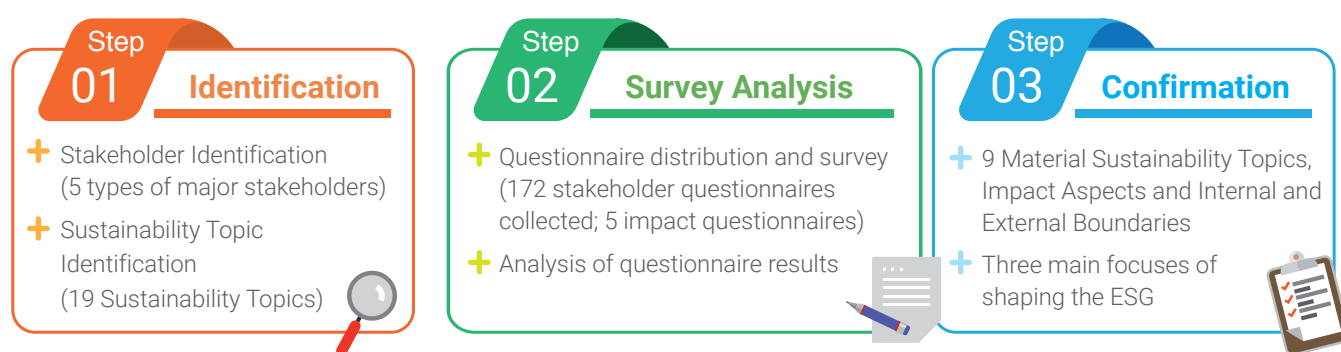


Identifying and communicating with stakeholders is not only the core foundation of corporate social responsibility but also an essential reference for companies pursuing sustainable operations. URECO maintains an open attitude, embraces diverse opinions, and refers to the specific topics in the 2021 edition of the GRI Sustainability Reporting Standards, industry development trends, and relevant issues in peer reports to identify 19 sustainability issues closely related to URECO in the economic, environmental, and human rights domains. By proactively distributing questionnaires, URECO assesses the impact of sustainability issues on stakeholders, uncovering potential blind spots and risks for the company. This process serves as a reference for developing sustainable management guidelines, striving to accurately and comprehensively present URECO's efforts in sustainable development and corporate social responsibility.

In accordance with the GRI Sustainability Reporting Standards, in the process of preparing URECO's 2023 Sustainability Report, stakeholders and material issues were analyzed in the following order: sustainability issues and stakeholder identification, material issues investigation and analysis, and finally, performance indicators were confirmed according to the boundaries and scope of material impact issues.



### 3.1 Stakeholder identification and engagement GRI 2-29

Stakeholders are the groups that are affected by the Company. We have identified stakeholders according to the nature of our operations and business through three working groups under the ESG office: Economic, Environmental and Social. Although the solar industry has experienced dramatic price fluctuations in recent years, the stakeholders have not changed much, so URECO continues to use the same identification method as in previous years: the AA1000 SES: 2015 Stakeholder Engagement Standard (SES) guidelines identify the major stakeholders based on the five principles of stakeholder responsibility, influence, dependency, tension, and diverse perspectives. We have identified five major groups of stakeholders: government agencies, customers, suppliers, employees, and shareholders/investors.




The government is responsible for supervising and checking the compliance of the company's laws and regulations, and it is a basic requirement for the company to comply with and respond to the government's laws and regulations.

As one of the main sources of raw materials and production equipment for the Company, maintaining a long and close partnership with suppliers can reduce uncertainty in the supply and delivery of materials and enhance customer satisfaction.

