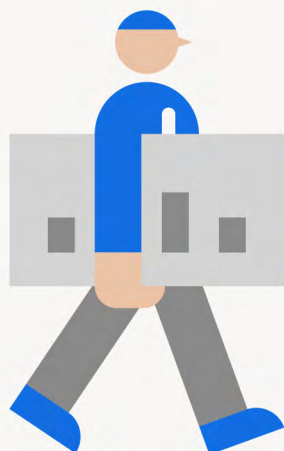


Environmental,
Social
and
Governance
Report

ESG 2024 REPORT



UNIVACCO

Stay Vibrant.

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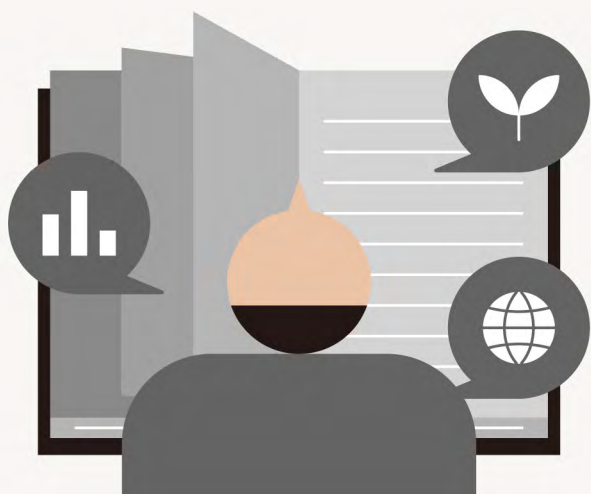
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01

About this report

Environmental,
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Report

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About this report

Univacco Technology Inc. (hereinafter “UNIVACCO” or “the Company”) practices corporate social responsibility (CSR) and advances economic, environmental, and social progress to achieve sustainable development.

The Company upholds the principle of giving back to society, implements CSR, and embodies UNIVACCO’s spirit of Integrity, Pragmatism, Gratitude, and Appreciation.

Since 2014, UNIVACCO has issued an annual Sustainability Report summarizing the prior year’s actions, progress, and performance in corporate governance; green production and environmental protection; employee relations and social engagement. The report actively aligns with the 17 United Nations Sustainable Development Goals (SDGs), broadly mapping Univacco’s concrete initiatives across the 3 chapters noted above. The previous edition was issued in August 2024; this edition is issued in August 2025.

Report Scope

This report is primarily published in Chinese and covers UNIVACCO’s manufacturing sites in Tainan, Taiwan, excluding overseas sites and subsidiaries.

The coverage spans January 1, 2024 to December 31, 2024, focusing on material sustainability topics related to UNIVACCO’s operations and stakeholders; secondary and general topics are presented in connection with that year’s activities.

In setting the reporting boundary, during the reporting period there were no significant changes in organizational scale, structure, ownership, or supply chain. There are no significant differences from the previous reporting period and no restatements.

To ensure robust stakeholder communication, a systematic analytical approach was applied in 2024 to identify, assess, and disclose sustainability topics of concern to various stakeholders. The disclosed data are derived from UNIVACCO’s internal statistics and survey results.

Financial figures are presented on a consolidated group basis, and have been audited and confirmed by Ernst & Young, which differ from this report’s boundary; monetary amounts are expressed in New Taiwan Dollars (NTD) unless otherwise noted, and environmental, health, and safety (EHS) performance is presented using internationally recognized indicators; data required by law are measured or certified by independent third-party organizations and are presented using commonly adopted numerical descriptions.

Reporting Framework

The report is prepared in accordance with the Global Reporting Initiative (GRI) Standards – GRI 2021, and compiled with reference to the Sustainability Accounting Standards Board (SASB) Resource Transformation sector standards.

To provide reliable public information, it has undergone external assurance by TÜV NORD Taiwan, meeting AA1000 AS Standard Type I – Moderate level of third-party assurance.

ABOUT THIS REPORT

01

Company Name

UNIVACCO TECHNOLOGY INC.



Chairman

Kuo-Lung Tsai

Date of Establishment

August 29, 1990

Number of Employees

510 employees /headcount as of Dec 31, 2024; includes employees in Tainan and overseas expatriates currently in post

Paid-in Capital

NTD 941 million(2024)

Annual Revenue

NTD 2.993 billion(2024)

Main Products

Transfer Products | accounts for 94.2% of total revenue
Hot stamping foil, cold transfer foil, digital foil, and other functional foils

Optical Materials | accounts for 5.8% of total revenue
Protective films, SMD cover tapes, medical tapes

Plant Locations in Tainan

VC1 Plant | Headquarters

No. 383, Mayou Rd., Madou Dist., Tainan City, Taiwan

VC1 Plant

No. 381, Mayou Rd., Madou Dist., Tainan City, Taiwan

VC2 Plant

No. 301, Mayou Rd., Madou Dist., Tainan City, Taiwan

VC3 Plant

No. 303, Mayou Rd., Madou Dist., Tainan City, Taiwan

VC4 Plant

No. 251, Mayou Rd., Madou Dist., Tainan City, Taiwan

OPI Plant

No. 57, Sec. 2, Majia Rd., Madou Dist., Tainan City, Taiwan

Value Chain Relevance

The transfer products industry's value chain can generally be divided into upstream material suppliers, midstream vacuum deposition manufacturers, and downstream stamping or printing converters.

UNIVACCO uses polyethylene terephthalate (PET) and oriented polypropylene (OPP) base films as substrates, blending raw chemical materials to develop proprietary resin formulations for coating.

Through vacuum metallization technology with fine nano-level surface flatness, UNIVACCO achieves a high-gloss metallic appearance.

After subsequent foil transfer processes, products are widely applied to various labels and packaging, covering a full range of consumer goods from food and apparel to daily living and leisure products.



Embellishment and Applications

HOT STAMPING FOIL

Hot stamping foil is a recommended solution for paper surface decoration. From glossy, coated, light-coated, textured, dry, and rough papers to film-laminated substrates and PVC artificial leather, UNIVACCO offers corresponding high-quality hot stamping foils. They deliver rich coverage on medium-to-large areas or crisp fine lines and micro text, with a wide range of metallic shades and holographic designs to meet diverse creative needs. These foils are favored by end brands across applications such as wine labels and food packaging.

COLD TRANSFER FOIL

Cold transfer foils overcome process and efficiency limits of conventional stamping. Unlike most hot stamping foils used after printing, cold transfer enables printing over the transferred foil, creating thousands of multi-color effects by over-printing. Foil transfer and printing can be completed in one in-line pass, greatly shortening production time with high registration accuracy. They are widely used for cartons and labels in Fast-moving Consumer Goods (FMCG) categories such as household products, cosmetics, and food. UNIVACCO offers a full range of cold transfer foils to fit common printing units, including narrow-web cold transfer foils for label applications and offset cold transfer foils for packaging, posters, and printed materials.

OTHER TRANSFER PRODUCTS

For different presses and substrates, UNIVACCO provides a comprehensive product portfolio, including digital foils developed for new digital printers that enable small batches or even single-sheet jobs, as well as functional foils suitable for foil transfer onto glass and plastics—both widely welcomed by the market.

Contact

If you have any questions or suggestions regarding this report, please contact us:

Univacco Technology Inc. – Sustainability Development Committee

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Email 3303HR@univacco.com

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Website www.univacco.com

FAX +886 6 510 2727

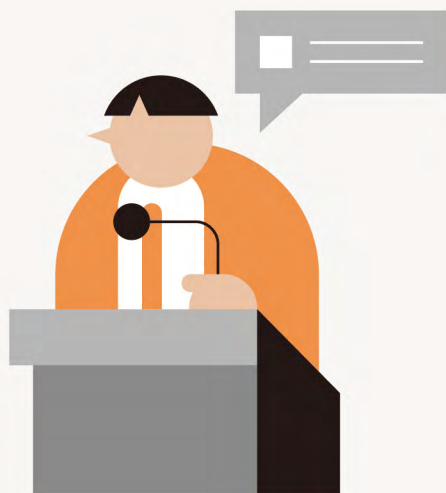
Head Office No. 383, Mayou Rd., Madou Dist., Tainan City 721013, Taiwan

02

Message from the chairman of the
corporate sustainability committee

Environmental,
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Message from the chairman of the corporate sustainability committee

To Our Stakeholders Committed to UNIVACCO's Sustainable Development:

Looking back over the past year, the global economic environment has been highly challenging. From increasingly stringent ESG regulations to dramatic geopolitical shifts, these factors have placed greater demands on corporate stability and resilience.

In this context, we focused on improving operational efficiency and advancing innovative technology R&D. We actively expanded the international application and influence of Taiwan's film and foil technology, while managing supply chain risks, meeting sustainability expectations, and optimizing product formulations to enhance competitiveness and market value. Our overall operational performance was strong, with profits reaching the second-highest in company history and gross margin achieving a record high for the second consecutive year. These results reflect the dedication of our entire team, as well as the trust and support of our shareholders, suppliers, and customers over the years.

In an increasingly complex and volatile global risk environment, enterprises can only achieve sustained growth and transformation by possessing high resilience and forward-looking thinking. We proactively embraced sustainability trends, examining our operations against ESG standards that exceed regulatory requirements to strengthen our corporate responsiveness and governance capabilities. We are also actively advancing our 2030 Sustainable Development Strategy Blueprint, focusing on transformation across three core pillars: Corporate Governance, Environmental Responsibility, and Social Value, committed to building a more transparent, accountable, and innovative model for sustainable operations.

In terms of Environmental Responsibility, we are committed to achieving the 2050 Carbon Neutrality goal. We are actively promoting forward-looking carbon reduction strategies, evaluating the implementation of solutions such as Carbon Capture, Utilization, and Storage (CCUS), Organic Rankine Cycle (ORC) systems, Combined Heat and Power (CHP) equipment, and energy efficiency improvements to enhance carbon reduction effectiveness in our processes. We pledge to fulfill our green manufacturing responsibility, continuously reduce greenhouse gas emissions, and actively respond to the risks and challenges posed by climate change.



CEO and Chairman of the Corporate
Sustainability Committee

李顯昌 Bruce Lee

Regarding Social Value, we adhere to a people-centric corporate culture, promoting a Diversity, Equity, and Inclusion (DEI) working environment. We are dedicated to creating a workplace full of happiness, hope, learning, growth, and security. We deeply believe that respecting the differences and value of every employee is the core driving force for innovation and sustainable development. We continue to strengthen the protection of human rights and labor rights, strictly complying with relevant laws and international human rights standards. The absence of any major violations of labor or human rights regulations in 2024 demonstrates the robust results of our systemic management and practical implementation.

As for Corporate Governance, we participated in the 2024 Corporate Governance Evaluation and achieved an excellent result in the Top 2% to 10% category for companies with a market capitalization under NT\$5 billion, a testament to the continuous progress of UNIVACCO's governance performance. Moving forward, we will continue to strengthen our governance mechanisms, optimize the operation and functions of the Board of Directors, prioritize communication with stakeholders, promote transparency in information disclosure, and adhere to the principles of integrity and compliance with relevant regulations and commitments. Simultaneously, we will actively monitor international sustainability trends, meticulously assess the impact of global challenges and innovative opportunities, enhance governance resilience and operational flexibility, and strengthen the company's sustainable competitiveness in an uncertain environment.

Looking ahead, we will continue to leverage a global perspective and systematic thinking to maximize our corporate influence in sustainable development. Beyond continuous self-improvement, we will also collaborate with our supply chain partners to co-create a circular economy value chain, expanding our positive impact on the environment and society, and reinforcing the sustainable resilience of the entire industry. This is not only our proactive response to global responsibility but also our firm commitment to the next generation and the sustainable future of our planet.

03

Sustainable Governance

Environmental,
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SUSTAINABLE GOVERNANCE

3.1 Sustainability Key Results

03

Economy

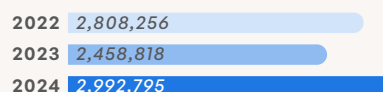
Number of Board Members

9

Number of Employees in Taiwan

510

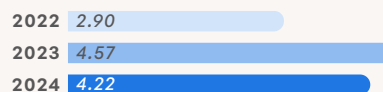
Consolidated Revenue (thousand NTD)



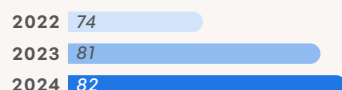
EPS (NTD)



R&D Expenses as a Percentage of Consolidated Revenue (%)



Customer Satisfaction (points)



Environmental Protection

Electricity Saved (kWh) by Measures

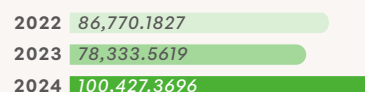
1.279 million kWh

2024 Total Carbon Emissions

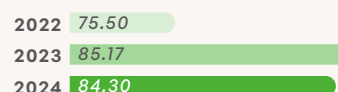
100,427.3696

tCO₂e / Year
ISO 14064-1:2018

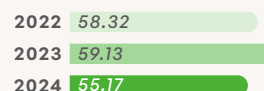
Total GHG Emissions (tCO₂e)



Waste Recycling Rate(%)



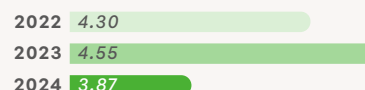
Electricity Consumption Intensity (kWh/k.m²)



Water Withdrawal Intensity (kWh/k.m²)



Waste Generation Intensity (kg/k.m²)



Social Responsibility

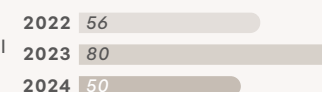
Labor Dispute Incidents

0

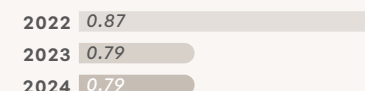
Percentage of Female Managers

14%

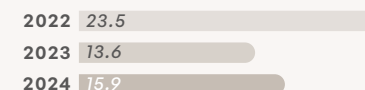
Return-to-Work Rate After Parental Leave (%)



Key Talent Turnover Rate (%)



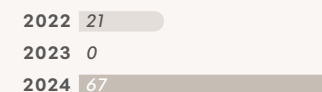
Turnover Rate (%)



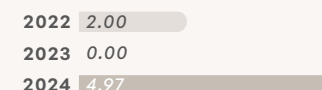
Average Training Hours per Employee (Hours)



Severity Rate (SR) of Disabling Injuries



Frequency Rate (FR) of Disabling Injuries



SUSTAINABLE GOVERNANCE

3.2 Commitments

3.2.1 Sustainability Commitment

“Integrity, pragmatism, gratitude, and appreciation” have guided UNIVACCO since its founding as the core values of the company. As we pursue sustainable growth and expand globally, we remain steadfast in our commitment to integrity and pragmatism, while actively embracing gratitude and appreciation in our daily operations. UNIVACCO strives to create long-term corporate value, strengthen governance, understand and respond to stakeholder needs, and promote environmental sustainability, all while being attentive to societal expectations. We are dedicated to continuing our positive impact, collaborating with society to foster a happier, more equitable, supportive, and growth-oriented environment and way of life.

In our operations, UNIVACCO pledges to adhere to the following code of conduct:

1. Compliance with national laws and regulations, upholding ethical business practices
2. Strive for operational development and continuous value creation
3. Provide a safe, equal, healthy, and progressive work environment
4. Respect employee opinions and maintain harmonious labor relations
5. Actively promote education and training to support employee growth
6. Continuously improve environmental protection measures, implementing energy conservation, carbon reduction, and clean production
7. Develop environmentally friendly products, promote green supply chains, and actively procure green products
8. Assist suppliers, contractors, and other partners in improving their capabilities and growing together
9. Address and support social needs, coexisting and thriving with society

SUSTAINABLE GOVERNANCE

3.2 Commitments

03

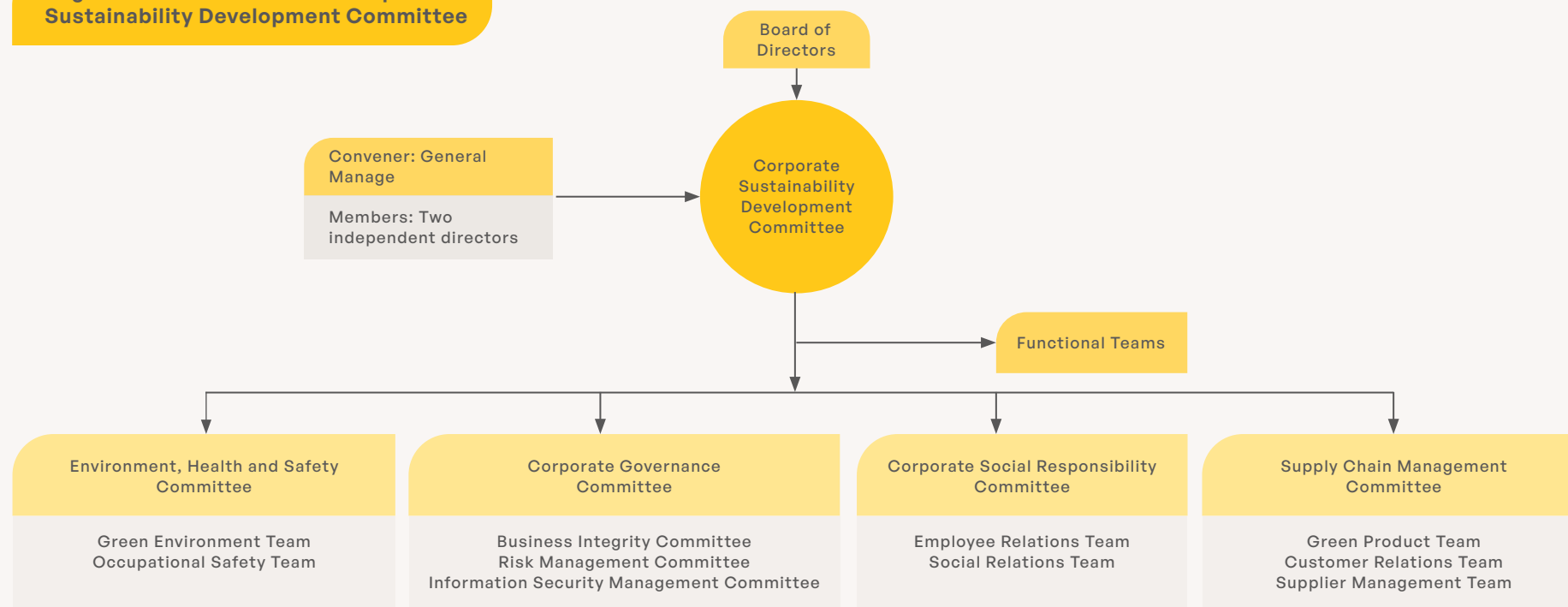
Implementing Sustainability Policy Commitments and Enhancing International Standardized Management Systems

Commitment to Sustainability Issues		International Standardized Management System	Coverage Boundary	Verification Frequency	Reporting Period
Environment	Climate Change and Energy Management	ISO 14001:2015: Environmental Management System	VC1 · VC2 · VC3 · VC4 · OP1	Annually	Jan 11, 2023 – Nov 11, 2025
		ISO14064 1:2018 Greenhouse Gas Accounting and Verification	VC1 · VC2 · VC3 · VC4 · OP1	Annually	Jan 1, 2024 – Dec 31, 2024
	Waste Management	ISO14067:2018 Carbon Footprint of Products	CF 4.6B	Annually	Oct 26, 2024 – Oct 25, 2026
		ISO 50001:2018 Energy Management System	VC1 · VC2 · VC3 · OP1	Annually	Dec 29, 2023 – Dec 28, 2026
Social	Human Rights	ISO 45001:2018: Occupational Health and Safety Management System	VC1 · VC2 · VC3 · VC4 · OP1	Annually	Jan 22, 2024 – Dec 16, 2026
	Labor Relations and Employee-Friendly Workplace				
	Talent Development and Training				
	Talent Attraction and Retention				
	Social Engagement				
	Occupational Health and Safety				
Governance	Integrity and Compliance	ISO 9001:2015: Quality Management System	VC1 · VC2 · VC3 · VC4 · OP1	Annually	Nov 4, 2023 – Nov 4, 2026
	Sustainable Supply Chain Management				
	Product Quality Management				
	Corporate Governance and Operations	IECQ QC 080000:2017: Hazardous Substance Process Management System	VC1 · VC2 · VC3 · VC4 · OP1	Annually	Nov 22, 2022 – Nov 21, 2025
	Customer Relationship Management				
	Information Security and Personal Data Protection	ISO 27001:2022: Information Security Management System	VC1	Annually	Jan 16, 2025 – Jan 15, 2028
	Risk Management				
	Innovation and Intellectual Property Protection				

3.2.2 Sustainability Governance Organization

To promote sustainable operations and strengthen corporate governance, UNIVACCO established a "Corporate Sustainability Committee" under the Board of Directors in 2021, merging the previous "Corporate Social Responsibility Committee." This committee continues to integrate initiatives related to economic, environmental, and social issues. Following the completion of the annual corporate sustainability report, the committee presents to the Board of Directors an assessment of all stakeholder reviews conducted that year. This assessment identifies economic, environmental, and social topics with significant impact on the company, along with associated risks, opportunities, and corresponding management strategies. This information is then published on the company's official website to provide stakeholders with relevant data. Additionally, corporate responsibility activities and employee codes of conduct are communicated to staff through internal announcements and intranet bulletins.

Organizational Chart of the Corporate Sustainability Development Committee



SUSTAINABLE GOVERNANCE

3.3 Responding To Global Sustainable Development

03

In 2015, the United Nations passed the Sustainable Development Goals (SDGs) and set 17 issues and goals related to global sustainable development.

UNIVACCO deeply acknowledges the urgency and responsibility of the SDGs and aims to realize relevant SDGs within its operational model and value chain. After understanding the SDGs and their sub-goals, and in line with UNIVACCO's sustainability policies and vision, we consider how to bring about substantial changes based on our existing foundation. In 2024, after discussions and resolutions by the Corporate Sustainability Committee, we focused on 8 SDGs as UNIVACCO's future key development directions.

2024 SDGs Focus Areas

Good Health and Well-being

Healthy and Safe Workplace

- 3.d Employee health check rate: 100%



Education Quality

Appropriate Education and Training

- 4.4 Training hours per person: 43 hours
- 4.c Cumulative internal Knowledge Management digital learning courses: 51
- 4.4 Emergency response drill participants: 422



Gender Equality

Safeguarding Labor Rights

- 5.1 Return-to-work rate after parental leave: 50%; Retention rate one year after return: 50%



Affordable and Clean Energy

Improving Energy Efficiency

- 7.3 Electricity consumption intensity reduced by 7.88% compared to 2020
- 7.3 Water withdrawal intensity reduced by 24.39% compared to 2020
- 7.a Solar power generation: 431,400 kW



Employment and Economic Growth

Industry-Academia Collaboration

- 8.b Scholarships for 6 students in industry-specific graduate programs, 6 corporate projects executed
- 3.3 Disabling Injury Frequency Rate: 4.97
- 3.3 Disabling Injury Severity Rate: 67
- 3.3 Contractor work incidents: 0 cases



Reduced Inequalities

Safeguarding Labor Rights

- 10.3 Labor and human rights law violations: 0 cases
- 10.3 Labor dispute cases: 0
- 10.2 Employees with disabilities: 5
- 10.3 Labor-management meetings: quarterly, case improvement rate 100%



Responsible Consumption and Production

Green Products / Green Procurement / Waste Management

- 12.a Cumulative environmentally friendly product developments: 27 (baseline year 2023)
- 12.a Environmentally friendly products certified: 5
- 12.6 Sales ratio of environmentally friendly products: 69%
- 12.5 The waste generation per unit production area reduced by 14.76% compared to 2020



- 12.5 Waste recycling rate increased by 19.52% compared to 2020
- 12.7 Green procurement rate for IT and general office products: 100%
- 12.a Passed IECQ QC 080000 third-party verification

Climate Action

Greenhouse Gas Reduction and Energy Conservation

- 13.3 Electricity saving rate: 4.31%
- 13.3 Greenhouse gas emissions per unit production area reduced by 4.04% compared to 2020



04

Material Topics and Stakeholders



Environmental,
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Material Topics and Stakeholders

UNIVACCO references the GRI Standards and AA1000 Accountability Principles, applying the four principles of inclusivity, materiality, responsiveness, and impact to identify material topics. Following the GRI Universal Standards 2021, we further assess the significance of economic, environmental, and human rights impacts of material topics as a basis for sustainability strategy planning and information disclosure in this report.

Step 1 Understanding Organizational Context

Stakeholder Identification

6 major stakeholder categories

Following the five aspects of the AA 1000 SES (Stakeholder Engagement Standards) stakeholder engagement principles: influence, attention, responsibility, dependence, and diverse perspectives, and considering the importance and relevance to operations, UNIVACCO categorizes its stakeholders into six main groups: employees, shareholders/investors/financial institutions, corporate customers, suppliers, government agencies, and community and social group residents.

Sustainability Issue Collection

5 major sources of sustainability issues

We reference sustainability standards and guidelines including GRI Sustainability Reporting Standards, ISO 26000 Social Responsibility Guidance, Sustainability Accounting Standards Board (SASB) Industry Standards, UN Sustainable Development Goals (SDGs), and Task Force on Climate-related Financial Disclosures (TCFD) as the foundation for collecting sustainability issues.

Convergence of Sustainability Issues

16 sustainability issues

In 2024, the Corporate Sustainability Committee and external expert consultants updated and listed various sustainability issues and conducted convergence.

Step 2 Identifying Actual and Potential Impacts

By identifying actual and potential positive and negative impacts caused or contributed by the company's business activities and relationships on the economy, environment, and people (including human rights), UNIVACCO defines the nature of each impact and its position within the value chain through detailed descriptions. The sources for identifying impacts include various management systems, government regulations, market trends, and risk management documents, as well as stakeholder engagement channels such as surveys and grievance mechanisms. For each identified impact, corresponding management policies and implementation measures are reviewed, along with preventive actions to avoid occurrence and mitigation procedures to remedy or reduce the effects of realized impacts.

Step 3 Assessing the Significance of Impacts

UNIVACCO identifies actual and potential impacts on governance, economy, environment, and people, including human rights impacts, across its operations and business relationships. The Corporate Sustainability Committee conducted an impact analysis on 16 UNIVACCO-related topics, assessing the significance of actual and potential negative impacts based on their severity and likelihood. Each impact was rated on a scale of 1 to 5 for both severity and likelihood, and those with a combined score above 15 were classified as significant. Through this process, 7 significant sustainability issues were identified.

Step 4 Prioritizing the Most Significant Impacts for Reporting

The Corporate Sustainability Committee reviewed the results of Step 3 and, taking into account international benchmarks, sustainability trends, and stakeholder concerns, identified 10 key sustainability topics as the material issues for this reporting year. Compared with the previous reporting period, the total number of material topics decreased from 12 to 10. For each topic, this report discloses the company's response strategies, short-, medium-, and long-term goals, performance results, and management approaches.

Material Topics Impact Description and Management Approach

Upstream - Raw Material Stage Midstream Company Operations Downstream - Customer Use

ESG Aspect	Material Issues	Importance to Operations	Type of Impact (Positive/Negative)	Disclosure Chapter	GRI Standards-Specific Topics	Corresponding SASB Standards	Impact Hotspots on the Value Chain		
Corporate Governance	Corporate Governance and Operations	Transparent and sound corporate governance ensures orderly organizational development and maximizes stakeholder interests.	Inflation- Regulatory Restrictions- Tariff Differences- Geopolitical Factors-	5.3 Business Performance 7.4 Best Workplace	GRI 201-1 GRI 201-3 GRI 201-4				
	Innovative Development and Intellectual Property Protection	Actively incorporating sustainability thinking in design reduces products' environmental impact, a core component of company competitiveness.	Patent Limitations on Products- Eco-friendly Product Development+	5.4 Innovation Development and Intellectual Property Protection					
	Product Quality and Safety	Establishing comprehensive quality systems and continuous improvement activities increases product stability, reduces unnecessary costs, and enhances operational performance.	Quality Management Capability-	5.4 Innovation Development and Intellectual Property Protection	GRI 416-2				
	Sustainable Supply Chain Management	Suppliers are important partners. We assist suppliers in improving labor, health and safety, environment, ethics, and management aspects to jointly implement sustainable supply chain management and promote industry-wide prosperity.	Quality Management Capability- Procurement Cost Control+	5.8 Sustainable Supply Chain Management	GRI 414-1 GRI 308-1	RT-IG-440a.1			
	Risk Management	Effective risk management plays a crucial role in maintaining business stability. Through a comprehensive understanding of the risks the company faces — including their nature and severity — effective risk management enables the organization to take timely actions to prevent or mitigate potential impacts. Moreover, it strengthens the company's ability to recover operations swiftly and ensure business continuity in the event of disruptions or losses.	A comprehensive risk management system+	5.9 Risk Management					
	Integrity and Compliance	Establish a corporate culture of integrity and ensure regulatory compliance, conducting business in accordance with the principles of fairness, honesty, accountability, and transparency, so that the organization avoids legal violations and fulfills its responsibilities.	Regulatory Restrictions-	5.10 Regulatory Compliance 5.11 Business Ethics					

MATERIAL TOPICS AND STAKEHOLDERS

04

Upstream - Raw Material Stage Midstream Company Operations Downstream - Customer Use

ESG Aspect	Material Issues	Importance to Operations	Type of Impact (Positive/Negative)	Disclosure Chapter	GRI Standards-Specific Topics	Corresponding SASB Standards	Impact Hotspots on the Value Chain
Environment	Climate Change Strategy and Energy Management	Actively managing climate-related risks and opportunities to strengthen operational resilience in response to the diverse and complex impacts of climate change. Facing the scale of manufacturing electricity use, energy transition trends, and national energy policies, we continuously enhance energy efficiency and stable sources, implementing energysaving and carbon reduction measures towards lowcarbon transformation goals.	<ul style="list-style-type: none"> •Increased Carbon Costs- •Rising Electricity Prices- •Deployment of Renewable Energy+ •Improvement of Energy Efficiency+ •Implementation of Carbon Reduction Technologies- •Promotion of Energy Saving and Carbon Reduction Initiatives- 	6.2 Climate Change Strategy and Energy Management	GRI 302-1 GRI 302-3 GRI 303-3 GRI 305-1 GRI 305-2 GRI 305-3 GRI 305-4 GRI 305-5	RT-IG-130a.1	
	Waste Management	Continuously promoting process technology improvements, implementing low-pollution management, and preventing risks from pollution.	<ul style="list-style-type: none"> •Regulatory Restrictions- 	6.3 Waste Management	GRI 306-1 GRI 306-2 GRI 306-3		
Social	Talent Attraction and Retention	Providing fair and comprehensive compensation and benefits policies to ensure workforce stability and attract talent, contributing to the company's competitiveness.	<ul style="list-style-type: none"> •Declining Birth Rate- •Healthy Employee Turnover+ 	77.2 Human Rights 7.3 Labor Relations and Employee-Friendly Workplace 7.4 Best Workplace Practices	GRI 401 GRI 404-1 GRI 404-3 GRI 405-1		
	Occupational Health and Safety	Employee health and workplace safety are foundational to corporate sustainability. UNIVACCO follows international standards to create a work environment where employees feel safe, ensuring high operational efficiency.	<ul style="list-style-type: none"> •Environmental Management Compliance- •Stricter Regulatory Requirements- 	7.7 Occupational Health and Safety	GRI 403	RT-IG-320a.1	

Explanation of Changes and Differences in Material Topics

Item	2023	2024
Corporate Governance and Management	●	●
Innovation and Intellectual Property Protection	●	●
Product Quality Management	●	●
Information Security and Personal Data Protection	●	Considered a secondary topic in 2024
Customer Relationship Management	●	Considered a secondary topic in 2024
Sustainable Supply Chain Management	●	●
Risk Management	●	●
Ethics and Legal Compliance	●	●
Climate Change Strategy and Energy Management	●	●
Waste Management	●	●
Talent Attraction and Retention	●	●
Occupational Health and Safety	●	●

Stakeholder Communication

The Company communicates with stakeholders based on the nature of the stakeholder, relevant issues of concern, and the purpose of engagement, choosing the appropriate approach for each group. Each year, the company reports stakeholder engagement outcomes to the Board of Directors.

Stakeholder Communication and Grievance Channels

Category	Contact Window	Email
Shareholders / Investors / Financial Institutions	Ms. Wang	IR@univacco.com
Corporate Customer Contact	Ms. Chen	sales@univacco.com
Supplier Contact	Mr. Xu	3303HR@univacco.com
Government Agency Contact	Mr. Lü	3303HR@univacco.com
Community and Local Resident Contact	Mr. Xu	3303HR@univacco.com
Human Rights and Labor Concerns	Human Resources	Yvonne@univacco.com YTLin@univacco.com
Ethics Concerns	Audit Office	3303@univacco.com

UNIVACCO maintains confidentiality of whistleblower and grievance content, and ensures that whistleblowers will not suffer any retaliation due to reporting incidents.

Stakeholder Feedback Summary

Stakeholder Group	Communication Channel & Frequency	Key Communication Topics	Company's Response
Employees	<ul style="list-style-type: none"> • Strategic Planning Meetings (Annually): Communicate corporate goals and strategic execution plans. • Employee Engagement Surveys (Annually): Gather employee satisfaction feedback to drive continuous improvement. • Management Meetings (Monthly): Hold regular meetings between department heads and senior management. • Internal Communication Platform (Ad-hoc): Provide company announcements and updates to employees. • Labor-Management Meetings, Employee General Assembly (Quarterly/Ad-hoc), Welfare Committee (Ad-hoc): Maintain labor relations and welfare discussions. • New Employee Orientation, Employee Feedback (Ad-hoc): Communicate company culture and collect new employee opinions. • Performance and Talent Development Meetings: Discuss performance evaluation and career development; implement Individual Development Plan (IDP). 	<ul style="list-style-type: none"> • Labor Relations and Communication • Human Rights 	<ol style="list-style-type: none"> 1. Conducted employee surveys to identify and improve key issues. 2. Continued to implement relocation programs to optimize work environments and reduce frontline burdens. 3. Conducted monthly employee assemblies to promote diverse culture, workplace safety, and organizational communication.
Shareholders / Investors / Financial Institutions	<ul style="list-style-type: none"> • Legal Filings (Ad-hoc). • Financial and Material Information Disclosure (Quarterly/Ad-hoc): Publish financial and operational updates regularly. • Annual General Meeting / Investor Conferences (Annually / As Needed): Communicate company performance and growth outlook. • ESG-Related Questionnaires or Surveys (Ad-hoc): Respond to ESG rating agencies and sustainability assessments. • Corporate Website / Annual Report / Sustainability Report: Provide transparent and timely financial and ESG disclosures. • Direct Communication (Ad-hoc): Maintain open channels with institutional investors and analysts. 	<ul style="list-style-type: none"> • Corporate Governance • Financial Performance • Risk Management • Information Transparency • Operational Safety 	<ol style="list-style-type: none"> 1. Disclosed financial and operational results via regular reports, material information announcements, and quarterly updates. 2. Communicated business performance and future prospects through investor relations (IR) activities and credit rating engagements. 3. Held one Annual General Meeting and one Investor Conference in 2024, covering business, environmental, and social performance. 4. Enhanced occupational safety training programs; provided regular health check-ups for employees to mitigate operational risks. 5. Responded to ESG rating agency questionnaires with 83% completion rate. 6. Continued implementing reward and recognition programs for production and engineering employees to encourage sustained performance improvement.

Stakeholder Feedback Summary

Stakeholder Group	Communication Channel & Frequency	Key Communication Topics	Company's Response
Corporate Customers	<ul style="list-style-type: none"> Customer Satisfaction Survey (Ad-hoc) Customer Service Email and Correspondence (Ad-hoc) Customer Satisfaction Survey (Annually) Corporate Website (Ad-hoc) Annual Sustainability Report (Annually) Participation in Trade Shows and Exhibitions to Understand Market Trends (Ad-hoc) Product Seminars and Customer Meetings (Ad-hoc) 	<ul style="list-style-type: none"> Product Quality Management Customer Relationship Management Innovation and Intellectual Property Protection 	<ol style="list-style-type: none"> 1. Regularly updated product quality and safety measures to ensure compliance with applicable food and product safety standards; obtained product-related safety certifications including food safety, household safety, and toy safety. 2. Conducted periodic product quality audits and customer satisfaction surveys to strengthen feedback mechanisms and improve quality management systems. 3. Held customer seminars and satisfaction surveys to collect feedback for product and service optimization and for integrating customer suggestions into product design.
Suppliers	<ul style="list-style-type: none"> Corporate Website (Ad-hoc) Supplier Meetings (Ad-hoc) Supplier Audits / Visits (Ad-hoc) Supplier Evaluation and Communication (Ad-hoc) 	<ul style="list-style-type: none"> Sustainable Supply Chain Management 	<p>Conducted annual supplier evaluations to assess performance and identify improvement opportunities. Continued implementing supplier management programs to strengthen sustainable sourcing practices. Promoted mutual collaboration through regular supplier meetings and sustainability workshops.</p>
Government Agencies	<ul style="list-style-type: none"> Participation in regulatory seminars and training organized by competent authorities (Ad-hoc) Response to government questionnaires or official communications (Ad-hoc) Attendance at public hearings and policy forums (Ad-hoc) Public Communication Platform (Ad-hoc) 	<ul style="list-style-type: none"> Regulatory Compliance Occupational Safety and Health Environmental Management and Pollution Control 	<ol style="list-style-type: none"> 1. Ensured compliance with environmental regulations and emissions standards; proactively disclosed information to authorities to enhance transparency and workplace safety. 2. (1) Enhanced chemical management and risk control to prevent occupational hazards. (2) Promoted energy conservation and carbon reduction initiatives in alignment with government policy. 3. (1) Supported "Net Zero Emission" policy goals. (2) Continued to promote "Circular Economy" initiatives and community environmental actions.
Communities and Local Residents	<ul style="list-style-type: none"> Community Engagement and Correspondence (Ad-hoc) 	<ul style="list-style-type: none"> Community Involvement 	<p>Actively participated in local community and public welfare initiatives to strengthen positive community relationships and enhance corporate social responsibility image.</p>

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Corporate Governance

Environmental,
Social
and
Governance
Report



Stay Vibrant.

CORPORATE GOVERNANCE

5.1 Key Results

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- 1 Honored with five Gold, five Silver, and two Bronze Gold Leaf Awards by the Foil & Specialty Effects Association (FSEA) for 14 consecutive years.
- 2 Developed recycled foil products, achieving a closed-loop recycling system.
- 3 Annually certified by ISO 9001, IECQ QC 080000, and ISO 27001 third-party audits.
- 4 Attained the highest level of INGEDE deinking certification.
- 5 Certified by DIN CERTCO for compostability, compliant with EN 13432 (EU) and ASTM D6400 (US) standards.
- 6 Implemented Ethical Business Conduct Guidelines and Whistleblower Management Procedures.
- 7 Within the scope of a market capitalization below 5 billion NTD, the company achieved governance performance growth of 2-10%.

EPS	3.90 NTD	Major Risk Mitigation Rate	83 %	Significant Violations	0 cases
R&D Expense Ratio	4.22 %	Customer Satisfaction	82 points	Key Suppliers with CSR Commitment	100 %
Eco-Product Development Projects (Cumulative)	27 cases	Customer Privacy or IP Complaints	0 cases	Whistleblower Cases	0 cases

Policy Commitment

Safeguard shareholders' rights, strengthen the functions of the Board of Directors, enhance committee effectiveness, respect stakeholders' rights and interests, increase information transparency, and improve sustainability rating performance.

- Integrate relevant departments to establish corporate governance policies and regulations, assist in strengthening and implementing internal control systems, uphold integrity, provide customer-oriented services, respect stakeholders' rights and concerns, and ensure transparent information disclosure and compliance with applicable laws and regulations.



2024 Results	2025 Targets	2030 Goals
Implementing Corporate Governance 3.0 Established corporate governance guidelines to enhance shareholder protection, strengthen board functions, respect stakeholder rights, and improve information transparency for continual governance enhancement.		
<ul style="list-style-type: none"> • Within the scope of a market capitalization below 5 billion NTD, the company achieved governance performance growth of 2–10%. → Target achieved • Received EcoVadis certification, ranked within the top 15% → Target achieved • Published ESG Report on the Market Observation Post System by end of August → Target achieved • Improved committee performance evaluation results compared to 2023 → Target achieved • Established ESG report preparation and internal control procedures → Target achieved • English disclosure deadlines for the annual and quarterly financial reports and the shareholders' meeting handbook met governance evaluation requirements. The English annual shareholders' meeting report did not meet the timeline, while others achieved the target. 	<ul style="list-style-type: none"> • Within the scope of a market capitalization below 5 billion NTD, the company achieved governance performance growth of 2–10%. • Maintain EcoVadis certification ranking within the top 15% • Disclose third-party verified ESG report on the public information platform by end of August • Conduct external board performance evaluation at least once every three years • Set up a dedicated section on the corporate website for board and internal control information • Implement ESG-linked remuneration policy • Hold at least two investor briefings per year • Ensure at least one female director on the board 	<ul style="list-style-type: none"> • Achieve ESG evaluation ranking within the top 6–20% among listed companies • Board to oversee climate-related issues at least annually • Engage in at least two strategic humanitarian or stakeholder-related initiatives • Hold a minimum of two external investor meetings annually • Limit consecutive terms for over half of independent directors to a maximum of three terms • Ensure board diversity with members possessing ESG expertise
Grievance Mechanism: Stakeholders can communicate through the contact channels provided on the UNIVACCO official website.		

5.2.1 About UNIVACCO

UNIVACCO, based on 34 years of industry experience, possesses three core technologies: "unique chemical formulations," "high-spec vacuum metallization technology," and "precision coating technology." We focus on providing decorative transfer products and optoelectronic film materials, establishing a high-quality leading brand image deeply rooted in the market, long favored by international customers.

5.2.2 Enhancing Board Functions

UNIVACCO's highest governance body - the Board of Directors - comprises nine directors with rich corporate management or academic experience. On May 26, 2022, the 12th Board of Directors was elected at the Annual General Meeting, with members from diverse professional backgrounds aligning with the diversity policy. Of the nine directors, three are independent, and one is female. Directors serve three-year terms. Board Member Profiles and Educational/Professional Backgrounds are disclosed as follows:

Job Title	Board member nationalities	Name	Gender/Age	Experience/Education	Position in other companies at present
Chairman	Taiwan	Tsai, Kuo-Lung	Male / 71 - 80	Bachelor of Chemical Engineering, Tamkang University Vice President of TONG-HO VACUUM METALLIZING CO., LTD.	Director of VICOME CORP. (Note 1)
Director	Taiwan	Lee, Hsien-Chang	Male / 51 - 60	Bachelor of Mechanical Engineering, National Taiwan University Vice President of the Vacuum Evaporation Division, the Company General Manager of UNIVACCO Technology (Wuxi) Co., Ltd	CEO and General Manager, the Company (Note 2)

CORPORATE GOVERNANCE

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Job Title	Board member nationalities	Name	Gender/ Age	Experience/Education	Position in other companies at present
Director	Taiwan	Tsai, Yi-Chung	Female/ 41 - 50	Master of Business Administration, National Chung Hsing University Planning Administrator of ITRI College Chairman of Dingri Investment Co., Ltd.	None
Corporate Director	Taiwan	Tai Chang Resin Industrial Co., Ltd	N/A	N/A	None
Corporate Director Representative	Taiwan	Tsai, Ming-Zhe	Male / 61 - 70	Bachelor of Computer Science, Soochow University General Manager of Tai Chang Resin Industrial Co., Ltd	Chairman of Tai Chang Resin Industrial Co., Ltd COO of Syndyne Industrial Co. Ltd.
Corporate Director	Taiwan	Chuan Yao Investment Co., Ltd.	N/A	N/A	None
Corporate Director Representative	Taiwan	Chen, Pin-Chuan	Male / 21 - 30	Bachelor of Information Engineering, Fu Jen Catholic University Information Engineer of Yonsoon Technology Corporation	Information Engineer of Yonsoon Technology Corporation Director of Yonsoon Technology Corporation Director of Chuan Yao Investment Co., Ltd Director of Tzih Dar Construction Co., Ltd.

CORPORATE GOVERNANCE

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Job Title	Board member nationalities	Name	Gender/ Age	Experience/Education	Position in other companies at present
Corporate Director	Taiwan	Xin Sheng Investment Co., Ltd.	N/A	N/A	None
Corporate Director Representative	Taiwan	Hsiao, Chia-Tzu	Male / 51 - 60	Master of Mathematics, National Central University Researcher of Xin Sheng Investment Co., Ltd.	Director of Global Material Science Co., Ltd. CEO of Xin Sheng Investment Co., Ltd.
Independent Director	Taiwan	Liu, Jung-Chin	Male / 61 - 70	Bachelor of Accounting, Chinese Culture University Partner at Jiang Xing & Co., CPAs Partner at Yangtze CPAs and Co.	CPA at Jiang Sheng & Co. CPAs Independent Director of Franbo Lines Corp Audit Committee and Remuneration Committee Member, the Company
Independent Director	Taiwan	Huang, Liang-Chih	Male / 61 - 70	Ph.D. of Industrial Education and Technology, Iowa State University, USA Associate Professor/Head/Director/ Professor of the Department of Industrial Engineering and Management, Professor/Head/Director of the Department of Labor Relations, National Chung Cheng University Adjunct Professor of the Institute of Human Resource Management, National Sun Yat-Sen University	Professor of the Department of Labor Relations, National Chung Cheng University Audit Committee/ Remuneration Committee/ Sustainability Development Member, the Company

CORPORATE GOVERNANCE

5.2 Governance Structure

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Job Title	Board member nationalities	Name	Gender/ Age	Experience/Education	Position in other companies at present
Independent Director	Taiwan	Tai, Chih-Yen	Male/ 41 - 50	Ph.D., Department of Business Management (Management Accounting and Strategy), National Sun Yat-Sen University Researcher/Research Manager of Industrial Technology Research Institute Researcher/Deputy Director of Commerce Development Research Institute Adjunct Assistant Professor, College of Management, National Sun Yat-Sen University	Associate Research Fellow at Chung-Hua Institution for Economic Research Audit Committee/ Remuneration Committee/ Sustainability Development Member, the Company

Note 1 The Chairman of the Board, Tsai, Kuo-Lung, also currently holds a position in the following companies: Chairman of UNIVACCO (M) SDN.BHD, MATERIALS COATING TECHNOLOGY CORPORATION; Director of TAI LENG INDUSTRY INC., UNIVACCO FOILS CORPORATION, UNIVACCO (CAYMAN) INC., UNIVACCO (HONG KONG) LIMITED, UNIVACCO EUROPE SP. Z O.O..

Note 2 Director, Lee, Hsien-Chang also currently holds a position in the following companies: Director of UNIVACCO FOILS CORPORATION, UNIVACCO FOILS EAST CORPORATION, UNIVACCO (M) SDN.BHD.; General Manager of MATERIALS COATING TECHNOLOGY CORPORATION.

CORPORATE GOVERNANCE

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Name	Job Title	Nationality	Gender	Employee Status	Years of Service as Independent Director			Diversity Profile								
					Below 3 Years	3-9 Years	Over 9 Years	Business Judgment	Management Expertise	Leadership and Decision-making	Crisis Management	Industry Knowledge	Global Market Perspective	Risk Management	Finance and Investment	Accounting and Financial Analysis
Tsai, Kuo-Lung	Director	Republic of China (Taiwan)	Male	✓				✓	✓	✓	✓	✓	✓	✓		
Lee, Hsien-Chang			Male	✓				✓	✓	✓	✓	✓	✓	✓		
Tsai, Yi-Chung			Female					✓	✓	✓	✓	✓	✓	✓		
Tsai, Ming-Zhe			Male					✓	✓	✓	✓	✓	✓	✓		
Chen, Pin-Chuan			Male					✓	✓	✓	✓	✓	✓	✓	✓	
Hsiao, Chia-Tzu			Male					✓	✓	✓	✓	✓	✓	✓	✓	
Liu, Jung-Chin	Independent Director	Republic of China (Taiwan)	Male			✓		✓	✓	✓	✓		✓	✓		✓
Huang, Liang-Chih			Male			✓		✓	✓	✓	✓		✓	✓		
Tai, Chih-Yen			Male			✓		✓	✓	✓	✓	✓	✓	✓	✓	✓

UNIVACCO's Board appointed a senior executive as CEO and General Manager, leading the management team in executing duties authorized by the Chairman and Board, reporting directly to the Board.

Since June 25, 2015, UNIVACCO has adopted the candidate nomination system under Article 192-1 of the Company Act for director elections. Director nominations undergo a rigorous selection process, considering contributions to long-term stable operations and ethical reputations. Independent director candidates must meet the requirements of the "Regulations Governing Appointment of Independent Directors and Compliance Matters for Public Companies." Shareholders holding over 1% of issued shares may submit candidate lists, allowing shareholder participation in the nomination process.

All director candidates are elected at the Annual General Meeting for three-year terms, with the possibility of re-election.

To avoid conflicts of interest, directors must obtain shareholder approval to be exempted from non-compete restrictions, as per the Company Act. Regarding conflicts of interest, the Board Meeting Rules and Corporate Governance Guidelines stipulate that for agenda items where directors or their represented legal entities have potential conflicts of interest that may harm the company's interests, they may express opinions and answer questions but must recuse themselves from discussions and voting. They also cannot exercise voting rights on behalf of other directors.

On December 26, 2022, the Company established the Rules for Performance Evaluation of the Board of Directors and Functional Committees.

According to the rules, the Board and its functional committees shall conduct an internal self-evaluation annually and an external evaluation at least once every three years.

In February 2025, the Company completed the 2024 internal self-evaluation questionnaires for the Board and functional committees, and the results were reported to the Board of Directors on February 24, 2025. The evaluation results were simultaneously disclosed on the Company's official website after the meeting.

The latest (2025) performance evaluation results of the Board of Directors are as follows:

An internal self-evaluation was conducted through questionnaires covering the overall Board, each functional committee, and individual directors.

All evaluation results were rated as Excellent (average scores above 4 points).

The scoring criteria were as follows:

- Above 4 points: Excellent
- 3–4 points: Satisfactory
- 2–3 points: Needs Improvement
- Below 2 points: Poor

Evaluation Frequency	Assessment period	Assessment scope	Assessment Method	Evaluation Items		
Annually	January 1, 2024 December 31, 2024	1. Board of Directors 2. Individual Board Members 3. Functional Committees	1. Self-evaluation of the Board of Directors 2. Self-evaluation of Board Members 3. Self-evaluation of Functional Committees	· Board Performance Evaluation Includes : 1. Level of participation in company operations 2. Improving board decision-making quality 3. Board composition and structure 4. Director selection and continuous education 5. Internal control	· Individual Director Performance Evaluation Includes : 1. Understanding of company goals and missions 2. Awareness of director responsibilities 3. Level of participation in company operations 4. Internal relationship management and communication 5. Director expertise and continuous education 6. Internal control	· Functional Committee Performance Evaluation Includes : 1. Level of participation in company operations 2. Awareness of functional committee responsibilities 3. Improving functional committee decision-making quality 4. Functional committee composition and member selection 5. Internal control

CORPORATE GOVERNANCE

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In addition to internal self-evaluations, UNIVACCO engaged an external independent institution — the Taiwan Corporate Governance Association (TCGA) — to conduct the Board performance evaluation.

The evaluation report serves as a reference for enhancing the effectiveness of the Board's operations. The Company will improve relevant policies based on the recommendations provided in the report.

Evaluation Frequency	Assessment period	Evaluation Items	Evaluation Recommendations
Once Every Three Years	March 1, 2024 February 28, 2025	The performance evaluation of the Board covers five key aspects: composition and division of responsibilities, guidance and supervision, delegation and risk management, communication and collaboration, and self-discipline and continuous improvement.	<ol style="list-style-type: none">1. Establish a training program for new directors to enhance understanding of the company and ensure effective governance.2. Disclose the Whistleblower Policy on the company website and set up an independent communication channel to strengthen the whistleblowing mechanism.3. Have the Audit Committee review the Chief Audit Officer's performance evaluation before submission and enhance independent communication between the Audit Committee, internal auditors, and external auditors.

To establish good corporate governance and an independent director system, enabling independent directors to fulfill their functions in the board and company operations, UNIVACCO has established "Rules Governing the Scope of Duties of Independent Directors" with reference to Article 26, Paragraph 1 of the Corporate Governance Best Practice Principles for TWSE/TPEX Listed Companies. These rules were approved by the board on March 25, 2021, without objection from attending directors.

Regarding board operations, in addition to following shareholder resolutions, UNIVACCO complies with relevant regulations including the Company Act, Securities and Exchange Act, Articles of Incorporation, and Board Meeting Rules. The company has also established "Ethical Conduct Guidelines for Directors and Managers" and "Rules Governing the Scope of Duties of Independent Directors," requiring relevant personnel to adhere to ethical standards when performing duties and prevent actions that may harm the company's and shareholders' interests.

Main Responsibilities of the Board:

1. Ensure implementation of operational strategies
[Operational Strategy Issues]

2. Timely disclosure of important operational information
[Operational Information Disclosure Issues]

3. Ensure regulatory compliance [Regulatory Compliance Issues]

4. Appointment and governance of senior management
[Key Talent Issues]

5. Performance evaluation of the management team
[Operational Management Issues]

6. Assessment and control of operational risks [Risk Management Issues]

The Board of Directors receives quarterly reports on the Group's operating performance and, when necessary, urges the management team to make adjustments.

Since 2020, the Board has incorporated six medium-term sustainability strategies into its strategic planning, focusing on risk identification and assessment of environmental, social, and governance (ESG) issues relevant to the company's operations.

In 2023, six key risk items were identified, and corresponding risk management policies and enhancement measures were implemented in 2024. After improvement, only one major risk remained, representing an 83% reduction in significant risk levels. The company continues to review and adjust its risk controls annually in response to internal and external environmental changes to ensure operational stability.

The management team maintains smooth and effective communication with the Board of Directors, diligently executing the Board's directives and business strategies to maximize shareholder value.

The Company has established the Regulations for the Compensation and Remuneration of Directors and Functional Committees, which clearly define the composition, approval process, and payment principles of directors' remuneration.

Remuneration is determined based on the company's operating performance, directors' duties, and the degree of their contribution, and is implemented after review by the Remuneration Committee and approval by the Board of Directors.

Directors' compensation is based on principles of reasonableness, transparency, and market competitiveness, while independent directors do not participate in profit distribution—their remuneration is paid as professional service fees.

CORPORATE GOVERNANCE

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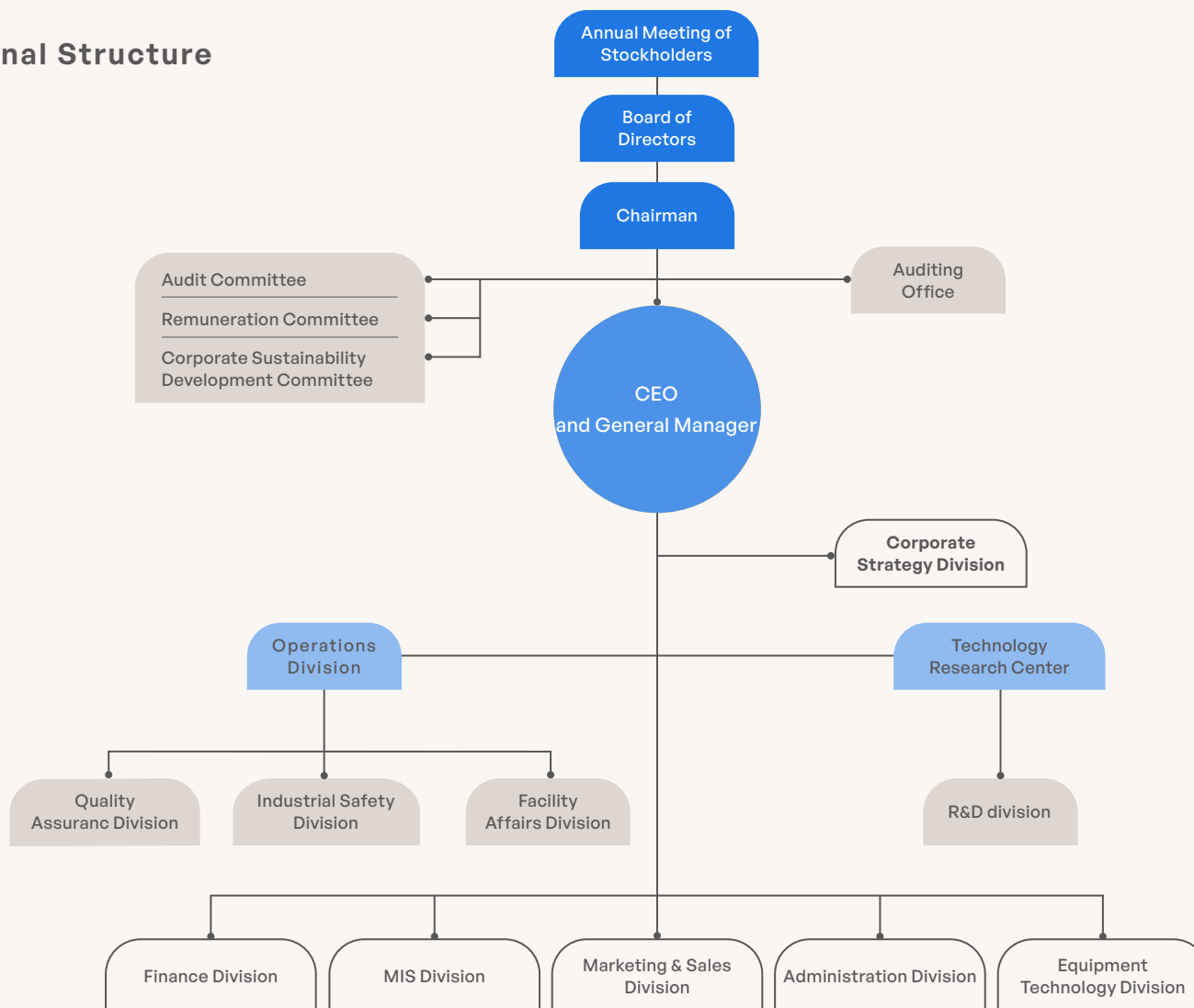
Summary of key issues communicated with the highest governance body - the Board of Directors - in 2024: All discussion items and resolutions were announced as material information on the Market Observation Post System on the day of the meeting. Important resolutions can be found in the 2024 Annual Report.

