

## 6.1.2 Human Rights Risk Mitigation & Remediation

The human rights risk mitigation and remediation of Unlawful Infringements<sup>(1)</sup>, Working Hours, and Wages and Benefits were implemented in our seven facilities, especially strengthening management in the corresponding facilities. Starting with human rights awareness trainings, recruiting sufficient manpower, and managing working hours, etc., we promoted publicity to ensure our colleagues understand the Company's management system from a legal perspective. The mitigation and remediation measures are detailed as follows:

Target	Labor	
Risk Issues	Unlawful Infringement (Harassment, Sexual Harassment, Workplace Bullying), Working Hours, Wages and Benefits	
Mitigation	<p><b>Unlawful Infringement</b></p> <ul style="list-style-type: none"> <li>Reaffirm that unlawful infringement will not be tolerated. Employees who witness or experience such incidents should report them immediately through the grievance procedures. Upon receiving a complaint, a confidential investigation will be initiated. Verified cases will be addressed in accordance with the Work Rules.</li> <li>Conduct human rights and humane treatment in the workplace training and publicity annually (including but not limited to non-discrimination, sexual harassment, privacy rights) and reiterate relevant human rights complaints and handling procedures. The training courses include RBA, humane treatment in the workplace, gender equality and sexual harassment laws.</li> <li>Publish training content on prevention of illegal and infringing behaviors and release documents such as complaint procedures and penalty rules to facilitate smooth communication with employees; provide on-site physician consultation services to assist employees with psychological counseling and stress relief consultation to reduce their stress and frustration.</li> <li>Announced the "Statement of Prohibiting Unlawful Infringement in the Workplace" and the "Unlawful Infringement Prevention and Management SOP". Construct a Workplace Unlawful Infringement Prevention Special Area on SharePoint intranet (383 visitors) to share the unlawful infringement grievance channels and management procedures, and trainings and promotional materials which are related to the laws and prevention measures, and medical consulting service information.</li> </ul> <p><b>Working Hours</b></p> <ul style="list-style-type: none"> <li>Recruit enough employees to meet production capacity needs, shorten the review frequency of manpower deployment plans, and avoid overtime due to an insufficient workforce.</li> <li>Establish a working hour management mechanism to control overtime. The system automatically sends warnings of overtime quota to employees and their direct supervisors and assist supervisors in managing their subordinates' overtime. And enforce the "After Continuously Working 6 Days, Need to Take One Day Off" management and tracking mechanism to strictly implement the working time management mechanism. The 2024 working hour compliance rate<sup>(2)</sup> reached 86%, with 1,707 more people complying with the RBA working hours regulations than 2023.</li> </ul> <p><b>Wages and Benefits</b></p> <ul style="list-style-type: none"> <li>Regularly review relevant laws and regulations to correctly calculate overtime pay, social insurance premiums and severance pay.</li> <li>Update SOPs in response to law and regulation changes in wage and social benefits and provide wage and social benefits trainings.</li> <li>Promote the rules of wage calculation and social insurance and fee.</li> </ul>	
Remediation	<p><b>Unlawful Infringement</b></p> <ul style="list-style-type: none"> <li>Provide trainings on topics related to human rights/humane treatment, improve the leadership capabilities of supervisors, complete investigations through the grievance mechanism, track the effective implementation of disciplinary and counseling measures, and adjust the corresponding internal management mechanisms and compensation at the same time.</li> <li>Provide clinic physician consultation service and information to assist employees in psychological counseling and stress relief counseling.</li> </ul> <p><b>Wages and Benefits</b></p> <ul style="list-style-type: none"> <li>Pay the underpaid overtime pay and correct the social insurance premium.</li> </ul>	
Grievance Mechanism	USI provides internal reporting channels, including human resources mailboxes, employee complaint lines, and reporting mailboxes in all facilities.	

Note:  
 1. Unlawful infringement: refers to the physical or mental unlawful infringement of a worker by his or her employer, supervisor, co-worker or other third party in the workplace, such as workplace violence, workplace bullying, sexual harassment or employment discrimination, etc.  
 2. Working hours compliance rate = 100% - (sum of monthly headcount that employees work more than 60 hours per week ÷ sum of employees at the end of each month) × 100%.