

4

Happy Workplace and Social Participation

4.1	Talent Attraction and Retention	87
4.2	Talent Cultivation and Development	102
4.3	Occupational Health and Safety	107
4.4	Social Participation	119



4.1 Talent Attraction and Retention

| Management Policy (GRI 3-3)

Strategic Policy



Recruit talents widely, build
brilliance together.

Commitment



Ensure proper alignment of
people and roles, and create value
together

Sustainability Principle



Happy Workplace and Social
Participation



Impact Management Positive/Negative Impacts

- Potential positive impact - Achieving a fulfilling workplace enterprise - Increasing employee identification with the Company.

Impact Management Negative Impact Remediation and Preventive Measures

- Enhance employee benefits and improve the working environment.

Goal

- Employee satisfaction: Taiwan **75%**, Kunshan Plant **90%**, Guangzhou Plant **84%**
- Recruitment attainment rate: Taiwan **100%**, Kunshan Plant **100%**, Guangzhou Plant **100%**

Goal

- 員工滿意度 台灣 **76%**、昆山廠 **90%**、廣州廠 **84%**、馬來西亞廠 **76%**
- 招募達成率 台灣 **100%**、昆山廠 **100%**、廣州廠 **100%**

2025

2025

2027

2030

Performance

- Employee satisfaction: Taiwan **76.33%**, Kunshan Plant **97.93%**, Guangzhou Plant **96.9%**, Malaysia Plant **70%**
- Recruitment attainment rate: Taiwan **100%**, Kunshan Plant **95%**, Guangzhou Plant **100%**, Malaysia Plant **100%**

Goal

- Employee satisfaction: Taiwan **78%**, Kunshan Plant **90%**, Guangzhou Plant **84%**, Malaysia Plant **78%**
- Recruitment attainment rate: Taiwan **100%**, Kunshan Plant **100%**, Guangzhou Plant **100%**

* Note: Recruitment attainment rate: Based on the manpower needs of the hiring unit, the ratio of the actual number of recruits achieved to the number of people to be recruited. Calculation formula: Number of recruits achieved / Number of people to be recruited.

Manpower Structure (GRI 2-7)

In 2025, the total number of employees in the Company's Taipei Office and Taoyuan Plant was 222, including 170 males (76.58%) and 52 females (23.42%). Except for the Chairman who concurrently serves as the Chief Executive Officer in a part-time capacity, all are formal full-time employees. Because the nature of work at the Taoyuan Plant often requires heavy lifting, the proportion of male employees is relatively high. To protect employees' employment rights, except for the Chairman serving concurrently as CEO in a part-time capacity, the rest are employed in a typical employment manner with indefinite contracts, allowing employees to work with peace of mind.

The total number of employees at the Kunshan and Guangzhou plants is 1,213, including 659 males (54%) and 554 females (46%), all of whom are formal full-time employees. Compared to the Taoyuan Plant, the two plants in mainland China involve backend processing, and the work is more delicate; thus, the proportion of female employees is higher than that of the Taoyuan Plant. According to mainland Chinese laws and regulations, after concluding fixed-term labor contracts twice consecutively, an open-ended labor contract should be signed upon the third renewal. The proportion of employees at the Kunshan Plant with more than six years of service and an open-ended labor contract is 3.6%, while the ratio at the Guangzhou Plant is 36.1%.

The total number of employees at the Malaysia Plant is 415, including 278 males (67%) and 137 females (33%).

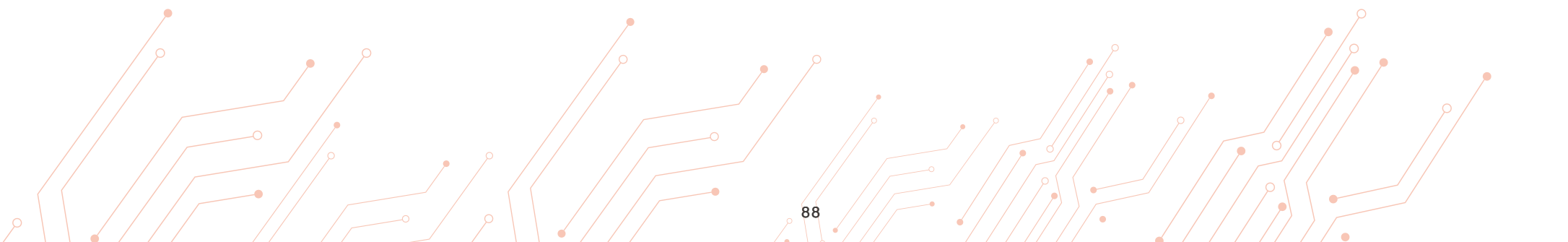
We encourage disadvantaged groups in society to contribute their strengths. As of the end of 2025, there were a total of 16 active employees with disabilities (13 at the Guangzhou Plant, 0 at the Kunshan Plant, and 3 at the Taoyuan Plant).

In accordance with "Article 38 of the People with Disabilities Rights Protection Act", the Taoyuan Plant's statutory employment quota is 2 people. Through practical actions to fulfill social responsibilities, it actually employed 2 people with mild disabilities and 1 with severe disabilities (weighted as 2 people by law). The statutory calculated number totaled 4 people, outperforming regulatory requirements with an excess employment rate of 100%.

ACME 2025 Employee Composition

Unit: Persons

Item Description			Taiwan	Kunshan Plant	Guangzhou Plant	Malaysia Plant
Gender		Male	170	239	420	278
		Female	52	171	383	137
		Total	222	410	803	415
Function	Non-managerial	Direct	81	295	655	296
		Indirect	62	64	91	37
	Senior Management	Male Manager	48	12	11	12
		Female Manager	8	4	3	8
	Junior/ Mid-level Management	Male Manager	15	19	32	33
		Female Manager	8	16	11	29
	Total		222	410	803	415
Employment Contract		Permanent Employees	222	18	296	318
		Fix-term Employees	0	392	507	97
		Total	222	410	803	415
Employment Type		Full-time	221	410	803	415
		Part-time	1	0	0	0
		Total	222	410	803	415



Item Description		Taiwan	Kunshan Plant	Guangzhou Plant	Malaysia Plant	Total
Mid-to-high-level management	Male Manager	79.1%	65.38%	73.08%	52%	71.43%
	Female Manager	20.9%	34.62%	26.92%	48%	28.57%
	Total	100.00%	100.00%	100.00%	100.00%	100.00%

* Note 1: Mid-to-high-level management refers to managers at section chief level and above; junior management refers to foremen and team leaders.

The gender and age distribution of the Company's senior, mid-to-lower-level management, and general employees are shown in the table below. Managers are predominantly males aged 30 and above. General employees are mainly distributed in the 31-50 age group, and the male-to-female ratio varies by region, but overall the difference is not significant. Because the Taoyuan Plant employs some employees seconded to mainland China to serve as managers, the proportion of senior executives is relatively high. Consequently, the Kunshan Plant only locally hired two senior executives aged 51 and above, and the Guangzhou Plant only locally hired three senior executives aged 51 and above.



ACME 2025 Employee Age Distribution

Unit: Persons

Item Description		Gender	Taiwan	Kunshan	Guangzho	Malaysia
Senior Management (Assistant Manager and Above)	Under 30	Male	0	0	0	0
		Female	0	0	0	0
	31-50	Male	20	9	10	5
		Female	6	4	2	3
	51 and above	Male	28	3	1	7
		Female	2	0	1	5
Junior and Mid-Level Management (Supervisor, Team Leader, and Section Chief)	Under 30	Male	0	0	6	6
		Female	0	0	0	13
	31-50	Male	7	19	25	15
		Female	6	16	11	14
	51 and above	Male	9	0	1	12
		Female	1	0	0	12
General Employees	Under 30	Male	19	49	176	84
		Female	4	21	98	28
	31-50	Male	77	131	185	135
		Female	23	106	265	59
	51 and above	Male	11	28	16	14
		Female	9	24	6	13

The educational background distribution of the Company's employees across various levels is shown in the table below. The Taoyuan Plant is the location for developing new materials, new products, and new businesses; therefore, there are more employees with bachelor's and master's degrees or higher. The Kunshan and Guangzhou plants are production bases; therefore, there are more employees with high school/vocational school degrees or below.

2025 ACME Educational Background Distribution

Unit: Persons

Item Description		Taiwan	Kunshan Plant	Guangzhou Plant	Malaysia Plant
Total Employees	Junior High School	11	222	621	125
	Senior High School / Vocational School	69	72	66	144
	Junior /Technical College	35	76	61	95
	Bachelor's Degree	56	33	53	40
	Master's Degree	47	7	2	10
	Ph.D.	4	0	0	1

Talent Recruitment and Employment (GRI 401-1)

To maintain the stability of human resources, the Company aims to select excellent and competent talents through a fair, open, just, and efficient selection system to strengthen the business structure. We take diversity and equal opportunity into consideration, and there is no discrimination in employment based on race, skin color, age, sexual orientation, ethnicity, disability, pregnancy, religion, political affiliation, union membership, or marital status. The Company complies with the relevant regulations of the Labor Standards Act and meets the standards of the Responsible Business Alliance (RBA) Code of Conduct.

Based on business needs, organizational planning, or employee turnover, when vacancies need to be filled or expanded, the hiring unit first fills out a "Personnel Requisition Form." After approval, internal group recruitment and job rotation are prioritized, while external recruitment is also conducted simultaneously. Recruitment methods mainly include multiple channels such as job websites, employment service stations, employee referrals, and campus recruitment to recruit talents at all levels. Priority is given to recruiting local talents to provide local employment opportunities and give back to the community.

In 2025, the employment mainly focused on employees under 50 years old. The Kunshan Plant primarily hired personnel aged 31-50, while the Guangzhou Plant hired more personnel under 30. The source of employees for the two plants in mainland China is predominantly from other provinces (69% for Guangzhou Plant, 75.6% for Kunshan Plant). Employees from other provinces often experience a year-end wave of returning home due to family reasons and home-town development, leading to employee turnover and requiring continuous replenishment of manpower gaps.

In 2025, the recruitment attainment rates for the Kunshan and Guangzhou plants were 95% and 100%, respectively. The Kunshan Plant missed the target because employees resigned before the year-end to return home for the Lunar New Year, reducing available market manpower. Overall, required manpower was successfully recruited according to the needs raised by each hiring unit, maintaining manpower stability. Although Taiwan faces severe labor shortages (including direct labor and general staff) and recruitment difficulties, through continuous efforts and the successful introduction of foreign migrant workers, the recruitment attainment rate of the Taoyuan Plant still reached 100% in 2025.

