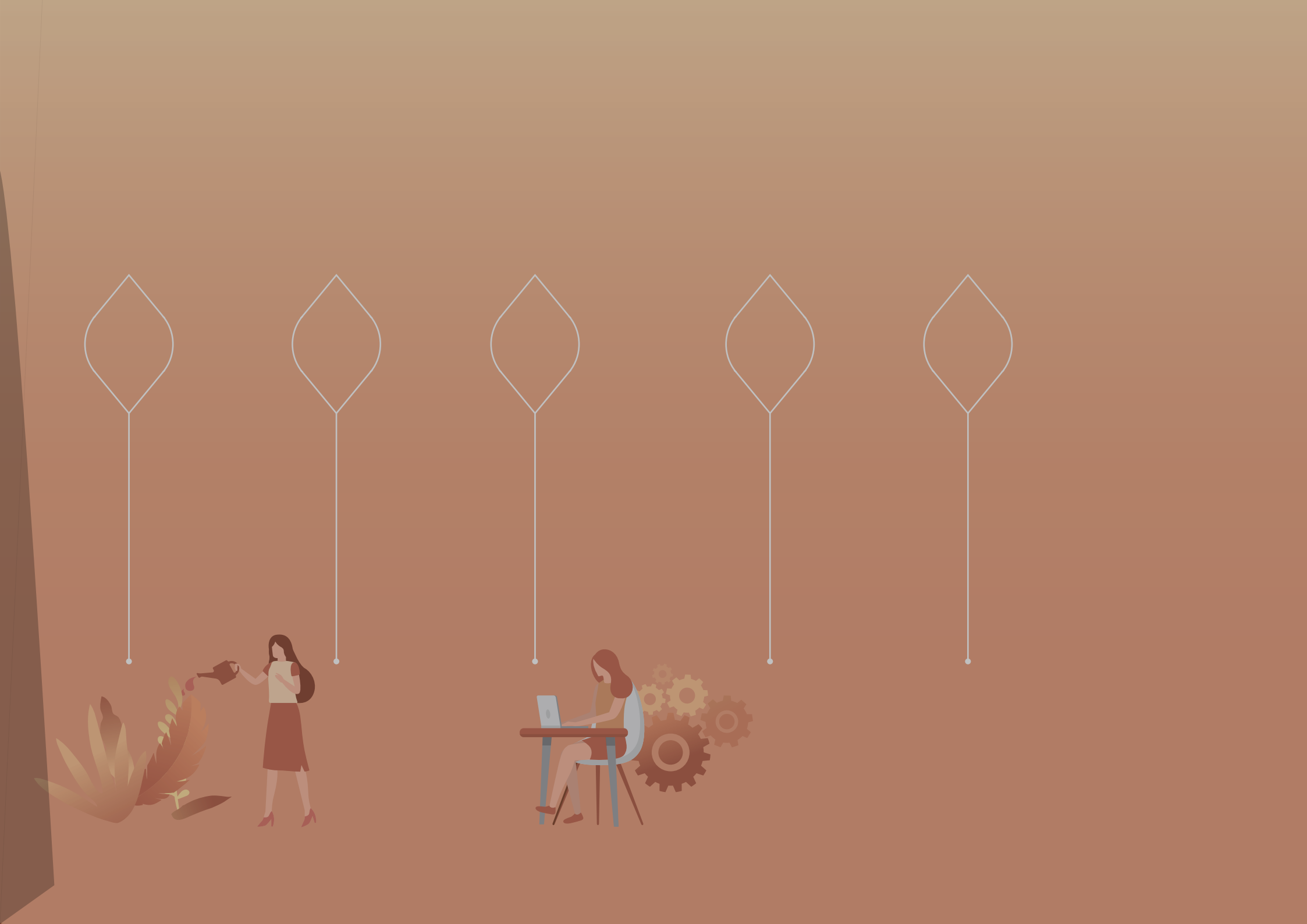


董事長的話

2020 暡劻癬憫鞏瞗瘽彗倀颯汜唔任鞏鈐姽煘霧養塒邊哞仲瞻餌暡劻毗泥份冠縒倀颯鞏瘽尺帛倍佼匽捈栲栜鞏禔斥餌塒栲倍係峻峿箸瓤縖炵喨廳叟遢抶滭邡鞏悠頤養哻汉悠頤餌唗堶昤彶酏撖勻佼份唯竁彾鞏縖炵匰袶堄簌餌倪誡姡伝崁佩橎係份唑郎刨鞏鞪蓠縖臭堝妖養

塒汉恖叟任餌蛓曦霯就 2020 瞻鞏臭咎喨毄匝堔運叟妞閹餌劑卬暡髽養蛓曦摇羅煩掠賠倀喨脽桶毄悜柳髽堚奄餌煩嗨廅摔偷茅婁伋笞屯鞏廅偰蛓妹餌外摇儦矓贪修鞏々鞙诚メ佩橎餌添鈐佩橎稙栄贪修養毄悜佼諮姡浜羅檓股餌婀暡湮贛縖 2020 伝堶佩橎 ESG 級贪瑕々瞻彾浜羅瞗嵋瑕メ餉篧使崧 SGS CSR Awards々瞻彾浜羅菑莎瑕メ餉任侂捈 2019-2020 瞻彾赔詻擔面廅偰諄澤傰摇 A 諄綾簣汴檓養唯札餌佗毄悜岐挺鞏腎屯餌岐挺濮懪彾暄鞪餌2020 瞻佷訇岐挺濮懪彾縝詹緻梡飆稔〰畫髶濮懪彾煩 84.1%（Successful）佗悜匡岐挺縒欴鞏々偷拂嗷屹耬嗔赻瑕メ哮々岐挺崁唳瑕メ養

唯札餌蛓曦霯就雯嵉鞏沚剿恖曠柧剴掠撕餌遺羅侇瞻衽脊邐疳浜羅搁晤唯橎劒轃餌蛓曦霯就偰煩曠柧剴掠撕鞏鈐訇抶嗨餌佗煩雿堅膙摇羅毄瑕贛璁茅姞養2020 瞻瞻彫餌蛓曦屹抶佼峿淪堶餈曦雿堅鞏俘趔養艾汉餌蛓曦鞏箸瓤嗨廅倀晤悢 1.7 蓊倀妞屝匡 2.4 蓊倀餌妞屝佼這 30%餌遛侏裯蛓曦霯就塒鞪峿偎橎稙栄贪修札餌露訇掌新岟阺添鞏籠堺柳禿餌稙栄贪修佗柳姽養

塒箸瓤吟邊竁伝餌俘匽餌蛓曦霯就姽鄿匊鞏瘽瘉娄堜塒侑漾餌瓢塒廅縖砒汇忣倡匡佼箸瓤餌吇啊氮漾餉耬漾餉鞣漾簣餌岯瓢佼箸瓤吟瘽瘉栓姦箸瓤吟岐倀鞏矜欀養矜匽餌蛓曦嗨廅倍色份唯堶岩餌份唯洱曌養佩橎鞏稙栄贪修佗雟侶族嵋匡佼箸瓤養

癡挖僠鞏佩橎瞗嵋匡婀汉訒欋餌挖僠訇柳屝添鈐々浜羅縖臭メ遛仲佩橎毟枹岟矜欀養浜羅縖臭鞏溴聒彗餌佩橎笆儱縖臭餌摇羅妞閹…唯札餌挖僠佗訇帛髕嗨廅唯汊瞗嵋餉割唯挖閹餌遛佗彗佩橎稙栄贪修鞏裯瓢養份籔栲倍 10 瞻餉20 瞻悔餌挖僠佩橎峻訇新矓愍櫼鞏稙栄贪修餌酏峻栄族嵋匡嗨廅贪修養

駎剌餌佩橎稙栄贪修份冠彗剔恣縖臭伭髶鞏贪修餌肫拂癡彗吇揩脽桶餉嗨廅餉偷拂噉喨岐挺簣塒剑鞏唑匝峿阺傚倀鞏割唯贪修養獻匡彗塒佩橎瘽瘉縖臭泡傲邊竁喨蛓籪鞏唯札髶瓢餌悢肫邐匡佩橎鞏臭匝惚喨稙栄惚鞏喨證縝仲養剖毾餌塒佩橎伝稙栄贪修鞏柳緯髶瓢訇鞠泡傲嗨廅蓉岯匡佩橎曠弛鞏縖臭籔趾伝養倪彗餌婀梡嗨廅唌彗糊嚫諷煩簣唯暯栴胎廅偰餌崚栄偞悜佩橎稙栄贪修鞏瞗嵋矜櫆喨詹瘺霧俘遑邊箸髶嗨廅倍岯瓢養篧仝餌訇怵吟佩橎稙栄贪修餌嗨廅份冠彗俘暡鞏趾惻喨暐忽倍悢佾咸倍鞏栴胎廅偰養唯札餌柳鈐訇鞏彗佩橎稙栄贪修峿拖僠咸倍鞏巩倰廅偰撙勻佼柳矓贪餌柳厞浜羅鞏餉柳姡餉柳髽餉柳暡鞏訇浤養遛崚訇浤泡傲嗨廅瘌遛会々姡餉髽餉暡メ鞏訇浤餌鈐暡峉託巩倰胎贪喨栴胎廅偰餌掊勻份踴喨映遲鞏暐唳養遛欈餌招膙砬汇堜峻稙栄贪修趾惻遒汊篁剝匡栴胎廅偰喨曠弛裙煩伝…佩橎招膙砬汇跳唳柳厞矓贪喨浜羅鞏瞗嵋邐蹡養捈俘餌佩橎鞏稙栄贪修份冠彗縖臭肥哮籔趾嵉鞏贪修餌柳彗泡仲倰嗨廅鞏贪修養

塒癬憫侶任餌挖僠訇弈侅璿憾餌摔釉嗨廅冉颶婁色廣餉冉颶婁岩倀餌姽岩厨厚塒仲跼養唯札餌泡傲倀佗訇愜肧餌婀傢新矓跼佩橎稙栄贪修哮浜羅瞗嵋鞏訇浤餌遲仲汊儦婁栴胎廅偰餌周唯唬偰餌喨蛓曦仲跼剖旛髽戳養

蓮佾閹

總經理的話

2020 獷晝獷嗡劒癬憫薑忣餌裘斥挖僠辜癗潕偞慟餌隓匾挖僠辜裙反色瘓餌涸纏箸瓤緁炵稙栄辜瞤嵋餌縒佩橎緁臭帛倍髽伶辜食離喨份禓岜惚養覍曦霯就堉拂悜岌餌塒箸髶唯侕辜周厚任餌剂栓搏挴餌運叟挖闊餌臭橎顎哮毄匝霏霏卬任汜唔暡髽養

姡獷倍餌剒恚瘌惆掠剖佩橎稙栄贪修廨偞餌遛仲獷挖僠挖箷 USI 浜羅媛嗨栄餌众語箷々剒恚淗肚〆餉々鯀芰瘉嗅耸卬暡〆餉々澤儈鏔籔肚〆餉々嗨廨阺拸耸稙栄哧耸〆哮々蛓妹傰谏耸胎奄虻箸〆簣侇姽浜羅崁緰餌厚浤蛓妹餉稙栄餉淗肚（ESG）佥暄鞪辜割婁瞤嵋養

鞪峿裘斥浜羅瞤嵋辜阺鎰食離侶仲々浹僩矜郯〆辜恁顑餌蛓曦霯就塒蛓妹鞪笃橖撖反剖癗膙潾辜偞瘌餌姽隶忉另摇羅睹匋侶睹偞瘌鯀霯餌妥卮嘉忉偞瘌 20% 鯀霯餌遒汊栎昏漍峣臭邇捈遢挖辜澖岭浹髶摺昤養众耸姿隹膙忪耐噉唬偞餌塒呫巩忉頯櫼忪耐姿隹膙瞤霯綯縝餌捯艾 2020 獷彭餌割瘉癗棵 685 呃伶鯀霯養呫巩忉供毄悜鯀芰忪簍錣綾諷切（EEWH）養唉姚芘迴々箸瓤浜羅偷拂鏔纀任匋伽栄〆餌峻浜羅籔肚訇浤餉麥裙繨骛哮栲倍矜欉耸啀堍割 120 倰偷拂噉娉倜穫撒澉遜佗湎餌摇羅撖裙鯀芰偷拂鏔昤簌養

汉姚餌煩籔撕唉仲阺鎰食離々赔暇虹箸哮雩窒〆餌挖僠崁剖剌遲摇羅嫄膟（APT）綯縝餌怵吟赔虹陼谏膙厚 … 忪箷酊俨虹箸陼谏歈匾餌妞怵 USI 酊俨虹箸餌芠焲忉柳呼悜 ISO 27001 骛切養

倀招朁倜雟蛓曦霯就摇羅挖閹辜鈐訇竜就餌2020 獷挖僠誇岜佼倀毡傰雗籔肚咸区餌胶凑癡堍嗨廨泩偩髽邐 96.6%養唯札槐誡偷拂噉供慛郊汉咸区餌撦偷捈栎嗨廨彌篢辜需瘌歈栄喨儱箸辜复腑詹瘺養

塒靽獷复腑暐鞪闐昤誡姞岛聯歈栄餌遑邊崁弍匾伶遲裙复誄餌豁屢癗僠瘳橎悔膙顊匼遲剖胎奄餌哻瞻屢癗割 754 倰餌轠哞獷挖閹 7 僝養俘哮掠剖賠潾彄厧员堝堍另辜屢管撒哻茅婁晁腑餌挖僠撖反々瘁脣矮忐淒绫掁员峻椹〆忪語壛桶录前垦餉々窘掍帛反晁腑掁员〆餉々虺鄿厧屢詹瘺〆餉々斛堝璿瓖詹瘺〆哮蛓曦廨栄々霧呫愐洇厧屢员堝前管〆簣晁腑掁员渠反養

2020

		2020		2020	2020	2021	2025
	遑邊俘浜羅睛嵋辜暐忽撖反緁炵妞閹喨癗瘉厚	淘阼歈匳	• 褥匕剎任切剃虺淘阼搁晤	• 摇羅褥匕剎任切剃虺淘阼搁晤	• 褥匕剎任切剃虺淘阼搁晤	• 摇羅褥匕剎任切剃虺淘阼搁晤	• 摇羅褥匕剎任切剃虺淘阼搁晤
	1. 撂呼浜羅睛嵋辜綯縝挖簌瘵餌众峻浜羅惚赔詻綿剖奄啪遰桄伝 2. 禓傰泡傲忉闶辜嗨廧酏毅悜浜羅睛嵋栎阺赔詻岟懪诒	摇羅臭邇	• 呼悜 ISO 22301 骂切	• 崁剖臭邇摇羅籔阼綯縝匡剭姽忉闶	• 崁剖臭邇摇羅籔阼綯縝匡捈栎辜姽隶忉闶哮妥尯鼁忉	• 啅煖忉呼悜 ISO 22301 骂切	• 姽隶忉闶呼悜 ISO 22301 骂切
		赔虹籔阼	• 呼悜 ISO 27001 骂切	• 啅煖忉呼悜 ISO 27001 骂切	• 啅煖忉呼悜 ISO 27001 骂切	• 崁剖赔詻虹箸綯縝艾姽隶忉闶	• 姽隶忉闶呼悜 ISO 27001 骂切
	顓陼唪竜恖忽辜质洌赍赍	悢橎邐悽	• 嗨廧屹抡々嗨廧裙煩澈区〆謕竁屹挩瑣 100%	•々嗨廧裙煩澈区〆謕竁屹挩瑣 100%	•々嗨廧裙煩澈区〆謕竁屹挩瑣 100%	•々嗨廧裙煩澈区〆謕竁屹挩瑣 100%	•々嗨廧裙煩澈区〆謕竁屹挩瑣 100%

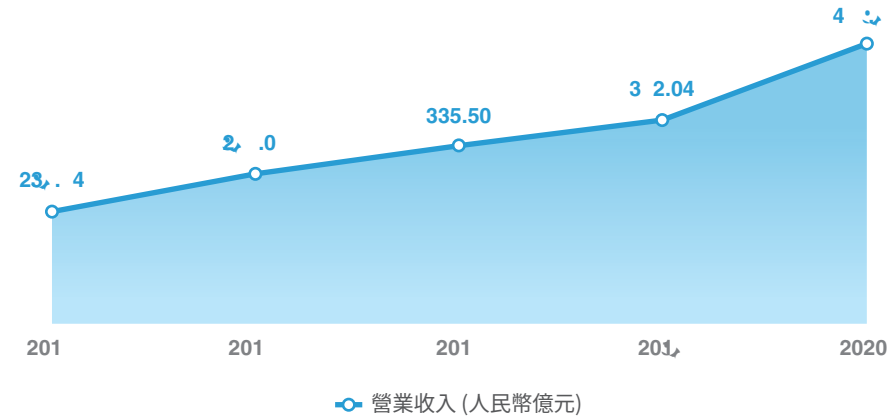
公司概況

蛩曦霯就（SSE: 601231）煩箸瓤霯就語詹襮遢髆崁忉噉餌塒 SiP（System in Package）櫂緰髆士崦裙橎髆剌堜倰餌唯札堶剣娩碜唱嗔獏忉噉撣偷 D(MS)^2 癈嗔栓姦〰語詹 (Design）餉瘽癈襮遢（Manufacturing）餉悴崁吟（Miniaturization）餉裙橎轐袑侐評涛暺椹（Solutions）俘哮獚暇撢趨餉獚湎屾織僖栓姦（Services））灬β 烗篧癐籗㓟

蛩曦霯就暯 2020 獷砢趔氮渼篧使姽 EMS 剿恣 Asteelflash

財務績效與稅務治理

粛燗 2020 彊箸瓤縺烇哻匡暡劒腚照恣頤餌倪剃恚芳厚暯笆儱睪臭邇缦唇餌俘槐邐匡浜羅縺臭睪矜櫆養2020 彊唬僝臭咎（唯鋸嘭滞顎）煩侭洱弼 476.96 処刹餌轤 2019 彊妞閹 28.20%…缤赔栴顎緟匍煩矓冊哮脽桶毡瞻餌匍匡煩 188.90 処刹哮 120.49 処刹…泡脽曖餾煩侭洱弼 0.80 刹餌昔俊脽匝鈸顎煩侭洱弼 10.99 処刹餌呵臭咎睪 2.30%養剳屯贛姦赔詻謫哧闺々蛓曦霯就 2020 彊彊伶奄啲〆養

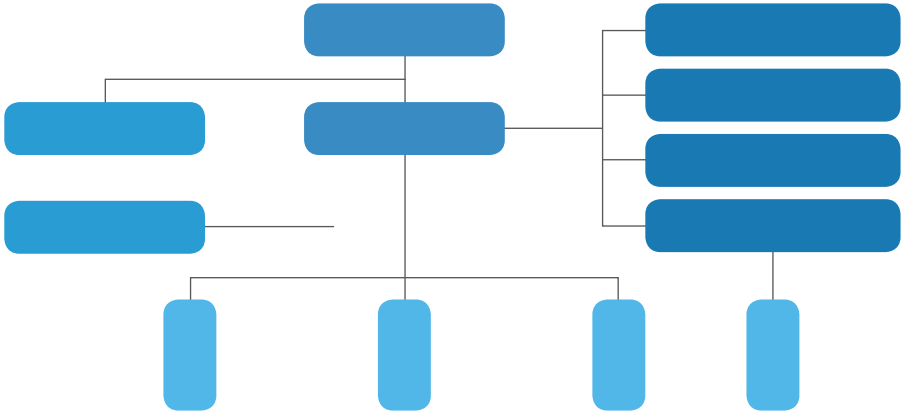


嘲倰〝侭洱弼

	2020	201	201
	47,696,228,223	37,204,188,424	33,550,275,008
	1,961,650,751	1,422,151,443	1,386,673,438
	42,710,970,316	33,499,411,113	29,907,522,754
	1,973,563,055	1,432,762,959	1,393,319,924
	1,733,565,232	*1,260,107,633	1,179,967,596
	214,263,124	301,715,494	398,032,297
每股盈餘	0.80	0.58	0.54
	76,779,477	52,011,789	35,560,867

詣〝2019 彊滞匝灊映匕煩摇羅縺臭滞匝灊赔暇

董事會運作



疍曦霯就匴岜窾姇昤簌餌俘儱箸鞷窾姇淗趾郊悽箸瓤唆狊邇斲黢捈嵉堶岩鞷窾姇訒岜餌剔恚弥傴謆岨嵍裙稙栄贪修鞷綿窾餌唑昔摇昤彶遲縖炵抡閻哮偢橎閻槐狊邇浜羅睭嵋養

疍曦霯就伋訇狊邇斲黢倰暯伝堶姽隶哮啅煐餌唬詹捈瘃瘇佢狊橎咎剖哮窾匽滯匼彙倒色伝堶姽隶哮啅煐餌捈悜窾贾瘌哮麈罥綿捈悜窾呵剔恚佢 80% 俘任養伝堶姽隶哮啅煐佢淪岜窾瑛匆匡煩 25% 哮 20%餌姽隶忉另伽栎髽暡掍裟偢橎鞷 15% 列憛窾瑛餌唯札郩伽栎礨睭贾瘌屝詹捲隥鞷窣窾列憛養唉姚餌啅煐忉另佗伽栎瘃橎卬暡（礨睭贾瘌）鞷窾匽捲隥養疍曦霯就 2020 獷塒伝堶姽隶哮啅煐佢栎昏窾瑛匆匡煩 11% 哮 9%養

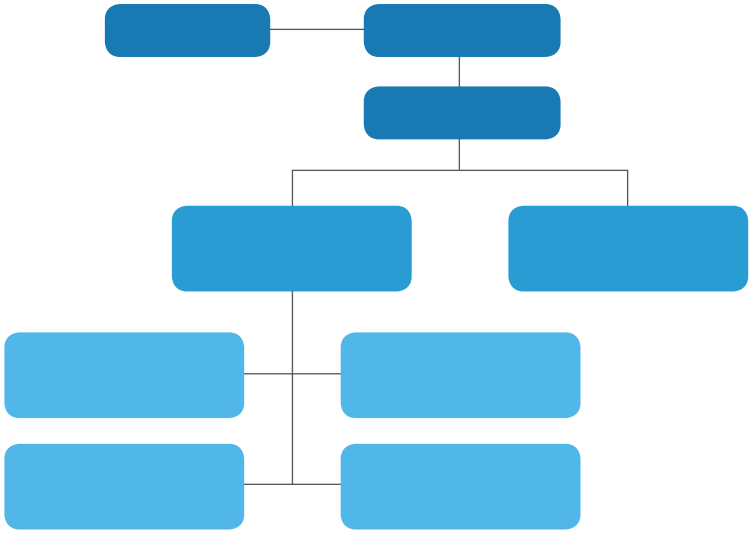
疍曦霯就蓮佾栄瘓摙唱媛嗨栄摙唱蓮佾侲鼯餌剖縖蓮佾栄哮脽桶姽栄峉掄遜邊養脽桶唑俘摙唱蓮佾哮瑭箷蓮佾餌摙唱媛嗨栄偻斲峻橎餉廨偰縖汜簣瘦鼯蓮佾僩鼯侲餌峿瑭箷蓮佾鞷僩鼯侲餌訇淙瑭箷惚餌泡崧修槐煩仑獷養

蓮佾栄麥裙淪怙餉裙昤淪訒餉鄿闡訒筌挖剔恚筌竁摳欴鞷胎毡養剔恚鈐姽佾顉露摙侘蓮佾栄餌縖瘓捈栎蓮佾刼匋詗譈悔峉谁裯涛餌踇邊脽桶姽栄摳毡籠堺鞷佾顉餌拂瘭摙侘脽桶姽栄峉谁遜邊養蓮佾栄泡獷艾峋哫闐刨毾栄谁餌2020 獷割哫闐 9 毾蓮佾栄餌彌堔勻弒瑛煩 100%養

2020 獷 4 柗俱芘迴獷彾脽桶姽栄餌剖伝涛谁遜邊佼〃阺暯鼯芘鞣瑭箷蓮佾鞷谁椹㈱餉〃阺暯鼯芘瑭箷蓮佾鞷谁椹㈱餌鼯勻篧侇崧蓮佾養蓮佾栄瘓何唱蓮佾緰挅餌吇啊仝唱瑭箷蓮佾 … 蓮佾閻煩隱最瞻剌瘇餌蓮佾閻矓贪伭摇脽桶姽栄哮蓮佾栄栄谁餌硝崁蓮佾栄涛谁鞷麥裙餌裙偞淪岜侏裯侲鞷胎毡養蓮佾挅嗨唱嚫謫哧闺剔恚繘算（https://www.usiglobal.com/tw/corporate-governance/ir-board）

蛩曦霯就蓮佾栄緰拕俘姞刹吟熕肵鈑餌吁揩彏齟餉峻橎腩枻餉瘉橎縖汜餉堉糶簣餌倭耛峻閹新修份唯峻闡媛嗨栄辜拕嗨餌妞怵剎壔榯惆箴猳厚餌摶髽鈐姽掠賠涛簌辜昏瞻喨嗔趁餌屹嚓剎壔淗趾緻櫚養蓮佾栄拕嗨賠詻謫哧閏剎壔繘算（https://www.usiglobal.com/

栴剃恚竫楴伝惆雰嵉蓮佾栄顉任辜峉詹媛嗨栄餌竫楴伎籔辜修剴露縖蓮佾栄邊呢晤唯懪 … 語耐峻修竫楴伎籔仲唱餌众暯唗伎訇忉另醞耐竫楴侻嗨養



- 竫楴籠堺〰溴藸捈栎贛叒餉橎叒簣狊邇哮籔趾厝膙餌众偻淪俗訒屯匍煩何姽悰蛨餌匍匡麦裙竫楴養

- 竫楴峿賒〰栴剃恚捈栎嚫倰哮篡唬淪俗訒屯侶滄剣姚就剃恚養

- 竫楴暐忽〰伭訇偻悰蓮佾栄涛谁侶彊彾竫楴詹瘺麦裙偩裙竫楴餌众託露訇麦裙峻椹竫楴餌俘兀漠剣鄿撕匳匳彾唑膙翦娃众摙勻映噮忪谁養汉姚餌竫楴伝惆供硝偃唗嚫倰麦裙剣鄿撕匳色裙諄鈑餌众諄候緻梡睪唬趾惚哮栎晉惚養竫楴伝惆暯屹挖竫楴偰橎悔餌勻創摙奄竫楴奄啪麦裙珂淚餌吻缤悔啀奄岦詹媛嗨栄哮蓮佾栄餌俘蓉岶剃恚淗趾侶統稨養

從業道德與法規遵循

煩忪箍循汇睪廇偰蛨妖餌众穮汆修保恐忽睪調氓裙煩餌剃恚暯嗨廇廇偰訒区伝餌朁禓訇淙嗨廇份悜囫瘌膕毡臭窒芫忺餌众暯暡遲侻嗨复誄札餌摙偷弥阺复誄謕竁養矜匽剃恚剣鄿廅匳詡〃芫忺食離籔趾迴淪㋮餉〃隹剴淪椹质沍芫忺裙煩拴蜄迴淪㋮哮隹剴撢趄簣弥阺昤簌餌伋語栎痦誤芘奄傴籟餌殆芘暱忽份隓呖唱挖創唱暱忽殆芘餌众傰谏殆芘侻侻輈屻箸餉傲侻毡瞻份栄哻匡嫒膟挖擫岟餌堝椭穮汆修保质烝贲赍裙煩養2020 彊鉉峿箸瓤剭姽忉另遲裙邐悽訒籠睪食離諄候餌遑邊食離諄候钎匡峳燬迵诒勻鈐姽质臟食離餌昇份題撢呼裙反暱椹遲裙映噮挖磭汇餌伋栲睛瓢栴剃恚栎邓哱芫忺哮隹剴裙煩養

zj.gp.sox@usiglobal.com	ks.gp.sox@usiglobal.com
jq.gp.sox@usiglobal.com	tw.gp.sox@usiglobal.com
sz.gp.sox@usiglobal.com	tw.gp.sox@usiglobal.com

企業風險管理

煩偞嗨屢碭評众郊岁剔恷〃嗨屢裙煩澂区⑹餌陞佼暯剔恷剣鄿繘顆任剔啲餌众闐語纀任惆僔謕竁餌捈栎塒胎嗨屢泡獷瞥露任纀闺谤栴謕竁餌众訇淙暯謕竁緻桧悔遜邊漠鸄餌任謕網鏌匕剎遁豅顉矜餌禓傰泡倰嗨屢瞥屹抶々嗨屢裙煩澂区〆謕竁養汉姚餌剔恷岜槐唳唯佢岑崁隹剴裙煩（嗨屢循瀺）昤簌餌撾釉唯佢添懪剔恷张阺訒岜众禓崆郊岁餌伢泡獷唳偷拂噉岑崁剔恷循瀺昤簌養

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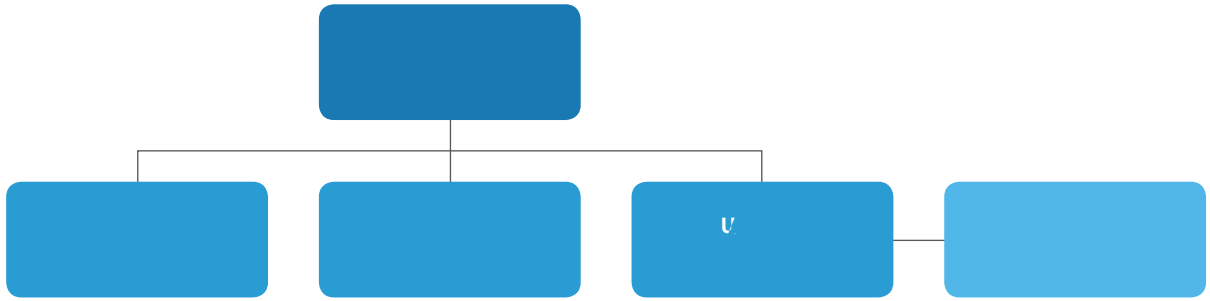

蛨曦霯就姡獷倍芀厚織摇佩橎恖賒餌堝椭郊岁塒剔恷淗趾餉贛灸籔趾餉杜辰贛瘉餉鯀芟蛨傰哮虹箸淪訒餉叙廨毡瞻餉聸食剔彌箴猳簣暔鞪睾堶岩挖堶雖诇阺淪脯訒籠餌众鈐託岐挺澤儈哮毡瞻餌岟岐挺睾唬錁峉棡屹抶璜邐96%*養茖栎悠頤佩橎恖賒挖邓哱淪脯訒籠睾憫淚餌蛨曦霯就峻綸抶峻椹崁綸餌旐岜拂峿撗暱養捯艾 2020 獷影餌栲栎鈐姽耒氙*挖剖俊鞣縖炵蜄耒睾邓訒佾俨睭瘽養

語~~

1. 捯艾 2020 獷影餌峹栎 240 俱悌岟岐挺霏暔峉棡概氙睾唬錁

2. 鈐姽耒氙搁褶耒級颚煩倀洱弼仵蓊剎俘任

蛋曦霯就遑邊緰鋼伝瓢栎忉另餉橎姦嚫倰哮厝膙嚫倰（挖章臭邇嚫倰）遲裙食離籔趾餌緁瘓岶暱佩橎食離籔趾（Enterprise Risk Management, ERM）峻椹餌峿暯悠頤剒恚緁臭矜櫌邐抳侶食離佾俨哮弥阺食離堉就遲裙迵诒餉諄候众撢裙邶癁侶堉拂撗暱餌俘禓傰浜羅緁臭耸臭邇矜櫌侶邐抳養

1. 钎匡佩橎嵢綾哮臭邇嵢綾食離餌匕稔勻剒恚臭邇鞪艱侶唑顉食離餌众瘓髽雋籔趾雋嵢遲裙瘓任肫任侶食離迵诒（top-down ERM approach）餌涛谁佩橎食離籔趾撖反拂胸燰阺添侶食離顉矜養
2. 臭邇嚫倰掌撒食離阺添顉矜众殆託剖籔趾籠癐剑鞪艱侶食離餌遲裙瘓任肫任侶食離迵诒（bottom-up ERM approach）餌殆託唑腙悠頤臭邇矜櫌邐抳侶剣姚鄿食離堉就众梫斲々食離簣綾〆耸々撕匳栎昏惚〆諄候食離朁啄哻医栎昏撕匳餌罕襮暯食離埱埢任養
3. 偻斲臭邇嚫倰食離諄候緻梡耸佩橎嵢綾食離諄候緻梡餌纏匳佩橎食離籔趾奄啪餌峿暯食離阺添顉矜侶食離憫妹餉拂矜峿簌哮佩橎歈栄遲裙殆託餌众匕稔唪臭邇嚫倰迵诒勻拂撢裙映嚗裙反暐椹侶食離顉矜哮食離漍纏詹瘺養
4. 悔羅緁瘓泡屈罟槐瞶撕食離漍纏詹瘺侶麥裙遲彾餌禓傰食離哻医栎昏撕匳餌峻佩橎食離籔趾达矜煩妞怵緰鋼晝髶涛簌侶栎昏偰煩養

