turnover rate.
Target	2025 Targets (including indefinite-term contract employees and retired employees): Turnover rate $\leq 7.5\%$
	Medium-Term Targets (2027): Turnover rate $\leq 7.5\%$
	Long-Term Targets (2030): Turnover rate $\leq 7.0\%$
Management Plans	Provide employees with bonuses, leave, insurance, dining, transportation, and entertainment benefits.
Remediation and Preventive Measures for Negative Impacts	Talent recruitment difficulties - causing manpower shortage: To stabilize human resources and retain outstanding talents, in addition to annual salary adjustments based on the price index and personal performance, the Company participates in the petrochemical industry salary survey every year to assess market salary levels, make appropriate adjustments and plans for employee salaries, and give special consideration for the promotion of outstanding talents with excellent performance, to maintain the market competitiveness of salaries.
Grievance Mechanism	Corporate union communication channels, employee grievance hotline, employee suggestion box

» Manpower Structure GRI 2-7

In 2025, the total number of TTC employees was 471, including 405 males (86.0%) and 66 females (14.0%). Due to the characteristics of the petrochemical industry, the proportion of male employees is higher than that of females, and TTC's senior management levels are all hired locally from Taiwan.

In 2025, 331 domestic employees were hired in Taiwan (accounting for 70.3%), respectively affiliated with the Taipei headquarter, Toufen Plant, Linyuan Plant, and Qianzhen Plant, among which 329 were indefinite-term contract employees (99.4%) and 2 were fixed-term contract employees (0.6%); There were 23 migrant workers (accounting for 4.9%), all of whom were fixed-term contract male employees hired by the Toufen Plant. 117 local employees were hired in the Mainland China region (24.8%), all of whom were full-time indefinite-term contract employees affiliated with the Zhongshan Plant.

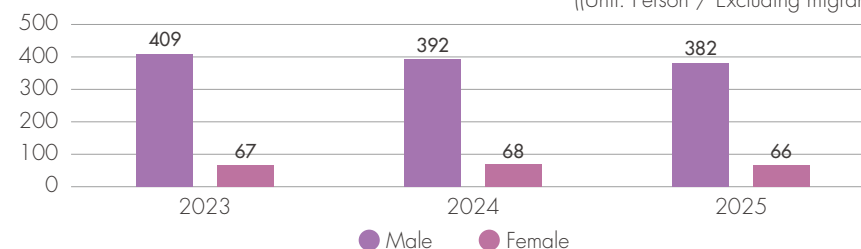
Overview of Employee Categories over the Past Three Years

Year		2023		2024		2025	
Category		Number of People	Proportion	Number of People	Proportion	Number of People	Proportion
Indefinite-term contract employees	Male	407	82.1%	392	81.3%	382	81.1%
	Female	66	13.3%	66	13.7%	64	13.6%
Fixed-term contract employees	Male	22	4.4%	22	4.6%	23	4.9%
	Female	1	0.2%	2	0.4%	2	0.4%
Total (Number of People)		496		482		471	

* Note: The employee statistics period is up to December 31, 2025.

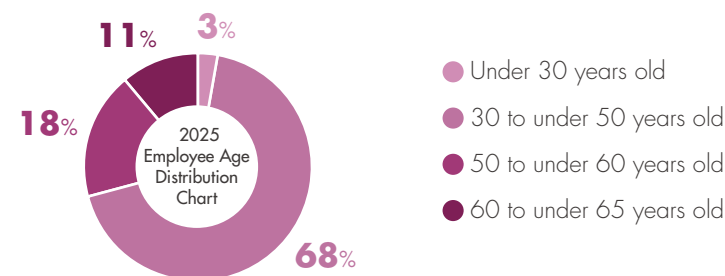
Employee Gender Distribution Chart over the Past Three Years

((Unit: Person / Excluding migrant workers))



2025 Employee Age Distribution Chart

(Unit: Person / Excluding migrant workers)



At TTC, the workforce under 30 years old accounts for 3%, those 30 to under 50 years old account for approximately 68%, those 50 to under 60 years old account for 18%, among which the workforce approaching retirement in the next 5 years (60 to under 65 years old) accounts for 11%. In recent years, TTC has continuously maintained the stability of its manpower structure, recruiting and retaining excellent talents, and arranging talent cultivation plans.

New hires undergo pre-employment training and internal Training Within Industry (TWI) in accordance with employee training operation regulations, providing the skills needed to execute business. We select excellent and competent talents through a fair, open, and just selection system, while balancing diversity and equal opportunities, and does not discriminate or treat differently based on race, class, language, ideology, religion, political affiliation, place of origin, birthplace, gender, sexual orientation, age, marital status, pregnancy, appearance, facial features, physical/mental disabilities, zodiac sign, blood type, etc.

Non-employee workers: mainly focusing on the statistics of contractor numbers affecting production, sales, environment, and engineering maintenance; Taiwan region: 87 people, Mainland China region: 38 people.

2025 Number Statistics of Non-Employee Workers (Contractors)

Nature of Work	Linyuan Plant	Qianzhen Plant	Toufen Plant	Zhongshan Plant	Total
	Number of People	Number of People	Number of People	Number of People	
Container transportation		6		17	23
Finished product storage / Container loading and shipping	15	10	14	7	46
Finished product packaging	5	11		9	25
Material preparation / Compounding	2	6		2	10
Plant cleaning	2	2		2	6
Engineering construction and maintenance					0
Environmental maintenance				1	1
Equipment overhaul / disassembly and assembly	5				5
Residual material processing	3				3
Wastewater plant assisted operation		1			1
Incinerator operation	2				2
Civil / Thermal insulation engineering	3				3
Total	37	36	14	38	125
	Taiwan Region			Mainland China Region	
	87			38	

» New Hire Status

Recruitment methods include newspapers, HR websites, HR consulting companies, schools, and employment service stations. If the vacancy belongs to a plant area, local community talents are given priority consideration, providing local employment opportunities to give back to the local area. In 2025, 100% of the new hires at Taiwan plant areas were local talents.

In 2025, TTC hired 17 new employees, accounting for 3.61% of the total employees.

Overview of New Hires' Gender Distribution over the Past Three Years

(Unit: Person)

Category	2023	2024	2025
Male	28	12	14
Female	1	3	3
Number of new hires	29	15	17
Number of employees at year-end	496	482	471
Annual new hire rate	5.85%	3.11%	3.61%

* Note 1: Includes indefinite-term contract employees and fixed-term contract employees.

* Note 2: Annual new hire rate = Number of new hires / Number of employees at year-end.

Overview of 2025 New Hires' Region and Age Distribution

(Unit: Person)

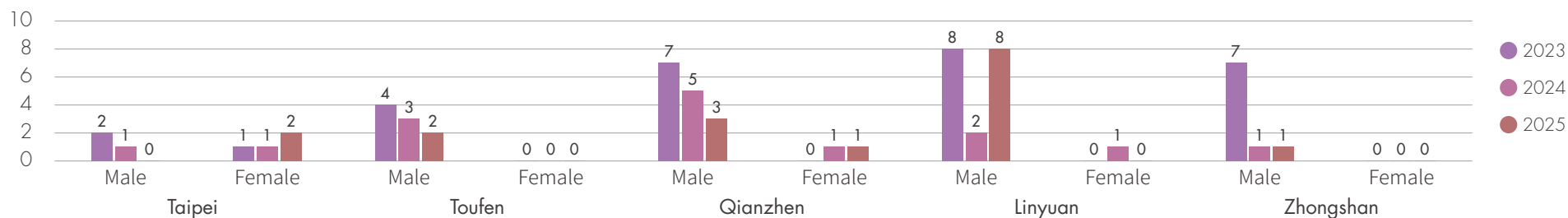
Region		Taiwan Region		Mainland China Region	
Age Group	Gender	Male	Female	Male	Female
	Under 30 years old	2	1	1	0
	30 to under 50 years old	11	2	0	0
	50 years old and above	0	0	0	0
Total		16		1	
Total number of people at year-end		354		117	
Annual new hire rate		4.52%		0.85%	

* Note 1: Includes indefinite-term contract employees and fixed-term contract employees.

* Note 2: Annual new hire rate = Number of new hires / Number of employees at year-end.

New Hires' Regional Distribution Chart over the Past Three Years

(Unit: Person)



Overview of 2025 New Hires' Local Employment Status

Operating Location	Taipei		Tufen Plant		Qianzhen Plant		Linyuan Plant		Zhongshan Plant		Subtotal		
Gender	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Total
Number of new employees	0	2	2	0	3	1	8	0	1	0	14	3	17
Number of local hires	0	2	2	0	3	1	8	0	0	0	13	3	16
Proportion of new employees hired locally	—	100%	100%	—	100%	100%	100%	—	0%	—	93%	100%	94%

* Note 1: Calculated based on indefinite-term contract employees in the county/city where the employing plant is located.

* Note 2: Due to the vast territory of the Mainland China region, talents come from various provinces and regions, making the proportion of local employment relatively lower.