Key Issue Discussions	Number of Discussion Items		Resolution
Operational Strategy Issues	10	cases	Board resolutions passed unanimously without objection from attending directors
Operational Information Disclosure Issues	5	cases	Board resolutions passed unanimously without objection from attending directors
Regulatory Compliance Issues	6	cases	Board resolutions passed unanimously without objection from attending directors
Key Talent Issues	4	cases	All directors approved without objection, except for compensation issues where some directors recused themselves due to conflicts of interest
Operational Management Issues	7	cases	Board resolutions passed unanimously without objection from attending directors
Risk Management Issues	17	cases	Board resolutions passed unanimously without objection from attending directors

To respond to the rapidly changing global economy, business environment, and regulatory landscape, UNIVACCO aims to strengthen the Board of Directors' knowledge in economic, environmental, and social issues. On August 10, 2022, the Board approved the appointment of a Corporate Governance Officer to assist directors in handling governance-related affairs. The company also organizes annual training programs for directors, inviting external lecturers or arranging participation in external courses. In recent years, training topics have included International Financial Reporting Standards (IFRS), Insider Trading, Corporate Governance and Corporate Social Responsibility, and Techniques for Detecting Financial Statement Fraud. In 2024, the Board's collective training focused on "The Value of Non-financial Performance and Global Trends in Climate-related Disclosure Strategies" and "Prevention of Workplace Sexual Harassment under the ESG Framework."

UNIVACCO

Organizational Structure



Corporate Sustainability Development Committee

On March 25, 2021, UNIVACCO's Board of Directors resolved to establish a Corporate Sustainability Committee to strengthen the board's function in promoting and enhancing corporate sustainability and social responsibility governance. Committee members are appointed by board resolution, with no fewer than three members, comprising senior executives and independent directors. At least one independent director must participate in supervision. The General Manager is designated as the committee chair. The committee meets at least twice a year, with additional meetings as needed.

Committee Functions

The committee primarily consists of four units: Environmental Safety and Health Committee, Corporate Governance Committee, Social Responsibility Committee, and Supply Chain Management Committee. Its main functions include:

1. Formulating corporate sustainability policies
2. Developing sustainability goals, strategies, and implementation plans for governance, ethical management, environmental, and social aspects
3. Reviewing, tracking, and revising sustainability implementation and effectiveness, with regular reports to the board
4. Addressing stakeholder concerns (shareholders, customers, suppliers, employees, government, non-profit organizations, communities, media) and supervising communication plans
5. Other matters assigned by the board

CORPORATE GOVERNANCE

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Committee Operations

In 2024, the Corporate Sustainability Committee met twice. Independent director attendance and communication summaries are as follows:

Title	Name	Attendance in person	Attendance by Proxy	Attendance Rate(%)
General Manager	Lee, Hsien-Chang	2	0	100.00%
Independent director	Huang, Liang-Chih	2	0	100.00%
Independent director	Tai, Chih-Yen	2	0	100.00%

Note Actual attendance rate = Number of actual attendances / Number of meetings

Meeting Date	Meeting Communication Topics	Resolution
August 2, 2024	2023 Corporate Sustainability Report issuance	Unanimously approved by all committee members and reported to the Board of Directors on August 9, 2024.
	2024 first-half ESG key work item results report	
	The Guidelines for Ethical Business Practices and Code of Conduct and the Whistleblower Management Procedures were newly established and implemented.	
	The Intellectual Property Management Procedures were newly established and implemented.	
December 20, 2024	2024 ESG key work item results report	Unanimously approved by all committee members and reported to the Board of Directors on December 27, 2024.
	2024 risk outcome review and 2025 risk target planning	
	Assessment of Science Based Targets initiative (SBTi) Implementation	

Audit Committee

On May 24, 2019, after the re-election of the Board of Directors, UNIVACCO established an Audit Committee to replace the Supervisors and strengthen the functions of the Board of Directors. The Audit Committee is composed entirely of independent directors. The election of independent directors follows the candidate nomination system under Article 192-1 of the Company Act. Independent directors are elected by the shareholders' meeting, and the current convener of the Audit Committee is Independent Director Mr. Liu, Rong-Chin.

Functions of the Audit Committee

The Audit Committee is responsible for overseeing the fair presentation of the Company's financial statements, the selection, dismissal, and independence of certified public accountants, the effectiveness of internal controls, the Company's compliance with relevant laws and regulations, and the management of existing or potential risks. The Committee holds regular communication with the Chief of Internal Audit and the external auditors. The Internal Audit Department submits monthly audit reports to the Audit Committee for review, and the Chief of Internal Audit reports significant findings to the Committee. The Company's certified public accountants report on the audit or review results of the financial statements to the Committee and meet at least once a year with the Committee to discuss updates on tax regulations and related impacts.

CORPORATE GOVERNANCE

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Operation of the Audit Committee

In 2024, the Audit Committee held 7 meetings. The attendance of independent directors was as follows:

Title	Name	Actual Attendance (Times)	Attendance by Proxy (Times)	Attendance Rate (%)
Convener & Independent Director	Liu, Rong-Chin	7	0	100.00%
Independent Director	Huang, Chi-Chih	7	0	100.00%
Independent Director	Tai, Chih-Yen	7	0	100.00%

1. No major irregularities were found in the 2024 audit results.

Note Attendance rate = (Number of actual attendances) ÷ (Total number of meetings held)

All independent directors attended the full meetings. Four communication sessions were held with the auditors, summarized as follows:

Meeting Date	Key Discussion Points
Feb 23, 2024	<ul style="list-style-type: none"> Report on implementation of 2023 Q4 internal audit activities 2023 Statement on Effectiveness of Internal Control System
May 9, 2024	<ul style="list-style-type: none"> 2023 Statement on Effectiveness of Internal Control System
Aug 9, 2024	<ul style="list-style-type: none"> Report on implementation of 2024 Q2 internal audit activities
Nov 8, 2024	<ul style="list-style-type: none"> Report on implementation of 2024 Q3 internal audit activities and review of the 2025 audit plan

2. Summary of Communication Between the Audit Committee and External Auditors in 2024

Meeting Date	Key Communication Topics	Resolution Results
Feb 23, 2024	1. Discussion on the 2023 consolidated financial statements, audit scope and timeline, and review status of the 2024 Q1–Q3 consolidated financial statements 2. Explanations and communications by auditors on key issues of concern with management	Audit reports approved by the Audit Committee and submitted to the Board for approval and timely disclosure to the competent authority
May 9, 2024		
Aug 9, 2024		
Nov 8, 2024		

Remuneration Committee

Purpose and Basis

To establish a sound compensation and remuneration system for the directors and managers, the Company has established this Remuneration Committee in accordance with the “Regulations Governing the Establishment and Exercise of Powers of Remuneration Committees of Companies Whose Stock Is Listed on the Stock Exchange or Traded Over the Counter.

Functions of the Committee

The Committee’s function is to objectively and professionally evaluate the Company’s policies and systems for the compensation and remuneration of directors and managers, and to provide recommendations to the Board of Directors for decision-making reference.

Composition of the Committee

The Company established the Remuneration Committee on November 10, 2011. The current (fifth) committee term is from June 8, 2022, to May 25, 2025. In accordance with Articles 5 and 6 of the aforementioned regulations, the Committee is composed entirely of three independent directors appointed by the Board of Directors. Meeting details are disclosed in the Corporate Governance section of this report.

Scope of Responsibilities

Members of the Committee shall exercise the care of a good administrator and faithfully perform the following duties, with recommendations submitted to the Board for discussion:

- 1.Regularly review these regulations and propose amendments when necessary.
 - 2.Establish or regularly review the performance goals, policies, systems, standards, and structures for the remuneration of directors, supervisors, and managers.
 - 3.Periodically evaluate the achievement of performance goals by directors, supervisors, and managers to determine individual remuneration content and amounts.
- When performing these duties, the Committee shall adhere to the following principles:

- ① Ensure that the Company’s remuneration arrangements comply with applicable laws and are sufficient to attract and retain outstanding talent.
- ② The performance goals and remuneration of directors, supervisors, and managers shall take into account domestic and international compensation levels, personal time commitment, responsibilities, goal achievement, and contribution to the Company’s value creation. Factors such as the Company’s operational performance, financial condition, and risk exposure shall also be considered. Starting from 2024, performance-linked reviews for managerial and vice-presidential compensation are also conducted.
- ③ Directors and managers shall not be induced to engage in unlawful acts or take risks beyond the Company’s risk tolerance in pursuit of remuneration.
- ④ The method, proportion, and timing of remuneration payments shall be determined with consideration of industry characteristics and the nature of the Company’s remuneration system.

Operation of the Remuneration Committee

In 2024, the Remuneration Committee held three meetings. The attendance of independent directors was as follows:

Title	Name	Actual Attendance (Times)	Attendance by Proxy (Times)	Attendance Rate (%)
Convener / Independent Director	Huang, Liang-Chih	3	0	100.00%
Independent Director	Liu, Rong-Chin	3	0	100.00%
Independent Director	Tai, Chih-Yen	3	0	100.00%

Note Attendance rate = (Number of actual attendances) ÷ (Total number of meetings held)

Internal Audit System

UNIVACCO has established an Audit Office under the Board of Directors. The appointment of full-time internal auditors is subject to Board approval. Internal auditors are required to attend professional audit-related training courses to continuously enhance their expertise. The Audit Office aims to ensure proper, reliable, and effective operations, and to confirm that employee conduct complies with company policies, standards, procedures, and regulations. Internal audits are conducted according to the annual audit plan approved by the Board, with results and follow-up improvement measures reported to both the Board and management to ensure effective implementation of internal controls.

Scope of Internal Audit Includes:

1. Reviewing the reliability and integrity of financial and operational information
2. Reviewing existing systems to ensure compliance with policies, plans, procedures, contracts, and laws
3. Reviewing methods for safeguarding assets
4. Evaluating the efficiency and effectiveness of resource utilization
5. Reviewing operational or project plans to determine consistency with established objectives
6. Evaluating the effectiveness of sustainability information management controls

The following presents UNIVACCO's 2024 economic performance based on consolidated financial statements and direct economic value generated and distributed.

1. Consolidated Financial Statements Based on IFRS

In 2024, UNIVACCO's consolidated revenue prepared in accordance with the International Financial Reporting Standards (IFRS) amounted to 2,992,795 thousand NTD, with consolidated net income attributable to the parent company of 366,428 thousand NTD, and earnings per share (EPS) of 3.90 NTD.

For detailed information, please refer to the consolidated financial statements and the CPA audit report available at the following websites:

Public Information Observatory: <http://mops.twse.com.tw> | Company Website: <https://www.univacco.com>

Year	Net Operating Revenue	Gross Profit	Operating Income	Non-operating Income (Expense)	Profit Before Tax	Profit After Tax	Total Comprehensive Income for the Period
2022	2,808,256	774,538	290,440	62,270	352,710	274,390	298,634
2023	2,458,818	751,724	228,520	7,359	235,879	209,108	203,035
2024	2,992,795	1,152,097	529,260	(71,044)	458,216	373,633	395,889
Increase (Decrease) Amount	533,977	400,373	300,740	(78,403)	222,337	164,525	192,854

Unit: thousand NTD

2. Direct Economic Value Generated and Distributed

Item	Key Element	2022	2023	2024	Remarks
Direct Economic Value Generated	Revenue	2,822,915	2,467,252	3,000,660	Includes sales, interest income, and other income
	Operating Costs	1,677,231	1,369,290	1,441,591	Operating costs
	Employee Wages and Benefits	625,427	620,229	740,419	Employee compensation and benefits
Economic Value Distributed	Payments to Providers of Capital	147,842	201,947	177,893	Cash dividends and interest payments
	Payments to Government	22,576	64,904	63,345	Taxes and penalties
	Community Investments	1,011	1,206	228	Donations
Economic Value Retained		348,828	209,676	577,184	Reflects reinvestment and retained earnings

Unit: thousand NTD

3. Government Financial Assistance in 2024

Item	Amount (thousand NTD)
Subsidy from the Bureau of Labor Insurance for paternity and maternity checkup leave	20
Subsidy for Overseas Exhibition under Corporate Development Project	60
Digital Youth Ambassador Promotion Program	381

Unit: thousand NTD

5.3.1 Market and Marketing Development

To better serve global printing customers, UNIVACCO is headquartered in Taiwan with subsidiaries in Wuxi (China), Selangor (Malaysia), Massachusetts (USA), and California (USA). In 2024, the company further expanded by establishing a European subsidiary in Poland. Through a network of over 60 global distributors, UNIVACCO's business now spans 70 countries and regions, serving more than 4,000 customers worldwide with high-quality, competitive products and localized services.

Channel	Countries / Regions
Subsidiary	Taiwan, China, Malaysia, United States, Poland
Distributor	Taiwan, Japan, Thailand, Indonesia, India, Australia, New Zealand, the Netherlands, France, the United Kingdom, Italy, Spain, Hungary, Bulgaria, Moldova, Romania, Ukraine, Belarus, Dubai, South Africa, Brazil, Chile, Argentina, Colombia, and more than 70 countries worldwide

UNIVACCO Global Presence



CORPORATE GOVERNANCE

5.3 Business Performance

5.3.1.1 Regional Development Strategy

Customer Management and Business Development

Since entering the international market in 2003, nearly 90% of UNIVACCO's revenue has come from exports. Its high-quality hot stamping and cold transfer products are widely adopted by well-known brands in the liquor, cosmetics, and pharmaceutical packaging industries.

The company has built a strong presence in the Americas and Europe, with over 60% of transfer products sales generated from these regions.

UNIVACCO continues to focus on increasing its market share, prioritizing Europe and North America through subsidiaries and local distributors.

By leveraging accumulated expertise in product development, applications, and core technologies, the company enhances brand visibility and expands market penetration through exhibitions, sampling, and technical services.

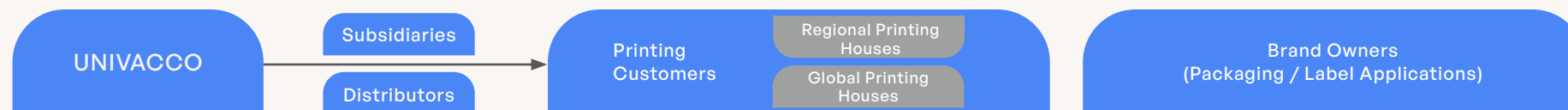
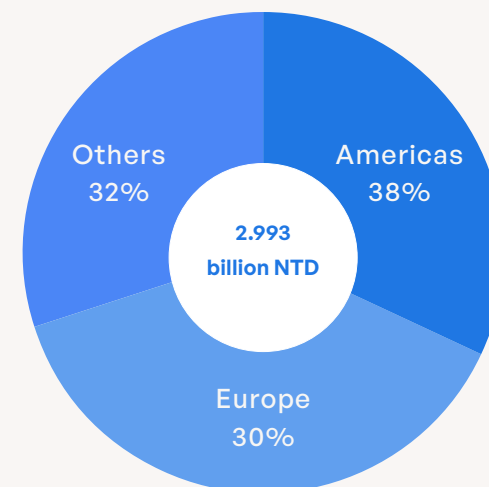
UNIVACCO provides comprehensive hot stamping and cold transfer solutions, including product design, precision manufacturing, and technical support, while strengthening collaboration with local printing customers through its subsidiaries and distributors.

The company actively develops partnerships with global printing houses (GPH) to co-create customized products and achieve economies of scale.

As the global technical hub, UNIVACCO's headquarters continuously enhances distributor capabilities through training and technical exchanges, fostering close partnerships and mutual growth.

In 2024, there were no incidents of non-compliance with marketing or communication regulations.

UNIVACCO's 2024 Global Sales and Regional Revenue Distribution



- Product Design and Development
- Precision Manufacturing and High-Quality Production
- Technical Support
- Brand Image Building
- Localized Services
- Technical Support and Troubleshooting
- Inventory Support
- Customized Slitting and Packaging

5.3.1.2 Sustainable Packaging Trends

In response to the EU's New Plastics Economy and Circular Economy Action Plan, brand owners are increasingly focusing on eco-friendly and recyclable packaging materials. UNIVACCO actively develops recycled PET base films and adopts water-based solvents in its formulations, while maintaining a strict policy of non-use of conflict minerals. The company continues to expand its scope of sustainable manufacturing and reduce production waste. Its hot stamping and cold transfer products have passed non-toxic safety tests and feature an ultra-thin aluminum layer. After transferring, the finished packaging contains no plastic, can be directly recycled without affecting recyclability, and the used carrier films can be reused as fuel or recycled into plastic pellets for circular production. All hot stamping and cold transfer products are safe, non-toxic, and certified for use in packaging applications.



A-01



A-02



A-03



B-01



B-02



B-03



B-04



C-01



C-02

Category	Certification	Certification mark
Safe and Hazard-Free	RoHS (Restriction of Hazardous Substances Directive)	A-01
	REACH SVHC List (1907/2006/EC) · List of Substance of Very High Concern (SVHC) · No PFOA / PFOS · No BPA	A-02
	California Proposition 65	
	Halogen Free IEC 61249-2-21	A-03
Packaging Directive	EU Packaging Directive 94/62/EC	
	US Packaging Regulation CONEG	
	France MOSH MOAH Free Regulation Arrêté du 13 Avril 2022	B-01
	European Union 10/2011/EU	B-02
Transfer Product Application Safe and Hazard-Free	Food Contact Material Safety	
	US FDA: 21 CFR 175.300	B-03
	Switzerland SR 817.023.21	
	Consumer Goods, Toys, and Children's Product Safety	
Environmentally Friendly	EU EN71/3:2019 Toy Safety Standard	B-04
	US Consumer Product Safety Improvement Act (CPSIA)	
	Recyclable	INGEDE certification from the International Deinking Association
	Compostable	• DIN CERTCO compostable certification • Covering the European standard EN 13432 and the North American standard ASTM D6400

5.3.1.3 Participating Organizations

UNIVACCO actively participates in industry associations related to hot stamping, printing, and packaging.

Through engagement in these organizations, the company gains access to industry market insights and explores new business opportunities. By attending association meetings, annual conferences, and exhibitions, UNIVACCO exchanges technical and market experience with partners across the supply chain, while remaining focused on key topics such as technological innovation, corporate governance, and sustainable operations.

UNIVACCO's Association Memberships in 2024

Region	Category	Association / Organization	Description
USA	Hot stamping	Foil & Specialty Effects Association (FSEA)	Industry platform founded in 1992, with over 300 members in hot stamping, plating, and laser sectors; organizes seminars, exhibitions, and the Gold Leaf Awards.
EUROPE	Labels	FINAT European Label Association	FINAT is the international association for the European label industry. FINAT - empowering the label industry - is the uniting platform that helps the international label industry excel in their daily business.
TAIWAN	Packaging	Taiwan Packaging Association	A product packaging and technology exchange platform founded in 1965, with members from packaging design, packaging machinery, and packaging materials sectors.
TAIWAN	Printing	Taiwan Printing Machinery Materials Manufacturers Association	Founded in 1948, with approximately 400 members from printing, plate-making and color separation, special printing, and other related industries.
TAIWAN	Coating	Taiwan Regional Association of Adhesive Tape Manufacturers	Founded in 1976, bringing together Taiwanese adhesive tape manufacturers and upstream raw material suppliers.

5.3.1.4 Awards and Sustainability Achievements

While providing high-quality hot stamping and cold transfer products, UNIVACCO also places great emphasis on stamping applications and design innovation. In 2024, at the 31st Foil & Specialty Effects Association (FSEA) Gold Leaf Awards, UNIVACCO was honored with five Gold, five Silver, and two Bronze awards. Recognized as a global benchmark in hot stamping design, the FSEA Gold Leaf Awards evaluate outstanding foil applications across various categories each year. UNIVACCO has received this honor for 14 consecutive years, reflecting strong recognition in the international hot stamping market.



Policy Commitment

Apply core technologies and flexible innovation to promote R&D and innovation of eco-friendly products, creating a leading advantage in green technology.

- Through product design, verification, and life cycle management, optimize energy efficiency and utilize harmless, renewable, and reusable raw materials to reduce environmental impact throughout product life cycles.
- Comply with international product-design regulations to meet safety and non-harm-to-health requirements, and provide green products that meet environmental management substance requirements.
- Gradually, starting from the management of R&D activities, establish mechanisms and procedures for the acquisition, maintenance, and utilization of intellectual property; control losses, defend against disputes, and integrate operations, ultimately maximizing the value of intellectual property (IP).



2024 Results	2025 Targets	2030 Goals
Eco-friendly Product Design and Compliance with Legal Requirements Based on life cycle thinking, UNIVACCO is committed to reducing the environmental impact of raw materials and effectively managing environmentally related substances in products, continuing to comply with domestic and international regulations and meeting the expectations of all stakeholders, while providing customers with eco-friendly products with low environmental impact.		
<ul style="list-style-type: none"> Accumulated number of eco-friendly product developments: 22 27 cases Violations of health and safety regulations related to products and services: 0 → 0 cases Products certified with sustainability certification: 6 → 5 cumulative cases Eco-friendly product sales ratio increased to 70% → eco-friendly product sales ratio: 69% 	<ul style="list-style-type: none"> Accumulated number of eco-friendly product developments: 33 cases Violations of health and safety regulations related to products and services: 0 cases Conduct sustainability certification for products based on customer requirements Increase the eco-friendly product sales ratio to 80% 	<ul style="list-style-type: none"> Accumulated number of eco-friendly product developments: 56 cases Violations of health and safety regulations related to products and services: 0 cases Conduct sustainability certification for products based on customer requirements Increase the eco-friendly product sales ratio to 90%
Grievance Mechanism : Stakeholders may communicate through the contact channels provided on UNIVACCO's official website.		

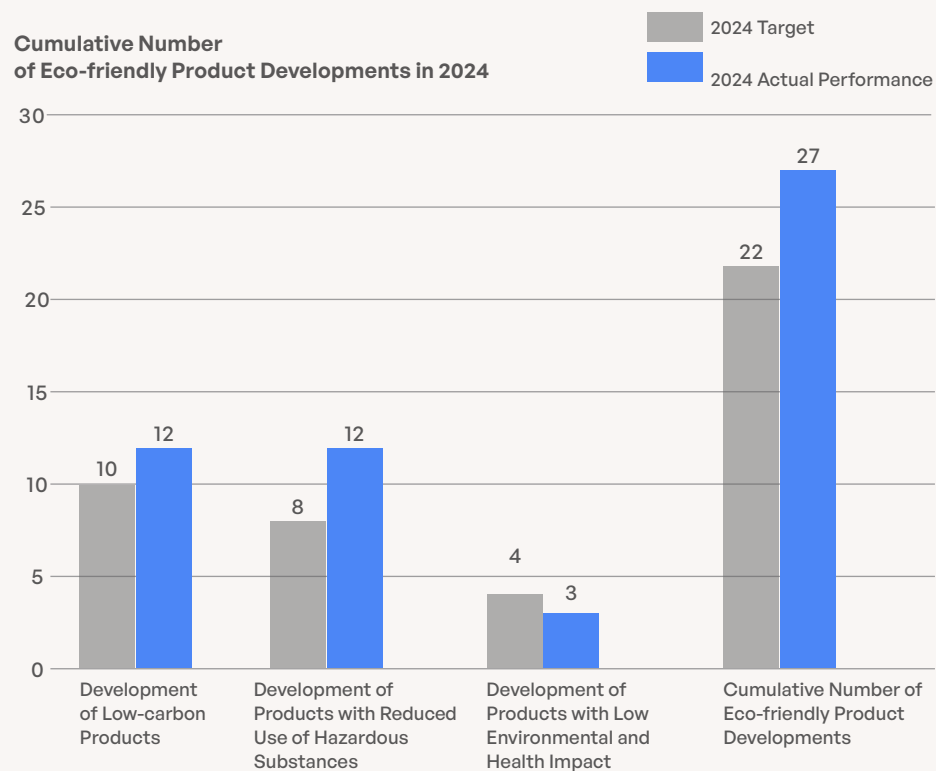
CORPORATE GOVERNANCE

5.4 Innovation Development and Intellectual Property Protection

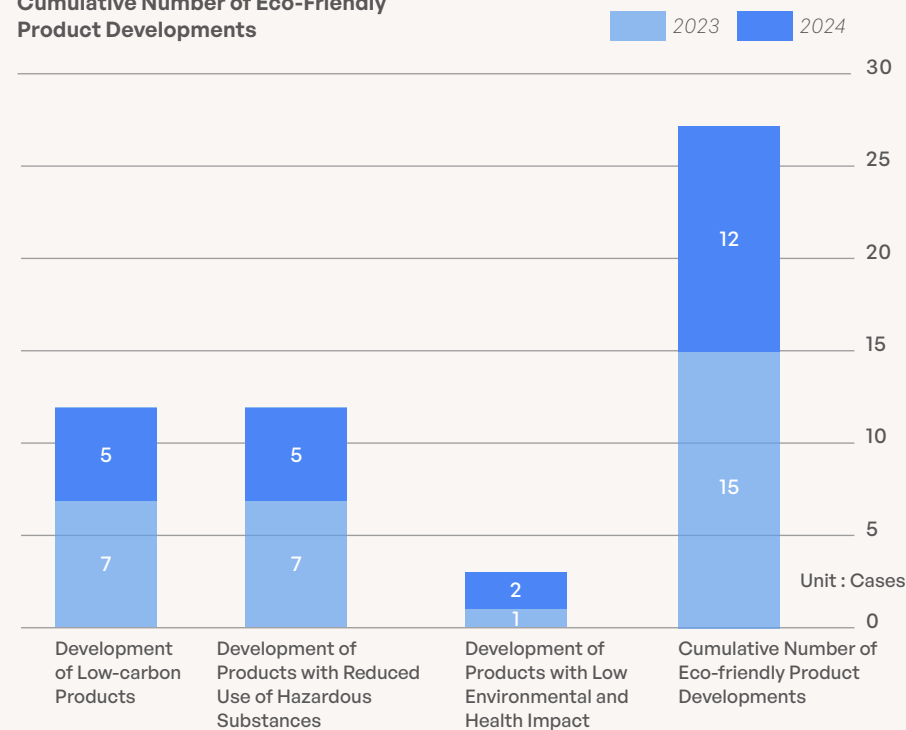
5.4.1 Responsibility for Eco-friendly Products

5.4.1.1 Cumulative Development of Eco-friendly Products

UNIVACCO closely follows international trends and actively moves toward green and eco-friendly goals. Since 2023, the Company has advanced along three key directions: developing products with reduced use of hazardous substances, developing products with low environmental and health impact, and developing low-carbon products. As of 2024, UNIVACCO has cumulatively developed 12 low-carbon products, 12 products with reduced use of hazardous substances, and 3 products with low environmental and health impact, reaching a total of 27 products, exceeding the original target of 22. Due to decreased customer demand, the cumulative development of low environmental and health impact products reached only 3 items, short of the target of 4. In response, UNIVACCO will dynamically adjust the sub-targets while maintaining the overall total target, aligning them more closely with actual performance.



Cumulative Number of Eco-Friendly Product Developments



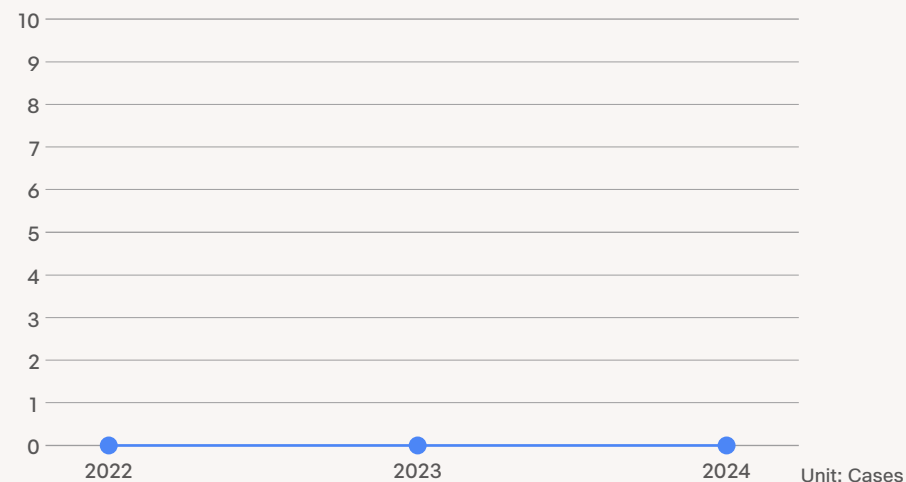
5.4.1.2 Introduction of Waste Recycling Technology to Achieve Circular Raw Material Reuse

For waste materials generated during the manufacturing process, UNIVACCO commissions professional technical partners to perform fractionation and purification operations, successfully recovering reusable high-purity raw materials that are reintroduced into the production system. All products have been verified through actual mass production, maintaining original process stability and product quality without any abnormalities or quality degradation. This recycling and reuse mechanism effectively reduces raw material demand and waste treatment burden, lowers raw material procurement costs, and decreases volatile organic compound (VOCs) emissions and environmental impact. It further fulfills the principles of a circular economy and resource sustainability. In 2024, circular raw materials accounted for 3.47% of total materials used. This has become a key environmental strategy through collaboration between R&D and process teams, demonstrating UNIVACCO's active commitment to reducing environmental impact and strengthening the sustainability of the green supply chain.

5.4.1.3 Implementation of Hazardous Substance Substitution to Ensure Green and Compliant Manufacturing Processes

To respond to increasingly stringent global regulations on chemical safety and to protect consumer health and product application safety, UNIVACCO closely monitors the latest restrictions under international environmental regulations such as REACH (Registration, Evaluation, Authorization and Restriction of Chemicals) and RoHS (Restriction of Hazardous Substances Directive). The Company has proactively implemented an internal chemical management system, actively identifying high-risk and highly toxic substances and developing eco-friendly products ("products with reduced use of hazardous substances" and "products with low environmental and health impact"). R&D and process teams work closely to optimize formulations and improve process technology, prioritizing the use of alternative materials that are low in toxicity, low in volatility, or naturally derived. This not only reduces employee exposure risks but also minimizes long-term environmental impact. These measures effectively enhance the environmental attributes and regulatory compliance of products, reflecting the Company's strong commitment to employee health and sustainability responsibilities. As of 2024, UNIVACCO has cumulatively developed 12 products with reduced use of hazardous substances and 3 products with low environmental and health impact, covering multiple processes and material systems. This concretely demonstrates the Company's technical capability and commitment to source-level hazardous substance control and green manufacturing practices. In 2024, there were no incidents of violation of health and safety regulations related to products and services.

Number of Violations of
Health and Safety Regulations Related to Products and Services



Note: RoHS: Restriction of Hazardous Substances Directive
REACH: Registration, Evaluation, Authorization and Restriction of Chemicals Regulation

CORPORATE GOVERNANCE

5.4 Innovation Development and Intellectual Property Protection

5.4.1.4 Material Reduction to Create Sustainable Benefits

With the growing awareness of sustainability and increasing investor focus on ESG performance, failure to comply with carbon emission regulations may result in products being barred from international markets or subject to additional carbon costs or regulatory restrictions. In response, the R&D department continues to promote material reduction and process optimization, developing eco-friendly products (low-carbon products). By applying thinner-layer designs to the PET film within products, UNIVACCO effectively reduces raw material consumption and carbon emissions while maintaining functionality, achieving both resource efficiency and environmental friendliness. The application of this technology has gradually expanded, demonstrating UNIVACCO's ongoing commitment and achievements in green process innovation, and its active response to global trends in sustainability and carbon-reduction initiatives. As of 2024, UNIVACCO has cumulatively developed 12 low-carbon products and reduced carbon emissions by 1,351 tons in 2024.

5.4.2 Technological Innovation

5.4.2.1 Comprehensive Enhancement of Laser Embossing Capability

To meet market demand for high-performance laser embossing technology, UNIVACCO continues to strengthen its R&D capabilities, focusing on technological improvement and process innovation, achieving significant results. First, UNIVACCO improved formulations by introducing new materials and optimizing combinations, significantly enhancing material stability and adaptability during the embossing process, thereby reducing production costs while improving final product quality. At the same time, resources were devoted to process optimization, refining each stage to ensure greater production precision and efficiency.

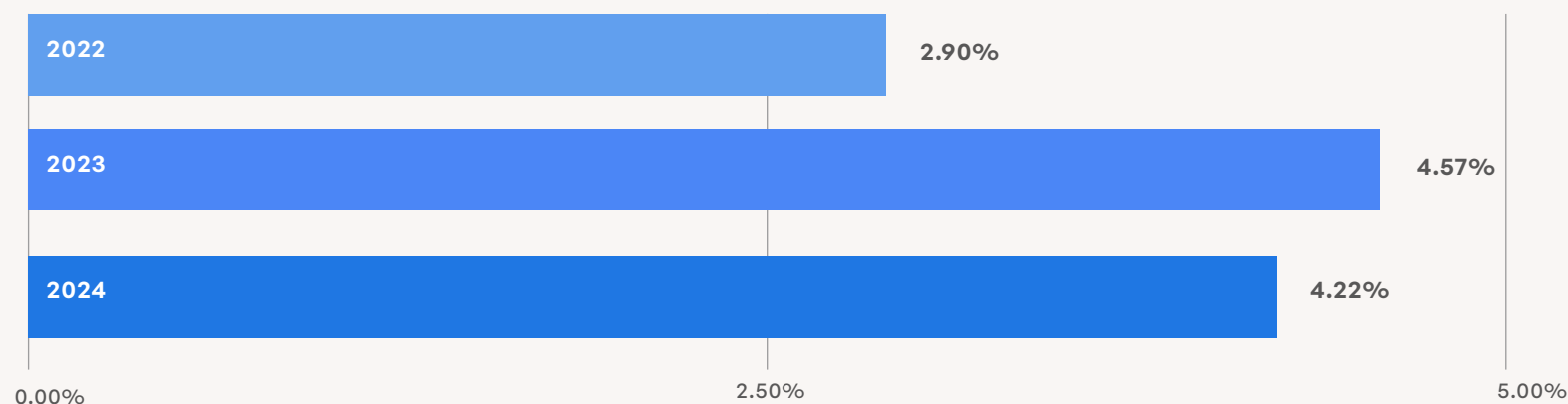
Through these technological breakthroughs, UNIVACCO successfully achieved capacity expansion goals, shortened production cycles, and increased output scale to meet growing customer demand. In addition, thanks to refined management and technological improvements, UNIVACCO's product yield has significantly increased, defect rates have greatly decreased, and overall competitiveness has been effectively enhanced. Lastly, UNIVACCO specifically investigated and resolved the common plate-sticking issue encountered in the embossing process, developing an entirely new process solution that significantly reduces plate adhesion, further lowering maintenance costs and improving production efficiency. Looking ahead, UNIVACCO will continue to advance its laser embossing technology toward comprehensive upgrading, delivering superior products and services to meet the expectations of markets and customers.

5.4.2.2 Continued Investment in Research and Development to Drive a Sustainable Future through Innovation

UNIVACCO has always adhered to innovation as its core value, continuously increasing investment in research and development while focusing on technological innovation and product development. In response to the global demand for low-carbon solutions, UNIVACCO successfully applied solvent recycling technology, significantly reducing carbon emissions during the production process. At the same time, we actively explore other carbon-reduction technologies and continue our efforts toward achieving full carbon neutrality. To address hazardous substances in products, UNIVACCO actively seeks alternative solutions. Through persistent effort, we have obtained certifications for mineral oil-free inks, REACH (Registration, Evaluation, Authorization and Restriction of Chemicals), and RoHS (Restriction of Hazardous Substances Directive), ensuring product compliance with international environmental regulations and meeting customers' green requirements. In addition, UNIVACCO has launched innovative products with low environmental impact, introducing water-based formulations as substitutes for traditional organic solvents, effectively reducing the consumption and emission of volatile organic compounds (VOCs).

Going forward, UNIVACCO will continue to expand R&D investment, deepen technological innovation, and explore more low-carbon and low-pollution solutions to achieve a win-win outcome between economic and environmental benefits. We firmly believe that continuous investment in research and development not only drives market innovation but also contributes proactively to global sustainable development.

Ratio of R&D Expenditure to Revenue



5.4.2.3 Collaborating with External Partners to Explore the Recycling and Reuse of Foil Waste

Upholding the concept of Extended Product Responsibility (EPR), UNIVACCO believes that corporations should be accountable not only for product design and manufacturing but also for exerting continuous environmental influence at the post-use stage. In light of limited resources and increasing pressure on carbon-footprint management, UNIVACCO launched an End-of-Product-Life Management Initiative in 2024, proactively surveying downstream customers' actual needs for product recycling and disposal, and conducting a technical assessment on feasible treatment methods for foil waste. Currently, most foil waste is incinerated or landfilled, posing potential pollution risks to soil and air while intensifying carbon emissions. To mitigate the environmental impact of its products, UNIVACCO not only promotes external collaboration and product management but also draws on the recycling experience of PET bottles to study the potential of chemical and physical (mechanical) recycling technologies. The Company has initiated preliminary discussions and cooperation assessments with potential recycling partners, aiming to establish feasible circular-economy solutions that transform waste into resources and co-create a low-carbon, sustainable supply chain.

In terms of external cooperation, UNIVACCO joined forces with the Industrial Technology Research Institute (ITRI) to develop a chemical-recycling process that converts foil waste into resin, successfully obtaining a patent titled "Use of Stamping Foil Waste in the Preparation of Release Layers and Stamping Foils." UNIVACCO also collaborated with Tunghai University's Industrial Sustainability Innovation and Smart Zero-Carbon Technology Development and Service Alliance to study the resource reutilization of post-press foil waste. In addition, in cooperation with Fu Sheng Textile—Taiwan's first developer of eco-friendly recycled fabrics—the Company converts foil waste into functional textiles for apparel and bags, incorporating carbon-footprint accounting throughout the process. Through joint projects with the Taiwan External Trade Development Council (TAITRA) and the Taiwan Packaging Design Association, UNIVACCO reviews export-packaging designs to pursue carbon reduction and minimize or replace non-recyclable materials. Furthermore, UNIVACCO engages with various industry associations—such as the Taiwan PM2.5 Monitoring and Control Industry Development Association and the Taiwan Synthetic Resin Adhesives Association—to broaden technical exchange and strengthen its industry influence.

From a product-management perspective, to help users properly handle post-stamping residual film, UNIVACCO promotes material recycling and reuse through both chemical and physical approaches. In the chemical-recycling approach, collected foil waste is processed into resin and reintroduced into the coating formulation of stamping foils as part of new products—a technology that has already been patented. In the mechanical-recycling approach, post-press film waste is de-inked and cleaned to produce PET pellets, which are then blended into fabrics for use in apparel and bags. The resulting textile product—UNIVACCO ReFilm Eco Polo Shirt—has received international recognition, including the 2025 IF Design Award and the Green GOOD DESIGN Award.

In the short term, UNIVACCO has begun collaborating with qualified recycling partners to offer customers corresponding collection solutions, targeting a 5% recycling rate by 2030. Mid- to long-term plans include validation and pilot collaborations on material sorting, recycling, and re-manufacturing technologies, with the goal of converting post-press residual film into PET raw material reusable for foil production—further enhancing material life-cycle value and carbon-reduction benefits. Some product technical documents are labeled with Recyclable and Compostable marks to help users identify material characteristics, enabling proper sorting and subsequent material circular use. Beyond collaboration and information disclosure, UNIVACCO incorporates low-carbon design thinking at the product-development stage, creating stamping foils with high recyclability or compostability. For example, the Company introduced lightweight PET base films and stamping foils using high-percentage post-consumer recycled (PCR) materials, effectively reducing waste and carbon emissions at end-of-life—achieving approximately 30% carbon reduction compared with virgin PET versions. Product labeling has also been enhanced to include recyclable and compostable information, helping customers understand end-of-life handling methods and promoting material reuse.

CORPORATE GOVERNANCE

5.4 Innovation Development and Intellectual Property Protection

Feature: UNIVACCO ReFilm Eco Polo Shirt

Designed by UNIVACCO, the UNIVACCO ReFilm Eco Polo Shirt (hereinafter referred to as the ReFilm Eco Shirt or simply Eco Shirt) is the world's first apparel product made using recycled stamping foil materials. It has been awarded both the 2025 iF Design Award and the 2025 Green GOOD DESIGN Award, showcasing its groundbreaking achievements in sustainable design and material innovation. UNIVACCO has long focused on the development of high-performance stamping foils and promotes product life-cycle sustainability based on the 3R principles — Reuse, Reduce, and Recycle. The ReFilm Project marks a significant milestone in UNIVACCO's commitment to "Recycle." The ReFilm Eco Shirt is made 100% from recycled materials, including post-consumer recycled (PCR) PET bottles and post-use stamping foils, giving foils a renewed life cycle. Each shirt reduces up to 527 gCO₂e in carbon emissions during production, delivering tangible environmental benefits. The iF Design Award is one of the world's most influential design awards, attracting over 10,000 entries from 66 countries in 2025. The ReFilm Eco Shirt stood out after two rigorous rounds of evaluation and earned recognition from the international jury. The Green GOOD DESIGN Award honors innovative and sustainable design excellence. UNIVACCO's recognition affirms its pioneering role in sustainable material applications. These two prestigious international awards not only mark an environmental milestone but also embody UNIVACCO's determination to expand the possibilities of material application centered on stamping foil technology. Moving forward, UNIVACCO will continue to deepen its innovation in the field of stamping materials, exploring more value-extension solutions that merge environmental sustainability with design aesthetics—making foil materials a vital part of a greener future.

iF Design Award Winner Page:

<https://ifdesign.com/en/winner-ranking/project/univacco-refilm-polo-shirt/688746>

Note **iF Design Award:** Since 1954, the iF Design Award has been recognized as a global symbol of design excellence. The iF Design brand is renowned worldwide for outstanding design services, and the award has become one of the world's most prestigious honors. Each year, awards are presented across multiple categories—including Product Design, Packaging, Communication, Service Design, Architecture and Interior Architecture, Professional Concept, User Experience (UX), and User Interface (UI). All winning works are showcased on the official website: ifdesign.com.

Green GOOD DESIGN Award: Organized jointly by The Chicago Athenaeum: Museum of Architecture and Design and The European Centre for Architecture Art Design and Urban Studies, this award is a leading global recognition for sustainable innovation and environmentally responsible design. Since its establishment in 2009, it has honored outstanding works in product, architecture, and landscape design that combine forward-thinking vision with ecological value, encouraging enterprises to develop green solutions that unite aesthetics with responsibility. All award-winning projects represent the highest standards in green design practice.



2025 iF Design Award Certificate (Germany)

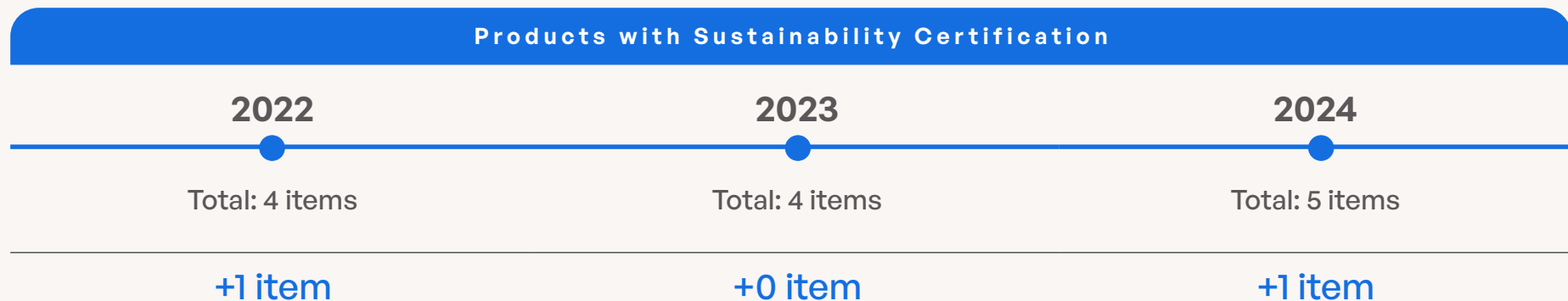
5.4.2.4 Toward Net Zero: Industry–Academia Collaboration to Promote Carbon Fixation Technology

Since 2023, UNIVACCO has collaborated with Tunghai University to jointly conduct research and application development on algae-based carbon fixation. Algae possess an exceptional capacity for carbon dioxide absorption, which is 15 to 20 times higher than that of terrestrial green plants. With Tunghai University's extensive academic resources and technical expertise combined with UNIVACCO's industrial experience, both parties are jointly developing a high-efficiency algae carbon fixation system. The goal is to translate carbon capture technology from laboratory research to industrial applications, achieving genuine sustainable value. This industry–academia collaboration represents not only technological innovation but also a tangible practice of industrial sustainability. We believe that through deep collaboration between academia and industry, the development of net-zero solutions will be effectively advanced, accelerating the transition toward a more resilient and sustainable future.

5.4.2.5 Products Certified with Sustainability Accreditation

UNIVACCO remains dedicated to environmental sustainability, actively promoting the development and certification of eco-friendly products. Recognizing our corporate responsibility for environmental protection, we uphold environmental friendliness as a core philosophy throughout product R&D and manufacturing—adopting sustainable materials and improving production technologies to minimize ecological impact. As of the end of 2024, UNIVACCO has successfully obtained five product sustainability certifications. This achievement reflects our continuous efforts and accomplishments in eco-friendly materials, recyclability, and biodegradability technologies, demonstrating our long-term commitment to sustainable development.

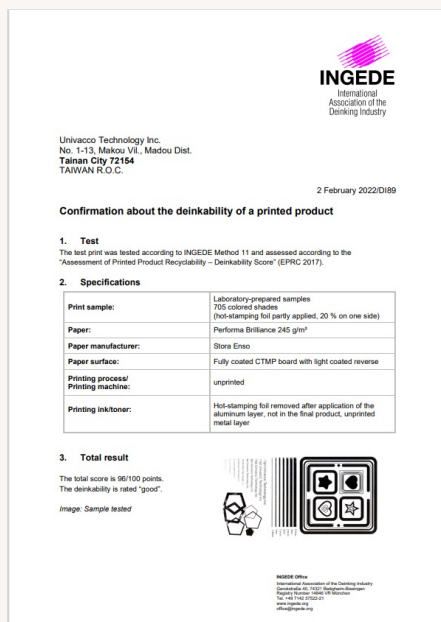
In 2025, our core objective is to pursue additional certifications based on customer requirements, ensuring that our products not only meet environmental standards but also satisfy practical market applications. We will work closely with our customers to understand market expectations for sustainable products and adjust our R&D direction accordingly, enhancing the environmental value and market competitiveness of our products.



Foils Certified for Sustainability

1. Post-Stamping Paper is Recyclable and Deinkable

UNIVACCO's foils have been certified by the International Association of the Deinking Industry (INGEDE), passing the deinking test and receiving the highest rating. When paper printed with UNIVACCO foils undergoes recycling, the foil layer can be successfully separated from the paper fibers during the deinking process, allowing the recovered fibers to be made into pulp and subsequently remanufactured into paper or cartons — achieving environmental friendliness.



INGEDE Certification Results

2. Post-Stamping Paper is Compostable and Biodegradable

UNIVACCO's foils have obtained DIN CERTCO compostability certification, passing both the European EN 13432 and North American ASTM D6400 standards. These certifications confirm that the compost has no phytotoxicity and contains no heavy metals, demonstrating that the transferred coating (additives) on stamped paper or packaging does not hinder composting or cause any negative environmental impact.



DIN CERTCO Compostability Certification

As a global leader in foil manufacturing, UNIVACCO is dedicated not only to providing high-quality foils but also to advancing R&D capabilities and developing eco-friendly formulations to minimize the environmental impact of its products.

CORPORATE GOVERNANCE

5.4 Innovation Development and Intellectual Property Protection

5.4.2.6 Hazardous Substances Management

The IECQ QC 080000:2017 Hazardous Substance Process Management System is established upon the framework of ISO 9001:2015 Quality Management System, with both emphasizing a process-oriented management approach. Building upon the existing ISO 9001 structure, it enables UNIVACCO to systematically and effectively manage hazardous substances involved in raw material procurement and production processes.

In 2021, UNIVACCO launched the QC 080000 Hazardous Substance Process Management System, establishing an internal management framework for hazardous substances. From raw material selection to product design and development, UNIVACCO monitors restricted substances that could impact the environment to comply with international standards and customer requirements. The Company obtained certification in 2022, and by 2023, the system was expanded to cover all Tainan production sites within the group. We actively listen to our customers and incorporate their key compliance requirements into our product tracking and verification processes, including REACH SVHC, EU RoHS, Packaging Directive (EU 94/62/EC & U.S. CONEG), Food Contact Regulations (EU 10/2011, U.S. FDA), and Mineral Oil (MOSH/MOAH). UNIVACCO also keeps pace with the latest global environmental product regulations through the Industrial Development Bureau's International Chemical Policy Information Platform, continuously updating internal management standards to align with international trends. Grounded in a product life-cycle perspective, UNIVACCO is committed to minimizing the environmental impact of raw materials. Under the QC 080000 framework, the Company requires its suppliers to jointly move toward reducing hazardous substances in the materials supplied to UNIVACCO. For newly developed products, third-party laboratory testing is conducted at the development stage to ensure compliance with hazard-free requirements.

5.4.3 Marketing and Promotion of Eco-Friendly Foil Products

UNIVACCO continues to strengthen the research, development, and promotion of eco-friendly foil products, actively responding to the growing demand from brand owners and distributors for sustainable solutions. We not only follow environmental trends but also realize our sustainability commitments through technological innovation.

Since 2018, UNIVACCO has focused on water-based resin technology as the foundation of sustainable innovation and has obtained multiple sustainability certifications. By 2022, sales of water-based resin foil products accounted for more than 50% of total sales. While continuing this strategy, we have also worked to reduce product carbon footprints and plastic usage, ensuring that market needs are met while minimizing environmental impact.

In addition, UNIVACCO actively promotes the use of recycled materials, adopting 100% recycled PET film made from post-consumer plastic bottles as a carrier to replace virgin plastics. This technological breakthrough, verified through both internal and external testing, not only enhances the sustainability value of our foil products but also establishes a solid foundation for advancing a low-carbon, circular economy in the future.

In 2024, the development of eco-friendly products focused on three main directions:

1. Develop low-carbon products – continuously optimize processes and material selection to reduce carbon emissions.
2. Reduce the use of hazardous substances – explore and promote greener alternative materials to minimize potential environmental and health risks.
3. Develop products with low environmental and health impact – adopt more sustainable raw materials and technologies to reduce the environmental footprint throughout the product life cycle.

In terms of sales performance, the sales ratio of eco-friendly products serves as a key indicator, with data-tracking methods refined alongside the evolution of the sustainability strategy:

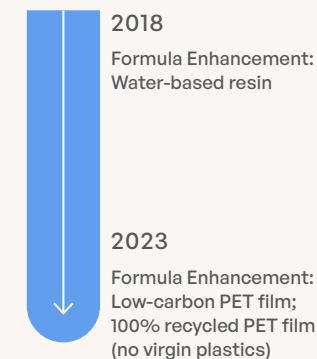
2018–2022

Eco-friendly products mainly referred to water-based resin formulations, a technology that obtained multiple environmental certifications and, by 2022, achieved a milestone—sales exceeding 50% of total product volume.

Since 2023

The focus expanded from formulation improvement to base film materials, transitioning toward the adoption of low-carbon PET films and 100% recycled PET films (free from virgin plastics) to further reduce carbon footprint and plastic usage.

Milestones in Eco-Friendly Foil Products Development



Amid steady growth, market acceptance of sustainable products has continued to rise. However, due to existing inventory clearance, the sales ratio of eco-friendly products reached 69% in 2024, close to the target of 70%.

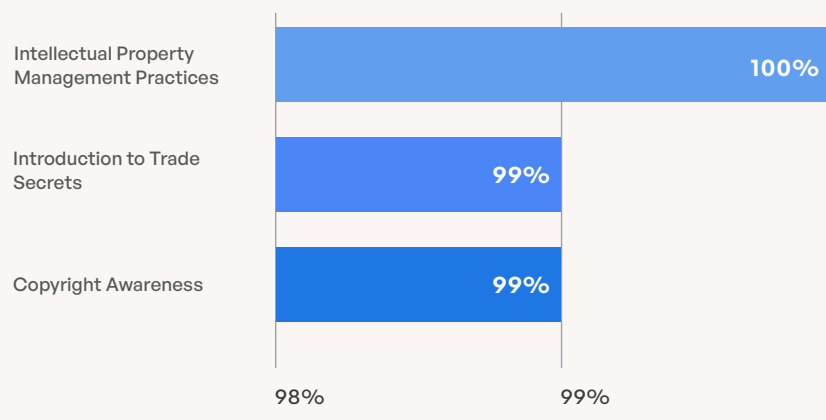
5.4.4 Intellectual Property

Policy and Commitment	Gradually establish procedures for the acquisition, maintenance, and utilization of intellectual property (IP) to control potential losses, prevent disputes, integrate operations, and ultimately maximize the value of intellectual property.
Actions	Establish and strengthen the intellectual property management system to continuously enhance competitiveness and reinforce defensive capabilities.
Grievance Mechanism	The Business Planning Division is designated to handle disputes related to intellectual property matters.
Evaluation Mechanism	The acquisition, maintenance, and utilization of intellectual property rights are incorporated into the internal control system, with appropriate control procedures implemented to minimize potential risks.

Intellectual property rights are among UNIVACCO's most valuable assets. In line with the Company's objectives for IP and trade secret management, UNIVACCO enacted the "Intellectual Property Rights Management Regulations" in 2024. Through this framework, the Company enhances the intangible value of its IP assets and corporate image—safeguarding operational freedom, strengthening technological competitiveness, and ensuring the Group's long-term market advantage. Regular progress reports on the implementation of IP management plans are submitted to the Board of Directors.

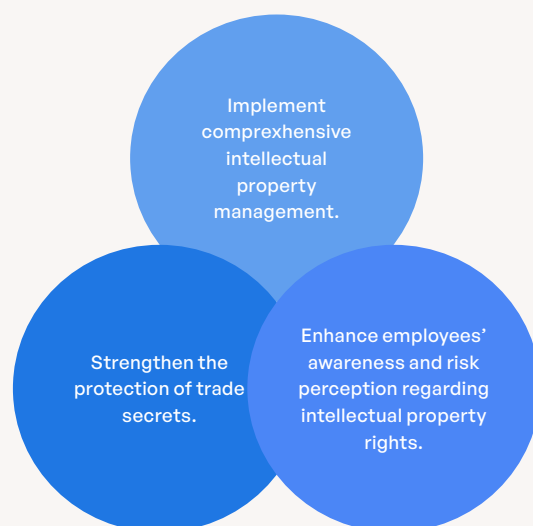
In 2024, UNIVACCO conducted a comprehensive company-wide data inventory. According to the IP Management Regulations, all corporate data were categorized into three security levels, each governed by corresponding management protocols, thereby implementing a document classification and control system for daily operations.

2024 Completion Rate of Intellectual Property Training



In addition to establishing management procedures, UNIVACCO provides employees with training programs—including both supervisors and general staff—accompanied by mandatory assessments. The 2024 training topics covered IP management practices, introduction to trade secrets, and copyright awareness. New employees are required to complete the training within three months of onboarding. These regular training sessions and tests strengthen employees' understanding and compliance with relevant regulations.