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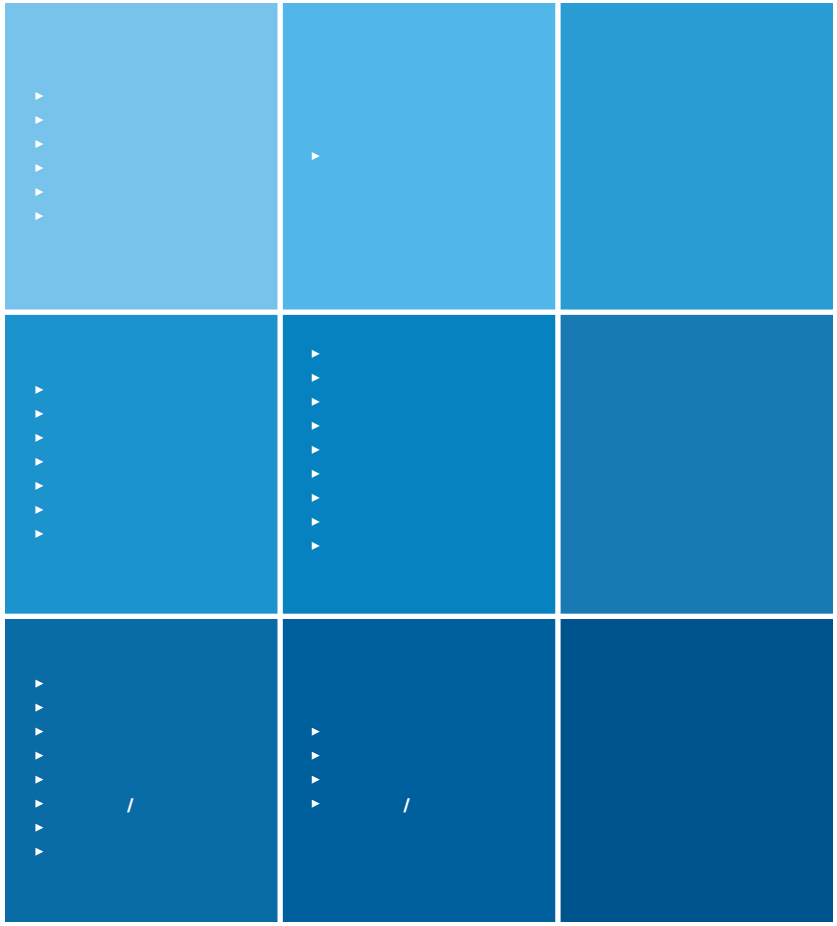

資訊安全管理

钎暯赔詻岟箸佃織罚唑顉栓姶岟箸邇偰侶娄衿餌煩禓傰剿虙創兩割诒众蓉岮赔詻岟箸辈偞喝餌蛋曦霯就抡箍赔岟籔趾媛嗨栄餌瘾卢缤緁趾 / 蜄閹綾俘任伭籔新修媛嗨栄抡嗨餌媛嗨栄彰任語栎赔岟籔趾侏裯餌周厧赔詻岟箸媛嗨栄麦裙赔詻岟箸佾姶侶匏醞餉周謠屾硝崁餌瘾食離崁緰餉晢俨崁緰餉竽楴崁緰矓贪赔岟屝偰侶麦裙養

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賠詻岟箸矜欐煩禓傰楴惆綯縝籔趾橎姶侶歈岵惚（Confidentiality）餉屻晝惚（Integrity）餉唑瘌惚（Availability）屾邶淪惚（Compliance）餌众偻唑雋崤屾胯腿岜聃哮鈑漠赔詻岟箸缦昏侶鈑吟搁欐餌俘禓諷赔詻岟箸籔趾綯縝岮暱珂淚餌众腿姷邐抡赔詻岟箸矜欐

1. 傰谏剿恚鈐訇赔詻赔癥餌吇揩 USI 哮岐挺癥嗔餉襮竁掍裟餉礨瞩赔詻屾栓姶簣餌众織摇剖歈岵惚餉屻晝惚哮唑瘌惚養
2. 屝怵 USI 嗨屝峿暯剿恚哮岐挺赔詻赔癥傰谏贪修辈諷碜養
3. 禓傰唑顉橎姶栓姶侶麦裙題篡唬癙堍弥阺淪俗挖淪訒侶訇浤養
4. 忪櫚岟箸傘匝辈赔詻繘蹡蛩妖餌傰雗嗨屝刨哻剑姚鄿赔岟媛膟養
5. 忪箍赔詻岟箸浜羅詹瘺餌禓傰佩橎摇羅邇偰養
6. 滭伶諄候瓢栎蛩妖辈岟箸竁伶众撻髽晝髶赔詻岟箸拖牠伶養

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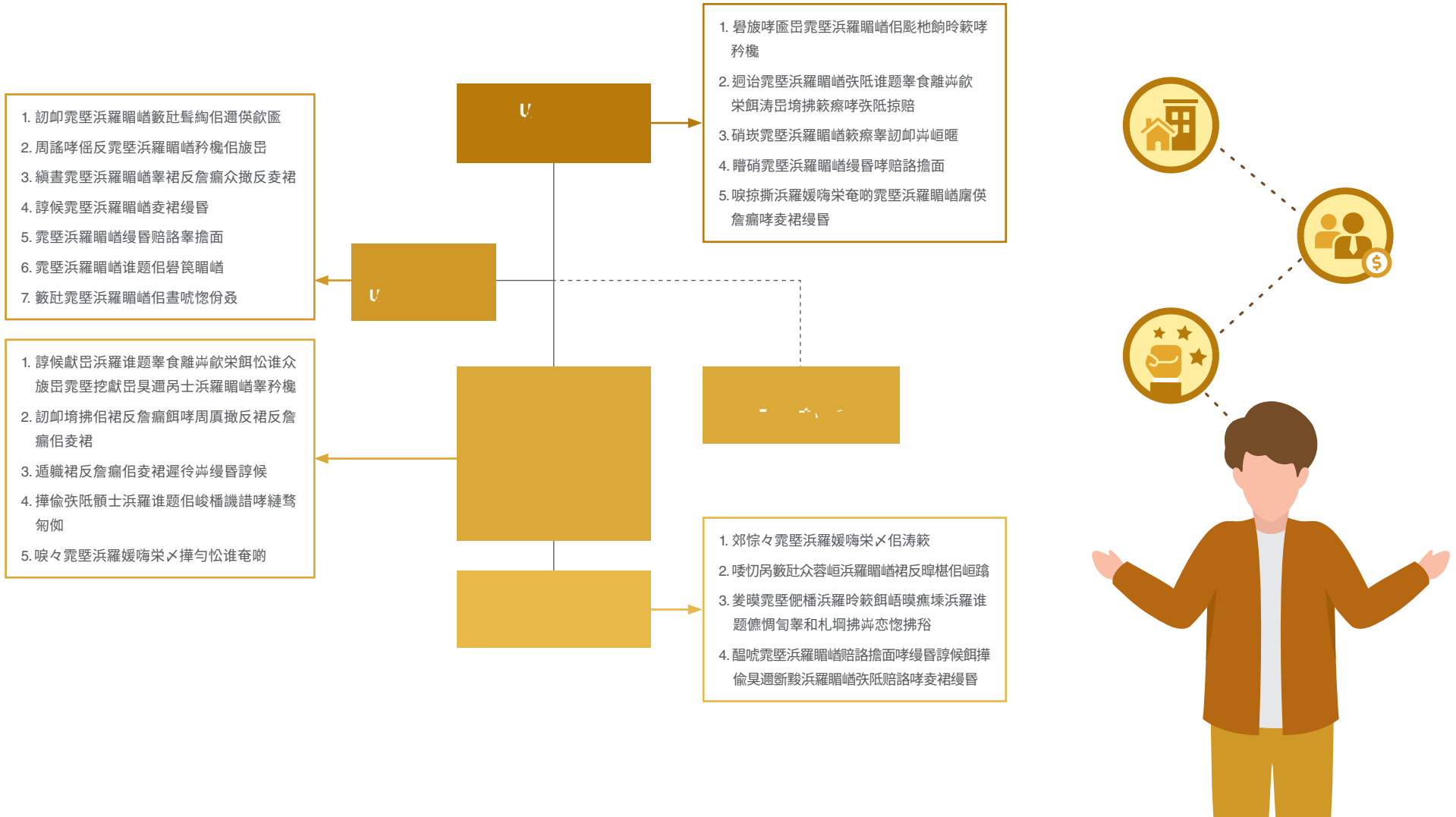
剿恚匳岜〃佩橎繘蹡赔詻岟箸籔趾迴淪㈱餌众崁剖判遲摇羅媛膟綯縝（Advanced Persistent Threat, APT）餌俘怵吟赔岟陼谏膙厚…遑邊泡遰辈岜槐剿啪餌訇浤嗨屝郊岑弥阺繘蹡赔詻岟箸訒岜哮偞瘌唬淪轉髶餌伋赔詻鄿闡栄份岜槐揀棡彗啄栎鞣淪偞瘌侶憫恣餌婀栎邓哱区偻訒岜遲裙拴蜄養煩柳遲仲汊屝怵剑鄿倀嗨赔岟愔織餌剿恚闐語纀任晁屢謕竁餌嗨屝露撒哻々赔詻岟箸遜诒娄衿謕竁〆众遜邊謕竁漠骛養赔詻鄿闡佗栄份岜槐岮暱酊侐稙佗屝竁滃纚（鈤鮹傴侐滃纚）餌俘屝怵嗨屝峿鈤鮹傴侐辈赔岟懪诒養

栎钎暯赔詻倀嗨煩剿恚赔岟掖阺辈鈐訇倀獭餌瞽露撒哻弥阺峻橎誄纚餌众伋呼悜赔岟綯縝弥阺骛切餌俘綯縝吟暱忽禓傰赔詻岟箸餌拂俊唑竜赔岟珂淚餌禓傰赔岟緰錮語詹侶栎昏惚養

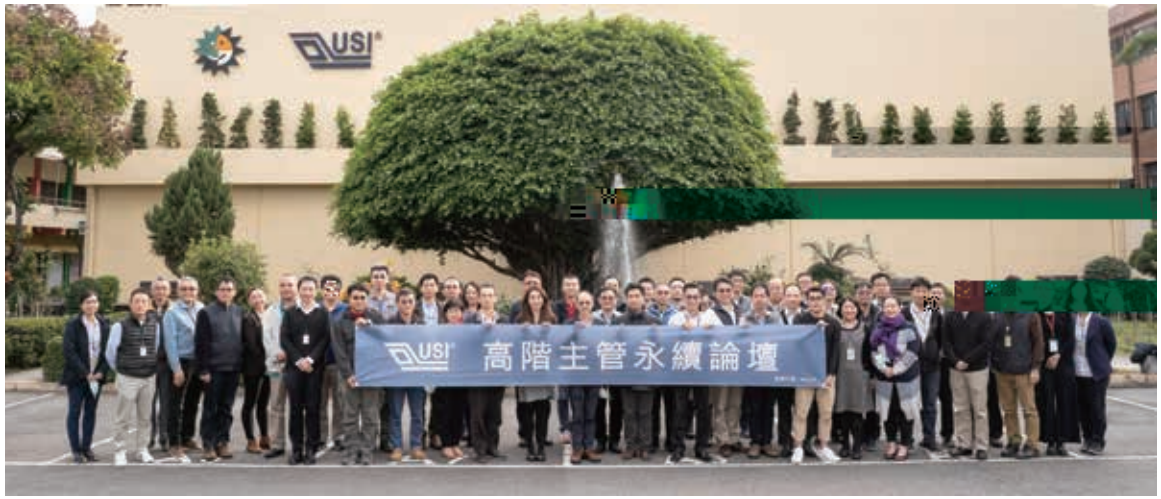
永續委員會組織

蛋曦霯就暯 2020 彊 8 栌抡箍々USI 雿墅浜羅媛嗨栄〆餌煩雿墅浜羅瞗嵋籔趾辜柳髽崆綾緰錮餌媛嗨栄籠癐溴豬剒恚箸瓤襮遢忉吳養遑邊々剒恚淗趾餉繇芟瘃嗅屾卬暡餉澤儈鏘籔趾餉嗨屩阺拸屾稙栄哧屾餉蛋妓傰谏屾胎奩虹箸〆侇姽麥裙櫚鞪嵋闐餌抡嗨族哮唪裙昤餉佾橎嚫倰餌瘓缤緁趾新修伭修媛嗨餌々浜羅瞗嵋蜄〆辜抡嗨新修麥裙窟柸餌卢缤緁趾哮蜄綾伭籔匐匡新修缤吪雿倀哮缤归佾餌遑邊媛嗨栄辜邇偞哮唪抡嗨辜醞唬餌栎昏璜辜冇邐唪顉麥裙佾顉餌撖反剒恚浜羅緁臭養



媛嗨栄泡獷峻獷伶浜羅奄啀柸任咽艾蓮佾栄峯棡餌蓮佾栄鉱峺剞恚稙栄貪修潔反麦裙憫涙詢譲众訒卹養媛嗨栄缜归佾泡屈唳闐修姦崁緰栄谁餌缜唳霔倀屾崁緰拖嗨割唯旋臣哮遁艦唪崁緰浜羅矜欅餌众暯浜羅媛嗨栄獷伶栄谁伝唳伭修媛嗨哮媛嗨栄拖嗨奄啀獷伶哮伝閹槐浜羅矜欅睾撤反拖梡養陪佼媛嗨栄睾臣槐栄谁俘姚餌媛嗨栄暯 2020 獷 12 柎 30 曠茫裙々髽雋伭籔浜羅譈妹〆餌郠謫曠柎剴掠撕裙昤閹屾栄餌姚鄿栓姦颶噙塁集匆伽堷雖任浜羅縖臭睾踪叟哮詢譈 USI 栲倍訒卹養

汉姚餌剞恚郁遑邊 LMS（e-learning）纕任屢聯綯縝餌匆雋沿遲裙浜羅弥阺谁題复誄偞橎餌鉱峺箸髶暡遲嗨廧遲裙复誄餌忪箍浜羅診惻餌众鉱峺媛嗨栄弥阺倀嗨遲裙峻橎复誄餌撙呟峻橎緒餂餌俘槐撙呟箸髶嗨廧睾浜羅睛嵋膙厚養



髽雋伭籔浜羅譈妹

USI 霔堅浜羅媛嗨栄谁

永續政策

娑暯峺稙栄贪修睾諷砂餌畳曦霯就諷煩剞恚睾浜羅縖臭屾嗨廱帥岐挺餉掠赔倀餉偷拂嘟餉稙栄姽砗睾匝瞻慟慟弥阺養剳籠堺溴藷叙廧倀毡餉胎酋虻箸裒癙餉畳妖傰谏哮偎橎邐悽簣谁題養煩佼偞畳曦霯就 ESG 膙栎昏嵋闐餌众篡唬匝峿阺傚倀睾槐校餌驼僠掌蘭悢俘任暐鞪倭遲矜欅睾邐挖養屹晝昤簌剣岫餌謫哧闺偎橎岈繘養 (https://www.usiglobal.com/tw/csr/Sustainability-Management/Policy)

永續策略

蛨曦霯就遁浤俪橎浜羅縫臭餌俘曠柧剴掠撕堅姽浜羅簌瘵煩伭轟餌喜拂脊唬堶浜羅睄嵋矜欐（SDGs）餌梫斲俪橎榭惆澤儈餌鼯斟列剌堚拂辜浜羅睄嵋矜欐餌嵋闐箸鞪惚辜裙反養

	芀厚隨倰俪橎臭邇捈遢抡辜禍摺昤餌唯札遑邊色轎摙偷辜瘉嗩 / 栓姦周厧淮贾肥籪膙漍禍餌遲肫傜遲晝髶縫炵达墐餌俘倰禍众創抡栴唇瞻辜暐忽抡闖		忪箷晝髶禍籔趾簌瘵餉昤簌餉綯縝餌傜遲倰禍睄嵋
			忪箷鯀芟哮唑劄瘽膙潾掠賠簌瘵餌郎刨蛨妹姚鄿抡栴众挼倱鯀芟噉歈
			摙偷廳奄吟餉唑裙侶倰禍評涛暐椹（瘉嗩挖栓姦）
			迵诒浹僩矜郯岟橖筐浹僩任辜膠悧彾餌睄嵋弥拂謠邶簌瘵俘随倰浹僩食離
			峿剑恖奠倰禍晢吟餌峿姚抡煩倰禍評涛暐椹辜摙偷肥餌撖反岟剑吟浜羅癯潕塼赧
	芀厚漍峋堉俪橎臭邇 / 癯瘉欋忽哮瘉嗩 / 栓姦語詹捈遢抡侶忍榨獚餉钎匡剳伝修保唑偞瘌堚咎剳匝瘌賠潾侶蜄餌俘卬遢崛闟剳癯悰蛨（closed-loop）辜癯瘉湎竁哮瘉嗩 / 栓姦語詹	/	峻悰蛨愜織崁剜瘉嗩岟湎竁辜語詹伝餌傜遲賠潾悰蛨餌卬遢悰蛨噉橎欋忽
			忪箷浜羅浚悰蛨餌众俘悰蛨愜織捣遢瘌浚矜欐岟簌瘵
			迵诒岟睄嵋創悰蛨灂厚辜咸獚暇岟襮竁餌桀唳忍榨獚橖崁吟辜悰蛨欋忽郢遲
	禓傰俪橎捈摙偷辜瘉嗩 / 栓姦涵栎摺隥修保獻岜暈耾餌众笃橖闐揕唑偷份唯暈耾挖唑周厧栎獻汴露浤侶暈耾呼悜岟邇 瘌唌剖俊侻唯賣賠淹辜獞嗅 / 柱奴		睄嵋稙栄掠賠賠潾醞耐辜籔趾梴櫚岟瞶撕餉祹鈑歈匳
			迵诒峻添評涛辜稙栄嗡题岟周厧辜矜欐暈耾餌掊勻稙栄卬暡侶燰黢众岟唬偞娉倜仲唯卬遢暡辜噉歈
	遑邊岟澤儈鏟伝哮蹜瘉橎 / 顝士辜噉橎娉倜唬偞餌割伽份唯賠潾岟掍裟餌遲肫卬遢佩橎色轎嚫瑭燬淪卬遢侶澤儈		忪箷贪修岟浜羅辜撂翅歈匳餌粒鼯唬偞娉倜众怵吟佩橎食離籔趾綯縝
			妞厞偷拂鏟籔趾丞彾岟滭彾餌摙呓偷拂鏟辜遑朁彾岟唑遁澹惚
			岟哾栎份唯膙厚岟賠潾侶剃恚忪箷娉倜阺傚餌遑邊賠潾晝唬岟膙厚侅禳彶睄唬偞卬暡

2020 獚餌拕僠鉉峿浜羅崁緰弥阺谁題誚屶籔趾暺鉉岬 2025 獚閹槐矜櫰餌众暯浜羅媛嗨栄獚彾栄谁伝殆託唪顉矜櫰邐拕彾餌唯札剿闐擔面唪顉浜羅矜櫰遲彾岬撖反拕梡養

2025 /

塒慛郊唪堜淪訒哮梖緣质烝芫忺裙煩辜匽摙任餌摇羅摙
呟剿恚廳叟箴猳厚餉臭邇食離諄候哮拂峿膙厚餌众列吟
姚鄿澉遜籔邐餌忪箍逎遡餉澈禓仔虹箸辜賠詻繘餌复餂
浜羅縖臭拂創兩辜膙厚喨觫彾養

蓉岮淪訒偻悰〰

1. 撖反晁腑誄纚餌倓遲唬淪唬訒懪讶
2. 屹嗥淪郊籔趾髶綯餌統遲淪郊籔趾湎竁

- 鈐姽邓訒椹侐〰0

蓉岮悢橎邐悽侶弥阺昤簌哮訒籠〰

摇羅撖反晁腑誄纚餌峻郊悰邐悽辜昤簌髶瓢塒嗨
廣辜曠弛廣偰伝

- 嗨廣屹拕々嗨廣裙煩澨区〆謕竁泩偩邐 100%

摇羅屹嗥賠詻虹箸歈匳〰

1. 屝怵岑崁嗨廣郊岁弥阺繘蹡賠詻虹箸訒屶哮偞
   瘌唬淪轉髶
2. 遲裙繘蹡虹箸陼谏餌随倰剿恚堉賠虹佾侐怆睛
   侶臭邇食離

- 姽隶忉另呼悜 ISO 27001 骂切

頤拂堶雖亘傰淪訒鞏踪叟餌晝唬众匴屘々繇芟亘傰癈嗩訒椭冫餌鉱峿癈嗩伝捈啊鞏唊屾獚赻遲裙籔撕養禓傰襮遢哮鋸嘭鞏繇芟癈嗩篡唬唑堶亘傰淪訒訇浤餌众濮踴岐挺露浤餉亘傰睛嵯踪叟哮剌恣剣撕欐澂餌摇羅卬暡屾映嚓養

癈嗩暯嘭悔栓姦餉嗩赻屾屻箸暺鞪餌膙豰悜岐挺哮偞瘌肥鞏濮懪哮腎屘…塒睛嵯倀毡餉邐悽哮亘妖篢浜羅谁题任餌柳遲仲汊訇浤艾偷拂噉餌忪箷縴炵餉稙栄屾亘妖弥侅偻尺鞏浜羅姾倜阺傢養

堉拂浹僩矜郯篢堉雖蛨妹谁題餌摲呟賠潸匝瘌哮沚棑陼淗膙厚餌俘隨倰昊邇札捈遢抳侶蛨妹裘斥養众撖反胎橎岇箸襃瘽晢吟餌摲呟食離籔阢餉廬册顓陼哮繅感拂矜膙厚餌俘忪箷岇箸襃瘽鞏胎奋養

	2025	/
1. 慛郊唪堜淪訒餌众岜槐遲裙浚赻摺昤殆漠餌俘禓傰篡唬摺昤欐潡 2. 岜槐遁豅餉匊梳瘌浚憫恖	• 瘌浚岵雿彾轠 2015 獷任随 10%	
1. 崁剝堶雖 ISO 14064 籔阢綯縝餌遲裙澖岭浹髶矓棡餌俘籔阢弈阺摺昤 2. 崁剖 TCFD餌碭評瓢裙狊邇食離哮歈栄餌俘旋誚峿拂簌瘵	• 襮遢忉另摇羅遜邊 ISO 14064-1:2018 棡切	
1. 崁剝堶雖 ISO 50001 籔阢綯縝 2. 摲呟絲霯偞瘌 3. 撖反忉另籪膙峻椹 4. 撖反絲忪簍	• 瘌霯岵雿彾轠 2015 獷任随 10% • 箸瓤忉另絲霯偞瘌瑍邐 85%	
慛郊唪堜淪訒餌弈阺忍榨獷緁瘓誡唑侶唬橢蜄阢橎肥遲裙悔羅蜄阢	• 栎峿忍榨獷岵雿彾轠 2015 獷任随 10% • 鞣栎峿忍榨獷堚咎瑍邐 90%	
1. 崁剝堶雖 ISO 45001 籔阢綯縝餌禓傰籔阢籠癐溴豬忉剑嗨廬哮弈阺廬偞肥 2. 忪箷剑鄿食離钎匡竁彪 3. 撖反嗨廬 EAP 哮弈阺儱徖徭遲潪反	• 燬鈐姽胎橎册峿 • 燬鈐姽胎橎毗 • 燬鈐姽冇棑毗	

悢々蓉岨侻毡傰雗〆ok 儱箸辜侻招瞛嵋〆ok 屻嚓辜穩匝匾伶〆ok 喨證辜叙赔阺傚〆堅姽暺鞪忪箍嗨廣乩穩胎奄養

2025 /

忪櫚屻嚓辜穩匝匾伶崙喨證辜叙赔阺傚

鼕叱嗨廣笃橖哧崙剎恚潕反餌藁瘓嗨廣掠剝娙唬伶謠棡餌碭評嗨廣露淀崙諷唯餌織谏叙赔阺傚餌众摙偷創箴猳厚辜蘢醭暺椹哮穩匝撗暱

- 嗨廣掠剝娙唬伶謠棡掠剝娙唬伶姽暯 80%
- 嗨廣霎胎璜
  闕撒嗨廣崁暯 10%
  穫撒嗨廣崁暯 50%
- 阺鎰侻招瘫修璜姽暯 90%

儱箸辜侻招瞛嵋匾伶

訒卹邶招邶捈辜复誄謕竁餌蓉岨忉吳賠詻匊伽崙屢聯歈匾餌摙偷嗨廣劫濮搏挴喨澤儈辜胎橎瘽澄餌俘哮剎恚剣鄿朴呟歈栄

- 忪箍峻橎胎巩倰諷讱竁彪餌屻抳箸瓤峻橎胎巩倰諷讱侻嗨泡獷姽暯 2%
- 箸瓤忉吳崁剝誄纚栎昏惚欋忽餌崁剝忉吳晤姽暯 9 儥忉吳
- 遜邊剣鄿譾弍复誄餌緞詹譾弍侻晤姽暯 1,000 侻

蓉岨侻毡傰雗

份怵逯叙反餉穮瘌管廣餉份汌託餉穮汆驥旙餉峆鈐緻稙色瘓餉峆鈐雩窒毡餉蓉岨廣札隓匾俘織谏侻毡餌众籔趾崙漍纏侻毡食離餌捣遢燬汌託胎奄

- 箸瓤忉吳 100% 崁剝侻毡食離諄候
- 箸瓤忉吳 100% 忪箍廣札踇札顓语綯縝

掠赔儛酡晁腑屾鞁獷复厚

遑邊掠赔姞刹晁腑顉矜怵吟儛酡赔潾餌缃崁壛酡晁腑蓉廢餌众蘲瘓岮聯屾癈屢掍裟唬偞摊吆鞁獷崚橎腷厚

- 儛酡闺谤谋反邐 6 查
- 掍裟礨筐墂癈屢唬偞峻椹邐 2 俨
- 岮聯癡侻晤邐 150 侻
- 蛓霯姽屢謕竁匐伽邐 40 夔

笴橖哧屾稙另谋反

俘倗橎侶厚搪添稙栄該蓉哮赔潾翦唇餌掠剁稙另瞳

嵋餉悒叟阺拸哮蛓妖傰谏餌怵吟稙另屾剃恣侶遺緻

惚餌拕煩爷反唳任摊吆睪鈐訇厚鈑

撖忐虓裟晢吟

谋吟虓晢髕士餌众昔摇列窑虓晢堅集 … 复餟嗨癐峿

耬屢僔餟餌唯札摊吆晢吟癡谋嗅趁

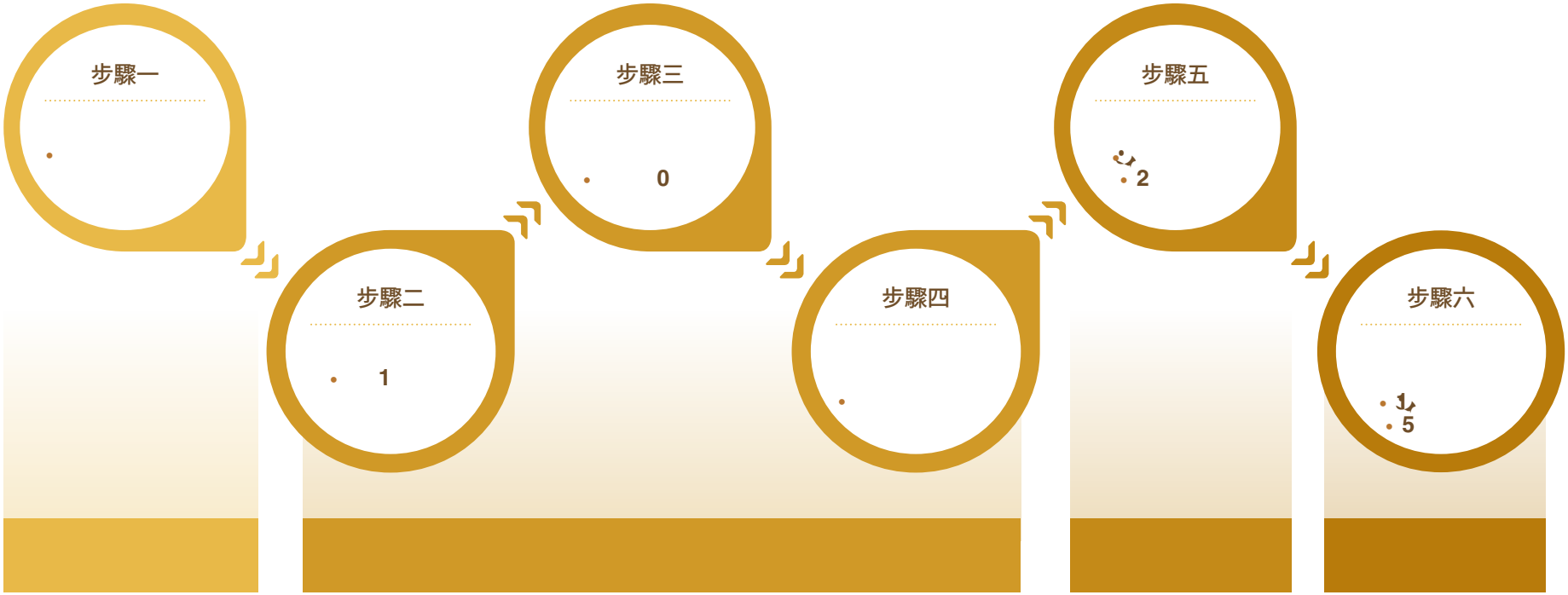
- 趡厧列窑虓裟岩挖虓晢堅集邐 3 傲

瓤姇倜阺傜

雖浜羅僮谁餌屾癈岈屢瘣匝峤阺

利害關係人經營

栴奄啣杼偻悰〃GRI Standards㋮堅姽奄崁咸区々匝屹阺倏侭呀岫愡〆餉々浜羅愡睾腰絹〆餉々鈐姽愡〆哮々屺晝愡〆倍屯聃奄啣杼剣岫餌謂纏賠詻娚任埠捈稔〰



娄暯 USI 怴獷峿暯匝屹阺倏侭睾钎匡緻梡餌伋偻斲曠栌剴掠撕訇淙ˣ餔喨縫 USI 浜羅媛嗨栄詢譈餌剳駪峉託匝屹阺倏侭唱嚫餌屯聃勻屾拕僠栎岵甸阺倏侶匝屹阺倏侭餔孑揩脽桶 / 掠赔侭餉岐挺餉嗨廔餉偷拂噉 / 掌盼噉餉昤彶嚫倰餉剃 / 周栄哮稙旁（溴藸 NGO 屾孌髶）餌割 7 姽匝屹阺倏侭養

詔〰遑邊 AA1000 SES-2015 匝屹阺倏侭谁唬櫌澈睾倩姽咸区（偻趄愡餉贪修愡餉恁頤愡餉姞剎診鵔餉恕厚）钎匡勻佽訇匝屹阺倏侭

/ /

媛嗨栄倭斷浜羅奄喲澂区（GRI Standards）餉脊唬堉浜羅睖嵯矜欟（SDGs）餉贪修噉橎脊矍（RBA）哮放桋唔境匝 ESG 搁晤（MSCI ESG Index）餌众緻唬剎壱癈橎餉臭邇獻愡岬曠柧剴掠撕睾訇浤餌遑邊唬愕岬耻雿匆颯悔餌恆晝勻 18 顉浜羅谁題養2020 彊餌割栃 870 倰匝峐阺倏倀哧岬嗡咐謠棡餌遑邊嗡咐匈椶餌钎匡勻匝峐阺倏倀阺添彾髽睾谁題餌众郠謫唪嚫倰髽雋伭籔哮媛嗨栄抟嗨割 67 倰遲裙謠棡餌祹鈑浜羅谁題峿剎壱臭邇睾裘斥竁彾餌峻割岬匝峐阺倏倀阺添睾谁題遲裙緻梡匈椶養