#### Stakeholder Types



Type of Stakeholder	Meanings to the company	Topics of Concern	Communication Channel	Communication Frequency	2023 Communication Statistics	Report Response Section
 Government Agencies	 Monitor and check compliance with all regulations of the company	01. Corporate Governance 02. Ethics and Integrity 03. Compliance with the law 04. Anti-corruption 05. Grievance Mechanism 06. Economic Performance 07. Waste Management 08. Energy Saving / Carbon Reduction 09. Water Resources Management 10. Labor Communication 11. Equal opportunity and non-discrimination for employees 12. Participation in Public Charity Activities	 Contact Channel: Stock Affairs Department/ Investor Relations Department  Market Observation Post System/Important Information  Company Website  Phone  Official written letters  The competent authorities supervising/review activities/policy advocacy meetings or seminars  E-MAIL  Government Website Declaration  Contact: Miss Chen, Stock Affairs Department (IR@urecorp.com)	Monthly Monthly Weekly Monthly Unscheduled Semi-annually Quarterly Monthly Quarterly Unscheduled Unscheduled Annually Bi-monthly Monthly Monthly	● Electronic and physical documents from regulatory authorities: 202	4.2.1 Governance Organization, Authority and Responsibility 4.2.2 Operational Performance 4.2.3 Ethics and Risk Management 5.1.4 I have something to say and a perfect communication channel between employers and employees 5.4 Social involvement 7.3.1 Energy Management 7.4.2 Water pollution prevention 7.4.3 Waste Management
 Shareholders / Investors	 To understand the company's operation status	01. Ethics and Integrity 02. Economic Performance 03. Corporate Governance 04. Company Competitiveness 05. Risk Management 06. Compliance with the law 07. Green Products and Services 08. Occupational Safety and Health 09. Labor Communication 10. Remuneration and Benefits 11. Equal opportunity and non-discrimination for employees 12. Grievance Mechanism 13. Talent Development	 Contact Channel: Stock Affairs Department/ Investor Relations Department  Company Website  Phone  Corporate Seminar / Corporate Presentation  Shareholders' Meeting  E-MAIL  Contact: Miss Yen, Investor Relations Department (IR@urecorp.com)	Monthly Monthly Quarterly Annually Monthly	● Major announcements released on the Market Observation Post System: 32 ● Institutional investor meetings: 2 per year ● Annual shareholders' meeting: 1 per year	4.2.1 Governance Organization, Authority and Responsibility 4.2.2 Operational Performance 4.2.3 Ethics and Risk Management 5.1.1 Overall remuneration planning and comprehensive benefit design 5.1.2 Building a friendly workplace to encourage employees to find work-life balance 5.1.3 Human Resources 5.1.4 I have something to say and a perfect communication channel between employers and employees 5.1.5 Encourage employee self-development to enhance professional depth and range through diverse learning platforms 5.2 Safe Workplace 5.3 Healthy Workplace Management 7.2 Green Energy Products
 Customers	 Business Operations  Product Service and Marketing  Quality Assurance	01. Waste Management 02. Customer Relationships 03. Product Responsibilities 04. Green Products and Services 05. Ethics and Integrity 06. Compliance with the law 07. Equal opportunity and non-discrimination for employees	 Contact Channel: Business Department  Regular review meetings with customers  Business Department Visits to Customers  Company Website  Phone	Monthly Unscheduled Quarterly Daily Unscheduled Unscheduled Quarterly	● Weekly customer visits ● Participation in more than 2 exhibitions during the year	4.2.2 Operational Performance 4.2.3 Ethics and Risk Management 5.1.2 Building a friendly workplace to encourage employees to find work-life balance 5.1.4 I have something to say and a perfect communication channel between employers and employees 5.2 Safe Workplace 5.3 Healthy Workplace Management

