



Human Rights Risk Mitigation & Remediation

In 2023, working hours, wage and benefits, unlawful infringement, and sexual harassment were identified as potential and actual human right issues. From awareness training, management strengthening, to disciplinary actions, we have implemented mitigation measures and provided remediations detailed in the table below:

Target	Workers
Risk Issues	Working Hours, Wages and Benefits, Unlawful Infringement, Sexual Harassment
Mitigation	<p>Working Hours:</p> <ul style="list-style-type: none"> Recruit enough employees to meet production capacity needs and avoid overtime due to an insufficient workforce. Establish a working hours management mechanism system to control overtime working hours, notify the overtime employees and their direct supervisors with an overtime limitation early warning. And enforce the "After Continuously Working 6 Days, Need to Take One Day Off" management and tracking mechanism. New/upgrade attendance system to strictly implement the working hour management mechanism. The working hour compliance rate ⁽¹⁾ had reached 75% in 2023; compare with 2022, an increase of 1,333 employees met the RBA working hour specifications. <p>Wages and Benefits:</p> <ul style="list-style-type: none"> Strengthen communication with resigning employees and arrange job transfer counseling. <p>Humane Treatment (including unlawful infringement and sexual harassment): Reiterate that no sexual harassment and unlawful infringement are tolerated.</p> <ul style="list-style-type: none"> Anyone who discovers an incident of unlawful infringement in the workplace or in which he or she is subjected to unlawful infringement, should immediately report it in accordance with the grievance procedures. After receiving the complaint case, an investigating process will kick off in a confidential manner. If the complaint is found to be true, it will be punished in accordance with the Work Rules. Strengthen human rights training and publicity including (but not limited to) non-discrimination, sexual harassment, privacy rights, etc. and reiterate relevant human rights grievance mechanism and handling procedures. Strengthen the trainings on the humane treatment in the workplace including (but are not limited to) interpersonal relationships and communication skills, unlawful infringement prevention policies in the workplace, safety equipment and resource systems, and awareness of potential risks in the working environment and understanding of possible aggressive behaviors and the methods to cope it, psychological counseling and emotion management, incident investigation and interview skills, etc. Issue trainings on the unlawful infringement prevention behaviors and publish documents on grievance process and punishment rules to help communicate with employees smoothly; provide on-site physician consultation services to assist employees with psychological counseling and stress relief consultation to alleviate employee stress and frustration. Announced the "Statement of Prohibiting Unlawful Infringement in the Workplace" and the "Unlawful Infringement Prevention and Management SOP", set those courses relevant to human rights issues as mandatory, construct a workplace unlawful infringement prevention special area on SharePoint intranet (217 visitors) to share the unlawful infringement grievance channels and management procedures, and trainings and promotion materials which are related to the laws and prevention measures, and medical consulting service information.
Remediation	<p>Humane Treatment (including unlawful infringement and sexual harassment):</p> <ul style="list-style-type: none"> Provide trainings on topics related to human rights/humane treatment, improve the leadership capabilities of supervisors, complete investigations through the grievance mechanism, track the effective implementation of disciplinary and counseling measures, and adjust the corresponding internal management mechanisms and compensation at the same time. Provide clinic physician consultation service and information to assist employees in psychological counseling and stress relief counseling.
Grievance Mechanism	USI provides internal reporting channels, including human resources mailboxes, employee complaint lines, and reporting mailboxes in all facilities.



Note:

1. Working hours compliance rate = [1- (sum of the monthly employees who work more than 60 hours per week ÷ sum of employees at the end of each month)] × 100%