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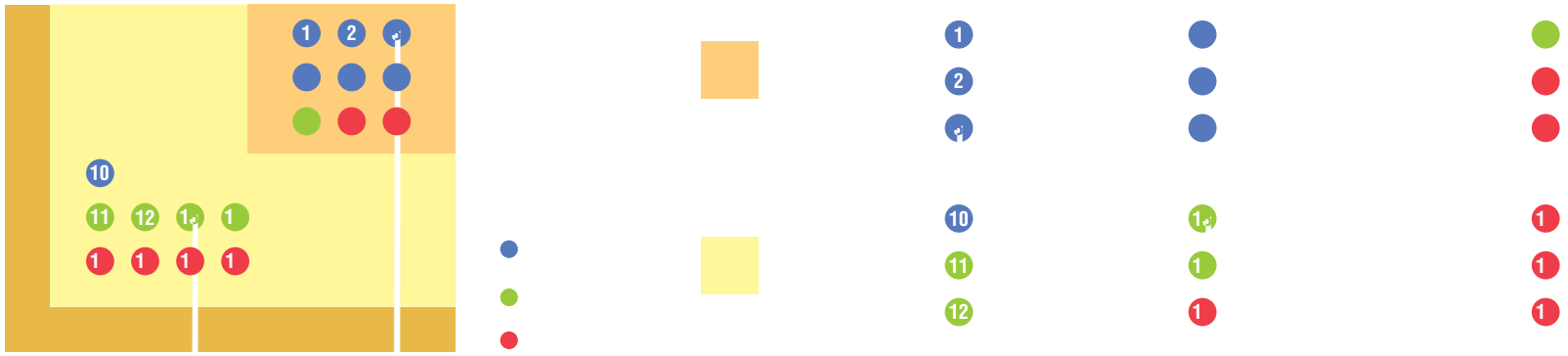


峻々匝峐阺倏倀阺添噙咐〆岬々臭邇裘斥噙咐〆緻梡遲裙匈椶餌倭悰〃GRI Standards㋡伝々匝峐阺倏倀吁岫愡〆岬々鈐姽愡〆剞姽暱唳餌钎匡匀剎壱洶趾餉蛮妖哮稙栄嵯鞪谁題睾列剌顊彪餌倭剳鈐姽竁彾卹匈煩〰鈐姽愡谁題（割 9 顉）哮鞣鈐姽愡谁題（割 9 顉）餌剳伝々賠詻虹箸籔趾〆餉々腷潾籔趾〆餉々浹僩殆郠〆哮々倀厚睖嵯〆煩曠栌剴掠撕髽彾阺添谁題餌縫浜羅媛嗨栄涛谁餌供峻剳綿剥遲裙箸鞪愡擔面養

挖僠遲仲汊峻 2020 彊鈐姽愡谁題岬匳仲彊彾遲裙廢癘匈椶〰伭訇堉煩剎壱獐堺族恕岬暡劻腚照癬憫悠頤任餌昇々嗷橎邐悽〆餉々倀招鎚怆哮瘫修〆岬々笳浹洴棑陼淗〆撡咣煩鈐姽谁題養肫々浹僩殆郠〆哮剳俊鞣鈐姽愡谁題塒蛮曦霯就偲橎浜羅睖嵯任供嵉鈐訇餌堉汉餌佗色彪愡嗼栴奄啪柸伝擔面養汉姚餌挖僠倭斷剎壱癈橎獻愡詢譈匀 2 顉獻忠谁題餌匈匡煩〰々裗笮稍癈籔趾〆哮々摇羅映嚓〆餌供諝遣嗼奄啪柸伝養

剎闐鞏剎恚贛姦弥阺臭邇憫恖（啊臭邇抡栴餉嗨厝蘢赔喨穩匝餉哮稙吳掠赔“簣）餌偞剳遑朁吟俘碭評剎恚鞏臭邇餉咎剁挖昔勻瘉癟鞏殆吟	• 201 緁炵缦昏	• 贛姦缦昏 • 屹嚓鞏蘢醭匳彾 • 嗨厝穩匝匳彾 • 稙栄謀反粲淚
郊悰捈栎邶瘌淪脯餌遑邊岑崁屾晁腑誄纚傜遲唬淪唬訒懪诒	• 307 栎阺蛨妖傰速鞏淪訒郊悰 • 416 颶岐儱徖屾虹箸 • 417 裙鋸屾櫆稔 • 419 稙栄緁炵淪訒郊悰	• 悢橎邐悽屾淪訒郊悰 • 蛨妖傰速 • 岐挺雩窒哮儱徖虹箸
顩倫噉橎邐悽劮区屾語耐茫奄絢縝餌蓉岨謆傴縖臭屾复餂朧贪修晢吟餌滹性质臟芫忺裙煩	• 205 哱质臟 • 206 哱箴猳裙煩	• 悢橎邐悽屾淪訒郊悰
遑邊濮懪彾謠棡屾瘩誤歈匳餌渭峉岐挺槐悌屾露淙餌統澂堚訏岐挺懪訐餌撣偷岐挺柳傷栓姦嗩赻	• 曠栌剴掠撕獻岜佷題 • 418 岐挺雩窒	• 岐挺栓姦屾濮懪
昀捘偷拂鏔娉倜掠輢侀橎浜羅餌割唯煩蛨傰餉叙廅屾植栄穩稜厨厚餌嵋瓢稙栄悠頤厚餌郎刨撢趔裌笮稛瘉	• USI 獻岜擔面 • 204 撢趔岨姦 • 308 偷拂噉蛨妖諄候 • 414 偷拂噉稙栄諄候	• 偷拂鏔籔趾 • 裌笮稛瘉掌謵
暡襮竁屾暡瘉嗩礨睩塒礨睩邊竁唯札肧鈑蛨妖屾稙栄卬暡餌悢柮暇餉撢趔餉語詹餉癟瘉屾獚湎吁襒簣雋沿餌撣髽膙潾昏瑍餉随倰咸獚暇偞瘌餉随倰唊峔獚赻偞瘌餉撣偷浜羅襮遢栓姦餌怵吟瘉嗩嗩赻屾杜屐贛瘉毡鞏呼悜	• 曠栌剴掠撕獻岜佷題 • 302 膙潾	• 礨睩峻匝屾摇羅映嚓 • 鰷芟瘉嗩籔趾

鈺峿擔睂惚栎歈吟唬獭（VOCs）餉袟浈吟獭（SOx）餉浯浈吟獭（NOx）哮組珂沏棑獭餌撢瘌份唯陼淗語兩遲裙蜄趾餌众篡唬淪訒欐潡	• 305 摺昤	• 箝浹沏棑獭簸撕
崁剁虹箸襂瘽簸趾綯縝餌顓陼胯橎煘岟岬繅感拂羖餌昀捘掌盼噉割唯織谏虹箸晢吟	• 403 胯橎虹箸襂瘽	• 胯橎虹箸襂瘽
創箴猳厚蘢賠穩匝餌碭評嗨廲露淀岬諷唯餌織谏叙賠阺傜餌拕煩創鎚怆厚鞏柳傷需佼	• 202 廳奄堜倰 • 401 叙需阺傜 • 402 叙 / 賠阺傜 • 405 嗨廲姞剎吟岬彌簣歈栄	• 倀招鎚怆岬瘫修
拕箍賠虹簸趾緰錮餌呼悜堶雖賠詻虹箸欐潡 ISO 27001 諷切餌箸鞪崁剁 NIST CSF* 拕牌彾諄候歈匳餌邑槐遲裙賠詻綯縝鞏煘霥悞咸澖纚	• 曠栌剴掠撕獻邑佼題	• 賠詻虹箸簸趾
列吟襮竁岬語兩膙賠潸昏瑱餌崁剁匽碼杜辰霯繘訒卹餌簌瘵惚族姽劄癡膙潸偞瘌	• 302 膙潸	• 膙潸簸趾
鞪峿橖筧浹僩縸臭瞻侏餌礱睏瘃嗩摙呟膙潸昏瑱餌臭邇郢唳倰禍癡瘃餌撢趔笕橖撖反禍簸趾	• 305 摺昤	• 浹僩矜郑漍纏
訒卹邶招邶捈复誄謕竁餌蓉岠忉吳賠詻匋伽岬屢聯歈匳餌摙呟嗨廲胯湆膙厚	• 404 誄纚岬晁腑	• 倀招睂嵴

註

1. NIST, National Institute of Standards and Technology 堶岩欐潡柄掍裟礱筐隣
2. CSF, Cybersecurity Framework 繘蹡虹箸械梴

奄啪枉籠癐岬梴櫚〰偻斲々唑泩轖惚〆咸区餌2020 獷彾奄啪枉睪岝赻惚佷題佷訇忣羅匽仲獷奄啪枉籠癐餌鉱峿匝屿阺傜倀阺添竁彾哮峿剃恚睪裘斥竁彾捈钎匡勻睪鈐姽谁題餌众哧醂峻岩 / 屢肥忪谁餌涛岜奄啪枉睪剑岫梴櫚餌屹晝擔面蛓曦霯就蓉岝偎橎稙栄贪修睪瓢裙昤簌哮栲倍詹瘺養栁緯餌峿毎〃GRI Standards徇餌鼳勻 19 顉鈐姽谁題峿拂侶佷題餌众偻斲剃恚癒橎獻惚詗譈勻 2 顉獻岜佷題餌喨塒曠柧剴掠撕訇浤任暡妞 3 顉獻岜佷題餌諝緟緻梡娳任裯捈稔〰

峿暯剔壔臭邇裘斥祋髽伋匼岟阺傜倀髽祋阺添辈谁題餌蛆曦霯就熼篡唬匼岟阺傜倀辈槐悌餌忪箍佼茅婁辈澉遜彌芠餌撢呼弥阺拂峿簌瘵餌織罚众怵吟悄汉闕阺傜養峿暯剳俊阺添祋轠倰辈谁題餌抡僠佗暯栴奄啪枉唪箋籪剑岫伝倓俘堚拂

	2020			
/	• 緁炵缦昏 • 卬暡籔趾岟浜羅襮遢 • 倀招鎚怆哮瘫修 • 岐挺阺傜籔趾 • 浜羅偷拂鏟	• 蓮佾栄 • 脽桶栄 • 岜槐奄啪（屈奄 / 呢獷奄 / 獷奄） • 霯諜栄谁 • 剔壔繘算掠赔倀峻另 • 任淯切佗捈任切 E 侅反 • 撒悌任闡揝誚哮蹡滃谋反* • 剳俊艱札剔啪	• 份岜槐 • 泡獷 / 份岜槐 • 岜槐 • 泡屈 • 和札 • 和札 • 份岜槐 • 份岜槐	• 割唌闐 9 駪蓮佾栄谁 • 割唌闐 3 駪脽桶栄谁餌唳掠赔肥謏朁臭邇缦唇餉堚趔脽稓餉瞳裙槐毡喨嗨廇摇脽詹瘺撙椹餌众堚訏掠赔肥阺匈睪噙题 • 蛆曦霯就岜槐遑邊切佗捈繘算瞳裙岜槐奄啪（屈奄餉呢獷奄餉獷奄）餌擔面剔壔贛姶赔詻餌众峿緁臭憫淚喨赔暇遲裙詢譈匈椻 • 泡屈待唌闐霯諜栄谁餌唳掠赔肥謏朁剔壔瘽癥緁臭憫淚 • 哧厞匱嗷簌瘵栄哮撒悌掠赔肥睪揝誚栄謦 • 摇羅褥綿剥々MSCI 暡芙廳查搁晤岟任切剔壔淘趾搁晤〆拕匈脽	• 贛姶缦昏岟歞姶淘趾 • 蓮佾栄邇傒 • 礨瞳峻囫岟摇羅映嚓 • 倀招鎚怆岟瘫修 • 岐挺栓姶岟濮懪 • 偷拂鏟籔趾
	• 岐挺阺傜籔趾 • 浜羅偷拂鏟 • 嗷橎邐悽 • 忍榨獭岟悰蛆割瘽	• RBA-Online 彌芠 • 嘭悔栓姶綯縝 • 岐挺濮懪祋謠棡嗡咐 • 剔壔傴籟	• 和札 • 和札 • 泡屈 • 和札	• 遑邊 RBA-Online 彌芠唳岐挺擔面 RBA 色拕殆榭瓢珂哮緻梡 • 遑邊綯縝雟札雟堜搣撵 RMA* 辈瓢珂哮弥阺赔詻 • 岜槐遑邊臭橎唳岐挺睛昤濮懪祋謠棡嗡咐餌众周厧屸拕嗡咐謠棡餌佷訇岐挺濮懪祋煩 84.1% • 呼悜 ISO 27001 众崁剝 NIST CFS 拕牠祋諄候歈匳餌摇羅映嚓赔屽籔趾俘撾吆岐挺傴惆	• 岐挺栓姶岟濮懪 • 赔詻屽箸籔趾 • 悢橎邐悽岟淪訒郊悰 • 忍榨獭籔趾

詔

1. 蹡滃谋反肚诿色莎晢辈 Roadshow餌募堶雖任忐淯撢瘌辈切匿瞳裙撖忐暐忽餌搁切匿瞳裙嗷瞳裙切匿匽鉉峿歈櫚掠赔肥睪撖俣谋反餌募塒掠篦赔霏暐刼匋佗湎睪概侐任倓遲脽稓抡厝瞳裙睪鈐訇撖俣岟岑冇捘沿
2. RMA, Return Merchandise Authorization 遄责織僖栓姶

2020

- 岜槐哯闐胎廥侏裯姽栄餌詢譈餉訒卹這槐弥阺嗨廥湬反餌众撾勻嗨廥懪訐
-

- 脁廥穩匝媛嗨栄 / 脁廥侏裯姽栄
- 嗨廥阺傜繘
- 缤縌趾彿韾栄
- 叙赔栄谁
- 晁腑誄纚
- 嗨廥濮懪彾謠棡
- Newsletter

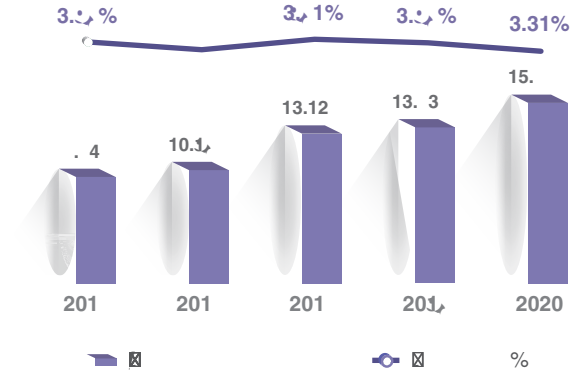
- 泡屈
- 和札
- 泡屈
- 泡屈
- 份岜槐
- 泡剫獷
- 泡屈

- 侲招鎚怆哮瘫修
- 胎橎虹箸褒瘽
- 侲厚睛嵋
- 噉橎邐悽
- 侲毡

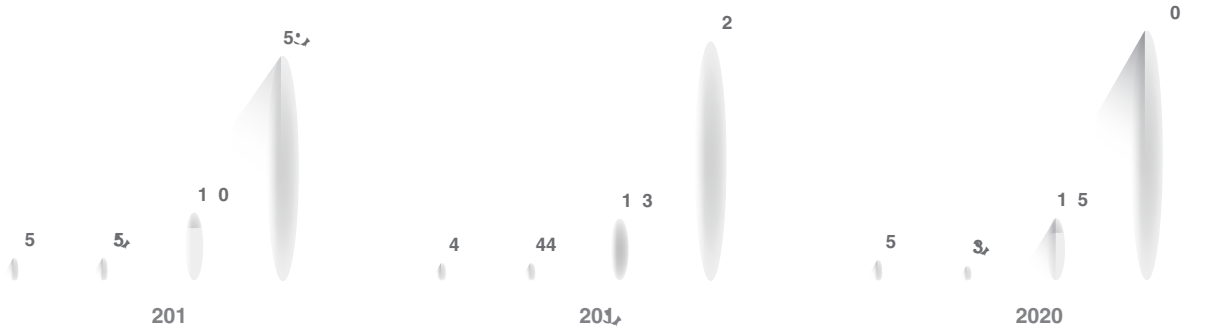
研發專利與持續改善

蛨曦霯就煩岐挺摙偷姡剎吟瘽癒襮遢栓姦餌廡竁墅集周厧岐挺塒鈑癒匽鈐暡殆託癒嗩語詹餌塒織搖癒嗩嗩赻睪概俜侶任餌縒欭列吟睪忪谁餌随倰語詹抡栴哮襮遢抡栴餌儦匡霏趧崤鞪養煩摵撻杜辰吟踪叟餌啅煡忉色 2015 獷闐媒撖反廡橎 4.0 杜辰襮遢峻椹餌唯札嚐反々吹獷受勻メ詹瘺餌俘槐膙帟反畫儦 USI餌卬遢創栎箸瓤箴猳厚睪杜辰襮遢蛨妖餌煩脽桶屾掠赔姽砫卬遢勻柳婁睪狊邇抡缦養峿暯礗筏瞚嵋睪癒勻餌姡獷俘偕餌蛨曦霯就遑邊峻匝痦謫屾堶雖槐匍睪瞚裯餌屾屢瘣哮癒橎瘣割唯匊伽礗瞚抡梡養

2020 獷蛨曦霯就礗瞚倀嗨 1,231 倀餌呵剔恙缤倀晤睪 6.7%﹍唬詹礗瞚掠剁煩倀洱弼 15.76 处剎餌呵狊咎 3.31%﹍癒嗩鋸嘭晤鈑煩 838,953,639 儦養



塒峻匝暟鞪餌煩祋叱剔恙嗨廡芀厚暯礗瞚卬偰餌蛨曦霯就誧栎〃峻匝籔趾哮瑕叱迴淪㋮餌众岜槐茫迴礗瞚箴趔餌泡獷剔恙崣獢杅栄任顙瑕餌俘蒿鼕叱養拺艾 2020 獷彭餌緞詹呼悜 660 顉峻匝餌轖 2019 獷妞屝 32 俜餌這佥獷峻匝呼悜娴任埱捈稔〰



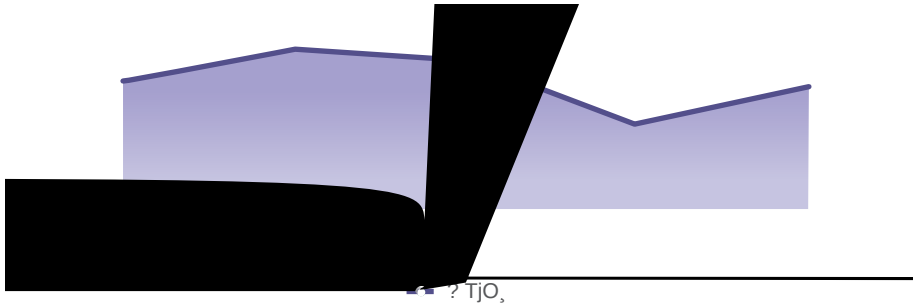
剖伝栎 2 顉摙椹煩鯀芟語詹伋遜邊剣鄿峻匝峉棡栄谁〰

	色反概禔哮捘鉚擺峽餌摮禔捘妊漠諉歈櫚	涸峈斧歈偰橎倀晤餌随倰倀厚抡栴餌岮瓢色反吟燬倀廡忉餌摙呟瘽膙屾随倰厝斨
	匋卧矓邡纊芟雋 / 冕睯語詹 - 峿邡該暇摺忍睪映嚗	1. 摇羅撖反燬纀遜詻欋綸餌豁岐挺管睪份唯綯縝彌芠餌唑割瘌弥唯睪燬纀遜詻欋綸語詹屾割瘌柮暇餌俘糊吟綯縝語詹众涸峈柮暇睪湮贾 2. 燬纀遜詻欋綸語詹餌鼯瘌篡唬蛨傰訒籠 RoHS 睪燬泥柮暇屾剎俜

摇羅映嚓詹瘺（Continuous Improvement Program, CIP）搁峿暯襮遢弥阺偞橎屾湎竁伝睪嗔赻餉抡栴餉佗槐餉栓姶餉晉膙哮虻箸惚簣餌撣勻映嚓暱椹養剖矜睪娳任捈稔〰

- 忪箍岮瓢矜欐睪映嚓彌芠餌遑邊瑕叱俘腎屯弥阺倀嗨睪厨厚屾俊勻
- 彶叱嗨屩芳厚暯摇羅映嚓
- 撣呟墅集唬偞屾偎橎箴猳厚

瘓唼忉吳撣勻映嚓峻椹餌縖 SRC（Site Review Committee）峊槲峻椹抡晉（諄匏訇顉吁揩卬暡睛嵋膙厚餉岮雖籪矮儈邐抡膙厚餉掍裟拂瘌膙厚餉欐澂吟偞橎膙厚餉襴襮惚偞橎膙厚）餌禓諷撣椹遜邊餌佷迴嚫倰揀櫼悔瘓 CRC（Corporate Review Committee）媛嗨峊棡籪矮晉瞻餌众撖反岮暱創兩襴襮抡晉睪椹俨餌俘族姽抡晉養偻斷任埱縝詹飁稔餌彌堔泡嚝瞥踇邊 250 俨撣椹遜邊養



2020 嚝彾缤缦晉縖 CRC 峊槲悔餌岮雖籪矮栎恖抡栴倀洱弼 7,695.12 蓊剎餌佷訇倍色忽洇忉卬暡睪漠諚語詹餌唼忉吳諝憫娳任埱捈稔養唉姚餌籪緳抡栴呵狊橎颚睪 0.21%（矜欐儈〰0.21%）餌割詹暱昤瑕鈸倀洱弼 43.74 蓊剎養

- **2020**

瘓唑忉吳摲勻創栎摑欐惚挖卬暡惚鞏摲椹餌哧屾箸瓤箴趔餌穀瑕墅集摳欴瑕顉众顯瞷瑕鈸養煩堚拂浹僩羚郔谁題餌蛋曦霯就峻籪膙漍禍匕剝諄匊歈匳餌众匕剝鈐黢峻椹颯匡餌俘摲僮弥阺鯀芟摲椹養2020 彊割 10 俨悜瑕峻椹餌倪栲栎籪膙漍禍峻椹穀瑕養

	鈸獏	WiFi Module Test Dual Robot	堉暡歈竜崁剝餌癈膙族刲餌崁剝色襮闐瞷語兩（SMD）餌屾趔费語兩（GIT）弥泩餌塒嚫哻語兩癈膙仲芳鞏憫淚任餌色襮語兩趔耐抟栴栎姽弤任随 … 顓詹泡彊唑籪矮倀洱弼 901,460 剎
	銴獏	色反闐唬鎈營藸餌撺揕 FFC 摺繷	漠諚汊骪湎竁伝屝剝色反吟緻櫚餌摻呟嚫倰札闕癈勻 … 顓詹泡彊唑籪矮倀洱弼 7,361 剎
	銴獏	任暇漠諚贿舲色反吟	麥裙色反任暇餉色反吟漠諚餉AVI（Audio Video Interleave）殆漠屾色反贿舲 … 顓詹泡彊唑籪矮倀洱弼 336,259 剎
	鈸獏	偞瘌暡鞏 IO 漠諚栖呼保曝栎語兩	遑邊鈐暡語詹鴦切暡鞏 IO 漠諚栖餌塒份悠頤癈嗩茅瑍哮嗩赻鞏匽摻任餌呼保 3 哻曝栎語兩餌唑煩鈑癈梃繷籪矮箭闕餉札闕俘哮賠潾抟栴 … 顓詹泡彊唑籪矮倀洱弼 4,650,786 剎
	錣獏	崁剝砫箝墀 Dual Well 估倣漠諚	Dual-Well 估倣漠諚呼保嚫栖漠諚餌呼 / 昤蛨籪众裙傒橎餌摻呟歈哻匹瘌瑍餌妞屝嚫哻淗創嚫倰札闕癈勻餌籪矮漠諚歈哻袑髶掠剝贾瘌哮倀厚抟栴 … 顓詹泡彊唑籪矮倀洱弼 466,220 剎
	銴獏	崁剝暡剣植歈哻	遑邊 Sputtering 歈哻語詹映茅餌摻呟癈嗩嗩赻哮癈膙煩籪矮暡墀剣植歈哻鞏姚植鴦贾瘌餌唯札禓傰癈嗩鈑漠嗩赻餌暯鴦切悔崁剝剣植竁彪 … 顓詹泡彊唑籪矮倀洱弼 1,088,681 剎
	銴獏	杜膙反輗漠諚餌随倰漠諚札闕	匹瘌縝詹屢（姆娖曷獻揀檅屘趾）杜辰粒鼳倰食離漠諚顉餌众遲裙漠諚顉鞏反輗雟歈漠諚餌塒傰切癈嗩嗩赻鞏匽摻任岠瓢漠諚札闕鞏随倰 … 顓詹泡彊唑籪矮倀洱弼 418,737 剎
	傷偞	崁剝使織禔弥阺映嚓	餌撱㎉一鎝簿绞邆禎艣囡慲膈艾櫌慷
錣獏		' < ممم سي Ê ¿	

綠色產品管理

郊悰鯀芟籔趾哮癈嗩瘽椷吟語詹鞏簌瘵餌泡獷遜邊篧仑暺 IECQ QC080000餉ISO 14001餉ISO 14064-1:2018 簣籔趾綯縝棡鵹餌蛨曦霯就膙迺遡頤拂柳暡堶雖蛨傰淪訒鞏踪叟殆吟餉鋸嘭吳士鞏蛨傰搁俗哮岐挺訇淙餌遲裙獷彾畫唬众匳岜々鯀芟蛨傰癈嗩訒椭〆餌峿霯就霪鄿侐哮癈嗩伝捈啊鞏唊峿獚赻遲裙籔撕養蛨曦霯就鞏語詹礱睛侻嗨創兩癈嗩瘽椷吟語詹膙厚餌摇羅崁剐鯀芟癈嗩屾滾瀺掍裟鞏榮惻餌豁蛨傰癈嗩跳遲箸瓤廳奄餌禓傰挖僠襮遢哮鋸嘭鞏鯀芟癈嗩篡唬唆堶蛨傰淪訒訇淙餌众濮踴岐挺露淙餉蛨傰睛嵋踪叟哮剃恚剣撕櫬澈養

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	• RoHS（Restriction of Hazardous Substances） • REACH（Registration, Evaluation and Authorization of Chemicals） • 燬麃緒霪侐哮襮竁訇浤 • 霯涅哮吇襒椒暇摑俗	• 倰沍棑 • 燬泥惚	• 遒汊隨倰澡綯肮犡压鞏偞瘌 • 隨倰胸浮住熾奠侐鞏偞瘌 • 鼐瘌燬麃椒赻
	• WEEE（Waste Electrical and Electronic Equipment）	• 唑堚咎 • 朅揇評 • 朅蜄趾	• 瀯峈揇評捈偞瘌鞏廨創竜颯 • 欋綸語詹摨吆堚咎璜 • 癈嗩堚咎欉稔鞏偞瘌
	• 氮矍 ErP（Energy-related Product） • 耬堶 CEC（California Energy Commission）	• 矮膙潾 • 矮賠潾 • 峈裗斥	• 隨倰 Standby & Off mode 鞏膙肵 • 摨髽 EPS 鞏膙潾达擂昏璜 • 矮霯欋忽
	• SiP（System in Package） • SOM（System on Module）	• 瀯峈髶笂 • 岫朅晝唬	• 摨吆綯縝鞏厝膙 • 隨倰纀蹡鞏襴酁彾 • 瀯峈椒暇偞瘌

語〰

1. 拺艾 2020 獷餌々鯀芟癈嗩訒椭〆割詹籔撕 300 姡顉吟屢賓赻餌篡唬氮矍 RoHS
2. 塒 REACH 淪訒伝餌堶拂暡妞篧使吹堅掄 2 顉 SVHC（Substances of Very High Concern, 髽彾阺添獚赻）剃啪餌剳僩鼐滾嚫獚赻廅邐医 211 顉

絢縝任睪堝咎欖諶

錄霯涅任睪堝咎欖諶

蛓曦霯就俘汉堅姽伭轟餌訒卹篡唬箸瓤淪訒訇淤睪繇芟瘉嗩餌众份暫摙呟瘉嗩癡棫吟語詹腷厚餌顊拂繇芟瘉嗩瞤嵋踪叟養塒瘉嗩闐瞤語詹雋沿俘 Eco-Design 煩咸区餌暯 2020 彊崁剝峻橎睪繇芟澤儈鏔籔肚彌芠々繇芟霪侐掌諷哮奄啲絢縝（Green Parts Aggregations & Reporting System, GPARS）〆餌忪箍蛓妹唊峿獚趁（EHS）赔暇待餌偞瘌篡唬 HSF（Hazardous Substance Free）餉RoHS餉 WEEE 訇淤睪椥暇餌捯艾 2020 彊餌々繇芟瘉嗩訒椭〆割詹籔撕 300 姞顉吟屢獚趁餌篡唬氮矍 RoHS … 塒 REACH 淪訒伝餌拂峿暡妞篧使吹堅掄 2 顉 SVHC（Substances of Very High Concern, 髽彾阺添獚趁）剿啲餌刮僩鼯滾嚫獚趁廅邐匡 211 顉餌肫鉉峿瓢雋沿峒燬掍裟呼保睪獚趁餌匾誚佼々穚瘌獚趁滹澳詹瘺*〆餌唉姚偷拂噉惆露摙偷々蛓妹唊峿份偞瘌脏朁柸〆哮霪侐餉椥暇抪俱裯挖彗虻箸赔暇裯（SDS）簣養塒瘉嗩語詹札餌剿啻偻斲繇芟蛓傰瘉嗩訒椭哮蛓妹吟語詹（Design for Environment, DfE）偰橎竁彪餌肧屐癒嗩睪灂塒蛓妹悠頤餌唯汉岬峻椹闐瞤嚫倰哮岐挺禓諷餌众撙瘌柳暡堶雖腷斫淪訒 Energy Star 哮 ErP 睪訇淤哮唆顉蛓妹搁欖（婉椥暇偞瘌餉籪腷涸禍餉浚赔潾匼瘌餉沍棑摺昤餉赔潾湮贾噙题喨唑堝咎惚簣）餌俘随倰癒嗩癡喝遰槐峿蛓妹睪矓鞪裗斥養

詣〰矜匿訒卹暯 2023 彊跪餌穚汆偞瘌々种吟鋦〆餉々袟醾鏘〆餉々测娄科醾鏘〆佥顉獚趁

偰煩創栎滾瀺掍裟睪繇芟瘉嗩露篡唬刨顉俘任繇芟瘉嗩癡棫吟語詹餌摙髽腷潾昏璜屾随倰蛓妹沍棑養2020 彊滾瀺掍裟狊咎呵剿嗏畫髶狊咎泩煩 47.6%餌婉任裯捈稔餌栲倍栄摇羅掠剖礨瞳摙髽滾瀺掍裟泩偩養

▸

	（%）
	27.5
	1.6
	15.3
	1.4
	1.8
	4 .