» Talent Turnover Status

All TTC employees have the right to voluntarily and at any time propose to terminate their employment relationship according to the law. Their working conditions comply with the provisions of local laws and regulations, including minimum wage, working hours, overtime pay, labor insurance, health insurance, and pension payments, and we provide group insurance and various employee benefits.

In 2025, a total of 28 people resigned from TTC, with a turnover rate of 5.94%; 14 people actually retired. If the number of retirees is deducted, the turnover rate would be 2.97%, achieving the target of turnover rate $\leq 7.5\%$.

The turnover rate data shows a downward trend from 2023 to 2025. In addition to annual salary adjustments based on the price index and personal performance, the Company also participates in the petrochemical industry salary survey to assess market salary levels, making appropriate adjustments and plans for employee salaries, and giving special consideration for the promotion of outstanding talents with excellent performance, to achieve a market-competitive salary level; Furthermore, various activities or measures are established to assist employees in maintaining physical and mental health and a work-life balance; In addition, through the annual employee satisfaction survey, we improve the working environment and supervisors' management styles, reducing interpersonal friction. Through the above strategies, we stabilize and retain excellent talents.

Overview of Resigned Personnel's Gender Distribution over the Past Three Years

(Unit: Person)

Category	2023	2024	2025
Male	38	28	23
Female	4	3	5
Number of resignations	42	31	28
Number of employees at year-end	496	482	471
Annual turnover rate	8.46%	6.43%	5.94%

* Note 1: Includes indefinite-term contract employees, fixed-term contract employees, and retired employees.

* Note 2: Annual turnover rate = Number of resignations / Number of employees at year-end.

Overview of 2024 and 2025 Resigned Personnel's Region and Age Distribution

(Unit: Person)

Region		Taiwan Region				Mainland China Region			
		2024		2025		2024		2025	
Age Group	Gender	Male	Female	Male	Female	Male	Female	Male	Female
	Under 30 years old	2	0	0	1	4	0	0	0
	30 to under 50 years old	10	1	4	3	4	0	5	0
	50 years old and above	9	0	13	1	0	1	1	0
Total		22		22		9		6	
Total number of people at year-end		360		354		122		117	
Annual turnover rate		6.11%		6.21%		7.38%		5.13%	

* Note 1: Includes indefinite-term contract employees, fixed-term contract employees, and retired employees.

* Note 2: Annual turnover rate = Number of resignations / Number of employees at year-end.

» Salary System

Upholding the concept of profit-sharing with employees, TTC attracts, retains, cultivates, and motivates outstanding talents from all sides by providing a diversified and competitive salary system. The salaries of new hires are all higher than the statutory minimum wage standards. Various allowances vary depending on the position, education, and experience. Performance bonuses are distributed monthly based on employees' performance, and year-end bonuses are distributed annually according to the Company's operational status, without any differences due to gender.

To stabilize human resources and retain outstanding talents, in addition to annual salary adjustments based on the price index and personal performance, the Company participates in the petrochemical industry salary survey every year to assess market salary levels, making appropriate adjustments and plans for employee salaries, and giving special consideration for the promotion of outstanding talents with excellent performance, to maintain the market competitiveness of salaries.

» Salaries of Full-Time Employees Not in Supervisory Roles

The number of "full-time employees not in supervisory roles" refers to the total number of full-time employees (including Taiwanese and foreign employees) out of all employed employees (or regularly employed employees) in the enterprise, excluding those in supervisory roles, employees of overseas branches, part-time employees, and personnel who qualify for exemption from the statistics.

Statistics of Salaries for Employees Not in Supervisory Roles over the Past Three Years

Item	2023	2024	2025	Difference between 2025 and the previous year
Number of full-time employees not in supervisory roles	351	352	338	-14
Average salary of full-time employees not in supervisory roles (NT\$1,000)	1,031	1,031	1,025	-6
Median salary of full-time employees not in supervisory roles (NT\$1,000)	968	987	998	11

The path for salary information of "full-time employees not in supervisory roles":

MOPS > Summarized Reports > Corporate Governance > Employee Welfare and Compensation Statistics > Salary of Full-Time Employees Not in Managerial Positions / Salary Information of Full-Time Employees Not in Supervisory Roles

» Employee Benefits GRI 201-3

We uphold the philosophy of profit-sharing with employees to attract, retain, cultivate, and motivate outstanding talents from all fields. The company provides a diversified and competitive salary system to share its operational success with colleagues, and regarding health care benefits, it offers health examination items that exceed regulatory requirements; For maternity and marriage support, we provide female employees with a warm and private dedicated nursing room to support maternal health, and we collaborate with childcare and educational institutions to offer childcare and after-school services. In addition, to echo the government's active promotion of childbirth incentive measures and enhance employee benefits, the company has specifically formulated an employee childbirth subsidy policy, providing a subsidy of NT\$10,000 per birth, with a proportionally increased subsidy for twins or more; Furthermore, the Welfare Committee provides marriage bonuses and childbirth bonuses. In 2025, a total of 11 marriage bonuses and 9 childbirth subsidies were issued, with the total subsidy amount reaching NT\$174,000.

Employees hired by the company who engage in work and receive wages are entitled to:

Overview of TTC Employee Benefits

Remuneration System	Healthcare Benefits	Education and Training
Provide a fixed salary for a total of 12 months a year 1. Issue bonuses in June and December based on labor conditions 2. Issue festival bonuses according to company regulations 3. Issue special year-end bonuses based on company operating conditions, individual employee performance, and labor contract provisions	1. Provide health check-up items that exceed regulatory requirements 2. Establish a Welfare Committee and related systems to provide flexible and diversified services 3. Marriage bonuses, funeral condolence money 4. Provide employee childbirth subsidies 5. Establish dedicated nursing rooms and specialized equipment 6. Organize regular employee travel activities 7. Service seniority awards 8. Provide employee purchasing benefits for affiliated company products	Provide comprehensive education, training, and further learning opportunities • Provide orientation training for new hires • Provide on-the-job education and training for employees • Provide external/online learning courses for employees • Enterprise subsidizes external training for employees

2025 Employee Parental Leave Application, Usage, and Reinstatement Statistics Table

Parental Leave Usage Statistics	Total Number of Employees Entitled to Parental Leave	Total Number of Employees Who Actually Used Parental Leave	Total Number of Reinstated Employees After Leave	Total Number of Employees Still Employed 12 Months After Reinstatement	Reinstatement and Retention Rate of Employees After Leave
Male	22	1	1	1	100%
Female	2	0	—	—	—

» Human Rights Policy and Management Scheme

Human Rights Policy

To fulfill corporate social responsibility, implement human rights protection, and realize the universal value of human rights, the company refers to internationally recognized human rights standards such as the International Bill of Rights and the International Labour Organization's Declaration on Fundamental Principles and Rights at Work. In March 2018, we formulated a human rights policy applicable to the company and all affiliated enterprises of the USI Group to eliminate human rights violations and infringements, and to provide a safe and healthy working environment, ensuring that company colleagues receive reasonable and dignified treatment and care.

Human Rights Risk Identification and Assessment

Conduct human rights risk identification annually, execute compliance checks and third-party assessments on identified human rights issues of concern, and adopt mitigation and corrective measures based on risk assessment results and deficiencies found in internal and external audits to continuously improve and achieve risk management objectives.

Human rights issues involve different business departments and units; through the Human Resources Division of the Group, human rights due diligence and risk management operations are conducted targeting different affected subjects and human rights issues.

The company has established the steps and deployment process for each stage of human rights management as the foundation for maintaining and protecting human rights, with the process as follows:

Stage	Step	Practice
Stage 1: Commitment	Statement	Externally commit to supporting and complying with international norms and local laws, and formulate a human rights policy.
Stage 2: Management	Identification	Confirm the material human rights issues and affected targets based on organizational attributes and operational models.
	Assessment and Analysis	Regularly assess human rights impacts on all employees and service processes to understand the level of risk exposure.
Stage 3: Response Measures	Actions and Measures	- Formulate different action plans based on the regularly assessed level of human rights risks. - Track the execution extent and performance of action plans, and communicate concurrently to ensure the effectiveness of human rights management. - If a human rights violation event occurs, provide compensation measures from the aspects of systemic improvement, material, and psychological counseling.
	Reporting	Conduct discussions and reporting on human rights management internally, and publicly disclose human rights management practices and effectiveness on the company website.

» Human Rights Concerns and Practices

Providing a Safe and Healthy Working Environment

To maintain employee workplace safety, in addition to establishing various pollution prevention and fire safety equipment, the company has passed the audits and verifications of ISO 14001 Environmental Management Systems, ISO 45001 Occupational Health and Safety Management Systems, and ISO 50001 Energy Management Systems. Besides actively promoting improvement activities such as energy conservation, carbon reduction, disaster prevention, and pollution prevention, we reasonably ensure the provision of a safe working environment. Furthermore, following the USI Group's carbon reduction goal of "reducing carbon emissions by 27% by 2030 compared to 2017," we track and review the progress annually, and timely execute specific measures such as phasing out old equipment, building green power, and procurement.