ACME 2023 to 2025 Talent Recruitment Overview (GRI 401-1)

Unit: Persons

Item Description		2023	2024	2025
Taiwan	Number of new hires	52	48	39
	Number of employees at year-end	186	212	222
	New hire rate	28%	23%	18%
Kunshan Plant	Number of new hires	403	315	423
	Number of employees at year-end	405	354	410
	New hire rate	100%	89%	103%
Guangzhou Plant	Number of new hires	469	553	431
	Number of employees at year-end	717	781	803
	New hire rate	65%	71%	54%
Malaysia Plant	Number of new hires	55	58	82
	Number of employees at year-end	373	377	415
	New hire rate	15%	15%	19.76%

* Note: New hire rate = (Number of new hires / Total number of employees)

ACME 2025 New Employee Gender, Age, and Regional Distribution (GRI 405-1)

Unit: Persons

Item Description	Taiwan		Kunshan Plant		Guangzhou Plant		Malaysia Plant	
	Male	Female	Male	Female	Male	Female	Male	Female
New Employees by Household Registration								
Under 30	5	2	83	58	198	121	34	16
31-50	16	9	105	139	66	46	21	9
51 and above	7	0	20	18	0	0	1	1

New Employees by Household Registration	Taiwan	Kunshan Plant	Guangzhou Plant	Malaysia Plant
Taiwan	30	0	0	1
Mainland China	0	423	431	1
Thailand	8	0	0	0
Indonesia	0	0	0	0
Malaysia	0	0	0	80
Nepal	0	0	0	0
Pakistan	1	0	0	0

Talent Turnover (GRI 401-1)

The Company respects employees' personal plans. Departing employees under 30 accounted for 35%, and those aged 31-50 accounted for 5%. Due to changes in the macroeconomic environment, the turnover rate at the two plants in mainland China is very high due to optional reasons such as employees from other provinces returning home, starting their own businesses, taking care of families, or pursuing further education.

The turnover categories in 2025 were predominantly other departing personnel (such as unpaid leave / contract expiration, etc.). The main reasons for voluntary resignation in Taiwan were salary factors, while in mainland China, the main factors were employees from other provinces returning home for employment, family care, further education, and health reasons.

The main reasons for resignation at the Malaysia Plant in 2025 were changes in career planning, family issues, foreign workers returning home after contract completion, and continuing studies.

The overall turnover rate in 2025 increased compared to 2024. Resignations were mainly due to the lower stability of new hires, who found it difficult to adapt to the working environment, corporate culture, and collegial relationships. The number of new hires resigning within six months at the Kunshan and Guangzhou plants accounted for 71% of the total resignations.

To increase the stability of new hires, we adopted the following measures at each stage:

**Interview Stage**

Directly lead applicants to visit the work site and explain the job content in detail.

**Probation Stage**

Provide care and timely counseling; conduct training to enhance understanding of the Company.

**Formal Employment Stage**

Provide employee services and counseling, assist in career planning, strengthen capabilities through continuous on-the-job training, and provide reasonable performance evaluations and remuneration benefits.



Most employees at the two plants in mainland China are from other provinces. To help new employees adapt to the new working and living environment as quickly as possible, we organize new employee symposiums, various entertainment activities, and birthday parties, allowing employees to feel the warmth of the collective.

ACME 2023 to 2025 Talent Turnover Overview (GRI 401-1) (GRI 401-1)

Unit: Persons

Item Description		2023	2024	2025
Taiwan	Number of departing employees	19	30	29
	Number of employees at year-end	194	212	222
	Turnover rate	10%	14%	13%
Kunshan Plant	Number of departing employees	289	338	308
	Number of employees at year-end	383	354	410
	Turnover rate	75%	95%	75%
Guangzhou Plant	Number of departing employees	373	485	409
	Number of employees at year-end	713	781	803
	Turnover rate	52%	62%	51%
Malaysia Plant	Number of departing employees	74	52	48
	Number of employees at year-end	373	377	415
	Turnover rate	20%	14%	12%

* Note: Turnover rate = (Number of departing employees / Total number of employees)

ACME Turnover Rate Distribution by Gender and Age (GRI 401-1)

Interval	2025				2024			
	Female		Male		Female		Male	
	Count (Persons)	Percentage (%)	Count (Persons)	Percentage (%)	Count (Persons)	Percentage (%)	Count (Persons)	Percentage (%)
Under 30 years old	158	21%	258	23%	89	13%	336	33%
31-50 years old	172	23%	166	15%	173	25%	161	16%
51 years old and above	15	2%	25	2%	7	1%	13	1%
Total	345	46%	449	41%	269	38%	510	50%
Turnover Gender Ratio	43%		57%		16%		65%	

* Note 1: Employee turnover rate (%) = Number of employees resigned in each category / Total number of employees at the end of the year.

* Note 2: Employee turnover gender ratio (%) = Number of resigned employees of each gender / Total number of resigned employees.

ACME 2025 Departing Employee Gender, Age, and Regional Distribution (GRI 401-1)

Unit: Persons

Item Description	Taiwan		Kunshan Plant		Guangzhou Plant		Malaysia Plant	
Distribution of Departing Employees by Gender and Age	Male	Female	Male	Female	Male	Female	Male	Female
30 and below	3	0	62	47	173	102	20	9
31-50	15	2	73	100	67	64	11	6
51 and above	8	1	15	11	2	1	0	2

Departing Employees by Household Registration	Taiwan	Kunshan Plant	Guangzhou Plant	Malaysia Plant
Taiwan	23	0	0	0
Mainland China	0	308	408	0
Thailand	6	0	0	0
Malaysia	0	0	0	43
Nepal	0	0	0	4
Myanmar	0	0	0	1

Turnover Category	Taiwan	Kunshan Plant	Guangzhou Plant	Malaysia Plant
Voluntary Resignation	12	290	364	41
Contract Expiration, Retirement, Internal Transfer, Unpaid Leave	14	16	5	7
Involuntary Resignation	3	2	40	0

Human Rights Protection

Human Rights Policy (GRI 2-23)

By researching and referencing 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," a human rights policy applicable to the Company and all affiliated enterprises of the USI Group was formulated and approved by the Company's Chairman to eliminate actions that infringe upon or violate human rights; in addition to providing a reasonable and safe workplace, it also ensures that current colleagues of the Company receive reasonable and dignified treatment.

Human Rights Risk Identification and Assessment

Human rights risk identification is conducted annually, and compliance checks and third-party assessments are executed for the identified human rights topics of concern; based on the risk assessment results and deficiencies found in internal and external reviews, mitigation and corrective measures are adopted and continuously improved to achieve the purpose of risk management.

Human rights topics involve different business units; through the HR unit targeting different affected subjects and human rights topics, human rights due diligence and risk management operations are conducted.

The Company established the steps and deployment processes for each stage of human rights management to serve as the foundation for maintaining and protecting human rights, including the following:



Human Rights Due Diligence Process (GRI 2-24)



2025 Human Rights Management Results (GRI 2-24)

There were no major illegal incidents this year; human rights-related education and training will be continuously conducted, and for content related to human rights training, please refer to the [Company's website](#).After conducting risk identification according to the Company's human rights policy execution guidelines, a total of 13 human rights topics were included this year, among which 9 items were topics of major concern; the item with risks was "excessive working hours," and the executed mitigation measures and impact remediation measures are as follows:

Mitigation and Remediation Measures for Human Rights Management Items

Topic	Mitigation Measures	Remediation Measures
 Excessive working hours	1. Comply with relevant regulations on working hours under labor laws, regularly conduct compliance reviews of company regulations, and implement them thoroughly. 2. Accurately record employee attendance times through the attendance and overtime management system. 3. The system sends daily overtime reminders based on clock-in/out records. In addition to reminding employees of regular working hours and regulations on extended working hours, it confirms whether staying late constitutes overtime. If so, employees can choose to receive overtime pay or compensatory time off. 4. Regularly review the overtime status of each unit. 5. Promote the Group's electronic operations and smart production to simplify administrative processes. 6. Continuously organize professional training courses and introduce generative AI tool training programs to refine employee skills and enhance office work efficiency.	1. If overtime work occurs, overtime pay is distributed in accordance with the law. 2. Understand colleagues' workloads and reasons for overtime, actively carry out process improvements and optimize operations, and help enhance work efficiency. 3. Employees with excessive working hours are included in the list for identifying abnormal workloads and risk assessments. Regular employee health examinations are conducted, and relevant operations and manpower status are adjusted as appropriate. 4. Understand colleagues' workloads and reasons for excessive working hours, actively carry out process improvements and optimize operations, and help enhance work efficiency.
	Percentage of Impact Implemented Compensation (%)	Results
	100%	The system confirms the reasons for overtime daily. If an impact from excessive working hours occurs, the due overtime pay or compensatory time off will be distributed according to compensation measures, and relevant operations and manpower status will be adjusted as appropriate.

Remuneration System (GRI 405-2)

Adhering to the concept of sharing profits with employees, the Company attracts, retains, cultivates, and motivates excellent talents from all areas, providing a diversified and competitive remuneration system.

The starting salary of the Company's new recruits is based on the principle of equal pay for equal work; those with the same educational and experiential background engaging in the same position receive the same remuneration, and after employment, appropriate salary adjustments or performance bonuses are given based on individual performance.

For the basic-level personnel salaries at the Taoyuan Plant, except for migrant workers who are paid according to the government-announced basic wage, Taiwanese domestic workers are paid equally regardless of gender, and slightly higher than the basic wage.

The standard salaries of basic-level personnel at the Kunshan Plant, Guangzhou Plant, and Malaysia Plant are equivalent to the local minimum wages, and are equal regardless of gender.

Ratios of standard entry-level wage by gender compared to local minimum wage

Region	2023		2024		2025	
	Male	Female	Male	Female	Male	Female
Taiwan	1.12	1.10	1.09	1.13	1.1	1.1
Guangzhou Plant	1	1	1	1	1	1
Kunshan Plant	1	1	1	1	1	1
Malaysia Plant	1	1	1	1	1	1

To seek the stability of human resources and retain excellent talents, the Company regularly assesses market salary levels, makes appropriate adjustments and plans for employee salaries, and provides special salary adjustments for excellent talents with outstanding performance, to achieve a market-competitive salary level.

Salaries of Full-time Employees Not in Managerial Positions

The number, average salary, and median salary of full-time employees not in managerial positions in the Company in 2025 are shown in the table below. Both the average and median salaries decreased compared to the previous year; the main reason is that the Company's profits decreased compared to the previous year, resulting in a drop in employee year-end bonuses.

Item Description	Fiscal 2025	Difference from Previous Year
Number of full-time employees not in managerial positions	169	+11
Average salary of full-time employees not in managerial positions (NT\$ Thousand)	883	-55
Median salary of full-time employees not in managerial positions (NT\$ Thousand)	793	-68

* Note: This table excludes the two plants in mainland China and the Malaysia Plant, and only includes full-time employees not in managerial positions at the Taoyuan Plant and Taipei Office.

Happy Workplace (GRI 401-2)

Comprehensive and thoughtful welfare measures are key factors in retaining talent; in the Taiwan region, whether for employees in the Taipei Office or Taoyuan Plant, and whether migrant workers or domestic workers, in addition to legally required enrollment in labor and health insurance and contributions to labor pensions, the Company also offers the following employee care benefits:

Provides employee group insurance, and employee dependents can also join at preferential prices.