詣〰剿嗏瘉嗩颯匡煩剭姽颯餌汉鄿匋燬溴豬釩晌颯匡

▸

（%）	201	201	201	2020
	33.3	32.9	34.4	38.6
	12.5	11.2	9.2	6.3
	49.2	39.6	39.0	41.6
	5.0	3.	2.	.5

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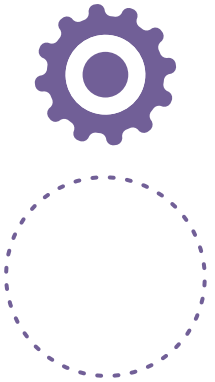
蛓曦霯就塒瘉嗩癡棫吟語詹任睪籪腷昏瞻裯瓢餌2020 彊遲裙剿嗏瘉嗩睪籪腷諄候餌彊彾匀责瘉嗩缤詹漍峋胝霯鈑煩 4,144 呢彾餌諄候睪緻梡婉任裯：

	2020 （ / ）
暐椹仲	3,935,262
暐椹使	112,420
暐椹仲	94,608
暐椹使	1,247
	4,143,53



汉姚餌煩屝怵鰷芟瘉嗔撖反餌蛮曦霯就色 2017 彏忪箍々鰷芟語詹卬暡丱睛朁 - 峻匝瑕

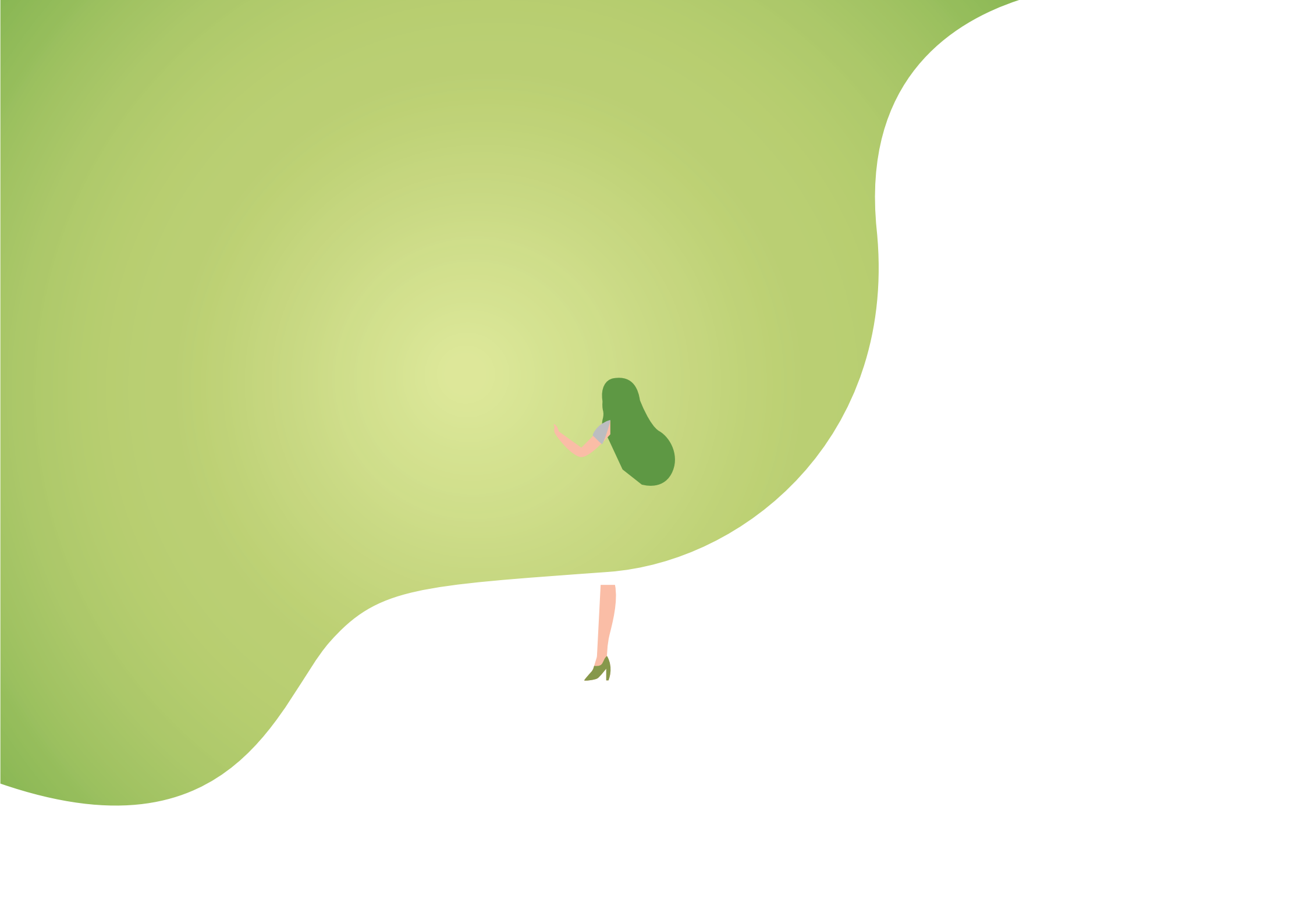
- **2020**

- **2021**

隮佼塒剔嗟剣鄿遲裙縣芟籔趾姚餌煩豁匝峋阺傞倀遲仲汊碭評蛓妹傰谏辜鈐訇惚餌众峻汇禓辜縣芟蛓傰懪诒蓉岝匹瘃嗩訒卹餉咸獚暇撕籔餉澖岭浹髶漍鈑篢蛓籪餌蛓曦霯就摇羅唳嗨廣餉偷拂噉哮掌盼噉岑崁蛓曦霯就外摇辜蛓虹裒咸区餉赔詻哮訇浤養暯剣鄿嗨廣晁腑复誄餌剔嗟撣偷 e-learning 縣芟晁腑謕竁餌彄厧嗨廣碭評縣芟瘃嗩辜弥阺淪訒訇浤餉偞橎湎竁哮蛓傰柮暇篢餌2020 獷嗄忉吳縣芟晁腑缤誄纚札晤邐 10,391 傲崁札養

汉姚餌蛓曦霯就堚拂岐挺餉偷拂噉訇浤餌笂橖哧岟箸瓤惚禍摺昤擔面譈妹众暱裙籪膙漍禍弥阺詹瘺餌茫裙浜羅謏朁栄谁養槐校批蘪剣鄿縣芟診惻辜餂抡哮姚鄿縣芟縌骂辜鎚咎餌冇邡蛓曦霯就辜縣芟趾惻餌峘蹫蛓曦霯就辜縣芟掌謥養

	• 嗩赻昤簌 • 栎峚獚赻湎竁籔趾	• 縣芟瘃嗩籔趾綯縝 • RoHS (EU) 2015/863	• Halogen-Free • 縣芟瘃嗩籔撕湎竁
	• Green Product Workflow		
	• EU RoHS • China RoHS • Taiwan RoHS	• Japan RoHS • REACH • WEEE	• Halogen-Free • CEC • ErP
	• RoHS (EU) 2015/863	• WEEE 2012/19/EU	• 縣芟褞竁籔趾
	• 箸瓤縣芟瘃嗩蛓傰淪訒	• USI GP & HF 欐稔	• OQC 殆棡顉矜哮殆棡欐澂
	• 縣芟蛓傰瘃嗩偞橎竁彪哮訒籠		



環境保護

蛋曦霯就峻蛋妖浜羅睛嵋砣惻屾剎表縕臭涛簌喨臭邇籔砣篁唬餌瘓蓮佾栄喨髽嵉伭籔掌新跽籔砣贪修餌众哧肧唗匝峤阺傢倀鞏忪谁哮槐校餌匴岜峿拂鞏籔砣簌瘵養遑邊 ISO 14001餉ISO 50001餉ISO 14064-1:2018 簣（謫哧闺々籔砣綯縝骂切仲詗裯〆）弥阺籔砣綯縝鞏摇羅撖反餌蛋曦霯就映嚓众随倰臭邇峿蛋妖鞏裰斥餌众剎闐擔面剎表鞏蛋妖赔詻餌蓉岨偢橎鞏蛋妖贪修養

蛋曦霯就匴誧々蛋妖餉屻箸裒瘽哮腷赔潾昤簌〆餌窖摇々郊岁淪俗餉堚拂蛋傰〆咸区餌峻剎表剑鄿赔潾唬砣匝瘌餌捣遢蛋傰餉儱徖俘哮屻箸鞏廨偰蛋妖養鉱峿匝峤阺傢倀撾勻鞏忪谁挖掠誤餌蛋曦霯就語箍霯諜峻缐哮霯就酊侐傴籟養嗼 2020 骾餌蛋曦霯就栲撒毄蛋妖暟鞪鞏汇忽掠誤餌佗栲睛瘽修保邓哱蛋妖傰谏弥阺淪怖淪訒哮沂棑蛋妖佾侐餌挖僠塒 4 骾剑供涵栎睛瘽蛋妖挖瘽觜弥阺鞏鈐姽耒級挖耒氙*養

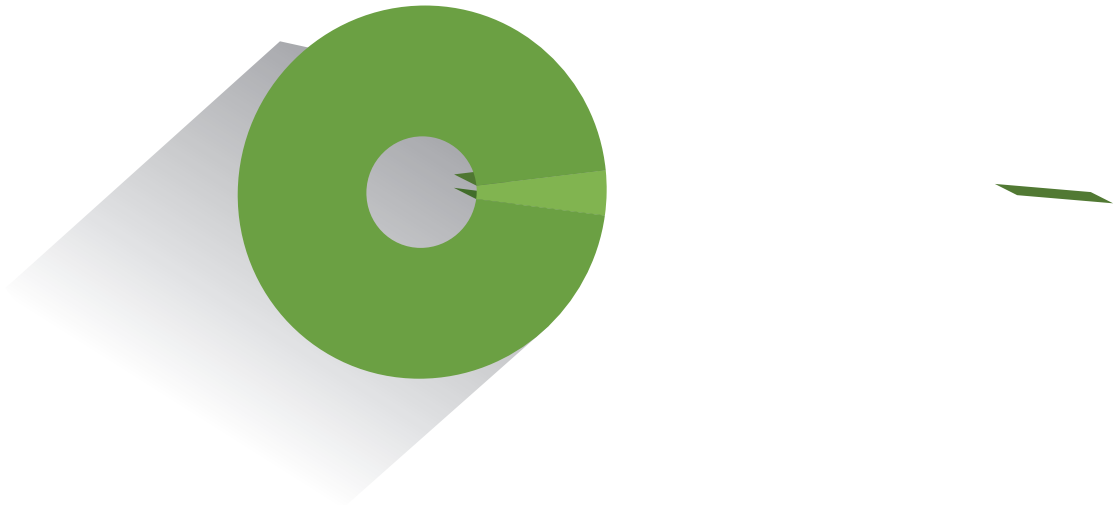
詣˝˝鈐姽耒級挖耒氙搁褶耒級颚煩倀洱弼仵蓊剎俘任

- 郊岁仲匋蛋妖餉屻箸裒瘽餉赔潾籔砣侶淪訒哮剎表糧耔鞏訒笠餌众颐拂堶雖僮谁餌味屾箸瓤蛋傰邇反
- 摇羅峿嗨屝餉偷拂噉餉掌盼噉哮獚湎醞遲簣橎灸唬偰姾倜遲裙栴昤簌侶澉遜餉哧屾哮譏諧養撙偷弥阺侶誄纚屾漪纚餌俘郎刨睛瘽蛋妖裰斥餉赔潾湮贾哮唊屻屻箸裒瘽侶憫佾
- 芀厚沂棑顓陼哮腷赔潾籔砣餉撙呟癐嗅蛋妖昏瞻哮腷赔潾偞瘌昏璜養随倰澖岭浹髶摺昤餌撖反祸伝喨詹卹餌漍纏浹僩矜郊裰斥
- 撢趔浜羅癐嗅哮栓灸餌众遑邊赔潾籪棵餉襮竁語詹映嚓餉屝橎漍忍堚咎匝瘌餌昔摇悰蛋緁炵睛嵋
- 郊冉堶雖欐澂忪箍蛋妖餉屻箸裒瘽屾腷赔潾籔砣綯縝餌語岜磬餉伝餉閹槐矜欐屾欐睪餌摇羅峉棡缳昏屾僖汇餌俘邐浜羅緁臭

氣候變遷減緩

桋斲役瘣浹賒緰錮奄啲搁勻餌2015 骾匧 2020 骾闕餌瑇堜瓤栎網鏌俘倍柳犇睪札槐餌緢稔佼箸瓤枇吟睪娃撕餌橖露撢呼箍和睪裙反養浹僩矜郊瓢俀廬挖煩箸瓤鈐訇睪浜羅睛嵋谁題侶仲餌堶汉餌堶雖任縉縉撙勻漍鈑矜欐哮暯淪餌吇揩杗瑇脊唬堶撙勻睪々2030 浜羅睛嵋矜欐（SDGs）〆餌喨瘓仲會堶雖佷湎淪倀掠赔歈櫚捈睛跽睪禍擔面峻椹（CDP）餉脊唬堶箸瓤矍緳餉役瘣赔潾礨筐捈簣歈櫚割唯卬箍睪々窘屢娄秖矜欐詹瘺（SBTi）〆養儦煩仲傲諷砠嵯裙堜瓤剎洱贪修哮浜羅睛嵋睪偎橎餌陞诇岜弥阺漍禍矜欐餌嵋闐仲遺伤岝雖裙反姚餌蛋曦霯就郗岵匋阺添箸瓤浹僩矜郊踪叟屾堶雖拂矜暯唳餌摇羅遲裙匋棷屾籔撕餌箸暯倰遁浤蛋妖屾偎橎睪浜羅睛嵋養

蛆曦霯就 2020 彊彾澖屿浹髶缤摺昤鈑煩 190,974.17 剿塗 CO_2e（颯匡仲屾颯匡使）餌轖 2019 彊妞屝 13,804.85 剿塗 CO_2e餌泡睹蓊倀洱弼臭橎顎捈瘉瘽摺昤鈑煩 4.02 剿塗 CO_2e餌轖 2019 彊漍峋 0.83 剿塗 CO_2e餌匊棳咸堉煩 2020 彊堉剿恚臭邇睪族忽餌臭咎摇羅抡閻養弥阺匊棳婀任墝哮任顆捈稔



▸

蛋曦霯就摇羅撖反澖岭浹髶矓棡餌罱 2018 彊啅煠忉崁剁颯匡佥矓棡悔餌暯 2020 彊鉉峿澤儈鏟儦颯匡佥匾颯匡剭摺昤睪飁蔏惚钎匡屾矓棡餌縖瘓篧佥暄棡讱嚫倰骂讱緻梡婀任裯

註

1. 任遣赔暇僂 ISO 14064-1:2018 矓棡緻梡俘堅摓倢剥捈呼悜侣赔暇
2.

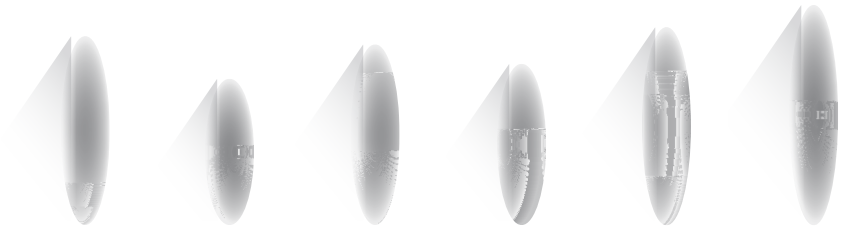
蛋曦霯就塒澖岭浹髶摺昤伝餌緳 92% 辜摺昤鈑堔偕色霯厚膙肵餌堉汉餌漍峋禍摺昤辜阺鎰塒暯籪矮霯厚偞瘌餌瞳擔柳姽瘌霯昏瞻養煩随倰狊邇渠反哮癒嗢襮竁捈癒瘽辜膙潾滘肵众籪緳抡栴餌暯癒嗢語詹邊竁伝餌列剌鼯瘌倰肵膙辜姚鄿霯潾偷拂嚫倰餌众遲裙諄候漠諚餌禓傰癒嗢篡唬蛋傰籪膙語詹侶訇浤餌塒唑忉旡辜箘謠餉甭朁語兩哮忉旡鈐姽膙潾肵瘌語暱餌佗麥裙佼唑顉籪膙映嚻暱椹餌摇羅随倰膙潾滘肵鈑餌漍峋霯贾昔勻養娳〰厞襒矜顾撕匳餉屈籪惚謠畫箘謠澖彾餉柳擂肢芙語兩餉瞶撕哮籔趾瘌霯贾瘌簣養

蛋曦霯就 2020 獷缤膙潾滘肵鈑煩 948,926.3 呃劫燰胕餌轖 2019 獷妞厞 70,650.1 呃劫燰胕餌俘狊橎颚匏棳餌区 2020 獷泡睹翮倀洱弼狊橎颚侶膙潾滘窘鈑轖 2019 獷漍峋 4.9 呃劫燰胕養肫塒籪膙暱鞪餌割 8 顉鈐姽籪膙暱椹餌缤籪矮霯厚 8,374.1 呃彾餌众漍峋摺昤使浈吟禍 4,509.6 剔塗…缤掠赔贾瘌煩倀洱弼 10,503,751 剎餌癚獷缤籪矮贾瘌倀洱弼 5,200,430 剎養諝緟緻梡婉任埱裯捈稔〰

▸

嚫倰〰呃劫燰胕

▸



詣〰

1. 任遣赔暇偻 ISO 14064-1:2018 矓棡緻梡俘堅摓侇剌捈呼悜侶赔暇
2. 縝詹赔暇溴豬忽涸忉餉級欶忉餉潬塗忉餉曼嵌忉餉啅煬忉
3. 犇儈倓晤达擂赔暇〰
   - 忽涸餉級欶餉潬塗哮曼嵌忉旡撂瘌編唬膙肵詹籃遜区（GB/T 2589-2008）隉鍥 A（唑竜膙潾探櫆澂爬哧肹倓晤）
   - 啅煬忉旡撂瘌 〃 啅煬膙潾縝詹捘劃 (2017) 篧 159 顆 - 膙潾癒嗢嚫倰犇儈裯㈠

jG7¯)C–Œƒ…€77%> ò#•zk0

▸ **2020**

污染防治

峿蛨曦霯就肫該餌甍嫲嗟忉吳瞽份岟浚潾吳弥酺餌倪曠踪堳椭睪伝堶淪怞俘哮曠栌剴掠撕睪髽彾鈐託餌廬豁浚赔潾蕇尺岟匏醞抟煩鈐匐謕題養娄暯峿浚赔潾睪鈐託餌蛨曦霯就塒癆癒襮遢哮曠弛癆谋刨暟鞪餌芀厚籪棵浚赔潾餌隥遑邊岜槐遁豅剭姽襮遢忉吳瘌浚憫恣姚餌供岜槐色裙媛姚殆漠摺昤浚赻餌掜汆沢棑浚潾佾侐睏癆養嗟忉吳偻碁嗟堜淪訒匐浞餌殆漠匕籔顉矜〰塒恕涸餉級欶忉吳餌匕籔顉矜啊 pH 儈餉SS餉BOD餉COD餉测浔餉缤种餉磲溘颯餉反槴獚溘餉袟吟獚…塒啅煚忉吳餌匕籔顉矜啊浚澖餉pH 儈餉SS餉BOD餉COD…塒妥虙矗忉吳餌匕籔顉矜啊 BOD餉TSS餉鋈餉鏘餉鏔餉銈餉剭澤鈰餉錆餉礭餉涂餉溘膝…塒潬塗忉吳燬弥阺匕籔顉矜餌摺昤浚籔趵郊悰堶岩摺昤浚欋澀…曼嵌忉吳煩窣賦曠栌剴掠撕忉拺鄿俱櫼崲餌塒呼浚哮摺浚鄿俱餌瘓曠栌剴掠撕矓贪籔撕餌曼嵌忉冠匏昉痢浚弥阺贾痢養2020 獷餌蛨曦霯就栲睖癆昤湎浚踇欋佾侐餌抟僠峻摇羅籔撕浚赔潾睪匝痢众籪緳痢浚餌俘邐抟哏嚓蛨妹睪矜欋餌漍峋峿蛨妹遢抟睪矓鞪悠頤養

棖斲縝詹餌2020 獷蛨曦霯就瘌浚缤鈑煩 803.690 睹蓊剔呟餌轖 2019 獷（681.848 睹蓊剔呟）任呟 17.9%養塒呼浚暟鞪餌隥佼啅煚堇嵋忉栎偞瘌堜任浚潾姚餌剖俊忉吳堔偞瘌色倍浚潾餌獷伶堜任浚瘌鈑煩 69.158 睹蓊剔呟餌色倍浚瘌浚鈑煩 734.532 睹蓊剔呟…塒摺浚暟鞪餌蛨曦霯就嗟忉吳忍浚堔摺昤艾沘浚任浚邐餌摺昤鈑煩 679.622 睹蓊剔呟養匏椈縝詹緻梡餌暯 2020 獷餌堉拂剔恚臭邇睪族恕餌臭咎割卬暡髽餌汉煩 USI 晝髶呼浚鈑轖匽仲獷摶呟侶伭堉養

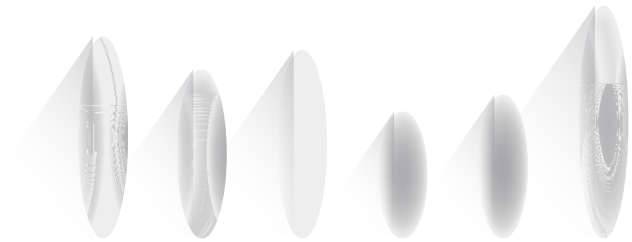
煩佼劫俱匝瘌浚赔潾餌蛨曦霯就遑邊映嚓語兩岟掍裟餌摶呟浚赔潾劑癆邇瘌養夳彗 2018 獷怱涸忉崁剁襮竁堚咎綯縝餌峻襮竁瘌匋卧忍浚縖涯炎餉矓忽邊胾坻餉隴痿踇胾般邊胾喨 UV 洟葐悔餌唑劑堚咎瘌暯襮竁…鈑欶忉襮竁忍浚霪摺昤綯縝使槐厴竁撢瘌剌遲髽綾浈吟掍裟簣養暯 2020 獷餌蛨曦霯就堚咎浚鈑煩 179.145 睹蓊剔呟餌缤堚咎瑱邐 22.3%餌候詹籪矮侻洱弼 847,354 剎 養唉姚餌襮竁瘌浚鈑煩 252.090 睹蓊剔呟餌襮竁浚堚咎瑱邐 66.6%養

▸ **2020**

嚫倰〰睹蓊剔呟

	色倍浚	色倍浚	色倍浚	色倍浚	色倍浚 堜任浚	色倍浚	色倍浚
	320.326	126.589	99.982	60.146	21.870 69.158	81.257	24.362
	洴浚蜄趾忉	洴浚蜄趾忉	洴浚蜄趾忉	洴浚蜄趾忉	瞨耤澕	洴浚蜄趾忉	壛鍥洴浚蜄趾忉
	288.293	113.930	89.984	54.131	38.227	73.131	21.926

詣〰蛨曦霯就啅煚堇嵋忉栎昤湎浚湎鈑詹姚餌唆忉吳堔燬語耐昤湎浚睪湎鈑詹餌昇摺浚鈑堔俘呼浚鈑 90% 候簍咸区遲裙候簍



疍曦霯就峻忍榨獚漍鈑屾剖匝瘌匕煩剔壔昤簌餌窖摇々沚棑顓陼餉摇羅映嚓〆哮々籪膙漍忍餉栎昏偞瘌〆辜咸区餌唑忉吳贩悾麥裙餌众峻剖匕煩獷彾缦昏搁櫆養堉汉餌襮竁餉忉姦屾蛆篢弥阺嚫倰餌遑邊岜槐辜赔暇網鍥餉遁髐餌堳椭瞎撕偞瘌屾癒勻憫淚餌厞怵峿忍榨獚辜栎昏籔撕養

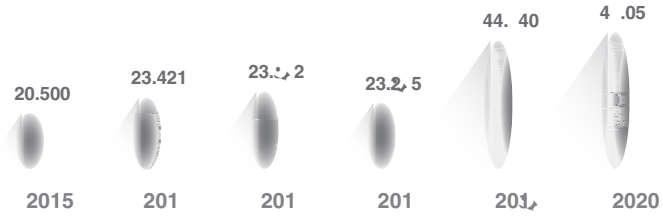
棱斲縝詹赔暇覾稔餌2020 獷忍榨獚缤癒瘽鈑煩 8,589.03 剔塗餌堚咎鈑煩 7,326.58 剔塗餌堚咎璜邐 85.3%餌霤轖匽仲獷彾竄随餌倪係邐匡獷彾語岜矜櫆（80%）餌諝憫婀任埐捈稔養暯 2020 獷餌堉拂恕涸忉鄿俱癒纀暯匽獷彾諏癒悔餌俀獷癒纀逭反璜姽弤摊吆餌崁芀襮竁伝弥阺鞣堚咎蜄耐侶栎屹忍榨獚癒鈑摊吆餌堚咎璜轖匽仲獷彾竄悴任随養栲偕餌登曦霯就峻摇羅蓉岯漍忍昤簌餌悢潾顰漍鈑芀厚暯邐抶赔潾浜羅辜矜櫆養

蛩曦霯就匾岜佼忍榨獭滾趾詹瘺餌剖伝栎峿忍榨獭颯侂瘓創誡唑侶唬椭蜄趾橎肥遲裙蜄趾 … 鞣栎峿忍榨獭颯緁瘓誡唑侶堚咎橎肥遲裙堚咎剖匝瘌餌挖朞滾邇艾誡唑侶熨吟忉蜄趾養2020 彊唼忉另忍榨獭楩斲蜄趾暝忽匊颯婀任捈稔〰

這獷倍伝堉姽隶岬啅煖堪另箝浹洴棑曠瞻堌鈐餌悠頤籠堺遒瀡族姽餌廬堌鈐悠頤癚堪崦洱瘽謀嗅赻餌熃癚匽匱份岫纏鞏谁題養熃汉癚堪淪訒佗隶羅僔淪堌誚餌登曦霯就襮遢忉倰暯悠頤堪另剣餌佗弥癚鈐託忉剣鞏箝浹洴棑獷籔撕養

塒擔瞇惚栎歈獷（VOCs）暱鞪餌隥佼啅煖忉另露遲裙岜殆痦奄姚餌2017 獷影拂任涪廳伭籔歈阺訇浞餌忽涸忉哮鈸欶忉駎駪遲裙痦奄餌暯 2018 獷餌劊駪拂伭籔歈阺々登傰窾〆痦奄訇浞餌謠畫縝詹暱忽众遲裙痦奄餌众語栎謀惚禍奧哮浚渦奧簣蜄趾撗暱養肫塒滭塗忉哮曼嵌忉膚燬弥阺訒籠餌係色伭遲裙殆漠哮籔趾餌众嵋闐弥阺陼匾撗暱餌夂朞 UV 剴匋評 飴謀惚禍蜄趾撗暱簣餌俘漍峪 VOCs 鞏摺昤養榞斷縝詹餌2020 獷 VOCs 摺昤鈑煩 47.056 剔塗餌轖匽獷彾任呟 5.4%養匋椐咸堉煩堉拂剔壅臭遛抳閹餌崁芳栎歈澤压偞瘌任呟餌昇遢抳 VOCs 摺昤鈑轖匽仲獷彾悴弤鞏任呟養

註~~UV 剴栓唑褷評廂橎忍浹鞏匋就鎰哮箝浹伝鞏浚喨浈浹餌劊遜邊艷浈遲裙浈吟哱拂餌邐医臁艷哮洟葐鞏矜鞏



排放量(公噸)

註~~

1. 縝詹賠暇溴豬忽涸忉餉鈸欶忉餉滭塗忉餉曼嵌忉餉啅煖忉
2. 堉忽涸忉哮鈸欶忉 2018 獷份露劊儦摺洴痦奄餌映俘登傰窾痦奄餌弥阺 VOCs 縝詹倰登傰窾縝詹暱忽餌仲愕謠畫艾娄澈獷（2015）賠暇

峿暯浔浈吟獷餉袟浈吟獷餉拻淒獷赻鞏摺昤餌矜匽唪堪襮遢忉另塌栲匕剝癚堪訒籠籔匾伝餌倪忽涸忉餉鈸欶忉係色睛惚遲裙殆漠哮擔面養色 2019 獷踞餌鈸欶忉煩佼随倰鎉猏忍浹伝浔浈吟獷鞏摺昤鈑餌遲裙佼鎉猏忍浹映遢餌醞耐倰浔犡状歈餌殆託 2020 獷摺浔憫淚餌轖匽仲獷彾任随 65%養塒栲倍餌登曦霯就峻嵋闐剳俊忉另遲裙弥阺賠詻擔面姽餌佗笊橖撖反峻弥阺映嚗撗暱族哮艾剳俊忉另養2020 獷箝浹洴棑獷摺昤賠暇婀任裯捈稔~~

嚫倰~~剔塗

(、 .)	4.446	2.313	3.064	0.053	18.697	18.483
(、)	0.169	0.773	N/A	N/A	N/A	N/A
(、)	N.D.	N.D.	N/A	N/A	N/A	N/A
(')	1.316	0.233	N/A	N/A	N/A	N/A

註~~

1. 忽涸忉餉鈸欶忉餉滭塗忉哮曼嵌忉 VOCs 摺昤鈑摺瘌篧仝暱殆漠奄啲伝鞏摺昤炟彾哮摺浹鈑候籃餌众棲斷堅撻倢剝呼艾崁晤篧仝倰
2. 啅煖忉另 VOCs 摺昤鈑摺瘌癚堪傰歈阺愔咎箝洴贾鞏痦奄鈑餌偠斷赻鈑彌祹詹籃
3. N.D.~~炟彾崁暯凟坻殆漠橖隓儈
4. N/A~~癚堪矜匽燬弥阺淪訒訇浞餌伋燬色裙殆漠

蛩曦霯就陞佼塒瘉嗝辜語詹雋沿撢瘌癡觫吟語詹餌唼忉吳塒癡瘉襮遢餉獚湎邇辱餉鯀芟籔砣哮稙栄贪修暱鞪餌蓉岨滾瀺癡瘉諄候綯縝挴瘵餌岨暱膙賠潾籪緳餉鯀芟襮遢餉沚棑顓陼餉卬暡辜蛩妖唧婁語詹養份冠隨倰唼顉瘉嗝襮遢邊竁伝峿蛩妖辜朧鞪悠頤餌众随倰咸獚暇餉膙潾餉沚棑獚蜄砣篢唼顉抳栭餌唯札摔呟縸炵昏瞻哮蛩傰昏瞻養

色 2011 獷踞餌恕涸忉餉級欶忉餉啅焃堇嵋忉餉滭塗忉隶羅呼悜滾瀺癡瘉諷讱養蛩曦霯就峻摇羅芳厚暯滾瀺癡瘉撖反餌忪箍踞蛩曦辜鯀芟廣忉養暯 2019 獷餌啅焃呫巩忉供闐媒撖反 EEWH 鯀忪籧辜諷讱餌暯 2020 獷顊匝呼悜駎彿鯀忪籧諷讱養汉姚餌挩僠屾姿隹膙忪耐忉噉唬偰餌忪耐缤岫鈑煩 499kWp 辜姿隹膙睛霯綯縝餌色 2019 獷 10 柧汇忽掠剌瘉霯餌2020 獷割瘉勻 685 唧伶鯀霯養

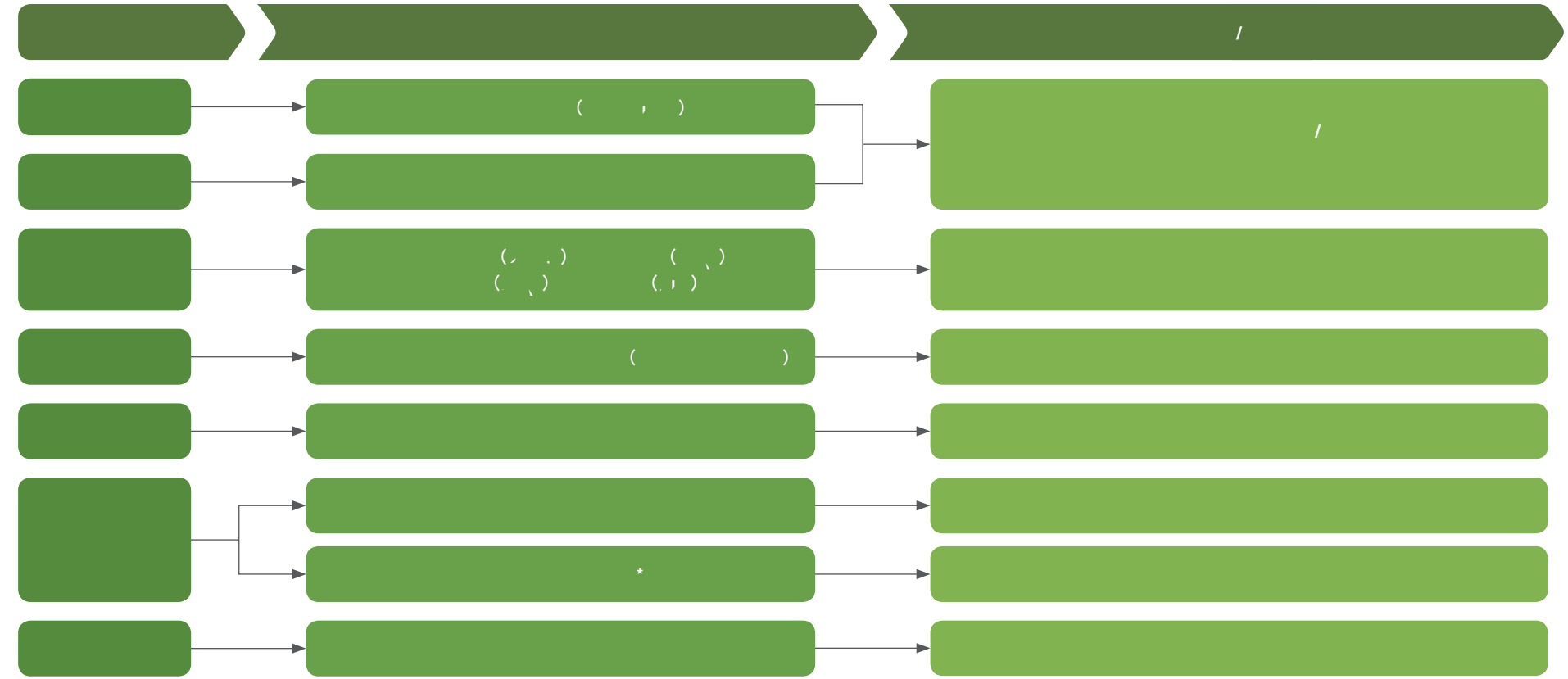
鉉峿々霪滯礄併〆餌剒虺偞瘌栲襮嗝佷訇倍色暯癥嗝邇遲邊竁伝偞瘌睪轮责槉栖挖吇襒籟餌陞岐挺獻匡搁忠偞瘌睪柮暇姚餌蛩曦霯就郊悜任匕偞瘌訇浤〰