In addition to providing a safe and healthy working environment in accordance with legal regulations, the company has established a dedicated occupational health and safety unit and committee organization, hired professional physicians and nursing staff, and regularly organized relevant education and training on safety, health, and fire fighting, taking necessary preventive measures to prevent occupational disasters and thereby reduce risk factors in the working environment.

Friendly Workplace

Diversity, Equity, and Inclusion (DEI) The company respects different genders, ages, and cultures to build a friendly workplace environment where everyone can utilize their strengths. We embrace people of different backgrounds, races, genders, sexual orientations, abilities, and perspectives in the workplace, creating a diversified environment; And through fair and inclusive practices of equal pay for equal work, we provide transparent employment conditions, promotion opportunities, and salary treatments for employees, bridging the gap between different groups to ensure that every employee and contractor partner is respected and accepted, enabling their full participation and contribution.

Each year, we continuously implement the gender equality policy and prevent illegal infringements in the workplace through promotional posters, advocacy lectures, and various educational trainings, striving to provide employees and contractor partners with a dignified and friendly working environment.

Eliminating Illegal Discrimination to Reasonably Ensure Equal Employment Opportunities

The company implements the human rights policy into internal control procedures. In labor rights matters such as employment, remuneration and benefits, training opportunities, promotion, dismissal, or retirement, employees and job seekers will not be treated unfairly based on race, class, language, ideology, religion, political affiliation, ancestry, place of birth, gender, sexual orientation, age, marital status, pregnancy, appearance, facial features, physical or mental disability, astrological sign, blood type, or other factors.

Prohibition of Child Labor

To ensure compliance with corporate social responsibility and ethical norms, the company explicitly prohibits child labor starting from recruitment. As of the end of December 2025, the total number of company employees is 471, with no child labor whatsoever.

Prohibition of Forced Labor

The company does not force or coerce any unwilling personnel to engage in labor activities. Regulations regarding employees' daily and weekly normal working hours and extended working hours, leave, special leave, and various other types of leave all strictly comply with legal norms.

A reminder function is set in the attendance system when employees apply for overtime. Overtime pay or compensatory leave is provided after overtime, and dedicated personnel conduct monthly reviews and controls of working hours in the plant areas.

» Human Rights Protection Training Practices

- **New Hire Training** - Upon onboarding, new hire education and training on relevant compliance advocacy are required. Contents include: prevention of sexual harassment, anti-discrimination, anti-harassment, implementation of working hour management, protection of humane treatment, etc.
- **Prevention of Workplace Violence** - Through advocacy and public statements, employees are made to understand their responsibility to assist in ensuring no illegal infringements occur in the workplace during the performance of duties, and a grievance hotline is disclosed to jointly create a friendly working environment.
- **Series of occupational safety training contents include** -safety and health education and training, fire safety training, emergency response, first aider training, etc.
- **Advocacy of Integrity and Ethical Code of Conduct** - Education and advocacy are conducted from the standards of daily behavior and ethics to provide a healthy and positive workplace culture. °

The company continuously pays attention to human rights protection and implements relevant training to raise awareness of human rights protection and reduce the likelihood of associated risks. Courses cover "Ethical Corporate Management and Compliance": focusing on the Group Code of Conduct (CoC) and legal risk prevention (e.g., breach of trust) related courses corresponding to corporate governance evaluation; "Occupational Safety and Health": including statutory safety education (pressure vessels, operations at heights), first aid, firefighting skills, and process safety assessment, directly linking production stability with employee safety protection; "Environmental Management and Response": incorporating ISO 50001 energy management, toxic chemical disaster response, and pollution prevention (air pollution response), demonstrating the company's control over environmental risks; and "Human Rights and Friendly Workplace": targeting human rights advocacy for new hires (sexual harassment prevention, anti-discrimination) and workplace violence prevention, implementing humane treatment in the 'S' (Social) aspect.

In 2025, training related to promoting human rights protection and occupational safety, health, and environment was held. The total number of participants was 5,306, with total training hours amounting to 14,825 hours. The breakdown of participants and training is as follows:

Category	Course	Total Participants	Total Training Hours
Ethical Corporate Management and Compliance	1st 2025 Group Code of Conduct Advocacy Test	237	237
	2nd 2025 Group Code of Conduct Advocacy Test	179	179
	Courses focusing on legal risk prevention (e.g., breach of trust)	357	578.5
Occupational Safety and Health	Includes statutory safety education (pressure vessels, operations at heights), first aid, firefighting skills, and process safety assessment	3,785	11,999
Environmental Management and Response	Incorporates ISO 50001 energy management, toxic chemical disaster response, and pollution prevention (air pollution response)	518	1,409
Human Rights and Friendly Workplace	Targets human rights advocacy for new hires (sexual harassment prevention, anti-discrimination) and workplace violence prevention	230	422.5
Total		5,306	14,825

» Human Rights Risk Mitigation Measures

The company commits to ensuring the safety of employees, contractor partners, and the working environment, ensuring that all operators are respected and have dignity, and that operations follow the ESG spirit and comply with regulations and ethics. To embody this commitment, in addition to integrity as the foundation, we respect the rights and interests of employees and partners on a legal basis. We assign dedicated personnel to legally implement occupational safety and health operations within the premises, continuously advocate, guide, and educate on contractor management mechanisms, integrate the human rights policy into daily operational links, and establish effective internal and external grievance channels.

» 2025 Human Rights Management Results

After conducting risk identification based on the company's "Human Rights Policy Management Scheme," 13 human rights issues were included this year, 9 of which were listed as material management items of concern, including: "workplace inclusion," "forced labor," "excessive working hours," "sexual harassment," "workplace illegal infringement," "child labor employment," "personal data management and privacy protection," "occupational safety management," and "employment and workplace discrimination." Regarding the items with potential risks among the above material issues (referring to the 2025 Human Rights Risk Assessment Management Table), the company has taken risk mitigation measures and impact compensation measures, achieving a 100% implementation rate of impact compensation. The executed mitigation and impact compensation measures are as follows:

■ Mitigation and Compensation Measures for Human Rights Management Items

Issue	Mitigation Measures	Compensation Measures	Impact Compensation Implementation Rate (%)	Results
Excessive Working Hours	1. Comply with labor laws related to working hours; regularly conduct compliance reviews of company regulations and implement them thoroughly. 2. Accurately record employee attendance time through the attendance and overtime management system. 3. The system sends daily card-reading timeout reminders for clocking in/out, not only to remind employees of regular working hours and regulations on extended working hours, but also to confirm whether delayed clock-outs are overtime; if so, they can choose to receive overtime pay or compensatory leave. 4. Regularly review the overtime situations of all units. 5. Promote the Group's digitized operations and smart production to simplify administrative processes. 6. Continuously organize professional training courses and introduce Generative AI tool training projects to refine employee skills and enhance office work efficiency.	1. If an employee actually works overtime, overtime pay is issued in accordance with the law. 2. Understand colleagues' workload and reasons for overtime, and actively proceed with process improvements and operational optimization to help enhance work efficiency. 3. Employees with excessive working hours are listed for abnormal workload identification and risk investigation; regular employee health check-ups are conducted, and related operations and manpower status are adjusted accordingly. 4. Understand colleagues' workload and reasons for excessive working hours, and actively proceed with process improvements and operational optimization to help enhance work efficiency.	100%	The system daily confirms the reasons for timeout; if the impact of excessive working hours occurs, appropriate overtime pay or compensatory leave will be issued according to compensation measures, and related operations and manpower status will be adjusted accordingly.



» Assisting Employees in Maintaining Physical and Mental Health and Work-Life Balance

1. The company annually commissions large hospitals to conduct health check-ups to ensure employees' physical health, and reports to the competent authority for future reference as required. Additionally, for plant employees, special health check-up operations are particularly strengthened to guarantee safety and health management in the working environment.
2. The company provides venues or sponsors funding to encourage employees to participate in health activities; employees form their own clubs to cohesively build camaraderie through club activities.
3. In addition to hosting year-end banquets and Mid-Autumn Festival evening parties to regulate employees' physical and mental well-being and build cohesion, the company has also installed sports and fitness equipment for employees to use outside of working hours.
4. To encourage employees to maintain physical and mental health and achieve a work-life balance, the company promoted the "1st 'Walking Activity'" in the Taipei area in 2025. With a goal of walking 6,000 steps daily, it allows colleagues to cultivate regular exercise habits amidst their busy work. Colleagues joined forces to convert accumulated steps into a corporate tree-planting initiative, realizing the dual value of health promotion and environmental sustainability. During the process, colleagues not only enhanced their physical and mental vitality but also elevated workplace cohesion and solidarity through teamwork and mutual encouragement.
5. Established the Employee Assistance Program (EAP), aimed at "assisting employees in solving personal issues that affect work performance." Through professional, confidential, and free services, it helps employees recover their physical and mental health, thereby maintaining or improving work performance and quality of life. Employees can utilize the (0800) hotline, Email, Line, and one-on-one individual counseling channels to access assistance services covering aspects such as psychology, work, management, medical care, law, and financial management.