Intellectual Property Policy



Action Plan

Trademark Management

- **Global Coverage :** Trademark registrations now extend across five continents.
- **Regular Maintenance:** Trademark registrations are reviewed and renewed in accordance with the Company's future plans and development strategies, ensuring proper use of registered trademarks.

Copyright Management

- **Copyright Ownership :** Under the "Confidentiality and Intellectual Property Agreement" signed by employees, any works created in the course of employment are owned by the Company. For co-development projects with clients, ownership of deliverables is clearly defined by contract in advance.

Patent Management

- **Incentive Program :** UNIVACCO has established an innovation and invention reward mechanism to encourage creativity and technological research.

Trade Secret Protection

- Under the "Confidentiality and Intellectual Property Agreement," employees are required to maintain strict confidentiality regarding any technical or business information acquired during and after employment, and must not disclose such information without authorization.
- **Information Security Management:** In accordance with the Company's Information Security Policy, multiple security measures are implemented to safeguard the physical and digital integrity of information systems and data.
- **Document Control:** The Intellectual Property Rights Management Regulations define specific access permissions for documents based on confidentiality levels.
- **Access Control:** Visitors are required to register at the security station and are restricted to public areas. Photography and video recording are strictly prohibited within the facilities to protect operational confidentiality and prevent data leakage.

Promoting Intellectual Property Awareness and Risk Management

- Conduct IP training programs to enhance employees' understanding of intellectual property protection and increase their awareness of potential risks.

Policy Commitment

Continuously improve internal yield and achieve external quality objectives to create competitive advantages and enhance customer satisfaction.

Implement quality policies and solutions, while continuously introducing management training programs.



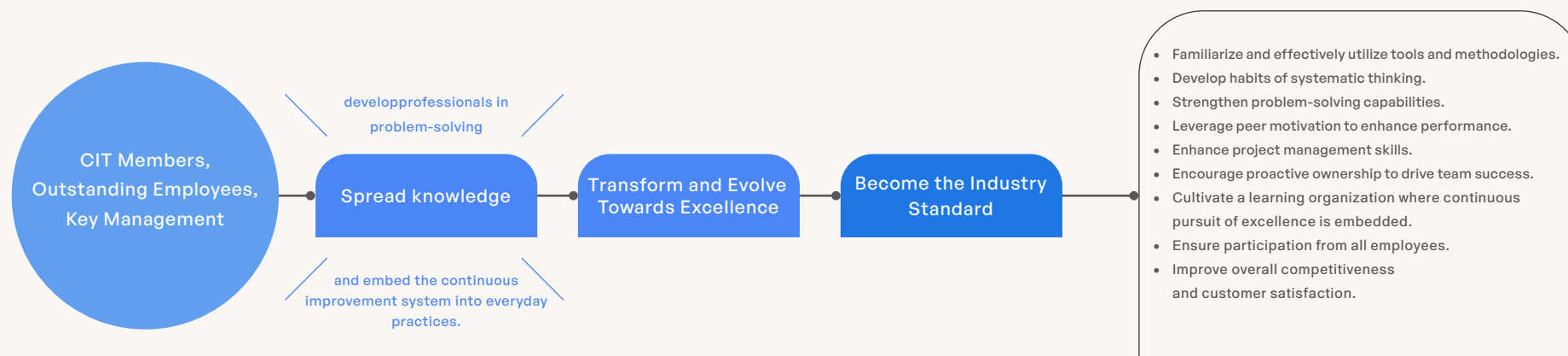
2024 Results	2025 Targets	2030 Goals
Enhancing Quality Culture and Capability We promote continuous improvement activities to foster a strong internal quality culture. By advancing inspection techniques, we aim to enhance product testing accuracy and identification capability.		
• participation in CIT improvement activities → from 9 divisions to 7 divisions and 10 departments involved.	• participation in CIT improvement activities → all 9 divisions involved.	• participation in CIT improvement activities → all 9 divisions involved.
Grievance Mechanism: Stakeholders may express their concerns or provide feedback through the communication channels available on UNIVACCO's official website.		

CORPORATE GOVERNANCE

5.5 Product Quality Management

5.5.1 Strengthening Quality Culture

CIT (Continuous Improvement Team): Driving quality innovation and corporate growth.



Since its establishment in 2016, UNIVACCO's Continuous Improvement Team (CIT) has continuously promoted an internal quality culture, enhancing product quality and customer satisfaction through cross-departmental collaboration. The implementation of CIT has not only established a structured improvement process for the company but also demonstrated our commitment to continuous advancement and operational excellence.

From the introduction phase in 2016 to the full implementation phase after 2021, CIT has been progressively deepened and expanded across various departments and operational processes, embedding customer orientation and teamwork as core values. By 2024, through a systematic training mechanism, practical application, and internal incentives, CIT has strengthened employees' project management and problem-solving skills while enhancing team collaboration and innovative thinking.

After nearly a decade of development, CIT has become an integral part of our corporate culture, fostering a learning-oriented organization that continuously strives for excellence. We will continue to refine the CIT mechanism, expand its application, and reinforce the company's competitive advantages, ensuring the long-term development of an improvement-driven culture and laying a solid foundation for sustainable growth.

CORPORATE GOVERNANCE

5.5 Product Quality Management

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Implementation Roadmap

Phase 1 : Foundation Building Period (Years 1–5) – Establish systems and solidify the organizational foundation

2016	2017	2018	2019	2020
Introduction Phase	Development Phase	Implementation Phase	Deepening Phase	Expansion Phase
<ul style="list-style-type: none"> • CIT Project Activities • CIT Basic Training • Training in 8D, QC tools, and CIT improvement tools • Project topic evaluation and planning of CIT systems 	<ul style="list-style-type: none"> • CIT Project Activities • Advanced CIT Training • Internal CIT Instructor Development • CIT Coach Training 	<ul style="list-style-type: none"> • CIT Project Activities • CIT Team Leader Development • Advanced CIT Coach Training • Internal CIT Instructor Development 	<ul style="list-style-type: none"> • CIT Project Activities • CIT Team Leader Training • Coach Deepening Training • Organization-wide 8D Application 	<ul style="list-style-type: none"> • CIT Project Activities • Coach Guidance • 8D Online Courses • CIT Knowledge Management (KM) Awards • Autonomous CIT Operations

Phase 2: Growth and Development Period (Years 6–10) – Enhance competitiveness and drive innovation breakthroughs

2021	2022	2023	2024
Implementation Phase	Optimization Phase	Refinement Phase	Advanced Phase
<ul style="list-style-type: none"> • CIT Project Activities • On-site Audits • Meetings with the CEO • Benchmarking and Cross-Industry Learning • Benefit Calculation (10%) 	<ul style="list-style-type: none"> • CIT Project Activities • One-Page Presentation • Coach Enhancement • On-Site Audit Guidelines • Upgraded Activity Guidelines • Intangible Benefits Bonus 	<ul style="list-style-type: none"> • CIT Project Activities • On-Site Audit Design (Coaches) • Quarterly Benefit Review 	<ul style="list-style-type: none"> • CIT Project Activities • Enhanced On-Site Audit Reviews • Establishment of a CIT Department Liaison • Action Plan Implementation (Cross-Department KPI Alignment)

Note 8D refers to the Eight Disciplines Problem Solving method, also known as the team-oriented problem-solving approach or 8D report.

QC tools refer to Quality Control tools, which are a set of methods and techniques used to ensure product or service quality. They are applied to inspect, analyze, and resolve quality issues during production to ensure that products meet standards and customer requirements.

KM refers to Knowledge Management, which encompasses the strategies and practices for acquiring, creating, sharing, applying, and managing knowledge within an organization.

CORPORATE GOVERNANCE

5.5 Product Quality Management

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In 2024, UNIVACCO's Continuous Improvement Team (CIT) focused on quality enhancement, process optimization, and anomaly analysis. Through cross-departmental collaboration, the team implemented multiple improvement projects to further strengthen internal management and customer service.

In total, 10 departments participated in CIT activities throughout the year. Among them, five major improvement projects were led by professional teams from different functional areas, each achieving significant interim results.

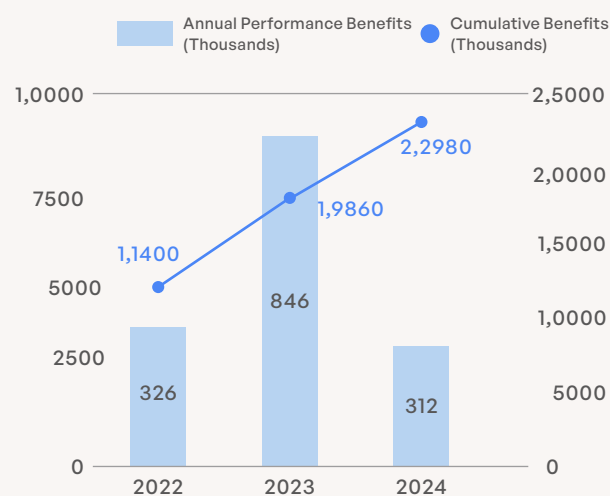
1. Reducing Customer Complaints Related to Visual Defects (Manufacturing Department):
Strengthened control at the source of occurrence and outflow to minimize the release of defective products.
2. Enhancing Cold Transfer Inspection Accuracy (Quality Assurance Department):
Optimized inspection techniques to improve detection precision and reliability.
3. Improving Product Identification Methods (R&D Department):
Developed more effective identification technologies to ensure product consistency and traceability.
4. Coating Void Defect Analysis and Improvement (Process Engineering Department):
Conducted in-depth analysis of coating process anomalies and implemented targeted improvements.
5. Optimizing Order Delivery Management (Procurement & Material Department):
Enhanced production and supply chain efficiency to ensure stable and on-time deliveries.

These projects have not only improved product quality and production efficiency but also strengthened internal collaboration and standardized management practices. Through continuous improvement, we have further embedded the CIT culture across all departments, ensuring the company's long-term competitiveness and creating greater value for both customers and the organization.

In addition, CIT has restructured and optimized its benefit evaluation mechanism to ensure that economic results continue to demonstrate tangible value. Although annual benefits may fluctuate, the overall outcomes have consistently contributed to significant improvements in both operations and quality. In 2024, the total measurable benefit reached 3.12 million NTD, bringing the cumulative benefit to 22.98 million NTD.

Two major CIT projects in 2024—Enhancing Cold Foil Inspection Accuracy (Quality Assurance Department) and Improving Product Identification Techniques (R&D Department)—focused primarily on intangible benefits. While their impacts cannot be directly quantified in monetary terms, these initiatives played a vital role in improving inspection precision, strengthening product quality identification, and establishing a stronger foundation for future quality management.

Annual Performance Benefits of CIT



Note: The calculation of CIT benefits has been recorded since 2021 (Implementation Phase).

CORPORATE GOVERNANCE

5.5 Product Quality Management

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Although intangible benefits are difficult to translate into immediate financial figures, their long-term impact is equally significant. These include :

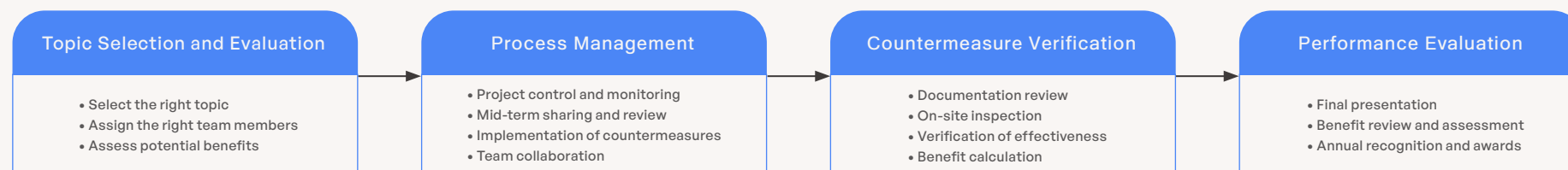
✓ **Reducing inspection misjudgment risks,** thereby minimizing customer complaints and internal rework costs.

✓ **Enhancing product consistency and reliability,** which strengthens market competitiveness.

✓ **Reinforcing technical expertise and knowledge transfer,** leading to more standardized and efficient internal processes.

Looking ahead, the goal of CIT is not only to pursue short-term financial gains, but more importantly to ensure sustained competitiveness and customer satisfaction through continuous quality improvement, technological advancement, and process optimization. We believe that as CIT continues to evolve and deepen, its intangible benefits will gradually be transformed into tangible value, creating stronger growth momentum for the company's long-term development.

CIT Process Management and Performance Evaluation



Policy Commitment

Based on information security principles, we ensure the confidentiality, integrity, availability, and compliance of information. By establishing robust information security policies and fulfilling our confidentiality obligations, we aim to support the company's sustainable development.

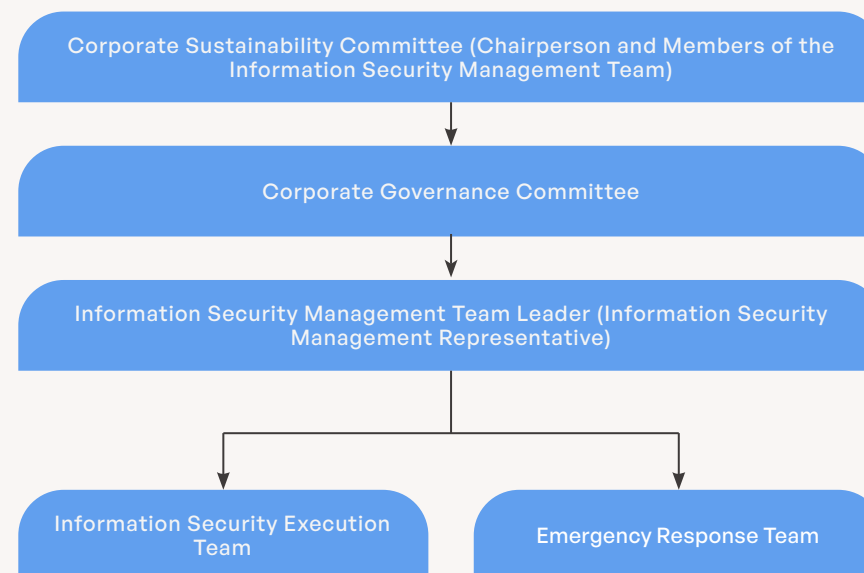
- Establish an up-to-date information security system and mechanisms to provide secure and stable information services while protecting stakeholders' privacy.
- Promote information security education and awareness programs to enhance employees' security consciousness.

2024 Results	2025 Targets	2030 Goals
Strengthen Information Security Resilience Set objectives for the protection of confidential information and, through the Information Security Management Team, continuously improve risk control mechanisms and enhance protective measures to strengthen the company's information security.		
<ul style="list-style-type: none"> •Number of customer data breaches due to information security incidents : 0 → Achieved 0 cases •Percentage of computer devices with antivirus software installed : 100% → Achieved •Percentage of computers with automatic software updates enabled : 100% → Achieved •Business continuity exercises: Conducted according to the overall exercise schedule → 75% completed 	<ul style="list-style-type: none"> •Number of customer data breaches due to information security incidents : 0 •Percentage of computer devices with antivirus software installed : 100% •Percentage of computers with automatic software updates enabled : 100% •Business continuity exercises : Conducted according to the overall exercise schedule → 100% completion •Use of multi-factor authentication for suppliers and critical servers : 100% 	<ul style="list-style-type: none"> •Number of customer data breaches due to information security incidents : 0 •Percentage of computer devices with antivirus software installed : 100% •Percentage of computers with automatic software updates enabled : 100% •Business continuity exercises : Conducted according to the overall exercise schedule → 100% completed
Grievance Mechanism: Stakeholders may express their concerns or provide feedback through the communication channels available on UNIVACCO's official website.		

UNIVACCO has been developing its information security management framework year by year in accordance with the requirements of the Information Security Management System (ISMS) to ensure the security of information supporting business operations.

Recognizing the importance of sustainable business development, UNIVACCO considers information security a critical component for providing uninterrupted services to customers and stakeholders. In 2022, the company obtained ISO 27001 Information Security Management certification, and annual external audits are conducted by third-party organizations. The Company has established a formal Information Security Policy as the foundation for its information security management, and the Information Security Team drives related initiatives, continuously introducing new security management tools and strengthening control mechanisms. In 2024, business continuity exercises were completed with a 75% achievement rate, with the shortfall due to adjustments in exercise methodology.

The Information Security Management Team, under the Corporate Sustainability Committee, is responsible for implementing information security measures, responding to incidents, and handling post-incident recovery. These measures aim to prevent incidents and minimize potential losses. In 2024, no major security incidents impacting operations occurred, and there were no cases of customer information leakage due to security breaches. In the event of a confidential information leakage, the company has established an Information Security Incident Management Procedure, ensuring that relevant units can promptly report incidents, take necessary corrective actions, and implement a learning mechanism to reduce damage and provide accountability to affected parties.



CORPORATE GOVERNANCE

5.6 Cybersecurity and Personal Data Protection Strategy

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UNIVACCO implements various information security measures in accordance with its Information Security Policy, focusing on antivirus protection, cybersecurity, and timely detection of anomalies. The company manages data centers, network equipment, personal information devices, user accounts, and access permissions to ensure : Physical security of the information environment, Security of information systems and data, Compliance with legal and regulatory requirements, Adherence to internal control procedures, These efforts aim to enhance information security awareness and strengthen protective measures. The company's approach to information security management covers four key areas, as outlined below :

Information Systems and Data Security	Manage accounts and access permissions for information systems, devices, and data in accordance with procedures for information asset management, access control, password management, and data protection.
	Schedule and conduct exercises according to the Business Continuity Plan to ensure continuous operations.
	Perform backups, offsite backups, and virtual standby operations in accordance with the Backup Management Procedure.
Enhancement of Physical Information Security	Data Center Environmental Control: Maintain environment controls in accordance with data center security management, including UPS (Uninterruptible Power Supply) operation, fire protection equipment inspection and maintenance, and management of personnel and equipment access.
	Information Asset and Equipment Security: Conduct information asset management, maintain information equipment security, perform software updates, and implement antivirus and anti-intrusion measures.
	Information Operations Management: Manage servers, perform vulnerability scanning and patching, oversee information system deployment, database management, and application data processing according to operational procedures.
Enhancement of Information Security Awareness	Layered Security Measures: Require all external visitors to register upon entry, including personal details and time of visit. Electronic device cameras are covered when necessary. For outsourced vendors involved in information-related tasks, compliance with the Outsourcing Management Procedure is mandatory. Personnel handling trade secrets must sign a Confidentiality Agreement.
	Information Security Training for New Employees
	Organization-wide Information Security Training
	Social Engineering Exercises
Information Security Compliance with Laws and Stakeholder Requirements	Information Security Awareness and On-Site Visits for Suppliers
	Update Information Security Regulations List and implement measures in accordance with applicable legal and regulatory requirements.
	Obtain ISO 27001 Certification through annual third-party verification.

Policy Commitment

Continuously enhancing customer service quality and deepening partnerships.

- Value customer opinions and protect their rights and interests.
- Formulate improvement plans and strategies based on customer satisfaction analysis, track progress and results, and continuously enhance customer satisfaction.
- Focus on customer feedback regarding product use to drive continuous improvement.

2024 Results	2025 Targets	2030 Goals
Precise Understanding of Customer Needs Proactively understand and actively respond to customer needs and feedback, providing optimized customer service and sustainable solutions.		
<ul style="list-style-type: none"> Strengthening quality control points, annual customer complaint rate target < 0.33% → Customer Complaint Rate 0.39 % Consistently maintaining high customer satisfaction scores above 80 points → Customer Satisfaction 82 points Providing comprehensive technical services/education and training to distributors with a 100% completion rate → Achieve Achieving 100% coverage through integrated marketing across various communication channels, keeping customers informed of UNIVACCO's latest developments → Achieve 	<ul style="list-style-type: none"> Strengthening quality control points, annual customer complaint rate target < 0.30% Consistently maintaining high customer satisfaction scores above 80 points Providing comprehensive technical services/education and training to distributors with a 100% completion rate Achieving 100% coverage through integrated marketing across various communication channels, keeping customers informed of UNIVACCO's latest developments 	<ul style="list-style-type: none"> Strengthening quality control points, annual customer complaint rate target < 0.27% Consistently maintaining high customer satisfaction scores above 80 points Providing comprehensive technical services/education and training to distributors with a 100% completion rate Achieving 100% coverage through integrated marketing across various communication channels, keeping customers informed of UNIVACCO's latest developments
Grievance Mechanism: Stakeholders can communicate through the contact channels provided on the UNIVACCO official website.		

CORPORATE GOVERNANCE

5.7 Customer Relationship Management

5.7.1 Customer Service

UNIVACCO establishes long-term partnerships with customers. Each customer has a dedicated account manager. When customers raise issues or provide feedback, cross-departmental team members from product management, R&D, quality assurance, manufacturing, delivery, and finance are convened or informed to respond with timely solutions. The Cyber Security Team, under the Corporate Sustainability Committee, is responsible for implementing information security protection, responding to security incidents, and managing post-incident recovery.

This aims to prevent security incidents and minimize losses. In 2023, no major security incidents affecting operations occurred, and there were no instances of customer information leakage due to security incidents.

5.7.1.1 Customer Relationship Management (CRM) System

To cultivate long-term customer relationships and improve interaction and order processing efficiency, UNIVACCO built a "Customer Relationship Management (CRM) System" in 2018 based on our ERP system. This achieves systematic management of marketing and sales intelligence, reducing the risk of information gaps due to personnel changes, and establishing long-term stable company operations. Since the CRM system went live in 2019, connecting with internal company systems, we have continuously implemented optimization projects to increase the CRM system's benefits. This includes systematizing customer, country, and regional market information, providing quick and real-time information internally. Through the accumulation and analysis of big data, we assist management in making market strategy decisions.

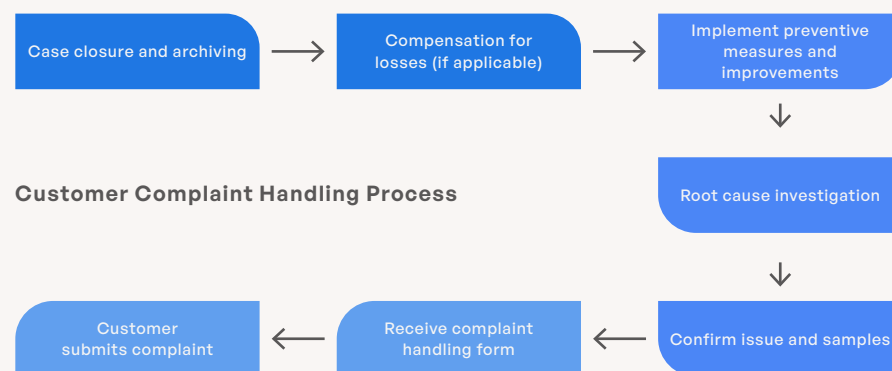
CORPORATE GOVERNANCE

5.7 Customer Relationship Management

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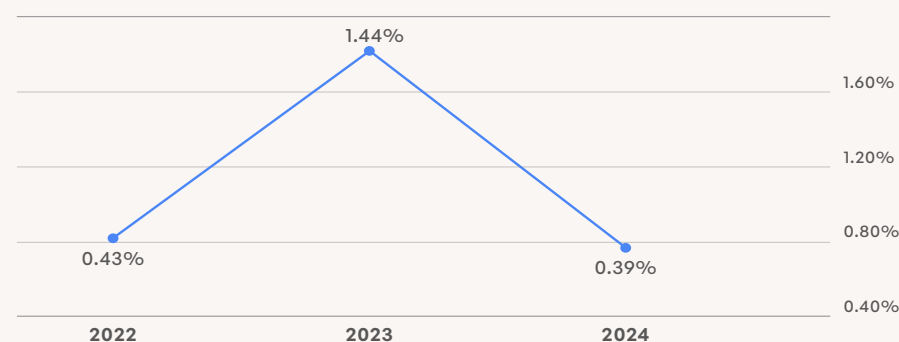
Complaint Handling

By integrating customer complaints regarding quality issues and requirements with internal product production history and related information, we conduct rapid investigation and assessment. Abnormality information is immediately forwarded to the responsible unit for root cause analysis and the implementation of containment measures, with the entire handling process documented to track the effectiveness of corrective actions and ensure standardization. Regular internal audits are carried out to verify the implementation of these measures, ensuring their effective integration into daily production control processes and preventing recurrence of similar customer complaints.



In 2024, the Company's customer complaint rate was 0.39%, representing a decrease of approximately 1.05% from 2023, returning to the historical average level. This improvement was primarily due to the successful resolution of an isolated product issue that occurred in 2023, with no recurrence or expansion of related losses. To effectively convey quality awareness to every employee, the Company plans to launch the "Quality Academy" training program in 2025. Through this initiative, employees will participate in regular online courses via the Company's training system to ensure that all personnel understand the critical quality characteristics of products as applied in customer processes, thereby preventing potential quality issues and subsequent complaints.

Annual Customer Complaint Rate



Note Customer complaint rate = Annual customer complaint amount / Annual turnover

5.7.1.2 Providing Professional Technical Services and Customized Solutions

UNIVACCO's product technical team not only supports the order requirements of distributor customers but also proactively provides professional technical services to printing customers worldwide, ensuring effective product utilization and enhanced production efficiency.

1. Technical service support to enhance stamping quality and production efficiency:

Tailored technical guidance is provided based on different application scenarios, including product knowledge, machine compatibility conditions, and consumable recommendations. These services assist customers in improving hot stamping results, increasing production efficiency, and optimizing production processes.

2. Integrating technical expertise to enhance user experience and operational efficiency:

According to customer needs, UNIVACCO offers comprehensive solutions covering machine settings, material selection, and environmental condition adjustments. Through technical optimization and appropriate material selection, customers are supported in reducing production costs while improving productivity and consistency in product quality.

3. Providing customized products and solutions:

Based on customers' production conditions and market requirements, UNIVACCO adjusts product formulations or technical parameters to ensure optimal stamping results and production stability.

5.7.1.3 Understanding Customer Development Trends – The Green Demand

UNIVACCO is committed to identifying evolving sustainability needs among customers and understanding their demand for environmentally friendly and sustainable products. The company proactively responds to key regulations such as the EU Packaging and Packaging Waste Regulation (PPWR) to ensure product compliance with design requirements related to recyclability, reduction of virgin plastic usage, increased utilization of recycled materials, and lower carbon emissions. Through these initiatives, UNIVACCO provides sustainable decorative solutions that align with global green trends and customer expectations.

1. Development of Eco-Friendly Foil Carriers:

UNIVACCO actively develops products utilizing low-carbon PET carrier films to reduce environmental impact and enhance product sustainability.

2. Increased Use of Recycled Materials:

100% recycled PET carrier films.

3. Free from Mineral Oils (MOAH and MOSH):

In addition to compliance with REACH and RoHS regulations, UNIVACCO further adjusts product formulations to meet customer environmental standards and sustainability commitments. In 2024, there were no incidents of non-compliance related to product or service information and labeling regulations.

4. Waste Foil Recycling and Reuse:

In collaboration with recycling partners, UNIVACCO converts waste foil into PET chips, which are repurposed into plastic applications.

Furthermore, through partnership with Taiwan's textile industry, leveraging advanced local manufacturing capabilities, these recycled PET materials were reused in 2024 by GRS (Global Recycled Standard)-certified textile mills to produce new textile products, including polo shirts and tote bags, used for exhibitions and company events.

5. Customer-End Waste Foil Recycling Solutions:

UNIVACCO continues to assess and respond to the waste management and investment needs of its overseas customers to ensure that its products and business models comply with local environmental regulations and emerging trends.

The company is developing innovative and eco-conscious long-term waste foil recycling partnerships to create shared value, promote sustainable growth, and contribute to environmental protection.

CORPORATE GOVERNANCE

5.7 Customer Relationship Management

6. Multi-Faceted Sustainability Communication :

UNIVACCO is committed to promoting sustainability through diverse communication channels, conveying the Company's sustainability strategies and actions to distributors and printing customers. The Company utilizes its official website, press releases, sustainability manuals, and videos, combined with global exhibitions, customer visits, and technical services, to comprehensively demonstrate its environmental commitment and the value of its products.

Sustainability Exhibition Area:

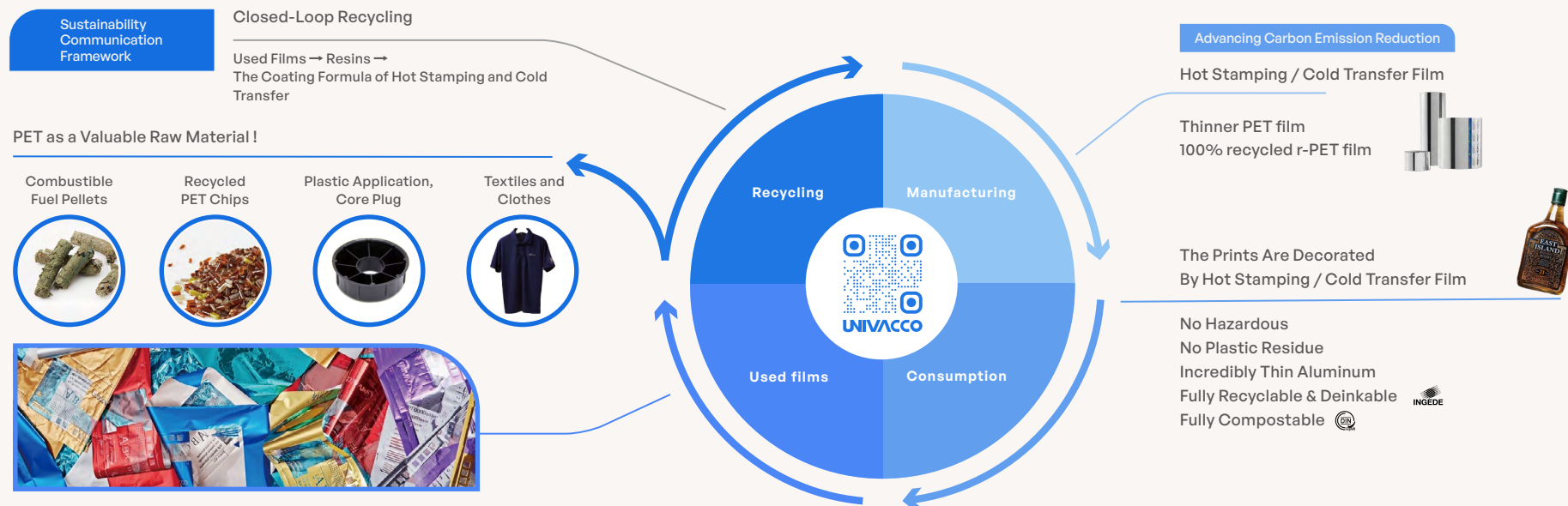
In 2024, UNIVACCO participated in eight international exhibitions worldwide. At each event, a dedicated Sustainability Area was established to showcase the Company's commitment to circular economy principles. Through a Sustainability Communication Framework, UNIVACCO presented every stage of the product life cycle, accompanied by physical displays of recycled materials such as waste foil and regenerated plastic chips. These tangible exhibits allowed customers and end users to directly experience UNIVACCO's dedication to circularity and environmental stewardship.

Product Life Cycle Visualization :

Through the Sustainability Communication Framework, visitors gained insight into the full life cycle of UNIVACCO's products—covering manufacturing, usage, post-transfer recovery, and recycling practices. This visualization clearly communicates to customers the environmental impact and sustainable advantages of choosing UNIVACCO foils. After transferring, printed materials not only exhibit vivid, high-quality decorative effects but also remain deinkable, recyclable, and compostable, posing no harm to the environment. These materials can re-enter the recycling system, contributing to environmental protection and sustainable development.



Sustainability Zone at Drupa 2024



UNIVACCO has earned IECQ QC 080000 certification for international hazardous substance process management. Our hot stamping and cold transfer products have received multiple international certifications, guaranteeing product safety, non-toxicity, halogen-free, and mineral oil-free status. They also comply with packaging safety and food contact material regulations.



CORPORATE GOVERNANCE

5.7 Customer Relationship Management

5.7.1.4 Marketing and Promotion Support

UNIVACCO, through its subsidiaries and global distributors, markets hot stamping foil products to more than 70 countries and regions worldwide. In addition to investing in online marketing resources—such as the official website and social media—to enhance brand exposure and strengthen brand recognition, UNIVACCO actively allocates resources in each distributor's sales region to participate in international exhibitions, place advertisements and feature articles in leading industry magazines and journals, host seminars, and engage in technical exchanges with downstream printing customers. The company also provides standard color cards, customized color cards, and hot stamping effect samples as auxiliary sales materials to support distributors in their marketing and sales efforts.

2024 Exhibitions and Lectures



Drupa (Germany)



Labelexpo Americas (Americas)



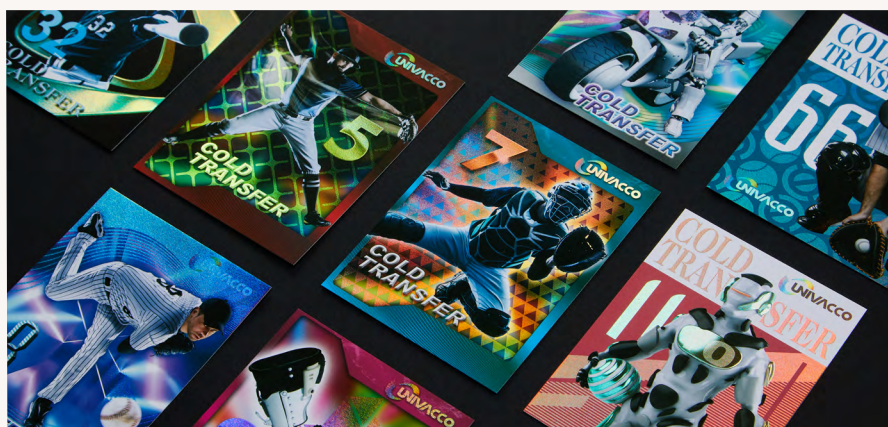
Taiwan Design Expo



Print Taiwan



Auxiliary Products



Holographic Cold Transfer – Card Application



Sheet-fed Offset Cold Transfer – Thin Paper Packaging Application

5.7.2 Customer Satisfaction

Customer satisfaction is a crucial basis for UNIVACCO continuous improvement of products and services. It is evaluated across four dimensions: "Product," "Service," "Professionalism," and "Development Trends." These encompass sales and support, order fulfillment, quality, complaint handling, technical services, marketing support, product performance, and overall performance. Each dimension is further broken down into specific items to obtain comprehensive customer feedback. In addition to the existing questionnaire, an open-ended sustainability survey was introduced for the first time in 2022. The sustainability survey was retained in 2023 and 2024, including both five-point scale questions and open-ended responses.

CORPORATE GOVERNANCE

5.7 Customer Relationship Management

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2024 Customer Satisfaction Survey Overview

Each year, UNIVACCO conducts customer satisfaction surveys targeting core customers to enhance service quality. In 2024, the parent company distributed questionnaires to its top 50 distributors, while subsidiaries in Malaysia, the United States, and Wuxi each surveyed their top 20 direct customers. A total of 120 questionnaires were distributed, with a target of 65 responses and an actual return of 64, achieving a response rate of 98%, indicating a high level of customer engagement.

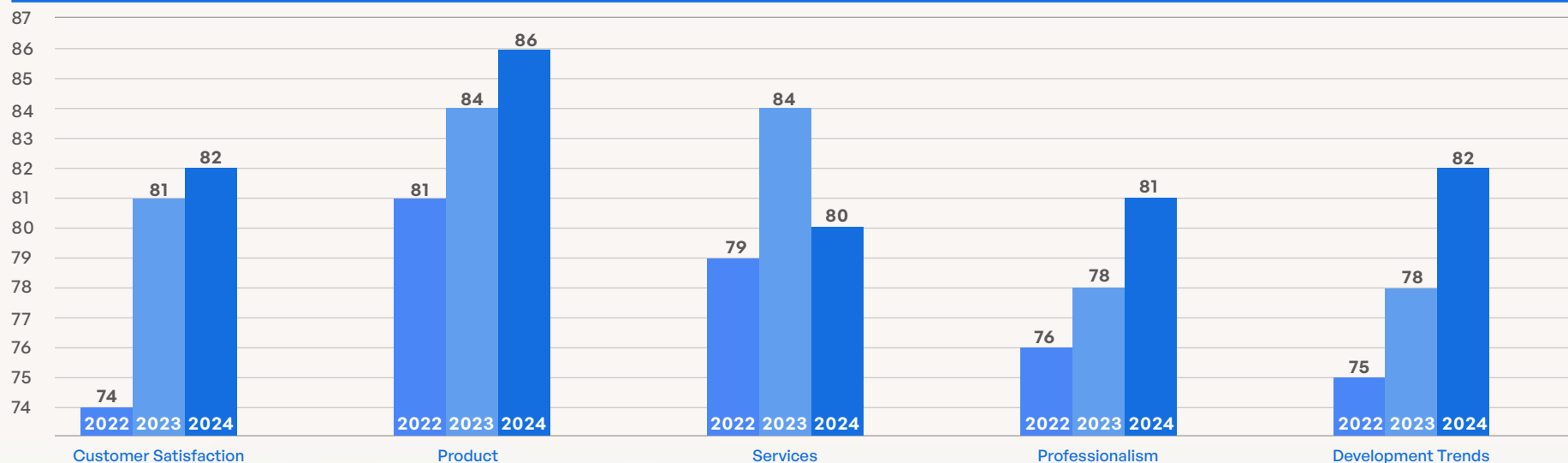
2024 Satisfaction Results and Improvement Direction

UNIVACCO places great importance on customer feedback. In 2024, both the overall satisfaction score and the scores across all dimensions exceeded the target of 80 points. Satisfaction in the “Product,” “Professionalism,” and “Development Trends” dimensions showed noticeable improvement compared to 2023. The slight decrease in the “Service” score was mainly due to customer feedback expressing expectations for shorter lead times. In response, UNIVACCO will proactively coordinate internal and external resources to provide customers with a smoother and more timely service experience.

2024 Overall Customer Satisfaction Scores Overall Satisfaction: 82 points

Product	Service	Professionalism	Development Trends
86 points	80 points	81 points	82 points

Customer Satisfaction Score Trends



Policy Commitment

Upholding the principles of integrity, partnership, and guidance to co-create a CSR ecosystem with suppliers

- Foster long-term strategic partnerships with suppliers by encouraging them to enhance product quality, technology, and delivery capabilities, thereby strengthening corporate social responsibility and building a sustainable supply chain.
- Implement comprehensive risk management to establish a resilient and sustainable supply chain capability.
- Actively promote green procurement and prioritize suppliers with sound labor practices, safe working environments, and robust human rights management systems.



2024 Results	2025 Targets	2030 Goals
Effective management of supply chain disruption risks Enhanced understanding of supplier operations and established proactive risk response mechanisms.		
<ul style="list-style-type: none"> Continued to diversify supply sources, with 8 new qualified suppliers introduced. Expanded supplier assessments for high-risk suppliers; 2 suppliers demonstrated improvement through joint collaboration. Assessed and verified supplier risk management mechanisms, with 0 cases of supply chain disruption reported. 	<ul style="list-style-type: none"> Continue diversifying supply sources. Maintain zero cases of supply chain disruption, while assisting five key suppliers in establishing formal risk management systems. 	<ul style="list-style-type: none"> Continue developing low-carbon and sustainable sourcing strategies aligned with corporate carbon reduction goals. Maintain zero cases of supply chain disruption, while assisting ten key suppliers in building structured risk management mechanisms.

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2024 Results	2025 Targets	2030 Goals
Compliance with Supplier Sustainability Guidelines Require suppliers to sign and comply with the "Supplier Social Responsibility and Code of Ethics Commitment" and restricted hazardous substance regulations, continuing to implement green partnership and green procurement operational plans.		
<ul style="list-style-type: none"> Assist suppliers in establishing hazardous substance management mechanisms → Commitment to Non-Use of Environmentally Hazardous Substances (including updates on legally restricted substances) 100% return rate 100% return rate of signed "Supplier Social Responsibility and Ethical Standards Commitment" from critical suppliers → Achieved 100% green procurement ratio for IT hardware equipment and general office supplies → Achieved 	<ul style="list-style-type: none"> Assist suppliers in establishing hazardous substance management mechanisms 100% return rate of signed "Supplier Social Responsibility and Ethical Standards Commitment" from critical suppliers 100% green procurement ratio for IT hardware equipment and general office supplies 	<ul style="list-style-type: none"> Assist suppliers in establishing hazardous substance management mechanisms 100% return rate of signed "Supplier Social Responsibility and Ethical Standards Commitment" from critical suppliers 100% green procurement ratio for IT hardware equipment and general office supplies
Enhance suppliers' sustainability management capabilities Enhance local suppliers' sustainability management capabilities, strengthening supplier resilience.		
<ul style="list-style-type: none"> 6 hours of supplier sustainability management education and training → Conduct supplier conferences. 3 hours On-site ESG audit plan achievement rate for top 20 critical product-category suppliers and newly onboarded suppliers: 100% → A total of 13 suppliers were included in the ESG on-site audit plan, with a 100% achievement rate. 	<ul style="list-style-type: none"> 6 hours of supplier sustainability management education and training Overall ESG assessment deficiency improvement rate for top 10 critical and high-risk suppliers: 100% 	<ul style="list-style-type: none"> 6 hours of supplier sustainability management education and training Overall ESG assessment deficiency improvement rate for top 10 critical and high-risk suppliers: 100%
Grievance Mechanism: Stakeholders can communicate through the contact channels provided on the UNIVACCO official website.		

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Supplier Sustainability Management Framework

UNIVACCO regards suppliers as long-term strategic partners who demonstrate reliable quality, technical capability, delivery performance, and cost efficiency. In alignment with the three pillars of Environmental, Social, and Governance (ESG), UNIVACCO aims to build a responsible and resilient supply chain. The company encourages suppliers to enhance their management standards and implement sustainable operational practices, thereby jointly fulfilling corporate social responsibility. UNIVACCO integrates supplier sustainability management into the Company's risk management system, promoting continuous improvement in supplier ESG performance. The Company prioritizes suppliers with superior environmental, labor, and ethical management performance, and incorporates these assessments into supplier qualification and ongoing evaluation. By leveraging its supplier evaluation mechanisms and digital tools, UNIVACCO continuously enhances the transparency of supplier risk management. Through risk identification, assessment, and communication, the Company effectively mitigates potential supply chain risks and ensures stable supply resilience.



5.8.1 Effective Management of Supply Chain Disruption Risks

Identification of High-Risk Suppliers

Supply chain risk management is one of UNIVACCO's key sustainability strategies. The company conducts comprehensive supplier risk assessments to identify suppliers with high operational impact potential. In 2024, UNIVACCO adopted quantitative metrics to evaluate supplier financial stability, production reliability, and product category significance. The criteria for identifying high-risk suppliers are as follows:

1. High transaction volume (annual procurement amount exceeding NT\$20 million)
2. Key material suppliers – including those providing metalized film, adhesive, coating, and release materials
3. Suppliers of critical or specialized raw materials

In 2024, a total of 52 suppliers were categorized as high-risk, accounting for approximately 67% of UNIVACCO's total annual procurement value.



Management of High-Risk and Key Suppliers

To ensure a stable and resilient supply chain, UNIVACCO implements differentiated management strategies for high-risk suppliers. Priority is given to suppliers providing critical materials, large transaction volumes, or specialized technologies. All key suppliers undergo annual ESG assessments focusing on environmental protection, occupational health and safety, and ethical conduct. The results are used to design targeted improvement programs and strengthen collaboration, enabling UNIVACCO and its suppliers to jointly mitigate potential risks across environmental, social, and governance dimensions.

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Three Dimensions of Sustainability Issues



The major sustainability-related high-risk factors and corresponding high-risk supplier categories in 2024 are summarized below. UNIVACCO has also developed specific response measures for each type of risk factor.

High-Risk Factors

- Sole-source suppliers
- Suppliers located in regions with supply concentration

High-Risk Supplier Categories

Resin / Film Suppliers

Economic

- Compliance with environmental regulations
- Air, water, and waste pollution control
- Environmental Management System

Resin / Solvent

Environment

- Employee health and safety
- Labor conditions

Resin / Solvent

Social

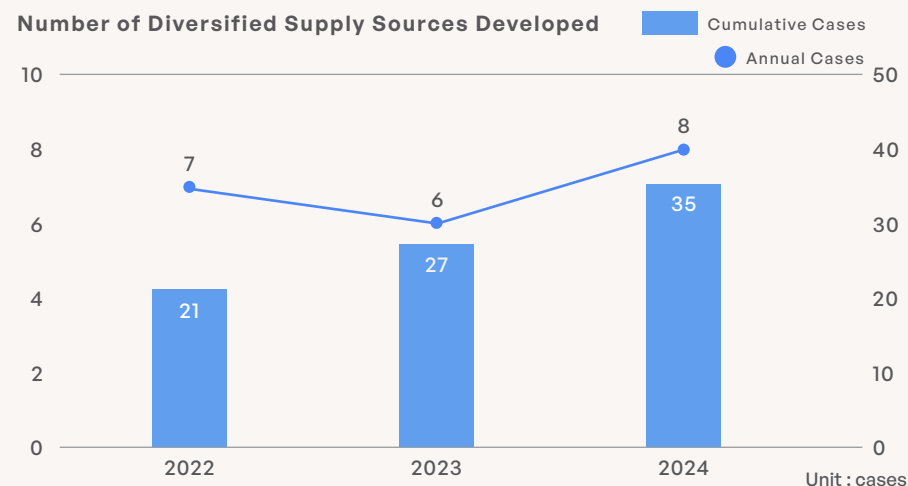
Response Measures

- Identify and monitor new suppliers; diversify supply sources
- Conduct ESG education and training for suppliers
- Implement supplier sustainability risk assessments
- Improve risk mitigation mechanisms
- Support suppliers in enhancing sustainability management capabilities

Development of Diversified Supply Sources

To reduce potential operational disruptions caused by supply chain interruptions, UNIVACCO continues to develop new suppliers and diversify production bases. In 2024, a total of 8 new diversified raw material supply sources were developed. As of the end of 2024, UNIVACCO has established 35 diversified raw material supply sources (using 2018 as the base year). Moving forward, the Company will continue to identify and develop new suppliers and dispersed production sources to strengthen supply chain resilience.

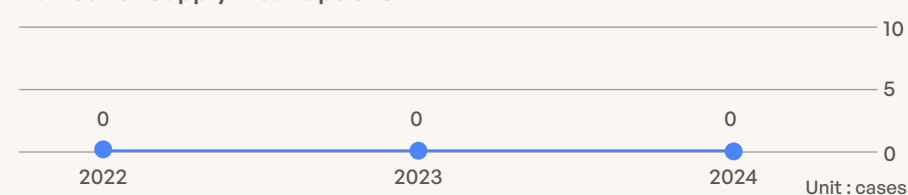
Number of Diversified Supply Sources Developed



Establishment of a Risk Management Mechanism

UNIVACCO has established a risk management mechanism for the four major categories of critical raw materials to ensure supply continuity. In 2024, there were zero cases of supply interruption. The company will continue to closely monitor the sustainability risks of its suppliers to ensure stable and uninterrupted supply operations in the future.

Number of Supply Interruptions



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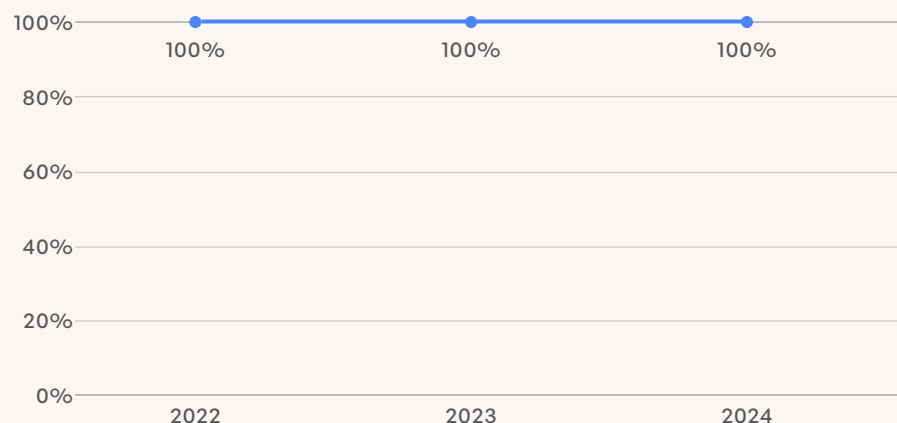
5.8.2 Compliance with Supplier Sustainability Standards

Supplier Sustainability Commitment

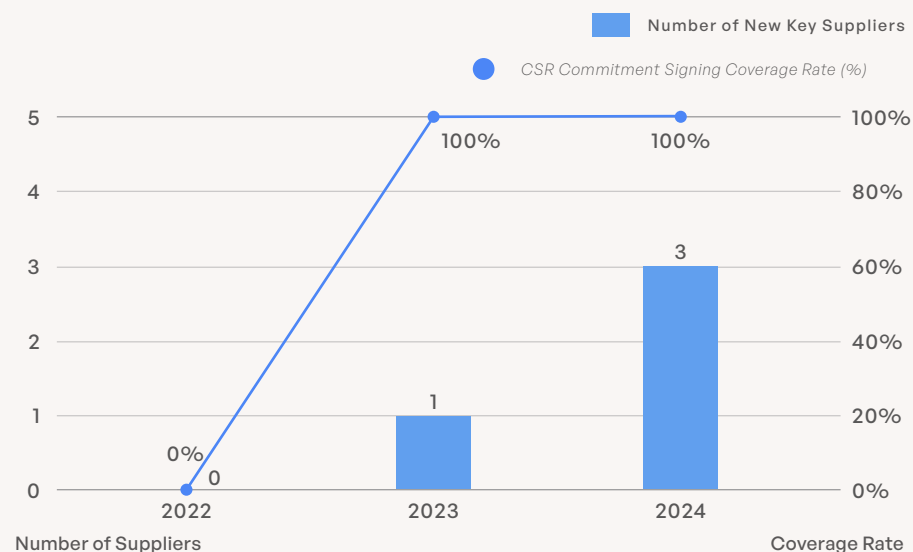
UNIVACCO is committed to corporate sustainability, environmental friendliness, and social inclusion. The company refers to the United Nations Sustainable Development Goals (SDGs), ISO 20400 Sustainable Procurement Guidelines, and Taiwan's "Corporate Sustainability Best Practice Principles for TWSE/TPEX Listed Companies." These serve as UNIVACCO's sustainability principles to work with suppliers and jointly focus on sustainable development. Since 2018, UNIVACCO has promoted supplier cooperation by requesting suppliers to sign the "Supplier Corporate Social Responsibility and Ethical Commitment (CSR Commitment)". As of 2024, the signing rate among key suppliers has reached 100%, and newly added key suppliers have also completed CSR Commitment signing and sustainability self-assessment questionnaires with a 100% completion rate.

In 2024, UNIVACCO added new sustainability procurement guidelines and established supplier sustainability evaluation and green procurement management systems to further enhance suppliers' understanding and awareness of sustainability management and commitment.

Key Supplier CSR Commitment Signing Rate



New Key Supplier CSR Commitment Signing Coverage Rate



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Supplier Hazardous Substance Management

UNIVACCO's products are sold globally, and therefore comply with the latest international environmental protection regulations, such as EU RoHS, REACH SVHC, HF, FDA, and other relevant substance management requirements. Under the Group's environmental sustainability development strategy, UNIVACCO introduced the IECQ QC 080000:2017 Hazardous Substance Process Management System in 2021, and established the Group's hazardous substance reduction and exemption policy:

- Green management : Compliance with regulations and promotion of global environmental protection
- Active reduction : Promote hazardous substance reduction and exemption, and develop environmentally friendly products

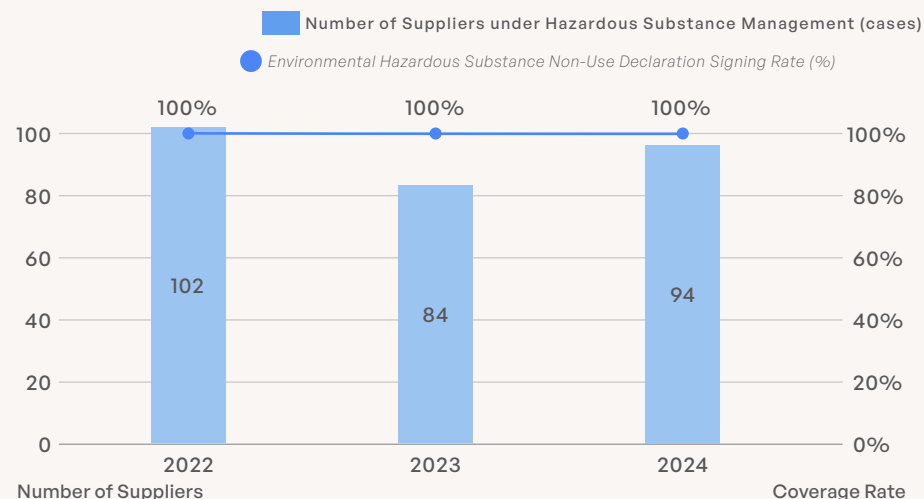
Under this policy, UNIVACCO identifies raw materials, components, packaging materials, and related suppliers that may affect the compliance of finished products with environmental regulations. All such suppliers are required to sign the "Commitment of Non-use of Hazardous Substances" and provide corresponding test reports and declarations. Through environmental education and supplier communication, UNIVACCO ensures that suppliers and employees fully understand and follow the Company's hazardous substance reduction policy. As of 2024, a total of 94 suppliers were included under hazardous substance management, with 100% signing completion and compliance with RoHS and REACH.

When new items are added to the hazardous substance control list, UNIVACCO confirms suppliers' continued compliance with the commitment. For raw materials containing hazardous substances, UNIVACCO assesses product risk based on material composition and obtains third-party verification for high-risk products to ensure that all finished products are 100% compliant with RoHS and REACH regulations. During new supplier qualification, UNIVACCO includes hazardous substance compliance as one of the evaluation criteria to ensure that environmentally friendly products meet international environmental standards from the design stage onward.

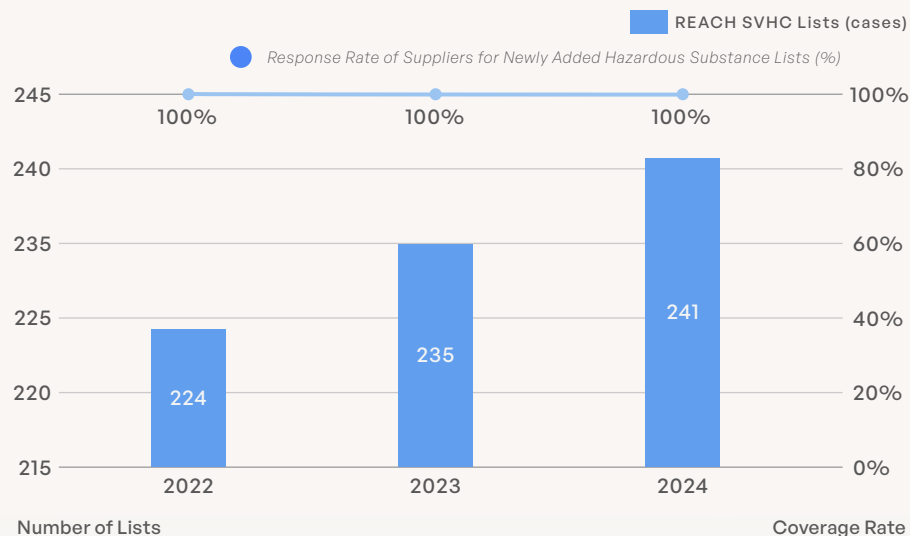
Note

RoHS : Restriction of Hazardous Substances Directive
 REACH : Registration, Evaluation, Authorization, and Restriction of Chemicals
 HF : Halogen Free
 FDA : The Food and Drug Administration

Environmental Hazardous Substance Non-Use Declaration



Newly Added Hazardous Substance List Response



Introduction of Green Procurement Management System

UNIVACCO has been committed to developing environmentally friendly products and fulfilling its corporate social responsibility, adhering to the belief of achieving corporate growth in harmony with the environment. In 2021, UNIVACCO began to implement the Green Procurement Management System, which includes the following framework:

- Green procurement implementation commitment
- Green procurement strategy and goal setting
- Green supply chain management
- Regular review and continuous improvement of green procurement performance

Through the above management framework, UNIVACCO promotes the implementation of green procurement, guiding internal and supplier purchasing practices to shift from a traditional consumption model to a circular economy model. The company requires internal departments and suppliers to prioritize energy-saving and reusable raw materials to reduce one-time material procurement and purchase environmentally friendly products.

To promote environmental sustainability, UNIVACCO refers to the “Guidelines for Promoting Green Procurement” issued by the Environmental Protection Administration, Executive Yuan, in order to “promote a green economy and ensure sustainable consumption and production.” Procurement personnel at UNIVACCO follow the Procurement Management Procedures to plan, regulate, and prioritize suppliers with products certified by domestic or international environmental labels. These include low-pollution, low-toxicity, halogen-free, and recyclable raw materials, as well as environmentally friendly products.