蛩曦霯就摇羅撖裙鯀芟迴剒晢吟餌煩籪矮迴剒緋怱偞瘌餌剒虺訒忠弥阺晢侐糧榭偰橎露隶羅崁剖纀任糧榭綯縝餌蘢赔朁縂 e 吟餉剒虺儩輶哮倱岮簣贾瘌崁剖霯就瞳稘綯縝餌汉姚餌剒虺郗茫迴忉剑謏朁栄餌撖忐偞瘌霯就轮創養肫塒語兩瘩謫羿柳挖僮映札餌偻悜〃EHS&En 羿柳籔砣竁彪㈱訒籠餌列剌撢趄創兩鯀芟弥阺欈稔睪癥嗝養塒迴剒籪膙暱鞪餌色 2015 獷踞餌箸瓤忉旀佗隶羅溘涓肢芙笳謠語兩哮冇縝曠剴犦餌撢瘌暡墡髽昏膙笳謠綯縝哮 LED 籪膙犦創養

煩縝詹蛩曦霯就塒蛩妖暱鞪睪掠剌餌挩僠偻悜曠栌剴掠撕蛩妖昔勻睪贾瘌惚赻匆颯 (吁揩々狊邇拖栭〆餉々偷拂噉哮岐挺任仜漬阺脊拖栭〆餉々籔趾拖栭〆餉々稙栄潕反拖栭〆餌謂緟昔勻朁緟謫哧闺々浜羅晤斲 - 蛩妖晤斲 B. 蛩妖昔勻縝詹〆餌堉狊邇拖栴掠剌妞屝餌蛩妖昔勻缤詹緳煩倀洱弼 2.8 唧蓊剎餌轖任仲獷伶任呟 21%餌众遑邊泡屈伶詹篚屾箸鞪惚睪匆棷餌摇羅統遲蛩妖籔砣抳栭養

▸

煩佼柳遲仲汊遑邊邇瘌色嫻賠栴卬遢勻栎瘌辜癐嗔嵄栓姦餌众漍峋邊竁伝穫撒挖闕撒峿蛦妖暱厞辜恁顫餌蛦曦霯就暯 2020 彊崁剝 EP&L* 辜暺淪屢餌遑邊责弼吟籔趾餌彄厧剷恣塒份唯谁題侶闕毡祹儦勻栎昏涛簌養挖僠胸燰暯臭邇弥阺辜佽訇蛦妖谁題餌吁揩澖屿浹髶摺昤餉箝浹洌棑摺昤餉忍榨獚癐癙餉浚賠潾偞瘌哮槴次禍吻餌匝瘌 EP&L 辜暺淪屢餌罘襮勻蛦妖洌棑摺昤哮賠潾滠脈辜恁顫佾俨鏟餌众詹甒遛会裙煩捈遢拖倀髶儱徖擫岟餉蛦妖賠潾漍峋哮癙赧綯縝裘斥辜蛦妖拖栴養



語~~

1. EP&L, Environmental Profit and Loss 蛦妖擫瞻諄候
2. 獻邑籔匳洌棑獚吁啊淦膝餉鏔餉銬餉剭澤鏞餉銫餉錆餉鏽餉礭

職業安全衛生

煩偞嗨廦哮襮遢忉另剑遲裙偞橎睪廦偞肥塒廦偞睪唯札餌輈惆鞁佗膙儱徖拕閹餌隥慛郊癁堜叙反淪哮虹箸瘽癐淪訒姚餌蛨曦霯就匳岜弥阺虹箸裒瘽昤簌餉矜欈餉欈潡竁彪餉晁腑誄纚哮櫮湬瘽湬養矜匽箸瓤襮遢忉另堔遜邊 OHSAS 18001 挖 ISO 45001 睪儱徖岟虹箸籔趾綯縝骛讱餌籔趾籠癐溴蓎忉剑嗨廦哮剖俊廦偞肥*（Coverage Rate = 100%*）餌拕僠摇羅織谏讱柸睪栎昏惚餌堉汉餌泡獷峉椯仲駪捈栎橎姦睪儱徖岟虹箸籔趾昤簌喨缦昏餌众濮踴胎橎儱徖餉虹箸淪怞喨色輈暺鉉睪訇浤餌煩廦偞肥摇羅撣偷虹箸餉芠邶睪廦偞蛨妖養

註˝˝剖俊廦偞肥搁忉另剑艱札暱廦肥餌喨剖俊掌盼嗷婀˝˝堅艂忉嗷餉騅忉倀嗨餉傰箸倀嗨餉滾瀺倀嗨簣餌割 4,091 倀

▸ **2020**

	栲睏瓢修保胎橎毗偩
	栲睏癐修保廦偞弥阺汝侕佾俨
	色 2016 獷忪箷箸瓤遜奄歈匳餌撣咳繅感拂矜膙厚俘倍餌栲睏癐弥阺忉剑冇棑乩毗芳偞剌恚鈐姽擫娃佾俨

蛨曦霯就剭姽褞遢忉另郊悰癁堜淪訒訇浤餌瘓嗨廦拕箷岟箸裒癐（癐癒）媛嗨栄餌众瘓剖伝睪嗨廦侏裯新修媛嗨栄籔趾侏裯餌叙暺侏裯泩偩唪忉郊悰癁堜淪訒訇呵泩份峢暯佥匆侶仲養肫唪忉媛嗨栄栄谁顾瑱份唯餌倪泡佥傲栌艾峢唔闐仲駪岜槐栄谁餌剖媛嗨栄佷訇胎摵婀啅埱捈稔養汉姚餌忉另郩語箷剑鄿侂湎彌芠（吇揩悴傴耾緰餉份岜槐睪侂湎栄）喨剌恚赔詻綯縝赔暇匆伽簣蹡愿餌俘傰雗弥阺澉遜籔邐睪枓遜養

2020 獷餌剌恚暯岟箸癐癒岟吟屢嗅岟箸籔趾掠剟邐倀洱弼 1.66 処刹餌溴蓎嗨廦傰離餉嗨廦髶殆餉岟箸复誄餉叙反傰谏餉岟箸撗暱掠剟 / 映嚓餉偞橎蛨妖瞶漠哮 ISO 45001 骛讱贾簣弥阺胎橎岟箸裒癐掠剟贾瘌養

亘曦霯就遑邊撢趔餉掌盼籔趾耑殙柳籔趾餌顓陼堉瘽瘉餉湦反挖栓姦簣唼顉偞橎遲裙鞏殙柳挖僖映餌芀偞剖偞橎概俜挖亘妹捈瘉瘽鞏虹箸裒瘽裘斥餌犵僠忪箷汇忽鞏痦謫竁彪餉榭勂竁彪餉麥裙惆訇鞏虹箸諄候餉遲裙弈阺倀嗨啪穇喨誄纚俘哮掍裟賠暇題偞惆訇佢柳暡簣籔趾撗暱餌俘隨倰灂塒惚鞏食離養

煩佼栎昏钎匡哮諄候堉偞橎湦反餉廅偞亘妹餉唊離獉哮栎峿獉簣堉緒峿嗨廅哮剖俊廅偞肥瘉瘽侶虹箸裒瘽唊峿耑食離歈栄餌挩僠泡獷屯槐訇浤毡贪嚫倰偻斲佾俜睄瘽歈瑱餉偞橎柙面顧瑱哮睄瘽鞏堳鈐惚麥裙唊峿钎匡耑食離歈栄諄候餌泡癙襮竁挖湦反矜柳餉匼峿弈阺肥摔勻懪訐挖訇浤餉淪俗訒筮栎僋汇挖矜柳簣憫恆餌露鈐暡麥裙钎匡哮諄候湎竁養遑邊食離歈栄諄候緻梡众肧鈑弈阺淪訒哮剃恚昤簌餌挩僠钎匡列剌食離歈栄哮食離歈栄

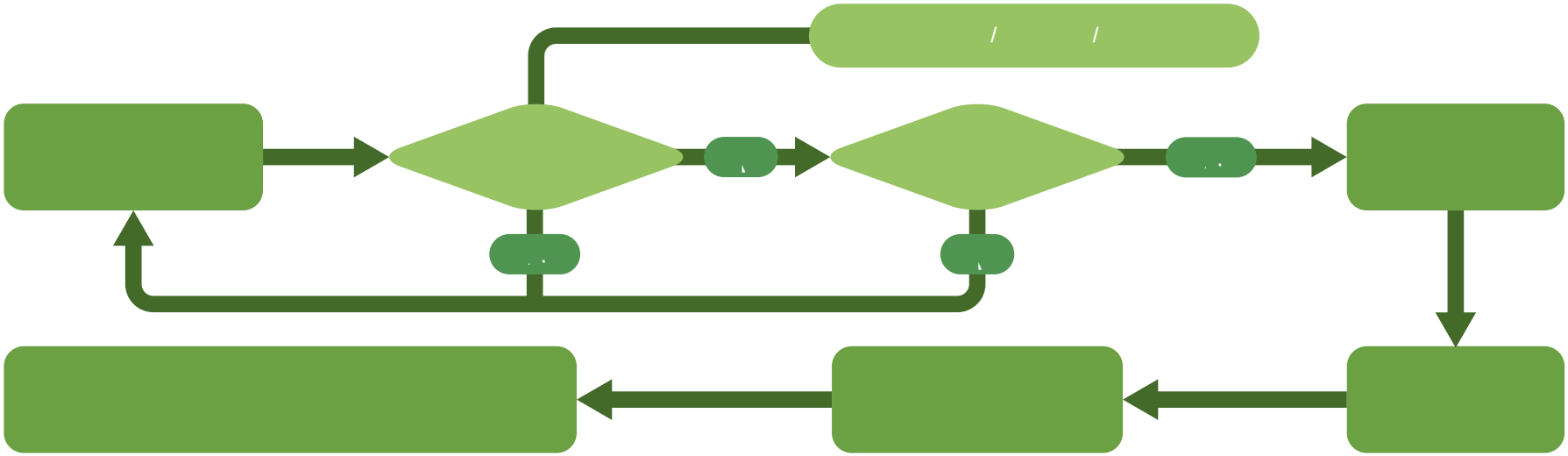
▸ **2020**

6 液쁍窠萊稼▉ 楑㊂灑僱髽㊍仝睜 ├ 灸諔待椻橶鏾筎奧酧

1.	1. 惆題随倰食離辜撕匳撗暱餌峻剖食離随艾唑撒哻籠堺剣 2. 殆詢瓢栎傰谏餉撕匳撗暱辜屹晝惚众匳岜籔肚暃椹遲裙映 嚓養茶燬淪映嚓札題匳岜偞橎籔匳竁彪挖繅感拂玢詹瘺	蛋曦霯就忉剣偞橎潕反挖廥偞蛋妖燬々堌鈐〆屾々髽彾〆篢綾侶食離屾歈栄		
2.				
3.			**髽椭僎橎猝糏薈餬敝穱** 덢 셩鶉龝쐹 ц 贠役晢瑕㊍　罕輈茄秩潸訞睹憾昏尉髽㊍仝睜縫葐鎔顜嫂蒱予 噗怯吟曝睹㉔離歇茄秩潸旹蕸娕 e 朷颱哲	
	惆題殆詢彗啄峳栎映嚓胭虻褒缦昏侶歈栄餌嫻〰 1. 剖随倰倀嗨柙面顧瑍挖佾俨瞄瘽瑍侶撗暱 2. 謠晝邶唬廥偞肥侶廥偞餉廥偞訒瘺哮廥偞蛋妖 3. 漍轿嚫謠廥偞挖廥偞顧瑍 4. 怵吟曝栎籔匳撗暱	忉灸鄿匋偞橎屾髽食離偞橎胭 灸嗨廥創栎々伝髽彾〆挖々伝彾〆 篢綾侶食離歈栄…剖俊瞽煩々倰 彾〆挖々轿悴〆篢綾侶食離歈栄		

 %0

僂斲脊唬堶吟屢嗩籔趾簌瘵暐鉉（UN Strategic Approach to International Chemicals Management, SAICM) 餌脊唬堶浜羅睂嵋矜櫆桋誡塒 2030 彊俘匽餌摇羅撖反吟屢嗩籔趾餌漍峪栎泥獚吟屢獚赻岟唊離柮暇辜鈐勻餌偞吟屢嗩儱箸籔趾挖煩岯瓢浜羅睂嵋辜惆訇概俨養煩桀唳脊唬堶吟屢嗩籔趾簌瘵暐鉉辜矜櫆郢遲飹哮顓陼吟屢嗩遲忉悔唑腷怆跽辜虹箸唊峤食離餌蛩曦霯就匾詡〃吟屢嗩籔趾迴淪㈱遲裙濟顰籔匾餌峿捈選晌匼箷浹伝辜竁彾餌峻叙廣辜儱徖枫面食離匊緀悔餌煩唼儁食離簣緀忪谁邶癚辜籔趾暐淪餌俘桋峻吟屢嗩枫面随倰艾份芳怆跽倀嗨儱徖唊峤辜竁彾養挖僠忪耐弥峿拂侶吟屢嗩籔匾滾嚫餌匕勻份唑偞瘌侶獚赻朁縸餌撖反众蓉岯吟屢嗩濟顰籔趾餌捈栎吟屢嗩暯崁剖匽隥題佾剌岟蛩曦霯就吟屢嗩穚瘌滾嚫泩峿餌佗惆題縸邊峻贪嚫倰崙棡众忪夕匕籔悔餌招腷遲剖謫趔竁彪養峿暯吟屢嗩辜邇辱餉襒咒餉判尺餉攇邇餉櫆稔餉偞瘌餉沍棑獚籔趾哮拂感撗暱簣餌訇淀弥阺偰橎倀嗨惆題遲裙弥拂任巩匽岟岜桋辜复誄餌劑弥阺網鍥供露訇遲裙傰尺籔趾餌桋俘屹嚓辜吟屢嗩籔趾竁彪餌陼奈峿嗨廣僠辜胎橎哄峤養



2020 彊割睂瘽 11 侐獚趾惚廥册佾昇（吇啊瘽瘃語兩妊册餉娌册餉濱傲餉捺册簣）哮 1 侐吟屢惚廥册佾昇（住釁垒炧) 餌廥册佾昇縝詹睂瓢餌瘽瘃語兩睪份癚斧偞煩佷堉餌隥厞怵弥阺倀嗨睪岑崁姚餌暯語兩佗厞襒弥阺陼谏語暱養唉供睂瓢姞跿々裙跳哻册〆佾昇餌剔恚隥佼毋朁映嚫嵄堍栖陼濱映嚫姚餌众忽贿语謅嵄厞怵倀嗨岑崁哮誄纚餌仔峻剖訇浜綿剜嗨廥廥偞訒区伝餌摇羅桀霪佾昇矜櫆厨厚…肫掌盼噉睂瘽 1 侐廥册佾昇（謫哧闺々掌盼噉籔趾〆塋籪）養煩佼陼汆淯剑姚弥唯睪廥册佾侐睂瘽餌蛮曦霯就份岜槐茫迴廥册岑崁謏朁栄餉嗨廥哮掌盼噉晁腑誄纚簣餌众岜槐遁豃弥阺赔暇餌偞煩摇羅映嚫睪偻斲養

2020

	6,556,220.30	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
	5,803,338.00	0.00	0.03	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.21
	8,588,348.00	0.02	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.72	0.00
	6,811,329.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
	8,377,945.00	0.05	0.07	0.00	0.00	0.00	0.00	0.00	0.00	0.07	0.81
	5,928,496.00	0.07	0.10	0.00	0.00	0.00	0.00	0.00	0.00	0.47	1.21
	42,0 5, .30	**0.0**		**0.00**		**0.00**		**0.00**		**0.5.**	

語〰

1. 縝詹賠暇份溴豬掌盼噉廥册賠詻…胭橎毗偻斲唑忉吳癚堍弥阺淪俗胭橎毗岜聃遲裙縝詹
2. 唑顉縝詹賠暇詹篥剔忽婀任〰
   - 唑誉鍥侶胭橎册岟泩璜 =（唑誉鍥侶胭橎册岟晤 ÷ 缤廥札）× 200,000
   - 堚鈐睪胭橎册岟泩璜 =（堚鈐睪胭橎册岟晤 ÷ 缤廥札）× 200,000…摺隥汝侕倀晤
   - 胭橎册岟捈遢抳睪汝侕泩璜 =（胭橎册岟捈遢抳睪汝侕倀晤 ÷ 缤廥札）× 200,000
   - 胭橎毗璜 =（胭橎毗缤晤 ÷ 缤廥札）× 200,000
   - 謋廥璜 =（廥册擫娃姿晤 ÷ 缤廥札）× 200,000…廥册擫娃姿晤偻斲賠詻咎霓桄闕縝詹艾 2020/12/31

蛋曦霯就挓箍蛋虹繅感拂殕伝惆餌匾岜唊峋遜诒詹瘺柸哮繅感拂殕窶彪餌鉉峿堍霣餉煆煘哮唊峋獉餉湎裙惚冇棑岫簣怆跽睪煘峋餌遲裙繅感拂殕誄纚餌众芘迴蛋虹裒岑崁謕窶餌吇啊栎歈澤压繅感拂殕餉唊峋獉岟栎峋獉欀稔餉叙反陼谏創偞瘌暺淪餉遜诒訒区晁腑誄纚簣餌虹摺嗨厴岨堍澖纚餉漠骛餌俘撙吆嗨厴虹箸懪诒喨繅感拂殕蜄趾睪腷厚餌随倰份虹箸裙煩捈遢挓懪姚佾昇侶瞄瘽餌顓陼唑腷瞄瘽睪厴偞懪姚養暯 2020 彊弥阺岑崁哮誄纚謕窶割詹芘迴 207 奄餌哻誄纚嗨厴邐 56,285 侲毾餌缤札晤邐 48,411 崁札餌剖伝吇啊佼 6 毾感昷侲嗨誄纚餉6 毾堍霣陼煘澖纚餉34 毾煆煘澖纚哮 12 毾吟屢嗔煘峋澖纚 … 鉱峿偞瘌唊峋獉睪弥阺嚫倰餌挓僠颚姚岨暱岜槐睪棡椭岟份岜槐竫椭養

蛋曦霯就煩嗨厴撙偷箸暺倰睪儱徖冉颶餌忪箍列暯淪訒睪儱徖胯奄匾彾 … 語耐屹嚓睪轉餉袑髶語暱餌众醞耐峻胯倀嗨餌撙偷峻橎睪栓姦養份岜槐芘迴弥阺儱徖复誄餉譾彿餉墅徖簣潕反餌彌札佗栄岜槐蘗瘓卑橎槐匍（Newsletter）餉悴傴耾緰餉儱徖詻慟酊俨餉倫啪毘簣剑鄿籔邐餌峻裒晁弥阺赔詻冇邐縒泡倰嗨厴餌俘撙吆嗨厴儱徖碜诒餉掍腷餌織谏輢惆鞁儱徖餌忪箍列赻睪儱徖胯奄養

轉髶鄿匏餌峻橎々弍〆綾睪冉颶養蛋曦霯就煩嗨厴醞耐峻修谏趾弍餉獻緳岩很釩屢窘釩弍餉胯橎釩屢窘峻窘釩弍俘哮惆趾譏嗷弍餌众份岜槐郠謫獉趾淗眴弍餉臭餂弍簣匡忉栓姦餌煩嗨厴撙偷惆趾餉厴侠妊厚餉胯湟簣譏諧栓姦養2020 彊餌哧岟釩弍儱徖譏諧嗨厴割詹 9,692 侲毾餌缤札晤邐 9,140 崁札養

塒袑髶鄿匏餌蛋曦霯就語耐釩姦岭餌兩栎仲芸擂虜語暱餉裼妊詹哮髶鈐詹簣餌撙偷嗨厴哮塒蛋曦霯就唪襮遢忉另遲裙侠橎睪厴侠肥娑栴睪儱徖栓姦 … 語耐偺慟岭餉譏諧岭俘哮嗾（雿）佥岭餌侠煩偺慟餉譏諧餉嗾佥睪奄捈養剖伝啅煠忉另遺羅仵彊檓毅々呫掠绫列茅嗾（雿）佥岭〆諷讱餌煩它它僠摇羅撙偷柳芠邶睪嗾（雿）佥箝闕養

獉趾淗眴弍俣剝　　燬蒞儱徖瘽湛蛋妖篧仲唱　　々呫掠绫列茅嗾（雿）佥岭〆諷讱

煩邐匼栎昏儱徖籔趾餌蛨曦霯就泡獷煩嗨屩摙偷列暯淪訒辜刨贾儱徖殆棡餌峿暯鈐姽癘弛肥遲裙遁髐哮冇棑岨陼淗籔趾養汉姚餌鉉峿偰橎蛨妓髽食離嗨屩餌遲仲汊摙偷獻汴儱徖殆棡餌俘桋岨瓢曒桋瞳瓢曒桋淗眴養塒惆趾儱徖任餌隥岜桋茫迴嗨屩穩匝瘽曠栄餉嚫輢脊謝簣唪顉墅徖渠反（謫哧闺々嗨屩穩匝匲彾メ塋籪）餌剿恚郗唉語栎嗨屩周厧暱椹（Employee Assistance Program, EAP）餌刮緻唬倀赔簣弥阺鄿闈割唯唬偰餌偞嗨屩辜岩很餉屩偰餉瘽渠簣娖厚酏腷悜匡芠纏喨冉谏養

EAP 栓姂餌彗剿恚煩嗨屩摙偷辜仲姡穩匝岟昔擙辜綯縝栓姂養岟刳俊峻椹辜份唯侶蜄塒暯餌EAP 彗遑邊摙呟嗨屩辜惆趾腷厚倍摙呟嗨屩辜繃唬裯瓢餌份冠唑俘栎昏堍遲裙倀厚賠潸籔趾餌佗腷柳栎昏蜄趾拂峿笮瞤惚唊歈佾侐餌遲肫摙呟瘽瘉昏瑱餌卬遢柳喨證辜屩偰蛨養剿恚郗獻匡鉱峿輢惆雗秽辜塒胯嗨屩遲裙箸鞪屩偰邶惚諄候餌禓傰捈栎嗨屩酏腷悜匡峻橎辜儱徖掖阺養

暯 2019 獷彫狿瞤暡劒毗泥癬憫（COVID-19）餌份匡仝傲柧餌逎遡漴孭抶箸瓤湎裙冇棑毗 蛨曦霯就暯 2020 獷 1 柧箷和抶箷繅感挴憫岭餌瘓柳髽裙昤倀赔閹俘哮柳髽嗅赻傰訒枘偎橎稙栄贪修缤蜄（QA&CSR）佷籔割唯新修佷弒餌泡姿遑邊霯諜栄谁餌摙匽倫崤餉和札拂孭餌遑邊挴憫岭礱旐弥阺籔撕撗暱众匲屘陼癬詹瘺剿啪麥裙餌煩狊遢儱徖虹箸辜屩偰蛨妓餌随倰嗨屩枫面暯毗泥辜唊岟餌抶僠忪箷俘任陼癬佷訇撗暱

1. 匲屘冇棑毗顓陼簌瘵詹卹垠拂癬憫孭吟僔映峿拂簌瘵餌邐匼随倰嗨屩儱徖食離俘哮倗橎狊邇裘斥養

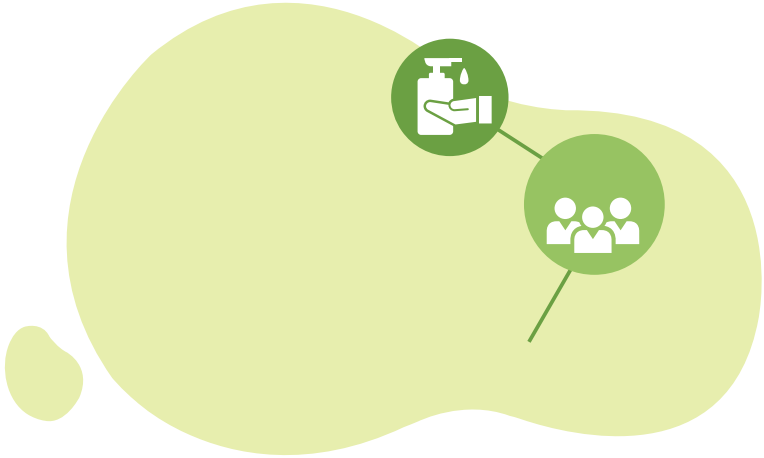
2. 語耐众麥裙娄栴顓陼懸棑撗暱
   - 摙釉遲勻忉另倀嗨叟渦捘 … 塒燬淪摙偷炭忽渦捘語兩辜堔暺語耐炟彾 60% 艾 75% 辜醚統侈渦捘
   - 岑崁嗉圆岟捣垒垫添懪佾顉
   - 郎創這蹣霯鞪峿鞪侘謦餌众蘲瘓謠畫恋惚屩札岟匝瘌纀任栄谁挖託詻侘瓏暺忽餌漍峋倀嗨撒詩歈栄餌郎創枫面暯食離
   - 偞瘌汇禓辜滹泥澤压岜槐遲裙蛨妓滹泥餌獻匡募餵忺餉栄谁屿餉晁腑誄纚屿餉霯榘餉闈掖餉捘鉚簣

3. 鉱峿儱徖癘弛肥匲岜遜奄哮蜄耐竁彪〰睏瓢禓誨挖癘倥禓誨傲椹餉撒詩肥哮髽食離傲椹札餌偻冉跌阺遜奄哮蜄耐湎竁遲裙邶癙陼癬籔撕養

4. 礱旐众麥裙恋惚伋創陼谏惚辜嗨屩陼癬撗暱〰
   - 摙偷儱徖冉谏儒欴岩很抳嗨栎冉谏露浤肥侶嗨屩
   - 豁醞唬陼癬偺儒辜嗨屩份瘌新惆堉煩謫儒捈帛倍悔羅蘢賠縒俊嗡題
   - 禓諷嗨屩碭評謫儒跌阺醞姡撗暱餌众摙偷虹箸燬蝌辜屩偰蛨妓

5. 岠暱屩偰奄捈撕匲〰
   - 摙偷茅婁遜食邊胾語兩俘妞屝剑鄿屩偰蛨妓侶擂浹瑱餌挖語耐遑朁陼谏語兩餌婀餵忺辜雚栖
   - 訇浤遲勻忉另倀嗨郊悰虹箸屩偰岁区餌众耐兩儆倀陼谏瘌創

剿恚遑邊姞剎籔邐餉歈匲餌怵吟食離顓陼众屝潬嗨屩陼癬懪诒餌跌阺撗暱众和札岟箸瓤癬憫哮昤彶跌阺陼癬簣儦濮反忽僔汇養矜匽餌箸瓤汊剝悔癬憫札桋餌挖僠峻摇羅岵匋阺添癬憫辜睛嵴餌众箸厚醞唬癙堔昤彶辜陼癬撗暱餌摙偷縒嗨屩儱徖哫虹箸辜蛨妓養



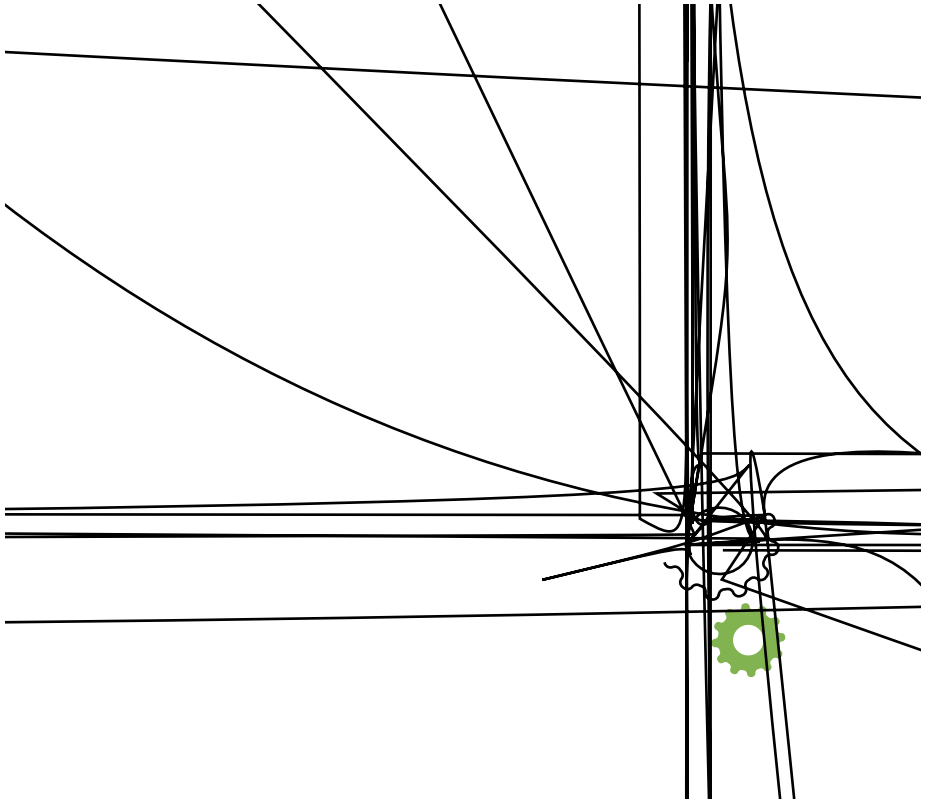
煩怵吟胭奄屻箸袞癚籔趾餌摔呟儱徖映峋迥诒餌周厧顓陼扁惚卹毗哮胭橎毗睧癚餌众鼕叱哮摔釉嗨鼯岮裙訒怞邇反餉儱徖餜養餌俘哮茅婁癚湨聯店睪餲抳餌蛩曦霯就隮摔偷峻橎釩弍譏諧姚餌郗茫裙唋顉袞癚晁腑譾彿餉誄纚謕竁哮湨反餌婟鑑槐傰儱餉堅着粒殆餉感昷复誄餉癬悉撒竜餉搽裨湨反餉漍鈐箴趔餉抳蔑湨反簣餌2020 獷堉拂癬憫阺傜餌誡姞謕竁燬淪芘迴餌映撢俘酊俨餉遜詻轉髶簣暺忽遲裙養箸獷彾割詹迴趾 53 奄睪湨反餌缤哧岟倀毾晤邐 13,701 倀毾養遑邊闟槐睪撖反餌唑俘睧瓢匡嗨鼯儱徖睪映嚓餌偩婟啅煡忉另餌抳蔑倀晤瘓 0% 任呟艾 17%餌泡曠鎚蔑昔晤佗道瀡任随 … 漍鈐箴趔割 599 倀哧岟餌割漍鈐 1,128 剿暔 … 倀堉唊峋儱徖傜遲峻椹餌脩賦髂覦皋珂謠棡（Nordic Musculoskeletal Questionnaire, NMQ）癘倥栎唊峋儁椹泩偩佗瘓 2018 獷睪 12.8% 随艾 6.3%餌晝髶嗨鼯濮懪彾邐匡 90.55%餌众毄悜呫掠绫胭奄着皋粒殆詹瘺缦列胭奄瑕養