Type of Stakeholder	Meanings to the company	Topics of Concern	Communication Channel	Communication Frequency	2023 Communication Statistics	Report Response Section
 Customers	<ul style="list-style-type: none"> <li>Business Operations</li> <li>Product Service and Marketing</li> <li>Quality Assurance</li> </ul>	08. Economic Performance 09. Labor Communication 10. Occupational Safety and Health 11. Anti-corruption 12. Carbon Reduction	<ul style="list-style-type: none"> <li>E-MAIL : Sales@urecorp.com</li> <li>Written Letters</li> <li>Pay visits</li> <li>Contact: Miss Wu, Business Department (Sales@urecorp.com)</li> </ul>			6.2 Customers and Services 7.2 Green Energy Products 7.4.2 Water pollution prevention 7.4.3 Waste Management
 Employees	<ul style="list-style-type: none"> <li>Employment Relationship</li> </ul>	01. Economic Performance 02. Occupational Safety and Health 03. Remuneration and Benefits 04. Talent Development 05. Equal opportunity and non-discrimination for employees 06. Labor Communication 07. Compliance with the law 08. Grievance Mechanism 09. Anti-corruption 10. Participation in Public Charity Activities	<ul style="list-style-type: none"> <li>Contact Channel: Human Resources Department Labor Conference</li> <li>Benefit Committee Meeting</li> <li>Plant Manager Mailbox</li> <li>Dr. H Mailbox (Dr.H@u-recorp.com)</li> <li>Management Meeting</li> <li>Department Meetings</li> <li>Employee grievance care line</li> <li>Physical Bulletin Board</li> <li>Announcement Platform               <ul style="list-style-type: none"> <li>Care for Newcomers</li> <li>Corporate Portal and Online Announcements</li> <li>Physical and Online Care Mailbox</li> <li>Charity Booth Activities</li> <li>Donation of Funds and Supplies</li> <li>Phone</li> <li>E-MAIL</li> <li>Written Letters</li> </ul> </li> <li>Contact: Miss You, Human Resources Department (20785@urecorp.com)</li> </ul>	Quarterly Quarterly Unscheduled Unscheduled Monthly Monthly Unscheduled Unscheduled Monthly Weekly	<ul style="list-style-type: none"> <li>Labor-management meetings: 5 times</li> <li>Welfare committee meetings: 4 times</li> <li>Employee grievance and care hotline: 1 case</li> </ul>	4.2.2 Operational Performance 4.2.3 Ethics and Risk Management 5.1.1 Overall remuneration planning and comprehensive benefit design 5.1.4 I have something to say and a perfect communication channel between employers and employees 5.1.5 Encourage employee self-development to enhance professional depth and range through diverse learning platforms 5.2 Safe Workplace 5.3 Healthy Workplace Management 5.4 Social involvement
 Suppliers	<ul style="list-style-type: none"> <li>Raw material supply</li> <li>Plant equipment supply</li> <li>Machine and component supply</li> <li>IT Service Provider</li> </ul>	01. Compliance with the law 02. Economic Performance 03. Procurement Policy 04. Supplier Management and Inspection 05. Occupational Safety and Health 07. Energy Saving / Carbon Reduction 08. Environmental Investment and R&D 09. Raw Material Management 10. Anti-corruption 11. Grievance Mechanism 12. Remuneration and Benefits	<ul style="list-style-type: none"> <li>Contact Channel: Procurement Department</li> <li>Phone</li> <li>E-MAIL</li> <li>Face-to-Face Meeting</li> <li>On-site inspection activities</li> <li>Discussion at the plant</li> <li>Written Letters</li> <li>Contact: Mr. Zou, Procurement Department (10513000a@urecorp.com)</li> </ul>	Monthly Unscheduled	<ul style="list-style-type: none"> <li>On-site and written audit activities: more than 10 times</li> </ul>	4.2.2 Operational Performance 4.2.3 Ethics and Risk Management 5.1.1 Overall remuneration planning and comprehensive benefit design 5.1.4 I have something to say and a perfect communication channel between employers and employees 5.2 Safe Workplace 5.3 Healthy Workplace Management 6.1.6 Supplier Quality Management 6.1.1 Supply Chain Integration 7.2 Green Energy Products 7.3.1 Energy Management