Preventive health checks, offering health examinations once a year, which exceeds legal requirements.



Meal and transportation subsidies, as well as providing uniforms, safety shoes, and dormitory facilities to care for employees' food, clothing, housing, and transportation needs; and providing free ground coffee given the increasingly popular coffee culture.



Labor Day bonus, celebrating Labor Day together with employees.

Various monetary gifts for weddings, funerals, and celebrations, sharing in the joys and sorrows of employees.



Various specially contracted stores, including restaurants, hotels, leisure and entertainment, or medical checkups, providing comprehensive assistance to employees.



Providing travel subsidies and occasional one-day trips, dining events, etc., to promote camaraderie among employees and family harmony.



Two Plants in Mainland China Region

In addition to legally purchasing the Five Social Insurances and One Housing Fund for mainland China employees, festival bonuses are issued during traditional holidays such as the Mid-Autumn Festival and Dragon Boat Festival; various monetary gifts are issued for weddings, funerals, and celebrations; birthday vouchers are issued to employees or birthday parties are held; employees are provided with free occupational health checkups, and group accident insurance is purchased; the company provides three free meals, etc.

Malaysia Plant

- Insurance for supervisors, engineers, executives, managers, and above levels.
- The company provides uniforms for all officially employed employees. For those working in production areas, the company also provides safety shoes and tools. For foreign workers, the company provides dormitories, transportation, and pays for utilities.
- The Family Committee fund also provides cash to employees for the following activities/situations:
 - In the event of the death of an immediate family member (i.e., spouse, parents, and children), a contribution of RM150 is given to the employee (who has worked at ACME for more than 1 year).
 - Provides RM100/- in cash for employees admitted to the hospital (excluding deliberate self-harm, drunk or reckless driving, and substance abuse).
 - Provides a wedding gift of RM100 to recognize the employee's first legal marriage in Malaysia.
 - Upon the confirmed birth of the employee's first child in Malaysia, an RM100 baby gift is awarded (not applicable if hospitalization claims have already been applied for, then not applicable).

The Taoyuan Plant and Taipei Office legally established the Employee Welfare Committee (EWC), composed of 13 members in total, including 11 representatives voted on independently by employees and 2 business executors designated by the employer; meetings are held once every three months, and ad hoc meetings may be held when necessary. The EWC is responsible for handling the distribution of employee monetary gifts for three major festivals, weddings, funerals, and celebrations, as well as year-end banquets, employee travel, and dining events; the Company contributes 0.05% of its total monthly revenue and 40% of its scrap material sales income to fund the various activities of the EWC; in 2025, a total of NT\$ 744 thousand was contributed to EWC funds, accounting for approximately 0.5% of total salaries.

The Kunshan Plant established a labor union in 2016, setting up 1 Union Chairman, 1 Vice Chairman, and 5 committee members, accounting for 1.7% of the total number of employees, with the union arranging employee welfare matters. The Guangzhou Plant has not established a labor union; employee welfare matters are centrally arranged by the company's administrative units. (GRI 2-30)

The Malaysia Plant established a Family Committee, composed of 1 Chairman, 1 Vice Chairman, 1 Advisor, 1 Secretary, and 12 members, accounting for 3.61% of the total number of company employees. Family Committee members discuss employee welfare, and administrators proceed with the final decisions made by management.

Taoyuan Plant 2025 Employee Travel



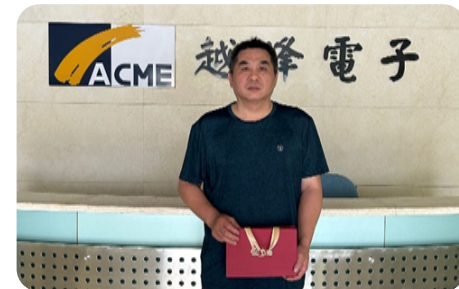
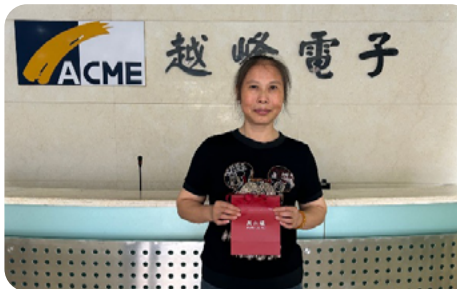
Taoyuan Plant 2025 Year-end Banquet



Kunshan Plant held a points meeting in 2025



Kunshan Plant distributed souvenirs to retired employees



Guangzhou Plant 2025 Monthly Employee Birthday Parties



Guangzhou Plant held a Summer Charity Camp activity from July to August 2025



Malaysia Plant Senior Service Award Dinner



Guangzhou Plant 2025 Year-end Banquet



Migrant Workers

International human rights equality is something that companies committed to globalization must value; because the Company employs migrant workers, we hold special insights regarding this.



New Recruits

Pre-employment briefings are provided, including national laws, health information, county and city government consultation service centers, and Thai language radio stations.



Agency Requirements

Must possess the highest Level A evaluation standard from the Ministry of Labor, with professionals assisting in handling relevant service operations such as residence permits, health checkups, tax filings, and vacations.



Dietary Needs

For 1 to 2 out of 3 meals, migrant workers can independently decide to choose Thai cuisine.



Communication Channels

Agency interpreters visit at least 3 times a month for two-way communication; a company suggestion box is provided, and 1 migrant worker dormitory management staff member is in place to respond to needs at any time.



Living Environment

Equipped with Chinese-Thai translation devices, respecting beliefs by bringing in an Erawan Shrine for worship, providing living spaces and comfortable air-conditioning superior to regulatory requirements, and equipped with free unlimited broadband internet, satellite channels, and audio-visual equipment.



Welfare Measures

In addition to enjoying rights equivalent to those of domestic workers, foreign colleagues are additionally issued a Songkran Festival bonus to comfort their hardships of being away from home.



Parental Leave Without Pay (GRI 401-3)

For colleagues' childcare needs, they can apply for parental leave without pay before their child turns three years old, for a maximum of up to two years, and their original positions are retained for colleagues to be reinstated; if necessary, fixed-term contract personnel are hired to temporarily cover for them, allowing employees to work at the Company with peace of mind and confidently raise the next generation.

In addition to providing parental leave applications according to regulations, a comfortably air-conditioned lactation room, a clean breast milk storage space, and flexible and autonomous lactation times are equipped; furthermore, special contracts have been signed with locally operated kindergartens to provide childcare discounts, offering spaces for toddler activities, and planting a variety of plants to provide for teaching and playing.

ACME 2025 Parental Leave Without Pay Application Headcount, Reinstatement, and Retention Status

Item Description	Taiwan	
	Male	Female
Number of employees eligible to apply for parental leave without pay in the current year	2	3
Number of employees who actually applied for parental leave without pay in the current year	0	0
Number of employees due for reinstatement from parental leave without pay in the current year	0	0
Number of employees actually reinstated from parental leave without pay in the current year	0	0
Reinstatement rate (actual reinstated headcount / expected reinstated headcount)	0	0
Number of employees still employed 12 months after returning from parental leave without pay in the previous year	-	1
Retention rate (number of employees still employed 12 months after reinstatement in the previous year / actual reinstated headcount in the previous year)	-	100%

* Note: This table excludes the two plants in mainland China and the Malaysia Plant.

Pension Contributions (GRI 201-3)

In the Taiwan region, in accordance with the provisions of the Labor Standards Act and the Labor Pension Act, a retirement scheme has been formulated for all official employees, contributing labor retirement reserve funds monthly to the Trust Department of Bank of Taiwan and the individual employee pension accounts at the Bureau of Labor Insurance. Furthermore, starting from 2017, in response to the full allocation requirements for retirement reserve funds following the amendment of the Labor Standards Act, the amount required to be made up for the following year is estimated at the end of each year and deposited into the dedicated account before the end of March, guaranteeing that every employee who applies for retirement according to law can receive the pension they deserve. The Five Social Insurances and One Housing Fund purchased for mainland China employees by the two plants in mainland China according to law includes endowment insurance.

Malaysia's legally mandated contributions to the Employees Provident Fund (EPF) are a compulsory savings program and retirement scheme for private sector workers in Malaysia. Funds are contributed into the personal Employees Provident Fund (EPF) of each employee. Contribution amounts are determined by the employee's monthly salary. For workers with a monthly income of RM 5,000 or below, the company contributes 13%, and employees contribute 11% of their monthly income. Employees with wages exceeding RM 5,000 contribute 11%, while employers contribute 12%. Deposited monthly into the employee's account. In addition, the company provides a retirement gratuity plan (one-time lump-sum payment) for all retirees based on their years of service.

Item	Proportion of Pension Contributions to Salary	Degree of Employee Participation in Retirement Plans
Pension under the Old System of the Labor Standards Act	Employer: Contributes 2% of the monthly salary to the labor retirement reserve fund	100%
Pension under the New System of the Labor Pension Act	Employer: 6% of monthly salary Employee: 0~6% of monthly salary	100%

Communication Channels (GRI 2-30)

There are no labor union organizations in the Taiwan region, thus no collective bargaining agreements, but the Company's employee communication channels are unobstructed and brisk; the Kunshan Plant established a labor union in 2016 to serve as a communication channel between employees and the company; the Guangzhou Plant has not established a labor union, and administrative units holistically coordinate to review at all times and respond in a timely manner.

Malaysia has a Family Committee, with members coming from different departments and serving as representatives for each department. There are also internal memos and bulletin boards used for official announcements. An employee suggestion box is established for employees to provide their suggestions to the company.

Official Operations	Informal Operations
- All Hands Meetings, labor-management conferences, EWC meetings, Labor Pension Supervisory Committee meetings, and other ad hoc meetings. - Public information such as bulletin boards, the USI Group service website, company website, and public observation information station. - Employee suggestion boxes, proposal improvement drop-off areas, employee satisfaction surveys.	- Telephone calls. - E-MAIL - Face-to-face meetings. - Informal meetings.

Official meetings such as All Hands Meetings, labor-management conferences, Employee Welfare Committee meetings, and labor pension committee meetings have meeting minutes and tracked response results, and relevant resolved matters are put into practice. Any public information is published on various websites by category to facilitate employee inquiries; if employees have any questions, they can get answers at any time through various channels such as face-to-face meetings, phone calls, e-mails, or informal meetings.

Employee suggestion boxes and proposal improvement drop-off areas are set up in public areas, allowing employees to provide personal opinions at any time; and a workplace unlawful infringement prevention team is legally established to handle such cases specifically, and the roster of workplace unlawful infringement prevention team members is published to facilitate employee complaints; no such cases have occurred in recent years.

Regular employee satisfaction surveys are conducted annually to understand employee expectations, doing our utmost to fulfill relevant employee needs within reasonable and legal bounds.