[USI Good Mood Hotline] Employee care; from March to December 2025, the Group recorded a total of 78 usage instances.

6. Organized Wellbeing (employee physical and mental health/welfare) lectures to create a workplace environment where employees feel supported, balanced, and healthy across physical, psychological, social, and financial aspects, thereby enhancing overall productivity. Lecture contents included: mental health, tax and wealth management, parent-child communication, and physical health (in conjunction with annual check-ups), which were also edited into online courses available for all employees to access.

[USI Good Lecture] Course Name	Instructor	Taipei In-person Participants	Plant Online Participants
Guarding Mental Health: Mindfulness Stress Reduction Techniques	Nai-Ling Chen, Counseling Psychologist	27	158
2025 Tax and Wealth Management Comprehensive Guide	VP Yeh-Chun Chen / NORD Insurance Broker	63	147
Highly Effective Parent-Child Communication Skills	Ugly Papa / Parenting Expert	26	62
Understanding Metabolic Syndrome / Diet Control for Middle-aged and Elderly Groups	Dean Hung-Cheng Wu / Leader Clinic	20	59

» Grievance System

The company has smooth internal and external grievance channels. Colleagues encountering various issues within the company can file grievances to supervisors at all levels or the Human Resources Division of the Group through the company's grievance channels. In addition, to maintain gender equality at work and provide employees and job seekers with a workplace environment free from sexual harassment and illegal infringements, dedicated grievance mailboxes and email addresses have been set up for the prevention of sexual harassment and illegal infringements. During the grievance investigation period, all cases are handled confidentially without disclosing the complainant's name or other identifying information to protect the complainant.

In this (2025) year, there were no grievance incidents involving illegal infringements.

» Minimum Notice Periods Regarding Operational Changes

Executed in accordance with legal regulations, when the company's operations encounter the following changes:

1. Suspension of business or transfer;
2. Operating losses or business contraction;
3. Force majeure resulting in suspension of work for more than one month;
4. Change in the nature of business necessitating a reduction in workforce, with no appropriate alternative work available for placement;
5. When a worker is genuinely unable to perform the assigned work, notice shall be given based on the length of service regulations:
 - (1) For those who have worked continuously for more than 3 months but less than 1 year, 10 days' prior notice.
 - (2) For those who have worked continuously for more than 1 year but less than 3 years, 20 days' prior notice.
 - (3) For those who have worked continuously for more than 3 years, 30 days' prior notice.

» Pension Contributions GRI 201-3

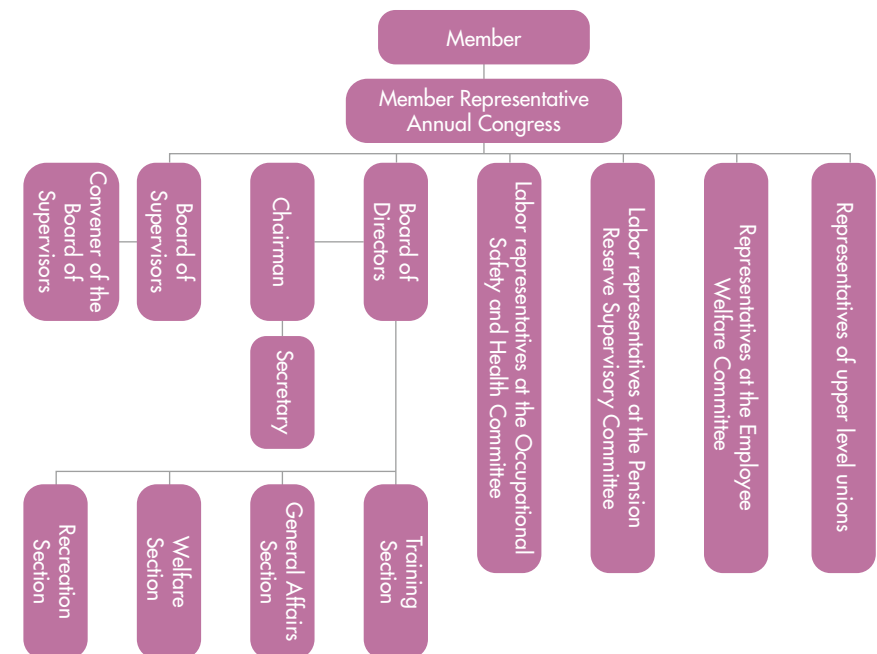
TTC has established a retirement policy for all formal employees, contributing monthly to the employees' personal pension accounts at the Bureau of Labor Insurance in accordance with the Labor Standards Act.

Item	Pension Contribution as a Percentage of Salary	Degree of Employee Participation in Retirement Plan
Labor Standards Act Old Pension System	Employer: Contributes 12% of the monthly salary to the labor retirement reserve fund, currently fully funded.	100%
Labor Pension Act New Pension System	Employer: 6% of the employee's monthly salary; Employee: 0-6% of the monthly salary. Currently, all contributions are made according to regulations.	100%

» Labor Union Organization GRI 2-30

TTC's Toufen Plant, Qianzhen Plant, and Linyuan Plant have established labor union organizations, while the Taipei headquarters and Zhongshan Plant in Mainland China have not. Additionally, because TTC has consistently maintained good communication with employees through the union and related meetings, no special collective bargaining agreement has been formulated between the two parties.

Plant	Union Members			Total Employees	Proportion of Union Members to Total Employees
	Male	Female	Total		
Linyuan Plant	138	7	145	162	90%
Qianzhen Plant	74	6	80	89	90%
Toufen Plant	50	9	59	86	69%



When the labor unions of various plants in Taiwan regularly convene board and supervisor meetings, relevant company executives attend to communicate face-to-face with union cadres. Member education and training are also held annually, with enthusiastic participation from union members, thereby building consensus and enhancing labor-management cooperation. In addition, representatives selected by both labor and management form the "Pension Supervisory Committee," the "Employee Welfare Committee," and the "Occupational Safety and Health Committee.," holding regular meetings to provide a communication channel for both parties and safeguard labor rights.



Convening of the regular union member representative assembly in 2025



2025 Union Labor Education - to promote labor-management cooperation and strengthen communication, the company annually organizes labor education activities with the union.



» Employee Welfare Committee

TTC allocates 0.15% of its monthly revenue as the activity fund for the "Employee Welfare Committee." Items such as employee travel, birthdays, childbirth, marriage and funeral subsidies, scholarships for employees' children, and festival bonuses are all welfare items intended to reward employees for their daily hard work. Travel activities are also held irregularly, allowing employees to relieve work stress, improve physical health, and interact with each other, thereby enhancing cohesion.

» Employee Opinion Survey Report

TTC has been conducting an employee survey report regularly once a year since 2025. The Human Resources Division of the Group executed the employee opinion survey for all group companies from July to August 2025. This survey covered 8 dimensions, including supervisor, remuneration, colleagues, work, development, corporate culture, sustainable operations, and organizational commitment. To expand the coverage rate, the company included operators in the survey for the first time.

Taita Chemical's staff response rate was 85%, and operators' response rate was 34% (this being the first time operators participated). Staff satisfaction was 4.33 points (out of a maximum of 6), operator satisfaction was 4.39 points, and overall employee satisfaction was 4.35 points.

Target	All staff and operators
Dimensions and Topics	Dimensions such as supervisor, remuneration, colleagues, work, development, corporate culture, sustainable operations, and organizational commitment
Number of People Surveyed	310 people
Coverage Rate	Staff response rate 85%, operator response rate 34%. To expand coverage, the company included operators in the survey for the first time.
Survey Unit	Human Resources Division of the Group
Survey Frequency	Once a year
Survey Period	114/07/28~114/08/08
Overall Satisfaction Survey Result	4.35 points (Minimum 1, Maximum 6)

Based on the survey results of each dimension, the following improvement measures will be taken and continuously optimized:

1. Focus on the market competitiveness of the salary structure, refer to the salary levels of benchmark enterprises, and strengthen factors such as job evaluation, professional skills, and work performance to optimize the salary structure and system, enhancing internal fairness and external competitiveness of remuneration.
2. Introduce the Employee Assistance Program (EAP) to enhance colleagues' physical and mental health.
3. Strengthen the training quality system, promote skill reinvention, and foster the joint development of talent and the organization.
4. Cultivate key talents and build a succession pipeline, optimizing performance management and promotion mechanisms.
5. Clearly advocate the company's vision, mission, and values during major company events, all levels of meetings, and training courses, and concretely implement them in various regulations and company policies.

The company looks forward to understanding employees' views on the company's management operations through the overall employee opinion survey, identifying key indicators for talent retention, recognizing focal points for talent cultivation, carrying out talent development projects, and grasping future human resources trends.

5.2 Talent Development

The USI Group values talent as a core asset; it is not only the enterprise's workforce and core competitiveness, but also the driving force for the enterprise's sustainable operations.