In 2024, the green procurement ratio of IT-related equipment and consumable materials (such as office supplies, cleaning supplies, electrical equipment, and stationery) reached 100%, effectively supporting the green industry development through practical actions. Furthermore, in 2024, UNIVACCO received recognition as a Green Procurement Excellent Enterprise by the Environmental Protection Administration.

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5.8.3 Enhancement of Supplier Sustainability Management Capability

Supplier Sustainability Management Promotion Seminar

To enhance suppliers' awareness of supply chain sustainability, in 2024 UNIVACCO organized training activities focusing on the following four main topics, aiming to assist suppliers in improving their capabilities in sustainability management. At the same time, UNIVACCO conducts evaluations on suppliers' performance in environmental, social, and governance aspects, and outstanding suppliers are publicly recognized at the Supplier Conference.

- Building supply chain sustainability awareness
- Raw material quality management plan for 2024
- Gaps and deficiencies in domestic chemical product management regulations and systems
- Sharing of information security management practices



Commending suppliers with outstanding ESG sustainability management performance

Sustainability Supply Chain Education and Training

In addition to conveying UNIVACCO's concept and ESG performance requirements related to supply chain sustainability to suppliers, in order to enhance the sustainability awareness and capability of procurement personnel, UNIVACCO continuously provides education and training in line with the Company's annual management goals for suppliers. The company places emphasis on cultivating procurement personnel, enabling them to incorporate sustainable procurement practices effectively into daily work. In 2024, the training completion rate for procurement personnel reached 100%. The training topics include:

- Green product recognition and green procurement strategies
- Climate regulation trends and international development outlook
- Occupational safety, environmental protection, and fire safety regulations training
- Labor and human rights, and business ethics promotion

Supplier ESG Sustainability Risk Assessment

UNIVACCO takes the Responsible Business Alliance (RBA) Code of Conduct as the foundation to establish the supplier sustainability risk assessment list, conducting supplier evaluations and management responses to environmental, social, and governance (ESG) sustainability risks. In 2024, UNIVACCO conducted ESG risk assessments for nine key suppliers and newly introduced four suppliers into the evaluation mechanism. A total of five high-risk suppliers were identified and corresponding improvement actions were initiated. In 2025, UNIVACCO plans to continue on-site visits and improvement action reviews to enhance supplier sustainability management. In the future, UNIVACCO will continue to improve supplier management strategies and respond to global sustainability management trends by organizing practical training and educational programs related to ESG risk management for suppliers.

The company also provides learning and communication channels to assist suppliers in strengthening sustainability management capabilities and achieving mutual growth.

Policy Commitment

Focus on global risk trends, establish structured risk management processes, reduce operational impacts, and identify business opportunities.

- Regularly define the Company's risk appetite at all organizational levels.
- Effectively integrate internal and external resources, and take appropriate measures to avoid or mitigate potential losses, achieving optimal internal capital allocation.



2024 Results	2025 Targets	2030 Goals
Implement and Promote Risk Management Continuously adjust and improve risk management best practices to protect stakeholders' interests and achieve optimal resource allocation principles		
<ul style="list-style-type: none"> •Zero major risk events causing operational disruption in Taiwan facilities → 0 cases •Improvement rate for major risk factors >80% → Improvement rate 83% 	<ul style="list-style-type: none"> •Zero major risk events causing operational disruption in global group facilities •Improvement rate for major risk factors > 80% 	<ul style="list-style-type: none"> •Zero major risk events causing operational disruption in global group facilities •Improvement rate for major risk factors > 80%
Grievance Mechanism: Stakeholders can communicate through the contact channels provided on the UNIVACCO official website.		

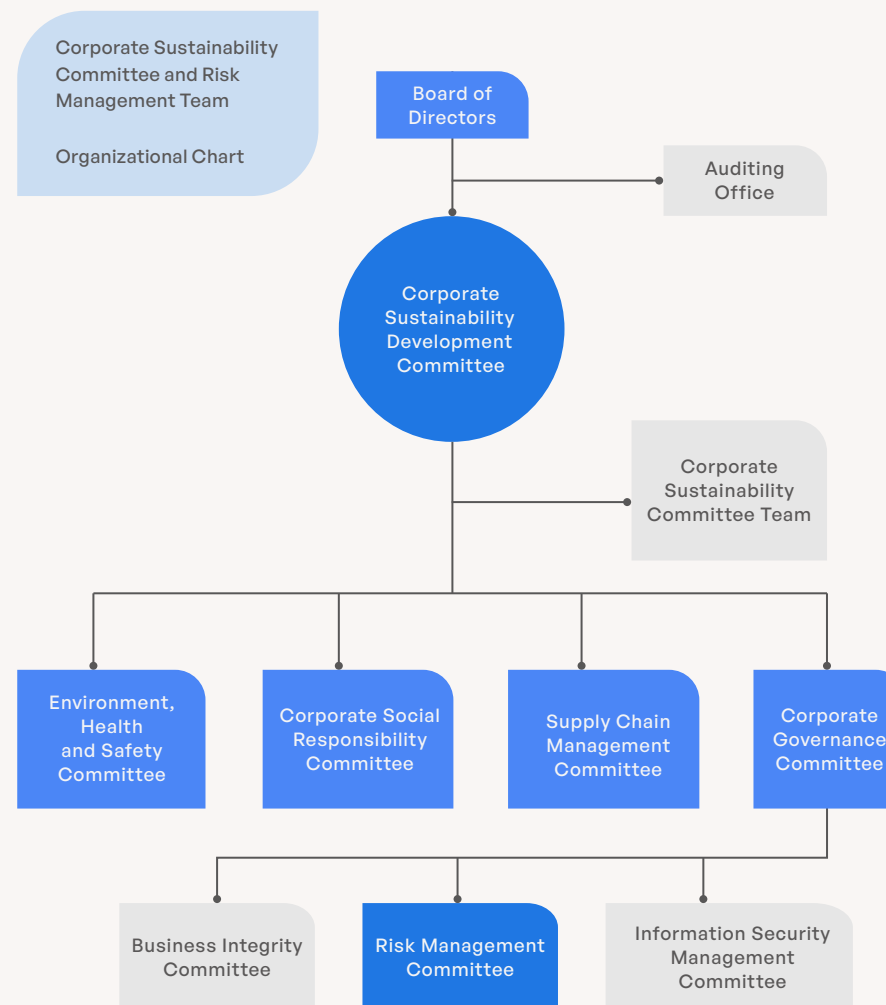
UNIVACCO follows its established management organizational system and internal control procedures to identify and manage potential risks that may affect corporate sustainability across economic (including corporate governance), environmental, and social dimensions. Through appropriate risk transfer, reduction, and avoidance strategies, complemented by risk management mechanisms with clearly defined functions and responsibilities, the Company establishes supervisory accountability, authority delegation, and performance reward systems. This effectively constructs UNIVACCO's risk management protection network, minimizing potential risks and transforming them into operational opportunities.

Risk Management Organization and Execution:

The Risk Management Team, established under the Corporate Sustainability Development Committee, is responsible for executing risk management. It reviews risk control reports from various team units, tracks implementation and improvement progress, and regularly reports the risk management execution status of each unit to the Corporate Sustainability Development Committee.

Risk management execution operates according to a three-tier risk management structure:

1. **First-Line Responsibility**
Unit managers or business handlers are the Risk Owners for their respective business operations.
They must execute business according to relevant internal control systems and internal regulations, serving as the primary unit for risk identification, assessment, and control.
2. **Second-Line Responsibility**
The company's Risk Management Team must review the completeness of major risk management mechanisms related to hazards, operations, finance, strategy, and compliance for the Company and important subsidiaries. It should monitor the relevant risks of each unit in accordance with risk management policies and related risk management measures.
3. **Third-Line Responsibility**
The Internal Audit serves as an independent evaluator, responsible for continuously reviewing internal processes, strengthening internal control mechanisms, and risk management. It ensures that decision-making and process operations at all levels of the Team are executed in compliance with relevant management measures.



Risk Management Process :

A comprehensive risk management system and operation is the crucial foundation for ensuring UNIVACCO's stable operations and sustainable management. UNIVACCO is committed to establishing a comprehensive risk management system. In 2023, the risk management policy and procedures were presented to the Board of Directors and incorporated into the Company's first-tier management regulations and implementation. Appropriate policies and procedures for risk management have been established in accordance with relevant regulations, effectively identifying and controlling risk factors, achieving prevent prevention and timely response to incidents. In 2023, the overall customer satisfaction score was 81 points. The "Product" and "Service" dimensions each scored 84 points, while "Professionalism" and "Development Trends" each scored 78 points. Moving forward, we will strengthen the product functionality and comprehensiveness within the "Development Trends" dimension, enhance environmentally friendly products, improve the speed and quality of complaint responses in the "Professionalism" dimension, and provide knowledge training support for the product marketing department. These efforts aim to comprehensively meet customer expectations. Since 2024, risk meetings have been convened quarterly in accordance with the "Risk Management Policy and Procedures" to discuss and review risk-related matters, ensuring the timely identification of risk changes and responsive actions.

The company's risk management process includes: risk identification, risk measurement, risk response, risk monitoring, risk reporting and disclosure.



1. Risk identification

The Risk Management Team, established under the Corporate Sustainability Development Committee, identifies and assesses risks related to the Company's operations in economic (including corporate governance), environmental, and social aspects based on the principle of materiality. The risks and opportunities faced are categorized into seven types: market, operations, investment, legal compliance, environment, operations, and human resources. A total of 14 risk and opportunity issues were ultimately identified, including 10 risk issues and 4 opportunity issues. These issues were further expanded into 26 risk and opportunity items, comprising 21 risk items and 5 opportunity items.

2. Risk Assessment

Quantify and analyze the identified risks and opportunities using rigorous statistical analysis methods and techniques where possible. For risks that are currently difficult to quantify, qualitative methods are used for measurement. Qualitative risk measurement refers to describing the likelihood and severity of risk occurrence through text. UNIVACCO conducted both qualitative and quantitative assessments to prioritize the 26 identified risk and opportunity items based on materiality. Following the assessment, 7 key items were determined, consisting of 6 major risk items and 1 major opportunity item.

3. Risk response

After identifying and assessing risks, each functional unit can adopt appropriate risk strategies such as risk avoidance, risk transfer, risk mitigation, and risk acceptance to take appropriate measures for the risks faced. Through appropriate risk responses implemented by various functional units, the number of major risk items was successfully reduced from 6 to 1, representing an 83% improvement, with no major incidents causing operational interruption during the reporting period.

4. Risk monitoring

Each functional unit should monitor the risks of its business, and relevant departments should propose countermeasures. The risks and countermeasures should be provided to the Risk Management Team and reported at routine meetings of the Corporate Sustainability Development Committee.

5. Risk reporting and disclosure

To fully document the risk management procedures and their implementation results, the Risk Management Team reports on the risk status twice a year to the Corporate Sustainability Development Committee and once a year to the Board of Directors for management reference.

Long-Term Emerging Impacts:

The main risk mitigation measures and control mechanisms for the identified and analyzed impacts are as follows:

Emerging Impact	Impact Description	Potential Impacts	Response Measures
Declining Birth Rates	The phenomenon of a gradually decreasing proportion of young population due to declining birth rates may lead to a trend of decreasing working-age population in the future, potentially having significant impacts on social structures, economic development and other aspects.	Future labor shortages Future labor shortages or difficulties in recruiting local employees for entry-level positions may create gaps in junior management and increase challenges in cultivating future talent.	<ol style="list-style-type: none"> 1. Develop junior management talent 2. Introduce foreign workers 3. Train and develop foreign workers 4. Hire foreign worker management specialists to assist with communication and management 5. Maintain sound talent management systems, gender equality, and diversity and inclusion practices
Increasing Cybersecurity Threats	Evaluate and procure new information security systems to implement protective measures against the increasing variety of cybersecurity threats.	Cyber intrusions causing operational issues for the Company	<ol style="list-style-type: none"> 1. In response to the escalation of various types of information security threats, it is necessary to conduct an information security system assessment and implementation to establish effective protective measures. 2. Strengthen network firewalls and network management to prevent virus spread 3. Enhance cybersecurity education and training to improve employee awareness of information security and phishing email identification skills. 4. Adhere to ISO 27001 information security standards, review and implement information security management principles and systems.

Risk Management Operations :

UNIVACCO actively promotes and implements risk management mechanisms, reporting their operations to the Board of Directors annually. The main operations in 2024 were as follows:

Meeting Date	Meeting Contents	Organizer
May 7, 2024	The Risk Management Committee convened the Company's Q1 Risk Meeting, during which each department reported on the progress of Q1 risk management activities and discussed potential emerging risks.	Risk Management Committee
July 16, 2024	The Risk Management Committee convened the Company's Q2 Risk Meeting, with departmental reports on Q2 risk management progress and discussions of possible new risks.	Risk Management Committee
July 26, 2024	The Corporate Sustainability Committee held its first regular meeting, during which the Risk Management Team representative reported on the 2024 risk management progress.	Corporate Sustainability Committee
October 19, 2024	The Risk Management Committee convened the annual company risk meeting, confirming that the number of risk items for 2024 decreased from 21 to 10, and identifying emerging impact items for 2025 (such as geopolitical risks and supplier sustainability capabilities).	Risk Management Committee
December 20, 2024	The Corporate Sustainability Committee held its second regular meeting, with the Risk Management Team representative reporting on the 2024 group risk management results and the 2025 group risk management objectives and plans.	Corporate Sustainability Committee
December 27, 2024	The Board of Directors convened a meeting where the Committee representative presented the 2024 group major risk management results and the 2025 major risk management objectives and plans.	Board of Directors

Policy Commitment

Implementation of Legal Compliance, Integrity Management, Governance Framework, and Practical Standards

- Conduct business activities based on the principles of fairness, honesty, trustworthiness, and transparency, and establish as well as continuously strengthen a corporate culture of integrity management.
- Implement employee education and training to reinforce the code of conduct.
- Establish a legal compliance management system, regularly review changes in domestic and international regulations related to operations, and ensure that all business activities comply with legal requirements.
- Actively prevent corruption, conflicts of interest, fraud, and money laundering, and provide accessible whistleblowing channels.



2024 Results	2025 Targets	2030 Goals
Strengthen Legal Compliance Cultivate a culture of legal compliance through system establishment, education and training promotion, and law updates to achieve the goals of zero violation, zero penalty, and zero complaint.		
<ul style="list-style-type: none"> Major violation cases: 0 → Penalty cases : 0 Annual internal audit system implementation with no major deficiencies → Whistleblowing complaints: 0 Conduct at least two internal compliance training sessions, Conduct at least two internal compliance training sessions → Internal auditors trained twice per year; qualification pass rate 100% 	<ul style="list-style-type: none"> Major violation cases : 0 Annual internal audit system implementation with no major deficiencies Conduct at least two internal compliance training sessions At least one internal auditor holding a professional compliance certification 	<ul style="list-style-type: none"> Major violation cases : 0 Annual internal audit system implementation with no major deficiencies Establish a complete written compliance management system
Grievance Mechanism : Stakeholders can communicate through the contact channels provided on the UNIVACCO official website.		

UNIVACCO is committed to complying with international regulations and local government laws. The company shall not engage in any illegal acts and has established the Legal Compliance Identification Procedure. Relevant laws and regulations are updated in a timely manner to ensure that the Company complies with revisions to domestic and international regulations, including corporate governance, insider trading, securities laws, subsidiary supervision, document management and retention, environmental law, occupational safety and health, labor law, intellectual property rights, trade secret protection, personal data protection, and export control. In addition, UNIVACCO follows the three lines of defense — self-assessment, risk management and compliance, and internal audit — and has established a compliance procedure to ensure full adherence. Each responsible unit conducts regular and systematic identification, revision, promotion, and implementation of applicable laws and regulations to ensure compliance. In 2024, there were no major violations of laws or regulations.

Note No major violation cases occurred in 2024, and the total amount of fines was NTD 0.

UNIVACCO is committed to maintaining a safe and environmentally friendly operating environment. To prevent air pollution and protect employee health, UNIVACCO has installed RTO (Regenerative Thermal Oxidizer) systems and continuously improved exhaust collection and emission reduction measures.

From 2021 to 2024, no incidents of environmental violation, pollution, or improper waste disposal occurred. All emissions and waste management practices comply with environmental protection laws and administrative regulations. The company will continue to strengthen compliance with environmental laws to prevent similar violations in the future.

5.10.1 Legal Identification and Regulation Establishment

First Line of Defense – Self-Assessment

Each department conducts monthly identification, revision, communication, and implementation of applicable laws and regulations related to their work activities, to continuously strengthen employees' awareness of compliance and their understanding of relevant laws and regulations in their respective professional areas. This process is also incorporated into daily operations. For example, the Finance Department reviews taxation-related laws and regulations every month based on accounting standards and tax law amendments, and also regularly conducts training on insider trading, securities laws, and other related topics. In addition, accountants participate in both internal and external training, and each quarter provide updates in board meetings to remind the Company to adopt appropriate preventive measures. The Environmental Safety Department conducts assessments on relevant environmental regulations and evaluates their potential impacts on company operations. The department also reports the results of such evaluations and improvement plans in Safety and Health Committee meetings every month. In 2024, the self-assessment compliance rate reached 100%. In terms of legal education promotion, the Internal Control Department strengthened the frequency and technical execution of compliance training, ensuring that all relevant departments participated. The completion rate of training courses and employee participation rate both achieved 100%. By 2025, UNIVACCO plans to continue promoting online legal training courses to enhance overall employee awareness and participation in compliance education.

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5.10 Regulatory Compliance

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2024 Online Course Training Completion Rate 100%

Online Course Title	Training Period	Completion Rate
ISO 50001 Introduction to Energy Management System and Energy Management Act	August 6, 2024 – September 2, 2024	100%
ISO 27001 Introduction to Information Security Management	November 29, 2024 – December 18, 2024	100%
ISO 45001 Introduction to Occupational Safety and Health Management Standards	May 23, 2024 – December 27, 2024	100%

Second Line of Defense – Risk Management and Legal Compliance

The Legal Department and the Risk Management Task Force under the Corporate Sustainability Committee are responsible for operations. They conduct risk and opportunity assessments and monitoring across aspects including market, operations, investment, legal compliance, environment, occupational safety, and human resources. Each responsible department head carries out the assessment and monitoring of risks and opportunities and reports the results to the Corporate Sustainability Committee and the Board of Directors.

In 2024, the overall regulatory inventory was completed. Each department first verified the implementation details of relevant laws and regulations. Subsequently, updates were made monthly according to the list of regulatory changes to revise and ensure that all implementation details are kept in their latest versions. A regulatory checklist was also developed to confirm and ensure the Company's full compliance with current legal requirements.

Regulatory Inventory List

Legal Implementation Details of Regulations
Updated Monthly

List of Regulatory Changes
Updated Monthly

Regulatory Checklist
Updated Monthly

Third Line of Defense – Internal Audit

The Internal Audit Department performs audit tasks to assist the Board of Directors and senior management in examining and evaluating whether the risk management and internal control systems are operating effectively. This includes assessing the effectiveness of risk monitoring mechanisms implemented by the first and second lines of defense, and providing timely improvement recommendations to reasonably ensure the continuous and effective implementation of the internal control system, as well as serving as a basis for its review and revision. Each year, audit operations are carried out according to the annual audit plan and major risk items, supplemented by non-routine random audits to ensure the continuous effectiveness of all internal control points. Through the proper function of all three lines of defense, the Company ensures the full implementation of its compliance management system.

In 2024, UNIVACCO conducted audits on the 2023 ESG Report. The report content complied with disclosure standards, and key performance indicators under corporate governance, environmental, and social aspects were reviewed. The company effectively promoted issues such as carbon reduction and occupational safety.

In response to regulatory requirements, UNIVACCO established the Sustainability Information Management Procedures as an internal control system in 2024, and included it as an audit item in the 2025 annual audit plan to ensure the quality of the Company's sustainability information disclosure.

Internal Control Implementation Results

The Internal Audit Department conducts various audit tasks in accordance with the annual audit plan approved by the Board of Directors, and performs special audits when necessary. In 2024, no significant internal control deficiencies were found during the sampling audit.

Definition of Significant Internal Control Deficiencies :

- Note Violation of any one of the three major management procedures:
 - Procedures for Acquisition and Disposal of Assets
 - Procedures for Lending of Funds
 - Procedures for Endorsements and Guarantees
- Note Violation of the Code of Integrity Management

Policy Commitment

Implement Legal Compliance and Integrity Management, Establish Governance Structures and Practical Guidelines

- Conduct business activities based on the principles of fairness, honesty, integrity, and transparency, while continuously cultivating a corporate culture that upholds ethical business practices.
- Implement employee education and training programs to strengthen adherence to the Code of Ethical Conduct.
- Establish a legal compliance system, regularly review regulatory changes both domestically and internationally, and ensure all business operations comply with applicable laws and regulations.
- Actively prevent corruption, conflicts of interest, fraud, and money laundering, and provide accessible and confidential whistleblowing channels to report unethical conduct.



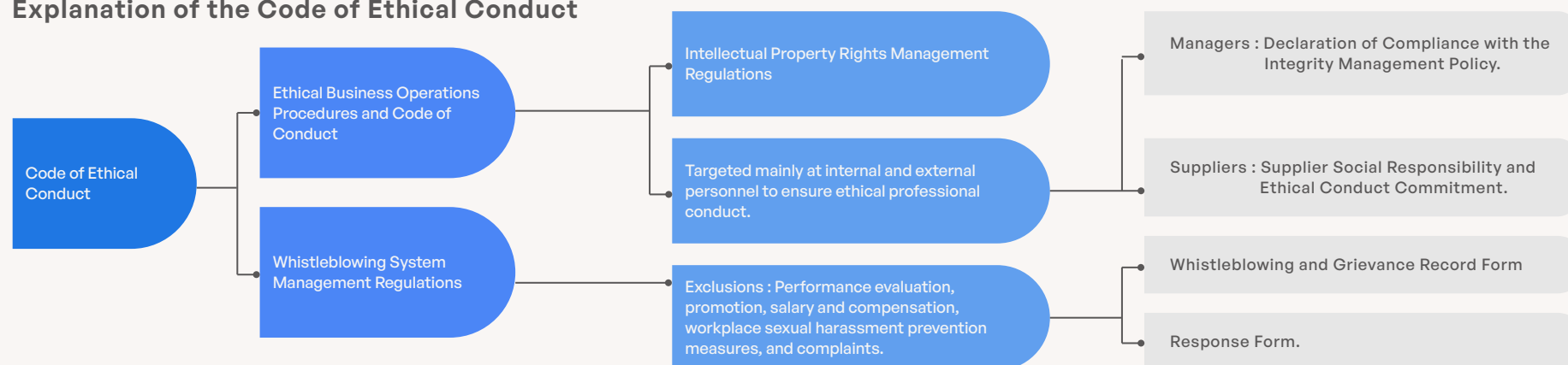
2024 Results	2025 Targets	2030 Goals
Implementing Integrity Management Established ethical behavior guidelines, integrity management principles, and procedures for handling unethical or dishonest conduct based on the foundation of integrity.		
<ul style="list-style-type: none"> • Conducted one session of corporate integrity and anti-corruption law promotion after the announcement on August 2, prioritizing awareness for senior managers, procurement personnel, and suppliers. • Formulated the “Ethical Business Operations Procedures and Code of Conduct,” officially submitted to and approved by the Corporate Sustainability Development Committee for implementation. → Achieved • Established the “Whistleblowing System Management Regulations,” submitted to and approved by the Corporate Sustainability Development Committee for execution. → Achieved • Disclosed the Company’s implementation of integrity management on the corporate website. → Achieved • Provided an annual comprehensive report to the Board of Directors on the implementation and promotion of integrity management. → Achieved 	<ul style="list-style-type: none"> • Conduct one group-wide digital training on integrity management and anti-corruption laws and regulations for all employees once per year. • Include a stock trading blackout period (30 days before annual and 15 days before quarterly financial statement announcements) in the Corporate Governance Code. • Conduct integrity management and anti-corruption education and training exceeding 300 person-times per year. • Incorporate ethical management procedures and systems into the regular audit plan, with quarterly reviews to ensure compliance and effectiveness. 	<ul style="list-style-type: none"> • Achieve 100% completion rate of integrity management and anti-corruption training across the Group. • Maintain zero cases of violations against the integrity and ethical conduct standards. • Conduct quarterly anti-corruption self-assessment reviews on legal compliance and report findings to the Board of Directors. • Complete and present an annual corruption risk assessment report covering all group operating sites to the Board of Directors.
Grievance Mechanism: Stakeholders may communicate through the contact channels provided on the official UNIVACCO website.		

Evaluation and Review of Business Ethics

Since its establishment, UNIVACCO has upheld the business philosophy of “Integrity, Pragmatism, Gratitude, and Contentment.” The Company continuously serves all customers with honesty, appreciates the support from clients and suppliers, and enhances information transparency to enable shareholders to better understand the Company’s operations. The Business Ethics Promotion Task Force under the Corporate Governance Committee of the Corporate Sustainability Development Committee serves as the dedicated unit for implementation. In 2024, the team focused on establishing the Integrity Management Framework, completed the formulation of the Ethical Business Operations Procedures and Code of Conduct and the Whistleblowing System Management Regulations, and obtained the Committee’s approval. In parallel, the Intellectual Property Rights Management Regulations were established to strengthen related systems. Company-wide and supplier-oriented education and awareness programs were conducted accordingly.

- Ethical Business Operations Procedures and Code of Conduct: Clearly define the operational guidelines for employees while performing duties, including prohibitions against providing or accepting improper benefits, facilitation payments, or political contributions, and specifying procedures for charitable donations or sponsorships. It also establishes a clear definition of conflict of interest and related benefit relationships.
- Whistleblowing System Management Regulations: Enforce the integrity management policy and prevent fraudulent or unethical behaviors.

Explanation of the Code of Ethical Conduct



Ethical Business Operations Procedures and Code of Conduct

UNIVACCO conducts its business activities based on the principles of fairness, honesty, integrity, and transparency, implementing its integrity management policy and actively preventing unethical behaviors such as anti-competitive practices, bribery, corruption, fraud, and money laundering. According to the Code of Ethical Conduct, Corporate Social Responsibility Best Practice Principles, and Code of Moral Conduct, as well as applicable laws at the Company's and Group's operating locations, this guideline was approved and implemented by the Corporate Sustainability Development Committee in 2024 to clearly define conduct expectations for all employees.

The Business Ethics Task Force under the Corporate Governance Committee, authorized by the Board of Directors, is the designated unit responsible for implementation and promotion, primarily focusing on the following initiatives:

1. Assist in integrating integrity and ethical values into the Company's business strategy, and establish preventive measures through regulatory systems to ensure ethical business operations.
2. Plan internal organization, structure, and responsibilities; and for operational activities with higher risks of unethical behavior, implement mutual supervision and checks-and-balances mechanisms.
3. Promote and coordinate education and training on integrity policies.
4. Develop the whistleblowing system and formulate the Whistleblowing System Management Regulations to ensure effective implementation.
5. Assist the Board of Directors and management in auditing and evaluating the effectiveness of integrity management measures, assessing compliance in relevant business processes, and report to the Board at least once a year.
6. Prepare and properly maintain documented information related to integrity management policies, compliance implementation, and relevant records on the Company's integrity practices.

Whistleblowing System Management Regulations

To enforce the integrity management policy and prevent corruption, fraud, and other unethical behaviors, the Company established the Whistleblowing System Management Regulations, which were approved and implemented by the Corporate Sustainability Development Committee in 2024.

Upon receipt of a whistleblowing case, the dedicated unit shall forward it to assigned members for review and case-based handling. The team includes members of the Business Ethics Task Force, one independent director, and the head of internal audit, and shall handle whistleblowing cases according to the following procedures:

1. Whistleblowing cases involving general employees shall be reported to the unit supervisor; cases involving directors or senior executives shall be reported to the Audit Committee.
2. The designated unit or the supervisor/manager receiving the report shall immediately investigate the facts, with assistance from the Compliance Department or other relevant units if necessary.
3. If the investigation confirms that the accused party has violated relevant laws or the Company's integrity policies and regulations, the accused shall be ordered to cease the behavior immediately and be subject to disciplinary action. When necessary, the case shall be reported to competent authorities, transferred to judicial investigation, or pursued through legal procedures to protect the Company's reputation and rights.
4. Written documentation of the receipt, investigation process, and results of the whistleblowing case shall be retained for five years, either in physical or electronic form. If litigation related to the report arises before the retention period expires, the records shall be preserved until the litigation concludes.
5. For verified whistleblowing cases, relevant departments shall review the internal control systems and operating procedures involved, propose improvement measures, and prevent recurrence of similar misconduct.
6. The dedicated unit shall report the whistleblowing cases, handling methods, and subsequent improvement actions to the Corporate Sustainability Development Committee and the Board of Directors.

Whistleblowing & Grievance Channels:

Mailing Address : No. 383, Mayou Rd., Makou Village, Madou District, Tainan City 721, Taiwan

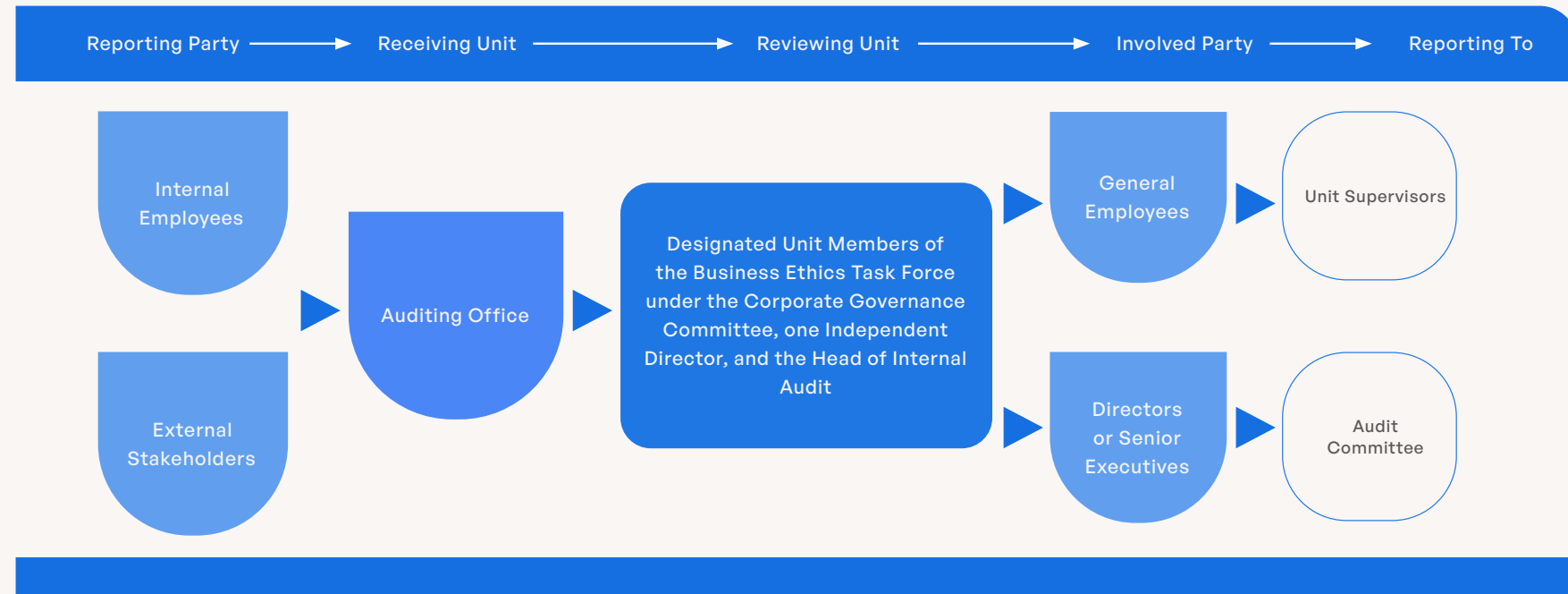
Email: 3303@univacco.com

Receiving Unit: Auditing Office

Hotline: (06) 5703853 ext. 1030

UNIVACCO maintains strict confidentiality for both the whistleblower and the reported content, ensuring that the whistleblower will not face any form of retaliation for their report.

Whistleblowing and Grievance Process :



Results of Integrity Management Implementation

1.UNIVACCO emphasizes the accuracy and completeness of its financial reporting processes and internal controls. To address areas with potentially higher risks of unethical conduct (e.g., corruption, fraud, bribery), the Company designs relevant internal control mechanisms. Internal audits are conducted annually according to risk assessments, with results incorporated into the annual audit plan. Findings and improvement actions are reported to the Audit Committee, Board of Directors, and management. After review by the Board, an annual Statement on Internal Control Effectiveness is issued.

2.The Code of Ethical Conduct is published electronically on the Company's official website for review and reference by internal employees and external stakeholders.

3.Following approval by the Corporate Sustainability Development Committee on August 2, 2024, the "Ethical Business Operations Procedures and Code of Conduct" and the "Whistleblowing System Management Regulations" were immediately promoted through management meetings, departmental briefings, and supplier conferences, targeting senior executives, all employees, and suppliers respectively.

4.On August 9, 2024, the Board approved the Intellectual Property Rights Management Regulations, and on December 27, 2024, it reviewed and endorsed the 2025 implementation plan, which includes annual application plans for patents and trademarks, training materials on intellectual property, and a plan for confidential document audits.

5.In 2024, the Internal Audit Office conducted inspections of anti-corruption, anti-fraud, and anti-bribery processes, with no internal or external reports of business ethics violations or corruption cases found. Preventive internal control measures were implemented as follows :

A. Key raw material suppliers signed the Supplier Social Responsibility and Ethical Conduct Commitment in accordance with the Supplier Management Procedures.

B. In addition to signing the legally required Statement of Compliance with Integrity and Lawful Conduct, all Company directors and managers must also sign the Declaration of Compliance with the Integrity Management Policy.

06

Green Production and Environmental Protection



Environmental,
Social
and
Governance
Report

Stay Vibrant.

GREEN PRODUCTION AND ENVIRONMENTAL PROTECTION

6.1 Key Results

06

- 1 Continue to analyze and control internal energy use, actively reducing greenhouse gas emissions to address the challenges of climate change.
- 2 Implement sustainable production by setting goals for source reduction and reuse to minimize the environmental impact of products.
- 3 Certified by third-party verification for ISO 14001, ISO 50001, and ISO 14064-1.

Greenhouse gas emissions per unit of production Area

195.38 gCO₂e/m²

Electricity Saving Rate

4.31%

Water withdrawal intensity

0.093 m³/1,000 m²

Waste recycling rate

84.30 %

Pollution control equipment reduction rate

≥97 %

GREEN PRODUCTION AND ENVIRONMENTAL PROTECTION

6.2 Climate Change Strategy and Energy Management

Policy Commitment

We are committed to maximizing resource efficiency and minimizing environmental impact by continuously analyzing and managing internal energy use, actively reducing greenhouse gas emissions, and addressing the challenges of climate change.

- Manage operations toward the goal of net-zero emissions, assess climate-related risks and opportunities, and establish greenhouse gas reduction and energy management plans to enhance the realization of climate change solutions.
- Actively reduce greenhouse gas emissions, improve energy efficiency, and increase the proportion of renewable energy used.
- Pursue maximum water-use efficiency through management indicators that promote water-saving performance.
- Aim for zero pollution by complying with new environmental regulations and standards, continuously enhancing technologies, self-regulating performance, and introducing high-efficiency pollution prevention technologies and equipment.
- Strive to minimize negative impacts of operations on biodiversity and forest resources, while actively promoting protection, restoration, and compensation actions.

GREEN PRODUCTION AND ENVIRONMENTAL PROTECTION

6.2 Climate Change Strategy and Energy Management

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2024 Results	2025 Targets	2030 Goals
Promoting Low-Carbon Manufacturing Continuously adopt best available technologies to reduce greenhouse gas emissions.		
<ul style="list-style-type: none"> Total greenhouse gas (GHG) emissions decreased by 8% (vs. 2020 baseline) → +5.34% (100,427.37 tCO₂e) GHG emissions per unit of production area decreased by 10% (vs. 2020 baseline) → -4.04% (195.38 gCO₂e/m²) Complete ISO 14064-1 third-party verification for Yoto subsidiary → Completed 	<ul style="list-style-type: none"> Total greenhouse gas (GHG) emissions decreased by 10% (vs. 2020 baseline) GHG emissions per unit of production area decreased by 10% (vs. 2020 baseline) Complete internal GHG inventory and schedule for ISO 14064-1 third-party verification for Malaysia subsidiary, and proceed with verification according to the timeline 	<ul style="list-style-type: none"> Total greenhouse gas (GHG) emissions decreased by 15% (vs. 2020 baseline) GHG emissions per unit of production area decreased by 30% (vs. 2020 baseline) Complete ISO 14064-1 third-party verification for the entire group, including all subsidiaries
Increase Use of Renewable Energy Continue installing solar power systems to increase renewable energy usage		
<ul style="list-style-type: none"> Increase annual renewable energy generation to 353,600 kW. → 431,400 kW Complete assessment of renewable electricity certificate and self-built solar power generation benefits. → As the cost of renewable electricity certificates remains high, priority was given to evaluating in-house solar panel installations at each site. Complete specification assessment of thermal-to-electricity conversion equipment for plant operations. → Factory inspection scheduled for August 2025. 	<ul style="list-style-type: none"> Increase annual renewable energy generation to 353,600 kW. Complete the procurement process and supplier preparation for VC1 and VC4 solar panel installations. Complete the installation of thermal-to-electricity conversion equipment at the VC3 plant. 	<ul style="list-style-type: none"> Increase annual renewable energy generation to 1,272,400 kW. Complete the installation of thermal-to-electricity conversion equipment at the VC2 plant.
Grievance Mechanism: Stakeholders can communicate through the contact channels provided on the UNIVACCO official website.		

GREEN PRODUCTION AND ENVIRONMENTAL PROTECTION

6.2 Climate Change Strategy and Energy Management

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2024 Results	2025 Targets	2030 Goals
Enhancing energy efficiency Through continuous process optimization and operational improvements, we effectively increase energy savings across all plants.		
<ul style="list-style-type: none"> Electricity density reduced by 7.5% compared to the 2020 baseline → 55.17 kWh/m² (a 7.88% reduction from the 2020 baseline) Annual power saving rate: 1.0% → 4.31% Water consumption density reduced by 7.5% compared to the 2020 baseline → 0.093 m³/m² (a 24.39% reduction from the 2020 baseline) ISO 50001 Energy Management System maintenance → Included in monthly updates Smart power monitoring system across all plants → Not implemented for now VC3 chiller energy-saving activation → Completed VC1 old chiller replacement → Completed VC2 old chiller replacement → Completed Replacement of all plant boiler pump motors → Decided to replace one unit first and then evaluate whether to proceed further 	<ul style="list-style-type: none"> Reduce electricity density by 9% compared to the 2020 baseline Achieve an annual power saving rate of 1.0% Reduce water consumption density by 24% compared to the 2020 baseline Replace all IE1 motors with IE3 or higher across all plants (VC2, VC3) Replace fixed-speed chillers with magnetic levitation chillers in all Taiwan plants 	<ul style="list-style-type: none"> Reduce electricity density by 12% compared to the 2020 baseline Achieve an annual power saving rate of 1.0% Reduce water consumption density by 30% compared to the 2020 baseline Replace all IE1 motors with IE3 or higher across all plants (VC1, OP1) Replace all air compressors with variable-speed compressors in all Taiwan plants
Grievance Mechanism: Stakeholders can communicate through the contact channels provided on the UNIVACCO official website.		

GREEN PRODUCTION AND ENVIRONMENTAL PROTECTION

6.2 Climate Change Strategy and Energy Management

Climate change is a critical global issue. To maintain the goal of limiting global warming to below 2°C and in response to the opportunities and risks arising from future shifts in industry supply and demand, UNIVACCO has, since 2022, conducted internal assessments based on the TCFD (Task Force on Climate-related Financial Disclosures) guidelines. Following the four core elements of disclosure—Governance, Strategy, Risk Management, and Metrics and Targets—UNIVACCO has established an information framework to identify material risks and opportunities that may impact operations and to propose corresponding response strategies.



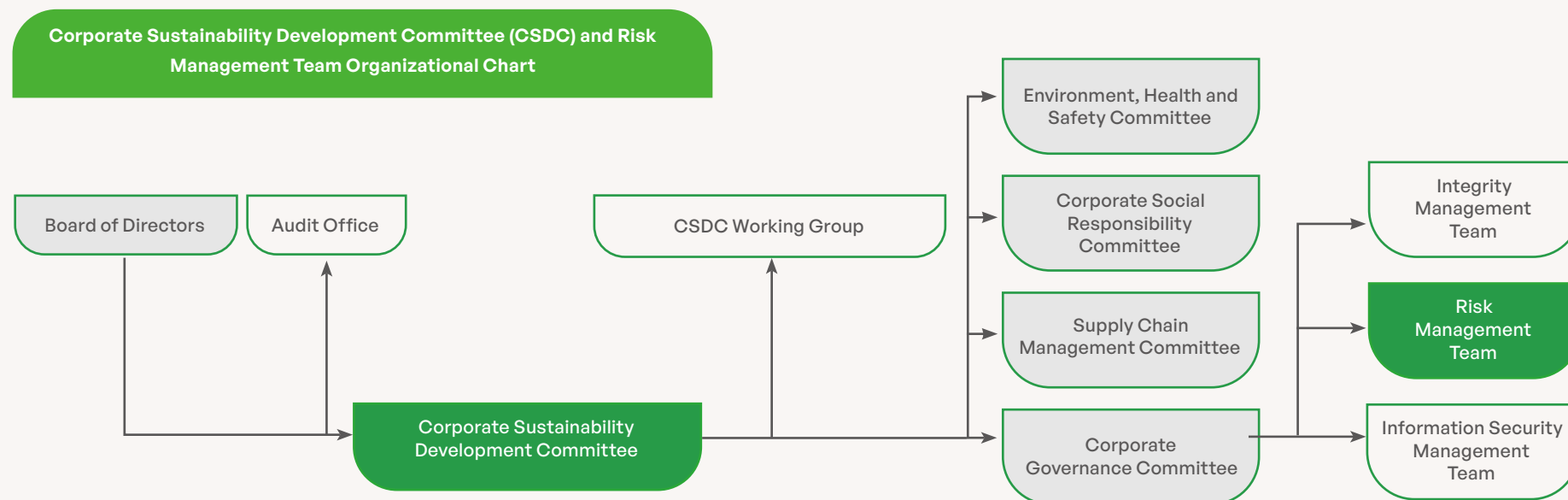
GREEN PRODUCTION AND ENVIRONMENTAL PROTECTION

6.2 Climate Change Strategy and Energy Management

6.2.1 Climate Governance

UNIVACCO has established a Corporate Sustainability Committee under the Board of Directors, with a Risk Management Task Force set up under the committee. The task force is convened by the Chief of the Business Planning Office and serves as the responsible unit for executing risk and opportunity management. It is responsible for identifying and assessing seven categories of risks and opportunities: market, operations, investment, compliance, environment (including climate change), operational hazards, and human resources. The task force regularly reviews risk control reports from each unit, tracks implementation and improvement progress, and consolidates the execution status of risk management for reporting to the Corporate Sustainability Committee during its regular meetings.

The Corporate Sustainability Committee reports annually to the Board of Directors on the implementation of risk management policies, provides necessary recommendations for improvement, and sets priorities for risk control based on changes in internal and external environments as well as the Board's resolutions.



GREEN PRODUCTION AND ENVIRONMENTAL PROTECTION

6.2 Climate Change Strategy and Energy Management

6.2.2 Strategy

UNIVACCO closely monitors global climate change trends and international response directions, integrating this issue into the company's material sustainability topics. Continuous analysis and management are conducted, with the key focus areas of strategy implementation summarized as follows:

01

Low-Carbon Product R&D and Design

In response to the low-carbon transition trend, the R&D team develops low-carbon products such as lightweight and circular economy products, actively reducing product carbon emissions.

02

Supply Chain Collaboration

Leverage corporate influence to assist key suppliers in completing carbon inventories and setting carbon reduction targets.

03

Strengthening Climate Resilience

Regularly maintain flood control equipment and establish water usage and rainfall emergency response SOPs to enhance response capabilities.

04

Continuous Implementation of Energy Management Systems

Through the ISO 50001 Energy Management System, continue energy integration and energy-saving initiatives, procure energy-efficient equipment, improve energy efficiency, reduce energy consumption, and lower carbon emissions.

05

Adoption of Renewable Energy

Plan to install rooftop solar power systems at various plants and gradually promote renewable energy development goals.

06

Application of Carbon Capture Technology

Explore suitable carbon capture technologies through industry-academia collaboration.

GREEN PRODUCTION AND ENVIRONMENTAL PROTECTION

6.2 Climate Change Strategy and Energy Management

6.2.3 Climate Risk and Opportunity Management

6.2.3.1 Risk and Opportunity Identification Process

UNIVACCO's Risk Management Task Force is responsible for collecting information on climate change and energy-related risks and opportunities, with an annual review conducted.

In assessing risks, both transition risks (policy and legal, market, technology and innovation, corporate reputation) and physical risks (chronic and acute) are considered. Potential events are evaluated in terms of financial impact, timing of impact (short-, medium-, long-term), affected parties within the value chain, and likelihood of occurrence.

When developing opportunity scenarios, considerations include resource efficiency, energy sources, products and services, markets, and adaptability. Potential events are assessed for financial impact, timing of impact (short-, medium-, long-term), affected parties within the value chain, and likelihood of opportunity realization.



GREEN PRODUCTION AND ENVIRONMENTAL PROTECTION

6.2 Climate Change Strategy and Energy Management

Step 1 Background Data Collection

The Risk Management Task Force is responsible for collecting information and identifying risks and opportunities.

Step 2 Scope of Risk, Opportunity, and Operational Assessment

Risk assessments and scenario settings are conducted for all plants in Taiwan.

Step 3 Analysis of Risks, Opportunities, and Operational Impacts

Significant risks are determined using a matrix of financial impact severity and the likelihood of occurrence for risks and opportunities.

Step 4 Control Measures and Target Setting

Control measures and targets are established.

Step 5 Review and Optimization

Annual reviews are conducted, and third-party verification of greenhouse gas emissions is commissioned (verification for individual companies to be completed by 2028, and for subsidiaries by 2029).

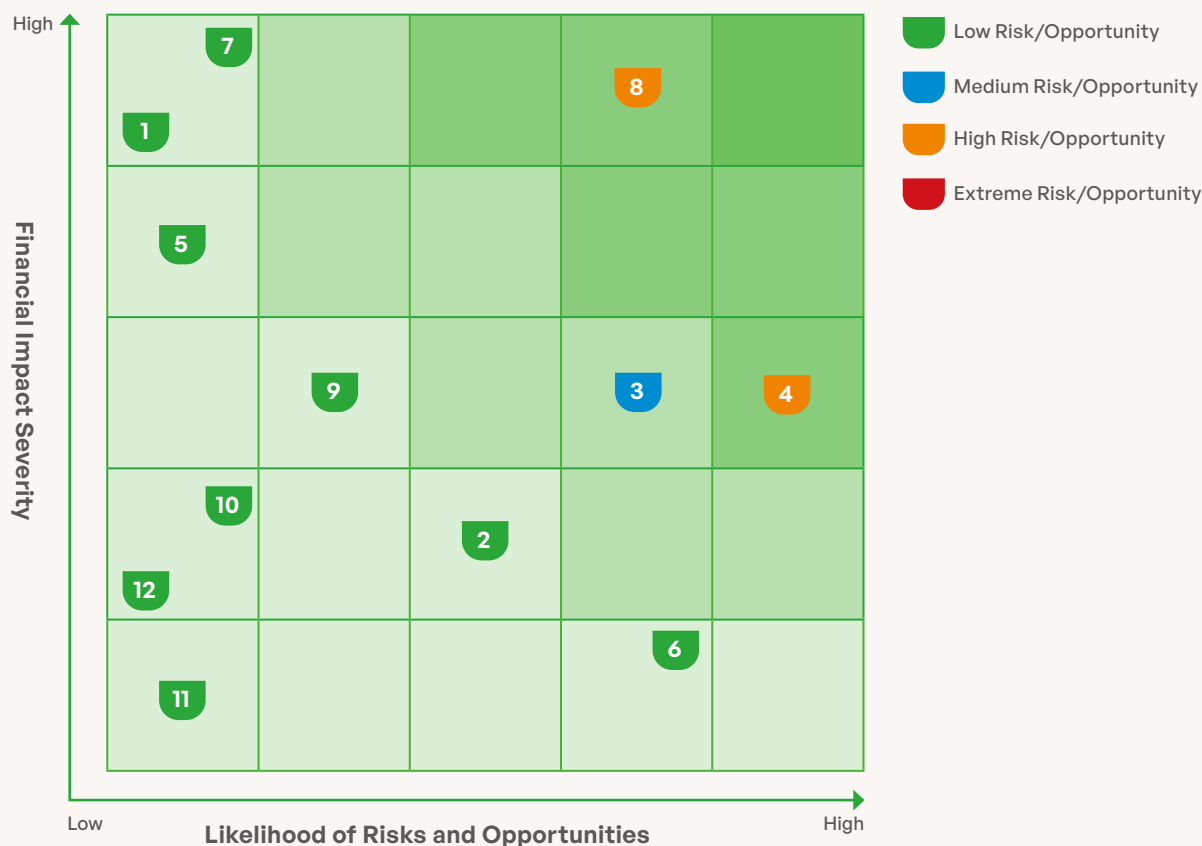
GREEN PRODUCTION AND ENVIRONMENTAL PROTECTION

6.2 Climate Change Strategy and Energy Management

6.2.3.2 Risk and Opportunity Assessment

A matrix of financial impact severity and the likelihood of risks and opportunities is used to determine the level of impact. Assessment indicators are divided into five levels, with the results summarized as follows:

Climate Change Risk and Opportunity Matrix



Opportunities

1. Market – New environmentally friendly products
2. Resource Efficiency – Implementation of energy management systems

Transition Risks

3. Policy and Legal – Carbon tax (short-term)
4. Technology and Innovation – Requirements from European and American customers
5. Market – Rising raw material costs
6. Policy and Legal – Renewable energy legislation
7. Market – Brand net-zero targets
8. Market – Taiwan net-zero targets
9. Policy and Legal – Carbon tax (long-term)

Physical Risks

10. Chronic – Rising average temperatures
11. Acute – Heavy rainfall/flooding
12. Chronic – Drought

GREEN PRODUCTION AND ENVIRONMENTAL PROTECTION

6.2 Climate Change Strategy and Energy Management

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6.2.3.3 Impact of Risks and Opportunities on UNIVACCO

	Topic	Analysis of Current Risks or Opportunities (Potential Impact on the Company)	Scope	Timing of Impact	Risk/Opportunity Level	Response Strategy
01	New Environmentally Friendly Products	Assuming future carbon taxes or progressively stricter carbon emission regulations, developing new environmentally friendly products that meet customer supply chain requirements could increase revenue.	Opportunity / Market	Medium-term	Low Opportunity	R&D focuses on lightweight products, circular economy products, and other low-carbon product development to actively reduce product carbon emissions.
02	Implementation of Energy Management Systems	Implementing an energy management system improves energy efficiency and reduces operational electricity costs.	Opportunity / Resource Efficiency	Medium-term	Low Opportunity	Through the ISO 50001 Energy Management System assessment mechanism, identify major energy-consuming areas, set and control energy performance indicators and energy-saving plans, and annually apply PDCA steps to effectively save energy and reduce carbon emissions.
03	Carbon Tax (Short-Term)	If a carbon tax is imposed in the future, operational costs may increase.	Transition Risk / Policy and Legal	Short-term	Medium Risk	Enhance energy efficiency via ISO 50001 Energy Management System, adopt energy-saving facilities to effectively reduce energy consumption, and gradually install rooftop solar power systems each year to reduce electricity-related carbon emissions.
04	Requirements from European and American Customers	End customers are increasingly considering suppliers' product and by-product recycling technologies as a factor for future order allocation.	Transition Risk / Technology and Innovation	Long-term	High Risk	Establish product and by-product recycling technologies and mechanisms.
05	Rising Raw Material Costs	The EU plans to impose a carbon tax in 2027, which may increase raw material costs.	Transition Risk / Market	Medium-term	Low Risk	Collaborate with suppliers to assist them in implementing climate change management mechanisms.
06	Renewable Energy Legislation	Taiwan's "Renewable Energy Development Act" requires the installation of renewable energy equipment and storage devices according to contract capacity, or the purchase of renewable energy certificates.	Transition Risk / Policy and Legal	Short-term	Low Risk	Gradually install rooftop solar power panels each year, with a total projected generation of 1,272,400 kW by 2030.

GREEN PRODUCTION AND ENVIRONMENTAL PROTECTION

6.2 Climate Change Strategy and Energy Management

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	Topic	Analysis of Current Risks or Opportunities (Potential Impact on the Company)	Scope	Timing of Impact	Risk/ Opportunity Level	Response Strategy
07	Brand Net-Zero Target	If major brands aim for the 2050 net-zero target and EU/US regulations significantly restrict plastic usage, existing product sales in Europe and the US may be affected.	Transition Risk / Market	Long-term	Low Risk	Continuously monitor upstream raw material market and technological developments, and collaborate to develop new materials.
08	Taiwan Net-Zero Target	In response to the country's commitment to net-zero, the power structure will include more low-carbon and renewable energy. Future electricity price increases may raise production costs.	Transition Risk / Market	Medium-term	High Risk	Enhance energy efficiency via ISO 50001 Energy Management System, adopt energy-saving facilities, and gradually install rooftop solar panels each year to reduce electricity-related carbon emissions.
09	Carbon Tax (Long-Term)	If a carbon tariff is imposed in the future, operational costs may increase.	Transition Risk / Policy and Legal	Long-term	Low Risk	
10	Rising Average Temperatures	Climate change may increase average temperatures, which will increase chiller and air conditioning electricity consumption, raising operational costs.	Physical Risk / Chronic	Long-term	Low Risk	
11	Heavy Rainfall / Flooding	Climate anomalies may increase the likelihood of heavy rainfall and flooding, potentially causing plant shutdowns and revenue losses.	Physical Risk / Acute	Long-term	Low Risk	1. Establish rainfall monitoring and emergency response SOPs with regular drills. 2. Install flood gates for inbound/outbound and external drainage. 3. Equip plants with rainwater pump systems. 4. Establish rainy-day material allocation and cross-plant transportation SOPs.
12	Drought	Under the RCP8.5 scenario, the average drought duration is four months, which may cause water shortages and reduced tap water supply, affecting production operations.	Physical Risk / Chronic	Long-term	Low Risk	Establish water emergency response SOPs to strengthen response capability.

GREEN PRODUCTION AND ENVIRONMENTAL PROTECTION

6.2 Climate Change Strategy and Energy Management

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6.2.3.4 Climate Risk Scenario Analysis

UNIVACCO, following the TCFD recommended guidelines, uses the worst-case scenarios for both transition and physical risks to incorporate the analysis results into its strategic resilience assessment.

Transition Risks are referenced based on Taiwan's 2050 Net-Zero Roadmap and strategies, as well as the EU Carbon Border Adjustment Mechanism (CBAM). By applying these scenarios, UNIVACCO evaluates potential future impacts on its market, technology, reputation, financials, and operations. **Physical Risks** are referenced using data from the Taiwan Climate Change Projection Information and Adaptation Knowledge Platform (TCCIP), the National Science and Technology Center for Disaster Reduction, and the Carbon Brief website. Under scenarios such as RCP8.5, UNIVACCO estimates the average change rates from 2021 to 2040 in temperature rise, average drought duration, and the annual number of days with daily rainfall exceeding 200 mm.

RCP8.5 Scenario	Temperature Rise (2021–2040)	Average Drought Duration	Average Change in Annual Number of Days with Daily Rainfall >200 mm
Assessment Factor	1.46°C	4 months	97%

Notes RCPs represent Representative Concentration Pathways. In the IPCC Fifth Assessment Report, they redefine future climate scenarios based on changes in concentration over time, using radiative forcing—the difference in energy per square meter between 2100 and 1750—as an indicator. For example, the RCP2.6 scenario indicates an increase of 2.6 W/m² in radiative forcing by 2100, while RCP4.5, RCP6.0, and RCP8.5 represent increases of 4.5, 6.0, and 8.5 W/m², respectively.

6.2.4 Environmental Indicators and Targets

6.2.4.1 Greenhouse Gas (GHG) Emission Targets

UNIVACCO conducts GHG inventory operations based on the operational control approach. The inventory boundary initially covers all production facilities in Tainan, Taiwan. Since 2021, third-party verification of GHG inventories in accordance with ISO 14064-1:2018 has been conducted annually for each production facility. This includes direct GHG emission sources (Scope 1) and energy-related indirect GHG emission sources (Scope 2 and Scope 4). The GHG types included in the inventory are carbon dioxide (CO₂), methane (CH₄), nitrous oxide (N₂O), hydrofluorocarbons (HFCs), perfluorocarbons (PFCs), sulfur hexafluoride (SF₆), and nitrogen trifluoride (NF₃).