Employee Opinion Survey Report

The employee satisfaction surveys conducted in the Taiwan region are analyzed and compared year by year according to unit, job level, or region; the satisfaction survey results in 2025 were better than those in 2024.

The two plants in mainland China conduct annual employee satisfaction surveys aimed at diagnosing problems and deficiencies in management and systems that have existed in the company over the past year, while simultaneously allowing middle and senior management personnel to practically understand the true feelings of employees, enabling the company to provide effective plans, enhance employee satisfaction, improve production efficiency, and ultimately achieve a win-win situation for both the company and employees. Employee satisfaction surveys focus on measurement factors related to the vital interests of employees, primarily surveying four aspects: work, life, management, and meals.

For 2025 employee satisfaction, both plants in mainland China achieved their targets. Employee satisfaction with the three major factors of "work," "life," and "management" was relatively high, reaching the company's satisfaction management goals; in terms of management at the Guangzhou Plant, satisfaction was the highest; in terms of management at the Kunshan Plant, satisfaction was the highest.

The aspect with lower satisfaction was "meals," primarily reflected in the two survey elements of meal taste and meal portion sizes; in response to this phenomenon, the company has conducted a current situation analysis on the dissatisfied items of the satisfaction survey and proposed improvement measures in 2025.

In addition to continuously improving meals in 2025, the Guangzhou Plant also continued to help employees settle their residency in Guangzhou and resolve their children's school admissions, allowing employees to fully feel a sense of belonging and happiness.

The Kunshan Plant and Guangzhou Plant convened employee symposiums in June 2025 to timely understand employee needs, listen to employee suggestions, and make improvements to reasonable suggestions, increasing employees' sense of identity and belonging to the company, and establishing a sense of responsibility as masters of the company.

The satisfaction survey at the Malaysia Plant in 2025 was conducted in an informal manner, marking the first time the company conducted an annual survey of all employees, including foreign employees and new recruits. The survey was conducted verbally and in different formats across various departments. However, the focus of the survey centered on the four major factors of work, life, management, and food and beverage. The overall satisfaction for the four factors was approximately 70%. Acme MA (Acme Malaysia) will conduct an official satisfaction survey in a standardized format for every employee in 2026, with a target of 75%.

ACME 2025 Employee Satisfaction Survey

Plant	Target	Actual
Taiwan	75%	76.33%
Kunshan Plant	90%	97.93%
Guangzhou Plant	84%	96.9%
Malaysia Plant	-	70%

Taoyuan Plant 2025 Employee Satisfaction Survey

Target Audience	All staff and workers at the Taoyuan Plant.
Topics	Dimensions including supervisors, compensation, colleagues, work, development, corporate culture, sustainable management, and organizational commitment.
Number of Respondents	125 persons.
Coverage Rate	Staff response rate is 83%, and worker response rate is 37%. To expand coverage, the Company has included workers in the survey for the first time.
Responsible Survey Department	Human Resources Division of the Group.
Survey Frequency	Once a year.
Survey Period	2025/07/28~2025/08/08
Overall Satisfaction Survey Results	4.57 points (Minimum 1 point, Maximum 6 points).
Improvement Initiatives	Based on the survey results across all dimensions, the two items with the lowest satisfaction are compensation and development. The following improvement measures will be implemented and continuously optimized in the future: • Monitor the market competitiveness of the salary structure, reference the salary levels of benchmark enterprises, enhance job evaluation, professional skills, work performance, and other factors to optimize the salary structure and system, and improve internal fairness and external competitiveness of compensation. • Introduce EAP (Employee Assistance Program) to enhance colleagues' physical and mental health. • Strengthen the training quality system, promote reskilling, and facilitate the mutual development of talents and the organization. • Cultivate key talents, establish succession pipelines, and optimize performance management and promotion mechanisms. • Clearly communicate the Company's vision, mission, and values in major company events, meetings at all levels, and training courses, and concretely implement them in various regulations and company policies.

4.2 Talent Cultivation and Development

Management Policy (GRI 3-3)

Strategic Policy



Build a scientific and complete training system. Construct a complete and efficient talent pipeline system. Establish a professional and complete technical inheritance system.

Commitment



Meet the training needs of employees at different levels during their career planning period, realizing the mutual growth of the enterprise and employees.

Sustainability Principles



Happy Workplace and Social Participation

Impact Management

Positive/Negative Impacts

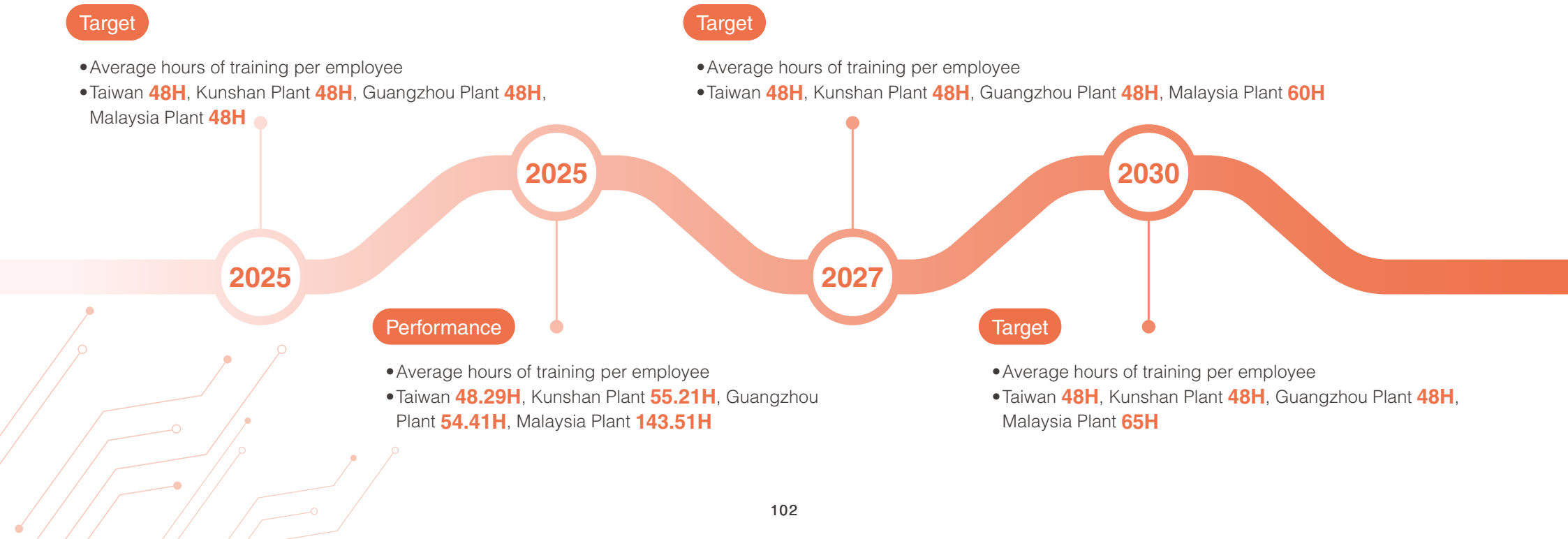


- Actual Positive Impact - Talent cultivation and retention - Reduce turnover rate.

Impact Management

Negative Impact Remediation and Preventive Measures

- Establish a systematized talent development mechanism, provide learning resources in various fields, and implement the performance evaluation system.



Education and Training (GRI 404-1、404-2)

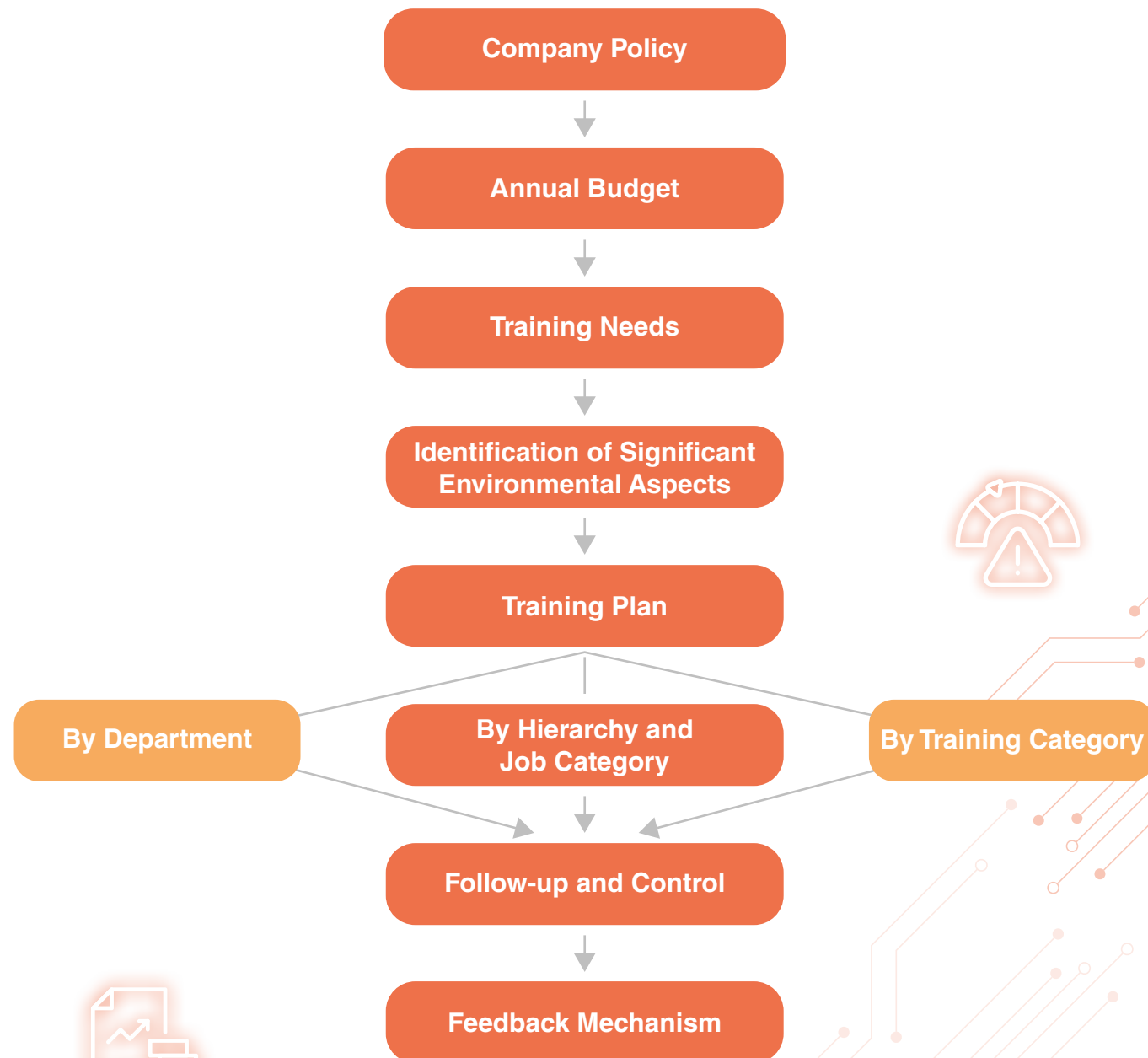
The company's overall training system is integrated into the ISO system, detailed by the "Employee Training and Qualification Certification Management Regulations", which include training methods and requirements, formulation of annual training plan schedules and forms, training plan follow-ups, internal and external training execution processes, and special position qualification certification conditions, etc. Internal auditors and external audits inspect the execution status annually to ensure the system operates well.