1. We consider various factors to formulate competitive remuneration and benefits to attract outstanding talents, continuously adjusting and perfecting them.
2. We broadly recruit talent through internal applications and diverse external recruitment channels. Through aptitude selection, professional ability tests, background checks, etc., we hire the suitable talents the enterprise needs, ensuring the enterprise has sufficient and excellent human resources.
3. We supplement this with diverse talent cultivation and development plans, providing employees with clear career development paths and promotion opportunities. We also offer skill upgrading and reskilling training according to job requirements while leveraging AI tools to improve work efficiency and create greater value for the enterprise.
4. We continuously create a friendly workplace environment—a working atmosphere that is diverse, inclusive, proactive, cooperative, and harmonious in labor relations—encouraging communication and learning among employees, and committing to work-life balance.
5. We manage partnerships among the Group, schools, and students, solidifying the pipeline for the Group's future talent needs, and elevating corporate image and employer branding.

» Talent Development and Cultivation

Talent development and cultivation is a crucial corporate investment. Formulating comprehensive talent development and cultivation plans lays a solid foundation for the enterprise's sustainable development.

(1) Group Talent Development Blueprint

The Group's talent development comprehensively considers multiple factors such as internal and external environments, strategic goals, and employee needs, aiming to establish a sound talent development system that supports the Group's sustainable development.

The specific measures for the Group's talent development are as follows:

- Succession Plan: Preemptively cultivate and reserve backup talent for key corporate positions to ensure that when facing job changes, the enterprise can fill vacancies in a timely manner and guarantee normal team operations.

- Competency-oriented Training: Design relevant training courses based on the competencies required for the position, such as leadership training, communication skills training, and problem-solving skills training.
- Job Rotation: Rotate employees across different departments and positions to broaden their horizons and skills, cultivating their comprehensive abilities and adaptability.
- Online Learning Platform: Establish or introduce online learning platforms providing rich learning resources and courses, facilitating employee learning anytime and anywhere.
- Project Assignments: Assign challenging project tasks to employees to allow them to learn and grow through practical experience.
- Workshops and Seminars: Regularly organize workshops and seminars on various topics, inviting internal and external experts to share and communicate, helping employees learn the latest knowledge and skills.
- Simultaneously, the Group is also committed to implementing aspects such as ecological sustainability, DEI, mental health, parent-child courses, and a friendly workplace, balancing the physical, mental, and spiritual development of employees.

(2) Talent Cultivation Framework

The Group's talent cultivation focuses on improving employees' existing knowledge and skills through systematic instruction, education, and training, enabling them to be competent in their current jobs and preparing them for future roles.

According to the Group's employee training regulations, the annual education and training hours for employees should be at least 8 hours. In 2025, the total employee training hours reached 14,825 hours, with an average of 31.5 training hours per person.

Management Skills Hierarchical Training		Professional Competency Position-specific Training		Core Competencies General Training	
Management Level	Directors and Supervisors Advanced Courses	Legal & Board Secretarial Quality Management	Process Safety ESG Sustainability	Work Efficiency General Product Knowledge	Internal Lecturers Information Security
Managerial Level	Management Courses (Senior/Middle/Entry)	Finance & Internal Control Production Technology Human Resources & General Affairs	Safety, Health and Environment Procurement & Customs Information Technology	Ethical Corporate Management New Industry Knowledge	Awareness Humanistic Qualities
Entry-level Employees	-	Engineering Technology Secretarial & Administrative	Marketing & Sales Research & Development	Corporate Governance	Sustainability Issues Health Promotion
General Courses			Departmental Training		
New Hires	Corporate Culture Safety Health and Environment Company Overview, Work Concepts	Business Philosophy, Work Attitude Corporate Sustainability Compliance Quality Awareness Rules and Regulations	Organization Goals Work Recognition	Work Skills Operation Processes	
Training Types	SD (Self Development)	Off-JT (Off-Job Training)	OJT (On-Job Training)		
	Language Enhancement E-learning Degree Advancement Study Groups	Internal Training Courses External Training Courses	Training Within Industry Departmental Meetings Project Assignments		

2025 Employee On-the-Job Education and Training Items and Hours Statistics Table

Course Category	Toufen	Qianzhen	Linyuan	Zhongshan	Total Hours	Ratio
Ethical Corporate Management and Compliance	141	246.5	607	0	994.5	6.7%
Occupational Safety and Health	919	1,934	5,278	3,868	11,999	80.9%
Environmental Management and Response	159.5	176	903.5	170	1409	9.5%
Human Rights and Friendly Workplace	73.5	162	141	46	423	2.8%
Total	1,293	2,519	6,930	4,084	14,825	100.0%

Overview of Education and Training Hours Statistics by Operation Site in 2025

Education / Training Participation Status		Male	Female	Total
Supervisor	Average (Hours/Person)	31.7	22.0	31.5
Direct Personnel (Operators)	Average (Hours/Person)	35.7	10.9	28.8
Indirect Personnel (Staff)	Average (Hours/Person)	28.4	28.3	40.5
Whole Company	Participants	4,655	651	5,306
	Hours	13,488	1,337	14,825
	Number of Employees	405	66	471
	Average (Hours/Person)	33.3	20.3	31.5

* Note 1: Direct personnel are operators; indirect personnel are non-supervisory staff.

* Note 2: Differences in gender training hours may occur due to different departmental competency requirements.

* Note 3: Supervisors refer to personnel at the Section Manager level and above.

2025 Supervisor Ratio Statistics Table by Operation Site

Supervisory Personnel	Male		Female	
	Taiwan Region	Mainland China Region	Taiwan Region	Mainland China Region
Number of People	35	11	6	7
Total	46		13	
Grand Total	59			
Ratio	77.97%		22.03%	

* Note 1: Supervisory personnel refer to those at the Section Manager level and above.

* Note 2: Ratio calculation: Respective male (female) total / Grand total.

5.3 Social Engagement

Upholding the spirit of "taking from society and giving back to society," TTC spares no effort in caring for local communities, regional organizations, and local schools, maintaining continuous interaction and friendly relations with local neighborhoods. Leveraging its core capabilities in plastics manufacturing, TTC focuses its social contributions on three main pillars: "Neighborhood Care," "Community Clubs," and "Donations and Others":

Community Feedback: Including community development associations, education and culture, the Environmental Protection Bureau, community clubs, local folk festivals, and emergency relief.

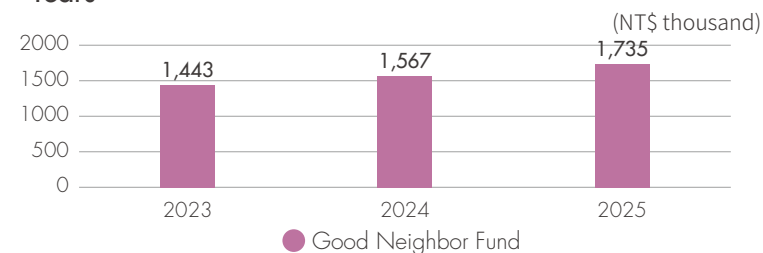
Providing Job Opportunities: Including prioritizing the hiring of local talent for suitable vacancies and encouraging contractors to employ local residents.

Community Networking: Including resident activities, club representatives, environmental groups, and religious activities.

» Expenditures on Local Feedback

Since 2022, the Linyuan District Office has uniformly utilized the Good Neighbor Fund submitted annually for designated purposes; the total Good Neighbor Fund of TTC in 2025 was NT\$ 1,735 thousand.

Sponsorship and Feedback Expenditures for Local Community Care in Linyuan District over the Past Three Years



Overview Table of Specific Activities and Implementation Results of Community Participation and Community Care in 2025

Category	Effectiveness/Execution Results
Neighborhood Care, Community Organizations	Feedback on Linyuan District neighborhood care gatherings, activities, and networking seminars
	Feedback on Linyuan District community club development associations and various association training activities
	Repair of various public facilities in Linyuan District
	Marketing of Linyuan District festive customs and agricultural/fishery specialty products
	Facility subsidies for schools at all levels in Linyuan District
	Scholarships and grants for schools at all levels in Linyuan District
	Toufen Plant participated in beach cleanup charity activities in Miaoli County
	To promote a healthy workplace environment, the Toufen Plant signed a "Smoke-Free and Betel Nut-Free Workplace for Employee Health Bonus" memorandum of understanding with the Toufen City Health Center in Miaoli County, joining hands to create a smoke-free and betel nut-free workplace, reduce the hazards of smoking and betel nuts for employees, and enhance the health and safety of the overall working environment.
	Sponsored and participated in the slow pitch softball tournament organized by regional corporate labor unions and the Petrochemical Federation of Labor Unions on November 22-23, 2025, allowing employees to showcase their vitality and spirit of loving sports.