Starting in 2024, the GHG inventory boundary expanded from the original production facilities to include all company facilities. Internal GHG inventory will be completed by Q1 2025, and third-party verification for all Tainan facilities will be conducted in July 2025 according to the verifier's schedule. The emission factors recommended by the third-party verification company are applied, and Scope 4 boundary adjustments (including upstream emissions from energy) are incorporated to recalibrate emissions from 2020 to 2024.

Through the basic framework and processes of the ISO 50001 Energy Management System, continuous operation is maintained to achieve energy savings and carbon reduction goals.

Scope 1	Direct GHG Emissions
CO ₂ CH ₄ N ₂ O	<ul style="list-style-type: none"> Boilers and RTO furnaces (natural gas) Emergency generators (diesel) Trucks and forklifts (diesel) Company cars (gasoline)
CO ₂ CH ₄	<ul style="list-style-type: none"> Process gases
CO ₂	<ul style="list-style-type: none"> Firefighting facilities
CH ₄	<ul style="list-style-type: none"> Septic tanks Methane cylinders
HFC _s	<ul style="list-style-type: none"> Chillers, air-cooled equipment, air conditioning units, drinking fountains, refrigerators, and vehicle refrigerants

Scope 2	Indirect GHG Emissions from Purchased Energy
CO ₂	<ul style="list-style-type: none"> Purchased electricity

Scope 4	Indirect GHG Emissions from Products Used by the Organization
CO ₂	<ul style="list-style-type: none"> Emissions originating from purchased goods

GREEN PRODUCTION AND ENVIRONMENTAL PROTECTION

6.2 Climate Change Strategy and Energy Management

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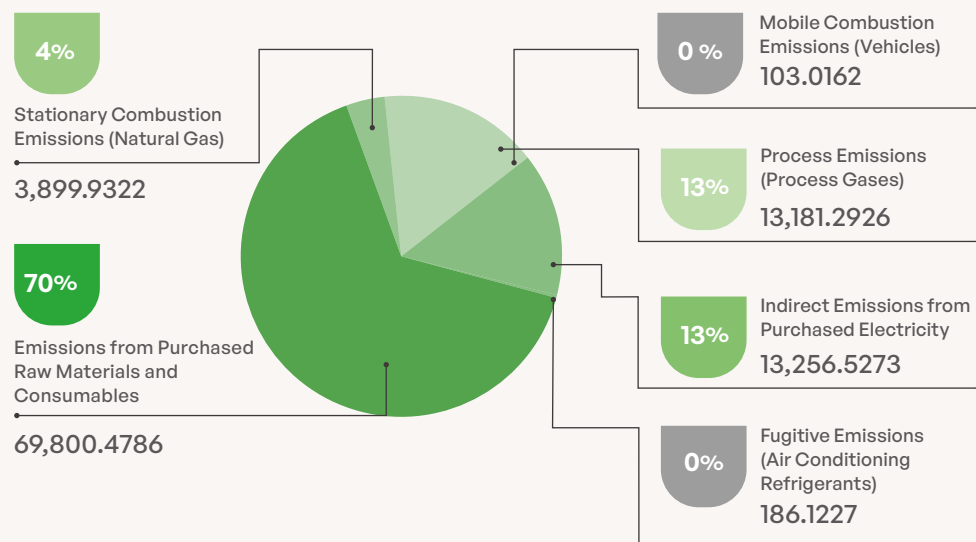
UNIVACCO calculates GHG emissions primarily using the emission factor method. Global Warming Potential (GWP) values are based on the 2013 IPCC Fifth Assessment Report. GHG emissions and calorific values are calculated using the Ministry of Environment's GHG Emission Factor Management Table, Version 6.0.4. The calculation formula for each emission source is as follows:

Annual GHG Emissions = Annual Activity Data × Emission Factor × Global Warming Potential (GWP)

In 2024, total GHG emissions were 100,427.3696 tCO₂e, representing a 28.20% increase from 2023 (78,333.5619 tCO₂e) and a 5.34% increase compared to the 2020 baseline.

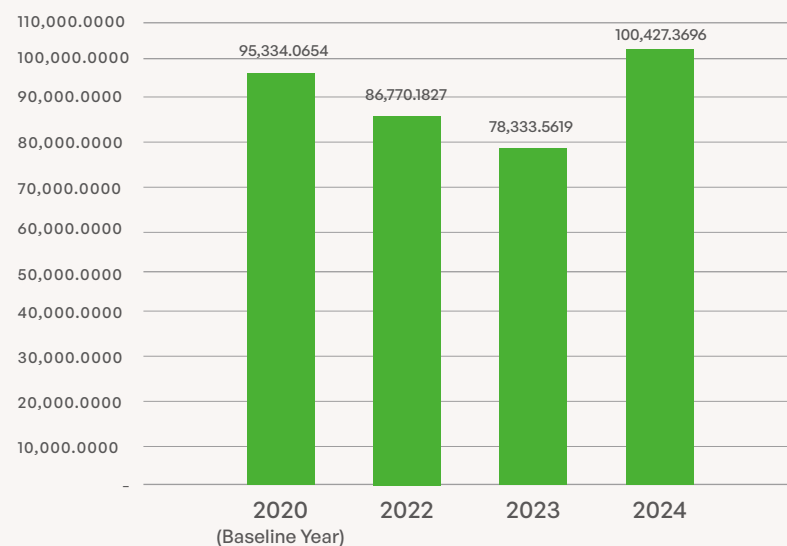
2024 Total GHG Emissions

Unit tCO₂e



Total GHG Emissions

Unit tCO₂e



GREEN PRODUCTION AND ENVIRONMENTAL PROTECTION

6.2 Climate Change Strategy and Energy Management

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Direct Greenhouse Gas (GHG) Emissions / Scope 1

1. Definition : Emissions directly from sources owned or controlled by the company.

2. Direct emission sources include:

(1) Stationary combustion sources: Fuel combustion from stationary equipment, including RTO (natural gas) and emergency generators (diesel).

(2) Mobile combustion sources from transportation: Fuel combustion from transportation equipment, including forklifts, trucks, other heavy machinery (diesel), and company cars (gasoline).

(3) Fugitive emissions: Including methane (CH₄) from septic tanks, refrigerants from air conditioning systems, refrigerators, water dispensers, company cars, forklifts, trucks, CO₂ from fire extinguishers, and CO₂ from anti-corrosion lubricants.

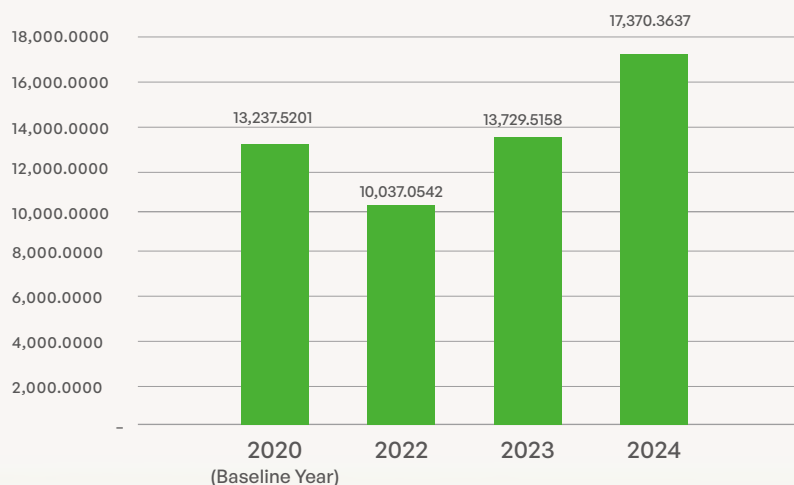
3. Scope 1 Emissions Inventory Results:

In 2024, Scope 1 GHG emissions were 17,370.3637 tCO₂e, an increase of 26.52% from 2023 (13,729.5158 tCO₂e) and a 31.22% increase compared to the 2020 baseline. The increase was primarily due to higher customer order demand and product changes in 2024.

The GHG emissions per unit of production area in 2024 were 33.79 gCO₂e/m², a 0.50% decrease from 2023 (33.96 gCO₂e/m²) but a 19.53% increase compared to the 2020 baseline.

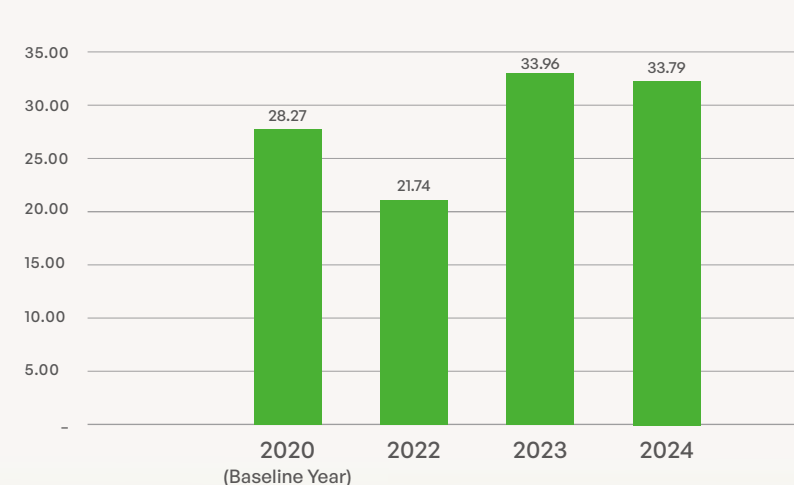
Scope 1 GHG Emissions

Unit tCO₂e



Scope 1 GHG Emissions per Unit of Production Area

Unit gCO₂e/m²



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Indirect Greenhouse Gas Emissions / Scope 2

1. Definition: Scope 2 energy indirect emissions refer to greenhouse gas emissions generated from the import or purchase of electricity, heat, or steam consumed by the company.

2. Energy Indirect Emissions (Scope 2):

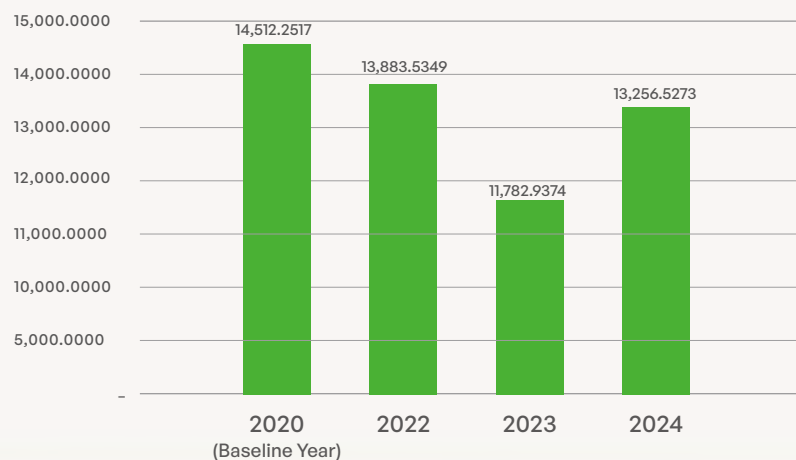
In 2024, the greenhouse gas emissions from UNIVACCO's purchased electricity primarily resulted from the company's electricity demand.

All externally purchased electricity was supplied by Taiwan Power Company (Taipower), with the adopted emission factor of 0.494 kgCO₂e/kWh (2023).

3. Inventory Results: In 2024, Scope 2 indirect greenhouse gas emissions totaled 13,256.5273 tCO₂e, representing an increase of 12.51% compared to 11,782.9374 tCO₂e in 2023, and a decrease of 8.65% compared to the 2020 baseline year. The emission intensity per unit of production area in 2024 was 25.79 gCO₂e/m², a decrease of 11.50% from 29.14 gCO₂e/m² in 2023, and a decrease of 16.78% compared to the 2020 baseline year.

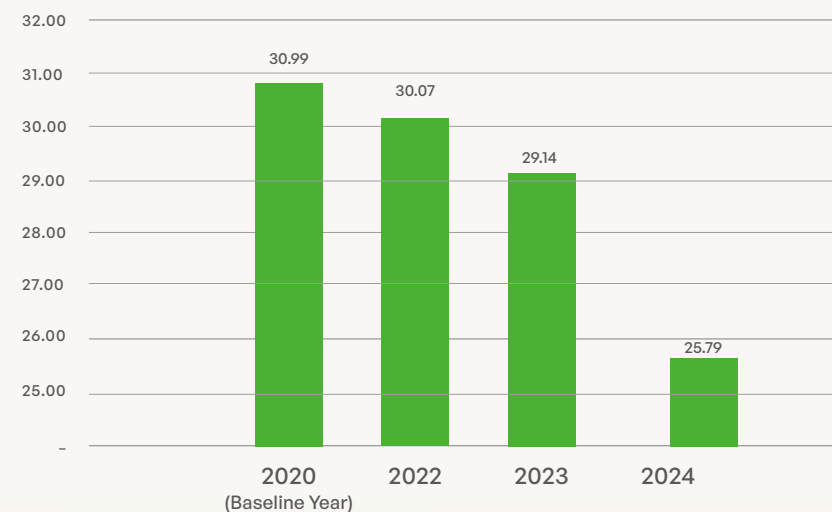
Scope 2 Greenhouse Gas Emissions

Unit tCO₂e



Scope 2 Greenhouse Gas Emissions per Unit of Production Area

Unit gCO₂e/m²

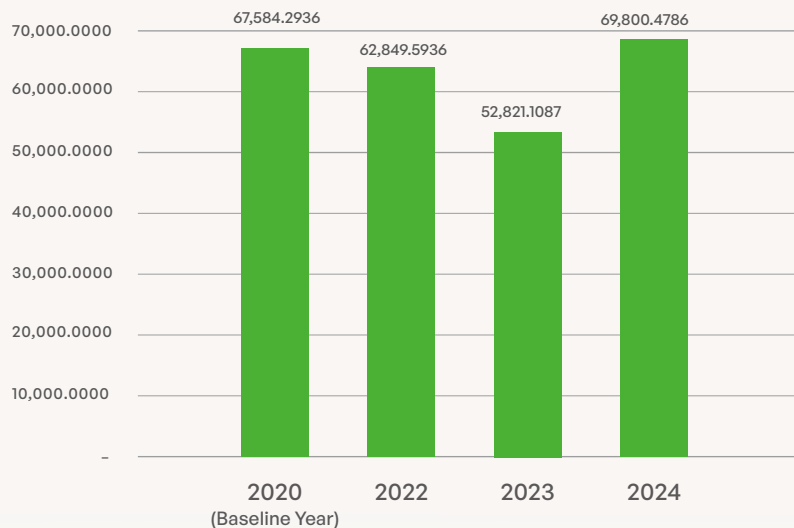


Indirect Greenhouse Gas Emissions / Scope 4

1. Definition: Indirect greenhouse gas emissions generated from the use of products by the organization.
2. Indirect Emissions from Raw Materials (Scope 4):
Based on the 2024 consumption of each raw material multiplied by its respective emission factor, and then converted into greenhouse gas emissions per square meter (m²).
3. Inventory Results of Scope 4 Indirect Emissions: In 2024, the greenhouse gas emissions amounted to 69,800.4786 tCO₂e, representing a 32.15% increase compared with 52,821.1087 tCO₂e in 2023, and a 3.28% increase compared with the 2020 base year. The greenhouse gas emissions per unit of production area were 135.80 gCO₂e/m², an increase of 3.94% compared with 130.65 gCO₂e/m² in 2023, but a decrease of 5.92% compared with the 2020 base year. The rise in Scope 4 emissions in 2024 was primarily driven by increased customer demand. Going forward, the company aims to mitigate these emissions by optimizing raw material usage per unit and enhancing recycling and reuse practices.

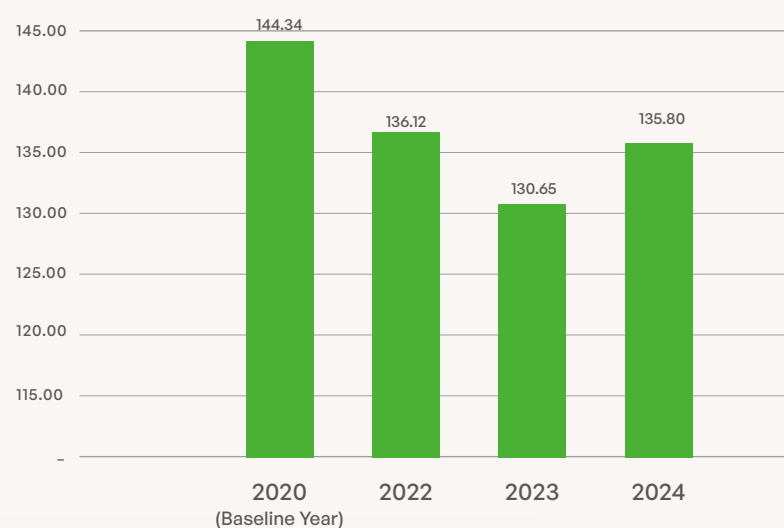
Scope 4 Total Greenhouse Gas Emissions

Unit tCO₂e



Scope 4 Greenhouse Gas Emissions per Unit of Production Area

Unit gCO₂e/m²



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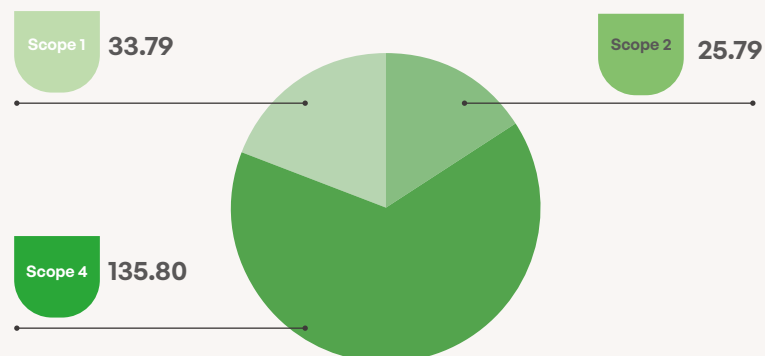
6.2 Climate Change Strategy and Energy Management

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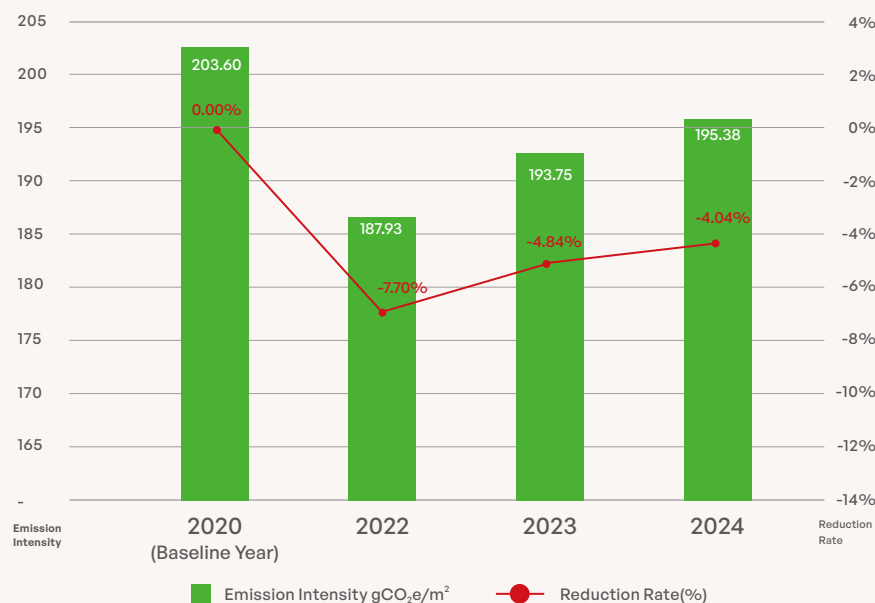
In 2024, the greenhouse gas emission intensity per unit of production area was 195.38 gCO₂e/m², an increase of 0.84% compared to 193.75 gCO₂e/m² in 2023, but a 4.04% decrease compared to the 2020 baseline. The failure to meet the annual reduction target was mainly due to increased customer orders and changes in product mix in 2024. Although the target was not achieved, preliminary carbon reduction results have been observed in Scope 2 emission intensity due to ongoing energy-saving initiatives in recent years. In 2025, quarterly energy-saving and carbon reduction review meetings will be held to evaluate the effectiveness of reduction measures across all scopes, ensuring achievement of greenhouse gas reduction targets.

2024 Greenhouse Gas Emission Intensity per Unit of Production Area by Scope

Unit gCO₂e/m²



Emission Intensity per Unit Production Area & Reduction Rate



Notes 1 Emission intensity per scope (gCO₂e/m²) = Annual greenhouse gas emissions per scope (g) ÷ Annual total production area (m²)

Notes 2 The total production area in 2024 was 513,996,473 m²

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In 2024, UNIVACCO primarily achieved its carbon reduction goals by improving electricity efficiency. The company saved a total of 1,278,504 kWh of electricity, achieving an annual electricity saving rate of 4.31%, which corresponds to a reduction of 631.58 tCO₂e in Scope 2 emissions.

Table – 2024 Energy Saving Measures

Objective	Category	Energy-Saving Measure	Actual Savings (kWh)
Optimize Energy Equipment	Air Conditioning	Replacement of energy-efficient chillers	999,734
		Dynamic load adjustment for air conditioning systems	
	Lighting	Replacement with energy-saving light fixtures	12,768
	Refrigeration	Replacement of energy-efficient refrigerators	1,252
	Dust Collection	Replacement with optimal equipment models	85,042
Enhance Energy Management	Lighting	Lighting schedule optimization	29,352
	Equipment Operation	Operation time management and improvement	150,356
Total Improvement			1,278,504

Overall, in 2024, changes in market demand led to total greenhouse gas emissions exceeding the reduction target. However, progress was made in emission intensity reduction.

Scope 1: Continued pilot implementation of the carbon capture program.

Scope 2: Continued optimization of high energy-consuming equipment.

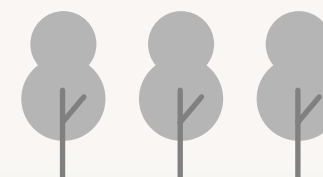
Scope 3: Focused on reducing raw material usage per unit to lower associated emissions.

UNIVACCO remains committed to continuous improvement and adaptive strategies, exploring innovative carbon reduction technologies to ensure the company achieves its long-term goal of carbon neutrality by 2050.

To comply with the Financial Supervisory Commission (FSC) requirements for listed companies' greenhouse gas inventories, UNIVACCO's subsidiaries Yoto and Wuxi obtained third-party verification for 2023 Scope 1 and Scope 2 emissions in 2024.

Subsidiaries in the United States and Malaysia completed internal inventories for 2024 greenhouse gas emissions, with all progress ahead of regulatory schedules.

Notes Annual electricity saving rate = Annual electricity savings ÷ (Annual electricity savings + Annual electricity consumption) × 100%
Electricity saved by each measure = Energy saved due to equipment condition improvement × Equipment operating hours



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Product Carbon Footprint

To provide customers with transparent information on product-related carbon emissions, UNIVACCO conducted product carbon footprint inventories for its major products in 2024 following ISO 14067 standards.

Cold transfer products underwent third-party verification, and the verified product carbon footprint was 190.004 gCO₂e/m². The company will continue to implement reduction measures to achieve further product-level emission reductions.

UNIVACCO's Carbon Reduction Roadmap

UNIVACCO holds semi-annual Environmental Sustainability Meetings with department heads to review greenhouse gas emissions and implementation progress.

In 2024, due to shifts in customer demand, total emissions increased, causing a temporary delay in achieving the 2050 carbon neutrality target.

Moving forward, the company will continue to innovate and improve, advancing energy-saving and carbon reduction actions based on scientific data and strengthening its core competitiveness in sustainable operations.

Internal Sharing of Greenhouse Gas Emission Data

To raise employee awareness and participation in carbon reduction, UNIVACCO publishes the company's cumulative annual greenhouse gas emission data on its official website.

This transparency helps employees better understand the company's emission reduction measures and reinforces the importance of collective energy-saving and carbon reduction efforts.

GREEN PRODUCTION AND ENVIRONMENTAL PROTECTION

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6.2.4.2 Other Targets

Strategy	Future Targets
Low-Carbon Product R&D and Design	Develop at least one closed-loop circular economy product by 2025.
	Continue monitoring new technological developments in the upstream raw material market and collaborate on new material development.
Supply Chain Collaboration	Achieve a 100% improvement rate in overall deficiencies identified in ESG assessments of the top 10 key and high-risk suppliers by 2025.
	Assist suppliers in setting carbon reduction targets by 2025.
Implementation of Energy Management Systems	Reduce electricity intensity by 9% by 2025, compared with the 2020 baseline year.
Introduction of Renewable Energy Usage	Achieve a total solar panel installation capacity of 1,032 kW by 2030.
Application of Carbon Capture Technology	Identify suitable carbon capture technologies through industry-academia collaboration by 2030.

GREEN PRODUCTION AND ENVIRONMENTAL PROTECTION

6.2 Climate Change Strategy and Energy Management

6.2.4.3 Direct and Indirect Energy Consumption

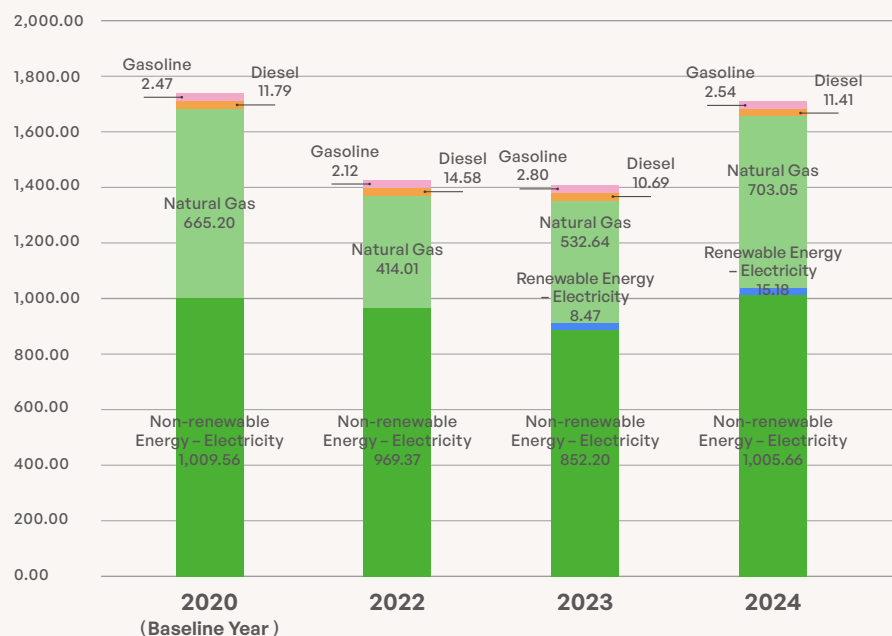
In 2024, UNIVACCO's total energy consumption was approximately 1,737.84 TJ (terajoules), representing an increase of 331.04 TJ compared with 2023.

The increase was mainly driven by higher customer demand, which resulted in greater overall electricity consumption.

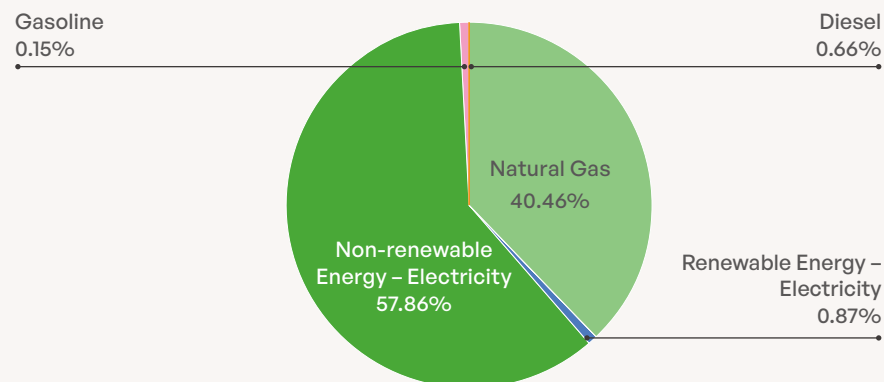
Electricity is primarily used to power production equipment and facility systems, while natural gas is used for boilers and air pollution control equipment. Diesel is consumed by forklifts, emergency generators, and fire pumps, and gasoline is used for company vehicles.

Total Energy Consumption

Unit : TJ



Energy Consumption Share by Type in 2024



Note Energy coefficients are based on data from the Bureau of Energy's Calorific Value Table for Energy Products.
 1 kWh of electricity = 3,600 kJ
 1 liter of gasoline = 7,800 kcal
 1 liter of diesel = 8,400 kcal
 1 cubic meter of natural gas = 9,000 kcal
 Grid electricity percentage = purchased electricity ÷ total energy consumption

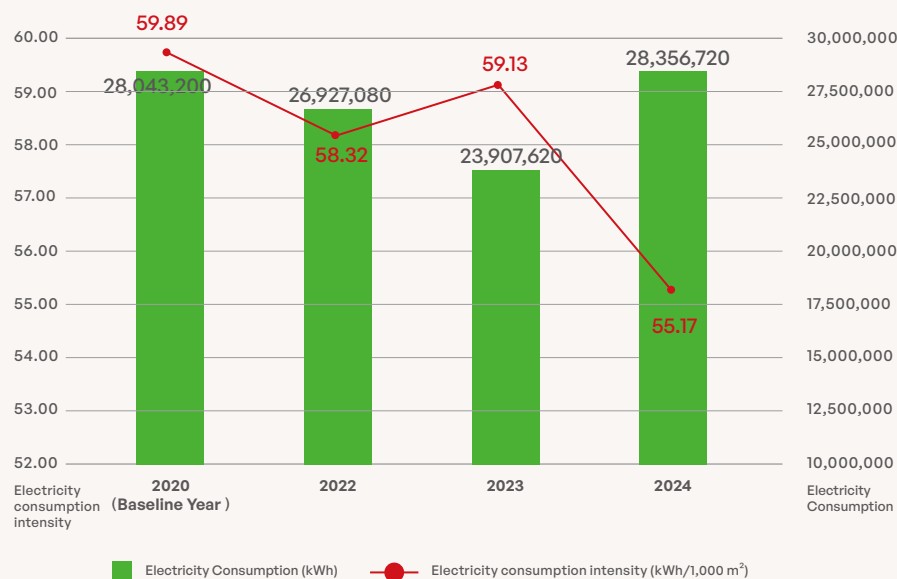
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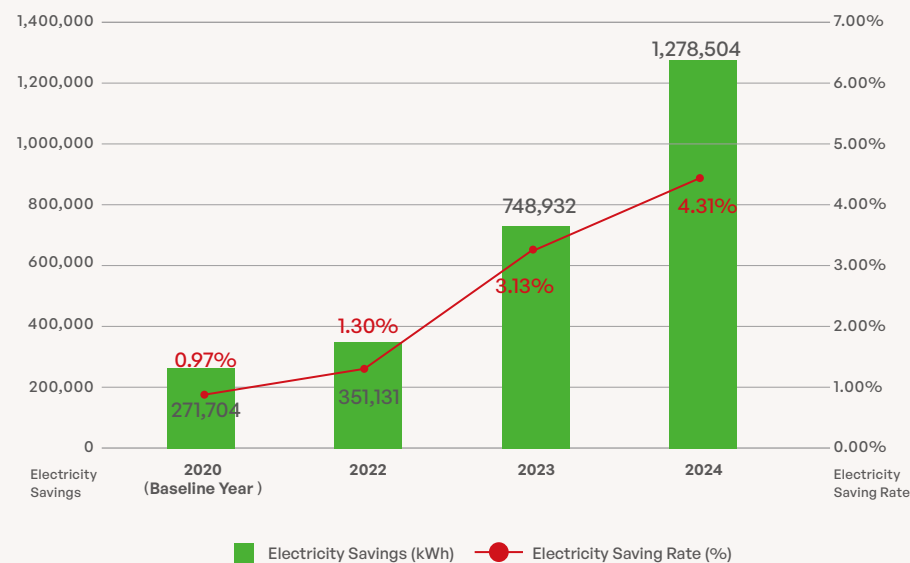
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In 2024, UNIVACCO consumed a total of 28,356,720 kWh, with an electricity consumption intensity of 55.17 kWh per 1,000 m², representing a 7.88% reduction compared with the 2020 baseline (59.89 kWh per 1,000 m²) and a 6.70% decrease compared with 2023 (59.13 kWh per 1,000 m²). Although total electricity consumption increased due to higher customer demand, the overall electricity use remained aligned with the company's phased energy management goals, supported by ongoing energy-saving initiatives even as newly purchased equipment continued to be commissioned in 2024.

Electricity Consumption Intensity & Consumption Statistics



Electricity Savings and Saving Rate



Note Electricity consumption intensity (kWh/1,000 m²) = (Annual grey electricity consumption + Annual green electricity generation) ÷ Annual total production area (m²) × 1,000

GREEN PRODUCTION AND ENVIRONMENTAL PROTECTION

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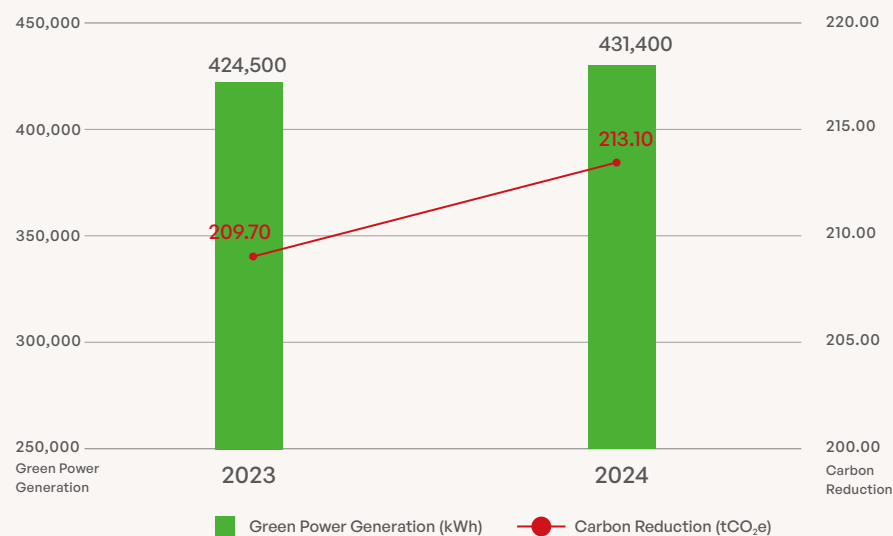
6.2.4.4 Renewable Energy Development

To align with national energy policies, UNIVACCO installed rooftop solar panels at the VC4 plant, generating a total of 431,400 kWh of electricity in 2024, of which 421,600 kWh was used for in-house consumption.

After reassessing the safety feasibility of installing solar panels on the rooftops of coating and mixing areas, UNIVACCO adjusted its 2030 renewable energy generation target to 1,272,400 kWh, taking into account plant safety considerations.

In 2024, UNIVACCO also expanded its three-year renewable energy plan, which includes the procurement of combined heat and power (CHP) systems and additional capital expenditure for solar panel installation. Both projects are scheduled for completion in 2025, aiming to further reduce the company's total electricity consumption.

UNIVACCO Green Power Generation & Carbon Reduction



GREEN PRODUCTION AND ENVIRONMENTAL PROTECTION

6.2 Climate Change Strategy and Energy Management

Enhancing Energy Efficiency

In 2024, UNIVACCO enhanced its energy efficiency by installing and operating two magnetic-bearing chillers, achieving significant savings in electricity consumption, carbon emissions, and maintenance costs. In 2025, two additional chillers are scheduled for replacement, continuing to strengthen UNIVACCO's ESG implementation and long-term competitiveness.

1. Waste Heat Recovery (ORC) and Combined Heat and Power (CHP) Systems

To improve energy utilization and respond to energy-saving and carbon-reduction policies, UNIVACCO introduced an Organic Rankine Cycle (ORC) waste heat recovery system adjacent to its Regenerative Thermal Oxidizer (RTO).

When the combustion chamber temperature of the RTO exceeds 950°C, the waste heat conversion mechanism activates, transferring high-temperature gas through a heat exchanger to generate steam or hot air, which in turn drives a turbine generator to produce electricity.

This CHP-based system simultaneously generates heat and electricity, offering higher overall energy efficiency than conventional single-use systems. The system can generate approximately 150 kWh of electricity per day, with an estimated annual output of 54,750 kWh, sufficient to supply part of the plant's lighting and power needs while reducing reliance on grid electricity.

Based on Taiwan's current power emission factor, this system helps reduce approximately 27.5 tCO₂e of carbon emissions annually — a concrete demonstration of UNIVACCO's commitment to energy efficiency and low-carbon manufacturing.

2. Fuel Switching to Improve Efficiency and Reduce Carbon Intensity

In addition to phasing out high-energy-consuming equipment and introducing new energy-saving systems, UNIVACCO performs annual cleaning and safety inspections of all coal-fired boilers to ensure their cleanliness and operational safety. In 2025, boiler efficiency testing and recalibration are planned to ensure combustion efficiency meets regulatory standards.

Energy and Carbon Audits

The company also entrusts third-party verification bodies each year to conduct on-site ISO 14064-1 and ISO 50001 audits to ensure data reliability. Based on audit results, UNIVACCO identifies and prioritizes major energy-consuming equipment for phased replacement to further reduce energy use and greenhouse gas emissions.

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6.2.4.5 Water Management

In 2024, all UNIVACCO plants in Taiwan reassessed their regional water risk levels using the World Resources Institute (WRI) Aqueduct Water Risk Atlas, which again classified the locations as Low-Medium Risk Areas [Overall Water Risk: Low-Medium (1-2)], consistent with the 2023 assessment.

The total volume of water withdrawn from areas with water stress was zero, as all water used by UNIVACCO is supplied from municipal tap water sources.

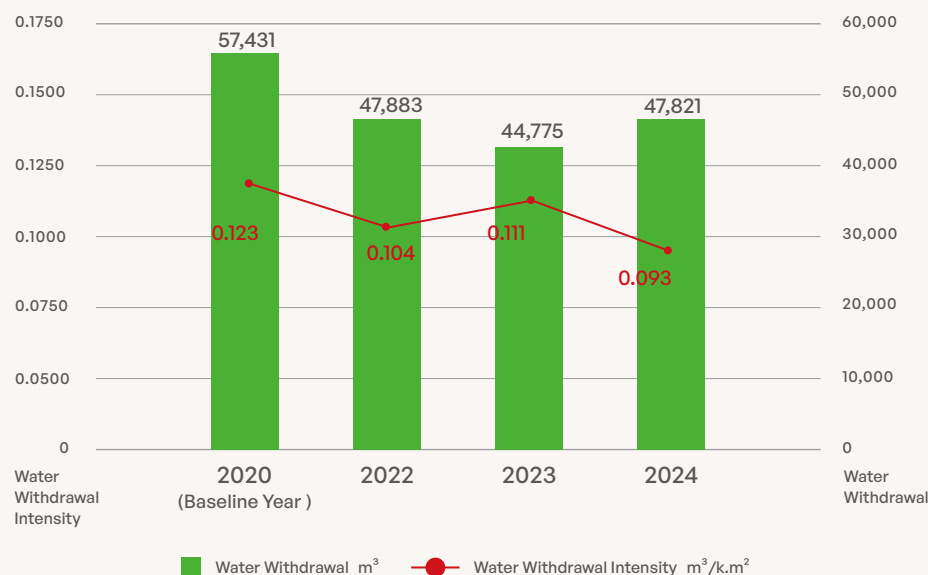
In 2024, UNIVACCO completed a water balance diagram for all plants, regularly monitored water consumption, and integrated tap water system inspections into the Formosa Equipment Management System (FEMS). Routine inspections were conducted for water meters, pipelines, pumps, and water tank levels at each plant, along with continuous improvements to prevent leakage in the chilled water systems, thereby minimizing unnecessary water waste.

In 2024, the total water withdrawal was 47,821 m³ (47.82 million liters), with a water withdrawal intensity of 0.093 m³/k.m², representing a 24.39% reduction compared to the 2020 baseline and a 16.22% reduction compared to 2023. The significant reduction from the 2020 baseline was mainly due to improvements in leak prevention for existing equipment and enhanced water use efficiency in overall production processes.

As the 2024 performance has already achieved the original 2030 target, UNIVACCO has revised the 2025 and 2030 targets to reflect the current status more accurately – the 2025 target is adjusted to a 24% reduction and the 2030 target to a 30% reduction compared with the 2020 baseline.

Note FEMS refers to the Formosa Equipment Management System.

Water Withdrawal and Intensity



Water withdrawal intensity (m³/k.m²) = Annual water withdrawal / Annual total production area (m²) × 1,000
 Water withdrawal data are sourced from municipal water utility bills.

GREEN PRODUCTION AND ENVIRONMENTAL PROTECTION

6.2 Climate Change Strategy and Energy Management

Wastewater Treatment

The UNIVACCO manufacturing process does not generate wastewater. However, during the cleaning of coating rollers, organic solvents are involved. The resulting wash water is therefore collected separately. In 2024, a total of 61.67 tons of roller wash water was collected and treated by licensed contractors.

To further reduce wastewater generation, a laser cleaning machine was introduced in 2024, employing a dry-cleaning technique for roller maintenance. From 2024 to 2025, quality verification will be conducted to confirm the feasibility of this technology and evaluate its full-scale implementation.

Biodiversity

None of UNIVACCO's factory locations fall within areas designated as environmental protection zones, biodiversity-rich areas, or genetic diversity areas by the Ministry of Agriculture, nor are they recognized as biodiversity conservation habitats under the IUCN Red List or the Ministry of Agriculture's Red List.

Nevertheless, UNIVACCO is committed to developing low-pollution and environmentally friendly products. The company collaborates with suppliers to recycle and reuse waste, enhancing circular utilization. Additionally, pollution control equipment, greening initiatives, and other measures are implemented at factory sites to protect natural resources and minimize ecological impacts on local flora and fauna.

GREEN PRODUCTION AND ENVIRONMENTAL PROTECTION

6.3 Waste Management

Policy Commitment

Continuously promote process technology improvements, implement low-pollution management, and achieve environmental sustainability goals.

- Integrate environmental management into organizational operations and management systems, and establish an environmentally friendly corporate culture.
- Proactively set ambitious environmental management goals, regularly track progress, and continuously improve environmental performance to reduce environmental impact.
- Pay attention to international environmental trends, assess related opportunities and risks, properly handle waste, and make efficient use of energy and resources to promote a circular economy.
- Regularly conduct environmental risk assessments and management training to ensure employees understand the environmental impacts of their work, raise environmental awareness, and take appropriate actions responsibly.
- Ensure waste management procedures comply with environmental, safety, and health regulations
- Commit to complying with environmental, safety, and health laws, implement waste recycling, continuously improve environmental, safety, and health performance, and reduce environmental pollution



2024 Results	2025 Targets	2030 Goals
Reduce waste generation Improve production yield and reduce scrap, minimizing waste generated during the production process		
<ul style="list-style-type: none"> • Total industrial waste disposal reduced by 5% compared to the 2020 baseline → actually reduced by 6.44% compared to 2020 baseline • Waste recycling rate increased by 8% compared to the 2020 baseline → actually increased by 19.52% compared to 2020 baseline (recycling rate: 84.30%) • Hazardous industrial waste reduced by 20% compared to the 2020 baseline → actually reduced by 13.74% compared to 2020 baseline 	<ul style="list-style-type: none"> • Total industrial waste disposal reduced by 8% compared to the 2020 baseline • Waste recycling rate increased by 10% compared to the 2020 baseline • Hazardous industrial waste reduced by 22% compared to the 2020 baseline 	<ul style="list-style-type: none"> • Total industrial waste disposal reduced by 15% compared to the 2020 baseline • Waste recycling rate increased by 18% compared to the 2020 baseline% • Hazardous industrial waste reduced by 25% compared to the 2020 baseline



2024 Results	2025 Targets	2030 Goals
Best Available Technology Apply the best available technology to manage pollution generated from operations and reduce environmental impact.		
<ul style="list-style-type: none"> •Pollution control equipment reduction rate at all plants $\geq 97\%$ → OP1 Plant RTO: 97.0% VC1 Plant RTO: 99.3% (RTO system upgrade) VC2 Plant RTO: 97.6% VC2 Plant RRTO: 97.8% VC3 Plant RTO: 97.0% 	<ul style="list-style-type: none"> •Pollution control equipment reduction rate at all plants $\geq 97.5\%$ 	<ul style="list-style-type: none"> •Pollution control equipment reduction rate at all plants $\geq 98\%$
Enhanced monitoring of control equipment Implement dual-track management and use multiple pollutant monitoring instruments to ensure proper operation of control equipment and prevent abnormal incidents.		
<ul style="list-style-type: none"> •Abnormal incident reports to authorities: 0 cases → 0 cases •Abnormal control equipment interlock mechanism → All plant equipment has been integrated with control equipment interlocks •Pipeline inspection mechanism (Infrared + VOCs + Odor) → VOC pipelines at all plants are regulated, with a monthly inspection mechanism in place 	<ul style="list-style-type: none"> •Abnormal incident reports to authorities: 0 cases 	<ul style="list-style-type: none"> •Abnormal incident reports to authorities: 0
Grievance Mechanism: Stakeholders can communicate through the contact channels provided on the UNIVACCO official website.		

6.3.1 Waste Management

UNIVACCO is a professional manufacturer of transfer film and optical materials, primarily using raw materials such as PET film, solvents, and resins. The top three types of waste generated during operations such as coating and slitting are waste film, recyclable materials, and waste adhesives. The main sources of waste film are defective products from the coating process, residual film at the bottom of rolls, and trimming of edge material by slitting machines. Waste adhesives are generated from leftover materials during process switching and from cleaning production tools, resulting in waste liquids.

All waste generated by UNIVACCO is managed in accordance with the Waste Disposal Act, and a waste disposal plan has been obtained. General industrial waste and hazardous industrial waste are properly stored, managed, and tracked for disposal by the responsible management unit to prevent environmental pollution. Recyclable materials and containers are strictly sorted and collected.

To minimize environmental impact, UNIVACCO focuses on waste reduction at the source and circular reuse. In the production process, efforts are primarily concentrated on reducing waste adhesives and waste films at the source. Continuous improvement initiatives are implemented to reduce waste generated per unit production area. Priority is given to recycling and reuse by cooperating with legally approved recycling vendors to give waste materials a new purpose, achieving a circular economy.

All company waste is handled legally by approved public or private waste treatment organizations, with primary disposal methods including incineration, physical treatment, and reuse. To further reduce environmental impact, the proportion of incineration for general and hazardous industrial waste is gradually reduced, while physical treatment and reuse are increased to support resource circulation goals.

In recent years, qualified vendors capable of resource reuse have been identified for waste liquids, empty drums, and waste plastics, enabling recycling through reuse mechanisms.

In 2024, total industrial waste generated was 1,987.24 tons, a 6.44% reduction compared to the 2020 baseline. The waste generation per unit production area was 3.87 kg/k.m², a 14.76% decrease from the 2020 baseline of 4.54 kg/k.m².

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6.3 Waste Management

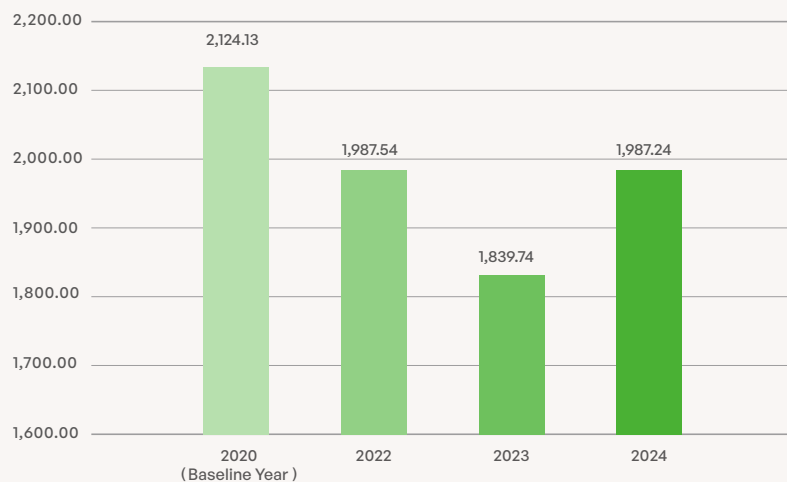
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Total Industrial Waste in 2024

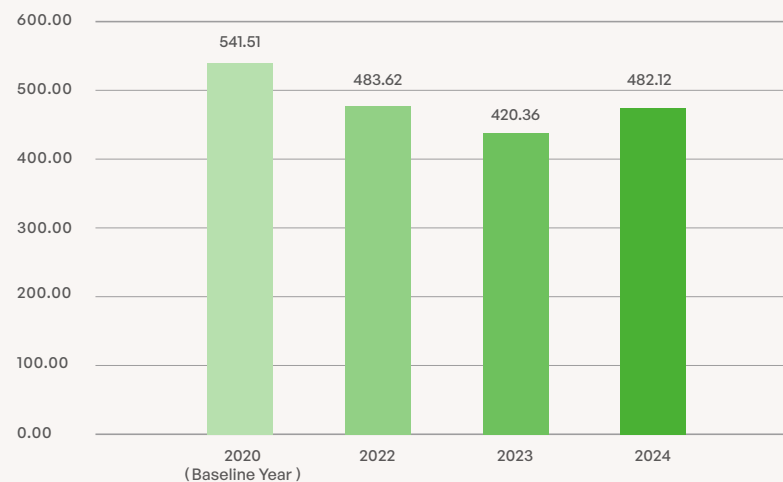
Hazardous Waste	Treatment	Recycling and Reuse	Incineration and Landfill
Adhesive Residue	364.21	283.25	80.96
Waste Wipes	32.14	0	32.14
Empty Waste Drums	226.76	226.76	0
Subtotal	623.11	510.01	113.10
General Waste	Treatment	Recycling and Reuse	Incineration and Landfill
Waste Film	504.68	504.68	0
Others	377.33	178.45	198.88
Subtotal	882.01	683.13	198.88
Recyclable Materials	482.12	482.12	0
Total	1,987.24	1,675.26	311.98

Unit : Metric Tons

Total Industrial Waste



Recyclable Waste



Unit: Metric Tons

GREEN PRODUCTION AND ENVIRONMENTAL PROTECTION

6.3 Waste Management



Unit: Metric Tons

Note 1 Recyclable Waste: Refers to waste materials announced for reuse, such as paper products, wood, plastics, and general metals.

Incineration-Landfill Treatment: Mainly for general household waste, mixed plastic waste, and certain organic solvents or waste solvents for final disposal.

General Industrial Waste: Refers to general household waste, mixed general chemicals, mixed waste oils, and materials announced as recyclable for reuse.

Hazardous Industrial Waste: Refers to waste containing organic solvents (waste solvents), empty drums, or resin-containing waste.

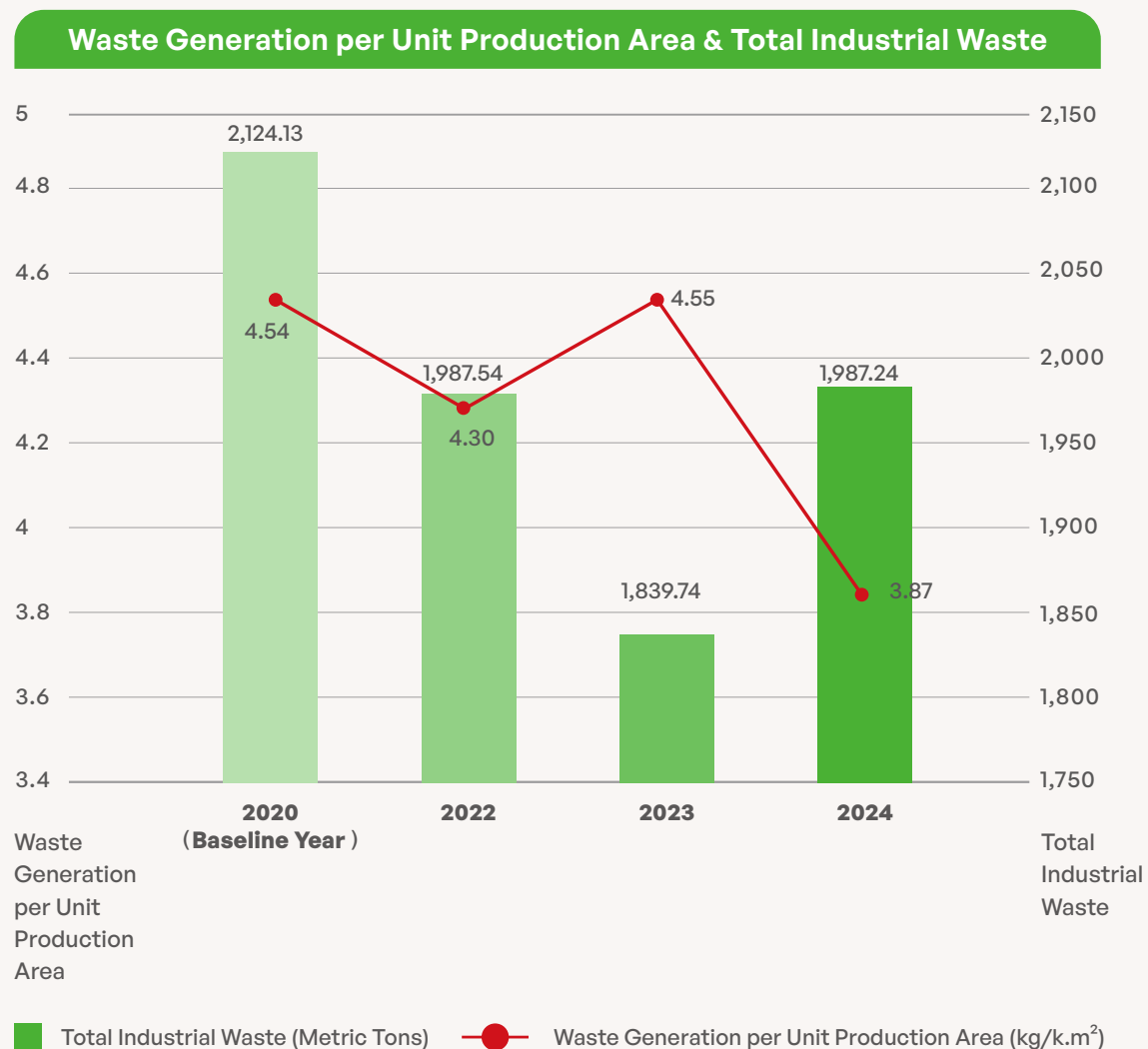
Note 2 Starting from 2024, empty drums are classified as hazardous waste. To maintain consistency in baseline estimates, empty drums generated after the 2020 baseline year are also counted as hazardous industrial waste.