In terms of the completion rate of the 2025 training plan, the Taiwan region was 95%, and the Guangzhou Plant and Kunshan Plant were 93%; the uncompleted parts were mainly due to scheduling conflicts or cancellations because the items were no longer needed. The 2026 education and training plan is expected to focus on enhancing the professional competencies of each unit to bridge technology gaps, meet quality requirements and various legal regulations, and strengthen personnel growth to align with the training needs for the company's sustainable development.

In 2025, the total training hours for the Taiwan plant, the two mainland plants, and the Malaysia plant amounted to 136,600 hours, with an average of 73.84 training hours per person for the year. The average training hours were 48.29 hours for the Taiwan region, 55.21 hours for the Kunshan Plant, 54.41 hours for the Guangzhou Plant, and 143.51 hours for the Malaysia Plant, all achieving the 48-hour target for the Taiwan, Kunshan, and Guangzhou plants.

Regarding training categories, professional function training had the most instances, while general education categories such as health, ethics, and safety also accounted for a high proportion, showing that in addition to professional quality, the company places greater emphasis on the holistic development of individual employees. External training mainly focuses on meeting regulatory requirements and professional training for various functions. In 2025, employee training activities are planned with a target of 48 hours each for the Taiwan, Kunshan, Guangzhou, and Malaysia plants, focusing on launching training courses related to quality management, employee safety, Six Sigma certification, and employee professional skills.

ACME Training Plan Formulation and Execution Process

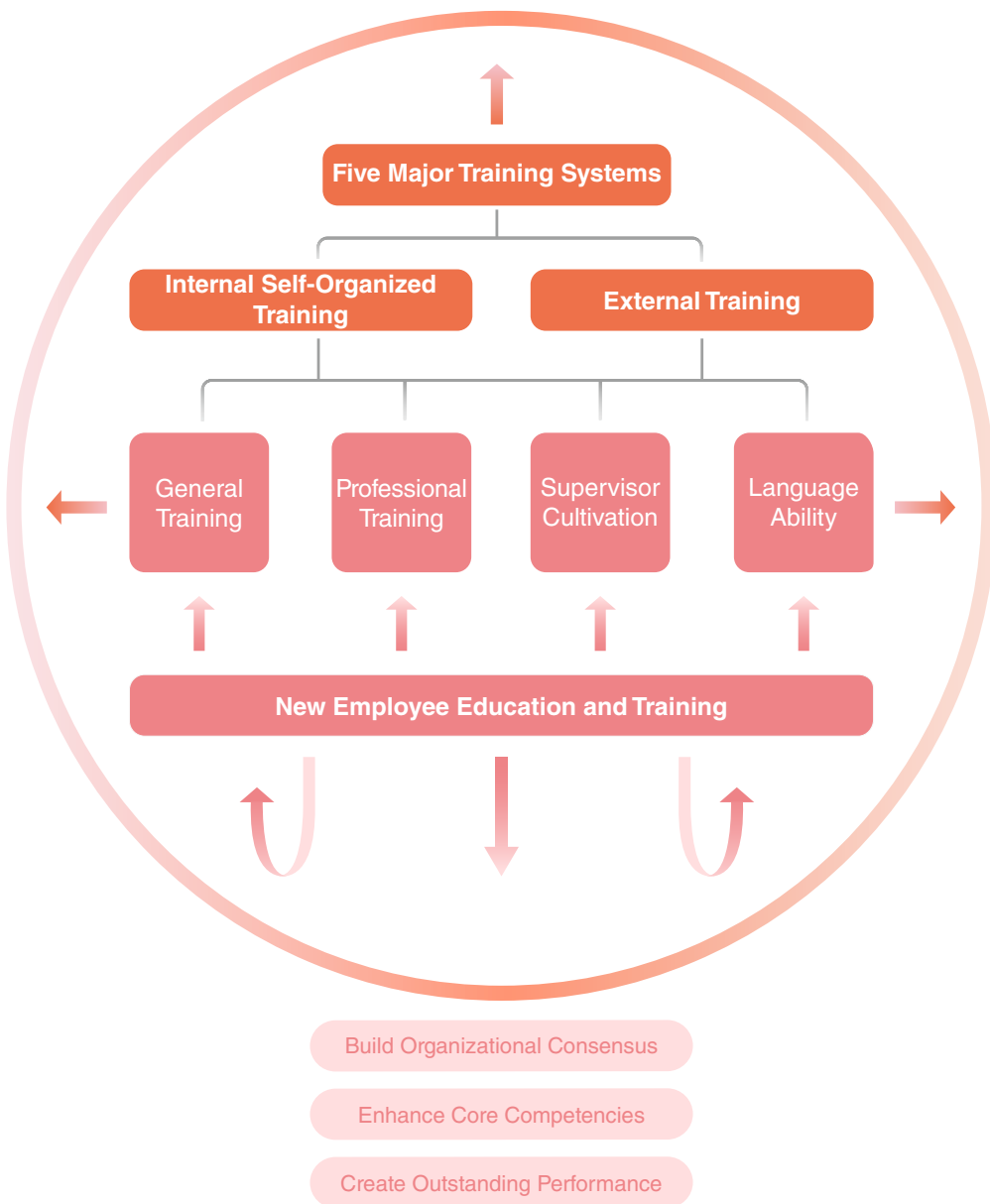


ACME 2025 Education and Training Hours Statistics

Plant	Employee Category	Unit	Male	Female	Total
Taiwan	Senior Management (Deputy Manager and above)	Number of People	48	8	56
		Hours	2,130	479	2,608.50
		Average (Hours/ Person)	44.4	59.8	46.58
	Junior/Middle Management (Foreman, Section, Department Head)	Number of People	15	8	23
		Hours	659.5	625	1,284.50
		Average (Hours/ Person)	44.0	78.1	55.85
	General Employee	Number of People	107	36	143
		Hours	4,311	2,516	6,827
		Average (Hours/ Person)	40.3	69.9	47.74
Kunshan Plant	Senior Management (Deputy Manager and above)	Number of People	12	4	16
		Hours	397	201	598
		Average (Hours/ Person)	33.08	50.25	37.38
	Junior/Middle Management (Foreman, Section, Department Head)	Number of People	16	19	35
		Hours	1,019	785	1,803.50
		Average (Hours/ Person)	63.66	41.32	51.53
	General Employee	Number of People	209	150	359
		Hours	13,510	6,725	20,235
		Average (Hours/ Person)	64.64	44.83	56.36

Plant	Employee Category	Unit	Male	Female	Total
Guangzhou Plant	Senior Management (Deputy Manager and above)	Number of People	11	3	14.00
		Hours	427	181	608
		Average (Hours/ Person)	38.818	60.333	43.43
	Junior/Middle Management (Foreman, Section, Department Head)	Number of People	32	11	43.00
		Hours	1,027	490	1,516
		Average (Hours/ Person)	32.08	44.50	35.26
	General Employee	Number of People	377	369	746
		Hours	24,060	17,505	41,565
		Average (Hours/ Person)	63.82	47.44	55.72
Malaysia Plant	Senior Management (Deputy Manager and above)	Number of People	12	8	20
		Hours	1,491	1,309	2,800
		Average (Hours/ Person)	124.25	163.59	139.98
	Junior/Middle Management (Foreman, Section, Department Head)	Number of People	33	29	62
		Hours	3,474	4,282	7,756
		Average (Hours/ Person)	105.28	147.65	125.10
	General Employee	Number of People	296	37	333
		Hours	33,013	15,987	49,000
		Average (Hours/ Person)	111.53	432.07	147.15

Human capital is an important corporate asset; we have planned five major training systems:



Details include:

- 1. New Employee Education and Training:** Understand company systems, EHS precautions, and relevant ISO policies, etc.
- 2. General Training:** Various types of courses that enhance employee knowledge or skills.
- 3. Employee Professional Training:** Enhancement of technical skills required for work based on different functions and positions.
- 4. Supervisor Cultivation Training:** Various management skills and planning abilities for future or current supervisors.
- 5. Language Training:** Coordinate with the Group to provide employee online English courses or other learning subsidies.
- 6. Special Position Qualification Certification Training:** Government legally required licenses, special certifications for automotive products, etc., to adapt to the latest government and customer requirements.
- 7. Traffic Safety Training:** Continuously promote traffic regulations to enhance employee traffic safety awareness.
- 8. All employees at the engineer level and above have undergone LEAN and Six Sigma training and certification.**

Relevant lecture materials are placed on the company's shared training material platform, allowing employees to review and learn new things at any time, and use them as reference books.

To encourage employees to continuously improve and utilize their strengths at work, a qualification certification management policy was formulated. Eligible personnel can take exams after receiving a certain period of training. Those who pass the required standards can receive additional technical allowance subsidies. The qualification certifications are divided into different levels with different subsidy amounts, and it is stipulated that if they are no longer in the position or no longer possess the technical capability, they cannot continue to receive it, keeping employees alert to continuously improve and grow together with the company.

The career development training courses implemented for in-service employees can enrich their functional skills and learning abilities, which can further extend into a foundation for personal lifelong learning. If they retire or leave mid-career in the future, it can still serve as a skill foundation for career transition or retirement life planning.

Six Sigma Green Belt Training Project Course

To enhance employees' problem analysis and resolution abilities and continuously improve product quality, the Taoyuan, Guangzhou, and Kunshan plants continue to launch the Six Sigma Green Belt training project courses.

TRIZ Training Project Course

To improve employees' abilities to use technology and advanced management tools, accelerate the R&D and innovation of the company's new products, and seize market opportunities, the Taoyuan, Guangzhou, and Kunshan plants launched TRIZ training project courses in 2022.

Performance Evaluation System (GRI 404-3)

A good performance evaluation system paired with appropriate rewards is one of the motivational factors encouraging employees to fulfill their potential. Based on different employee characteristics, the company has separately formulated evaluation methods and frequencies for direct personnel, indirect personnel, and senior executives. The target items each have quantitative and qualitative proportions to avoid bias in either one, achieving a reasonable and fair balance. In addition, to implement human capital development, consultants were introduced in 2016 to plan and execute a complete human development system, hoping to more systematically evaluate and cultivate talent, extending the function of performance evaluation to job evaluation and career planning.

All full-time employees in the company should participate in the evaluation process, except new employees with less than 1 month of service who may not participate.

The 2025 performance evaluation results for the whole company are all Grade C or above, meeting the requirements.