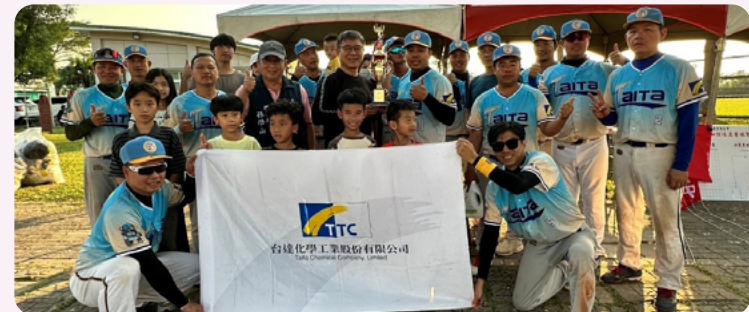
Category	Effectiveness/Execution Results
Neighborhood Care, Community Organizations	On November 15, 2025, TTC, Asia Polymer Corporation (APC), and Taiwan VCM Corporation (TVCM) each sponsored NT\$ 100,000 to jointly host the USI Corporation (USI) Cup Tennis Tournament.
	Upholding the corporate ESG sustainability spirit, the TTC Linyuan Plant continued to participate in the "Kaohsiung City Air Purification Zone Management Plan for 2025" and the "Kaohsiung City Cross-Departmental Greenhouse Gas Reduction Plan for 2025" promoted by the Environmental Protection Bureau, Kaohsiung City Government, sponsoring the replacement of lighting equipment in the Shanwei Elementary School library and adopting the air purification zone (campus greening and beautification project and air green wall) at Zhongyun Elementary School.
	Received a medal for outstanding contribution to the adoption of air quality purification zones from the Environmental Protection Bureau, Kaohsiung City Government
	Long-term investment in local good-neighbor activities in Linyuan District to promote harmonious relations with local communities, receiving a certificate of honor from the Linyuan District Office, Kaohsiung City
	Toufen Plant won the 2025 Regional Joint Defense Organization Practical Test Excellence Award
Donations and Others	In response to global circular economy and sustainable development trends, passed the ISO 14021 PIR certification.
	Implemented corporate sustainable development goals and responded to the government's net-zero policy to promote green procurement, receiving the 2024 Green Procurement Outstanding Unit Certificate from the Environmental Protection Bureau, Kaohsiung City Government.
	Participated in related activities of the USI Education Foundation
	Temple celebration activities and other sponsorships

Kaohsiung Petrochemical Industry General Union Petrochemical Cup Labor-Management Harmony Slow Pitch Softball Tournament

The TTC Linyuan Plant participated in the 15th Kaohsiung City Petrochemical Cup Labor-Management Harmony Slow Pitch Softball Tournament organized by Taiwan CPC Corporation and the Kaohsiung Petrochemical Industry General Union on November 22-23, 2025, and sponsored its activity funds. Members of the Linyuan Plant softball team enthusiastically participated in various joint softball competitions, showcasing their vitality and spirit of loving sports.



Group photo of colleagues participating in the slow pitch softball tournament



Group photo of colleagues participating in the slow pitch softball tournament

USI Corporation (USI) Cup Tennis Tournament

For many years, the three companies in the Group's Linyuan Plant area (TTC / Asia Polymer Corporation (APC) / Taiwan VCM Corporation (TVCM)) have continued to commission the Linyuan Tennis Association to hold the 23rd USI Corporation (USI) Cup Tennis Tournament on November 15, 2025, with each company sponsoring NT\$ 100,000 annually. Through the tournament activities, participating enterprises engage in networking and exchanges with local residents, establishing good neighborly friendships; this activity also promotes sports and fitness while increasing channels for interaction and communication between local community members and employees of local enterprises, fostering good neighborliness.



Group photo of team representatives and organizer personnel primarily participating in the tournament

Kaohsiung City Air Quality Purification Zone Adoption and Kaohsiung City Cross-Departmental Greenhouse Gas Reduction Plan

Upholding the corporate ESG sustainability spirit, the TTC Linyuan Plant continued to participate in the cross-departmental greenhouse gas reduction cooperation plan of the Environmental Protection Bureau, Kaohsiung City Government, sponsoring the expenses of institutions with matchmaking needs for greenhouse gas cooperative reduction to fulfill local corporate responsibilities. Meanwhile, priority was given to local institutions in Linyuan District needing subsidies. In 2025, it sponsored the replacement of lighting equipment in the Shanwei Elementary School library and adopted the air purification zone (campus greening and beautification project and air green wall) at Zhongyun Elementary School, receiving certificates of appreciation for both.



Certificate of Appreciation for Greenhouse Gas Cooperative Reduction



Certificate of Appreciation for Air Quality Purification Zone

TTC Linyuan Plant Won the Linyuan Industrial Park Energy Saving Outstanding Manufacturer Award

The Linyuan Industrial Park Service Center, Ministry of Economic Affairs, held the 2025 Linyuan Industrial Park Energy Saving Outstanding Manufacturer Recognition and Deep Energy Saving Matchmaking Sharing Meeting. The TTC Linyuan Plant responded to the 2050 net-zero carbon reduction policy by continuing to plan and implement energy-saving and carbon-reducing measures. By replacing energy-saving pumps in the plant, it achieved an average power saving of 32.86%, saving 657,000 kWh of electricity and reducing carbon emissions by 278.68 tons; through the update of cooling towers, it saved 11,769 kWh of electricity and reduced carbon emissions by 4,968 kg. It won the 2025 Linyuan Industrial Park Energy Saving Outstanding Manufacturer Award and shared energy-saving and carbon-reducing cases at the meeting to exchange experiences with various manufacturers.



Group photo of the Director of the Linyuan Industrial Park Service Center and colleagues of the TTC Linyuan Plant

TTC Linyuan Plant Received a Certificate of Honor from the Taiwan Responsible Care Association (TRCA)

Due to its outstanding performance in participating in the Ministry of Environment's 2024 National Toxic and Concerned Chemical Substances Joint Defense Organization written inspection and practical test verification (Y00039 Acrylonitrile Toxic Disaster Joint Defense Organization), the TTC Linyuan Plant received a certificate of honor for "Outstanding Performance in the 2024 Y00039 Acrylonitrile Toxic Disaster Joint Defense Organization Written Inspection and Practical Test Verification" from the Taiwan Responsible Care Association (TRCA) on April 16, 2025, in recognition of its efforts.



"2024 Acrylonitrile Toxic Disaster Joint Defense Organization"
Certificate of Honor issued by TRCA

Awarded a Certificate of Appreciation by the Linyuan District Office, Kaohsiung City

The TTC Linyuan Plant assists local neighborhoods in organizing various public welfare activities and local public constructions. Through its long-term investment in local good-neighbor activities in Linyuan District to promote harmonious relations with local communities, it received certificates of appreciation from the Linyuan District Office and the Linyuan District Borough Wardens and Administration Promotion Association.



Certificate of Appreciation from
Linyuan District Office



Certificate of Appreciation from Linyuan
District Borough Wardens and Administration
Promotion Association

TTC Toufen Plant Signed the Smoke-Free and Betel Nut-Free Workplace Memorandum of Understanding

To promote a healthy workplace environment, the TTC Toufen Plant signed a "Smoke-Free and Betel Nut-Free Workplace for Employee Health Bonus" memorandum of understanding with the Toufen City Health Center in Miaoli County on May 27, 2025, joining hands to create a smoke-free and betel nut-free workplace, reduce the hazards of smoking and betel nuts for employees, and enhance the health and safety of the overall working environment. The signing of this memorandum of understanding is an important practice of corporate social responsibility. In the future, we will be committed to creating a fresh, smoke-free, and betel nut-free workplace, comprehensively promoting a corporate health culture from environment creation and employee education to health promotion, hoping to drive more local enterprises to respond together.



Group photo of Toufen Plant Director Liao and the Toufen City
Health Center in Miaoli County

TTC Won the 2024 Green Procurement Outstanding Unit Award

TTC implemented corporate sustainable development goals and responded to the government's net-zero policy to promote green procurement. For internal needs such as equipment, supplies, utensils, and stationery, priority is given to environmentally friendly products with low pollution, energy efficiency, and recyclability during procurement, achieving energy conservation, carbon reduction, and lower operational costs from the inside out. On June 26, 2025, it was awarded the 2024 Green Procurement Outstanding Unit Award by the Environmental Protection Bureau, Kaohsiung City Government.



Green Procurement Outstanding Unit Award

TTC Toufen Plant Won the 2025 Regional Joint Defense Organization Practical Test Excellence Award

To enhance the environmental accident prevention management and response capabilities of government disaster prevention and relief units and operators of toxic and concerned chemical substances, the Ministry of Environment held the "2025 Resilient Taiwan - Environmental Accident Disaster Prevention and Relief Resilience Technology International Exchange Forum and Outstanding Operation Management Joint Defense Organization Award Ceremony" on October 29, 2025. It was personally hosted by Meng-Yu Tsai, Director General of the Chemicals Administration, inviting experts in disaster prevention and emergency response from industry, government, academia, and research sectors to share their professional knowledge, thereby strengthening domestic environmental accident disaster prevention management and emergency response actions. This event recognized organizations that are active and outstanding in environmental accident prevention and joint defense work, commending the efforts and contributions of various joint defense organizations. The TTC Toufen Plant won the 2025 Regional Joint Defense Organization Practical Test Excellence Award.