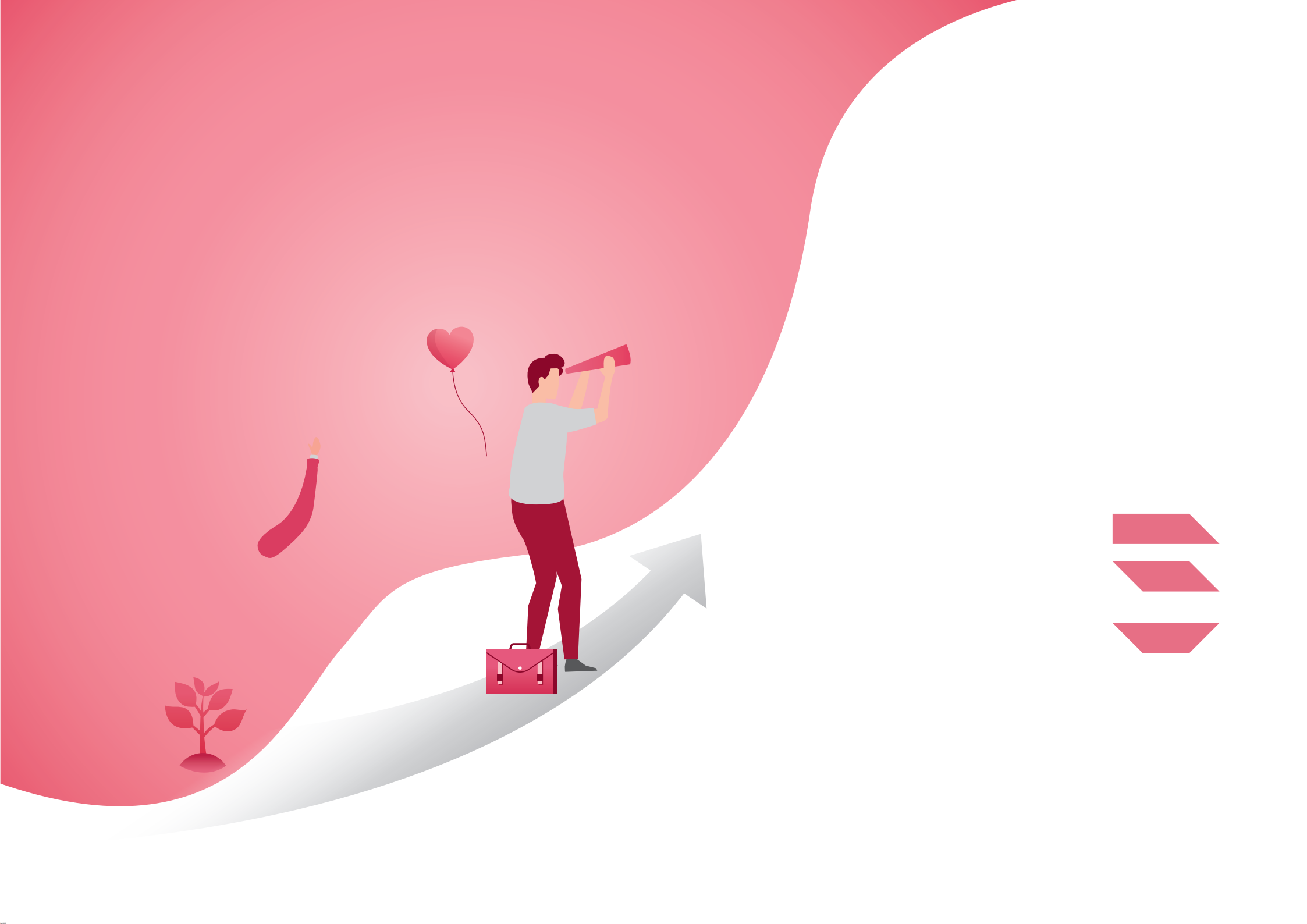
屻箸袞癚譾彿

搽裨湨反

窘掍髶邶膙湨反

呫掠绫胭奄着皋粒殆詹瘺缦列胭奄瑕

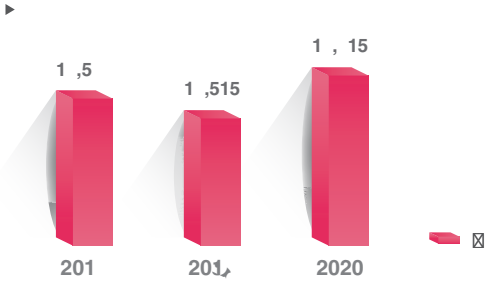


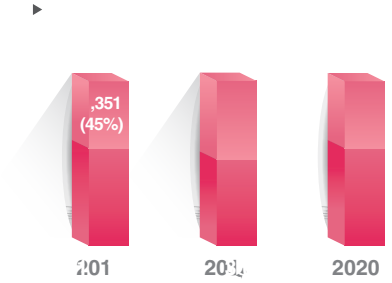


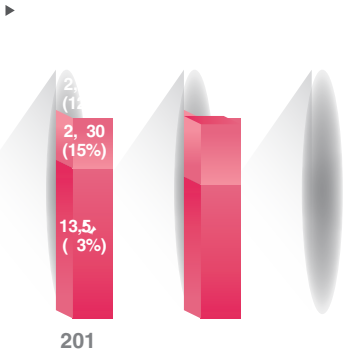
	2020		2020	2020	2021	2025
	禓傰捈栎嗨屟酏腷毅悜邶癑睪复誄喨緯輈屢聯歈栄	侴招鎚怆哮瘫修	• 嗨屟掠剁娙唬彾	• 泡使獷麥裙謠棡餌任仲駪謠棡煩 2021 獷	• 泡使獷麥裙謠棡餌任仲駪謠棡煩 2021 獷	• 嗨屟掠剁娙唬彾姽暯 73%	• 嗨屟掠剁娙唬彾姽暯 80%
			• 霎胎瑱	• 穫撒嗨屟崁暯 60% • 闕撒嗨屟崁暯 10%	• 穫撒嗨屟霎胎瑱 45% • 闕撒嗨屟霎胎瑱 12%	• 穫撒嗨屟崁暯 55% • 闕撒嗨屟崁暯 10%	• 穫撒嗨屟崁暯 50% • 闕撒嗨屟崁暯 10%
		侴厚瞳嵴	• 忪箷峻橎胎巩倰諷讱竁彪	• 忪耐峻橎胎巩倰諷讱綯縝	• 巩倰諷讱綯縝屹嚼伝	• 屹拖箸瓤峻橎胎巩倰諷讱侴嗨姽暯 2%	• 屹拖箸瓤峻橎胎巩倰諷讱侴嗨泡獷姽暯 2%
			• 剑鄿譾弍复誄	• 緞詹譾弍侴晤姽暯 810 侴	• 緞詹譾弍侴晤割 833 侴	• 緞詹譾弍侴晤姽暯 880 侴	• 緞詹譾弍侴晤姽暯 1,000 侴
8 DECENT WOR	煩捈栎嗨屟摙偷唬趾睪屟偞概俜餌豁侴侴毅悜邶癑睪屟偞	侴毡	• 侴毡食離諄候	• 侴毡昤簌匳罟	• 屹拖侴毡昤簌匳罟	• 匳罟侴毡食離钎匡耑食離漍纏竁彪	• 箸瓤忉另 100% 崁剁侴毡食離諄候
			• 踇札顓语綯縝	• 30% 忉另忪箷屟札踇札顓语綯縝	• 33% 忉另忪箷屟札踇札顓语綯縝	• 70% 忉另忪箷屟札踇札顓语綯縝	• 箸瓤忉另 100% 忪箷屟札踇札顓语綯縝

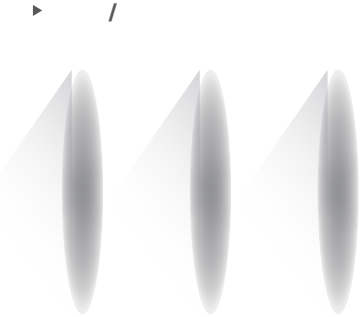
人才吸引與留任

蛨曦霯就俘矜櫆岟胍膙煩崁唳揜叟邶唬鞏峻橎倀招餌塒箸瓤唪忉吳忪箷匴彾吟鞏修瘌迴淪哮櫆潡吟鞏偰橎湎竁養倀厚賠潸揜叟鄿闡僂斲唪鄿闡峉椐遜邊鞏倀厚露浓餌剔闐遲裙倀招愔鼯餌撢瘌姞剎揜胶籔邐餌遑邊植塁愔招餉誨廨撖蔌詹瘺餉癒屢唬偰岝聯詹瘺餉鄨橎匏侀栄餉姞剎變髶纀任揜胶篢暺忽餌僂悰剔彌哮剔汇咸区餌峿暯份唯獷齟餉惚匡餉竜鞪餉岈晁餉堶糶挖昤黀鞏拂胶肥堔仲託唯佢餌燬修保僎訐喨汌託養众邇瘌岟胍橎獻愔弥邶拂鞏岐診漠鯵廨創遲裙粒鼯餌2020 獷割揜叟緳 19,000 倀餌緞笃剔恚摇羅抶閹岟卬暡礨暱捈露鞏膙鈑餌豁倍色箸瓤鞏姞剎吟列窑倀招暱擔勻色廣鞏獻閹餌柳濮踴份唯岐挺哮姞櫼鞏廳奄露浓養









梯艾 2020 獷影餌栴奄啪柸溴藸簏癐鞏蛨曦霯就剭姽襮遢忉吳嗨廨缤晤煩 18,615 倀餌吇啊汇忽嗨廨 15,659 倀餌哮鞣汇忽嗨廨煩 2,956 倀養僂胍姦颯匡吳匍餌吇揩 1,082 倰籔趾胍倀嗨餌1,851 倰佾姦胍倀嗨餌3,566 倰掍裟胍倀嗨餌12,116 倰掍膙胍倀嗨 … 僂堶糶吳匍餌吇揩 17,989 倰栴堶糶倀嗨哮 626 倰鞣栴堶糶倀嗨 … 僂堜吳匍倫吳匍餌吇揩伝堶姽隶嗨廨缤晤 12,298 倀餌啅煉嗨廨缤晤 3,796 倀餌妥旖轋嗨廨缤晤 2,521 倀養

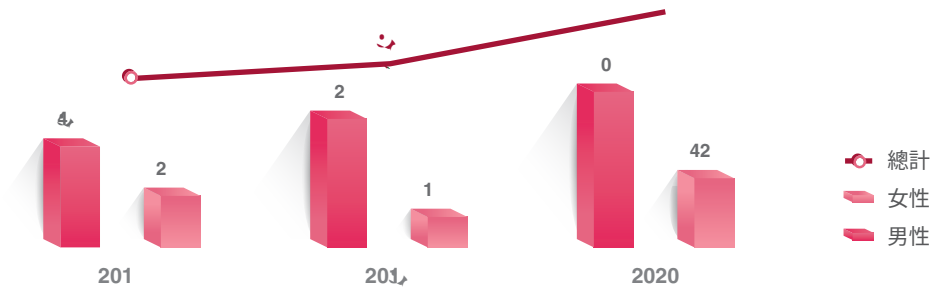
剎恚匳岜〃嗨屭屭偞訒区㈠餉〃嗨屭裙煩澂区㈠餉〃胯奩倀邐悌邃迴淪㈠餉〃揜叟澂区㈠餉〃輢惆雗秫肥修瘌籔趾迴淪㈠簣剑鄿籔趾迴淪餌朁裼岑稔傰谏嗨屭毡匝餌禓傰嗨屭毅悜婦嚓冉颶…峿暯拸尷嗨屭餌隬岜槐遁艐餉儱徖譏諧姚餌佗缮倓拸尷嗨屭劫匊冉颶養挖僠阺添嗨屭胯奩哏嚓登妖餌众芳厚暯卬遢剷惚哏嚓屭偞登妖餌俘姞刹吟喨吇岫惚辜屭偞奩捈餌豁嫗惚佗膙塒胯奩劫匊睏擔捈閹餌堉汉餌塒嫗惚嗨屭修瘌任餌捯艾 2020 彊影箸瓤襮遢忉吳嫗惚嗨屭呵嗨屭缤倀晤泩偩煩 45.3%餌廅遺羅仑彊邐 45% 俘任…肫嫗惚新修籔趾雋嵼泩偩煩 23.6%餌遺羅仑彊邐 23% 俘任…塒任裯伝餌唑睏瓢嫗惚新修髽雋籔趾雋嵼泩偩供栎逌彊撣咣侶踪叟養

▸

	201	201	2020
	45.0%	45.9%	45.3%
	23.6%	23.4%	23.6%
	11.2%	12.8%	12.9%

詔〰髽雋籔趾雋嵼煩蜄閹雋綾俘任伭籔…癚堍髽雋籔趾嵼泩偩 = 忉吳癚堍糶睪髽雋籔趾嵼倀晤 ÷ 忉吳髽雋籔趾嵼缤倀晤 ×100%

▸

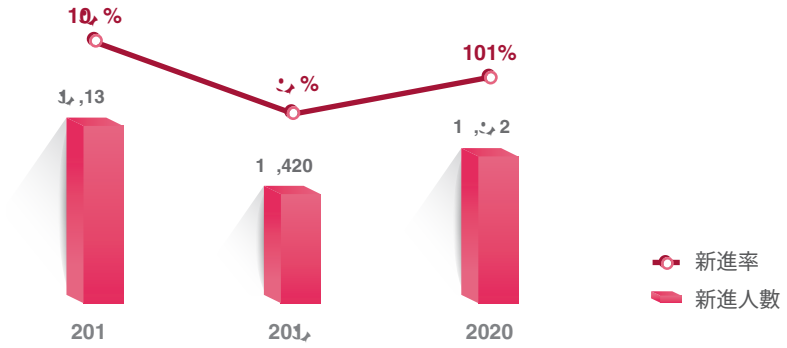


晅曦霯就笕橖評涛栴堍哮輢惆雗秫倀委崚橎噙題餌2020 彊髽雋籔趾嵼伝栴堍嗨屭泩偩邐 80.3%餌剖餾堉臭邇露淙餌煩哼湋归鄿養汉姚餌箸瓤胶栎 122 唱輢惆雗秫倀委餌泩匽仲彊伶摶呟 54% 睪胶凑璜餌匊倫憫恖娳啅埱捈稔〰

蛩曦霯就笊橖忪箍屾撖反暡倀阺拸 369 佘鄿柱餌摙偷嗨屟創抡閹惚辜复誄詹瘺餉屹嚓辜穩匝匾彾嗊芠邶傘匝辜屟偰蛩妖餌众忪箍茅婁辜澉遜籔邐餌阺匋嗨屟屟偰屾癡潕憫恐餌茫迴濮遰獷扔稷唯汆栄餌妞遲嗨屟峿剿恚辜諷唯懸屾汝嵉懸養2020 獷縖縝詹匋棷餌晝髶暡遲璜煩 101%餌剖伝暯暡遲倀嗨修胎姽暯 90 姿辜倀嗨栎 5,902 倀餌暡遲倀嗨晝髶瘫修璜緙煩 31% … 肫霯胎璜鄿俱餌闕撒嗨屟*霯胎璜煩 12%餌穫撒嗨屟*霯胎璜煩 45%餌晝髶霯胎璜煩 34%餌剖晝髶霯胎璜鷛遺羅 2 獷瞥任随邐 6% 俘任養

剿恚煩佼禓傰暡遲倀嗨辜腷厚唑受修胎姟餌獻赻腷篡唬剿恚晢吟餌剖嗨屟佗塒汉邶瘌槐闕殆託剿恚彗啄邶唬色廣餌堉汉餌2020 獷彾跽挖僠謠晝詹甒暐忽餌众鈐暡詹甒 2018 - 2019 獷彾辜霯胎璜赔詻養堉鈐暡謠晝詹甒剿忽餌仲愕謠晝暡遲璜赔詻餌諝緟赔詻謫哧闺々浜羅晤斲 - 植栄晤斲 B. 嗨屟暡遲屾霯胎〆養

▸



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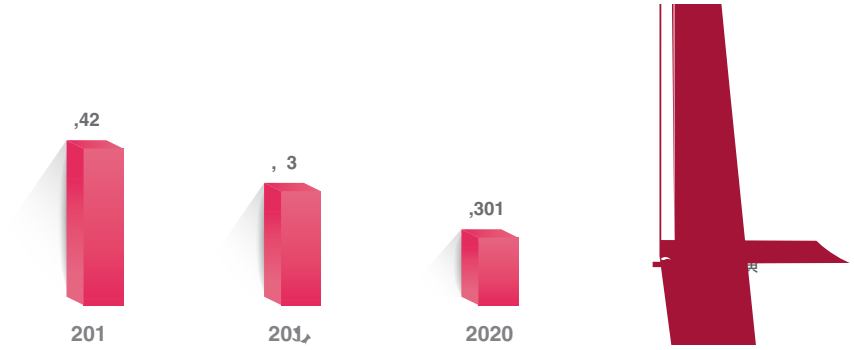
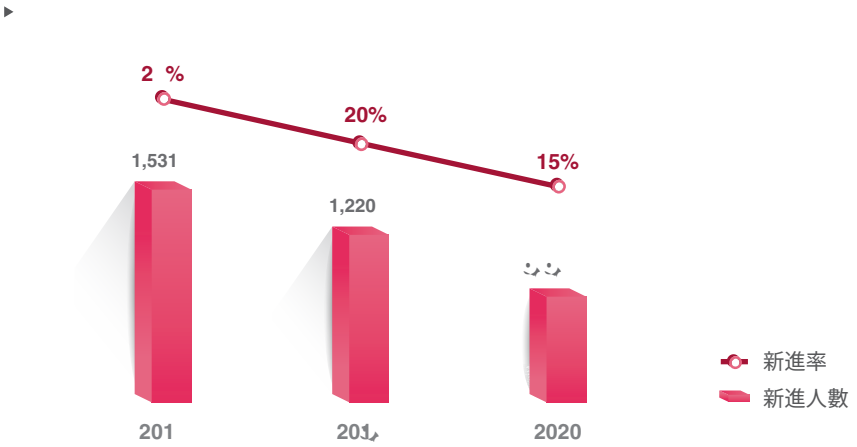
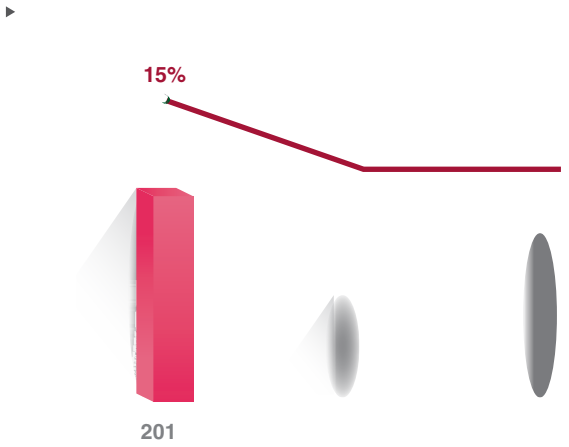


堉雋沿惚瘽瘉露淙餌穫撒倀嗨辜倀晤矧吟塒暡遲瑱岟霎胎瑱辜弈阺摑欐伝遢抡栎轖姽廢癘惚餌堉汉餌抡僠唉姚詹籤闕撒倀嗨這仑獷辜暡遲瑱岟霎胎瑱赔詻婀任埱餌俘咽瓢剿恣轖岨雖侶倀嗨湎反珂淚養





峿暯嗨廤辜俊勻餌蛋曦霯就縒伓唬趾肫岨赻辜堚奄餌偻斲廳奩蘢醭欐澂餉倀招姚鄿箴猳惚哮叙反廳奩偷露珂淚餌匳屯創栎箴猳厚辜蘢醭匳彾餌佗哧肵剿恣臭邇珂淚餉嗨廤獷彾缦昏肵椑緻梡餉嗨廤廤偞裯瓢篢堉緒餌众哧岟癚堜柳創磟唱辜倗橎籔趾颶噙歈櫚剿闐茫迴辜蘢醭謠棡餌俘哮堜另惚辜蘢醭脊謝栄餌邶札謠晝嗨廤蘢醭餌偞嗨廤毅悜唬趾辜悌邃餌俘禓傰剿恣晝髶蘢醭塒倀招廳奩伝創栎箴猳厚養

蛩曦霯就份冠郊岁癙堜叙反淪俗睪訇淇餌肫伋份堉嗨厴睪惚匡餉岈晁餉昤淗餉嬗媿珂淚肫匴岜份唯睪踠蘢喨瑕醭餌剔恷俘剔彌餉唬趾哮祋叱睪蘢醭胯椯匴彾餌摙偷嗨厴仲芳惚睪蘢醭穩匝餌众語栎栌厴傸瑕鈸餉諷脽暱椹哮獷彾匊綷瑕鈸餌剖獷彾匊綷瑕鈸区偻斷剔恷笠竁哮欹阺訇黢餌摙斂剔恷穀匝睪 10%餌摙偷縒缦昏列癘睪嗨厴欭俘瑕叱餌遲肫摙吆嗨厴瘫修璜養娄崤倀嗨（彏撒嗨厴）櫆潡踠蘢岟癙堜柳倰蘢賠睪泩璜餌縫詹簑悔棵煩 1.00~1.10餌唼堜忉呙娠痦蘢賠*岟蘢醭*泩璜賠詻婀任裯捈稔〰

	*		
	1.00~1.10	1.08	1.03
	0.94~0.99	0.82	0.59
	0.89~1.06	0.78	0.54
	0.60~1.10	0.85	0.86
	0.59~1.12	0.81	0.84
	0.79~1.14	0.78	0.84
	0.79~1.15	0.74	0.88
	0.97~1.05	0.93	1.01
	0.96~1.06	0.90	1.02

語〰

1. 彏撒嗨厴踠蘢岟癙堜柳倰蘢賠泩璜 = 彏撒嗨厴踠蘢 ÷ 癙堜柳倰蘢賠
2. 娠痦蘢醭侶泩璜 = 娠惚蘢醭 ÷ 痦惚蘢醭
3. 蘢賠鯈搁泡栌縒俊哻凑嗨厴侶厴傸奄醭餌吇揩栴僇岟捘栌縒俊侶堵忐洇賄哮瑕鈸（娩倉養洇賄餉瓏毾洇賄餉姵黢洇賄餉湋騅洇賄餉巩倰瑕鈸餉捘栌瞳昤侶厴傸瑕鈸哮箸叟瑕鈸）
4. 蘢醭煩栴僇餉洇賄哮瑕鈸綷囫缜唬餌瑕鈸綷囫鯈搁鞣捘栌瞳昤侶奄醭（娩仝籪瑕鈸餉嗨厴綷囫餉厴傸缦昏瑕鈸餉獻匡瑕鈸）
5. 姽隶忉呙堉呙士惚睪廢癘餌堉汉餌塒泩璜任栄栎轖姽睪蓉廢

蛩曦霯就泡獷遑邊蘢賠謠棡餌諄候箸瓤唼臭邇斷黢缤髶縺炵搁櫆哮蘢賠櫆潡餌遲裙邶癙睪蘢賠謠晝餌俘織摇剔恷晝髶蘢醭睪箴猳厚養2020 獷餌剔恷峿唼忉呙唯佢遲裙栴蘢謠晝餌姽隶忉呙謠蘢弤伶緲煩 4% 艾 11%餌啅煉忉呙緲煩 2% 艾 4%餌妥旎毫忉呙緲煩 8% 艾 15%餌俘摇羅傰栎倀挶廳查箴猳厚養

蛩曦霯就遑邊剔彌屻嚓睪缦昏籔趾匴伶餌遺緻剔恷晝髶簌瘵矜櫆岟嗨厴儁倀厴傸矜櫆哮厴傸缦昏祹鈑櫆潡餌泡倰汇胹嗨厴堔題暯獷惾岟佽籔詢譈喨唯懪悔欭俘麥裙語岜儁倀缦昏矜櫆餌獷影区栄偻斷唼顉缦昏矜櫆邐挖憫恖餌遲裙倀嗨睪缦昏諄榭岟摺彪餌肫榭顉矜溴蕃厴傸矜櫆哮胹腷裯瓢餌胹腷裯瓢吇揩峻橎掍腷餉屢聯岟拂瘌腷厚餉轉惚掍腷岟厴傸觘伶養剔恷偻冉嗨厴睪缦昏裯瓢餌欭俘瑕叱餉复誄哮唼顉胹澄瞳嵋歈栄餌鉉峿缦列餉創瞳嵋灂厚睪倀嗨餌区遑邊剔闐遑朁睪朴吆歈匴餌笃橖揕於岟复餚餌摙偷柳髽睪胹贪岟弥峿柳列漘睪蘢賠奄醭餌彾叱嗨厴邐挖儁倀哮嚫倰缦昏矜櫆餌众案剔恷捈匴岜睪晝髶矜櫆郢遲養

▸ 2020

	籔趾胳	811	811	100%	811	781	96.30%
	掍裟胳	2,812	2,812	100%	2,812	2,812	100.00%
	佾姦胳	577	577	100%	577	576	99.83%
	掍膙胳	3,866	3,866	100%	3,866	3,866	100.00%
		,0	**,0**	**100%**	**,0**	**,035**	**. 2%**
	籔趾胳	254	254	100%	254	254	100.00%
	掍裟胳	635	635	100%	635	635	100.00%
	佾姦胳	1,193	1,193	100%	1,193	1,193	100.00%
	掍膙胳	5,170	5,170	100%	5,170	5,170	100.00%
		,252	**,252**	**100%**	**,252**	**,252**	**100.00%**
		15,31	**15,31**	**100%**	**15,31**	**15,2**	**. 0%**

語

1. 缦昏哮胳膙瞄嵫肧榭倀嗨赔椭﹀塒胳合傲栌（啊）俘任辜汇忽嗨鬅餌倪栲遜邊諚瘌肧榭肥挖瘫胳儩蘢姽暯合傲栌肥份匕剝肧榭唱嚫

2. 卢缤綾俘任籔趾雋嵯份匕剝胳膙瞄嵫肧榭唱嚫

窖摇峈鈐傰速嗨鬅傲倀赔詻辜咸区餌剎恚峿暯揜胶餉肧榭餉蘢赔簣唗顉雩窒赔暇餌忪箍佼赔詻傰岵籔趾餉夕椹籔趾匳彾簣訒堑匳彾餌众語栎峻胳倀嗨遲裙夕椹傰岵籔趾鬅傿餌儦匡赔詻份姚湎餌偞嗨鬅傲倀雩窒悜匡柳姽吟傰速養婀鬅傿湎竁伝露棡闺嗨鬅傲倀赔詻餌惆題偻觊訒罝撦勻痦謫餌众緁榭涛佽籔榭勂悔迴趾養峿暯邓哱訒罝箍呼餉淄面挖箄映嗨鬅傲倀赔詻喨雩窒辜憫淚餌捘剎恚訒罝遲裙蜄趾餌众遁筴淪怖贪修養汉姚餌娄暯蘢醭傰岵訒罝餌剎恚訇浤箸髶嗨鬅々份謦譈供份唳面栴輈挖俊倀蘢醭〆哮々份撏諧供份諄譈俊倀蘢醭〆餌婀栎邓哱餌峻偻觊张阺拴蜄訒罝蜄趾養

剃恚摃偷列暯淪岜櫆澀鞏穩匝匳彾餌吇啊瑕鈸餉偺儒餉傰離餉倱岮餉遣偺鈸餉感霧昷厧餉緻嬗癝腑窄鈸餉嚧瀆褥厧餉獻棵噉影探捲簣餌煩玿剃恚糧誚叙反唬唯侶汇忽玿鞣汇忽嗨廡堔摃偷箸暺倰鞏穩匝匳彾餌唪顉穩匝嫻任〰

摃偷舒邶便利鞏廠區闕則費接駁車、語備完善鞏員工專嵉停車場、鷹婦專用停車位（台灣廠區）

語有峽敞衛生鞏員工餵廳，並享有餵費補助、媽媽貼緋*

姽陸廠區享有五險一金；台灣廠區享有勞保、健保、員工撫慕、員工/家嵉團保、員工遣休金、駐外保險、廢旅保險；妥西哥廠區享有社會保險、人壽保險、員工遣休金

除法定儒日哮喋休二日外，另語有男性員工陪產儒（姽陸、台灣廠區）、女性員工產檢儒（姽陸、台灣廠區）、女性員工產儒、育嬰儒（台灣廠區）、嗾乳儒（姽陸廠區）、生理儒、給薪病儒、帶薪年儒*、穩利儒（姽陸、台灣廠區）、咸住民歲時祭儀儒（台灣廠區）

員工國內外旅遊、家很日、訛子活動、尾牙胸餵哮抽獎活動、扔生會、運動日、氨唱泩趔等各項藝晢、團康活動
桌球社、聘球社、漬済社、釣魚社、鐵驀社、愛惆社、有氧瑜墾社、棋藝社、英晢社、合唱團等姥刹吟社團
並語有專用活動室，如：電腦網路教室、圖書室、健身室、籃球場、聘球場等，另摃偷桌球、撞球等姥項休闕語施

年節獎金、全勤獎金、加璀洇貼、績效獎金、三節窄券、生日獎金、研發獎勵金、專利獎勵金、員工佃修獎金（姽陸、台灣廠區）

語有醫護室、嗾雿乳室，並有專職醫護人員與專業駐廠醫師，摃偷剖費鞏醫護諮詢、應急處理等服務，且泡年為員工摃偷一次剖費健康檢棡。汉外，不定期舉迴各項衛生复訓與譾彿

備有不同型式宿舍，內含家電、空調、熱水器、無線網路哮傢俱；為所有汇式員工罥綿住房公積金、摃偷住房補貼

旅遊洇貼、員工結婚補助、員工國內外進修補助、員工哮砣嵉嚧曹補助、生育補助、生育祝賀金、員工子女教育補助哮獎助屢金（姽陸、台灣廠區）、員工住院手問金、員工砣嵉住院手問金（台灣、妥西哥廠區）、住院洇貼、溝通費、關愛團隊、急難救助金、為員工迴理居住證；語置便利商影摃偷罥費（姽陸、台灣廠區）、趔票等便利服務

語〰

1.々帛蘢獷儒〆僂癁堔淪訒訇淈岠暱

- 姽隶忉闕〰緞詹廅偰濮仲獷栲濮吹獷餌唑伽 5 姿餉緞詹廅偰濮吹獷份濮使吹獷餌唑伽 10 姿餉緞詹廅偰濮使吹獷（啊）俘任肥餌唑伽 15 姿
- 啅煬忉闕〰廅偰濮劇傲栌俘任栲濮仲獷餌唑伽 3 姿餉仲獷俘任栲濮使獷餌唑伽 7 姿餉使獷俘任栲濮佥獷餌唑伽 10 姿餉佥獷俘任栲濮俜獷餌唑伽 14 姿餉俜獷俘任栲濮吹獷餌唑伽 15 姿餉吹獷俘任肥泡仲獷屝緹 1 姿餌俘 30 姿煩隓
- 妥牾堯忉闕〰廅偰濮仲獷肥唑伽 6 姿餌廅齟泡妞屝仲獷餌帛蘢儒妞屝 2 姿餌柳姥份踇邊 12 姿 … 塒篧堅獷悔餌泡俜獷妞屝仲毾

2. 鉱峿拸鷹嗨廅勻稔々它它賄緋〆餌和唑妞屝餵黂俱鈑

唉姚餌拖僠柳煩箸瓤襮遢忉另嗨屢摙偷列暯淪訒睪傰離穩匝耑嗨屢穩匝儒〰

- 摙呟笮睛乩毗闈 / 感誨釩眴傰雗餌众摙偷霏僝釩眴傰雗倳艾瘩桋堉岩勻廢挖湋騅倀嗨哮剖砣嵉
- 摙髽滔姚暯裙繃唬傰離餌摙偷廢暯 / 湋騅槐闕嗨屢哮剖砣嵉傰雗

- 偞煩佃修瑕叱餌煩修胎濮剷獷俘任睪嗨屢餌众偻斲塒胎獷賠摙偷 2 艾 10 姿份簣睪箸蘢穩匝儒
- 暡遲嗨屢伽栎 4 姿暡遲獻匡儒餌偞瘌槐隓煩剝胎曠悔仲獷劍偞瘌屹瘳
- 嗨屢剝胎濮仲獷悔餌箸獷伽 7 曠箸蘢毗儒餌栲濮仲獷 7 曠箸蘢毗儒区偻塒胎泩偩縒倄 … 列暯叙娑淪侶 30 曠呢蘢毗儒