ACME 2025 Employee Participation in Performance Evaluation Operations

Plant	Employee Category	Unit	Male	Female	Total
Taiwan	Senior Management (Deputy Manager and above)	Number of Employees Due for Evaluation	44	7	51
		Actual Number of Evaluated Employees	44	7	51
		Evaluation Participation Rate (%)	100%	100%	100%
	Junior/Middle Management (Section, Department Head)	Number of Employees Due for Evaluation	15	8	23
		Actual Number of Evaluated Employees	15	8	23
		Evaluation Participation Rate (%)	100%	100%	100%
	General Employee	Number of Employees Due for Evaluation	106	35	141
		Actual Number of Evaluated Employees	106	35	141
		Evaluation Participation Rate (%)	100%	100%	100%
Kunshan Plant	Senior Management (Deputy Manager and above)	Number of Employees Due for Evaluation	12	4	16
		Actual Number of Evaluated Employees	12	4	16
		Evaluation Participation Rate (%)	100%	100%	100%
	Junior/Middle Management (Section, Department Head)	Number of Employees Due for Evaluation	19	16	35
		Actual Number of Evaluated Employees	19	16	35
		Evaluation Participation Rate (%)	100%	100%	100%
	General Employee	Number of Employees Due for Evaluation	208	151	359
		Actual Number of Evaluated Employees	208	151	359
		Evaluation Participation Rate (%)	100%	100%	100%

Plant	Employee Category	Unit	Male	Female	Total
Guangzhou Plant	Senior Management (Deputy Manager and above)	Number of Employees Due for Evaluation	11	3	14
		Actual Number of Evaluated Employees	11	3	14
		Evaluation Participation Rate (%)	100%	100%	100%
	Junior/Middle Management (Section, Department Head)	Number of Employees Due for Evaluation	32	11	43
		Actual Number of Evaluated Employees	32	11	43
		Evaluation Participation Rate (%)	100%	100%	100%
	General Employee	Number of Employees Due for Evaluation	377	369	746
		Actual Number of Evaluated Employees	377	369	746
		Evaluation Participation Rate (%)	100%	100%	100%
Malaysia Plant	Senior Management (Deputy Manager and above)	Number of Employees Due for Evaluation	12	8	20
		Actual Number of Evaluated Employees	12	8	20
		Evaluation Participation Rate (%)	100.00%	100.00%	100.00%
	Junior/Middle Management (Section, Department Head)	Number of Employees Due for Evaluation	33	29	62
		Actual Number of Evaluated Employees	33	29	62
		Evaluation Participation Rate (%)	100.00%	100.00%	100.00%
	General Employee	Number of Employees Due for Evaluation	188	85	273
		Actual Number of Evaluated Employees	188	85	273
		Evaluation Participation Rate (%)	100.00%	100.00%	100.00%

* Note: Grade A 90~100 points, Grade B 80~89 points, Grade C 70~79 points, Grade D 60~69 points.

4.3 Occupational Safety and Health

Management Policy (GRI 3-3 \403-1 \403-8)

Strategic Policy



Continuously reduce safety and health risks, prevent and reduce occupational disasters, and promote employee health.

Commitment



Zero disasters, zero accidents, zero injuries/illnesses, zero violations.

Sustainability Principles



Happy Workplace and Social Participation



Impact Management

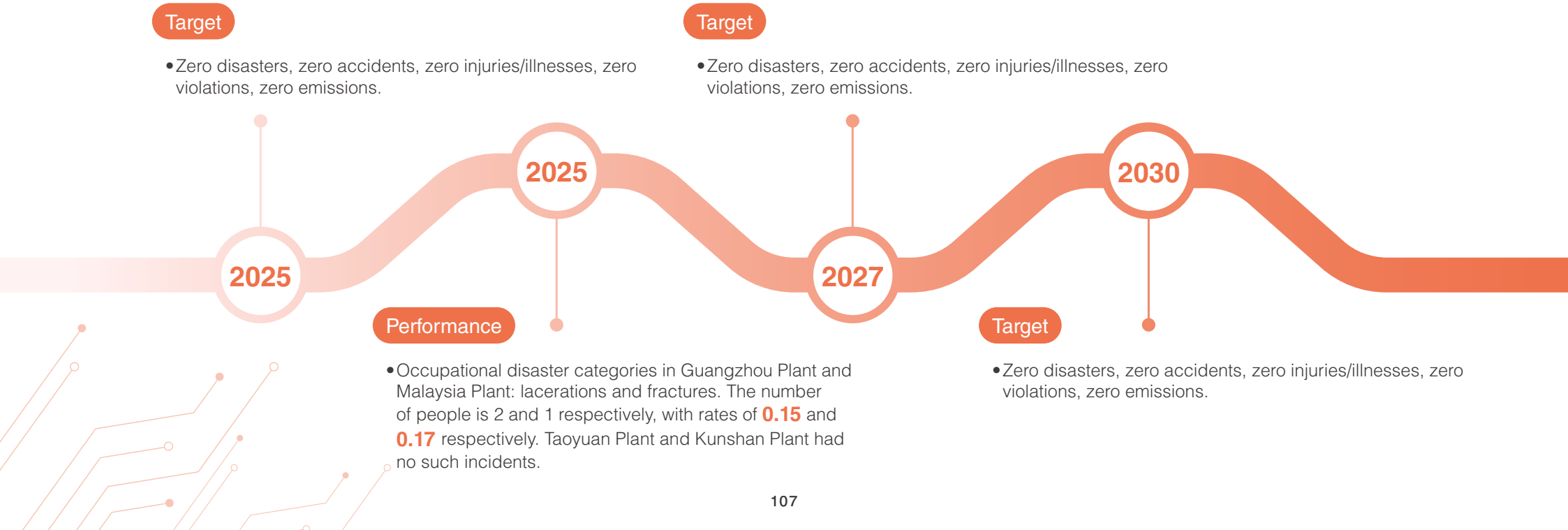
Positive/Negative Impacts

- Actual Positive Impact - Create a friendly workplace environment - Reduce turnover rate and occupational disaster incidence rate.

Impact Management

Negative Impact Remediation and Preventive Measures

- Implement ISO 45001 Occupational Health and Safety Management Systems and employee health management



To ensure the workplace safety and physical and mental health of all relevant personnel such as employees, contractors, customers, and visitors, the company continuously improves safety and health, emphasizes work safety, and jointly strives for the highest goal of zero disasters, zero accidents, zero injuries and illnesses, and zero violations. All employees strictly adhere to the following safety philosophies:

1. All injuries and occupational diseases are preventable.
2. Hazard exposures in all operations can be prevented in advance.
3. Preventing employee injuries is the responsibility of the management level.
4. Training employees to have safe working skills is essential.
5. Working safely is the duty of every employee.
6. Continuous safety audits are required.
7. Safety hazards discovered must be improved as soon as possible.
8. The safety of contractors is as important as the safety of employees.
9. Employees' safety after work is equally important.



The company's Taoyuan Plant has established the "Occupational Safety and Health Management Operational Standards." The Taoyuan, Kunshan, Guangzhou, and Malaysia plants have additionally formulated and jointly execute the "Safety and Health Management Regulations" consistent across the four plants, aiming to maintain the safety and health of employees and workers (contractors) during machine and equipment operations in the workplace, and avoid industrial safety incidents. All employees and workers (contractors) participate and comply jointly. In 2025, the safety and health regulations covered a total of 1,850 employees in the Taipei Office, Taoyuan Plant, Guangzhou Plant, Kunshan Plant, and Malaysia Plant, as well as 3,169 contractor instances across the four plants, with a coverage rate of 100%. The production model of all four plants is planned production, and there are no significant fluctuations between non-employees and employees.

To continuously improve occupational safety and health management, ISO 45001 Occupational Health and Safety Management Systems was introduced. Taoyuan Plant obtained verification on December 22, 2025, with the certificate valid until December 21, 2028. Kunshan Plant obtained verification on October 18, 2024, valid until October 17, 2027. Guangzhou Plant obtained verification on October 14, 2024, valid until October 13, 2027. Malaysia Plant obtained certification in November 16, 2023, with the certificate valid until November 1, 2026. The management systems are continuously operated. Certificate Website Link: [Company Official Website - Quality System - Quality Certification](#)

Incident Investigation Process (GRI 403-2)

The company formulates incident investigation procedures for disabling injuries, non-disabling injuries, and near-miss events occurring in various operational activities within the plant to record, investigate, and analyze/review events to prevent the recurrence of accidents or near-misses. When natural disasters and force majeure situations endangering personal safety occur, personnel should evacuate to safe assembly points according to emergency response measures to protect employee safety and health.



Employee Health Management (GRI 403-6)

To protect employee health, the Taoyuan Plant specifically hired occupational disease specialists and nurses for on-site service health management. The occupational disease physician conducts risk assessments specifically on the on-site working environment, proposes risk improvement suggestions, and reduces the risk of employees suffering from occupational diseases. Health management interviews are also conducted for employees with higher risks after annual health check-ups, providing related problem improvements to lower employee health risks and protect their physical and mental health. The nurse proposes an annual health management plan for the company, implementing graded management for overwork, ergonomics, maternity, and health check-up reports. They also conduct interviews and health education operations for some employees with abnormal reports, and jointly formulate related suggestions with occupational safety and health, administrative HR, and heads of various units to protect employee health.



Employee Health Care (GRI 403-3、403-6、SASB RT-CH 320a.2)

The Taoyuan Plant plans appropriate health check-up schemes based on colleagues' ages and working environments, aiming to detect health hazards and potential pathogenic factors early. Contracted medical personnel evaluate items needing improvement based on the annual health check-up reports, as well as the abnormal ratio of employees, annual trends, and group trends. They prioritize the urgency of items needing improvement, plan a complete intervention scheme, understand colleagues' individual needs, assist in arranging hospital follow-up visits, and irregularly conduct health care tracking to provide comprehensive health care. For employees with high risks in special operations health check-ups, one-on-one interviews with occupational disease specialists are also arranged to understand the employee's personal health check-up, providing detailed explanations regarding their personal dietary habits and daily routines.

To strengthen the management of occupational disease prevention and control and improve the level of occupational disease prevention, the Kunshan Plant and Guangzhou Plant earnestly protect the health and safety of laborers during the labor process. In accordance with the "Law of the People's Republic of China on the Prevention and Control of Occupational Diseases" 【待對照公司固定用詞】，"Provisions on the Supervision and Administration of Occupational Health in the Workplace" 【待對照公司固定用詞】 and other relevant regulations, employee health check-ups are handled legally. Pre-job, on-the-job, and off-job occupational disease health check-ups and tracking management are implemented for personnel exposed to occupational hazard factors such as dust operations, noise operations, manganese and its compounds operations, and nickel and its compounds.