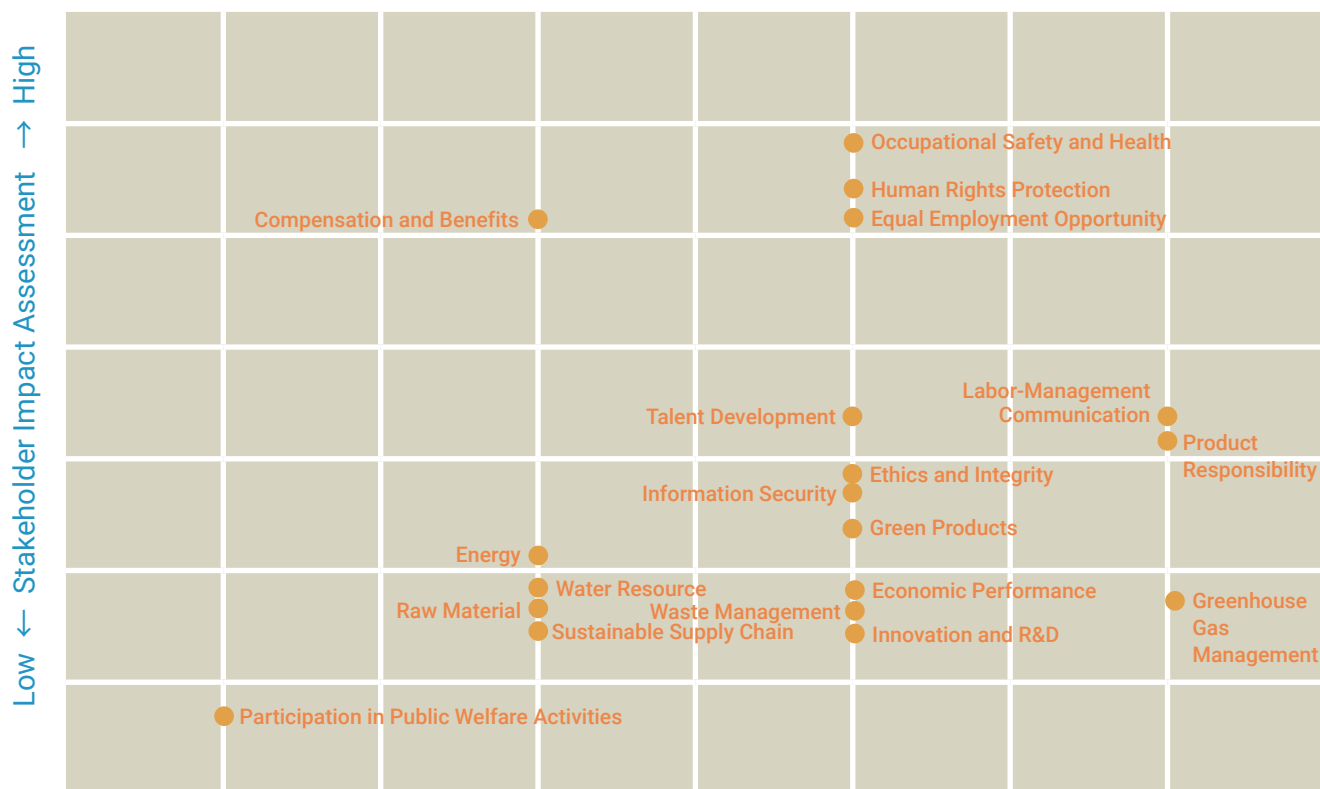


## 3.2 Material Topic Analysis and Response GRI 3-1,3-2

- 🐦 Sustainability topic identification: Referring to GRI's sustainability reporting standards, industry development trends and industry reports, we identified and initially shortlisted a total of 19 sustainability topics that are closely related to URECO in terms of economic, environmental and human rights aspects.
- 🐦 Stakeholder Evaluation Questionnaire: The ESG Office's three working groups - Economic, Environmental and Social - used a five-point scale to investigate the extent to which sustainability topics affect stakeholder evaluation by actively distributing questionnaires and conducting interviews based on the 19 identified sustainability topics. 172 stakeholder questionnaires were collected in 2023, including 2 from government agencies, 27 from shareholders/investors, 33 from customers, 48 from employees, 34 from suppliers, 2 from neighboring communities, 10 from banks, 5 from NGOs, 4 from public associations, 2 from insurance companies, 3 from the media and 2 from law firms.
- 🐦 Significant Economic, Environmental and Human Rights Impact Questionnaire: Five senior executives of URECO, including the Chairman & CSO, Director & CEO, Corporate Governance Supervisor, General Manager of Solar Business and CFO, evaluated the significant economic, environmental and social impact of 19 sustainability themes on a five-point scale.
- 🐦 Analysis of material sustainability topics: First, after multiplying the scores of the stakeholder evaluation questionnaire and the significant economic, environmental, and human rights impact questionnaire, the nine topics with the highest scores were selected as Material Topics, in the order of occupational health and safety, human rights protection, labor-management communication, greenhouse gas management, ethics and integrity, information security, green products/services, economic performance, and waste management. These topics will be disclosed in this report, including relevant management policies and performance data. To enhance the report's completeness and richness, participation in public welfare activities is also included as a supplementary topic.
- 🐦 Comparing 2023 with the previous year's material topics, six topics remain significant: occupational health and safety, labor-management communication, greenhouse gas management, information security, economic performance, and waste management. Furthermore, as the United Nations has declared human rights as universal values, human rights-related issues have become increasingly important. Consequently, URECO has added human rights protection as a Material Topic. Additionally, ethical business conduct is a part of URECO's corporate culture, so ethics and integrity have also been added this year. With renewable energy and the circular economy becoming a global consensus, URECO's products align with this trend, hence green products/services have been added as a Material Topic. For the company, the nine Material Topics are both risks and opportunities: while the company is facing an increasingly challenging business environment, especially in the pursuit of operational performance and the trust of shareholders and customers, it cannot sacrifice the quality of the local residential environment and the health and well-being of its employees, and any accidental violation of the law will seriously damage the company's hard-earned business reputation; In contrast, if the company can turn risks into opportunities and find a balance between economic performance, sustainable environment and social prosperity, the company will continue to grow and thrive and move towards sustainable management.
- 🐦 Based on the nine Material Topics of this year, URECO has shaped the three main ESG pillars: ensuring the company's sound development through ethics and integrity, emphasizing human rights protection to create an equal and safe workplace environment, and reducing environmental impact through the development of green products/services to achieve sustainable development goals.
- 🐦 Material topic disclosure items: The ESG office and its three sub-working groups (economic, environmental, and social) identify the reporting boundaries, consolidate management policies, collect performance indicators, and set sustainability goals based on the nine material topics corresponding to five specific GRI themes (including occupational health and safety, labor-management communication, greenhouse gas management, economic performance, and waste management) and four custom themes (including ethics and integrity, information security, green products/services, and human rights protection) along with 26 GRI disclosure items. This forms the 2023 URECO Sustainability Report.