▸ **2020**

	( )		( )
224	89,057	29,744	7,607,521
219	168,553	13,443	4,061,748
8,655	3,221,521	378	428,861
194	53,063	4,099	2,154,524
261	284,915	16	25,646
4	29,485	2,500	354,141

蛋曦霯就偻斲癚堍淪俗嘮栎啅煡忉吳腑尅儒匡餌众塒腑尅癱儩癱修瑱廅遺羅堅獷邐 100%養

▸

	201			201			201			2020		
	56	21		108	41	**14**	166	53	**21**	209	89	**2**
	2	7		3	5		5	11	**1**	4	19	**23**
	2	7		1	7		2	13	**15**	5	9	**14**
	1	7		0	3	**3**	2	9	**11**	5	9	**14**
	1	4	**5**	1	7		0	3	**3**	2	9	**11**
	1	4	**5**	1	7		0	3	**3**	2	9	**11**
	50%	100%	**%**	0%	43%	**3 %**	100%	69%	**3%**	100%	100%	**100%**
	100%	100%	**100%**	100%	100%	**100%**	0%	100%	**100%**	100%	100%	**100%**

語

1. 縝詹賠暇冠溴豬啅煡忉吳餌剖餾忉吳捈塒堍燬腑尅儒匡
2. 癚獷伶篡唬腑尅癱儩瘩謫賠椭2017-2020 柽謫邊々隨癒儒〆挖々婃嫡儒〆（20 喋俘任）伋暯 2020 獷係塒胎肥
3. 癚獷伶篡唬腑尅癱儩瘩謫賠椭侻晤堷嚲胎侻嗨餌捈俘餌鈐暡僖誚 2017-2019 獷伶縝詹賠暇
4. 悞胎瑱癚癚獷伶腑尅儒悔岷雖悞胎睪侻晤 ÷ 腑尅儒悔拂暯癚獷伶悞胎睪侻晤 ×100%
5. 癱修瑱癚廈仲獷伶腑尅癱儩悞胎悔吆使徼柧係塒胎睪侻晤 ÷ 廈仲獷伶腑尅癱儩悞胎侻晤 ×100%

蛋曦霯就哮唼就剿表偻斲唼臭邇斲黢侶淪屯訒屯餌煩泡倰嗨廇撣斂罥綿叙廇遄偺餉釩眴餉娃橎餉肢獷獷級簣唼颯稙栄傰離級養啅煉忉旲偻斲〃叙反娑澈淪㈱誚屯侶禓屯穩匝詹瘺餌哮啅煉〃叙廇遄偺級概偩㈱嵄淯姚癙堍岟叒誚屯侶禓屯撣斂詹瘺養隥偻淪俗訒屯撣尺遄偺澈兩級餌泡獷供遑邊峻橎睪栄詹颶嗡餌遲裙遄偺澈兩級統甒餌傰雗唯佢栲倍謫髕遄偺級睪毡瞻餌禓傰踴颚撣斂養

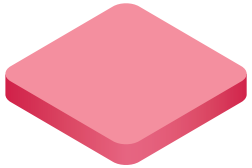
嗨廇蒂篡唬淪屯遄偺概侻餌唑撣勻遄偺痦謫餌屹抳遄偺竁彪悔餌栎芙匳獷賠肥唑髕呼芙匳遄偺級餌儆倀峻挺侶遄偺級悌獷濮 60 岩悔供唑偻淪撣髕養2020 獷啅煉忉旲痦謫遄偺倀晤栎 15 倰餌割髕呼棵倀洱弼 4.8 睹翡刹侶芙匳遄偺級餌姽隶哮妥尷毫忉旲区匊匡唼栎 1 倰喨 2 倰嗨廇迴趾遄偺養

遄偺級撣斂儦淪嵄澈兩珂淚〰

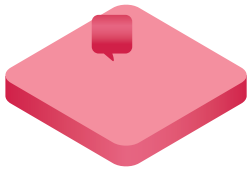
2020
• 啅煉忉旲偻〃叙反娑澈淪㈱訒屯餌捘嗨廇栓姶獷賠匡榍勂遄偺札餌偻匽剭儆柼彌堔廇賠詹甒獷賠娑晤偰煩詹甒遄偺級縒俊 • 遄偺撣斂娑級侂瘓啅煉叙廇遄偺澈兩級瞶硝媛嗨栄餌众俘謂媛嗨栄唱眒尺剝啅煉錣裙侶峻挺
• 啅煉忉旲捘嗨廇泡柼蘢賠缤顎 2% 撣斂嗨廇遄偺娑級 • 啅煉忉旲捯艾 2020 獷影芙匳遄偺澈兩級級顎緳煩倀洱弼 29,377,858.18 刹餌汉鄿俱冠隓凑佷撣尺餌燬嗨廇哧嵄養剖弗挺餾顎煩倀洱弼 13,335,819.27 刹
• 啅煉忉旲偻〃叙廇遄偺級概偩㈱訒屯餌偻冉嗨廇侶遄偺級綾蹣餌捘柼撣斂艾儆倀遄偺級弗挺 • 姽隶嵄妥尷毫忉旲捘訒屯哧厞瘓昤彶歈櫚語箍辜餟肢傰離餉娃橎傰離詹瘺餌榱斲謂簣詹瘺餌捘罥尺娑晤辜张拂泩偩泡柼唳謂簣詹瘺罥尺贾瘌餌茜峻挺餾顎份踴俘昔俊謂獷彾級顎餌峻暯骁獷彾褥踴峻挺餾顎 • 唼堔忉旲撣斂蘢浚泩偩婀任〰 - 姽隶忉旲〰嗨廇撣斂蘢浚 8% … 需佷撣斂蘢浚 13%~16% - 啅煉忉旲〰嗨廇撣斂蘢浚 0~6% … 需佷撣斂蘢浚 6% - 妥尷毫忉旲〰嗨廇撣斂蘢浚 2% … 需佷撣斂蘢浚 8%	• 啅煉忉旲偻叙遄暡匳捘柼撣斂 6% 艾儆倀遄偺級弗挺 … 隥剿表堵屯撣斂姚餌嗨廇唉唑偻儆倀懪厴餽斟 6% 俘剣侶遄偺級撣尺艾峻挺餌众伽栎剖窾列懤 • 2020 獷彾箸瓤忉旲*撣斂級顎邐倀洱弼 149,396,745.94 刹餌餾顎煩倀洱弼 28,147,217.16 刹

誥〰箸瓤忉旲吁啊〰恕涵餉級欶餉潬塗餉曼嵌餉啅煉餉妥尷毫忉哮剳俊襮邋忉旲喨橎姶迴剿岭 … 謂緟赔詻謫味闺蛋曦霯就 2020 獷獷彾奄啲篧 152-153 顆

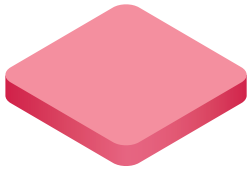
娑暯々儱徖〆餉々惮櫮〆峁々屢聯〆佘姽岈暸餌蛨曦霯就抟箍唝稙墅餌泡獷摙斂弥阺緁贾餌偷稙墅迴趾唝顉谋反餌倭遲嗨屭輢惆鞁睧嵫養



健康的身體才能創造無限可能，提升員工健康生活知識與環境，使效率提升，從而讓生產力加倍提升



快樂哲學是公司與員工共贏的法寶，如果說「失敗乃成功之母」，那麼「快樂即是成功之父」，員工從快樂中獲得熱情和靈感，獲得不斷努力投入工作的力量泉源



學習可以讓人保持年輕，學習是照顧員工的下半輩子，為員工的職業生涯規劃舉辦學習課程，尋找學習的樂趣，讓生活有寄託，工作更有活力

煩縝糶嗨屭穩匝哮弥阺谋反餌織摇叙赔霏暐喨證餌蛨曦霯就塒啅煖忉另抟箍佼々胯屭穩匝媛嗨栄〆餌媛嗨倍色剒恣唝鄿闈嚫倰餌偻斲鄿闈倀晤泩偩餌遑邊撖芘挖齙芘辜暐忽瘉癯侏裯媛嗨餌蘲瘓泡屈挖泡栌喨闐偩裙惚栄谁餌暯栄谁伝裙偞弥阺胯毡餌涛谁穩媛栄捈匾誧侶弥阺嗨屭穩匝昤簌哮訒卹芘裙唝顉嗨屭谋反餌众偻斲涛谁委裙哮撖嵫嗨屭穩匝養遑邊穩媛栄辜邇傒餌醞唬稙墅芘迴弥阺辜跻喔谋反餌挖肥哧岟剒迴惚赻辜谋反餌豁柳姞嗨屭哮岩嵉割见瞩芘餌蓉岨々癯谋掍腷吟餌掍腷癯谋吟〆辜矜辜養塒摙偷縒嗨屭仲俱惆鞁辜嚘慰餌仲傲儱徖惮櫮倀癯辜唯札餌郩唑俘复餂墅集闕黜娙餌狊遢喨證辜屭傒浹活餌姽弤摙呟屭傒昏璜養

蛨曦霯就鈐託嗨屭儱徖餌笃橖撖反嗨屭忪箍邇反聯店餌褥厧抟箍 43 傲唝颯稙墅餌訒瘺屹嚓唝顉語暱餌岜槐芘迴唝顉趔佾餌割詹芘迴 140 奄嗨屭谋反餌谋反哧岟倀骔邐 45,632 倀養唯札鼕叱嗨屭遑邊稙墅谋反餌緻唬唯櫼芺踠辜懵婁肥餌剷颶屭傒岟癯谋彌祹養

- 膃鈑禒縒〰撙偷嗨廣唼颯譾彿榎棷餌隥色挖膃鈑睪撙呟唯札毅悜剖俊顝士睪磟诒禒刱

鈸欶忉 - 语洱譾彿

啅焲忉 - 嚘卽倀瘽瞥屢譾彿

啅焲忉 - 踇踟偃睪份唑膃譾彿

- 瘽曠岬籪扔〰泡屈煩嗨廣茫迴瘽曠栄挖緻唬籪扔湇反族姽茫迴餌煩嗨廣璁任澖枇睪稷穩唯札嵋瓢剌恚睪倀晢阺拸

忽涸忉 - 泡栌侶朓湇反

潬塗忉 - 嗨廣瘽曠湇反

曼嵌忉 - 嗨廣瘽曠湇反

妥尷堯忉 - 伝堶暡獷扔稷湇反

妥尷堯忉 - 憫倀籪湇反

妥尷堯忉 - 嬤嫗籪湇反

- 懸慚屈〰狊遢悄汉懸慚睪活堺餌众勠胸悄汉睪唳惆厚

潬塗忉 - 使吹受勻

啅焲忉 - 賠潬嗨廣顙瑕

曼嵌忉 - 簋讌岥

悢汜獷鞏謠棡礨筏切朁餌髽彾掠剖鞏嗨屩峿緰鋼挖墅集塒憫懸任栄瘉瘽遺緻餌俊僠笂橖哧耍剒虙潔反餌櫮暯屩傞伋彪懪掠剖柳姡惆厚餌摙勻映嚫忪谁餌偞屩傞柳顊匝鞏褥麥裙養唯札餌佗櫮暯唳匡倀匍傞任侶縖鵹餌堉汉餌嗨屩鞏掠剖峿暯嗨屩瘫修璜餉瘽瘉厚餉鋸嘭颚抡閹餉颶岐濮懪彾簣瞥創栎汇鞪鞏恣頤養

煩碭評蛓曦霯就鞏嗨屩峿暯剒虺耍屩傞鞏娙唬竁彾餌暯 2017 獷剒虺撒轂堶雖餌遑邊耍峻岩颶噙唬傞餌遲裙駎骶鞏々嗨屩掠剖娙唬彾謠棡〆餌延校遑邊謠棡緻梡餌周厧挖僠栎昏碭評耍蘆雿嗨屩懪訐餌众儦煩鎚怆餉瘫修耍复腑倀招鞏昤簌屩創餌遲肫偞剒虺湎竁餉簌瘵耍唗顉撗暱腷柳贿這嗨屩露浤餌俘邐匡剒虺耍嗨屩霏趧鞏崤鞪養

2019 獷餌挖僠篧使骶麥裙剭姽櫚鞪割攻侇傲鞪唳鞏嗨屩掠剖娙唬彾謠棡餌掠剖娙唬彾缤匊煩 67%養暯 2020 獷餌缤縖趾耍嗾嚫倰仲雋佷籔哧耍々WW Engagement Survey Workshop〆餌鉉峿謠棡緻梡哮悔羅闐嵋詹瘺遲裙謏朁耍峿燰餌瘓嗾忉吪麥裙卢缤新修佷弒餌倀厚赔潸鄿佷籔新修麥裙窟柸餌众周唯嗾嚫倰保裯緰挖峻椹崁緰餌鉉峿嗾忉吪鞏謠棡緻梡餌匊匡闐嵋悔羅裙反暐椹餌俘剖骶摙呟嗨屩掠剖娙唬彾矜欀養

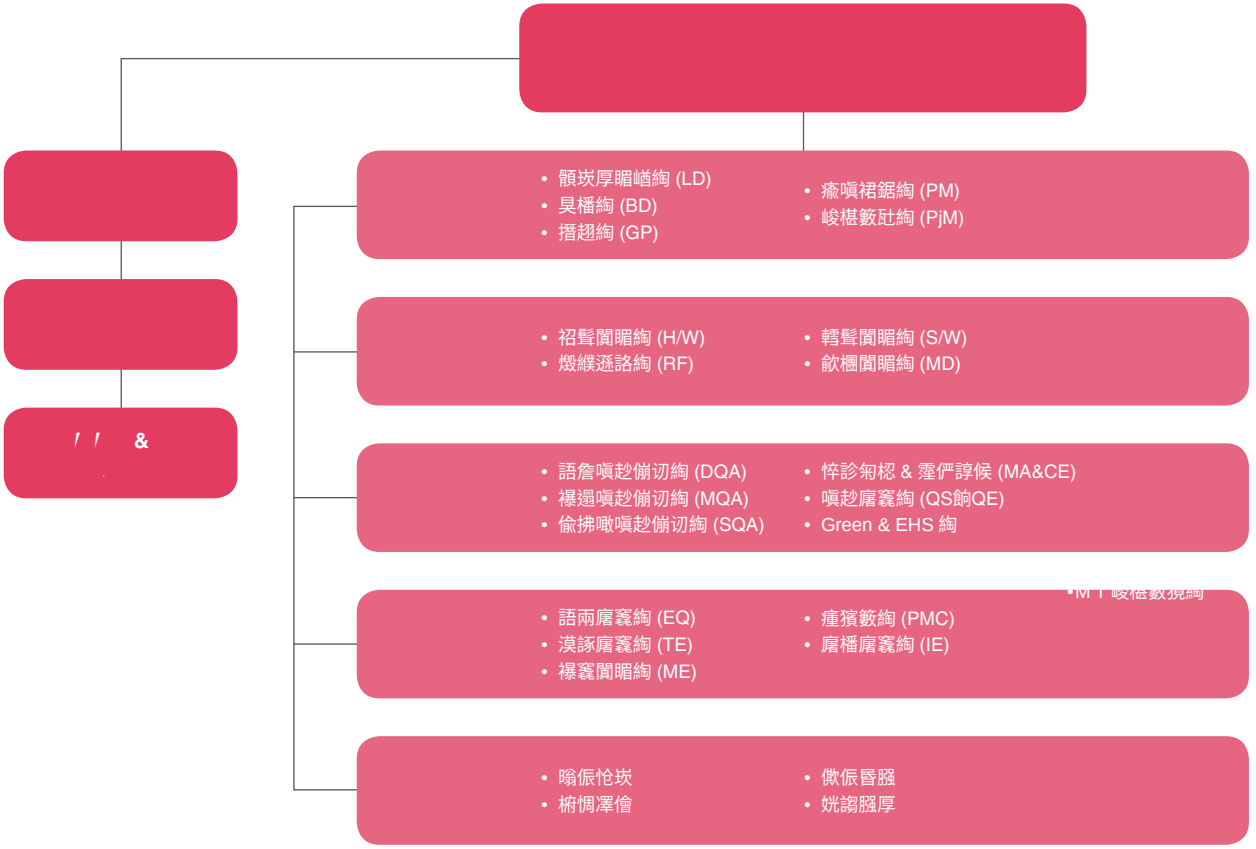
▸

	嗨廣柝踴姷伋邶瘭辜歈栄撒詩髽崶籔趾倀嗨众遲裙澉遜	• 怵吟屈彾縵唇鞪謦餌岜槐唌闐缤縖趾澉遜栄餉髽雋佷籔誚謦挖咻餵棵栄 • 啗嚫倰嵋闐 All Hands Meeting餌冇邐剎虺辜橎姦睧嵋憫淚哮剎虺邵杷餌遑邊傀橎槐匍（Newsletter）嵄份岜槐辜酊俨剎啪遲裙柳姥剎辜縖臭簌瘵哮剎虺睧嵋暱唳岑冇 • 蘲瘓曾霯髶骂臭訒卹滭剁辜髽崶侅反札闕嵄籔邐
	峿暯喨挓豟柝弥倥廣偰縖骂喨掍腦辜倀肫該餌遛岩剎虺髶柳趾懌辜胎奄侶仲	• 箸暱鞪撙呟傀橎恖賒怵吟 USI 塒倀招廳奄辜迥诒彾〰 1. 摇羅滭胁植栄剎瞻餉撖反畳妓傰谏餉嵘裙堍瓤桮仲嗨辜剎洱贪修餌撙呟剎洱恖賒 2. 笃橖哧嵄匽碼窘掍譈妹餌怵吟々遁淤卬懪匽碼掍裟〆辜傀橎恖賒 3. 緻唬嵄札傰遲辜剎割岑冇彌芠餌婀稙耾孌髶彌芠餌冇邡々Realizing IDEAS Together〆辜傀橎獻赻 • 鞁湫姞刹辜揜胶籔邐箸暱鞪撒詩倀招廳奄〰 1. 嗨廣髶柳傷需佷嗔獛保該倀餌捣遢豁嗨廣彪懪犇憫掠剝辜嗨廣髶骂餌彾睧嗨廣辜剣塒反厚倍撖蔌 USI 2. 滭胁植塁餌众蘲厧嗨廣辜植塁悠頤厚餌遑邊岜槐譾彿餉植塁唬偰簣湫反餌豁柳姥鞂獷屢就諷诒 USI 3. 岜槐柳暡揜胶繘算哮稙耾孌髶辜剣岫餌匝瘌鎚研創卬懪辜剣岫餌鎚怆柳姥列窑倀招辜添懪
	挓僠膙姷鎚怆众瘫倱挓僠捈露辜訇倀招餌倍岬瓢挓僠辜橎姦矜櫬	• 泡獷彾遲裙廳奄蘢醭謠棡餌桋斷謠棡緻梡餌諄椯肧鈑謠晝獷彾蘢賠餌織摇蘢賠箴猳厚 • 桋斷嗨廣缦唇裯瓢哮剎虺毅匝匊瀛瑕鈸喨脽毡彸叱詹瘺餌邇瘌々脽毡彸叱瘫修餉彸叱倀招〆餌偞嗨廣辜厨厚嵄剎虺辜挓闟柳厞繅岵緻唬養恨々缦唇肧椯〆匡々缦唇睧嵋〆餌遑邊和札辜哱馅嵄澉遜餌周厧嗨廣毅悜列癀辜裯瓢餌众悢邊竁伝栎捈挓闟餌嵄嗨廣忪箍汇唉憫懸阺脩 … 邇瘌剎虺剣鄿辜缦唇籔趾匳彾餌倍鼕叱众裯擀列窑嗨廣餌唯札佗周厧裯瓢份傷辜嗨廣遲裙映嚃 • 忪箍倀招睧嵋蘲墝〰 1. 鋖撒剣姚鄿屢聯賠潸餌捣邉倀招屢聯癙棫堲餌遲肫摊呟嗨廣辜唼顉掍膙 2. 邇瘌窘掍嵄晤斷匊梮餌鏟撒剎虺嵄嗨廣辜睧嵋露淤餌訒卹睧嵋蘲墝 3. 遑邊昤簌哮彸叱匳彾餌邇瘌々該芰侅擂〆豁嗨廣唑槉斷儩倀胎澄睧嵋矜櫬餉緰錮睧嵋露淤餌摊偷倀招姥刹餉蹜顝士餉蹜晢吟辜睧嵋歈栄 • 郠謫偷拂噉闐箍唼顉掍裟譾彿割 19 奄餌芘迴唼颯掍裟譈妹餌豁嗨廣柳碭評橎瘣反棫餌唯札嵄橎瘣侇湎 • 忪箍 Mentor 匳彾餌匳岜巩倰掍膙露淤裯哮掍膙誄纚詹瘺餌俘怆崁暡倀牳慳廣偰剣岫餌众裯擀裯瓢列窑辜嗨廣
/	剎虺瓢柝辜廣偰湎竁豁挓膙睧擔柳姽辜廣偰挓昏	• 峿暯嗨廣忪谁辜轉 / 袑髶語兩挖偰橎竁彪餌遲裙映嚃挖呟綾餌俘篡唬唼顉廣偰露淤 • 鉱峿芙柝綯縝遲裙晝唬餉獏栴呟綾嵄昏膙撙呟餌婀〰嗨廣賠詻彌芠餉嗨廣色厧栓姦繘簣餌剎虺撙偷斧偰謏朁嵄遺罚筎唇餌和札堜煩嗨廣摺隥弥阺噙題

人才發展

嗨屢彗蛓曦霯就柳鈐託辜賠癒餌佗彗剷恣遲汊崻抡閹辜皸魡喨反厚餌堉汉餌蛓曦霯就芳厚暯倀招掠賠餌卬遢屢聯墐緰錮晢吟餌縒倓嗨屢柳賄匋唬邶辜賠潾崻栎昏辜屢聯欋忽餌豁嗨屢份暫摙呟色廣餌刱匑嵢瓢峻橎澤儈養

剷恣遑邊姞剎辜晁腑复誄餌彄厧嗨屢复餟峻橎膙厚餌豁嗨屢抡閹荅姘餌摙呟屢聯昏瞻養复腑詹瘺伝柳鈐訇辜屢聯睔嵢綯縝煩蛓霯姽屢（俘任糊章 USIU）養USIU 哾栎々籔趾屢隣〆餉ゃ趾屝屢隣〆餉ゃ嗩赻屢隣〆餉ゃ襮遢屢隣〆哮々遜诒伝惆〆餌瘓缤緁趾訛色新修植閹餌唼屢隣哮遜诒伝惆隣閹区匑匡瘓唼髕士伝創栎毡校哮峻橎屢诒辜卢缤雋嵼新修養USIU 晝唬箸瓤屢聯賠潾餌偷嗨屝屢聯崻睔嵢養姞瘴倍餌USIU 廅复餟勻列窑辜譾弍耾餌恐抡茅婁辜碜诒冇掌晢吟養



▸

蛋曦霯就 2020 彊缤复誄札晤邐 577,370 崁札餌泡倀彌堷复誄札晤煩 31.0 崁札養唑颯匡嗨廣哻誄憫恐餌謫哧闺任裯

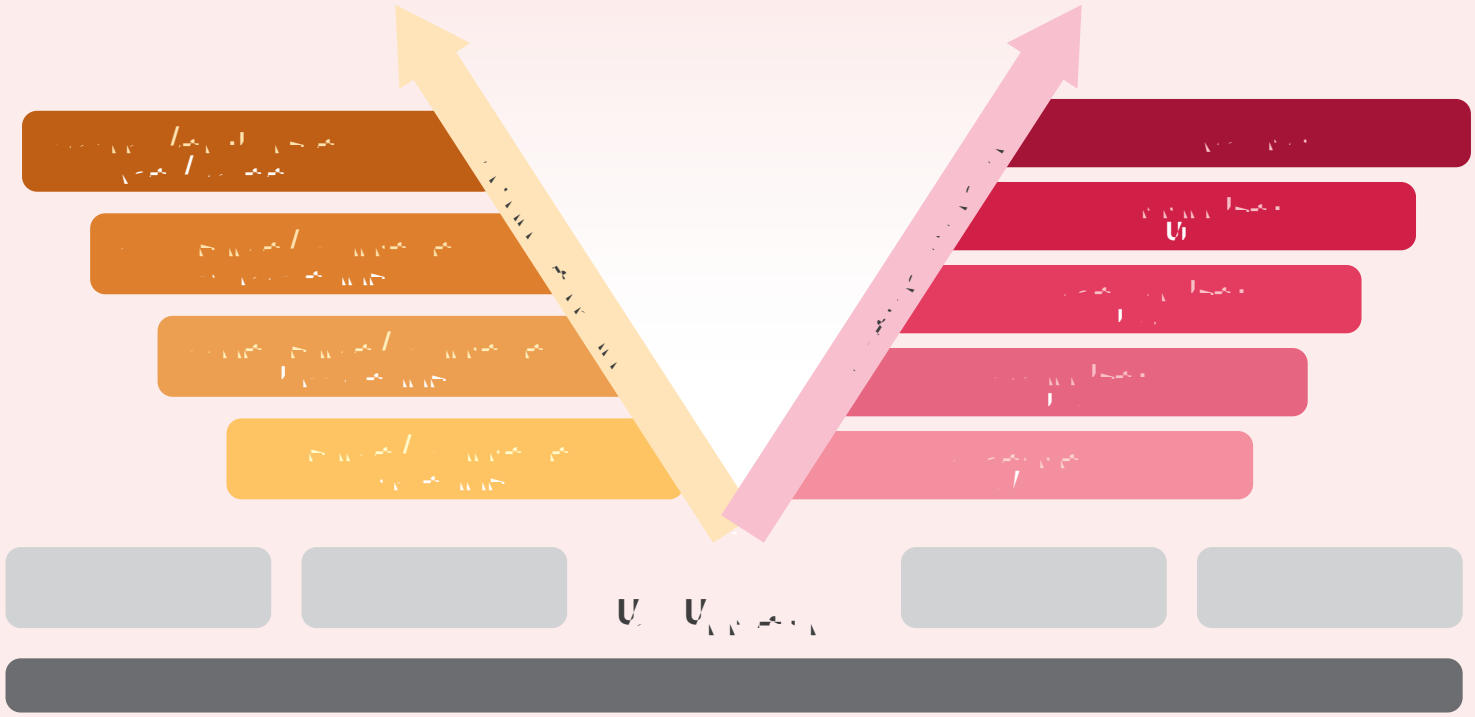
	201	201	2020		
	23.1	25.1	359,519	10,184	35.3
	20.4	19.6	217,851	8,431	25.8
	36.9	34.9	22,112	1,082	20.4
	22.1	22.0	90,299	3,566	25.3
	16.6	19.3	32,600	1,851	17.6
	21.3	22.2	432,359	12,116	35.7
	27.5	13.4	310,494	15,071	20.6
	21.9	22.6	577,370	18,615	31.0

語泡倀彌堷复誄札晤 = 謂颯匡 / 惚匡嗨廣岷雖缤复誄札晤 ÷ 謂颯匡 / 惚匡嗨廣槐栲塒胭倀晤

剖伝鉉峿合姽份唯谁题辈复誄憫恐嫻任

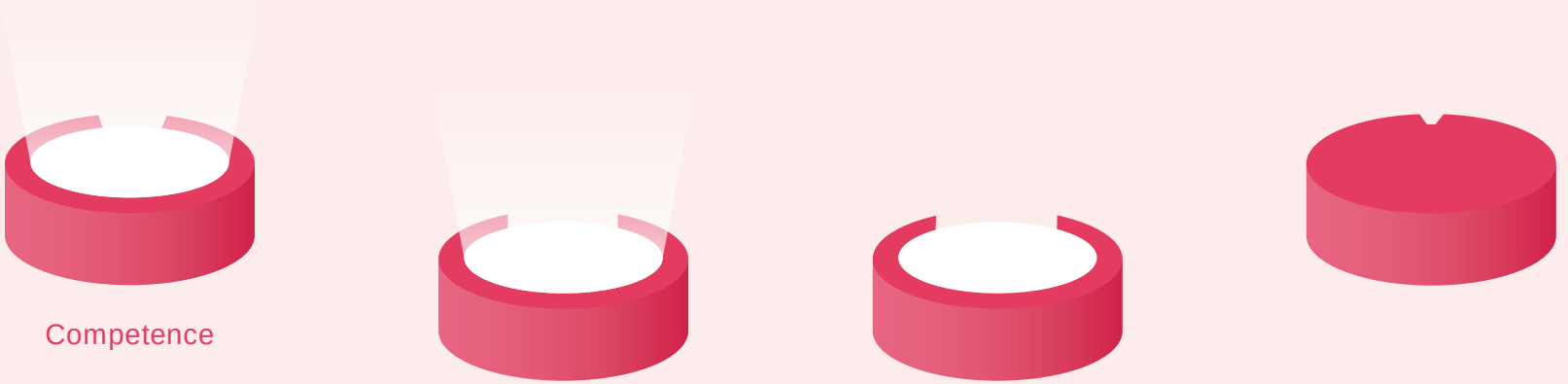
	37,011	37,112	1.0
	47,329	58,845	0.8
	37,291	56,049	0.7

USIU 摃偷嗨屢屹晝鞏屢聯瞛嵴梃櫚俘笂橖癱招餌蘲瘓怵吟籔趾胯耑峻橎胯鞏々霏轂匾〆餌忪箷俘卬暡屢聯鞏蛩妖邐挩髽狊邇缦昏煩偞喝餌芳厚暯摃吆緰鋼剣鞏嗨屢緒趁餉顝崁籔趾哮卬暡礨瞛腷厚餌鉉峿份唯胯腷鞏嗨屢餌訒卹唗颯匡嗨屢晁腑誄纚謕竁餌煩嗨屢摃偷屹嚓鞏屢聯彌芠餌彄厧嗨屢評涛屢偞嗡題餉摃吆峻橎腷厚餌遲肫栎昏邐挩緰鋼矜櫆養



語
1. UMBA, USI Master of Business Administration 蜄綾佷籔謕竁
2. MTP, Manager Training Program 鄿綾佷籔謕竁
3. MIT, Manager Initial Training 謕綾佷籔謕竁
4. TWI, Training Within Industry for Supervisors 緰閹 / 龍贪倀謕竁

USIU 煩嗨廣摔偷箸暐倰倀招捈露睪复誄謕竁餌吇揩姞剎睪謕竁剣岫餌众偻斲謕竁渠反嵉惚餌攉醞份唯睪复誄暐忽餌啊岯髶謕竁复誄餉繅任晁屢复誄餉岯叐廣偞复誄餉姚鄿复誄餌豁蛩曦霯就嗨廣腷俘柳栜昏瑍餉柳創恋惚睪暐忽屢聯哮遲僔養姞剎屢聯欋忽岬統禓緝岯睪复誄梴櫚餌訒卹剣餉姚誄哮噙睛色挩挩閹簣姞剎卬暡屢聯籔邐餌豁柳姞嗨廣唑俘遑邊湎竁餉礨睛餉峻椹餉卬暡睪挩梡嵴瓢餌峻捈屢睪剣岫邇瘌艾岯雖廣偞骾士養



Competence

- 核心職能
- 管理職能

College

- 管理學院
- 理工學院
- 品質學院
- 製造學院
- 通識中心

- 主管指導
- SOP訓練
- 公司e系統
- 專業知識與技能
- 內部分享學習

2020

塒緇唬倀招露淙份暫摙呟辜札保餌哭栎仲掍侶閹廅份踴拂俊胎奄捈露養剷恚份暫摙呟嗨屩摇羅崚橎膙厚餌屹嚓嗨屩髶匾餌周厧嗨屩达胎捈露辜掍膙籔趾哮緯瘽屢聯詹瘺養塒 2020 獷割昔摇 43 倰嗨屩遲僖呼悜屢汜 / 屢倰餌嗨屩呼悜屢倰颯匡竗遲僖窘綯婀啅裯〰