Taoyuan Plant held the 2025 Annual Employee Health Check-up



Guangzhou Plant held the 2025 Annual Employee Health Check-up



Guangzhou Plant held the 2025 Annual

"Occupational Disease Prevention, First
Aid Knowledge, and AIDS Prevention"
Advocacy Lecture

Kunshan Plant held the 2025 Annual Employee Health Check-up



Kunshan Plant held work-related injury prevention inspections and training in 2025



Malaysia employee health examination



Employee Health Check-up Status of Each Plant

Item	Taoyuan Plant	Kunshan Plant	Guangzhou Plant	Malaysia Plant
	Check-up Rate	Check-up Rate	Check-up Rate	Check-up Rate
General Health Examination	100%	100%	100%	N/A
Noise Operations	100%	100%	100%	100%
Dust Operations	100%	100%	100%	100%
Ionizing Radiation Operations	100%	N/A	N/A	N/A
Manganese and its Compounds Operations	100%	100%	100%	N/A
Nickel and its Compounds Operations	100%	100%	100%	N/A
Lighting Operations	N/A	100%	N/A	N/A
High Temperature		100%	100%	N/A
Power Frequency Electric Field		100%	100%	N/A
Silicon Dioxide		N/A	100%	N/A
Copper Fume			100%	N/A
Benzene and its Compounds			100%	N/A
Nitrogen Oxides			100%	N/A
Methanol			100%	N/A
Ethylene Glycol			100%	N/A

Employee Health Activities

The Taoyuan Plant aims for a happy economy, employee well-being, fairness, and corporate sustainability, as protecting employee health allows the enterprise to grow stronger. Therefore, a 3-month "Health Easy Go" campaign was promoted from May 28 to August 29. Through group competitions and individual weight loss scoring, combined with weekly blood pressure and weight measurements and health education explanations to understand bodily changes, an exercise group was also established to upload exercise photos as part of a multi-faceted scoring system. After the activity, incentive bonuses were provided to the top three teams with the highest scores and the colleague with the most outstanding weight loss results, while a continuous progress award was added to encourage colleagues to keep losing weight.

During the process, going outdoors for exercise reduced energy use at home, intangibly achieving energy-saving and carbon-reducing effects. With healthy action strategies, our Earth can become healthier tomorrow.

Thanks to the 37 participants this time, "Your health can allow the company to grow even stronger."

Highlights of Taoyuan Plant's 2025 "Health Easy Go" Campaign



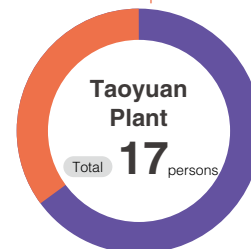
Occupational Health and Safety Organization (GRI 403-4)

The Taoyuan Plant established the "Occupational Safety and Health Committee" in accordance with the Occupational Safety and Health Management Regulations. It consists of a total of 17 members. Worker representatives are elected by the worker representatives of the labor-management meeting. The number of labor representatives is 6, accounting for 35% of the committee members and 3% of all employees. The committee meets quarterly, allowing worker representatives to speak for all employees and discuss EHS-related topics jointly with management.

The Kunshan Plant and Guangzhou Plant legally established the "Safety Production & Occupational Health Management Organization" and "Emergency Response Management Organization" in accordance with the "Work Safety Law," "Fire Protection Law," "Law on the Prevention and Control of Occupational Diseases," and "Labor Law" promulgated by the People's Republic of China. Dedicated safety management bodies and personnel are placed under these organizations, and unit heads as well as management personnel take up their posts with certificates after passing training.

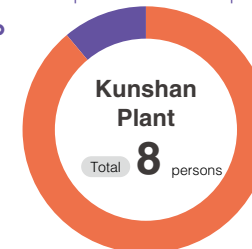
ACME Occupational Health and Safety Organization Labor-Management Ratio

Labor Representatives: **6 persons**
35%



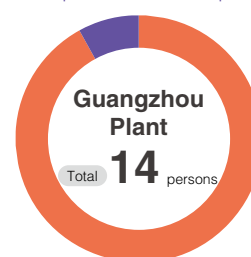
Management Representatives: **11 persons**
65%

Management Representatives: **1 person**
12.5%



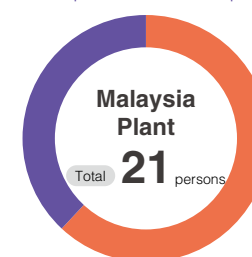
Labor Representatives: **7 persons**
87.5%

Management Representatives: **1 person**
8%



Labor Representatives: **13 persons**
92%

Management Representatives: **8 person**
38%



Labor Representatives: **13 persons**
62%

Employee Disabling Injuries and Absences (GRI 403-9、403-10)

To reduce hazard risks, in terms of equipment, sound insulation facilities are installed on operating equipment in the workshops, and the working environment is regularly tested every year. In terms of employees, new employees undergo occupational health examinations before joining. Existing employees involved in positions prone to occupational diseases receive regular annual occupational health examinations. Labor protection supplies are distributed, and employees are advocated to correctly wear safety protective equipment.

Occupational Injury Statistics of ACME in 2025

	Taoyuan Plant		Kunshan Plant		Guangzhou Plant		Malaysia Plant	
Item	Employees	Contractors	Employees	Contractors	Employees	Contractors	Employees	Contractors
Number of occupational injury accidents	0	0	0	0	2	0	1	0
Total Annual Working Hours	490,608	-	1,202,086	-	2,614,576	-	1,154,411	-
Recordable occupational injury rate (TRIR)	0	0	0	0	0.15	0	0.17	0
Severe Occupational Injury Rate	0	0	0	0	0.15	0	0.17	0
Occupational Injury Fatality Rate	0	0	0	0	0	0	0	0
Employee Disabling Injury Frequency Rate (F.R.)	0	0	0	0	7.65	0	1.15	0
Disabling Injury Severity Rate (S.R.)	0	0	0	0	94.47	0	9.22	0
Occupational Diseases Rate (ODR)	0	0	0	0	0	0	0	0

Note:

* Recordable occupational injury rate (TRIR) = Number of recordable occupational injuries (including occupational fatalities) x 200,000 / Total working hours

* Severe Occupational Injury Rate = Number of severe occupational injuries (excluding fatalities) x 200,000 / Total working hours

* Occupational Injury Fatality Rate = Number of occupational fatalities x 200,000 / Total working hours

* Disabling Injury Frequency Rate (FR) = Number of injuries x 1,000,000 working hours / Total working hours

* Disabling Injury Severity Rate (SR) = Number of lost days x 1,000,000 working hours / Total working hours

* Occupational Diseases Rate (ODR) = Number of occupational disease cases / Total number of employees

Contractor Safety Management (GRI 2-8、403-7、403-10)

The Company has formulated regulations such as the "Stakeholder Management Measures", "Construction Permit Management Regulations", and "Occupational Safety and Health Management Operating Standards". For the safety management of contractor personnel, special operation applications must be submitted according to the operation category, and a personnel operation control system is adopted. Unscheduled audits of the contracted operations are conducted during daily operations. In addition to a comprehensive control system, we continuously enhance self-safety protection awareness to reduce the occurrence of accidents among contractors. In 2025, there were no cases of contractor work-related injuries or occupational diseases.

2025 Contractor Operation Statistics

Plant	Number of Construction Applications	Number of Entries	Total Working Hours
Taoyuan	687	2,002	16,016
Kunshan	49	207	9,718
Guangzhou	195	906	10,106.8
Malaysia Plant	13	54	1,112

Occupational Hazard Identification and Risk Assessment Process (GRI 403-2)

To prevent operations, activities, services, and facilities from endangering personnel's safety and health, which could cause losses to the safety and health of personnel in the plant or the Company's finances, early action is taken to resolve issues. Through continuous safety and health hazard identification, risk assessment, and opportunity evaluation, appropriate preventive measures are taken, necessary control methods are executed, or hazards are eliminated. We also identify improvement opportunities to control risks to an acceptable level and enhance occupational safety and health performance. The Company has formulated hazard identification and risk assessment management measures, which are divided into periodic and non-periodic assessments:

Periodic assessments are initiated by the occupational safety unit every June, requiring each unit to conduct hazard identification and risk assessment for their working environment and operation contents. Prior to the ISO 45001 internal audit, the occupational safety unit confirms the relevant content and announces it for implementation. In 2025, 16 units conducted assessments, identifying 4 unacceptable risks, all of which have been rectified.

Non-periodic assessments are carried out when the following events occur:

1. When the Company introduces new equipment, new processes, uses new chemicals, or alters operating procedures.
2. When there are major revisions to the EHS policy, or when the management representative deems it necessary.
3. New hazards or hazards resulting from changes.

Employees are irregularly educated that in the event of emergency hazards, they can handle the situation according to the emergency response management measures. To ensure personal safety, they should immediately put down the work at hand and retreat to a safe location.

Fire Protection and Emergency Response

Management (GRI 403-5)

The Company conducts regular response training and drills, including regular fire drills, for hazards that may cause significant operational risks to reduce the risk of business interruption.

In 2017, the Taoyuan Plant underwent a comprehensive inspection by the Third Brigade of the Taoyuan City Fire Department, which re-examined the types and quantities of regulated public hazardous materials in the plant. It was reported to the competent authority and approved as a legal site for use and storage. Drills and advocacy are conducted semi-annually in coordination with the Caota Squad of the Guanyin Industrial Park. In 2025, routine drills were held in the first and second halves of the year. Members of the Caota Fire Brigade joined the drill activities and provided guidance. All participating colleagues benefited greatly, and a nighttime drill was conducted in the second half of the year.

The hydrogen fluoride chemical used in the silicon carbide process at the Taoyuan Plant is one of the concerned chemical substances, and its usage has reached the operational volume stipulated by regulations, requiring annual emergency response drill training. In 2025, an emergency response drill for clearance and transportation was conducted with contractors to achieve mutually supportive response measures in the event of a chemical leak within the plant.

The Guangzhou Plant revised and filed the [Production Safety Accident Emergency Plan] in accordance with the latest regulations, regularly conducting accident emergency rescue training or drills, such as initial fire extinguishing drills, practical training on fire extinguishing/rescue equipment, confined space accident emergency rescue, and professional first aid training, to mitigate the risk of business interruption.

Nighttime fire extinguishing drill



Nighttime personnel evacuation drill



Gear-donning practice



Preparation of absorbent pads and leak stoppage



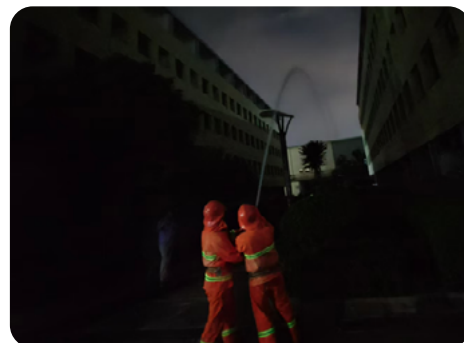
On April 17, 2025, an on-site emergency response drill for an object striking accident was conducted.