Type	Sustainability Topics
Economic	Economic performance, Ethics and Integrity, Information Security, Innovation and R&D
Environmental	Sustainable Supply Chain, Raw Material Management, Energy Management, Greenhouse Gas Management, Water Resources Management, Waste Management, Green Products/Services
Social	Labor-Management Communication, Remuneration and Benefits, Occupational Health and Safety, Talent Development, Equal Opportunity and Non-Discrimination For Employees, Human Rights Protection, Product Responsibility/Product Safety, and Public Welfare Participation

### Material Topic Matrix



Low ← Economic, Environmental, and Human Rights Impact → High

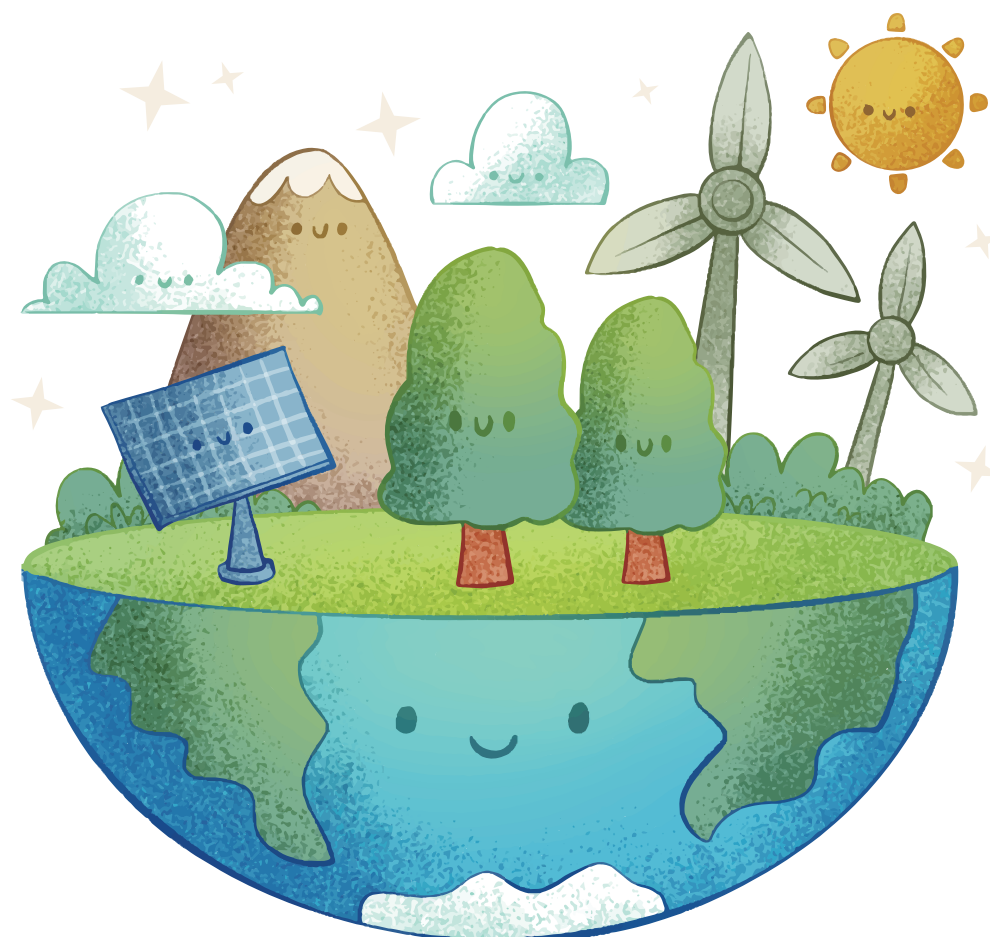
Material Topic for 2022	Material Topic for 2023	Discrepancy
Economic Performance	Occupational Safety and Health	↑ 4
Labor-Management Communication	Human Rights Protection	New
Equal opportunity and non-discrimination for employees	Labor-Management Communication	↓ 1
Remuneration and Benefits	Greenhouse Gas Management	↑ 3
Occupational Safety and Health	Ethics and Integrity	New
Information Security	Information Security	-
Greenhouse Gas Management	Green Products/Services	New
Talent Development	Economic Performance	↓ 7
Waste Management	Waste Management	-

