

► Risk Assessment

Facility	Zhangjiang	Jinqiao	Shenzhen	Kunshan	Taiwan	Mexico
SAQ Score	● 92.5	● 93.2	● 95.2	● 92.6	● 92.3	● 87.5
VAP Score (Full Marks = 200)	170.2	174.2	176.8	170.0	193.0	90.0

SAQ Assessment Scores: ● Low Risk (≥ 85) ▲ Medium Risk (65 ≤ X < 85) ● High Risk (< 65)

► Mitigation and Compensation Measures

Target	Employee		Supplier/ Contractor	
	Labor	Health and Safety	Labor	Health and Safety
Risk Issue	Working Hours Non-Discrimination Sexual Harassment	Emergency Preparedness Occupational Safety	Compensation and Benefits Working Hours	Emergency Preparedness Health and Safety Communication
Mitigation Measure	<ul style="list-style-type: none"> • Employment of sufficient manpower to meet manufacturing capacity and prevent manpower shortages and overtime. • Establishment of working hours management system to alert employees and their direct superiors of overtime work. • Regularly review employee discrimination risks and keep review records to prevent unlawful discrimination. • Organization of human rights training courses. 	<ul style="list-style-type: none"> • Conduct disaster prevention and safety education and training advocacy and confirm the implementation of evacuation signs and advocacy of emergency contact information. • Organize environmental safety and health promotion courses and arrange on-site drills and tests for employees to enhance their safety awareness and emergency response capabilities. 	<ul style="list-style-type: none"> • Recruit employees in response to capacity needs, avoiding overtime due to lack of manpower. • Establish an overtime reporting mechanism for real-time control of employees' working hours. 	<ul style="list-style-type: none"> • Regularly inspect to ensure the effectiveness of firefighting equipment, and confirm the advocacy of emergency drills information. • Strengthen the education, training and management mechanism of construction contractors.
Compensation Measure	<ul style="list-style-type: none"> • Establishment of overtime management and tracking mechanism to prevent employees from working for seven or more consecutive days. • Provide employees with space for activities and holidays required by religious customs and revise related management measures. • Provide counseling services by physicians on site to assist employees with psychological counseling and stress relief counseling. 	<ul style="list-style-type: none"> • Regularly conduct employees' emergency evacuation drills for fires, earthquakes and compound disasters, review and revise preventive early warning measures and drill effectiveness. • Provide on-site physician consultation to assist employees in health management, assessment and maternity protection consultation, and assist in applying for medical insurance reimbursement. 	<ul style="list-style-type: none"> • Establish regulations in accordance with the provisions of government law, and specify in the regulations to clearly prohibit the punishment of salary deductions due to disciplinary issues. • Revise management process to increase employee communication channels. 	<ul style="list-style-type: none"> • Establish chemical management related specifications, and require personnel to conduct regular spot checks. • Develop an improvement tracking plan and establish an audit system.
Appeal Channel	The Company's internal whistle-blowing channels: Including human resources mailbox, employee complaint hotline, and whistle-blowing mailboxes in all facilities.		The grievance mechanism for external whistleblowing: tw.gp.sox@usiglobal.com	