On October 16, 2025, an emergency response drill for a chemical leak and a confined space poisoning/suffocation accident was conducted.



On June 26, 2025, a nighttime evacuation and escape, along with an on-site emergency response drill for an initial fire accident, were conducted.



On December 19, 2025, a comprehensive emergency response drill for falling from heights and frostbite accidents was conducted.



On December 30, 2025, an initial fire emergency response and evacuation escape drill was conducted.



On June 19, 2025, a high-temperature heatstroke drill was conducted.



Based on the filed "Enterprise Sudden Environmental Incident Emergency Plan", "Production and Business Operation Unit Production Safety Accident Emergency Plan", "Hazardous Chemicals Safety Evaluation Report", and "Occupational Disease Hazard Status Evaluation Report", the Kunshan Plant regularly conducts special equipment emergency drills, emergency rescue drills, environment-related emergency rescue drills, and other training.

Kunshan Plant's first half of the year fire drill on May 26, 2025 Second half of the year fire drill on December 5, 2025



On December 9, 2025, a chemical (waste oil) leak drill was conducted.



Malaysia Plant fire emergency evacuation drill



EHS Education and Training (GRI 403-5)

EHS education, training, and advocacy are the foundations for enhancing employee safety awareness. The Company conducts various on-the-job training programs based on job requirements to elevate personnel's safety awareness and concepts. The 2025 EHS education and training statistical data are shown in the table below, with a total of 14,566 trainees (person-times) and 38,834 training hours.

ACME 2025 EHS Education and Training Statistics

Training Category	Taoyuan Plant		Kunshan Plant		Guangzhou Plant		Malaysia Plant	
	Trainees (Person-times)	Hours	Trainees (Person-times)	Hours	Trainees (Person-times)	Hours	Trainees (Person-times)	Hours
Safety Officer Certification Recertification			1	12	1	16		
Safety Administrator Certification Recertification			7	84	8	128		
Explosive Precursor Certificate Acquisition Training					1	72		
Explosive Precursor Certificate Recertification					6	264		
Internally Organized Safety Training	572	1,715	6,063	11,707	7,660	23,745	170	591
Occupational Health Administrator Certification			2	24	2	36		
Occupational Health Responsible Person Certification			1	12				
Occupational Safety and Health Administrator	1	5						
Occupational Safety and Health Operations Supervisor	1	13						
Hazardous Operation Supervisor (Organic, Special Chemicals, Dust, Lead, Hypoxia Operations) Education and Training	13	78						
First Aid Personnel Training	4	12					3	14
Overhead Crane Operator Training	2	8						
Forklift Operator	21	120			4	48	12	14
Hazardous Chemicals Administrator New Training					2	32		

Training Category	Taoyuan Plant		Kunshan Plant		Guangzhou Plant		Malaysia Plant	
	Trainees (Person-times)	Hours	Trainees (Person-times)	Hours	Trainees (Person-times)	Hours	Trainees (Person-times)	Hours
Hazardous Chemicals Administrator Recertification					3	48		
Low Voltage Electrician Recertification					3	6		
High Voltage Electrician Recertification					2	20		
Welder Certification Recertification					1	10		
Hazardous Chemicals Administrator Recertification	-	-	-	-	3	48		
Low Voltage Electrician Recertification					3	6		
High Voltage Electrician Recertification					2	20		
Welder Certification Recertification					1	10		

* Note 1: Internally organized safety training is calculated by person-times; others are calculated by the number of people.

* Note 2: EHS education and training at the Malaysia Plant complies with legal requirements, and the quantification of statistical data will begin in 2025.



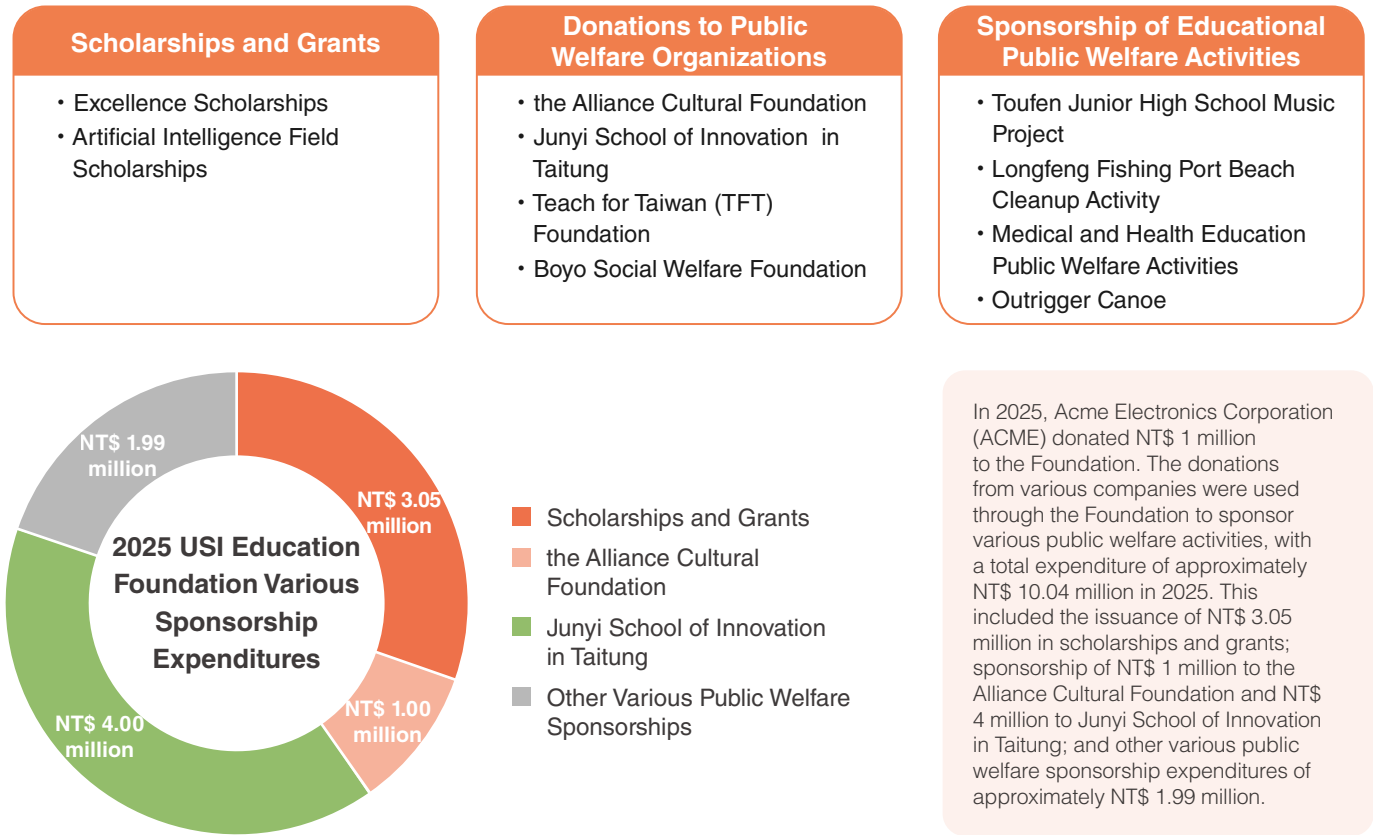
4.4 Social Participation

| USI Education Foundation

The USI Education Foundation (hereinafter referred to as the 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. Taita Chemical Company, Limited (TTC) in 2018 and Acme Electronics Corporation (ACME) in 2025 also participated in supporting it, 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.

Major Sponsorship Items



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 unrelenting spirit of exploration.



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 scholarship. 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 scholarship 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.



Adventure Education - Water



Art Festival and Thanksgiving Banquet

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 9th 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!



Toufen Junior High School Harmonie Choir

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.



Beach Cleanup

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."

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.



Teaching Scene

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 People Served
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 Green Cross Medical Service Team - Free Clinic



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



Taipei Medical University Feng-Hsing Social Medical and Medical Knowledge Promotion Service Team - Waipo Free Clinic

Outrigger Canoe

The Austronesian Outrigger Canoe Navigation Association of Taitung County is dedicated to reviving marine culture and awakening Taiwanese people's recognition of Taiwan's status as the homeland of the Austronesian language family. Through the outrigger canoe, a sport carrying strong characteristics of the Pacific Austronesian language family, Taiwan's indigenous peoples are also able to rediscover their own cultural roots. Through participation in international competitions, cultural and educational promotion and exchange, and local cultivation, the outrigger canoe has become a key bridge connecting Taiwan with global Austronesian culture, allowing the world to see Taiwan's core position in Austronesian history, and successfully transforming the recognition of "Taiwan as the homeland of the Austronesian language family" from academic research into daily life practice.

Based at Flowing Lake in Taitung, the Association established the first outrigger canoe training center in eastern Taiwan, training over 50 students monthly, thereby transforming marine culture from competitive sports into daily life practice. Through regularly held activities such as the Christmas Cup Friendship Match and the Green Island Crossing Challenge, it attracts participation from tribes like Taromak, Zhiben, Luye, and Dulan, forming a cross-tribal marine culture exchange network.

The Association has further collaborated with Junyi School of Innovation to offer the "Introduction to Outrigger Canoe" course, incorporating marine culture education into the educational system. Through the shipbuilding project from the forest to the ocean, students personally experience the complete cultural context from material selection and shipbuilding to navigation, understanding the ancestors' sustainable wisdom of "one tree becoming one boat." This is not only a transmission of techniques but also a process of rebuilding cultural identity.



KITA Cup Boathouse Unboxing

Upholding the spirit of "taking from society and giving back to society," the company continuously interacts with local communities and organizations to maintain friendly relationships, participates in various activities such as blood donation, and continues to realize the USI Group's vision of "Creating Sustainable Value, Gathering a Sustainable Society."

As blood banks across Taiwan face shortages, the Neihs Technology Park Development Association initiated the "12th and 13th Neihs Tech Park Thousand-Person Blood Donation Activity". As a co-organizer, USI Group saw 38 participants donating 59 bags of blood in the 12th event in February 2025, and 51 participants donating 66 bags in the 13th event in August 2025.



In addition, our company gives back to the neighborhood by participating in the "2025 Vitality and Health Walk for Guanyin District, Taoyuan City" organized by the Guanyin District Air Pollution Prevention and Disaster Prevention Patrol Association, where our factory is located. We sponsored NT\$10,000 and participated enthusiastically, contributing to the community.



To encourage the spirit of dedication among employees, the Guangzhou Plant annually responds to World Blood Donor Day by holding employee blood donation activities, showing compassion, and giving back to society.



Kunshan Plant 2025 Zhoushi Workers Orienteering Activity

In response to the call of the Zhoushi municipal government to enrich the spare-time cultural lives of workers and temper their willpower for teamwork, our company actively organized an employee representative team to participate in this orienteering activity.



The MIS team of the Malaysia Plant participated in an e-waste recycling activity organized by Tenaga Nasional Berhad.