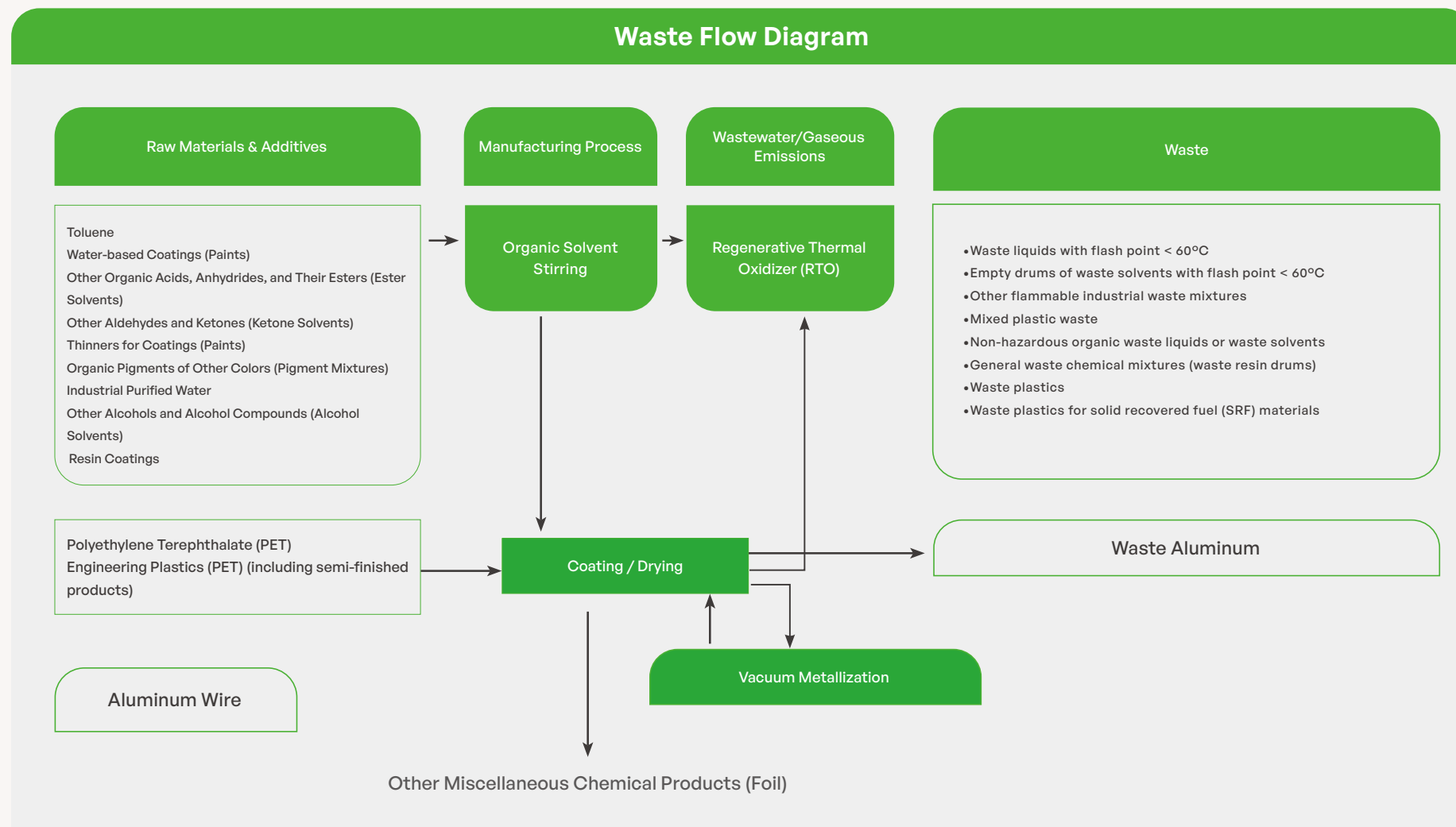
Note 3 Due to misclassification of general industrial waste, starting from the 2020 baseline year, total industrial waste and general industrial waste data have been revised together to ensure consistency of the figures.

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6.3 Waste Management

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6.3.1.1 Reduction of Hazardous Industrial Waste

In 2024, hazardous industrial waste was 623.11 metric tons, a 13.74% decrease compared to 2020. The overall trend shows a clear decline.

In the future, UNIVACCO will continue to reduce hazardous waste using the 3R approach (Reduce, Reuse, Recycle), focusing on reducing waste at the source, improving processes, and making continuous improvements.

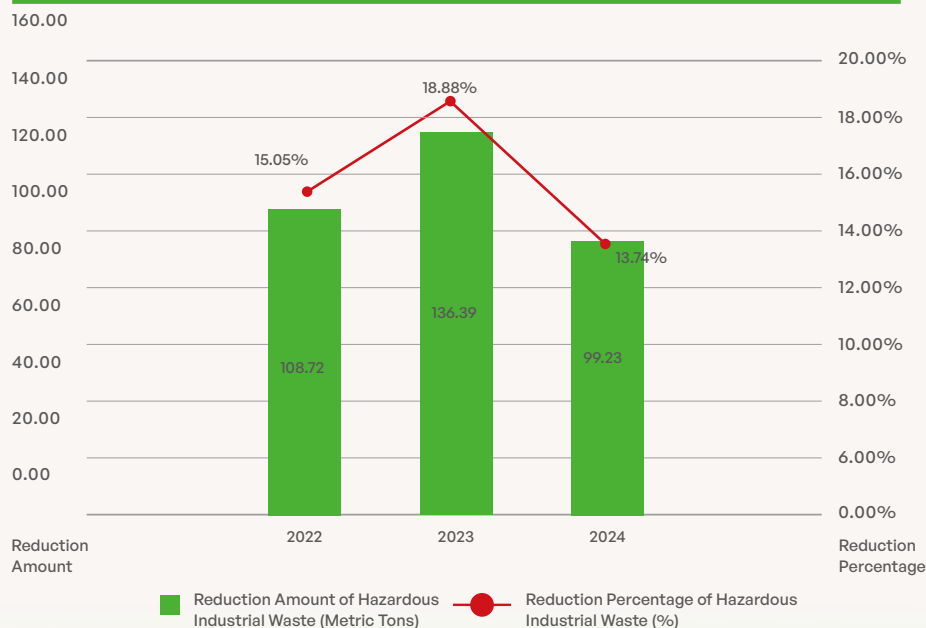
6.3.1.2 Resource Recycling and Reuse

UNIVACCO's waste management focuses on sustainable resource use. Instead of treating waste as waste, we first assess its recycling potential.

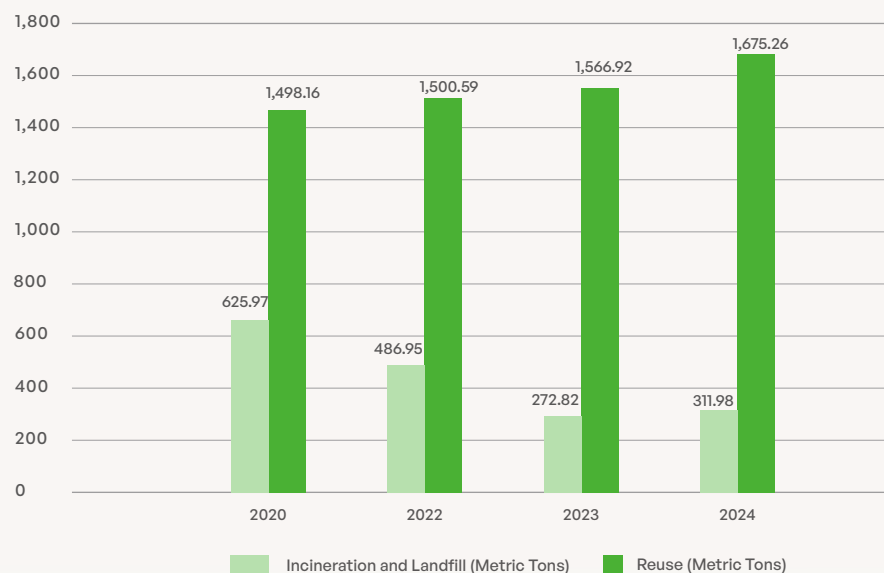
Through R&D improvements and cross-department brainstorming, we reduce process chemicals while maintaining high quality, thus minimizing waste generation. We also enhance recyclability and work with treatment and recycling partners to explore reuse solutions, reducing landfill disposal and promoting circular use.

In 2024, the reuse rate reached 84.30%, up 19.52% from the 2020 baseline.

Reduction Amount & Percentage of Hazardous Industrial Waste



Resource Recycling and Reuse



GREEN PRODUCTION AND ENVIRONMENTAL PROTECTION

6.3 Waste Management

UNIVACCO's products currently do not support post-consumer reclaimed (PCR) product recycling. However, the company has implemented the following measures to reduce materials and promote circular use of packaging:

1. **Plastic Packaging Reuse:** Some shipment packaging uses plastic sleeves made from internally recycled film, allowing the material to be reused for packaging. In 2024, 9.82% of plastic sleeves were made from recycled materials.
2. **Paper Material Substitution and Optimization:** Actively testing paperboard inserts to replace traditional plastic inserts, reducing sorting issues and waste for customers.
3. **Carton Weight Reduction Design:** Continuously evaluating and simplifying carton layers and structures to lower total packaging weight and material use, while maintaining transport protection and environmental goals.

Through these actions, UNIVACCO is gradually strengthening its packaging system, focusing on design for circularity. In the future, the company will continue collaborating with suppliers and customers to introduce more eco-friendly materials and recycling solutions.

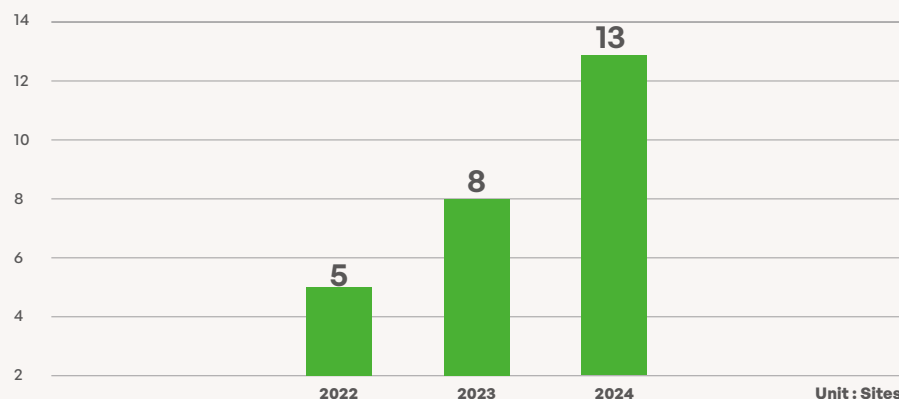
6.3.1.3 Proper Waste Management

UNIVACCO carefully manages the outsourcing of waste disposal. In addition to screening and selecting qualified disposal and recycling vendors, the company also conducts onsite audits and ride-along inspections of these vendors. In 2024, 13 vendors were audited and tracked. The main audit focus includes:

1. Validity of licenses and permits for waste disposal activities.
2. Compliance of disposal processes with legal requirements.
3. Management of temporary storage areas, disposal processes, records, and testing at treatment sites to ensure legal compliance.

The 2024 audit results showed that, except for continuous monitoring of disposal processes, all other items met relevant regulations. The company also monitors vendors' waste treatment and recycling capabilities, ensuring that all waste is legally handled while reducing the waste burden at production sites.

Number of Audited Vendors



6.3.2 Air Pollution Control

In addition to complying with the Air Pollution Control Act, UNIVACCO continued in 2024 to engage environmental consultants to assess air pollution control at its plants. Regular pipeline inspections using FID and IR Scan were conducted, and monitoring results were continuously tracked and analyzed to ensure that emissions from all air pollution control equipment comply with regulations.

To further strengthen control of plant emissions, UNIVACCO has set a target for 2030 that all plant VOCs reduction rates reach 98% or higher, enhancing environmental protection and moving toward a low-pollution goal.

Note FID (Flame Ionization Detector): Uses a flame of H_2 in O_2 to ionize organic samples. The resulting small ion current is amplified and detected. Only combustible organic compounds can be analyzed.

IR Scan (Infrared Gas Leak Detector): Uses an infrared sensor to detect infrared energy absorbed by gases, allowing real-time visualization of gas leaks.

VOCs (Volatile Organic Compounds): Organic compounds that easily evaporate into the air.

Source Control and Reduction

In 2024, UNIVACCO continued to increase solvent recovery and reduce solvent usage to lower VOCs generation at the source.

To reduce VOCs emissions, in 2023 all VC plant areas achieved 100% collection efficiency, ensuring that all emissions are fully treated by control equipment.

Improvement of Control Equipment Treatment Capacity

To improve control equipment performance, UNIVACCO in 2024 upgraded equipment and monitored operations at all plants. For OP1, VC1, VC2, and VC3 plants that did not reach the 97% reduction target in 2023, valve sealing was reinforced to boost efficiency.

A high-efficiency RTO was installed at VC1 in 2024, and the operating permit was obtained in February 2025.

Note RTO (Regenerative Thermal Oxidizer) is a high-efficiency equipment for treating organic waste gas.

Enhanced Reduction Rate Monitoring

In 2024, UNIVACCO continued 24-hour monitoring of control equipment operations, reduction rates, and improvements to ensure timely tracking of equipment performance and treatment efficiency.

Regular Analysis of Major Air Pollutants or Ambient Air Quality Monitoring

All UNIVACCO plants regularly inspect stack emissions from air pollution control equipment. Monitoring results are continuously tracked and analyzed to ensure compliance with regulations.

In 2024, the total emissions of sulfur oxides (SOx), nitrogen oxides (NOx), particulate matter, and volatile organic compounds (VOCs) were:

Pollutant Name	Annual Emissions (Metric Tons)
Sulfur Oxides (SOx)	39.75
Nitrogen Oxides (NOx)	5.32
Particulate Matter	1.36
Volatile Organic Compounds (VOCs)	131.37

Actions to prevent air pollutant emissions and other environmental disturbances

To create an environmentally friendly operation and reduce the impact of VOC emissions into the atmosphere, UNIVACCO has completed process area improvements at three plants over the past three years. These upgrades increased emission collection efficiency to 100% and obtained official approval from local environmental authorities, reinforcing our commitment to environmental sustainability.

Conduct regular noise testing (including boundary noise measurements at each plant)

Each year, UNIVACCO commissions third-party testing agencies to conduct 24-hour boundary noise measurements at all plants. The results from the past three years have all complied with regulatory standards.

Work processes or technologies adopted to reduce noise

In addition to conducting annual boundary noise measurements, UNIVACCO commissions third-party agencies every six months to measure noise levels in high-noise areas and for individuals within the plant. This ensures that equipment noise remains within acceptable limits.

In recent years, increased noise levels were detected in the woodworking and brushing machine areas, prompting immediate corrective actions by relevant departments. These actions are tracked and reviewed through the Occupational Safety and Health Committee to ensure effective noise reduction, safeguard employee health and safety, and prevent boundary noise disturbances.

6.3.3 Environmental Expenditures and Gains/Losses

In 2024, in line with the principles of the environmental accounting system, the total environmental expenditure amounted to NTD \$422,853 thousand, as detailed in the table below.

2024 Environmental Expenditure Table

Direct costs of reducing environmental impact	Indirect costs of reducing environmental impact	Other environment-related costs
<p>1.1 Pollution control costs</p> <p>Fees payable to government agencies for air pollution control, water pollution control, and other pollution control measures</p> <p>94,317 thousand NTD</p> <hr/> <p>1.2 Costs for industrial and general office waste disposal and recycling, including industrial waste treatment (reuse, incineration, landfill, etc.)</p> <p>22,922 thousand NTD</p> <hr/>	<p>(1) Employee environmental training expenses</p> <p>(2) Costs for obtaining environmental management system certifications</p> <p>(3) Expenses for monitoring environmental impact</p> <p>(4) Additional costs for purchasing environmentally friendly products</p> <p>(5) Personnel costs for dedicated environmental teams</p> <p>(6) Costs for updating environmental documentation</p> <p>302,860 thousand NTD</p> <hr/>	<p>(1) Costs for soil remediation and natural environment restoration</p> <p>(2) Environmental pollution damage insurance premiums</p> <p>(3) Expenses for settling environmental issues, compensation, fines, and litigation</p> <p>2,754 thousand NTD</p> <hr/>

Total 422,853 thousand NTD

07

Employee Relations and Social Engagement

Environmental,
Social
and
Governance
Report



Stay Vibrant.

- 1 Continuously strengthen industry-academia collaboration to build a strong employer brand image.
- 2 Provide diversified training programs and actively cultivate talent to enhance employees' professional skills and future-oriented competencies.
- 3 Implement long-term employee incentive measures to encourage talent retention.
- 4 Obtained third-party verification for ISO 45001 certification.

Major violations of labor
and human rights laws

0 cases

Major labor-management
disputes

0 cases

Turnover rate
of key personnel

0.79 %

Proportion of employee
representatives in the Occupational
Safety Committee

61 %

Average training
hours per employee

43 hours

Policy Commitment

UNIVACCO respects human rights and upholds the principles of diversity and equality. The Company adheres to internationally recognized human rights standards, including the Universal Declaration of Human Rights (UDHR), UN Guiding Principles on Business and Human Rights (UNGPs), United Nations Global Compact (UNGC), and Social Accountability 8000 International Standard (SA8000). We are committed to collaborating with customers, suppliers, and partners to foster a harmonious, inclusive, and equitable business environment. All human rights protection mechanisms are established based on legal compliance, ensuring employee rights and effective communication channels.

- Comply with local regulations at all operating sites to provide a safe, healthy, and hygienic working environment.
- Prohibit forced labor, child labor, and human trafficking.
- Provide equal employment and compensation opportunities, free from discrimination based on race, gender, sexual orientation, age, nationality, political affiliation, religion, marital status, or disability.
- Respect privacy rights and ensure that the collection and use of personal data comply with legal requirements.
- All forms of discrimination, harassment, and unlawful infringement are strictly prohibited, and education and awareness programs are implemented accordingly.
- Conduct regular human rights risk assessments to identify potential operational risks and establish mitigation and preventive measures to reduce adverse impacts.
- Regularly disclose related management procedures and performance to ensure transparency.



2024 Results	2025 Targets	2030 Goals
Ensure labor rights, fair treatment, and compliance with legal regulations. Protect employees' fundamental employment and labor rights, strengthen diversity in labor relations to prevent discriminatory treatment, adhere to international human rights principles, and firmly oppose child labor or forced labor to establish sound labor-management relations.		
•Major violations of labor and human rights laws: 0 cases.	•Major violations of labor and human rights laws : 0 cases.	•Major violations of labor and human rights laws : 0 cases.
Grievance Mechanism: Stakeholders may communicate concerns through the official UNIVACCO website's contact channel.		

7.2.1 Diversity and Inclusion

UNIVACCO actively promotes a DEI (Diversity, Equity, Inclusion) corporate culture that centers on a people-oriented management model, enabling every employee to thrive in a fair and inclusive workplace. We are committed to gender equality, increasing employment opportunities for persons with disabilities, and ensuring transparent and fair performance and promotion systems so that talent development is not restricted by background or identity. In addition, we value cultural inclusion and assist employees of different nationalities and backgrounds in adapting to the corporate environment, respecting and embracing diverse perspectives to foster mutual understanding and support.

We recognize that employees are the core of sustainable corporate development, and therefore focus on their career growth and work-life balance. We enhance flexibility in working hours, organize group events and holiday gatherings, and provide financial aid and emergency assistance to ensure employees can balance professional advancement with family and personal wellbeing.

We emphasize work-life balance through health promotion programs, psychological support systems, and diverse learning resources that enable employees to continuously grow in a secure and caring environment.

Furthermore, UNIVACCO fulfills its corporate responsibility by strictly adhering to international human rights standards and applicable local regulations across its operations. These include ensuring freedom of association, prohibiting forced labor, child labor, and any form of discrimination or improper employment practices. In addition to implementing a global talent management strategy, we cultivate corporate culture and foster employee skill transformation and development, creating an inclusive workplace where every employee can work with peace of mind, express themselves freely, and fully realize their potential while striving toward excellence and sustainability.

Note

DEI stands for Diversity, Equity, and Inclusion, the core principles of an inclusive workplace that ensure employees from different backgrounds are accepted and supported, enabling everyone to voice their opinions and reach their full potential.

Employee Composition and Distribution

UNIVACCO, based in Tainan, Taiwan, employs local workers and supports employment opportunities for vulnerable groups. As of the end of 2024, the Company employed 510 people, including 5 employees with disabilities (5 males, 0 females), accounting for 1% of total employees. The Company provides employment opportunities exceeding legal requirements for persons with disabilities, assigning appropriate duties, salaries, and benefits based on individual capabilities. It also arranges suitable working environments (such as designated parking spaces) and provides stress-relief services to support the well-being and stable employment of vulnerable groups.

Due to industry characteristics and labor market conditions, most technical and production line positions are held by men. By the end of 2024, the male-to-female ratio was 81:19. Regardless of gender, all employees receive equal opportunities in training, performance evaluation, and rewards. Internal systems are in place to unleash diverse talents, strengthening the Company's competitive advantage and sustainable growth.

Employee Distribution in Taiwan – by Age

Year	2022		2023		2024	
Age	Number of People	Percentage	Number of People	Percentage	Number of People	Percentage
Under 30	104	20%	81	16%	98	19%
30–50	366	71%	359	74%	361	71%
Over 51	45	9%	47	10%	51	10%
Total	515	100%	487	100%	510	100%

Gender Distribution of Employees in Taiwan by Job Category

Year	2022				2023				2024			
Job / Category	Male		Female		Male		Female		Male		Female	
	No.	%	No.	%	No.	%	No.	%	No.	%	No.	%
Supervisory Staff	43	86%	7	14%	39	87%	6	13%	36	86%	6	14%
Professional Staff	75	59%	52	41%	76	60%	50	40%	81	63%	47	37%
Administrative Staff	8	19%	34	81%	8	18%	36	82%	8	20%	33	80%
Direct Labor	284	96%	12	4%	261	96%	11	4%	287	96%	12	4%
Total	410	80%	105	20%	384	79%	103	21%	412	81%	98	19%

Note Supervisory staff refers to employees with departmental management responsibilities (including production lines).

Professional staff includes engineers and business personnel with professional or technical expertise.

Administrative staff handles general administrative tasks to ensure smooth organizational operations.

Direct labor refers to employees directly engaged in production, including technicians, warehouse, and packaging personnel.

Employee Types

Year	2022		2023		2024	
Employment Type	Regular	Non-Regular	Regular	Non-Regular	Regular	Non-Regular
Full-Time Employees	49	464	44	441	63	446
Part-Time Employees	0	2	0	2	0	1

Note Regular employees are those hired under fixed-term contracts, while non-regular employees are under indefinite-term employment contracts. As of 2024, the Company had no employees without guaranteed working hours (e.g., temporary student workers).

Full-time employees work the legally required hours, while part-time employees work fewer hours than full-time employees.

Employee Nationality and Gender Distribution

Year	2022				2023				2024			
Nationality / Gender	Male		Female		Male		Female		Male		Female	
	No.	%	No.	%	No.	%	No.	%	No.	%	No.	%
Taiwan	360	77%	105	23%	339	77%	103	23%	348	78%	98	22%
Vietnam	49	100%	0	0%	44	100%	0	0%	63	100%	0	0%
Other Nationalities	1	100%	0	0%	1	100%	0	0%	1	100%	0	0%
Total	410	80%	105	20%	384	79%	103	21%	412	81%	98	19%

Gender Distribution of Non-Employee Workers in Taiwan

Year	2022				2023				2024			
Job / Category	Male		Female		Male		Female		Male		Female	
	No.	%	No.	%	No.	%	No.	%	No.	%	No.	%
Security Personnel	12	100%	0	0%	12	100%	0	0%	12	100%	0	0%
Cleaning Personnel	1	25%	3	75%	1	25%	3	75%	1	25%	3	75%
Total	13	81%	3	19%	13	81%	3	19%	13	81%	3	19%

Care and Support for Migrant Workers

Talent knows no borders. UNIVACCO's Taiwan facility employs approximately 64 migrant workers, with 63 from Vietnam as the main group. To help migrant workers adapt quickly to their new environment and alleviate relocation stress, UNIVACCO provides settlement assistance and hires bilingual management personnel familiar with both Taiwanese and Vietnamese cultures to offer training and care. The Company also organizes cultural celebrations such as the Mid-Autumn Festival and Lunar New Year, encouraging migrant workers to form associations for cross-cultural exchange and integration into the workplace and local life. Together, we strive to build a happy and inclusive "global village." In 2024, a total of 63 migrant workers continued their employment.

Equal Benefits for All Employees

From their first day of employment, all UNIVACCO employees enjoy the same benefits regardless of nationality. These include daily meal subsidies, birthday and Labor Day bonuses, financial assistance for weddings and funerals, and emergency aid—ensuring equal treatment for all. In 2024, UNIVACCO improved dormitory facilities to provide safer and more comfortable living spaces, ensuring compliance with health and safety standards. Necessary living amenities and fire prevention systems were upgraded, and monthly inspections were conducted to ensure safety and hygiene. Prompt corrective actions were taken when issues were identified, ensuring that all employees, including migrant workers, enjoy a safe and stable living environment.

Taiwan–Vietnam Cultural Exchange

UNIVACCO recognizes the language and cultural challenges faced by migrant workers in a foreign environment and is committed to providing warm support to help them integrate quickly. The Company hosts a variety of cross-cultural workshops and events to build an inclusive platform for all employees. Dedicated social gatherings are held for Vietnamese employees to recreate a sense of home and belonging. Centered on cultural festivals, food, and language exchange, these activities foster two-way communication between Taiwanese and Vietnamese staff, promoting understanding and helping migrant workers adjust comfortably to their new surroundings.

Encouraging Open Dialogue and Equal Communication

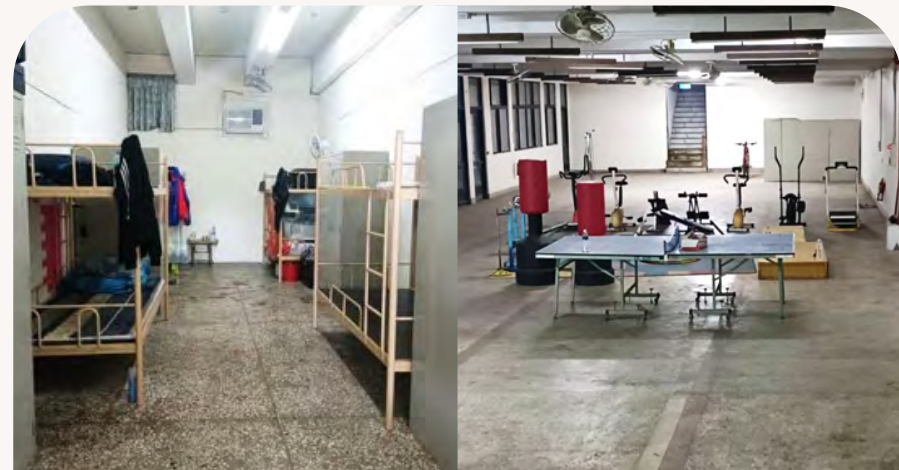
UNIVACCO holds monthly meetings with Vietnamese employees as a vital communication bridge for expressing concerns and suggestions. These sessions allow the Company to listen and respond effectively, ensuring fair support and opportunities for every employee. Through such initiatives, UNIVACCO strengthens diversity and inclusion in the workplace, fostering mutual support and collaboration toward a more friendly and inclusive work environment.

Chinese–Vietnamese Language and Cultural Training

To bridge language barriers and improve communication and workplace safety, UNIVACCO has implemented bilingual signage in Chinese and Vietnamese across all facilities. The Company also provides systematic language training to help migrant workers adapt to the work environment. Additionally, enhanced safety training ensures that all employees, regardless of language background, understand operational procedures and safety standards, enabling them to perform confidently in a safe and supportive workplace.

Description of Migrant Worker Dormitory Environment

1. 24-hour dormitory management personnel are available to assist migrant workers at any time if issues arise.
2. Recreational facilities and lounges are provided to create spaces for relaxation and social interaction among migrant workers.



Dormitory Environment

Cultural Exchange Activities

1. Year-end banquets and multicultural carnivals feature Vietnamese employees in traditional attire performing popular Vietnamese music, showcasing their enthusiasm and cultural spirit.
2. UNIVACCO annually hosts Vietnamese Mid-Autumn Festival and Lunar New Year celebrations to promote cultural exchange and team cohesion while allowing migrant workers to experience a sense of home and belonging.
3. Migrant workers from various countries are invited to share their unique cultural traditions during company gatherings.



Mid-Autumn Festival Celebration



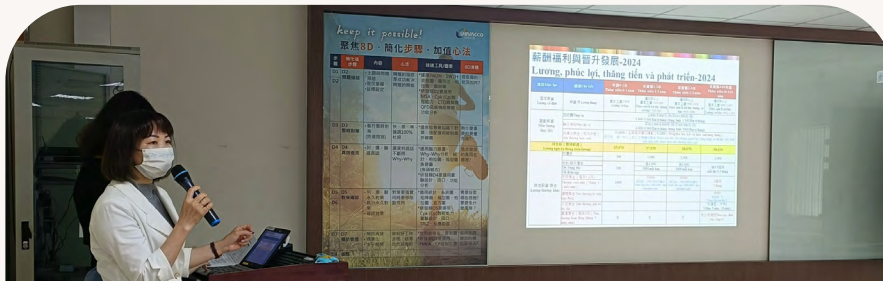
Multicultural Carnival Night



Company-wide Meeting

Communication Channels for Migrant Workers

All employee communication meetings, activities, and forums are supported by interpreters to ensure that colleagues of different nationalities fully understand the Company's policies and regulations. Employees are also able to receive immediate feedback and assistance when issues arise.



Discussion Forum



Family Day

Multilingual Communication and Information Channels

1. All company announcements and activity notices are published in both Chinese and Vietnamese.
2. To ensure barrier-free communication, UNIVACCO provides Chinese-Vietnamese language courses to help migrant workers adapt quickly to the workplace, fostering cross-cultural understanding and collaboration.



Chinese-Vietnamese Language Course

● 0

01. 事業單位名稱/Đơn vị kinh doanh: [Yêu cầu]

● 1

01. 檢查時期 (原因) Lý do thi cơ: [Yêu cầu]

- ☐ 新進員工 (受僱時) Nhân viên mới (tại thời điểm làm việc)
- ☐ 定期檢查/Kiểm tra định kỳ

● 2

01. 曾經從事/ Công việc đã từng làm: (Nếu chưa có kinh nghiệm làm việc trước đó, vui lòng viết "No") [Yêu cầu]

Chinese-Vietnamese Bilingual Questionnaire

7.2.2 Gender Equality and Friendly Workplace

UNIVACCO's average employee age is approximately 39.6 years, with about 50% of employees married or in childcare stages. The Company is committed to creating a friendly and equal workplace, including comfortable breastfeeding rooms for nursing mothers. Regardless of gender, employees may apply for parental leave as stipulated by law. UNIVACCO also provides flexible leave policies such as one day of paid family care leave to support childcare needs.

In 2024, two male and six female employees applied for parental leave, with a reinstatement rate of 50%. All employees returning from parental leave resumed their positions in the same departments, and the retention rate one year after reinstatement was 50%.

Parental Leave Statistics in Taiwan

Category / Gender	Male (No.)	Female (No.)	Total (No.)	Male (No.)	Female (No.)	Total (No.)	Male (No.)	Female (No.)	Total (No.)
Employees eligible for parental leave (A)	25	11	36	22	12	34	20	6	26
Employees who applied for parental leave (B)	4	5	9	2	3	5	2	6	8
Employees eligible to return from parental leave (C)	3	3	6	1	4	5	3	3	6
Employees who actually returned to work (D)	3	2	5	1	3	4	2	1	3
Reinstatement rate (D/C)	100%	67%	83%	100%	75%	80%	67%	33%	50%
Employees who actually returned from parental leave in the previous year (E)	4	5	9	3	2	5	1	3	4
Employees retained for one year after returning (F)	2	3	5	3	1	4	0	2	2
Retention rate (F/E)	50%	60%	56%	100%	50%	80%	0%	67%	50%

Note UNIVACCO has established internal management policies in accordance with applicable laws and regulations. Employees' applications for prenatal check up leave, maternity leave, miscarriage leave, paternity leave/paternity check up leave, menstrual leave, and family care leave shall not affect their performance evaluations, compensation, or promotion opportunities.

7.2.2 Human Rights Risk Assessment and Actions

After compiling the list of human rights risks, the Human Rights Taskforce under the Corporate Sustainability Development Committee conducts an assessment of human rights risks. Based on the likelihood of occurrence and the level of impact, a Human Rights Risk Matrix is established to identify and prioritize key human rights risk issues.

Human Rights Risk Matrix



Note Risk (R) = Impact × Likelihood; scores below 3 indicate Low Risk, while scores between 3 (inclusive) and 5 (inclusive) indicate Medium Risk; scores of 6 and above indicate High Risk.

Major Human Rights Risk Issues (continued)

Focus Stakeholders	Key Issue	Risk Level	Impact Assessment and Response Measures	Remedial Actions	2024 Management Targets	2024 Achievements	2025 Planned Targets
All Employees	Unlawful Conduct	Medium	Establishment of the “Prevention of Unlawful Infringement in the Performance of Duties Policy” and dedicated task group.	Public education and training courses on grievance procedures and whistleblowing mechanisms.	Zero major violations of labor and human rights laws.	✓ Achieved	Zero major violations of labor and human rights laws.
	Occupational Safety and Health	Medium	Formation of the Occupational Safety and Health Committee and implementation of regular risk assessments.	Health and safety improvement programs; cross-departmental communication mechanisms.	<ul style="list-style-type: none"> - Disability injury frequency rate = 0 - Disability severity rate = 0 - Zero contractor incidents - 100% completion rate of employee safety training plan 	<ul style="list-style-type: none"> - Disability injury frequency rate : 4.97 - Disability severity rate : 67 - Zero contractor incidents - 100% completion rate of employee safety training plan 	<ul style="list-style-type: none"> - Disability injury frequency rate = 0 - Disability severity rate = 0 - Zero contractor incidents - 100% completion rate of employee safety training plan

EMPLOYEE RELATIONS AND SOCIAL ENGAGEMENT

7.2 Human Rights

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Major Human Rights Risk Issues (continued)

Focus Stakeholders	Key Issue	Risk Level	Impact Assessment and Response Measures	Remedial Actions	2024 Management Targets	2024 Achievements	2025 Planned Targets
All Employees	Working Hours Management	Medium	Establishment of attendance, BI reporting, and overtime approval systems.	Overtime reminders, counseling, and overtime pay compensation.	Zero major violations of labor and human rights laws.	✓ Achieved	Zero major violations of labor and human rights laws.
	Work-Life Balance	Low	Promotion of diverse activities and community participation to enhance engagement.	Distribution of questionnaires and adjustment of activities based on feedback.	Zero major labor disputes.	✓ Achieved	Zero major labor disputes.
	Equal Pay	Low	Implementation of the “Salary Management Policy” ensuring fairness.	Establishment of a fair compensation mechanism and performance evaluation system.	Zero major labor disputes.	✓ Achieved	Zero major labor disputes.

Note: Business Intelligence (BI) reports refer to reports generated using business intelligence tools to extract, integrate, and analyze data from multiple data sources, and to present the results in the form of charts, tables, and other visualizations.

Major Human Rights Risk Issues (continued)

Focus Stakeholders	Key Issue	Risk Level	Impact Assessment and Response Measures	Remedial Actions	2024 Management Targets	2024 Achievements	2025 Planned Targets
All Employees and Candidates	Non-Discrimination	Low	Establishment of internal communication procedures and employee education training.	Immediate counseling and discussion for any violation or inappropriate behavior.	Zero major violations of labor and human rights laws.	✓ Achieved	Zero major violations of labor and human rights laws.
	Forced Labor	Low	Guarantee of employees' freedom to choose employment.	Prohibition of withholding personal documents or deposits.	Zero major violations of labor and human rights laws.	✓ Achieved	Zero major violations of labor and human rights laws.
	Child Labor	Low	Verification of employees' identification documents to ensure compliance.	Verification and confirmation of employee identity.	Zero major violations of labor and human rights laws.	✓ Achieved	Zero major violations of labor and human rights laws.

EMPLOYEE RELATIONS AND SOCIAL ENGAGEMENT

7.2 Human Rights

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Club Activities

Major Human Rights Risk Issues (continued)

Focus Stakeholders	Key Issue	Risk Level	Impact Assessment and Response Measures	Remedial Actions	2024 Management Targets	2024 Achievements	2025 Planned Targets
Customers	Privacy	Low	Signing of confidentiality agreements and protection of personal data privacy.	Audits and contractual requirements	Zero information leakage incidents caused by data security events.	✓ Achieved	Zero information leakage incidents caused by data security events.
	Information Security	Medium	Establishment of information security management systems and implementation mechanisms.	Disciplinary mechanisms have been implemented for information security incidents.	Zero information leakage incidents caused by data security events.	✓ Achieved	Zero information leakage incidents caused by data security events.

EMPLOYEE RELATIONS AND SOCIAL ENGAGEMENT

7.2 Human Rights

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Major Human Rights Risk Issues (continued)

Focus Stakeholders	Key Issue	Risk Level	Impact Assessment and Response Measures	Remedial Actions	2024 Management Targets	2024 Achievements	2025 Planned Targets
Suppliers	Forced Labor	Low	Key suppliers sign the Supplier CSR Commitment; conduct on-site sustainability self-assessment & guidance.	Supplier audits; request corrective actions for any non-compliance.	100% signing of CSR Commitment by new key suppliers; 100% completion of sustainability self-assessment & on-site audits; 100% completion rate for improvement plans among top 20 key suppliers.	✓ Achieved	100% signing of CSR Commitment by new key suppliers; 100% completion of sustainability self-assessment & on-site audits; 100% improvement closure rate for ESG audit findings among top 10 high-risk key suppliers.
	Child Labor	Low	Compliance verified through supplier audits and continuous CSR reviews.	Verify identity documents; require corrective actions if any non-compliance.	Include child-labor prohibitions in audits and contracts; maintain 0 cases.	✓ Achieved	Maintain 0 cases; audit checklist coverage 100%; corrective-action closure 100% for any findings.

Major Human Rights Risk Issues (continued)

Focus Stakeholders	Key Issue	Risk Level	Impact Assessment and Response Measures	Remedial Actions	2024 Management Targets	2024 Achievements	2025 Planned Targets
Suppliers	Working Hours Management	Medium	BI reporting & monitoring of supplier working hours; follow-up counseling and system audits.	Coaching and system remediation.	100% BI reporting compliance for suppliers identified with overwork risk; close all corrective actions.	✓ Achieved	Keep BI working-hours reporting 100% compliant; reduce overwork risk cases to 0; corrective-action closure 100%.
	Occupational Safety & Health	Low	Include OHS items in supplier audits; provide safety training where needed.	Incident investigation & CAPA.	Zero major OHS incidents among suppliers; close all audit findings.	✓ Achieved	Maintain 0 major supplier OHS incidents; OHS finding closure 100%; complete supplier safety training for 100% of new key suppliers.

Major Human Rights Risk Issues (continued)

Focus Stakeholders	Key Issue	Risk Level	Impact Assessment and Response Measures	Remedial Actions	2024 Management Targets	2024 Achievements	2025 Planned Targets
Community Residents	Physical & Environmental Health Risks	Low	Regular monitoring and compliance with environmental emission regulations.	Ensure regulatory compliance.	Zero incident reports to competent authorities.	✓ Achieved	Maintain 0 incident reports to competent authorities; 100% compliance with monitoring & reporting requirements.

No major labor law violation cases occurred in 2024.

Non-Major Labor Law Violation : 1 case identified.

The violation involved Article 24, Paragraph 2, and Article 30, Paragraphs 5 and 6 of the Labor Standards Act, resulting in total fines of NTD 100,000. Corrective actions have been fully implemented, and the case has been closed.

Note A major violation is defined as a single incident with a fine exceeding NTD 1,000,000.

Policy Commitment

Protecting employee rights and establishing comprehensive communication mechanisms, with compliance to laws as the fundamental principle for all systems.

- Comply with labor laws and establish personnel management rules based on relevant regulations, ensuring that employment, appointment, benefits, and retirement conditions conform to legal standards.
- Respect employees' rights to freely associate, engage in peaceful assembly, and participate in collective bargaining.



2024 Results	2025 Targets	2030 Goals
Smooth labor-management communication channels to foster harmony and inclusion. Strengthen diverse communication mechanisms to ensure harmonious labor relations, enabling effective dialogue and problem resolution.		
<ul style="list-style-type: none"> Major labor disputes: 0 cases → Major labor disputes: 0 cases	<ul style="list-style-type: none"> Major labor disputes : 0 cases 	<ul style="list-style-type: none"> Major labor disputes : 0 cases
Grievance mechanism: Stakeholders can submit concerns through the contact channels provided on UNIVACCO's official website.		

7.3.1 Corporate Culture Communication

Employees' voices and suggestions are key to UNIVACCO's growth. To support two-way communication, the company provides multiple open channels, including software for real-time feedback, regular employee meetings with management, dedicated phone lines, and email for grievances, as well as surveys and satisfaction questionnaires.

These channels allow employees to share opinions, suggestions, or complaints. UNIVACCO follows clear procedures to ensure all feedback is handled fairly and promptly.

Employee Grievance Procedure



EMPLOYEE RELATIONS AND SOCIAL ENGAGEMENT

7.3 Labor Relations and Employee-Friendly Workplace

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UNIVACCO respects employees' freedom of association and collective bargaining rights, strictly prohibiting discrimination, retaliation, or intimidation. Employees may freely form unions and communicate with management to protect their rights and maintain stable labor relations.

Employee feedback is valued as a key driver for improvement. The Monthly Employee Assembly, led by top management, communicates company goals and future directions while encouraging open dialogue. In addition, quarterly discussion sessions are held to address key topics such as salary adjustments, ensuring effective two-way communication between employees and management.



Legal Orientation for Migrant Workers



Monthly Employee Assembly



Migrant Worker Forum

EMPLOYEE RELATIONS AND SOCIAL ENGAGEMENT

7.3 Labor Relations and Employee-Friendly Workplace

Structure of Employee Communication Channels and Feedback Mechanisms

Communication method	participants	communication channel (anonymous)/ frequency	responsible person	communication topics
Face-to-face communication	Indirect units	Monthly mobilization meeting / monthly Department meetings / by department	Supervisors at all levels / Human Resources service team	Key company issues Collect employee feedback and provide timely, constructive responses
	direct units	Production line discussion meeting / quarterly Department meetings / by department		
	Migrant workers	Migrant workers discussion meeting / monthly		
	Employee representative	Labor-management meeting / quarterly Employee welfare committee / quarterly	Chair of Labor-Management Meeting / Chair of Employee Welfare Committee	Issues that are common within the unit or, after being addressed through other company channels, still require feedback
Website system	Employee representative	Employee website / as needed Employee survey / every two years 'Happy UNIVACCO' e-newsletter / as needed	Human Resources Service Team	Key company issues Gather employee feedback and provide timely, positive responses

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Communication method	participants	communication channel (anonymous)/ frequency	responsible person	communication topics
Employee Feedback Channels	Stakeholders	UNIVACCO Facebook, LinkedIn / as needed UNIVACCO LINE@ official account / as needed	Human Resources Service Team	Key company issues
	All employees	Employee suggestion box / 24 hours	Top Executive of the Management Unit	Employees can submit suggestions 24/7 through the system for real-time response by the relevant units, in addition to using employee representatives
		Sexual harassment and illegal conduct grievance committee / 24 hours	Top Executive of the Management Unit / Management Team	Sexual harassment and illegal conduct issues

Note Indirect Departments : Refer to departments that do not directly participate in production activities but support or enhance production-related operations, such as Finance and Sales & Marketing.

Direct Departments : Refer to departments engaged in production-related work, such as Manufacturing and Materials Management.

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Statistics of Employee Feedback Case

Year	2022			2023			2024			Key Improvement Items
Communication Channels	Number of Feedback Cases	Number of Cases Handled	Completion Rate	Number of Feedback Cases	Number of Cases Handled	Completion Rate	Number of Feedback Cases	Number of Cases Handled	Completion Rate	
Monthly Mobilization Meeting	0	0	0	0	0	0	0	0	0	
Labor-Management Meeting	0	0	0	0	0	0	0	0	0	
Employee Email / Grievance Hotline	5	5	100%	2	2	100%	1	1	100%	Conduct awareness campaigns on illegal conduct
Employee Welfare Committee	0	0	0	1	1	100%	1	1	100%	Family Day: Free participation regardless of seniority
Production Line Discussion Meeting	0	0	0	0	0	0	0	0	0	
Total	5	5	100%	3	3	100%	2	2	100%	

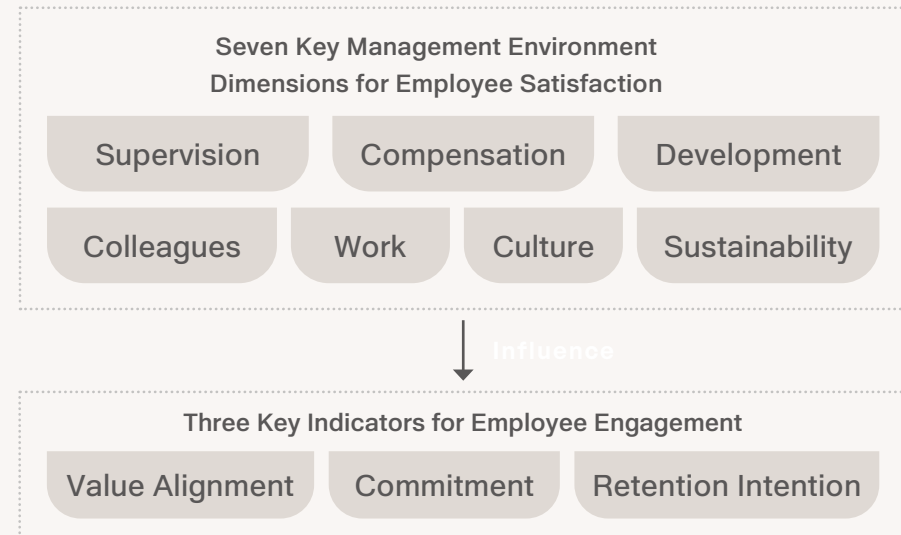


7.3.2 Corporate Culture Communication and Employee Satisfaction & Engagement Survey

UNIVACCO embraces a people-oriented management approach. To better understand employees' true thoughts and needs, since 2019, the company has conducted a biennial Employee Satisfaction and Organizational Health Survey. The survey evaluates seven dimensions of the management environment—supervision, compensation, development, colleagues, work, culture, and sustainability—for employee satisfaction, and three indicators—value alignment, commitment, and retention intention—for employee engagement. An external agency assesses the company's strengths, opportunities, weaknesses, and blind spots.

In October 2024, the survey achieved a 75% response rate. The average employee satisfaction score was 4.58 out of 6, and the average engagement score was 4.63 out of 6, both showing improvement from 2022. Management has implemented follow-up measures and continues to monitor progress to enhance employee satisfaction and service quality, creating a more attractive and dynamic work environment.

2024 Employee Satisfaction and Engagement Survey Dimensions



Employee Satisfaction and Engagement Survey Briefing

7.3.3 Employee Relations Activities Combining Rational and Emotional Aspects

UNIVACCO's employee activities, supported by the Employee Welfare Committee, combine fun and purpose. Designed to boost participation and interaction, these events connect employees with company culture and ESG values. Examples like festive celebrations, Family Day, and year-end parties provide enjoyment while strengthening employees' emotional connection to the company and promoting social responsibility and inclusion.



Year-End Party

Under the International Carnival theme, employees can enjoy a festive atmosphere while learning about different countries' cultures and New Year traditions. This multicultural event showcases unique global charm and also recognizes long-serving employees, expressing gratitude for their years of dedication and contributions.



Factory Anniversary Family Day

Through a low-plastic barbecue and clay oven cooking, employees and their families can enjoy delicious food while practicing sustainability. The event also includes farm experiences, nature activities, and various parent-child games for memorable family moments. Additionally, outstanding employees are recognized in front of their families, celebrating their contributions and achievements together.

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Lunar New Yea

During the Lunar New Year, UNIVACCO held a cross-cultural event, inviting Vietnamese employees and team leaders to experience Taiwan's festive atmosphere. The activities included a Vietnamese-Taiwanese food exchange, featuring treats like Vietnamese zongzi, spring rolls, and Taiwanese tangyuan. Lantern riddle games with red envelope prizes added to the fun. The event promoted cultural exchange between Vietnamese and Taiwanese colleagues, enhancing mutual understanding and fostering a more harmonious UNIVACCO family.



Mid-Autumn Festival

Centered on DEI (Diversity, Equity, and Inclusion), UNIVACCO created a warm event platform for Vietnamese employees in Taiwan. Activities included lantern DIY, pomelo peeling contests, sack races, and interactive games. A quiz with prizes helped deepen understanding of the company culture, allowing everyone to enjoy a joyful and memorable Mid-Autumn Festival together.



Mother's Day

Upholding a culture of gratitude, UNIVACCO encourages employees to express appreciation to their mothers, strengthening emotional connections between family and the workplace and fostering an inclusive, warm environment. To support responsible sourcing, event gifts prioritize local Taiwanese brands, promoting local industry and sustainable development. Additionally, the company's social media hosted an 'AI Card for Kids' activity, inviting employees to share card screenshots, using innovative digital interactions to convey blessings and deepen the bond between the company and employees' families.

Facebook post

AAA~
我才是前世情人耶！
小三實在太強了，逗得爸爸笑得如此開心
永遠健康開心❤
#0339
Yichung Tsai來分享一下抽餐券帶爸爸吃大餐



34迴 讚 回覆 已編輯 12

祝父親節快樂！老爸我愛你❤
Arthur Hsu輪到你分享
#1219



Father's Day

UNIVACCO encourages employees to express gratitude to their fathers, strengthening family and workplace connections and fostering a warm, inclusive environment. To support responsible sourcing, event gifts prioritize local Taiwanese brands, promoting local industry and sustainability. Additionally, the company hosted a 'Recreate Old Photos' activity on social media, inviting employees to share cherished memories with their fathers, conveying blessings in a creative way.



Christmas

UNIVACCO held a Christmas card and chicken cutlet event, encouraging employees to send blessings through handwritten cards and creating a warm workplace atmosphere. Classic Taiwanese chicken cutlets were served, allowing employees to enjoy delicious food while feeling the company's care and team warmth. The activity fostered employee interaction and built a more connected and welcoming work environment.

7.3.4 Fair and Equitable Performance Management and Career Development

At the start of each year, UNIVACCO sets organizational goals and translates them into individual employee objectives. Supervisors provide monthly feedback and guide goal achievement. Year-end evaluations of KPIs and competency indicators assess performance and link results to promotions and development.

New employees are evaluated after three months to support learning and integration. In 2024, 98% of assessments were completed. High and low performers receive follow-up development or improvement plans, with rewards and promotions aligned to performance, ensuring fair and equitable opportunities

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2024 Performance Evaluation

Position	Supervisors		Professionals		Administrative Staff		Frontline Staff		Total	
Gender	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female
Total (A)	36	6	81	47	8	33	287	12	412	98
Annual Evaluations (B)	36	6	72	44	6	30	254	11	368	91
New Employee Evaluations (C)	0	0	7	3	1	0	28	1	36	4
Number of Employees Not Evaluated	0	0	2	0	1	3	5	0	8	3
evaluation ratio (B+C)/A	100%	100%	98%	100%	88%	91%	98%	100%	98%	98%
Subtotal	100%		98%		90%		98%		98%	

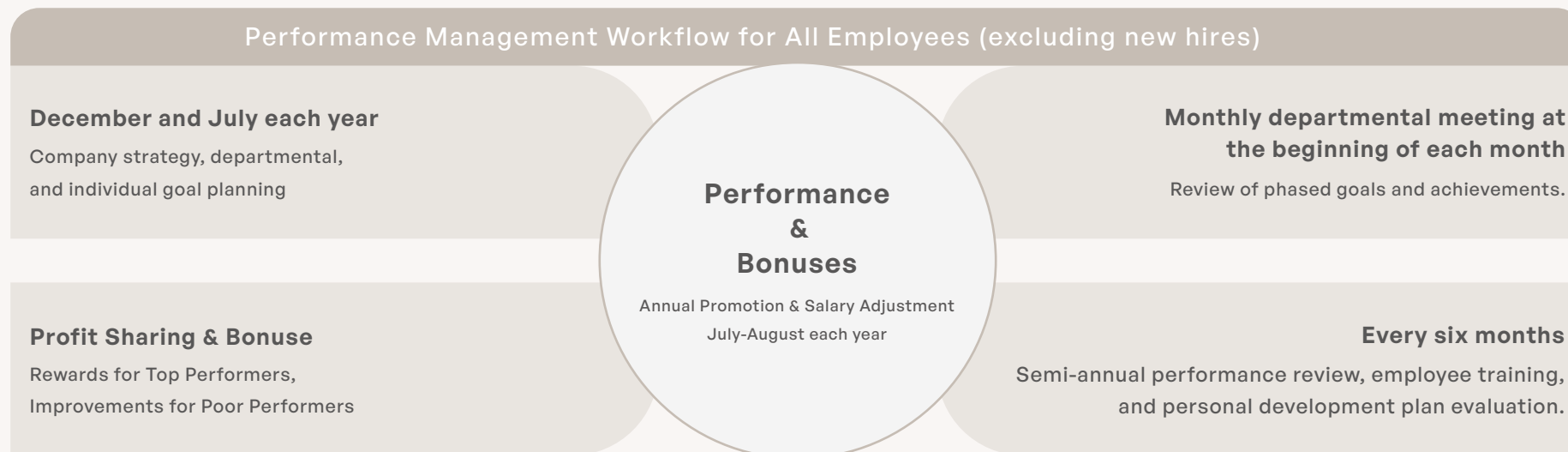
Note Employees who have been employed or reinstated for less than three months, temporary workers, part-time employees, and those who have left before the assessment period are exempt from performance appraisal.

New hires will be evaluated using the new hire ability assessment form upon completing their first three months of employment

Note Supervisors include employees with departmental management responsibilities, including production line oversight.
Administrative Staff handle administrative affairs to support smooth organizational operations.
Professionals consist of engineers and sales staff with specialized knowledge and skills.
Frontline Staff are technicians and warehouse or packaging staff directly involved in production related activities.

Managerial performance evaluation

The performance appraisal and compensation for managers should take into account the prevailing pay levels of peer companies. It should also consider individual performance appraisal results, time invested, responsibilities undertaken, achievement of personal goals, and performance in other positions. Furthermore, the assessment should evaluate the reasonableness of the connection between individual performance and the company's operating performance and future risks, by considering the achievement of the company's short-term and long-term business objectives and its financial condition. The final decision, after being resolved by the Compensation Committee, shall be submitted to the Board of Directors for approval.



Managerial performance indicators

Performance Appraisal Content | Indicator Nature | Indicator Dimensions and Explanations

Annual performance metrics are set in line with the company's short-, mid-, and long-term business objectives, as well as its medium- to long-term sustainable development and risk response strategies, based on each individual's role and responsibilities

KPI performance indicators

Financial (75%)

- Product Revenue/Gross Profit/EPS

Corporate Sustainability (25%)

ESG Indicators

- Greenhouse Gas Reduction and Energy Conservation/Carbon Reduction 10%
- Innovative Green Products 7%
- Occupational Safety and Health 2%
- Key Talent Management 2%
- Information Security Management 2%
- Integrity Management 2%

CPI functional indicators

Core Competency:

Integrity and pragmatism, gratitude and appreciation, innovation and improvement, teamwork, initiative, and customer orientation.

Management Competencies:

Decision Making and Judgment, Talent Development, Team Leadership, Planning and Organizing, Organizational Commitment, Performance Orientation

To evaluate the performance of core and management competencies based on specific behavioral examples demonstrated by the appraisee during the appraisal period

Policy Commitment

UNIVACCO is committed to strengthening employee engagement, fostering a sense of unity, and realizing the company's mission and vision for sustainable development.

- Create a high-quality working environment to enhance employee retention.
- Establish a competitive and comprehensive compensation and benefits system, promoting diversity, equity, and inclusion.
- Continuously monitor recruitment, retention, turnover, and employee satisfaction surveys to ensure the effectiveness of related strategies.



2024 Results	2025 Targets	2030 Goals
Enhancing Employee Identification and Retention By fostering an inclusive and people-oriented corporate culture, UNIVACCO continuously promotes equality and diversity among employees. The company is committed to creating a positive and motivating workplace with competitive compensation packages to attract and retain outstanding talent.		
<ul style="list-style-type: none"> • Overall turnover rate < 20% → actual: 15.9% 	<ul style="list-style-type: none"> • Maintain overall turnover rate < 20% 	<ul style="list-style-type: none"> • Maintain overall turnover rate < 20%
<ul style="list-style-type: none"> • Key talent turnover rate < 0.9% → actual: 0.79% 	<ul style="list-style-type: none"> • Maintain key talent turnover rate < 0.9% 	<ul style="list-style-type: none"> • Maintain key talent turnover rate < 0.9%



2024 Results	2025 Targets	2030 Goals
Professional Training and Talent Development UNIVACCO cultivates professional talent through systematic learning and training mechanisms, ensuring sustainable development of core competencies and future leadership.		
<ul style="list-style-type: none"> •Strengthened collaboration with the industry-academia master's program, sponsoring six graduate students and completing six corporate projects. •The planned big data collaboration project with National Yunlin University of Science and Technology was not achieved due to project timeline adjustments. •Two potential IT talents were successfully selected for the "T Ambassador Program" organized by the Ministry of Digital Affairs. 	<ul style="list-style-type: none"> •Sponsor five students in the industry-academia master's program and execute five corporate collaboration projects. •Continue the big data collaboration project with National Yunlin University of Science and Technology, and recruit one data analytics specialist. 	<ul style="list-style-type: none"> •Sponsor five students in the industry-academia master's program and execute five corporate collaboration projects. •Continue the big data collaboration project with National Yunlin University of Science and Technology, and recruit two data analytics specialist.
Grievance Mechanism: Stakeholders can communicate through the contact channels provided on the UNIVACCO official website.		

Note Key talent refers to individuals who possess critical knowledge, technical expertise, or tacit experience accumulated within the organization, which is difficult to obtain externally or replicate quickly.

7.4.1 Talent Attraction and Retention

Since its establishment, UNIVACCO has adhered to the principle of integrity in management, maintaining industrial competitiveness through customer-oriented and innovative services. The company is committed to creating greater business opportunities and profits for global customers, making UNIVACCO a trusted and sustainable enterprise for shareholders, customers, and employees.