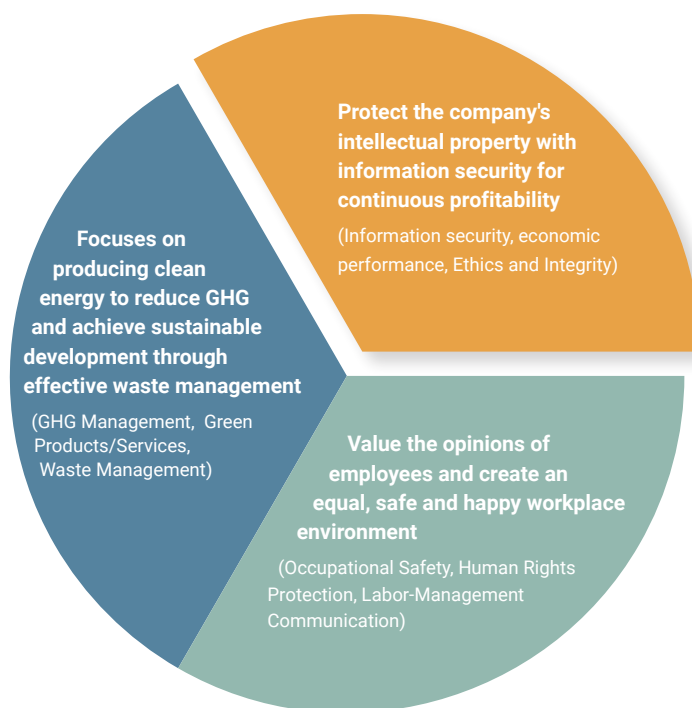
## Material Topic with Corresponding GRI Standards and Disclosure Items