Group photo of award-winning manufacturers

USI Group Actively Implements Source Reduction and Accelerates Material Carbon Reduction Upgrading: Five Affiliated Enterprises Jointly Obtained ISO 14021 International Low-Carbon Recycled Material Certification

In response to the global circular economy and sustainable development trends, five affiliated enterprises under the USI Group, including USI Corporation (USI), Asia Polymer Corporation (APC), TTC, Swanson Plastics Corporation (SPC), and China General Plastics Corporation (CGPC), all passed the ISO 14021 PIR certification. This certification involved rigorous document review and on-site audits conducted by the third-party certification body SGS. The Group obtained 7 traceable international recycled material certification certificates for a total of 6 product types, providing processors with high-quality, high-cleanliness, high-stability, and low-carbon recycled materials, propelling the industrial chain toward the sustainable development of a circular economy.



Five affiliated enterprises jointly obtained the ISO 14021 international low-carbon recycled material certification

TTC Won the "Net-Zero Industry Competitiveness - Excellence Award"

At the fourth "Net-Zero Industry Competitiveness Award" ceremony held by the 21st Century Foundation at the Red House in Ximen, Taipei on October 27, 2025, TTC won the "Net-Zero Industry Competitiveness - Excellence Award" based on its overall performance in energy transition, carbon management, and ESG information disclosure. This year's evaluation covered five major high-energy-consuming industries: steel, plastics, cement, papermaking, and semiconductor manufacturing. A total of 116 listed and OTC companies competed. The award focuses on environmental indicators, including the improvement magnitude of greenhouse gas emission intensity, renewable energy usage rate, improvement magnitude of water usage intensity, and improvement magnitude of waste intensity as core indicators. TTC's performance was highly affirmed by the judges.



Group photo of award-winning manufacturers

Won the "Carbon Management Award" at the 2025 3rd SGS Green Sustainability Achievement Presentation

On December 12, SGS Taiwan held the "2025 3rd SGS Green Sustainability Achievement Conference," bringing together representatives from industry, government, and academia, as well as several leading enterprises, to participate in the grand event. This year's presentation focused on the circular economy, carbon management, hazardous substance control, and the promotion of eco-labels, revealing the latest achievements and trends of the industry in sustainable actions.

TTC, by combining low-carbon material development with carbon inventory technology, gradually implements the practical results of low-carbon process materials, providing high-quality low-carbon ABS material TAIECORTM, which can be processed into high-quality, impact-resistant shared bicycle mudguard shells and home appliance bodies, making outstanding contributions to extending the product life cycle and carbon reduction benefits.



Group photo of award-winning manufacturers

Five Companies Under the USI Group Won 10 Awards at the "18th Taiwan Corporate Sustainability Awards"

The Taiwan Institute for Sustainable Energy held the "2025 18th TCSA Taiwan Corporate Sustainability Awards" ceremony at the Grand Hotel Taipei on November 26, 2026. This year, a record high of 743 enterprises, government agencies, and organizations registered for the competition. The cumulative number of registered entities over the years has reached 1,075. Their annual total revenue ratio to Taiwan's 2024 GDP was 152%, and the combined 2024 total revenue of the thousand entities surpassed NT\$ 38.4 trillion, making it the largest comprehensive sustainability evaluation system in Taiwan. Five companies under the USI Group swept a total of 10 awards in this year's event.

APC, TTC, and CGPC were recognized by the judges in the comprehensive sustainability performance category and won the "Top 100 Taiwan Sustainable Exemplar Company Award". In the sustainability reporting category, all five companies of the USI Group won the "Corporate Sustainability Report Award," among which APC, TTC, CGPC, and Acme Electronics Corporation (ACME) received the Platinum Award honor. Upholding the spirit of "Creating Sustainable Value Together, Gathering for a Sustainable Society," the USI Group deepens ESG thinking into its group sustainable development strategy, continuously promoting and expanding positive social influence, and creating shared value for the enterprise and society.



Group photo of the USI Group

» USI Education Foundation

The USI Education Foundation was jointly endowed and established by USI Corporation (USI) and Asia Polymer Corporation (APC) on December 30, 2011, and officially commenced operations in 2012. Its purpose is to engage in educational public welfare undertakings, with a main focus on the disadvantaged, rural areas, and environmental and ecological care. Through establishing scholarships and grants, donating to public welfare organizations, and sponsoring educational public welfare activities, it strengthens service capacity and enhances service effectiveness.

To further expand the scale of public welfare, China General Plastics Corporation (CGPC) and Taiwan VCM Corporation (TVCM) joined the sponsorship ranks in 2017, and TTC also participated in supporting it in 2018, allowing the USI Education Foundation to invest more resources in cultivating chemical industry talents, rural education, and environmental sustainability public welfare undertakings, to give back to society.

In 2025, TTC donated NT\$ 2 million to the USI Education Foundation. Through the Education Foundation, various public welfare expenditures of approximately NT\$ 10.04 million were sponsored, including the issuance of NT\$ 3.05 million in scholarships and grants; sponsorship of NT\$ 1 million to the Alliance Cultural Foundation and NT\$ 4 million to Junyi School of Innovation in Taitung; and other various public welfare sponsorship expenditures of approximately NT\$ 1.99 million.

» Excellence Scholarships

Scholarships are provided for outstanding students in chemical engineering, materials, chemistry, and applied chemistry-related departments at 16 domestic public and private universities to apply, in order to promote education and talent cultivation in related fields, encourage university and graduate students in relevant departments to study hard, and cultivate excellent industrial talents for society. This year marks the 14th year since the establishment of the scholarship, with a cumulative issuance of NT\$ 26 million and over 360 students receiving awards.

A total of NT\$ 3 million was awarded in 2025, granted to 30 students across 18 departments at 12 public and private universities, including 5 doctoral students, 12 master's students, and 13 undergraduate students. To encourage the award-winning students, a scholarship award ceremony and recognition luncheon was held at the Taipei Marriott Hotel on December 5, 2025, and Group executives were invited to participate and interact with the students. During the ceremony, R&D Director Liu Han-Tai not only introduced the USI Group's R&D achievements and the gold-level green building R&D center currently under construction at the Group's "New Taipei International AI+ Smart Park" in Linkou, but also extended sincere blessings to the award-winning students, encouraging them to continue their hard work in the academic and research fields, and to continue to shine brightly on their future academic and life paths with a solid theoretical foundation, innovative research perspectives, and unremitting spirit of exploration.

2025 Major Sponsorship Items

Scholarships and Grants

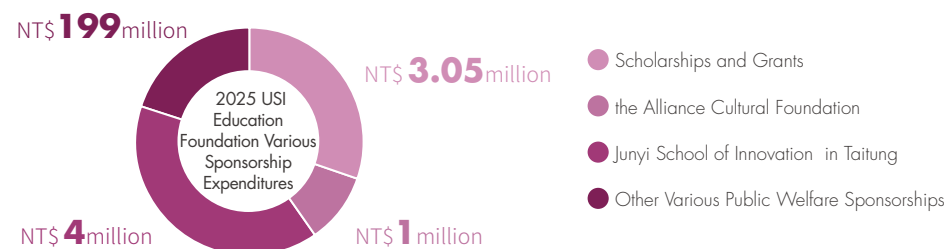
Excellence Scholarships
Artificial Intelligence Field
Scholarships

Donations to Public Welfare Organizations

the Alliance Cultural
Foundation
Junyi School of Innovation
Teach for Taiwan (TFT)
Foundation
Boyo Social Welfare
Foundation

Sponsorship of Educational Public Welfare Activities

Toufen Junior High School Music
Project
Longfeng Fishing Port Beach
Cleanup Activity
Medical and Health Education
Public Welfare Activities
Outrigger Canoe



2025 Scholarship Award Ceremony and Recognition Luncheon

» Artificial Intelligence Field Scholarships

To encourage outstanding domestic graduate students to participate in research and development applications in various fields of artificial intelligence (hereinafter referred to as AI), reduce the industry-academia gap, and cultivate chemical industry talents with expertise in the AI field, the Foundation has specially established this program. It rewards master's and doctoral students whose research topics focus on smart production systems, chemical process control, and AI applications aimed at saving energy and costs, reducing maintenance or failure frequencies, and increasing efficiency. This program started a five-year trial in 2022. Award-winning students receive a grant of NT\$ 50,000 per semester and, subject to regular review, can be continuously granted for a maximum of four semesters. Cumulatively, 6 students have received awards.

» The Alliance Cultural Foundation and Junyi School of Innovation in Taitung

To invest more resources in rural education and the sustainable development of Hualien and Taitung, the Alliance Cultural Foundation and Junyi School of Innovation in Taitung have been the main sponsorship targets of our Foundation for a long time. Over the past fifteen years, the Alliance Cultural Foundation has continuously shaped the blueprint for the sustainable development of Hualien and Taitung through three core directions: "Education, Placemaking, and Arts and Culture." In 2025, Junyi School of Innovation once again achieved the highest rating in the Ministry of Education's experimental education evaluation. Students not only challenge themselves inside and outside the classroom but also bravely step into the world through interdisciplinary courses and international exchange programs. In terms of vocational education, the Alliance Cultural Foundation continues to connect Shin Yeh Dining and Chengkung Commercial and Maritime School for a cooperative Japanese cuisine special class, and facilitated the commencement of Western cuisine courses at Kung Tung Technical High School by faculty from the National Kaohsiung University of Hospitality and Tourism, opening up broader future possibilities for rural youths.