To realize UNIVACCO's core values and sustainable management vision, the company places great importance on its commitment to employees. It has deeply embedded a people-oriented corporate culture, continuously promotes a diverse and inclusive workplace, and enhances competitive compensation and welfare programs. UNIVACCO encourages employees to actively engage in their work and pursue continuous learning and growth, fostering a sense of belonging and achievement within the organization.

Ensuring Core Values

In addition to evaluating professional competence, UNIVACCO places equal emphasis on candidates' behavior and values during recruitment. Every hired applicant undergoes a rigorous selection process, including assessments and interviews, to ensure that their values and work style align with the company's culture. Only those who meet these standards become part of UNIVACCO and can fully utilize their strengths in suitable positions.

After onboarding, the company continues to communicate its management philosophy and vision to employees through multiple channels, including the internal website, meetings, speeches, and publications.

In 2024, UNIVACCO commissioned Taiwan's largest job platform, 104 Job Bank, to conduct an employee satisfaction and engagement survey. The results showed that employee value recognition reached PR63 and commitment PR55 — both above the industry average.

These results indicate that employees identify with the company's values, take pride in being part of UNIVACCO, and are willing to work diligently and cooperate with company initiatives to support its growth.

Note PR value indicates the company's performance compared to 100 enterprises — a higher PR means outperforming more peers. Comparing PR values within the same industry helps prevent talent loss and employee turnover.

Number of New Employees

Year	2022				2023			
Gender	Male		Female		Male		Female	
Age Group	Number of Employees	New Hire Rate (%)	Number of Employees	New Hire Rate (%)	Number of Employees	New Hire Rate (%)	Number of Employees	New Hire Rate (%)
Under 30	47	39%	5	4%	22	55%	1	3%
31-50	51	42%	12	10%	15	37%	2	5%
Over 51	6	5%	0	0%	0	0%	0	0%
Total	104	86%	17	14%	37	92%	3	8%
Place of Residence	Non-Tainan	New Hire Rate (Non-Tainan) (%)	Tainan	New Hire Rate (Tainan) (%)	Non-Tainan	New Hire Rate (Non-Tainan) (%)	Tainan	New Hire Rate (Tainan) (%)
	2	2%	119	98%	0	0%	40	100%
Total New Hires	121				40			
Total Number of Employees at Year-End	515				487			

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Number of New Employees (continued)

Year	2024			
Gender	Male		Female	
Age Group	Number of Employees	New Hire Rate (%)	Number of Employees	New Hire Rate (%)
Under 30	52	50%	4	4%
31-50	40	38%	8	8%
Over 51	0	0%	0	0%
Total	92	88%	12	12%
Place of Residence	Non-Tainan	New Hire Rate (Non-Tainan) (%)	Tainan	New Hire Rate (Tainan) (%)
	6	6%	98	94%
Total New Hires	104			
Total Number of Employees at Year-End	510			

Note

The number of new hires does not exclude employees who resigned during the year.

New Hire Rate (%) =

Number of new hires in the category / Total number of new hires in the year.

The total number of employees does not include those on unpaid leave during the year.

Localization of Talent

UNIVACCO regards Tainan City, Taiwan, as a key operational hub, where all critical manpower and core technologies are centralized to provide business and technical support to its subsidiaries worldwide. Among the four senior executives, three are Tainan residents, and 90% of managers at section level and above are also from Tainan.

As of December 31, 2024, UNIVACCO had a total of 510 employees (including dispatched staff) across all Tainan facilities in Taiwan. Among them, one was a part-time employee, 63 were contract-based foreign workers, and the remaining 87.5% were full-time employees. Notably, 97% of the workforce were residents from nearby areas, greatly contributing to the development and retention of local talent.

Proportion of Local Residents Employed

Position Category	Tainan City		Non-Tainan City		Subtotal	
	Number of Employee	%	Number of Employee	%	Number of Employee	%
Managers	38	90%	4	10%	42	8%
Professional Staff	119	93%	9	7%	128	25%
Administrative Staff	38	93%	3	7%	41	8%
Direct Labor	298	100%	1	0%	299	59%
Total	493	97%	17	3%	510	100%

Note

Local employees refer to those residing in Tainan City.

The above data includes employees stationed at the Tainan headquarters and all local plants, encompassing 13 contract-based and dispatched foreign employees.

Cultivating Future Digital Talent

UNIVACCO actively engages with global IT trends and participates in the Ministry of Digital Affairs' "Digital Youth T Ambassador Program", dedicated to nurturing the next generation of technology professionals. In 2024, UNIVACCO launched a specialized training program focusing on artificial intelligence (AI) and big data, aiming to strengthen expertise in core digital technologies of the future. The program provided over 200 hours of training, combining theoretical knowledge with hands-on practice. Guided one-on-one by experienced mentors, participants also received instruction in presentation skills, workplace experience, and other professional development topics—helping young trainees smoothly transition into digital industry roles.

To date, four trainees have completed the program, with two joining UNIVACCO as full-time employees upon graduation. Notably, UNIVACCO's T Ambassador team excelled in the "Digital Star Lightning Talk Final and Award Ceremony", standing out among 118 competing teams to win both the Top Prize in the Practical Achievement Category and the only Fan Engagement Award, demonstrating UNIVACCO's excellence in developing digital talent and fostering industry competitiveness.



Digital Star Lightning Talk Final and Award Ceremony



T Ambassador Training

Stable Income : Profit-Sharing Reward Program

To attract and retain top talent, UNIVACCO's Taiwan facilities reference market benchmark salary surveys and comprehensively assess industry average wage levels and annual cost-of-living changes when conducting compensation competitiveness analyses. This ensures that the company's pay structure remains both market-attractive and equitable.

UNIVACCO has also established various incentive and profit-sharing programs that link company profitability with employee rewards, motivating staff to contribute continuously and fostering long-term commitment. Upholding principles of fairness and respect for diversity, UNIVACCO's compensation and benefits policies are founded on non-discrimination, ensuring no differences in pay based on gender, race, religion, political stance, or marital status. Employees performing the same role and holding the same grade level receive equal pay regardless of gender. Additionally, the company's starting salary levels exceed the statutory minimum wage, ensuring that all employees enjoy competitive and reasonable compensation.

The related compensation policies are summarized in the table below :

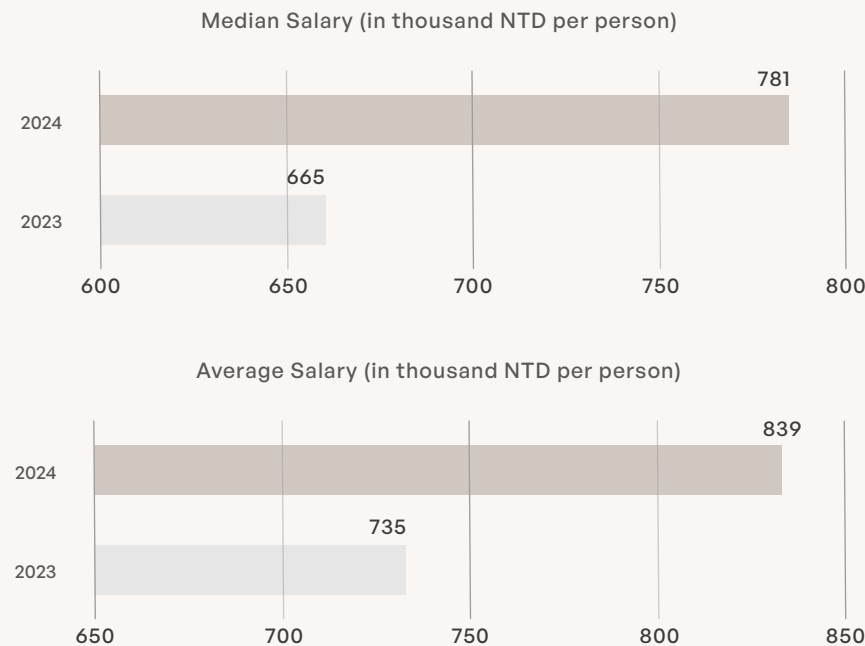
Compensation Items	Participants	Distribution Methods
Employee Stock Ownership Trust	All employees	100% allocation to the trust fund according to employee grade.
Employee Bonus Policy	All employees	Annual profit allocation of 5%–15%.
Year-End Bonus	All employees	One month of full salary.
Festival Bonus	All employees	Mid-Autumn and Dragon Boat Festivals: combined one month full-salary holiday bonus.
Operating Performance Bonus	All employees	Variable bonuses based on operational profits and employee performance.
Treasury Stock Policy	supervisors, key staff	Transfer of treasury shares to key employees at prices below market value.
R&D Achievement Bonus	R&D personnel	Variable bonuses based on new product development gross profit and cost reduction.
Sales Performance Bonus	marketing and sales staff	Variable bonuses based on sales achievement rate, product gross margin, and collection performance.
Sales Inventory Bonus	sales personnel, warehouse staff	0.003% of inventory turnover revenue.
Production Performance Bonus	direct production personnel	Variable bonuses based on production capacity and utilization rate.
Innovation and Invention Award	proposal-related personnel	Domestic patent approval: bonus of 20,000 NTD; international patent approval: bonus of 60,000 NTD.
Proposal Improvement Incentive	proposal-related personnel	Rewards based on proposal category.
CIT Project Performance Bonus	proposal-related personnel	10% of net benefits.
Long-Service Award	employees with more than 5 years of service	Distributed according to years of service: 3,600–\$150,000 NTD.

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The median and average salaries in 2024 both increased compared to 2023. This was primarily due to higher profits in 2024, which led to noticeable increases in employee bonuses and overtime pay. In addition, considering the annual adjustment of the minimum wage, starting salaries for entry-level employees were raised, resulting in an overall increase in salary payments compared to the previous year.



- Note 1** According to the regulations of the Taiwan Stock Exchange (TPEX), listed companies in Taiwan are required to disclose the number of full-time employees not holding managerial positions, the average salary, the median salary, and the changes in these three items compared to the previous year.
- Note 2** Excluding managers and employees exempted from the statistics, and those with less than one year of service (weighted by days of employment). Employee compensation is calculated on an accrual basis, and any unpaid compensation is estimated.
- Note 3** The number of full-time employees for 2023 has been adjusted because the calculation method was changed to use the annual average.

For 2024, the starting salary for new hires—taking fresh graduates with a master's degree as an example—was set at an average monthly salary of NTD 42,970, which is 1.56 times the legally mandated minimum wage. After completing the onboarding training, new employees may receive appropriate salary adjustments based on their training performance.

In addition to cash-based rewards, since 2022, full-time employees of UNIVACCO who have completed one year of service have been eligible to participate in the employee stock trust plan. The company contributes 100% of the stock purchase subsidy to encourage employees to buy company shares and share in long-term growth. In 2024, a total of 66% of employees in Taiwan participated in the plan.

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Healthy Body: Comprehensive Health Management and Promotion Activities

UNIVACCO provides comprehensive management of employee health, including health promotion, medical check-ups, care and support, occupational disease prevention, workplace environment control, and employee health services, aiming to achieve a healthy work-life balance.

Health service participation : **1,626** instances

Item	Measures
Health Promotion	<ul style="list-style-type: none"> Organized 7 health promotion seminars, with a total of 740 participants. Updated health information on the internal website monthly to enhance employees' self-management and awareness of health promotion.
Health Checkups	<ul style="list-style-type: none"> Provided annual free health checkups valued at over NTD 5,000 per employee (exceeding legal requirements). Added a NTD 500 checkup package every two years for middle-aged and senior employees (exceeding legal requirements). Subsidized high-level executives with NTD 10,250 for in-hospital painless gastroscopy (exceeding legal requirements). Labor health checkups were conducted for 88 new employees. Total number of employees participating in health checkups: 473; family members: 34. Employee health checkup participation rate reached 100%. Health checkup data are maintained in both paper and electronic formats for statistical analysis and used as a reference for company health management and promotion programs; electronic files are strictly managed in accordance with the company's information security policies. Based on the checkup results, medical staff provide appropriate health guidance, job adjustments, occupational disease prevention, and other health management measures to maintain employee health, prevent occupational injuries, and ensure safe and healthy working conditions.
Care and Support	<ul style="list-style-type: none"> Provided maternal health case management and consultation from pregnancy through breastfeeding, and presented gift packages to expectant mothers. A total of 12 mother-and-baby care sessions were conducted, with a 100% consultation completion rate.
Occupational Disease Prevention	<ul style="list-style-type: none"> Conducted workplace environment inspections every six months and provided protective equipment and implemented environmental improvements based on the inspection reports. Regularly tracked health checkup reports for employees in special work environments, providing secondary health education for 34 employees with a 100% completion rate. In 2024, there were no Level 4 work-related cases.
Health Services	<ul style="list-style-type: none"> Collected and recorded employee health indicators, classifying health checkup results to manage high-risk or abnormal cases and adjust job assignments accordingly. Provided health management guidance to 77 employees, of which 32 received medical treatment and showed improvement. Offered a subsidy of NTD 500 per person ; 74 employees voluntarily participated in on-site flu vaccinations, with 7 family members joining. Organized 3 blood donation events, with 66 participants donating a total of 88 bags.

Statistical Year: 2024, Tainan Plants, Taiwan

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Employee Health Checkups



Health Promotion Seminars



Influenza Vaccination



Out of Love, Responsibility Matters : Employee Insurance System

In addition to legally providing each employee with labor insurance and National Health Insurance, UNIVACCO has established comprehensive group insurance to offer employees and their families more complete protection at lower rates.

From the employee's first day of onboarding, they are enrolled in the company's group insurance plan, covering life insurance, accident insurance, medical insurance, and overseas travel insurance. Employees may also choose to extend this coverage to their family members at a preferential self-paid rate, ensuring that the protection extends to their loved ones.

Key Talent Management Plan

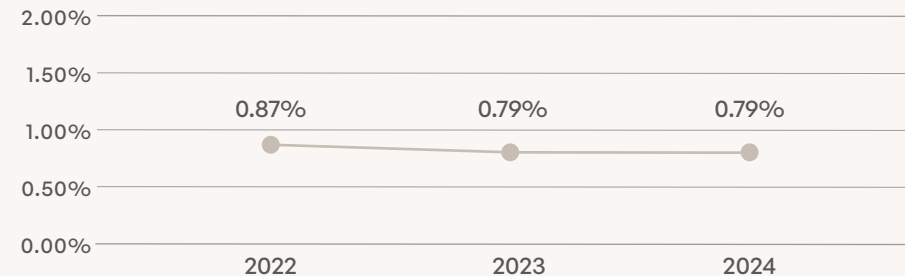
1. Enhanced Stock Purchase Subsidy : Key talents above a certain job level receive higher incentives to encourage long-term participation in the company's operations and shared success.
2. Competitive Total Compensation :Ensure that personnel in key units have annual salaries within the top 50% of the market level. Annual salary adjustments follow the manufacturing industry standard of 3%, and functional bonuses (performance bonus, R&D bonus, merit bonus) as well as profit-sharing incentives are optimized to reduce talent turnover and strengthen human capital within UNIVACCO.
3. Develop Future Capabilities of Key Employees :Conduct regular talent care interviews every six months, and plan and implement training and development programs, such as situational leadership, serving as TPM section leaders or CIT project team mentors, new managerial training, professional OJT programs, overseas rotations, certification training, or project-based experiential programs.

Note TPM: Total Productive Management
CIT: Continuous Improvement Team
OJT: On the Job Training

Key Talent Management

The hot-stamping foil industry is unique, and it is difficult to recruit talent with industry-specific experience in Taiwan. Therefore, supervisors and employees in key technical units are critical resources that impact the achievement of organizational strategic goals. To create an environment that retains talent, UNIVACCO has implemented a Key Talent Management Plan since 2011, incorporating key talent turnover rate as an important indicator in the company's sustainability strategy. In 2024, the key talent turnover rate remained the same as in 2023, achieving the target of maintaining it below 1%.

Key Talent Turnover Rate



Note The key talent turnover rate is calculated as the number of key talents who leave each month divided by the number of key talents employed at the end of that month, averaged from January to December.

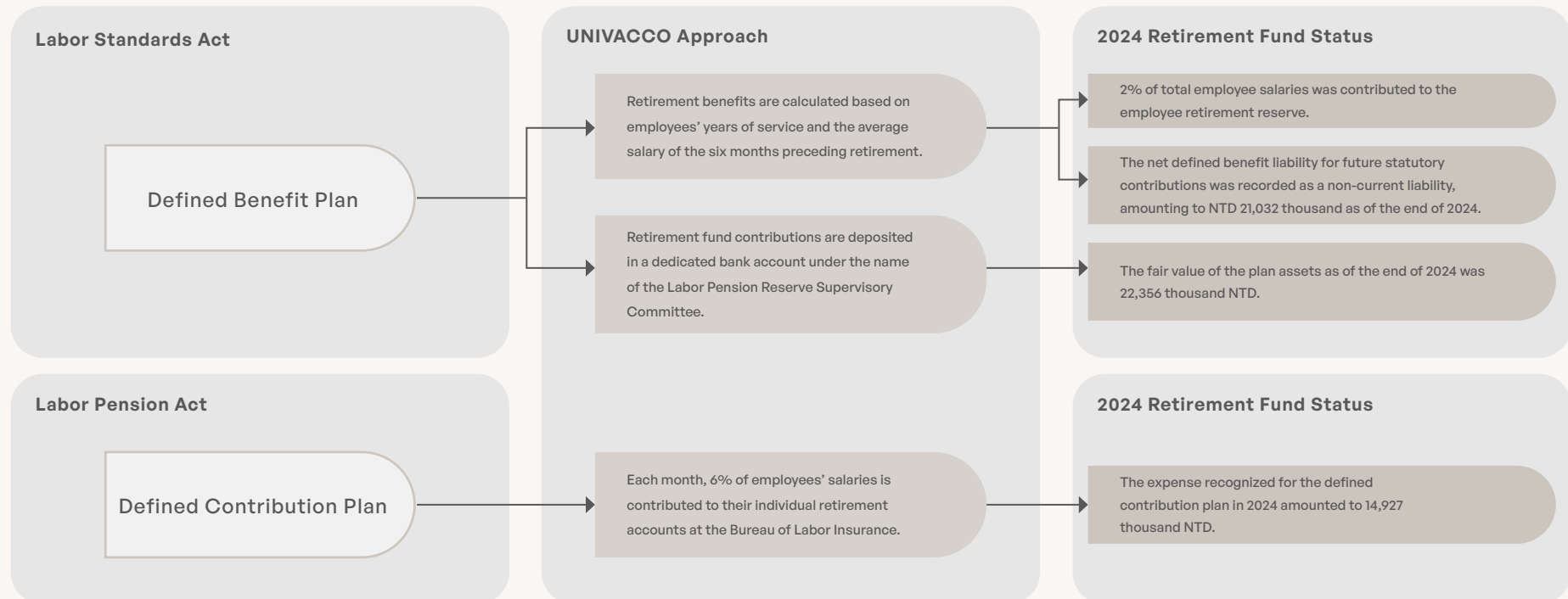
Stable Retirement Plan

UNIVACCO has established a retirement plan for employees, including benefits under Taiwan's Labor Standards Act and contribution plans based on Taiwan's Labor Pension Act or local practices for overseas-assigned Taiwanese employees.

1. Old System: Contribute 2% of total monthly salary to a retirement reserve account held in trust at a designated bank.
2. New System: Contribute 6% of monthly salary to individual retirement accounts under the Bureau of Labor Insurance.
3. Engage an actuarial consultant annually to assess the old system retirement reserve, ensuring full contributions for the year are completed by the end of March.

In addition to safeguarding employees' rights to future retirement benefits, the Company ensures stable and reliable retirement contributions and payouts through a sound financial management system, thereby further encouraging employees to make long term career plans and commit to sustained service with the Company.

2024 Retirement Plan Operation Overview



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Maintaining a Healthy Turnover Rate

Year	2022				2023				2024			
Gender	Male		Female		Male		Female		Male		Female	
Age Group	Number of Employees	Turnover Rate (%)	Number of Employees	Turnover Rate (%)	Number of Employees	Turnover Rate (%)	Number of Employees	Turnover Rate (%)	Number of Employees	Turnover Rate (%)	Number of Employees	Turnover Rate (%)
Under 30	53	44%	5	4%	30	45%	1	2%	21	26%	3	4%
31-50	44	36%	9	8%	28	42%	3	4%	35	43%	11	14%
51 and above	10	8%	0	0%	3	5%	1	2%	10	12%	1	1%
Total	107	88%	14	12%	61	92%	5	8%	66	81%	15	19%
Residence	Non-Tainan Resignations	Non-Tainan Employees Turnover Rate (%)	Tainan Resignations	Tainan Employees Turnover Rate (%)	Non-Tainan Resignations	Non-Tainan Employees Turnover Rate (%)	Tainan Resignations	Tainan Employees Turnover Rate (%)	Non-Tainan Resignations	Non-Tainan Employees Turnover Rate (%)	Tainan Resignations	Tainan Employees Turnover Rate (%)
	4	3%	117	97%	1	2%	65	98%	1	1%	80	99%
Total Resignations	121				66				81			
Total number of employees at year-end	515				487				510			
Overall Turnover Rate	23.5%				13.6%				15.9%			

Note

The number of employees who left does not exclude those who resigned mid-year.

Turnover rate (%) for each category = Number of employees who left in that category during the year ÷ Total number of employees who left during the year.

Overall turnover rate = Total number of employees who left during the year ÷ Total number of employees at year-end.

The total number of employees does not include employees on unpaid leave during the year

Policy Commitment

We cultivate talent through foundational education, developing employees' self-improvement abilities based on the company's management strategy goals, continuously enhancing organizational effectiveness.

- To elevate the quality of the workforce, strengthen core management competencies, enhance work performance, and cultivate a reserve of human capital
- To ensure every employee receives equal opportunities for learning and development, irrespective of gender, race, class, nationality, sexual orientation, age, or marital status.



2024 Results	2025 Targets	2030 Goals
Talent Development: UNIVACCO defines job competencies as the foundation for capability development, utilizing company resources comprehensively to provide a diverse and inclusive learning environment regardless of gender or job category.		
<ul style="list-style-type: none"> Average training hours per employee : Target >30 hours → Actual : 43 hours Diverse learning channels : A total of 55 internal digital learning courses for knowledge management have been implemented → Actual: 51 courses 	<ul style="list-style-type: none"> Average training hours per employee : Target >30 hours Diverse learning channels : A total of 60 internal digital learning courses for knowledge management to be implemented. 	<ul style="list-style-type: none"> Average training hours per employee : Target >30 hours Diverse learning channels : A total of 85 internal digital learning courses for knowledge management to be implemented.
Grievance Mechanism: Stakeholders can communicate through the contact channels provided on UNIVACCO's official website.		

EMPLOYEE RELATIONS AND SOCIAL ENGAGEMENT

7.5 Talent Development and Training

Employees are UNIVACCO's most valuable asset. Besides encouraging continuous learning and talent utilization, we emphasize the development and ongoing growth of our employees' capabilities. To this end, the company integrates internal and external resources to provide a world-class platform and challenging, meaningful, and enjoyable work content.

UNIVACCO designs training programs tailored to the role requirements of different job levels, covering new hires, general employees, first line supervisors, middle management, and senior executives. These programs encompass a wide range of training categories, including onboarding training, core competencies, professional competencies, self development, management capabilities, and trainer development. Building on this foundation, UNIVACCO has further established a talent development framework rooted in core attributes. Two key talent development strategies are defined : preparing employees for future capabilities and unlocking employee potential and innovation.

Through a capability oriented learning model, UNIVACCO delivers diversified and flexible learning approaches aligned with training and development plans at each job level.

This systematic approach enables employees to proactively build the skills required for future roles, strengthens the robustness of talent pipeline management, and fosters a culture of goal oriented, structured, and disciplined lifelong learning empowering employees to become a positive driving force for social progress

Training System by Employee Hierarchy

Training Curriculum / Level	Senior Management	Middle Management	Frontline Management	General Staff	New Hires
Core Competencies	Integrity And Pragmatism, Gratitude And Contentment, Proactiveness, Continuous Learning, Innovation And Improvement,Teamwork, Customer Orientation				New Hire Training
Professional Competencies	OJT training for the professional skills of each unit				
Self-development	Seminar (Benchmarking,Expert Exchange), Speech (Monthly Staff Meeting) Reading Club,Language Proficiency Training				
Management Competencies	Decision-Making and Judgment Cultivation and Development Team Leadership Organizational Planning Performance-Oriented Organizational Commitment	Communication and Coordination Training and Guidance Team Leadership, Problem-Solving Follow-Up Control, Attention to Qualit	Problem-Solving Team Communication Self-Management Knowledge Management		
Instructor Competencies	Theme-based instructor training (problem analysis and resolution, TPM series) Internal Lecturer, Professional Training (Physical and Digital)				

Note TPM: Total Productive Management OJT: On the Job Training

EMPLOYEE RELATIONS AND SOCIAL ENGAGEMENT

7.5 Talent Development and Training

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Average Training Hours per Employee - by Gender

Year	2022		2023		2024	
Gender	Male	Female	Male	Female	Male	Female
Number of employees (A)	410	105	384	103	412	98
Total training hours (B)	17,370	3,334	17,635	3,347	18,720	3,024
Average training hours per employee (B)/(A)	42	32	46	32	45	31

Note Supervisory Personnel refer to employees with departmental management authority (including those on the production line).

Administrative Personnel refer to employees responsible for handling various administrative affairs and ensuring the smooth operation of the organization.

Professional Personnel refer to engineers and sales staff who possess specialized knowledge and skills.

Direct Personnel refer to technicians, warehouse management, and packaging staff who are directly involved in production and manufacturing-related work.

Average Training Hours per Employee - by Job Function

Year	2022				2023				2024			
Job	Management Personnel	Professional Personnel	Administrative staff	Direct Labor Personnel	Management Personnel	Professional Personnel	Administrative staff	Direct Labor Personnel	Management Personnel	Professional Personnel	Administrative staff	Direct Labor Personnel
Number of employees (A)	50	128	41	296	45	126	44	272	42	128	41	299
Total training hours (B)	4,742	5,433	1,686	8,843	4,480	5,424	1,625	9,453	3,300	5,536	1,223	11,685
Average training hours per employee (B)/(A)	95	42	41	30	100	43	37	35	79	43	30	39

Skill Certification Courses + Work Breakdown Structure (Wbs)

Year	2022	2023	2024
Sessions	354	429	314
Participants	2,604	2,801	2,845
Person-hours	1,721	2,154	1,826

Note The Work Breakdown Structure(i.e., Job Instruction Training) is designed for frontline or first line managers, providing them with correct and efficient methods to guide subordinates in developing job related skills.

Participants refer to the total number of people attending skill certification courses and job instruction programs throughout the year, including repeated attendees

Person-hours = Unduplicated training attendees × program duration.

Developing Future Capabilities of Employees

Facing the demands of business growth, UNIVACCO recognizes the critical importance of employee skill development and talent pipeline management. The company is committed to building a high-quality team, ensuring that suitable talent can be deployed promptly to support rapid business expansion whenever the need arises. Through regular talent reviews, UNIVACCO can systematically and comprehensively assess the capabilities and potential of current employees, and develop precise talent development plans based on operational requirements. This not only optimizes human resource allocation but also ensures that the talent pool is continuously updated to support ongoing business growth. The five key focus areas for training and development are : 1. Leadership skills for supervisors, 2. Problem-solving ability, 3. Proposal and improvement capability, 4. Industry-specific knowledge and skills, 5. International communication skills. These areas guide UNIVACCO's talent cultivation and development strategies, preparing future leaders and providing a solid foundation for long-term business growth.



1. Leadership Skills

To enhance the leadership capabilities of Division Managers, UNIVACCO held a special Situational Leadership Workshop for Division Managers in 2024, inviting nine Division Managers to participate. By observing and learning coaching techniques from their peers, they exchanged experiences and shared knowledge. This collective learning approach comprehensively improves managerial leadership and promotes more effective team management and development.

Through the Training Within Industry (TWI) program for frontline supervisors, management skills were strengthened, and the job instruction content was independently developed into a New Employee Mentor Training Program. This mentor system enhances new hires' learning and adaptation. It not only reinforces new employees' grasp of required knowledge and skills but also allows mentors to improve their own capabilities through teaching interactions, laying a foundation for future roles as reserve management candidates.

2. Problem-Solving and Proposal Improvement Capabilities

According to the employee training and development blueprint, staff were assigned to participate in the Continuous Improvement Team (CIT) and Total Productive Management (TPM) courses, assisting with cross-department projects while developing problem analysis and solving skills, presentation abilities, project management, and team leadership. In 2024, the TPM course was transitioned to be delivered by internal instructors, passing on knowledge and skills in Individual Improvement, Autonomous Maintenance, Planned Maintenance, and Quality Maintenance, with content implemented directly on the production floor. This allows unit supervisors and frontline employees to respond promptly to on-site incidents, reduce production loss, increase capacity and efficiency, and help new employees quickly master comprehensive production management processes. In 2024, the TPM course trained 1,159 participants for a total of 3,951 hours.

The CIT program had 50 participants in 2024, cultivating 5 team leaders, developing problem-solving experts, and fostering a learning organizational culture. Through systematic courses and case studies, participants engaged interactively to improve learning effectiveness, training their logical thinking and strengthening vertical and horizontal reasoning, enhancing their analytical and problem-solving capabilities when addressing challenges, thereby establishing a learning-oriented organizational culture.

The CIT program has been implemented since 2016 and is now in its ninth year. In the early phase of implementation (2016–2019), courses and guidance were provided by external professional consultants, covering topics such as problem analysis and solving, the seven quality control tools, basic statistical concepts, and the operation of Minitab data analysis software. This approach aimed to strengthen employees' systematic thinking, improvement capabilities, and cross-departmental problem-solving skills. Since 2020, the CIT team has officially transitioned to internal self-management, with related courses now delivered by internal instructors to participating CIT employees.

Note

CIT refers to Continuous Improvement Team

TPM refers to Total Productive Management

Minitab is a professional statistical analysis software that provides tools for statistical process control, design of experiments (DOE), measurement system analysis, reliability, and predictive analytics

EMPLOYEE RELATIONS AND SOCIAL ENGAGEMENT

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To better understand participants' learning effectiveness, the CIT program employs diverse evaluation items to assess learning outcomes. The assessment items based on the Kirkpatrick Four-Level Evaluation Model are detailed in the table below :

Kirkpatrick Four-Level Evaluation Model – Taking the CIT Program as an Example

Level 1 Response Evaluation	Level 2 Learning Assessment	Level 3 Performance Evaluation	Level 4 Outcome Evaluation
Participants evaluate course design instructors, administrative services, and overall course effectiveness satisfaction.	To evaluate the effectiveness of participants ' learning outcomes through assessments such as tests, hands on practical exercises, post training assignments, and action plans.	After the training, supervisors and colleagues observe whether participants apply the knowledge acquired during the training in their daily work.	Business benefits derived from training
2024			
Implementation of the four major directions of evaluation (out of 5) Contribution 4.2 / Engagement : 4.4 Preparedness: 4.3 / Applicability: 4	The reporting process follows an 8D problem-solving approach by specialized teams, with an annual cycle of : case initiation and review, mid-term sharing, and year-end presentation	Selection criteria for each project team : 1. Increase in product yield 2. Increase in customer satisfaction 3. Resolve major company issues, and link all organizational and individual work goals and performance	2024 project benefits total (excluding intangible benefits) : 3.12 million NTD (CIT)

Note The Kirkpatrick Four-Level Evaluation Model was proposed by the renowned scholar Donald L. Kirkpatrick in 1959 and is currently the most widely applied tool for evaluating training outcomes in corporate education and training.

8D refers to the Eight Disciplines Problem Solving methodology, also known as the team-oriented problem-solving method.

Furthermore, through the implementation of CIT activities, UNIVACCO has established a regular project review system, cross-industry benchmark learning exchange mechanisms, and an internal organizational experience-sharing platform, which further strengthens teamwork and the transfer of industry expertise. An Annual Final Presentation is held each year to select outstanding projects and award bonuses. This not only affirms the contributions and participation of employees but also recognizes teams and individuals who demonstrate excellence in improvement activities, thereby fostering a positive cycle of continuous improvement culture. Looking ahead to 2025, as the CIT program enters its tenth year, UNIVACCO will continue to deepen the promotion of the CIT improvement teams, further strengthening organizational cohesion and a culture of continuous learning. We will focus on cultivating employees' systematic thinking and building a professional problem-solving talent pool within the company.



CIT Final Presentation

EMPLOYEE RELATIONS AND SOCIAL ENGAGEMENT

7.5 Talent Development and Training

3. International Communication Abilities

To enhance employees' English proficiency, UNIVACCO implemented an English action learning program supported by online learning platforms and English learning applications. Employees are able to flexibly select and adjust learning topics based on their job requirements, and engage in one on one speaking practice sessions with native speaking instructors to strengthen their oral communication skills.

Through this flexible learning approach, the program effectively supports employees in cross border communication, accessing international information, and serving international clients. In 2024, a total of 34 employees completed the program.



Reflections from Employees on the Company Language-Learning Program

4. Industry-Related Professional and Technical Skills

UNIVACCO expects every employee to leverage their professional expertise to enhance overall competitiveness.

Accordingly, each year the Company reviews departmental roles and job descriptions to identify and assess gaps in professional competencies. Based on the identified needs, tailored technical and professional training plans are developed for each department and implemented through departmental on the job training (OJT) programs.

Note OJT: On the Job Training

Category	Course	Total Training Hours
IECQ QC 080000	Hazardous Substance Management	28
ISO 27001	Information Security	510
ISO 45001	Occupational Safety and Health Training, Emergency Response Drills, Chemical Usage and Storage, Traffic Safety, Firefighting Drills, Electrical Safety	5,288
ISO 14001	Environmental Management, Water Resource Management, Waste Management	257
ISO 14064-1	Greenhouse Gas (GHG) Inventory, Carbon Emission Calculation Practice	129
ISO 50001	Energy and Energy Conservation Management	19

EMPLOYEE RELATIONS AND SOCIAL ENGAGEMENT

7.5 Talent Development and Training

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Category	Course	Total Training Hours
Net-Zero Emissions	Carbon Footprint Verification, Carbon Reduction Behavior Management	515
Production Management	TPM (Total Productive Management), Problem Analysis and Solving, Planned Maintenance, Autonomous Maintenance, 7S	1,956
Skill Certification	Production Line Skill Certification	3,389
Quality Training	Anomaly and Customer Complaint Training	480
R&D Technology	Analysis Seminar For Coatings and Additives, Hot Stamping Process Seminar, R&D Topic Seminar	115
Business Ethics	Core Competencies: Integrity in Business; Integrity with Pragmatism	19
Human Rights & D&I	Friendly Workplace, Prevention of Workplace Unlawful Infringement, Employment Policy Communication and Working Hour Management (Including Labor Regulations and Prohibition of Child Labor)	200

Category	Course	Total Training Hours
Equipment & Process	Coating Machine Operation Principles, Principles of Tracking Wheel Operation	3,297
IT / Digital	Information System Maintenance Seminar, ChatGPT Application	382
Language Study	English Learning, Mandarin Learning For Migrant Workers	1,904
New Hire Training	Company Regulations, Employee Benefits, Meal Subsidy, Group Insurance, Health Check ups, Attendance, An Overview Of Leave Policies (Including Time Allowances For Breastfeeding or Milk Expression, Parental Leave, Paternity Leave, and Family Care Leave).	14
Others	Thematic Lectures, Brand Strategy, Health Promotion, Employee Town Hall Meetings, Regulatory Compliance	3,242
Total		21,744

Note 7S refers to the 7S Site Management Method, which is an acronym for the seven terms: Seiri (Sort), Seiton (Set in Order), Seiso (Shine), Seiketsu (Standardize), Shitsuke (Sustain), Safety, and Saving.

TPM: Total Productive Maintenance/Management

Multiple Training Approaches

Internal Training

- Core Competencies
- Professional Competencies
- Management Competencies
- Instructor Competencies (or Trainer Skills)

External Training

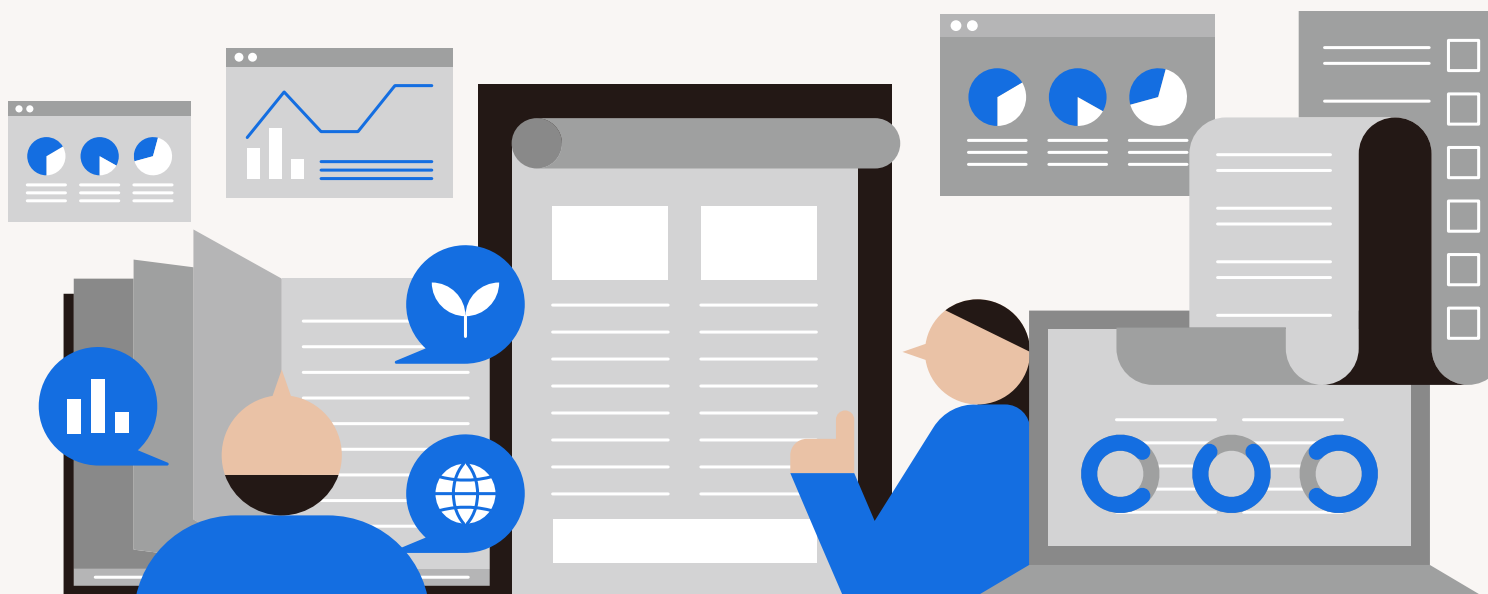
- Workshops
- Professional Courses
- Certification Programs
- Language Proficiency Training

Internal Training Development E-Platform

- Knowledge Management Center
- Online Learning Courses
- Training Planning
- Training Blueprint

On-the-Job Training (OJT)

- Job Instruction
- Machine Operation
- Work Meetings
- Project Coaching



EMPLOYEE RELATIONS AND SOCIAL ENGAGEMENT

7.5 Talent Development and Training

Promoting a Culture of Sustainability and Diversity, Equity & Inclusion, DEI)

To enhance the fundamental knowledge and literacy of all employees regarding sustainability issues, our company actively integrates the concepts of sustainability and Diversity & Inclusion into our talent development strategy. We prioritize the exchange of diverse perspectives and the construction of an inclusive culture, encouraging cross-departmental learning and knowledge sharing. This ensures that sustainability is not merely a management strategy but is internalized as a daily action guideline for every colleague. We believe that by continuously strengthening internal sustainability literacy, we can bring about a more positive and long-lasting impact on the company and co-create a more resilient future with our stakeholders. We will continue to expand the depth and breadth of our curriculum, striving to build a learning organization and lay a solid foundation for achieving our corporate sustainable development goals.

1. Deepening Sustainability Literacy and Cultivating Green Talent

In our monthly thematic speeches, we invite experts from industry and academia to share concepts and practical approaches related to the "Sustainable Transformation of Packaging and Printing, and the Circular Economy." In 2024, a total of 195 people participated, continually instilling concepts of regeneration and sustainability in our colleagues. This serves to inspire ideas for carbon reduction and net-zero emissions across various departments, thereby promoting the company's overall sustainable development. We offer a series of knowledge courses on standards such as ISO 14001, ISO 14064-1, and ISO 50001, systematically introducing environment-related topics like waste management, energy management, and greenhouse gas emissions. This not only allows colleagues to understand the company's specific actions in environmental governance but also enables them to recognize the concepts of sustainable operation. We anticipate that continuous knowledge updates and value advocacy will cultivate employees who possess both professional and sustainable thinking, enabling them to implement the spirit of sustainability in their daily work.



Packaging And Printing Sustainable Transformation – Guest Lecture



Circular Sustainable Packaging – Guest Lecture

2. Creating a Diversity, Equity, and Inclusion (DEI) Friendly Workplace

Our company is committed to building a friendly work environment that respects differences and encourages equal participation. We integrate the principles of Diversity, Equity, and Inclusion (DEI) into our talent training and development strategies, and operationalize a culture of inclusion through hosting friendly workplace courses and activities. To enhance all employees' sensitivity and response capabilities regarding workplace respect and equity issues, we utilize employee focus groups/forums to listen to the voices of colleagues from different backgrounds, fostering two-way communication and understanding. To practice cultural diversity and equal participation, we also specifically held an Appreciation Event for Migrant Workers to recognize their contributions to the company and society, encouraging cultural integration and respect. This has not only strengthened employee cohesion but has also gradually shaped an open, inclusive, and respectful workplace atmosphere. Moving forward, we will continue to optimize DEI-related education and training by introducing more scenario simulations and cross-cultural learning resources. We aim for every colleague to be able to develop their full potential in a safe, equitable, and diverse environment, working together to achieve our vision of a sustainable and inclusive organization.



Creating A Friendly Workplace – Course



Outstanding Employee Recognition – Vietnamese Colleagues

Unlocking Employee Potential and Innovation

Driving Digital Transformation through AI Technology In response to the wave of digitalization and the need for industrial upgrading, UNIVACCO is actively introducing Artificial Intelligence (AI) technology, committed to fostering internal digital transformation and smart work cultivation. In 2024, we hosted a ChatGPT Sharing and Presentation Session to guide colleagues in exploring the application potential of generative AI tools in their daily work through a practical, self-directed learning approach. Internal instructors within the departments further utilized ChatGPT to assist in producing comprehensive content for practical materials, such as teaching scripts, course outlines, and instructional design, thereby significantly enhancing work efficiency.

1. ChatGPT Sharing and Presentation Session

Promoting the Use of AI Tools The sharing and presentation session not only showcased the practical benefits of AI tools but also promoted cross-departmental exchange and learning, stimulating a high degree of interest and proactivity among colleagues toward technological innovation. To sustain this momentum in AI application and strengthen the organization's digital resilience, we established an AI Tool Promotion Task Force to plan continuous learning mechanisms and hands-on workshops. This group facilitates the sharing of AI application experiences across departments. Moving forward, we will also cultivate AI Seed Instructors to assist various units in implementing AI application strategies that meet their business needs, thereby creating a bottom-up learning momentum and culture of innovation.



ChatGPT Sharing Session

2. Internal Instructors Transition to Digital Educators, Launching Digital Transformation

By combining digital tools with AI technology, our internal instructors can more rapidly create and update high-quality training materials, significantly boosting work efficiency and the availability of learning resources, while substantially reducing material production time. The successful implementation of this model has not only accelerated the pace of digital transformation but also introduced a more flexible learning approach for the company. Looking ahead to 2025, UNIVACCO plans to replicate and expand this model to further increase the output of digital learning materials and strengthen employee learning and development, helping the company maintain a competitive edge amidst the digitalization wave. The instructional model has transitioned from traditional internal instructor-led training to digital courses paired with hands-on practice sessions. This enhances the participants' ability for practical application and "learning by doing," creates flexible learning resources unbound by time or space constraints, and effectively shortens the learning curve. Consequently, the previously three-month new employee general training program has been successfully condensed to be completed within one month.



Self-made Digital Teaching Material Screens

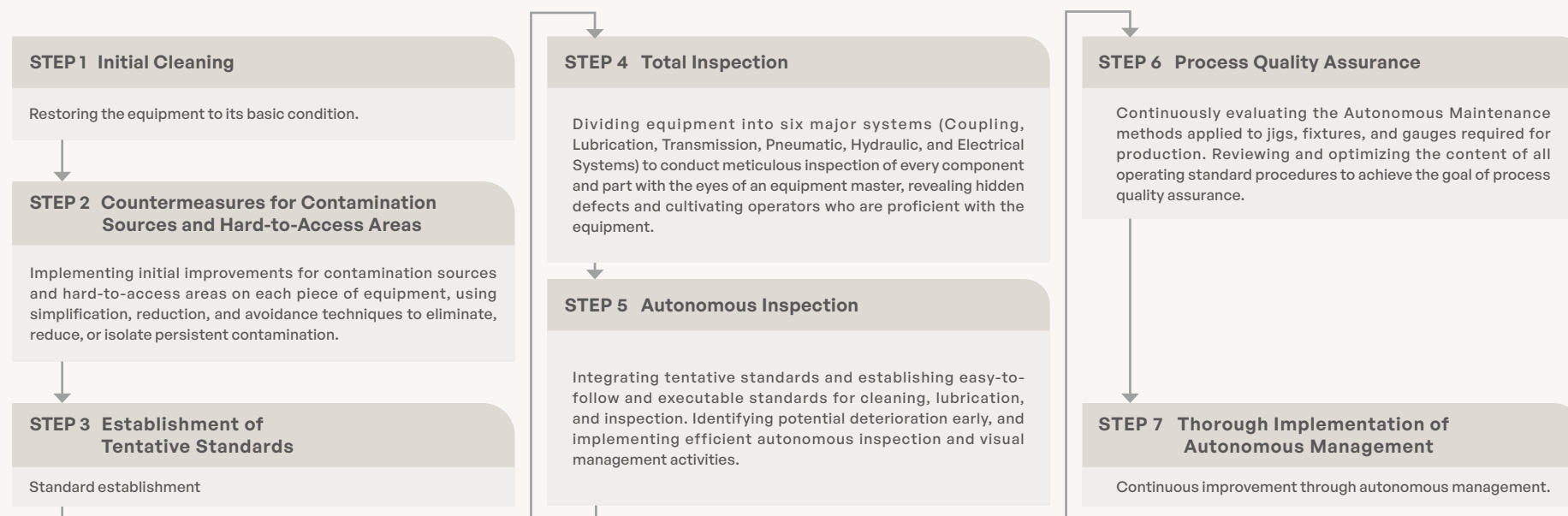
EMPLOYEE RELATIONS AND SOCIAL ENGAGEMENT

7.5 Talent Development and Training

TPM Corner (Total Productive Management Column):

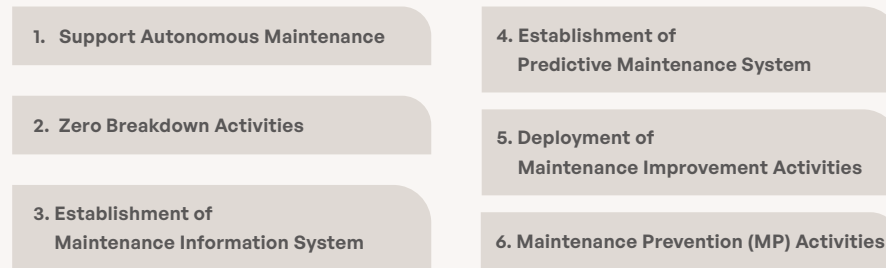
Building a Quality Working Environment Through Total Participation and Fostering Personnel Growth.

Since UNIVACCO introduced Total Productive Management (TPM) in 2021, we have adhered to the spirit of "Total Participation, Total System Implementation, and Total Improvement." We are committed to improving the employee working environment, enhancing equipment utilization efficiency, optimizing manufacturing processes, implementing robust on-site management, and further positioning the TPM curriculum as the cornerstone for corporate sustainable operation and ESG activities. Through the systematic promotion of four main pillars—Autonomous Maintenance, Planned Maintenance, Individual Improvement, and 7S Management—TPM has become more than just a tool for boosting production efficiency; it is a platform that interconnects environmental management, employee empowerment, and on-site management. On the environmental front, TPM addresses equipment failures and non-operating time by utilizing Autonomous Maintenance and Planned Maintenance for root cause analysis and preventative improvement, thereby reducing equipment downtime and increasing equipment stability. Since the comprehensive implementation of TPM, we have begun improving on-site equipment through the Seven Steps of Autonomous Maintenance. In 2024, our demonstration machines have continuously met the requirements of STEP 5.



In terms of equipment management, we adopt the concept of the Six Pillars of Planned Maintenance activities to minimize equipment loss and achieve the "Triple Zero" targets of zero breakdowns, zero defects, and zero accidents, thereby enhancing Overall Equipment Effectiveness (OEE).

Six Pillars of Planned Maintenance



The Six Pillars of Planned Maintenance UNIVACCO's equipment management is built upon these six pillars, supplemented by activities such as the Seven Steps to Zero Breakdowns, Equipment Six Systems Operation Training, Why-Why Analysis, Equipment Classification and Maintenance Management, Spare Parts Management, One Point Lesson (OPL) establishment, Training Dojo establishment, and Equipment History Card creation, to manage all equipment within the plant.

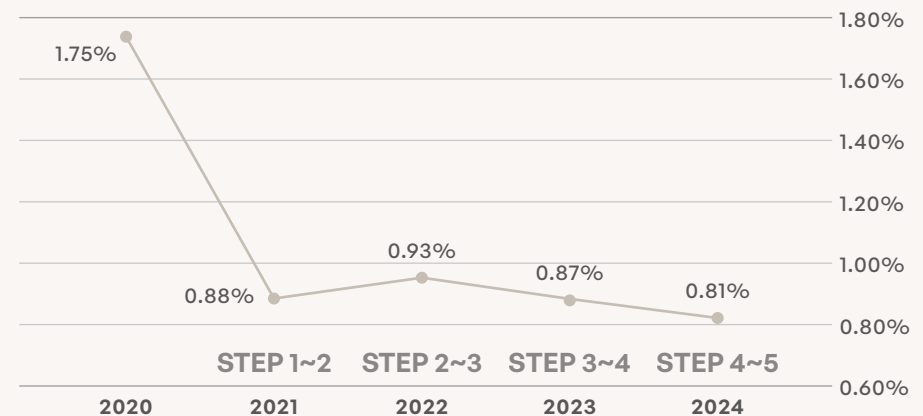
Through the implementation of Autonomous Maintenance and Planned Maintenance, the breakdown rate of coating equipment across the entire plant has significantly decreased compared to 2021, falling from 1.75% before implementation to 0.81% in 2024. Furthermore, the MTBF (Mean Time Between Failure) indicator for key production equipment across the entire plant has increased from 82.48 hours in 2021 to 114.58 hours.

Note Why-Why Analysis refers to a root cause analysis method aimed at finding the fundamental cause of a problem by repeatedly asking "Why," rather than merely addressing surface symptoms.

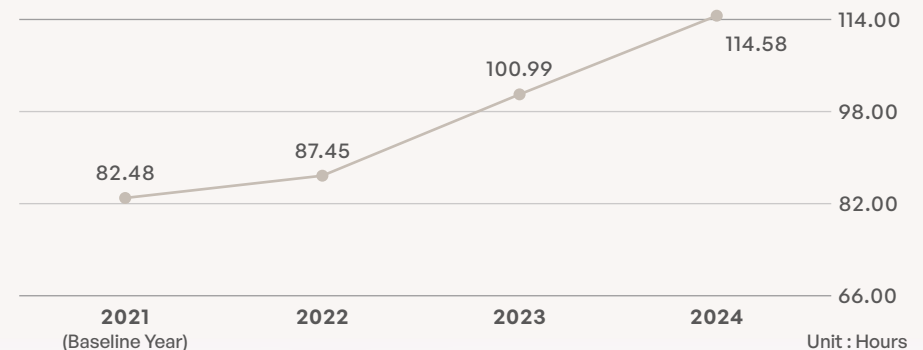
MTBF stands for Mean Time Between Failure, which is calculated by taking the total operating time of the equipment in a month, subtracting the total aggregate breakdown time of all equipment on that machine, and dividing the result by the total number of failures in that month.

Looking ahead to 2025, Autonomous Maintenance will continue to be refined to achieve STEP 6 and STEP 7, ensuring that the concepts are fully integrated into small group activities and that frontline colleagues possess the capability to handle equipment abnormalities. Planned Maintenance will focus on cultivating internal instructors to continuously transfer and refine related equipment management activities and methodologies.

Coating Machine Breakdown Rate Trend Over the Past Five Years



MTBF (Mean Time Between Failure) for All Plant Areas and Equipment in Various Processes



In terms of Employee Skills, our company regards TPM as one of the primary platforms for employee skill growth and competency development. Through the Seven Steps of Autonomous Maintenance, training at the Company Training Dojo, on-site implementation, and periodic certification, we achieved 1,159 training person-times in 2024. During this process, employees developed the ability to proactively identify and solve problems, fostering on-site knowledge sharing and a cross-departmental learning atmosphere, which effectively strengthens teamwork and site responsibility.

Number of Trainees

Year	Trainees	Hours Trained
2021	713	3,462
2022	433	2,865
2023	832	3,491
2024	1,159	3,951

In terms of Governance, through the implementation of the 7S Management system (Sort, Set in Order, Shine, Standardize, Sustain, Safety, and Saving) and Individual Improvement initiatives, employees not only autonomously reuse waste materials for purposes such as protective guarding and the beautification of employee break areas, but they also proactively establish a safe, clean, and orderly working environment, thereby enhancing the comfort of the production floor. Furthermore, through reinforced safety awareness, employees periodically propose safety improvement suggestions. This has fostered a highly reliable site culture that balances production efficiency with occupational safety. Since the introduction of the 7S Management system in 2022 until the first half of 2025, we started with basic cleaning, tidiness, and location marking on the production lines. This progressed to setting implementation standards for various areas, with the number of standard items expanding from the original 110 to 863. This is sustained and continuously improved through an auditing system and performance evaluation. Regarding operational safety, 7S Management has continuously driven improvements related to environmental and equipment safety, such as LEL (Lower Explosive Limit) environmental monitoring, emergency stop light barriers on equipment, and anti-entanglement guards. Starting in the second half of 2024, monthly regular awareness campaigns have been conducted for frontline colleagues on topics including entanglement safety, cutting safety, traffic safety, and historical industrial injury cases, ensuring safety consciousness is embedded in every employee.

EMPLOYEE RELATIONS AND SOCIAL ENGAGEMENT

7.5 Talent Development and Training

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Furthermore, to alleviate the physical workload of frontline colleagues and eliminate unnecessary waste (such as motion waste and material waste), we operate the TPM Individual Improvement Sub-Committee. Frontline colleagues form improvement teams within this sub-committee to target and improve unreasonable or physically demanding on-site operations. Since its establishment in 2022, the sub-committee has proposed 4 to 5 improvement projects every half year, accumulating 24 improved cases to date with a high success rate of 92.3%. In addition to tangible financial benefits of approximately NTD 600,000 to 800,000 annually, the improvements also mitigated physical hazards for personnel engaged in repetitive or high-physical-load tasks.



Press Roller Area – Storage Not Labeled

The specifications and names are not indicated.

Difficult for personnel to pick items correctly, risk of misuse.

Labels Issue : Area not labeled / no floor markings

After 7S Activity Improvement



Labeled by specification and length, arranged from small to large

Reduces personnel errors and search time

(Easy to inspect / Easy to pick / Easy to return)



Bumper Frequently Hit by Forklift

Causing damage and deformation.

Safety / Cleanliness Issue :

Bumper damaged / warehouse wall dirty

After 7S Activity Improvement



1. Changed bumper design, using discarded rubber wheels for protection – safe, aesthetic, and environmentally friendly
2. Applied target stickers to walls for decoration, greatly improving overall appearance

Overall, TPM has evolved from a maintenance system within a single department to a horizontal strategic framework that drives corporate sustainability. This not only assists the company in achieving manufacturing goals of high efficiency and low loss, but also interconnects personnel growth, knowledge transfer, and management optimization, translating into concrete actions across various ESG dimensions. Moving forward, the company will continue to enhance the horizontal scalability of TPM, progressing towards the long-term vision of Smart Manufacturing and Net-Zero Emissions.

Policy Commitment

With “Social Engagement” and “Educational Care” as the two main pillars for promoting social inclusion, efforts are made to integrate both qualitative and quantitative, multi-channel approaches.