Aspect	Material Topic	Impact Aspect	Importance to URECO	GRI Standards Specific Topics and Disclosure Items	Report Disclosure Chapter
People - Human Rights	Occupational Safety	Negative Impact	<ul style="list-style-type: none"> <li>● The company dedicates significant resources to safety inspections for new machinery installations, relocations, or modifications, including necessary safety guards, interlocks, and detectors to minimize operational risks.</li> <li>● Annual health examinations and special health checks for employees in hazardous roles; increasing health awareness, identifying high-risk employees, providing subsequent health consultations and tracking; implementing maternity protection, abnormal workload prevention, ergonomic hazard mitigation, and workplace violence prevention according to regulations, and conducting health promotion activities to enhance physical and mental health awareness and actions.</li> </ul>	● 403 Occupational Health and Safety: 2018 (403-1 to 403-10)	5.2 5.3
People - Human Rights	Human Rights Protection	Negative Impact	<ul style="list-style-type: none"> <li>● Employees are the company's most valued assets. The company prioritizes employee feedback and safeguards their labor rights, creating a safe and secure workplace to foster employee loyalty.</li> </ul>	● No corresponding GRI Standards, self-defined material topic (Human Rights-1)	Chapter 5 Introduction
People - Human Rights	Labor-Management Communication	Negative Impact	<ul style="list-style-type: none"> <li>● Employees are critical assets of the company. Establishing diverse communication channels enables employees to express their opinions in a supportive environment, promoting mutual trust and improving work efficiency and quality of life.</li> </ul>	● 402 Labor/Management Relations: 2016 (402-1)	5.1.4
Environment	Greenhouse Gases	Positive Impact	<ul style="list-style-type: none"> <li>● In response to global climate change and the "Greenhouse Gas Reduction and Management Act," the company voluntarily conducts annual inventories of greenhouse gas emissions from each plant, and has completed inventory registration since 2023.</li> <li>● By adopting the best technology and actively promoting energy saving and carbon reduction, the company aims to reduce the greenhouse gas emissions generated by the process year by year</li> </ul>	● 305 Emissions : 2016 (305-1~305-7)	7.3.1 7.4.1 7.5.1
Economics	Ethics and Integrity	Positive Impact	<ul style="list-style-type: none"> <li>● Adhering to principles of integrity, transparency, and accountability, the company formulates policies based on honesty and establishes sound corporate governance and risk management mechanisms to foster a sustainable business environment. Creating a culture of ethical business conduct ensures healthy development and provides a framework for good commercial practices.</li> </ul>	● No corresponding GRI Standards, self-defined material topic (Ethics-1)	4.2.3.1



Aspect	Material Topic	Impact Aspect	Importance to URECO	GRI Standards Specific Topics and Disclosure Items	Report Disclosure Chapter
Economic	Information Security	Positive Impact	<ul style="list-style-type: none"> <li>● Ensure that the company's operations will not be disrupted by an Information Security incident.</li> <li>● To ensure that the company's research and development and trade secrets will not be inappropriately damaged.</li> </ul>	● No corresponding GRI Standards, self-defined material topic (Information Security-1)	4.2.3.6
Environment	Green Products/ Services	Positive Impact	● Developing competitive market products that are environmentally friendly, coexist with the community and local ecology, and align with circular economy principles.	● No corresponding GRI Standards, self-defined material topic (Green-1)	7.2
Economic	Economic Performance	Negative Impact	● The pursuit of maximum profitability is an ongoing goal of the company, which not only strengthens the confidence of shareholders, employees and the value chain in us, but is also the key to moving towards sustainable management.	● 201 Economic Performance : 2016 (201-1~201-3)	4.2.2 5.1.1 7.5.2
Environmental	Waste Management	Positive Impact	● The company follows the laws and regulations to store and remove the waste generated from the manufacturing process, and appoints a certified waste removal service provider for the final disposal or reuse of the waste, with the target of maintaining zero environmental pollution.	● 306 Waste : 2020 (306-1~306-5)	7.4.3





## Boundaries of Material Topics

Material Topic	Internal Boundaries	External Boundaries				Report Disclosure Chapter
	URECO	Suppliers	Customers	Shareholders/ Investors	Government Agencies	
Occupational Safety	☀	☀	☀	☀	☀	5.2 Safe Workplace
Human Rights Protection	☀	☀	☀	☀	☀	5. Employee and Social Involvement/ Human Rights Material Topics Management Policy
Labor-Management Communication	☀		☀	☀	☀	5.1.4 I have something to say and a perfect communication channel between employers and employees
Greenhouse Gas Management	☀	☀	☀	☀	☀	7.5 Greenhouse Gas Management
Ethics and Integrity	☀	☀	☀	☀	☀	4.2.3.1 Ethics and Integrity
Information Security	☀	☀	☀	☀	☀	4.2.3.6 Information Security Protection
Green Products/ Service	☀	☀	☀	☀		7.2 Green Energy Products
Economic Performance	☀	☀	☀	☀		4.2.2 Operational Performance
Waste Management	☀	☀	☀	☀		7.4.3 Waste Management