In terms of placemaking, the "Island Life" alliance established in 2022 has officially become an association, coalescing the strength of returning youths and local actors to become an important platform for promoting community self-reliance and sustainability. At the same time, "My Nature Farm" is also about to collaborate with the Taiwan Regional Revitalization Foundation, committing to empowering youths in Hualien and Taitung, integrating agriculture, hospitality, aesthetics, and healthy living to respond to human needs for sustainable living and physical and mental health.

The "Paul Chiang Art Center," officially opened on March 15, 2025, attracted nearly 60,000 visitors in just half a year and is expected to become an important window for Hualien and Taitung to step onto the international arts and culture stage. The establishment of the center not only symbolizes the integration of art and nature but also represents an opportunity for Taiwan's civilizational profoundness to be seen by the world. We look forward to it continuing to attract more international artists and travelers, bringing new cultural dialogues and inspirations to Hualien and Taitung.



Trial Camp - Exploration Class



Graduation Ceremony

» Toufen Junior High School Music Project

The Foundation integrated the Harvest365 Music Project of the Harvest365 Foundation and collaborated with Toufen Junior High School in Miaoli County to establish the Toufen Junior High School Music Education Special Project in September 2021. Through professional choir teachers trained by Harvest365, collaborating with Toufen Junior High School music teachers, they instruct the Harmonie Choir composed of 7th, 8th, and 9th graders. In addition to regular club time, they also utilize after-school hours for practice. We hope to accompany students in their growth through the vocal arts, and by participating in the stage performances at the annual Harvest365 Music Festival, to stimulate their learning motivation and build self-confidence.

In the past, students moving up to the ninth grade would mostly prioritize further education and withdraw from the club. This year, however, 15 students chose to stay with the support and signed consent forms from their parents, continuing their journey with singing. There are also 15 new students joining this year, bringing the choir's numbers officially past 50, making the overall sound more resonant and powerful!

» Longfeng Fishing Port Beach Cleanup Activity

Since 2017, China General Plastics Corporation (CGPC) has coordinated with the marine environment policy of the Environmental Protection Bureau of Miaoli County to adopt 500 meters of the Longfeng Fishing Port beach in Zhunan Township. It hopes that through beach cleanup activities, participating colleagues can deeply experience the long-term burden caused by "single-use consumption" on the Earth while personally picking up discarded fishing nets, styrofoam, and plastic waste, thereby starting to think about plastic reduction in daily life, achieving a conceptual shift from "beach cleanup" to a "plastic-reducing lifestyle," further reducing the use of single-use plastic products, effectively carrying out waste sorting and recycling, protecting the ecology, and returning a home to marine life.

This year, CGPC similarly joined hands with the TTC Toufen Plant to jointly hold a beach cleanup activity on September 20, 2025, to maintain the cleanliness of the marine environment. This year's beach cleanup activity was led by CGPC General Manager Hu Chi-Hung, with over 220 colleagues from CGPC and the TTC Toufen Plant actively participating, joining hearts to protect our beaches and oceans.

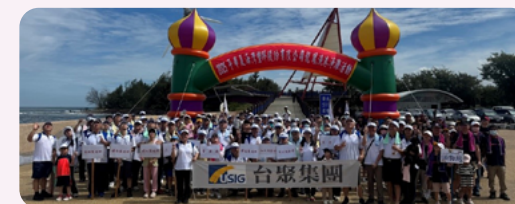
» Boyo Social Welfare Foundation

The Boyo Social Welfare Foundation was established in 2002 and led by President Lee Chia-Tung. Upholding the philosophy that "poor children cannot be allowed to fall into perpetual poverty," it has long provided free after-school tutoring and free remedial learning materials for disadvantaged children in rural areas, aiming to enable disadvantaged rural children to break free from hereditary poverty through education. Through the two major service methods of social work and education, it provides "care and counseling." Social workers try to untie the physical and mental bounds of the children, and teachers help children understand questions they don't know, with everyone working hard together. This is also an important reason for the success of Boyo's tutoring.

Over the more than 20 years since Boyo's establishment, it has invested massive manpower and resources annually in course design, R&D of remedial materials, and training of community parents. Currently, there are 17 tutoring service sites serving nearly 2,600 students. It hopes that as the children grow up, they can rely on their own strength for "self-reliant poverty alleviation," possess the ability to choose their careers and lifestyle models, no longer fall into the cycle of poverty, and achieve the vision of "letting knowledge bring hope home."



Toufen Junior High School Harmonie Choir



Beach Cleanup Activity

» Teach for Taiwan (TFT) Foundation

The Teach for Taiwan (TFT) Foundation was established in 2013 as a non-profit organization dedicated to solving "educational inequality," hoping to create equal educational opportunities for every child. By training outstanding youths to travel to rural areas and "high-need areas" where the proportion of junior high school educational exam scores failing to meet basic academic capabilities is high, teaching for at least two years, it resolves the long-standing difficulties of difficult teacher recruitment and frequent turnover faced by rural elementary schools. The areas currently covered include Miaoli, Hualien, Nantou, Yunlin, Changhua, Chiayi, Tainan, and Pingtung.

From the first TFT program to the present, TFT has trained over 290 teachers and impacted over 7,000 children. Nearly 70% of the students possess the basic academic capabilities for their grade. In addition to basic academic capabilities, the high-quality teaching environment and teaching quality created by TFT program members have also enabled nearly 70% of students to have good "non-cognitive abilities (such as self-management and efficacy, grit, emotional management, and other capabilities)." It assists children in possessing multi-faceted capabilities beyond academic subject abilities to create changes for their own futures.



» Medical and Health Education Public Welfare Activities

Although National Health Insurance is already quite convenient, people do not have to worry about medical expenses when seeking medical treatment, and the health insurance ensures that people can obtain complete medical care and seek medical treatment with peace of mind. However, the humanistic care services brought to rural areas by student medical service teams are the core value of medical education and medical practitioners. In addition to providing the medical resources and knowledge lacking locally, and giving people spiritual care and companionship; more importantly, medical personnel guide medical school student team members to integrate what they have learned in the classroom, and to find a sense of mission from the pure service process devoid of commercial interests.

To encourage various medical universities to organize medical service teams to deeply penetrate rural areas lacking medical resources to promote public welfare activities such as medical services, health education advocacy, and free clinics for local residents, the Foundation sponsored part of the activity funds for 4 medical and health education public welfare camps in 2025. The number of participating members in the 4 camps exceeded 500, and the number of people served exceeded 2,100.

School	Club	Location	Number of Participants	Number of Serves
Taipei Medical University	Social Medical Service Team 1	Taimali and Jinfeng Townships, Taitung	110	250+
	Green Cross Medical Service Team	Sihu Township, Yunlin	120	400+
	Feng-Hsing Medical Youth Service Team	Penghu	220	1,000+
	Xing-Qing Counseling Social Medical Service Team	Beinan and Jinfeng Townships, Taitung	55	500+



Taipei Medical University Xing-Qing Counseling Social Medical and Cultural Arts Service Team - Dongxing Village Free Clinic



Taipei Medical University Xing-Qing Counseling Social Medical and Cultural Arts Service Team - Taiping Village Free Clinic



Taipei Medical University Green Cross Medical Service Team - Door-to-Door Household Visits

» Outrigger Canoes

Taitung Austronesian Taiwan Outrigger Canoe Club (TOCC) is dedicated to reviving marine culture and awakening the public's awareness of Taiwan's status as the homeland of Austronesian-speaking peoples. Through the outrigger canoes, a sport carrying a strong Pacific Austronesian flavor, Taiwan's indigenous peoples can also rediscover their own cultural roots. Through participation in international competitions, cultural education promotion, exchanges, and local cultivation, outrigger canoes have become a key bridge connecting Taiwan and global Austronesian cultures, allowing the world to see Taiwan's core position in Austronesian history, and successfully transforming the recognition of "Taiwan as the homeland of Austronesian-speaking peoples" from academic research into life practice.

Based at Taitung's Flowing Lake, the association has established the first outrigger canoe training center in eastern Taiwan, training more than 50 students every month, transforming marine culture from a competitive sport into a daily life practice. Through regularly held events such as the Christmas Cup Friendly Match and the Green Island Crossing Challenge, it attracts the participation of tribes such as Taronak, Zhiben, Luye, and Dulan, forming a cross-tribal marine cultural exchange network.

The association has further collaborated with Junyi School of Innovation to offer the "Introduction to Outrigger Canoes" course, integrating marine cultural education into the education system. Through the boat-building project from the forest to the ocean, students personally experience the complete cultural context from material selection and boat building to navigation, understanding their ancestors' sustainable wisdom of "a tree becomes a boat." This is not only technical inheritance but also a process of rebuilding cultural identity.



Water group training of Junyi School at Flowing Lake