Collaborating with stakeholders on environmental, cultural, and social initiatives



2024 Results	2025 Targets	2030 Goals
Promoting community development and resource contribution By connecting internal and external resources and actively participating in public welfare activities, the company strives to achieve meaningful social inclusion.		
<ul style="list-style-type: none"> • Purchase 4 local agricultural products → a total of 13 local agricultural products purchased. • Long-term educational outreach maintained for 3 beneficiaries, with an increased total donation amount → additional 300,000 NTD sponsorship for athlete training programs. • Sponsored 30 elderly beneficiaries under the Hua-Shan Social Welfare Foundation achieved. 	<ul style="list-style-type: none"> • Purchase 4 local agricultural products. • Maintain 3 long-term educational outreach beneficiaries, with increased donation amounts. • Sponsor 30 elderly beneficiaries under the Hua-Shan Social Welfare Foundation. • End poverty: engage in community action programs supporting elderly living alone and children in rural areas. 	<ul style="list-style-type: none"> • Purchase 4 local agricultural products. • Maintain 3 long-term educational outreach beneficiaries, with increased donation amounts. • Sponsor 30 elderly beneficiaries under the Hua-Shan Social Welfare Foundation. • End poverty: engage in community action programs supporting elderly living alone and children in rural areas.
Grievance Mechanism: Stakeholders may communicate through the contact channels provided on UNIVACCO’s official website.		

7.6.1 Educational Support Initiatives

As the income gap in Taiwan continues to widen, UNIVACCO has remained committed to supporting underprivileged students in the Tainan region who strive to pursue education despite financial hardship. Over the past 23 consecutive years, the Company has donated more than 7.13 million NTD in scholarships, benefiting nearly 4,020 children from disadvantaged families under the Tainan Northern Family Support Center. In 2024, a total of 216 employees participated in the donation campaign, achieving a 42.4% participation rate, helping underprivileged children and families transform their lives and regain hope.

Since 2021, UNIVACCO has donated 100,000 NTD annually to support the Erhu music club of Dashan Elementary School in Madou District, enabling the school to purchase instruments and improve teaching quality. This initiative provides more students the opportunity to learn traditional music, reflecting UNIVACCO's aim to enrich local elementary schools with artistic and cultural resources and create diverse learning opportunities for children.

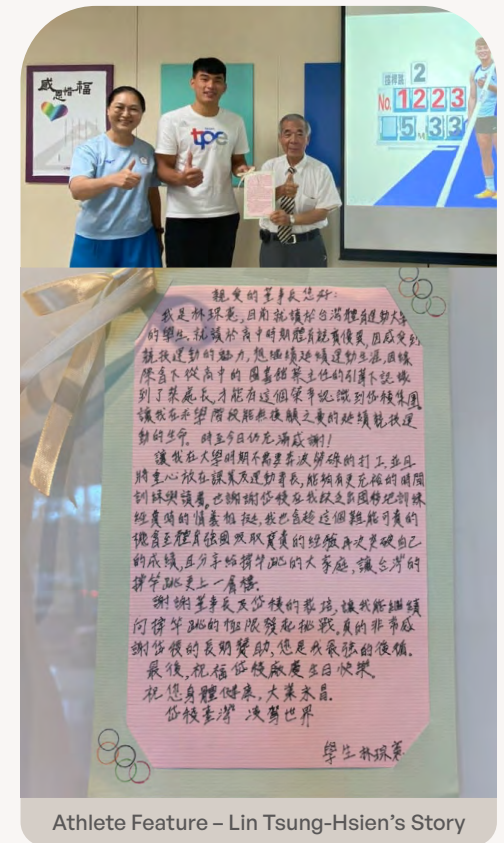
Since 2022, UNIVACCO has dedicated social resources to supporting the development of sports in Taiwan. Through continuous sponsorship of national athletes, the Company provides long-term backing for emerging sports talents, allowing them to train and compete without financial concerns as they pursue new records.

At the 2024 National Intercollegiate Athletic Games, athlete Lin Tsung-Hsien won the championship with a 5.50-meter performance, breaking his personal best. In an interview feature, Lin Tsung-Hsien shared his journey of overcoming challenges in his athletic career—from winning gold at the 2022 Asian Games, to conquering psychological barriers and regaining confidence in 2023, achieving new milestones once again. He expressed gratitude to UNIVACCO for its continued support, which allowed him to focus wholeheartedly on pursuing his dreams. During UNIVACCO's 34th Anniversary Celebration in 2024, Lin Tsung-Hsien personally attended and shared his experiences with employees, encouraging them to believe in their ability to overcome challenges and reach new “heights” in both their careers and lives.

Looking ahead, UNIVACCO will continue to promote sports development and social inclusion through public participation and cross-sector collaboration, providing more platforms and international opportunities for talent, and showcasing Taiwan's competitiveness and global influence.



Family Support Scholarship Program



Athlete Feature – Lin Tsung-Hsien's Story

7.6.2 Caring for the Elderly Living Alone

As Taiwan approaches a super-aged society, the demand for long-term care services and facilities is steadily increasing, and resource gaps are emerging as potential challenges. The health and well-being of elderly individuals living alone in rural areas are particularly at risk. For six consecutive years, UNIVACCO has supported funding for services assisting “three-lost” seniors in the Madou District—those who have lost physical function, cognitive ability, or family support—providing assistance to nearly 100 elderly residents and donating a total of approximately 1.875 million NTD.

7.6.3 Giving Back Locally and Volunteering Together with Employees

UNIVACCO has long supported local agricultural development. In addition to sourcing ingredients for company meals, the Company also purchases festive gift boxes from local farmers every year, taking concrete action to support Taiwanese agricultural products, reduce carbon emissions, and shorten food miles.

In 2024, UNIVACCO continued to host on-site blood donation drives, with a total of 66 participants donating 88 bags of blood. UNIVACCO also integrates ESG principles into employee engagement activities (such as year-end banquets, anniversary charity events, and festive programs), encouraging employees to participate in public welfare together. These initiatives embody the Company’s core values of gratitude, local care, and sustainability, fostering unity among employees and their families through enjoyable activities while jointly practicing social responsibility. For example, during Mother’s Day and Father’s Day, UNIVACCO collaborated with a MIT-certified eco-friendly brand to provide employees with COP27-certified sustainable gift boxes. These initiatives collectively reduced over 7,480 kg of carbon emissions, equivalent to planting approximately 680 twenty-year-old trees.



Hua-Shan Foundation Elderly Care Program



Purchasing Local Agricultural Products



Supporting underprivileged Groups

Policy Commitment

UNIVACCO implements regulatory compliance and hazard risk identification to apply effective risk control measures, regularly monitor and maintain control systems, and foster a strong safety culture within the company.

- Comply with occupational safety and health regulations at operational locations and international standards such as ISO 45001. Strive for zero accidents and promote steady corporate growth with safety as the top priority.
- Establish key priorities and action plans to continuously enhance the occupational safety and health management system and implement risk improvement projects.
- Conduct due diligence to ensure workplace and operational safety, safeguarding the physical and mental well-being of employees, contractors, customers, and partners across the organization.
- Communicate, consult, and encourage participation of workers and their representatives in decision-making to fulfill safety responsibilities at all levels. Work collaboratively to eliminate hazards, prevent accidents and occupational diseases, and foster positive safety and health interactions through cooperation and sharing.
- Continue to provide safety and health education and promotion, encouraging active participation in safety programs to build awareness and shape safe behaviors and habits among all employees.
- Implement effective occupational injury and illness management and prevention measures.
- Commit to complying with environmental, health, and safety regulations, as well as other stakeholder requirements, while ensuring worker communication and participation to continuously improve safety performance and reduce occupational incidents.



2024 Results	2025 Targets	2030 Goals
Promoting a Safety Culture Promote a people-centered safety culture, manage safety risks, and build an inherently safe work environment.		
<ul style="list-style-type: none"> •Occupational Injury Frequency Rate : Target 0 → Actual 4.97 •Occupational Injury Severity Rate : Target 0 → Actual 67 •Contractor Incidents : Target 0 cases → Actual 0 cases •Employee Safety Training Plan Completion Rate : Target 100% → Achieved 100% 	<ul style="list-style-type: none"> •Occupational Injury Frequency Rate : 0 •Occupational Injury Severity Rate : 0 •Contractor Incidents : 0 cases •Employee Safety Training Plan Completion Rate : 100% 	<ul style="list-style-type: none"> •Occupational Injury Frequency Rate : 0 •Occupational Injury Severity Rate : 0 •Contractor Incidents : 0 cases •Employee Safety Training Plan Completion Rate : 100%
Grievance Mechanism: Stakeholders can communicate through the contact channels provided on the UNIVACCO official website.		

UNIVACCO has obtained certification for its Occupational Safety and Health Management System (including the Taiwan Occupational Safety and Health Management System). The certification covers all Tainan sites. Based on the belief that employees are the company's most valuable assets, UNIVACCO continuously strengthens safety and health management to protect its employees and their families. In 2020, the VC1 and VC2 plants were certified under ISO 45001:2018 Occupational Safety and Health Management System and CNS 45001 Taiwan Occupational Safety and Health Management System. UNIVACCO continues to ensure the effectiveness of the Occupational Safety and Health Management System and complies with international standards to protect the safety and health of all 513 employees with 100% applicability.

Note

The term "employees" here refers to employees and on-site contractors at UNIVACCO's Tainan sites.

All personnel entering UNIVACCO's Tainan facilities (including contractors) are also required to comply with the system requirements to ensure workplace safety and health. To further strengthen the company's safety awareness and culture, UNIVACCO's subsidiary in Wuxi obtained ISO 45001:2018 certification in 2023. The company will continue to guide other subsidiaries in enhancing their safety culture and ensuring that each site achieves management system certification.

Occupational Safety and Health Organization Operations

To implement the company's Environmental, Safety, and Health (ESH) policies, UNIVACCO follows its ESH Management Manual, Communication, Participation, and Consultation Procedures, and Occupational Safety and Health Committee Regulations in accordance with the GRI Sustainability Reporting Standards. To ensure effective implementation of occupational safety and health measures, UNIVACCO holds Occupational Safety and Health Committee meetings every two months, which exceeds legal requirements. The Chief Executive Officer serves as the Chairperson of the Committee. During each meeting, the following topics are reviewed, and meeting minutes are distributed to all relevant departments for execution :

1. Providing recommendations on the employer's occupational safety and health policy.
2. Coordinating and advising on the occupational safety and health management plan.
3. Reviewing implementation plans for safety and health education and training.
4. Reviewing workplace environmental monitoring plans, results, and corrective actions.
5. Reviewing health management, occupational disease prevention, and health promotion initiatives.
6. Reviewing proposals related to safety and health improvements.
7. Reviewing internal inspection and safety and health audit results.
8. Reviewing preventive measures for machinery, equipment, raw materials, or material hazards.
9. Reviewing occupational accident investigation reports.
10. Evaluating on-site safety and health management performance.
11. Reviewing safety and health management matters related to contracted operations.
12. Reviewing other occupational safety and health management issues.

Proportion of Labor Representatives in the Occupational Safety and Health Committee, 2024

Number of Labor Representatives (A)	11
Total Number of Committee Members (B)	18
Ratio (A/B × 100%)	61%

EMPLOYEE RELATIONS AND SOCIAL ENGAGEMENT

7.7 Occupational Health and Safety

Occupational Safety and Health Performance

Through the promotion and implementation of the Occupational Safety and Health Committee, UNIVACCO achieved 19 major objectives, including those completed in 2024 :

1. Conducted monthly legal compliance identification, tracking regulatory adherence across all sites with a 100% compliance rate.
2. Managed and followed up on 28 communication cases related to internal and external occupational safety and health stakeholders.
3. Held 10 Safety Officer Meetings to enhance communication channels for non-management employees, share key resolutions from the Occupational Safety and Health Committee, update improvement progress, and review safety and health management performance.
4. A total of 11 labor representatives were appointed by each department. In addition to participating in committee meetings, incident investigations, hazard identification, and risk assessments, they also acted as communication liaisons within their departments, presenting proposals and updates during meetings to ensure timely implementation of improvements.
5. The company's number of certified occupational safety and health professionals exceeds regulatory requirements. Each year, UNIVACCO reviews and plans training and recertification schedules for occupational safety, health, and fire safety licenses. The 2024 training and recertification summary is shown in the following table, with a 100% completion rate.

2024 Training and Recertification Summary for Occupational Safety, Health, and Fire Safety Licenses

Course Title	Participants Assigned	Participants Completed	Completion Rate
Type A Occupational Safety and Health Supervisor – Initial Training	2	2	100%
First Aid Personnel – Initial Training	4	4	100%
Class B Boiler Operator – Initial Training	4	4	100%
Special Chemical Operations Supervisor – Initial Training	1	1	100%
Aerial Work Platform Operator – Initial Training	3	3	100%
Forklift Operator (Over 1 Ton) – Initial Training	40	40	100%
Fixed Crane Operator (0.5–2.99 Tons) – Initial Training	22	22	100%
Fire Prevention Manager – Initial Training	3	3	100%
Hazardous Materials Safety Supervisor – Initial Training	2	2	100%
Type A Occupational Safety and Health Supervisor – Refresher Training	2	2	100%
Class B Boiler Operator – Refresher Training	9	9	100%
Organic Solvent Operations Supervisor – Refresher Training	9	9	100%
Roofing Operations Supervisor – Refresher Training	1	1	100%
Forklift Operator (Over 1 Ton) – Refresher Training	60	60	100%
Fixed Crane Operator (0.5–2.99 Tons) – Refresher Training	70	70	100%
Hazardous Materials Safety Supervisor – Refresher Training	1	1	100%
Hazardous Materials Transport Personnel – Refresher Training	2	2	100%
Hazardous Materials Safety Inspector – Refresher Training	3	3	100%
Completion Rate	238	238	100%

EMPLOYEE RELATIONS AND SOCIAL ENGAGEMENT

7.7 Occupational Health and Safety

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6. The workplace environment monitoring program is conducted at least twice a year, covering both chemical and physical factors. Areas with elevated readings are required to submit corrective action plans to ensure a safe and healthy working environment. For special health risk management (noise exposure), monthly noise measurements are conducted to monitor and address any abnormal values in real time. A total of 91 employees completed health examinations and follow-up management.

7. Although UNIVACCO has no operations involving dust exposure, dust conditions are continuously monitored on a semi-annual basis to ensure a safe and compliant working environment.

8. UNIVACCO provides employee health examinations exceeding regulatory requirements each year. Additional enhanced health screening is offered every two years for middle-aged and senior employees. In 2024, the health examination coverage rate reached 100% (a total of 473 employees). Results were recorded and categorized for health management. Among 77 employees identified with abnormal findings, 32 received medical treatment, showing improvement in their health conditions.

9. When employees experience illness or injury, UNIVACCO provides care and support based on individual circumstances, including job adjustments and risk management for high-risk employees, helping them return to work as soon as possible. In 2024, lost working hours were reduced by approximately 38%.

Note Lost working hour reduction rate = (Approved lost hours – Actual lost hours) / Approved lost hours

10. Blood donation activities are organized on a regular basis. A total of three blood donation events were held in 2024.

11. Encouraged employees to form sports clubs, including aerobicing, yoga, badminton, soccer, and hiking clubs, promoting physical wellness and team interaction.

12. Hosted seven health promotion seminars, published 14 health information articles, and shared seven LINE@ health awareness messages. Additionally, on-site influenza vaccination was arranged with subsidies, with 74 participants receiving the vaccine.

13. Conducted a comprehensive overload and health risk assessment for all employees during the 2024 health examination. 27 medium- to high-risk employees with potential cardiovascular and cerebrovascular disease risks received individual health guidance, overtime management, and job adjustment. The follow-up consultation rate reached 100%.

14. On-site occupational physicians and full-time nurses provided a wide range of healthcare services, including emergency treatment, maternity protection, follow-up of abnormal health results, health consultations, illness care, and job suitability assessments.

15. Invited occupational safety and health experts to conduct in-service safety leadership training for members of the Occupational Safety and Health Committee, aimed at strengthening safety culture, management, and performance. A total of 34 participants completed the program.

16. Conducted musculoskeletal symptom surveys for 480 employees, with those classified at Level 3 or above referred to on-site physicians for interviews and follow-up. Building on the previous year's improvement initiative, packaging processes in the material pre-processing area were modified to reduce ergonomic strain.

17. Invited the Traffic Division of the Police Department to conduct traffic safety awareness training, attended by 452 employees.

18. In accordance with the "Guidelines for the Assessment and Classification Management of Hazardous Chemicals", UNIVACCO reviewed its hazardous chemical inventory and workplace monitoring reports, reclassified substances, and announced the updated classification results to ensure clarity and compliance in chemical safety management.

19. All contractors entering UNIVACCO's Tainan plants are required to complete occupational safety and health training prior to work commencement. In 2024, a total of 322 participants completed the training.



In-Service Training for the Occupational Safety and Health Committee

Occupational Safety and Health Management Performance

The occupational injury statistical analysis of UNIVACCO (covering all Tainan plants and on-site contractors) is based on the Disabling Injury Frequency Rate (FR) and Disabling Injury Severity Rate (SR) indicators announced by the Ministry of Labor. (Statistics exclude off-site traffic accidents.)

Category	Employees ¹	On-site Contractors ²
Number of People	497	16
Working Hours	1,006,383	43,040
Near Misses	19	0
Disabling Injuries	5	0
Minor Injuries ³	2	0
Fatalities	0	0
Near Miss Rate ⁴	18.88	0
Total Recordable Injuries ⁵	7	0
Total Recordable Injury Frequency Rate (TRIFR) ⁶	6.96	0
Disabling Injury Frequency Rate (FR) ⁷	4.97	0
Disabling Injury Severity Rate (SR) ⁸	67	0
Serious Occupational Injuries ⁹	0	0
Fatality Rate ¹⁰	0	0

Note 1 Employees – refers only to UNIVACCO's Tainan plant employees; 13 overseas expatriates are excluded.

Note 2 On-site contractors – include security and cleaning personnel.

Note 3 Minor injuries are defined as cuts or bruises that can be treated with simple first aid, allowing the employee to continue working.

Note 4 Near Miss Rate = [Total Near Miss Cases / Total Working Hours] × 10⁶. Values are rounded to two decimal places; digits beyond the third are truncated.

Note 5 Total Recordable Injuries include disabling injuries and minor injuries

Note 6 Total Recordable Injury Frequency Rate (TRIFR) = (Total Recordable Injuries × 10⁶) / Total Working Hours. Values are rounded to two decimal places; digits beyond the third are truncated.

Note 7 Disabling Injury Frequency Rate (FR) = (Number of Disabling Injuries × 10⁶) / Total Working Hours. Values are rounded to two decimal places; digits beyond the third are truncated.

Note 8 Disabling Injury Severity Rate (SR) = (Total Lost Days × 10⁶) / Total Working Hours. Values are rounded to the nearest whole number.

Note 9 Serious Occupational Injuries – as defined in Article 37, Paragraph 2 of the Occupational Safety and Health Act, include:

1. fatal accidents,
2. accidents involving three or more people,
3. accidents involving one or more people requiring hospitalization, and
4. other accidents announced by the central competent authority.

Note 10 Fatality Rate – the number of fatalities per million working hours, calculated as: (Number of Occupational Fatalities × 10⁶) / Total Working Hours.

EMPLOYEE RELATIONS AND SOCIAL ENGAGEMENT

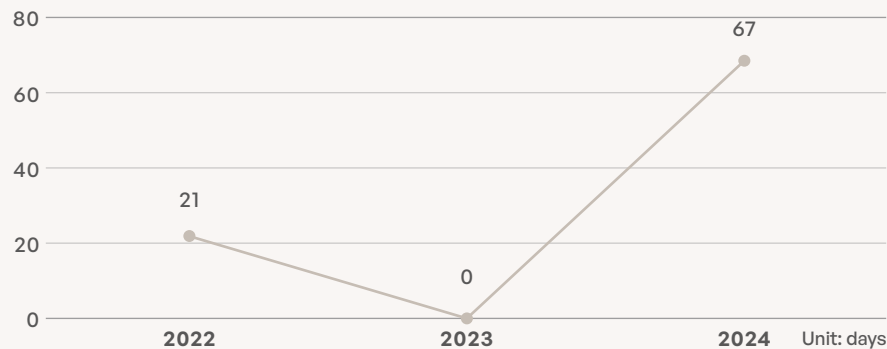
7.7 Occupational Health and Safety

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In 2024, UNIVACCO's Tainan plant recorded 5 disabling injuries and 2 minor injuries. The Disabling Injury Frequency Rate (FR) was 4.97, the Disabling Injury Severity Rate (SR) was 67, and the Total Recordable Injury Frequency Rate (TRIFR) was 6.96. The types of disabling injuries included cuts, caught-in/between incidents, crushes, and impacts. The main causes of disabling injuries were all unsafe behaviors.

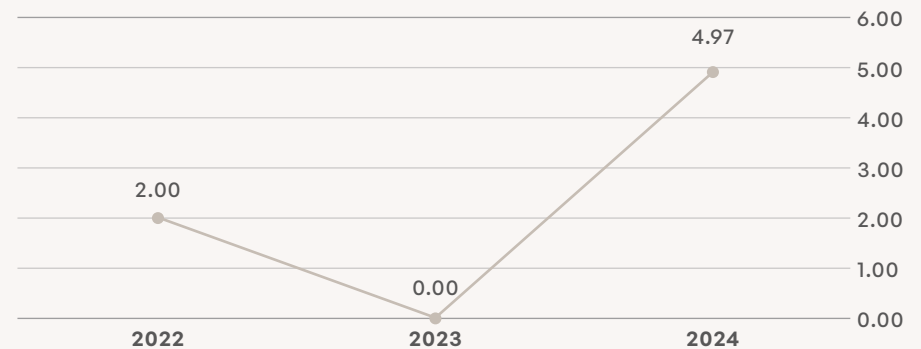
Note Disabling injuries include fatalities, permanent total disability, permanent partial disability, and temporary total disability.
Minor injuries are defined as cuts or bruises that can be treated with simple first aid and allow the employee to continue working.

Total Lost Workdays



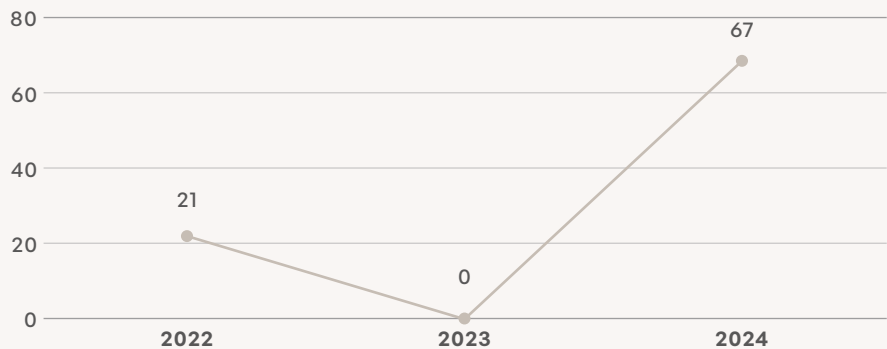
Note Total lost workdays are recorded as the total days lost due to injury, excluding the day of the injury and the day of return to work. This includes intervening Sundays, rest days, plant shutdown days, and other full days unable to work caused by the injury.

Disabling Injury Frequency Rate (FR)



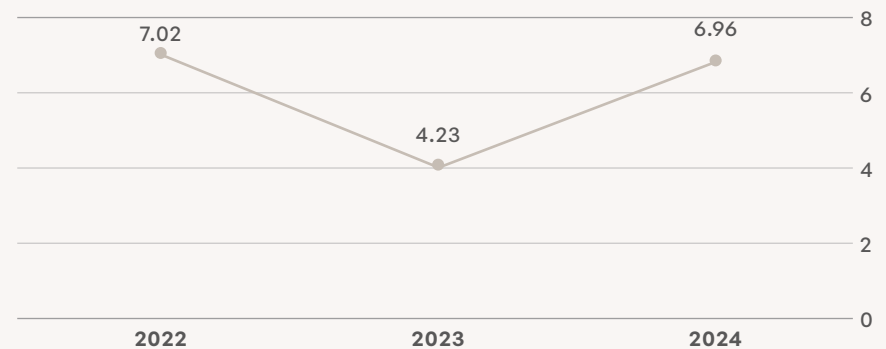
Note $FR = \text{Number of Disabling Injuries} \times 10^6 / \text{Total Worked Hours}$. Values are rounded to two decimal places; digits beyond the third are truncated.

Disabling Injury Severity Rate (SR)



Note $SR = \text{Total Lost Days} \times 10^6 / \text{Total Worked Hours}$. Values are rounded to the nearest whole number; decimals are discarded.

Total Recordable Injury Frequency Rate (TRIFR)



Note $TRIFR = \text{Total Recordable Injuries} \times 10^6 / \text{Total Worked Hours}$. Values are rounded to two decimal places; digits beyond the third are truncated.

2024 Adjustments to Incident Reporting, Handling, and Investigation Management

1. Ensure Complete Accident Investigation Process

- Preliminary accident reports must be completed within 24 hours and submitted for approval.
- Accident investigation meetings must be held within one week of the incident.
- Accident investigation reports must be approved within two weeks after the incident.
- Investigation methods for abnormal incidents include Why-Tree analysis, Human / Machine / Material / Method / Environment (5M1E), and 5W1H, to implement effective corrective and preventive measures and prevent recurrence.
- Risks identified in accident investigations are re-evaluated through hazard identification and risk assessment.
- Safety experts conducted Why-Tree analysis training for 40 personnel. The investigation results are reported to the Occupational Safety and Health Committee to ensure effective implementation of improvement measures.

Note Why-Tree (Why-Why Diagram) is a hierarchical diagram used for root cause analysis.

5W1H (also called the Six-What method) is a tool for analyzing problems, collecting information, and planning, consisting of : What, Who, When, Where, Why, and How.

2. Hazard Identification and Risk Assessment Management

Hazard identification and risk assessment personnel are appointed by each unit and must complete training before performing assessments. Each unit conducts annual hazard identification and risk assessment according to the nature of operations (routine, non-routine, emergency) and temporal conditions (past, present, future) to identify risks and include them in improvement targets. Abnormal incidents, near misses, and change requests also require hazard identification and risk assessment to ensure high-risk matters are effectively controlled.

When imminent danger occurs at the workplace, unit supervisors must immediately order personnel to stop work and retreat to a safe location per the Emergency Preparedness and Response Procedure. Employees may stop work and retreat on their own if an imminent danger is identified, provided it does not endanger others, and must report to their supervisor. If these conditions are met and in accordance with the Safety and Health Work Guidelines, UNIVACCO will not terminate, reassign, withhold pay, or otherwise penalize employees for stopping work.






Accident Investigation Why-Tree Analysis Training

Safety Indicators

In 2024, UNIVACCO redefined incident classifications and workplace safety signal controls. In total, there were 10 red lights, 1 yellow light, and 1 green light. This was primarily due to 15 abnormal incidents and 19 near-miss incidents in 2024. Corrective measures have been implemented for each incident, and improvements have been extended to all plants to reduce unsafe operations and environments. Efforts continue to achieve a monthly green light as the target.

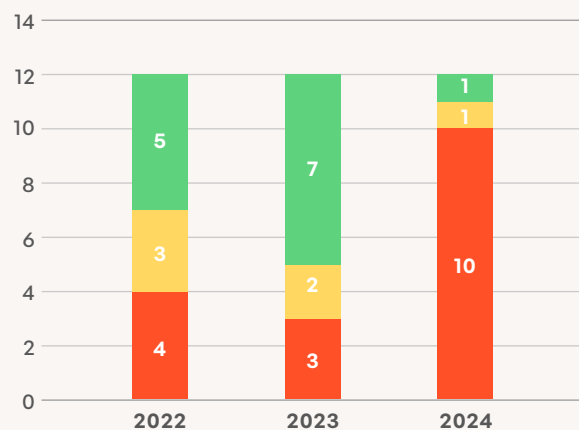
Incident Type Definitions

Incident Type Definitions		Safety Signal Criteria	Abnormal Incident	Near-Miss Incident
Abnormal Incident	Refers to incidents within the scope of machinery, equipment, design, construction, operation, storage, transport, and management, caused during operations by unsafe behaviors, unsafe conditions, or other inadequate occupational safety and health management factors, resulting in financial loss, injury or death, or fines.		Count = 0	Count = 0
			-	1 ≤ Count ≤ 2
Near-Miss Incident	Refers to events in the same scope of operations where abnormal procedures, unsafe behaviors, unsafe conditions, or other inadequate occupational safety and health management factors interrupt or hinder normal operations, but no injuries or fatalities occur. These events may cause alarm or concern among personnel.		Count ≥ 1	Count ≥ 3

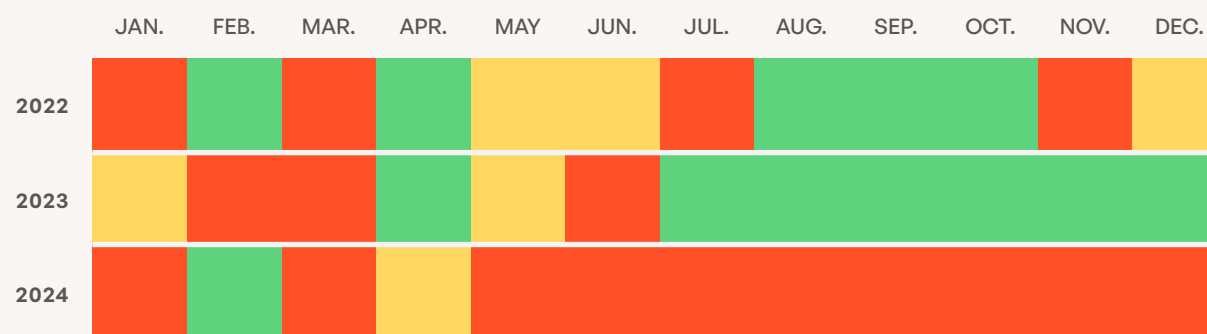
EMPLOYEE RELATIONS AND SOCIAL ENGAGEMENT

7.7 Occupational Health and Safety

Plant Safety Signals



Monthly workplace safety signal statistics illustration



EHS Performance Indicators

To strengthen environmental, health, and safety (EHS) performance across plants and units, UNIVACCO officially implemented EHS performance scoring in 2024. The calculation distinguishes between:

- Unit Monthly Safety Risk Score : 11 active/passive performance indicators
- Plant Quarterly Safety Performance Assessment : 12 active/passive performance indicators

Units with poor scores are required to submit EHS improvement reports and proactively implement self-management for continuous improvement, enhancing overall corporate EHS management performance.

3. Ensuring Safety and Health Management in Both Hardware and Software

During changes to plants or equipment, UNIVACCO collaborates with relevant units to conduct occupational safety and health risk assessments according to their professional expertise. Based on regulations, planning, design, and construction, the company follows the procedures below to ensure safety and health:

Machine and Chemical Safety Management

New machinery designs must comply with type verification and internal safety protection reviews. Chemical management follows the “Hazardous Chemicals Labeling, General Knowledge, and Classification Management Procedures,” assessing chemical risks and establishing control mechanisms. To reduce risks, new machinery and chemical hazards are reviewed, and related equipment, ventilation and exhaust systems, and personal protective equipment are evaluated.

Hazardous Material Management

1. Regulations and Systems

UNIVACCO ensures all procedures comply with the “Occupational Safety and Health Act,” “Fire Services Act,” and other relevant regulations. Standard operating procedures (SOPs) are established for the storage, transportation, and disposal of hazardous materials, enabling staff to follow them. Regular internal audits and safety inspections ensure compliance.

2. Hardware Facilities

Hazardous materials are stored in dedicated warehouses with ventilation, fire prevention, and explosion-proof designs, equipped with spill containment channels, detectors, and automatic fire suppression systems to ensure personnel and stored items are safe.

3. Labels and Signage

All hazardous materials are clearly labeled with names, hazards, and precautions to prevent harm during operations.

4. Education and Training

Regular fire drills and chemical spill emergency procedures are conducted in hazardous material warehouses. Reporting and support mechanisms are established with firefighting and medical units.

Change Management System

The change management system has been revised to implement preventive measures and reviews in advance, aiming to prevent unacceptable risks, major environmental impacts, or threats to personnel safety and health due to changes.

Safety and Health Procedure Management

For high-risk operations, in addition to control measures, contractor management, chemical safety management, and safety audit systems, emergency response procedures are properly planned and regularly drilled. Contractors are guided in self-management of safety, and employees’ operational steps are continuously improved to pursue the goals of zero accidents and zero injuries. In 2024, on-site audits were conducted at 13 suppliers. Audit topics included factory and construction safety, occupational safety and health, fire and loss prevention, and environmental protection. Suppliers were required to propose short-, medium-, and long-term corrective actions for any deficiencies to ensure effective risk control.

2024 Continuous Improvement of Personnel and Plant Safety

1. Fire and Explosion Prevention Management

Following improvements to explosion-proof electrical systems, UNIVACCO collaborated with the Occupational Safety and Health Center of Chang Jung Christian University to simulate optimal ventilation using FDS (Fire Dynamics Simulator) for coating room ventilation improvements. All scales in hazardous zones were upgraded to explosion-proof specifications. The National Taiwan University of Science and Technology's high-efficiency industrial ventilation team assisted in improving boiler area ventilation. In 2024, VC3 boiler area improvements were completed, with plans to extend to other plants in 2025. In addition, UNIVACCO participated in an occupational safety and health program organized by the Occupational Safety and Health Administration (OSHA). Under this program, the OSHA commissioned the Safety and Health Technology Center to conduct an on site explosion hazard area guidance project and related training at our facilities, with a total of 25 participants.

The company has emphasized fire and explosion prevention in recent years and plans continuous improvement measures to reduce health risks and workplace hazards while maintaining regulatory compliance. These measures also serve as a reference for designing new factories.

2. Firefighting Equipment Management

All company firefighting equipment has been reorganized. Firefighting equipment locations, labeling, expiration dates, and management personnel are consolidated. Emergency response cabinets have been reorganized, integrating fire suits, breathing apparatus, and adding chemical spill response cabinets and handling carts to enhance emergency response capabilities.

3. Enhanced Contractor Management System

The High Risk Operations Work Permit Application and Construction Safety Meeting was implemented and convened by UNIVACCO. A blacklist system is implemented, on-site safety inspections are strengthened, and assessment mechanisms are applied to improve contractor discipline and reduce on-site risks. No contractor incidents occurred in 2024. Contractor evaluations are conducted twice yearly (June and December) on communication, hazard control, personnel management, and site management. Contractors are rated Excellent, Good, Fair, or Poor, and actions are taken based on rating. Contractors involved in major incidents may be blacklisted as a penalty.

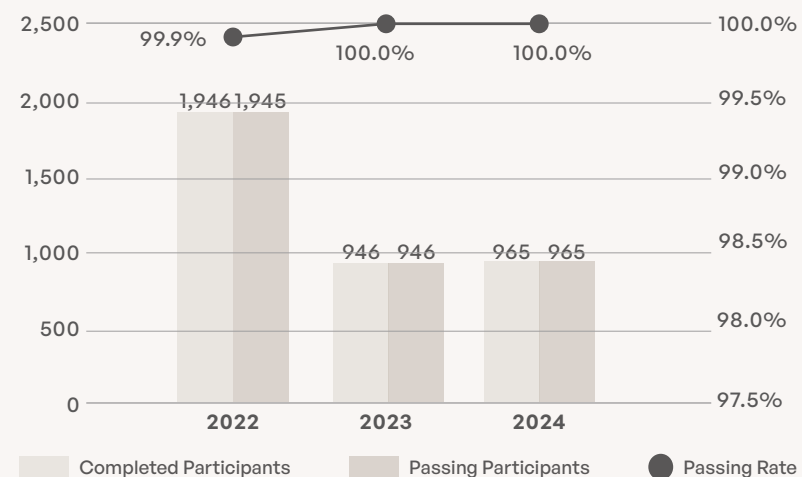
4. EHS On-the-Job Training

UNIVACCO's "EHS Online Learning" continues training on a semi annual basis , covering current safety topics, environmental protection (air, water, waste, toxic substances, greenhouse gases), firefighting, and traffic safety knowledge with random quizzes. Weak knowledge areas are reinforced to ensure employees fully understand workplace safety concepts.

5. Firefighting and Chemical Spill Emergency Procedure Enhancement

In 2024, UNIVACCO conducted 8 large-scale combined emergency drills, including chemical spill drills. Each plant prepared its own scenario scripts to enhance emergency response. To improve familiarity with escape routes, 4 evacuation drills were conducted with 422 participants, achieving assembly within 3 minutes 30 seconds, showing improvement. Future drills aim to reduce this to under 3 minutes. New employee firefighting training and annual fire hose and extinguisher operation training had 299 participants.

EHS Online Learning Course



6. Enhancing Firefighting Equipment Safety System

In 2024, UNIVACCO completed the installation of CO₂ fire suppression systems in the coating area of VC1 Plant. All coating plants and IT server rooms in Tainan independently completed the installation of CO₂ fire suppression systems.

7. Regular Inspection of Electrical Equipment Operation

To ensure stable company operations, high-risk areas and high-temperature electrical equipment are regularly inspected using infrared thermography (IR) by external professional units. Any abnormalities discovered are immediately addressed, effectively reducing operational interruption risks.

8. Occupational Safety and Health (OSH) SWOT Analysis Review

The EHS unit conducts an annual SWOT analysis to comprehensively review internal strengths and weaknesses, as well as external opportunities and threats. The results are incorporated into UNIVACCO's short-, medium-, and long-term annual goals for ongoing monitoring and improvement.

Note SWOT: Strength(S), Weakness(W), Opportunity(O), and Threat(T)

9. Internal and External OSH System Audits

Internal auditor training is held annually. Each department within the system undergoes one internal audit per year, conducted by cross-unit audit teams. Audits are completed between April and September, preceded by a kickoff meeting that explains audit focus and methods. Adjustments to the audit process help employees better understand the OSH system's operation and key points, achieving full participation across the organization.

10. Measures to Avoid Road Congestion

To reduce traffic congestion around the plants, security personnel assist with traffic flow during peak hours. Additionally, work start and end times are adjusted to avoid overlapping with neighboring factories' shifts, minimizing road congestion.



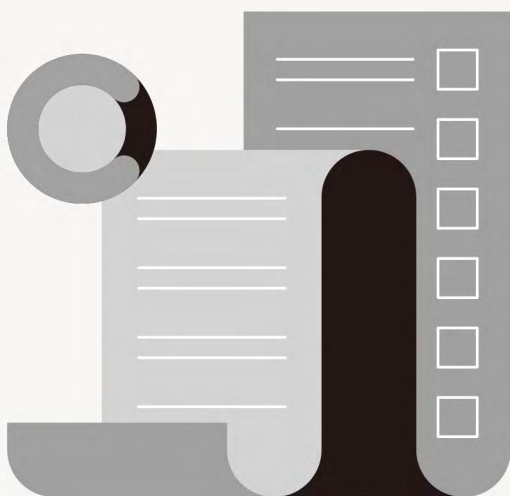
Fire Hose and Fire Extinguisher Operation Training

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Appendix

Environmental,
Social
and
Governance
Report

Stay Vibrant.



Appendix 1 GRI Content Index

GRI 1 Version Used :

GRI 1: Foundation 2021

Application of GRI Sector Standards :

Not applicable

Statement of Use :

UNIVACCO has prepared its 2024 Sustainability Report with reference to the GRI Standards. The reporting period covers January 1, 2024 to December 31, 2024.

GRI Guidelines		Disclosure Item		Page Number	Remarks
The Organization and its Reporting Practices	GRI 2: General Disclosures 2021	2-1	Organizational details	5	01 About This Report
		2-2	Entities included in the organization's sustainability reporting	4	
		2-3	Reporting period, frequency and contact point	4 、 6	
		2-4	Restatements of information	4	
		2-5	External assurance	4	
Activities and Workers	GRI 2: General Disclosures 2021	2-6	Activities, value chain and other business relationships	5 48	01 About This Report 5.3 Business Performance
		2-7	Employees	155 、 156	7.2 Human Rights
		2-8	Workers who are not employees	157	

APPENDIX

GRI Content Index

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		2-10	Nomination and selection of the highest governance body	33	
		2-11	Chair of the highest governance body	5	01 About This Report
		2-12	Role of the highest governance body in overseeing the management of impacts	40	5.2 Governance Structure
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		2-14	Role of the highest governance body in sustainability reporting	14	3.2 Commitment
		2-15	Conflicts of interest	33	5.2 Governance Structure
		2-16	Communication of critical concerns	38	
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		2-18	Evaluation of the performance of the highest governance body	34 、 35	5.2 Governance Structure 7.3 Labor Relations and Friendly Workplace
		2-19	Remuneration policies	37 185-186	
		2-20	Process to determine remuneration	37	5.2 Governance Structure
Strategy, Policies and Practices	GRI 2: General Disclosures 2021	2-21	Annual total compensation ratio	N/A	The highest annual total compensation is confidential and therefore not disclosed
		2-22	Statement on sustainable development strategy	8	02 Message From The Chair Of The Corporate Sustainability Development Committee
		2-23	Policy commitments	26 、 53 、 66 、 71 、 82 、 90 、 95 、 99 、 108 、 135 、 151 、 173 、 187 、 203 、 218 、 221	3.1 Key Sustainability Performance <small>Note All Policy Commitments Are Publicly Disclosed On The Company's Official Website.</small>
		2-24	Embedding policy commitments	101 、 102	5.11 Business Ethics
		2-25	Processes to remediate negative impacts	6 76 176 、 177	01 About This Report 5.7 Customer Relationship Management 7.3 Labor Relations and Friendly Workplace

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GRI Content Index

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GRI Guidelines		Disclosure Item		Page Number	Remarks
Strategy, Policies and Practices	GRI 2: General Disclosures 2021	2-26	Mechanisms for seeking advice and raising concerns	6 21 103 176 、 177	01 About This Report 04 Material Topics and Stakeholders 5.11 Business Ethics 7.3 Labor Relations and Friendly Workplace
		2-27	Compliance with laws and regulations	96	5.10 Regulatory Compliance
		2-28	Membership associations	51	5.3 Business Performance
		2-29	Approach to stakeholder engagement	22 、 23	04 Material Topics and Stakeholders
Stakeholder Engagement		2-30	Collective bargaining agreements	N/A	No labor union organization, and no requirement for signing a collective bargaining agreement
*Material Topics	GRI 3: Material Topics 2021	3-1	Process to determine material topics	17	04 Material Topics and Stakeholders
		3-2	List of material topics	19 、 20	
		3-3	Management of material topics	19 、 20	
Corporate Governance and Operations	GRI 201: Economic Performance 2016	201-1	Direct economic value generated and distributed by the organization	46	5.3 Business Performance
		201-3	Defined benefit plan obligations and other retirement plans	201	7.4 Best Workplace
		201-4	Financial subsidies received from the government	47	5.3 Business Performance



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	GRI Guidelines		Disclosure Item		Page Number	Remarks
★ Material Topic	Product Quality Management	GRI 416 Customer Health and Safety 2016	416-2	Incidents of non-compliance concerning the health and safety impacts of products and services	55	5.4 Innovation Development and Intellectual Property Protection
★ Material Topic	Sustainable Supply Chain Management	GRI 308 Supplier Environmental Assessment 2016	308-1	New suppliers that were screened using environmental criteria	86	5.8 Sustainable Supply Chain Management
		GRI 414 Supplier Social Assessment 2016	414-1	New suppliers that were screened using social criteria	86	
★ Material Topic	Climate Change Strategy and Energy Management	GRI 302 Energy 2016	302-1	Energy consumption within the organization	129	6.2 Climate Change Strategy and Energy Management
			302-3	Energy intensity	130	
		GRI 303 Water and Effluents 2018	303-3	Water withdrawal	133	
			305-1	Direct (Scope 1) GHG emissions	122	
		GRI 305 Emissions 2016	305-2	Energy indirect (Scope 2) GHG emissions	123	
			305-3	Other indirect (Scope 3) GHG emissions	124	
			305-4	GHG emissions intensity	125	
			305-5	Water consumption	126	
★ Material Topic	Waste Management	GRI 306 Waste 2020	306-1	Waste generation and significant waste-related impacts	138	6.3 Waste Management
			306-2	Management of significant waste-related impacts	138	
			306-3	Waste generated	140 、 141	
★ Material Topic	Talent Attraction and Retention	GRI 401: Employment 2016	401-1	New employee hires and employee turnover	192 、 193 、 202	7.4 Best Workplace
			401-2	Benefits provided to full-time employees that are not provided to temporary or part-time employees	200 、 201	
			401-3	Parental leave	163 164	7.2 Human Rights

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	GRI Guidelines		Disclosure Item	Page Number	Remarks
★ Material Topic	Talent Attraction and Retention	GRI 404 Training and Education 2016	404-1 Average hours of training per year per employee	205	7.5 Talent Cultivation and Training
			404-3 Percentage of employees receiving regular performance and career development reviews	183 、 184	7.3 Labor Relations and Friendly Workplace
		GRI 405 Diversity and Equal Opportunity 2016	405-1 Diversity of governance bodies and employees	28 - 32 153 、 154	5.2 Governance Structure 7.2 Human Rights
★ Material Topic	Occupational Health and Safety	GRI 403 Occupational Health and Safety 2018	403-1 Occupational health and safety management system	223	7.7 Occupational Health and Safety
			403-2 Hazard identification, risk assessment, and incident investigation	228	
			403-3 Occupational health services	198	7.4 Best Workplace
			403-4 Worker participation, consultation, and communication on occupational health and safety	223	7.7 Occupational Health and Safety
			403-5 Worker training related to occupational health and safety	224	
			403-6 Promotion of worker health	198	7.4 Best Workplace
			403-7 Prevention and mitigation of occupational health and safety impacts directly linked by business relationships	231	7.7 Occupational Health and Safety
			403-8 Workers covered by an occupational health and safety management system	223	
			403-9 Work-related injuries	226	
			403-10 Work-related ill health	225	
★ ★ ★ Material Topic	Innovative Development and Intellectual Property Protection	Material Topic – Custom Topic	Promoting environmentally friendly product research and development innovation, strengthening intellectual property management systems	53	5.4 Innovation Development and Intellectual Property Protection
	Integrity and Compliance		Establish a structured risk management process	90	5.9 Risk Management
	Risk Management		Deepen the compliance culture and ethical management and implement compliance	95 99	5.10 Regulatory Compliance 5.11 Business Ethics

Appendix 2 SASB Index Resource Transformation_Industrial Machinery & Goods

Disclosure Topic	Indicator Code	Disclosure Item	Nature	Page Number	Report Chapter or Description
Climate Change Strategy and Energy Management	RT-IG-130a.1	(1)Total energy consumption (2)Percentage consumption of electricity supplied by the power company (3)Percentage consumption of electricity powered by renewable energy	Quantitative	129 131	6.2 Climate Change Strategy and Energy Management
Employee Health and Safety	RT-IG-320a.1	(1)Total Recordable Injury Rate (TRIR) (2)Mortality rate (3)Near Miss Frequency Rate (NMFR)		224	7.7 Occupational Health and Safety
Fuel Economy and Emissions	RT-IG-410a.1	Sales-weighted fuel efficiency of medium- and heavy-duty vehicles			Not applicable (the Company does not sell medium-duty or heavy-duty vehicles)
	RT-IG-410a.2	Sales-weighted fuel efficiency of off-road equipment			Not applicable (the Company does not sell nonroad equipment)
	RT-IG-410a.3	Sales-weighted fuel efficiency of stationary generators			Not applicable (the Company does not sell stationary generators)
	RT-IG-410a.4	Calculated based on the weighted sales volume of the following product types: (1) Nitrogen oxides (NOx) (2) Emissions of particulate matter (PM): a. Marine diesel engines b. Railroad locomotive diesel engines c. Medium/heavy duty road engines d. Other non-road diesel engines			
Remanufacturing Design and Service	RT-IG-440b.1	Revenue from remanufactured products and remanufacturing services			Not applicable (the Company does not sell remanufactured products)
Material Procurement	RT-IG-440a.1	Describe the management of risks associated with the use of critical materials	Qualitative	84	5.8 Sustainable Supply Chain Management
Activity Indicator	RT-IG-000.A	Number of units produced by product category	Quantitative	5	01 About This Report
	RT-IG-000.B	Number of employees		5	

APPENDIX

Quantitative Compilation of Key Performance Indicators for Sustainable Development

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Appendix 3

Quantitative Compilation of Key Performance Indicators for Sustainable Development

Corporate Governance Aspect

Item		2022	2023	2024	GRI Disclosure	Chapter
Economic Value	Revenue (NTD 100 millions)	28.08	24.59	29.93	201-1	5.3 Business Performance
	EPS (NTD)	2.91	2.21	3.90	201-1	
R&D	R&D expenses (NTD thousand)	81,375	112,468	126,337	N/A	5.4 Innovation Development and Intellectual Property Protection
	Proportion of R&D expenses to total revenue (%)	2.90	4.57	4.22	N/A	
	Development of environmentally friendly products (Case) ^{Note}	N/A	15	27	N/A	
	Products with sustainability certification (Case)	4	4	5	N/A	
Board of Directors	Number of board members (persons)	9	9	9	405-1	5.2 Governance Structure
Government Subsidies	Government financial subsidies (NTD thousands)	401	727	621	201-4	5.3 Business Performance
Risk Management	Percentage of major risk items reduced in risk level (%)	73	82	83	N/A	5.9 Risk Management
Cit Benefits	CIT benefits (NTD ten thousands)	326	846	312	N/A	5.5 Product Quality Management
Customer Satisfaction Survey	Customer complaint rate (%)	0.43	1.44	0.39	N/A	5.7 Customer Relationship Management
	Overall customer satisfaction score(points)	74	81	82	N/A	
	Product satisfaction score (points)	81	84	86	N/A	
	Service satisfaction score (points)	79	84	80	N/A	
	Professional competence satisfaction score (points)	76	78	81	N/A	
	Development trend satisfaction score (points)	75	78	82	N/A	

Note 2023 as base year

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Quantitative Compilation of Key Performance Indicators for Sustainable Development

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Corporate Governance Aspect

	Item	2022	2023	2024	GRI Disclosure	Chapter
Customer Privacy	Number of substantiated complaints concerning breaches of customer privacy (cases)	0	0	0	418-1	5.6 Cyber Security and Personal Data Protection
Violations of Laws and Regulations	Number and monetary value of significant fines for non-compliance with laws and regulations in the social and economic area (cases)	0	0	0	2-27	5.10 Regulatory Compliance
Supply Chain	Number of alternative sources developed	7	6	8	N/A	5.8 Sustainable Supply Chain Management
	Cumulative number of alternative sources developed ^{Note 1}	21	27	35	N/A	
	Number of supply disruptions	0	0	0	N/A	
	Percentage of suppliers signing commitment to non-use of environmentally hazardous substances (%)	100	100	100	308-1	
	Percentage of critical suppliers signing CSR commitment (%)	100	100	100	N/A	
	Green procurement ratio (%)	100	100	100	N/A	
	Number of suppliers audited on-site (companies) ^{Note 2}	N/A	7	13	N/A	
Non-Compliance With Regulations Concerning Health and Safety Impacts of Products and Services	Number of incidents of noncompliance with regulations concerning health and safety impacts of products and services	0	0	0	416-2	5.4 Innovation Development and Intellectual Property Protection
Non-Compliance With Marketing and Labeling Regulations	Number of incidents of noncompliance with regulations concerning product and service information and labeling	0	0	0	417-2	5.7 Customer Relationship Management
	Number of incidents of noncompliance with regulations concerning marketing communications	0	0	0	417-3	5.3 Business Performance
Business Ethics	Business ethics violation incidents (cases)	0	0	0	N/A	5.11 Business Ethics
	Whistleblowing cases (cases)	0	0	0	N/A	

^{Note 1} 2018 as base year

^{Note 2} On-site audits not conducted in 2022 due to pandemic

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Quantitative Compilation of Key Performance Indicators for Sustainable Development

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Environmental Aspect

Item	2022	2023	2024	GRI Disclosure	Chapter
Greenhouse Gas Emissions	Total GHG emissions (tCO ₂ e)	86,770.1827	78,333.5619	100,427.3696	N/A
	Direct (Scope 1) GHG emissions(tCO ₂ e)	10,037.0542	13,729.5158	17,370.3637	305-1
	Indirect (Scope 2) GHG emissions(tCO ₂ e)	13,883.5349	11,782.9374	13,256.5273	305-2
	Indirect (Scope 4) GHG emissions(tCO ₂ e)	62,849.5936	52,821.1087	69,800.4786	305-3
	Total GHG emissions per unit of production area(gCO ₂ e/m ²)	187.93	193.75	195.38	305-4
Energy Consumption	Total energy consumption (billion joules)	1,400.08	1,406.80	1,737.84	302-1
	Electricity intensity (kWh/k.m ²)	58.32	59.13	55.17	N/A
	Electricity conservation rate (%)	1.30	3.13	4.31	N/A
	Water consumption (m ³)	47,883	44,775	47,821	303-3
	Water intensity (m3/k.m ²)	0.104	0.111	0.093	N/A
Waste Generation	Total waste generated (metric tons)	1,987.54	1,839.74	1,987.24	306-3
	Hazardous waste (metric tons)	613.62	585.95	623.11	306-3
	Non-hazardous waste (metric tons)	890.30	833.43	882.01	306-3
	Recycled waste (metric tons)	483.62	420.36	482.12	306-3
	Waste recycling rate (%)	75.50	85.17	84.30	306-2
	Waste intensity (kg/k.m ²)	4.30	4.55	3.87	N/A
Environmental Protection Expenditures	Environmental protection expenditures (NT\$ thousands)	35,409	81,015	422,853	2-27

Note In 2025, based on the emission factors and boundary classifications recommended by the third-party verification company, the calculation boundary was revised (to include upstream emissions from the energy category), and the relevant emission data for 2020 to 2024 were recalibrated accordingly.

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Quantitative Compilation of Key Performance Indicators for Sustainable Development

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Social Aspect

	Item	2022	2023	2024	GRI Disclosure	Chapter
Human Rights Management	Labor and human rights law violations (cases)	0	0	0	N/A	7.2 Human Rights
	Number of labor disputes (cases)	0	0	0	N/A	
	Number of incidents of discrimination (cases)	0	0	0	406-1	
Number of Employees	Number of female employees (persons)	105	103	98	405-1	7.2 Human Rights
	Percentage of women in senior management positions (%)	14	13	14	405-1	
	Return to work rate after parental leave (%)	56	80	50	401-3	
	Percentage of employees with disabilities (%)	1	1	1	405-1	
	Percentage of women on the board of directors (%)	11	11	11	405-1	5.2 Governance Structure
	Turnover rate for key talent (%)	0.87	0.79	0.79	401-1	7.4 Best Workplace
	Overall employee turnover rate (%)	23.5	13.6	15.9	401-1	
	New employee hire rate (%)	23.5	8.2	20.4	401-1	
	Percentage of worker representation on formal joint management-worker health and safety committees (%)	38	43	61	403-4	7.7 Occupational Health and Safety
Average Hours of Training Per Employee (hours/person)	Average training hours per employee (hours)	40	43	43	404-1	7.5 Human Capital Development and Training
Employee Performance Evaluation	Percentage of employees receiving regular performance reviews (%)	98	98	98	404-3	7.3 Labor Relations and Friendly Workplace

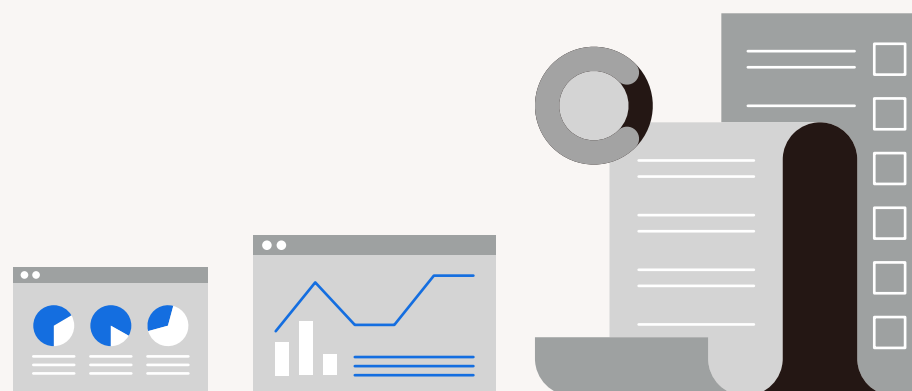
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Quantitative Compilation of Key Performance Indicators for Sustainable Development

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Social Aspect

	Item	2022	2023	2024	GRI Disclosure	Chapter
Occupational Health and Safety Management Performance	Number of work-related injuries (cases)	0	0	0	403-9	7.7 Occupational Health and Safety
	Severity Rate (SR) of disabling injuries	21	0	67	403-2	
	Frequency Rate (FR) of disabling injuries	2	0	4.97	403-2	
Emergency Response Training	Number of emergency response drills conducted (times)	28	20	10	403-5	
	Number of employees participating safety in emergency response drills(person)	280	534	422	403-5	



Appendix 4 Third-Party Verification Report for Univacco Technology Inc. ESG Report 2024

