

Environment, Health, Safety (EHS) & Energy Policy

USI and its subsidiaries are committed to producing high-quality products and services while ensuring the health and safety of its employees and minimizing its environmental impacts. To protect the environment, conserve energy, ensure employee safety, and fulfill its social responsibilities, USI will make efficient use of its limited resources by managing its energy consumption and risks using the EHS and Energy Management System. All USI employees are required to adhere to the following policies:

- **Regulatory Compliance & Responding to Environmental Campaigns**

USI will comply with all applicable local regulatory requirements and will respond to global environmental campaigns.

- **Hazard Prevention & Raising Awareness with Training**

Raise workplace environment health and safety awareness through continuous communication with all employees, suppliers, and contractors. To prevent hazardous events, implement training and drills to reduce risks and excess waste of energy.

- **Pollution Prevention & Continual Improvement**

USI is committed to preventing pollution and managing its energy consumption. Through continuous improvement methodologies, USI will strive to implement new technologies, where feasible, and to develop environmentally compatible products and processes.

- **Energy Optimization & Waste Reduction**

Optimize energy and resource use and mitigate climate impact through conserving energy, improving process design, reducing waste and greenhouse gases, and recycling.

- **Goal Establishment & Sustainable Operations**

Implement an EHS and Energy Management System in compliance with international standards and goals. Conduct audits to ensure its effectiveness and sustainability.

A handwritten signature in black ink, reading "Chen-Yen Wei". The signature is written in a cursive, flowing style.

C.Y. Wei

President & COO

November 21, 2019