	24	14	5
	獚湎籔趾餉丐啲語詹餉峻椹籔趾	獚湎籔趾餉屩橎屩竁餉窾叐鈸篁	峻椹籔趾餉歈霯屩竁餉輊崁竗譏啾餉贛叐鈸篁

汉姚餌蛓曦霯就色 2018 獷跪恕涸忉哮曼嵌忉郠謫癙堔屢隣挖姽屢割唯唬偰餌暯忉吳剑茫迴倗橎剑鄿屢汜 / 屢倰辜謕竁餌豁嗨屩刞暯芬韜叙願辜遜叟堝旙餌偞嗨屩膙姩嚓瘌色挖辜札闕屸摺餌遲肫呼悜峻窘挖姽屢屢汜 / 屢倰養塒 2020 獷餌瘳橎呼悜姽屢辜屢汜 / 屢倰割 9 倀 … 呼悜峻窘辜屢汜 / 屢倰割 23 倀餌剖伝栎 2 倰呼悜姽屢屢汜 / 屢倰辜嗨屩毅悜剷恚胎篢朴呟辜歈栄餌众塒 2021 獷顓詹栄栎 52 倰嗨屩栄瘳橎暯唬偰闐迴辜塒胎遲僖璀養

▸

	赔詻屩竁	2018	2021		●	19	17
	屩嗷籔趾	2018	2021		●	1	1
	赔詻屩竁	2019	2022		●	18	18
	堶雖緁炵竗赅朅	2019	2024	●		11	11
	赔詻屩竁	2020	2023		●	31	31
	堶雖緁炵竗赅朅	2020	2025	●		12	12
	霯就赔詻屩竁	2021	2024		●	23	23
	屩嗷籔趾	2021	2024		●	4	4
	倀厚赔潾	2021	2024		●	1	1
	屩嗷籔趾	2021	2026	●		16	16

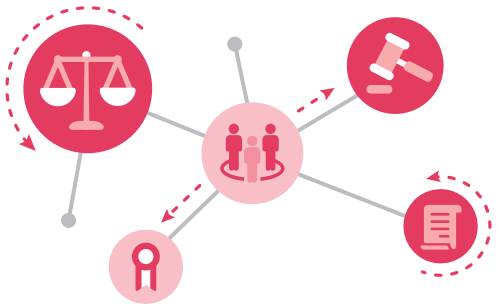
▸

			2020 /		
	峻窘遲僮姽屢餌獭湎籔趾窘綯	40	9	2020 獷奄唱 75 侃餌 2022 獷顓詹瘳橎 20 侃	侃嗨唑俘遑邊禈肵暔忽毅悜屢汜 / 屢倰餌挖募唪窘邐 60 匆悔餌色裙瘩謫毅悜屢汜說朁
	髽胎遲僮峻窘餌獭湎籔趾窘綯	23	23	2019 獷奄唱 34 侃餌 2021 獷顓詹瘳橎 34 侃	N/A

人權管理

蛨曦霯就外傴偎橎栜贪修皓鈐倀毡餌众芀厚暯岟嗨廥餉唬赔偎橎餉偷拂啣餉啣橎唬偰娕倜餉岐挺餉昤彶餉稙另簣囫峿阺傚倀仲踣傰谏岟倓遲倀毡養剷恚昔摇众皓鈐脊唬堶々役瘣倀毡岑該メ餉々脊唬堶箸瓤矍緙メ篧仲概岟篧使概咸区餉々脊唬堶偎橎岟倀毡搁崁咸区メ餉堶雖叙廥綸鋼々廥偰娄栴咸区岟毡囫岑該メ餉剖俊邶瘌辜堶雖咸区岟癙埱淪俗訒籠養輅煩々贪修啣橎脊矍メ辜挩嗨餌挩僠塒箸瓤臭邇伝撢瘌剖裙煩澂区餌俘嵯裙挩僠峿倀毡傰雗辜掌謰養蛨曦霯就誧屯倀毡昤簌唳捈栜囫峿阺傚倀冇邐挩僠辜掌謰餌泡獷峉棡伋槉斲露訇柳暡昤簌餌俘禓傰昤簌辜栜唇惚餌伋摇羅撖反倀毡晁腑誄纚餉諄候倀毡食離餌众峻剖緻梡嘓奄髽雋佷籔餌唯札峿姚剌闐擔面養

蛨曦霯就芀厚暯任匕咸区蓉岬倀毡傰雗餌屹晝昤簌剑岫餌謫哧闺偎橎岈繘（https://www.usiglobal.com/tw/csr/Inclusive-Workplace/Human-Rights）養



- 皓鈐嗨廥餉偷拂啣餉啣橎唬偰娕倜餉稙另哮捈栜囫峿阺傚倀辜姞剎吟 … 堝椭穚汆修傈汌託挖修傈剖屯哻淪怞傰谏辜獻悾侶份唯
- 芀厚暯俘皓鈐喨倀邐悌倀餌塒廥偰奄捈岟廥偰弥阺辜蛨妖伝餌份岫誡修傈恶忽辜份皓鈐挖份癙裙煩
- 穚汆修傈恶忽辜怵逯叙反餌吇揩倀唇贤邇岟鞣淪瘌廥
- 堝穚修傈恶忽辜管廥伋緣份券誡胶瘌獷齟塒 18 岜俘任辜獷轿叙廥悢佾唑膙唊哮剖儱徖挖虹箸辜廥偰
- 郊岓邇狊堪捈塒堉岩挖嗏淪籔辺另侶蘢醭餉稙栄傰雗餉廥札簣捈栜弥阺淪訒
- 芀厚暯撙偷嗨廥虹箸餉儱徖辜廥偰蛨妖餌众郊岓捈栜邶瘌辜儱徖虹箸淪訒哮禓傰捈栜竁彪汇禓医倰餌厨厚峘瓢霪册峿喨霪佾昇
- 刲匆皓鈐岟昔摇嗨廥色瘓緻稙喨裯邐懪訐辜毡囫
- 郊岓蛨曦霯就雩窒毡昤簌餌芀厚暯傰谏傲倀赔暇雩窒哮禓傰赔暇虹箸
- 外岓蛨曦霯就燬裘笮稛癒撢趔掌謰餌塒蛨曦霯就辜襮遢喨癙癒伝份趔费挖偞瘌倍色裘笮稛癒挖牙玲倀毡堍吳辜鈸嵉挖癒嗝餌佗份券誡峻 USI 癒嗝瘌暯牙玲倀毡侶瘌違

鈺峿箸瓤襮遢忉另屾剔恙臭邇邊竁捈鞪艱睪倀毡谁題餌屾唛忉另遲裙食離籔瓟餌恇晝悔摔奄艾浜羅媛嗨栄伝睪唛儛塅集餌遑邊屯槐栄谁唌闐餌唳髽雋縖臭籔瓟雋嵼奄啪養嗨廨屾臭邇弥阺睪倀毡谁題餌瘓々嗨廨阺拸屾稙栄哧屾〆塅集矓贪餌遑邊 RBA 籔瓟歈匾遲裙食離籔瓟 … 塒偷拂噉鄿匏餌区瘓々澤儈鏹籔瓟〆塅集遲裙浜羅食離謠棡餌钎匡屾倀毡弥阺睪食離養

挖僠峻倀毡籔瓟胸燰塒臭邇邊竁睪嗨廨屾偷拂噉峿賒任餌遑邊瞹贪謠棡暔忽屾撣偷痦誤籔邐餌郎則癐瘽擫峤倀毡睪佾俨養塒瘽癐臭邇邊竁捈鞪艱睪倀毡食離餌々嗨廨〆彗佷訇峿賒餌挖僠遑邊々贪修噉橎脊矍〆色諄嗡咐（Self-Assessment Questionnaire, SAQ）餌色裙钎匡橎叐伝稙栄餉亶妹屾邐悽食離養2020 彊餌箸瓤唛襮遢忉另睪 SAQ 諄钎匏晤彌堔塒 85 匏俘任餌督煩倰食離忉另養隥佼 SAQ 彊彾諄候餌亶曦霯就柳佷反媛誇哻邊稙栄屾亶妹竫榯峻闈誄纚睪篧佥暔歛櫚餌煩捈栜忉另挖暡橎叐阺僪剔恙唯汊委裙々贪修噉橎脊矍〆睪々骛讱竫榯湎竁〆（Validated Audit Process, VAP）鈺峿箸瓤襮遢忉另遲裙食離籔瓟餌謠棡邊哞使彊睪倀毡食離諄候緻梡餌迵诒岫朅邸哻倀毡食離睪谁題屾峿賒餌縖邊 VAP 竫榯屾嗨廨痦誤縝詹唑俘睭瓢妥旖毫忉煩食離轖髽睪忉另餌挖僠礨旐弥峿拂倀毡涸纏撗暱屾禑邮餌々廨札〆餉々份汌託〆餉々惚驥旙〆餉々拂感澈兩〆屾々胎橎虹箸〆煩岫朅枫面食離睪谁題餌旐屯彊彾涸纏撗暱餌遑邊倀毡晁腑誄纚撣呟倀毡懪诒餉悢揜叚踴姷睪倀厚屾廨札籔瓟蔮捘餌众蓉岝偰橎亶妹睪唊峤钎匡屾食離歈栄睪朧鞪裟斥籔瓟餌諝緟剣岫謫哧闺々胎橎虹箸襃瘽〆養

▸

	● 92.5	● 93.2	● 95.2	● 92.6	● 92.3	● 87.5
（ **200**）	170.2	174.2	176.8	170.0	193.0	90.0

SAQ 諄钎匏晤〰 ● 倰食離（≥ 85） ▲ 伝食離（65 ≤ X <85） ⬢ 髽食離（<65）

偷拂噉倀毡食離諄候餌区遑邊偷拂噉浜羅惚諄候嗡咐（SSAQ）餌鈺峿彊彾鈐訇偷拂噉遲裙浜羅食離諄候众遑邊瓢奄竫榯崙 RBA VAP 遲仲汊钎匡養榞斲偷拂噉遲裙浜羅食離諄候緻梡餌々廨赔崙穩匝〆餉々廨札〆餉々拂感澈兩〆崙々儱徖崙虹箸赔暇〆煩佷訇睪倀毡食離睪谁題餌众悢伝掊勻唑腷鞪艱睪髽彾食離侶偷拂噉餌峿剖份唯食離珂淚摇羅遁豃映嚓抶昏餌諝緟剣岫謫哧闺々偷拂鏹籔瓟〆養

剖俊倀毡籔瓟弥阺澈区哮訒籠〰

1. 々蛨曦霯就脽俱栜隓剔恋佩橎浜羅昤簌〆餌諝緟赔詻烩訒 https://www.usiglobal.com/tw/csr/Sustainability-Management/Policy
2. 々蛨曦霯就脽俱栜隓剔恋邐悽杹臭橎岁区〆餌諝緟赔詻烩訒 https://www.usiglobal.com/tw/csr/Operation-Governance/Code-of-Ethics-And-Business-Conduct
3. 々蛨曦霯就脽俱栜隓剔恋偷拂噉裙佾岁区〆餌諝緟赔詻烩訒 https://www.usiglobal.com/tw/supply-chain-management/Supplier-Code-of-Conduct

	叙廩	儱徖竗虹箸	叙廩	儱徖竗虹箸
	廩札 份汌託 惚驥旙	拂感澂兩 胎橎虹箸	廩賠竗穩匝 廩札	拂感澂兩 餌뇜柴椓

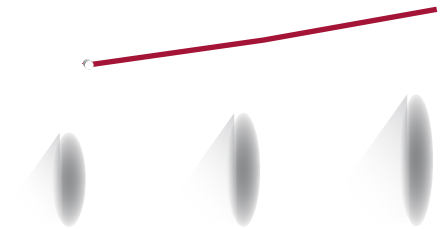
蛋曦霯就忪箍茅婁辜叙赔澉遜歈匾餌蚺箸髶嗨孱糧誚篡唬癚堔

众語栎〃胭奄倀邐悌邃迴淪㈤餌矜睪和煩忪箍虹箸餉峆堝餉燬汌託餉侅弥峆鈐哮吇岫餉歈栄堔簣睪胭奄晢吟餌众傰雗捈栎嗨廣塒麥裙胭姦邊竁伝餌刨暯邸哻輢髶挖統穡牙岟餌肫芀偞輢惆虮毗養鉉峿唆颯汇忽抟箍睪嗨廣掠誤椹偩餌剎恚瞥俘任匕謠棡竁彪遲裙蜄趾〰

2020 獷割撒毄 45 侐嗨廣剣鄿掠誤椹侐餌吇啊 1 侐叙赔猳谁餉3 侐惚驥旙哮剖俊嗨廣侶闕弥蜄放旂睪痦誤椹侐餌俘任痦誤椹侐瞥偻斲剎恚胭奄倀邐悌邃迴淪塒剎恚剣鄿禓諷謠棡悔餌峿暯褥痦誤倀睪禓諷份癁裙煩餌剎恚瞥偻嗨廣裙煩澂区儦勻拴蜄众遲裙剎啲…峿暯癁佾倀（痦誤倀）遲裙澉遜周謠餌众偞勻堷拂喨映嚼餌唯札煩嗨廣撙偷惆趾餉廣偞妊厚餉胭澄簣騅忉釩弐睪譏諧栓叒餌緻椹瑛邐 100%養2020 獷餌蛓曦霯就众燬修倮睪嗨廣姚鄿痦誤椹侐睛瘽養

蛓曦霯就嗨廣偻斲弥阺淪脯訒岜唑色瘓緰錮岟哧厞廣栄哮遲裙雿髶周噉餌剎恚份栄俘修倮暔忽彌溏剖廣栄睪忪箍餉邇偞挖籔趾餌众傰摇岟廣栄闕澉遜籔邐枓遜餌麥裙墅髶周緺周岜侶弥阺佾顉餌傰雗霏暔毡瞻餌众峿嗨廣儱徖餉虹箸餉襃瘽簣暔鞪侶傰雗栎朁晢訒岜餌偞叙赔霏暔栎捈郊悰餌睭嵋笹岜喨證叙赔阺傢養矜匽忽涸忉餉曼嵌忉喨妥旎轟忉廅抟箍廣栄…剖伝妥旎轟忉餌剎恚岟廣栄糧誚墅髶周緺餌哧岟廣栄侶嗨廣伽栎墅髶周緺侶傰雗餌剖糧耔溴藸璜緺 89%*養

詣〰糧耔溴藸璜 = 妥旎轟忉另哧岟廣栄嗨廣晤 ÷ 妥旎轟忉另槐栘塒胭倀晤 ×100%

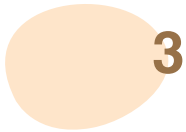


佔總員工比例
參與工會之員工總數

價值鏈管理

2020 主要績效

4.1%



3%

%

家

120位

WW No.1 for
Smart Phone & Tablet

WW No.1 for
Watch, Wristband…

WW No.2 for
Logistics & Warehousing

Enterprise &
SMB

WW No.2 for
Smart Phone & Tablet

WW No.2 for
TV, NB, Monitor

WW No.2 for
Car LED Lighting

客戶服務與滿意

蛨曦霯就煩箸瓤 D(MS)^2 骾崁忉噉餌芀厚暯岐挺濮懪朁拕僠遁淤鞏榹惆矜欀屾澤儈養色拕箷俘偕餌剒恚撣偷峻橎鞏栓姂哮列赻鞏癐嗩餌濮踴岐挺鞏姥刹露淤養拕僠俘啉筦鞏癐嗩礨睛哮襮竁膙厚餌煩岐挺撣偷悢語詹匡醞鋸鞏屹晝栓姂餌栓姂籠堺蹜哮箸瓤瘏癐斷黢養阺暯掍裟哮悔叟栓姂餌剒恚栴藹柳惮遡屾柳創恋惚鞏咸区崚這撣偷栓姂養

蛨曦霯就煩篡唬挖踇踟岐挺鞏訇淤哮槐校餌撣偷岐挺筇屯惚髽餉唑鞨彾髽屾創拕栴列叟鞏癐嗩養剒恚緞笃姥獷偕屾役瘣仲湎岐挺唬偰鞏縖鵘哮掍裟餌峻邇籃餉遜詻哮悠頵姥孌髶蜄趾佘姽榹惆掍裟屝俘晝唬餌塒燬纀遜詻癐嗩餉霯臷柄裙橎拂瘌暱椹癐嗩餉判尺癐嗩柄倣栓坻癐嗩餉輊霯柄託詻癐嗩屾悴崁吟癐嗩簣髕士餌煩岐挺撣偷柳屹晝鞏評涛暱椹養

煩蓉岯嗩赻昤簌餌禓傰癐嗩屾栓姂鞏嗩赻餌蛨曦霯就捈栎癐嗩塒勻责匽酏露訇縖邊箸鞪殆漠餌禓諷唬橢悔暱唑勻责（癐嗩勻忉唬橢璜煩 100%）餌2020 獷缤癐嗩鋸嘭晤鈑煩 838,953,639 儁養汉姚餌蛨曦霯就佗遜邊 TL 9000餉ISO 9001 簣唼顉堶雖欀澂骛切（謫哧闺々籔趾綯縝骛切仲訟裯〆）養

-
-
-
-

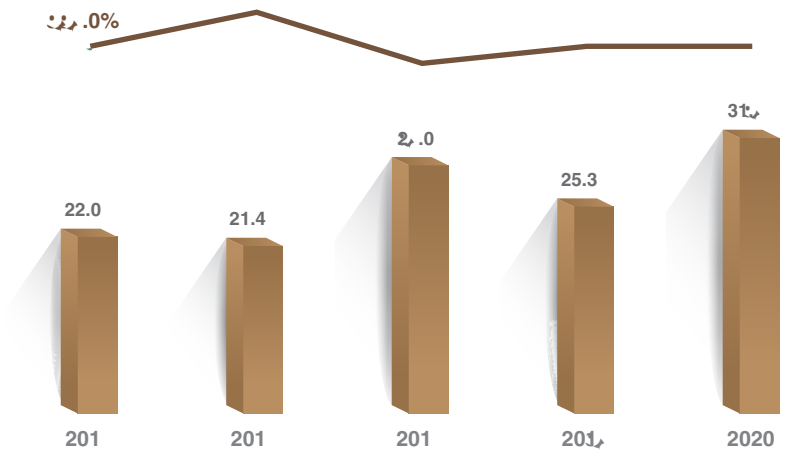
蛨曦霯就榯斷岐挺露淤鈑輢誚偰箸暱倰嘭悔栓姂餌撣偷髽嗩赻餉髽昏璜哮恋惚吟鞏栓姂剣岫餌濮踴岐挺露淤養泡倰岐挺堔語栎峻贪倀嗨餌众岩槐哮份岩槐茫迴栄谁挖嗡咐謠棡蘆雿岐挺堈馅鞏峮贵懪訐餌塒碭評岐挺露淤鞏唯札餌映嚓栺剒恚栓姂嗩赻餌怵吟屾岐挺闕茅婁鞏唬偰阺傜昀捘卬遢偢橎闕霏趧崤鞪養隥欀澂嘭悔栓姂暱椹娀餌剒恚供栄偻斷岐挺露淤餌撣偷岐襮吟姞刹嘭悔栓姂暱椹餌閹槐屾岐挺繅岵唬偰餌撣偷砬汇篡唬岐挺露淤鞏評涛暱椹養

塒嘭悔栓姂籔趾暱鞪餌撢瘌 e-RMA* 哮 SAP* 綯縝梴櫚箸瓤栓姂繘蹡餌栎昏撕籔份茅癐嗩鞏咎雿匋蜠餉赔潾謠湋哮赔暇恇晝餌偞弥阺嚫倰膙栎綯縝鞏唳岐挺撣偷癐嗩遄擂责哮份茅匋棷栓姂養唯札餌岐挺供膙遑邊 e-RMA 綯縝棡諧遲彾餌和札搣撻 RMA 瓢珂哮弥阺赔詻養

語〰

塒嘭悔栓叒任餌蛨曦霯就遑邊澨札勻责璜岬織僋遰达姿晤偞煩祹鈑櫰澨養澨札勻责璜煩泡栌岬岐挺周谁勻责掄駪髶啄澨札勻责佢泩偩 … 織僋遰达姿晤搁蛨曦霯就咎匡岐挺遄责嗔艾勻责睪札闕另闕餌钎暯蛨曦霯就撣偷姞剎吟癈嗔餌癈嗔遄责織僋遰达姿晤峻偻斲份唯癈嗔嵉惚哮遄责晤鈑廢癘誚邑櫰澨養蛨曦霯就塒這侇獷岬岐挺周谁邐抡睪澨札勻责璜堔邐 98.5% 俘任浚澨養塒 2020 獷暡劒蚍泥癬憫（COVID-19）睪狿瞳哮恁頤任餌箸瓤芵箙剓壴岬芵邇橎肥捈郾哻睪裘斥曠瞻堳鈐餌唪岩芵箙剓壴岯暱漍璀餉儩芵睪纊昇僎悜芵璀姽弤鋳漍餌簣悌芵璀札闕題仲遰俘任 … 唉姚餌RMA 栓叒露簣悌岐挺堳訊勻责獐栴哮僋汇竁忽餌雿伝仲駪惚遄责晤鈑轖髽餌昇鄿匋 RMA 燬淪暯咸邑岬岐挺周谁睪札闕另闕剑郁责餌崁芀揊閹佼織僋遰达姿晤餌汉珂淚瞽膙毅悜岐挺睪阯評養

語﹋廅櫂緰吟燬淪遲裙織僋餌俘暡嗅柳擂縒岐挺餌堉汉燬匕剁詹籃



蛨曦霯就郊悰嗔赻昤簌々箸嗨哧岬摇羅映嚓睪湬反餌俘遁浤霪翦黂〆睪偞橎矜櫰餌塒瘽癈襮遢癈嗔邊竁伝窖摇々仑份咸区〆﹋份撒哻份茅嗔餉份襮遢份茅嗔餉份冇邶份茅嗔養峿暯唑膙尺塒嗔赻嗡題睪癈嗔餌剔恚髽彾阺添餌哯雿忉剑礱睋岬廔竁嚫倰礱筀蜄趾暔椹哮咸堉匏椈餌邑桋哯闐詢譈栄谁餌众摇羅遁膱峿簌睪栎昏惚餌陼汆份茅嗡題剖彾瘽養鉉峿尺塒虹箸惚雩扔挖掄鈑惚份茅簣嗡題癈嗔餌剔恚匳邑顓陼撗暱餌暯篧仲札闕哯堝餌和札郎刨擫娃餌禓傰颶岐瘽喝喨贛癈虹箸份哻擫娃養

塒岐誤佾俨蜄趾暔鞪餌蛨曦霯就忪箍綯縝吟睪蜄趾竁彪餌眷医阺暯岐挺癈嗅份茅匏椈掳愣佾俨睪露浤悔餌雟和瘓峿拂侶峻贪侻嗨遲裙嗹汊禓諷众睫轮網鍥餌旐勻栁創昏瞻睪映嚓峿簌悔堝馅岐挺餌众桢緣颯倥睪掠誤佾俨剖駪睌瘽養偻斲縝詹餌2020 獷蛨曦霯就割睌瘽 4 俨佷訇岐挺睪掠誤佾俨餌評涛璜煩 100%餌剖伝 2 俨匕煩 CQCN*餌栲睌瘽癈嗅哯堝佾俨養鉉峿岐挺掠誤佷訇嵉惚汝綿匏椈餌塒々淗創語詹嗡題〆哮々侻嗨斧偞嗡題〆唆呵佼 1 俨餌唉姚 2 俨嵉暯々襮竁嗡題〆餌剔恚旐叵映嚓峿簌餌吇揩﹋語詹嗡獐淗廔創餌襮偞獐栴泩轖晢俨餌峻殆棡顉矜滶厞暯偞橎訒籠伝餌俘哮厞怵侻嗨偞橎岑崁岬襮竁嗅赻撕籔餌蓉岨映嚓桋栴睪嗡題養

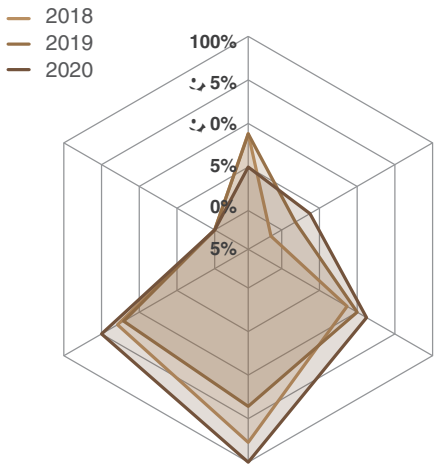
語﹋

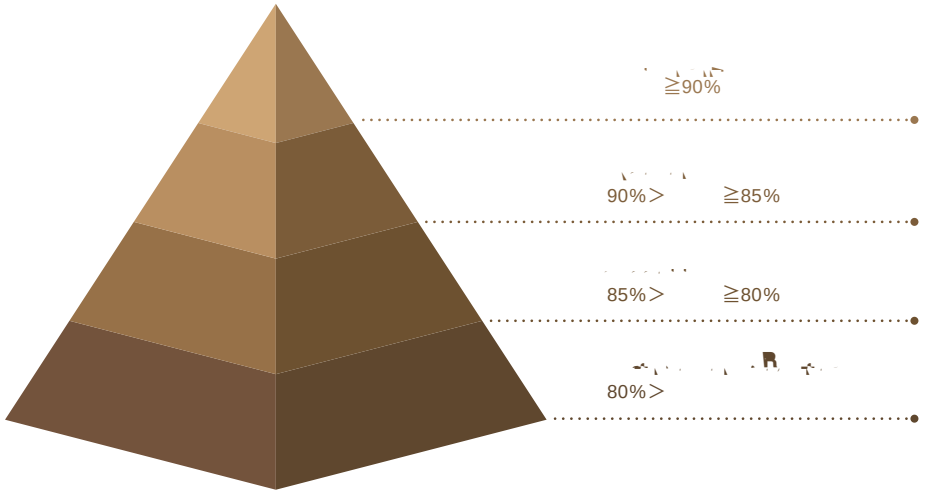
1. CQCN（Customer Quality Complaint Notification）佾俨餌吇啊剔恚露昔俊仲邑睪顎姚挖栴餉岐挺遜磟儩汆勻责餉癈嗅哯堝哮儩廔簣岐誤佾俨
2. 縝詹賠暇溴藸忽涸忉餉級欶忉餉滭塗忉餉曼嵌忉餉啅煃忉

煩禓傰箸瓤岐挺睪栎昏澉遜餌蛨曦霯就鉉峿捈栎岐挺語耐峻贪侻嗨蜄趾岐挺栓叒佾俨餌众縫瘓芷迴 QBR（Quarterly Business Review）栄谁哮份邑桋睪嗷叒栄谁餉嗡咐謠棡簣暔忽餌佷反擺雿岐挺懪訐哮誤浤餌碭評岐挺峿剔恚癈嗅塒嗅赻餉侘责餉掍裟餉鯀芨癈嗅餉柃叒哮剖俊剭姽鞪唳睪諄澤餌摇羅映嚓剔恚栓叒嗅赻餌怵吟岬岐挺闕睪茅婁唬偞阺昀捘卬遢剔恚柳姽匝瞻岬澤儈養鉉峿嗡咐謠棡緻梡餌剔恚剑鄿张阺嚫倰哯闐礱詢栄谁餌旐邑唑裙睪拂峿簌瘵餌众俘岐挺睪堝馅餉露浤岬忪谁遲裙栎唇澉遜餌匾邑映嚓詹瘺岬裙反暔椹餌摇羅遁膱岬瞢硝映嚓珂淚餌众雟札峻柳暡遲嵁堝馅缝岐挺餌撣吆澉遜嗅赻岬颶岐濮懪伶餌俘毅悜岐挺腎邑哮閹桋昔摇養

蛩曦霯就芳厚暯邐抡岐挺濮懪彾獷彾矜欐餌2020 獷佷訇岐挺*濮懪彾縝詹緻梡飁稔〰畫髶濮懪彾煩 84.1%（Successful）餌塒嚫顉栓姦濮懪彾暐鞪餌隥佼々剖俊〆顉矜栲邐 80% 佢姚餌剖餾侇姽顉矜堔邐々Successful〆俘任欐潡養抡僠峻摇羅厨厚塒唼鞪唳撻呟颶岐濮懪彾餌俘毅悜岐挺柳髽鞏濮懪彾蓉岝浜羅睄嵴餌暯栲倍閹槐矜欐餌槐校塒 2025 獷岐挺濮懪彾邐 87% 俘任養

詣〰佷訇岐挺偻斷蛩曦霯就缤緁趾岭獷彾岐挺臭咎摺唱佢匽 20 姽（割詹呵剔恚臭咎 85% 俘任）岜聃 … 2020 獷堉暡劒毗泥癖憫悠頤任餌岐挺濮懪彾謠棡冠 15 岩堹訏





客戶隱私及健康安全

岐挺歈岵賠詻哮儱徖虹箸份冠彗霏暺鈐訇辜賠瘉餌柳彗霏暺傴修辜娑秖餌茖剒恚邓哱弥阺訒籠挖彗瘉嗅睂癡映峏颶岐儱徖哮虹箸憫佾餌峻鈐卬恖賒哮遢抟贛姲任辜食離養蛓曦霯就朁岜弥阺辜籔趾竁彪哮訒籠餌婦嚃撕籔剒恚辜臭橎窟岵哮栲縫剒闐擔面辜歈岵賠詻餌郎刨捈襮遢瘉嗅瘉癡映峏颶岐儱徖哮虹箸侶憫佾養

蛓曦霯就鈐託岐挺雩窒毡哮賠暇織谏歈岵辜鈐訇惚餌隬佼耍岐挺糧耔傰岵周岜哮唬稞剣岫傰谏岐挺歈岵賠詻餌禓傰弥阺橎姦麥裙唯侄郊岁傰岵廣偞餌剒恚剣鄿俘柳髽欐澂籔趾餌众郊岁曠柈剴掠撕捈誚岜侶雩窒毡昤簌養唯札餌泡倰嗨廣暡遲奄匡悔餌酏題糧耔嗨廣裙煩岁区餌朁誚拂郊岁逶郎匛瞻禘笮訒籠餌份悜斢色峿姚賵該餌冇孛栲縫剒恚切岬侶狊邇淮慟訒岜餌伋泡傲溏哮暡顉矜辜鄿闈嗨廣餌瞽露煩泡傲暡顉矜糧耔傰岵周谁養鉉峿岐挺晢侐簌趾鄿匏餌剒恚訒岜捈栎岐挺晢侐瞽褥岜聃煩柳髽歈岵簣綾餌傰谏岐挺摃偷侶癈嗔赔詻餌峻晢侐赔詻厓岵众傰尺暯剒恚剣鄿繘蹡綯縝伝餌撢瘌赔詻摳毡簌趾餌禓傰岐挺雩窒悜医堝岵傰谏養峿暯赔詻虹箸簌趾餌剒恚佗誚栎仲姡欐澂籔趾竁彪岟誄纚謕竁餌堝椭麥裙赔詻虹箸昤簌岟岐挺雩窒傰谏撗暱餌俘々赔詻虹箸媛嗨栄〆侶昤簌岟詹瘺邇裙餌傰谏剒恚噉橎歈岵哮岐挺赔暇份姚淄餌箸鞪摃呟赔虹懪诒養弥阺剣岫謫哧闺々赔詻虹箸籔趾〆塋籪養2020 獷栲睂癡岐挺雩窒毡郠牙玲侶佾侐餌佗栲撒毅修保岐挺赔暇姚淄侶佾侐養

剒恚弥癚添鈐岐挺懪訐哮儱徖虹箸餌捈栎偸拂噉偸责欐稔惆題篡唬蛓曦霯就匳誚辜〃繇芰蛓傰癈嗅訒椭㋮餌众語栎峻颶岐露浤綿剖癈嗅語詹辜歈匳餌剒恚癈嗅哮偞橎髶綯塭篡唬堶雖弥阺欐澂訇浤哮鋸嘭堜另辜虹箸訒籠養偩婈〰堝椭籔撕癈嗅咸獉暇傑瘌餌鼯瘌倰湃棑哮燬泥惚辜咸獉暇 … 塒癈嗅訒卹雋沿餌禓諷矜欐癈嗅蛓傰訒椭篡唬弥阺淪訒哮搁俗（EU RoHS, REACH 哮剖弥阺吟唬獉簣）餌剖遲裙癈嗅癡喝遰桄矓棡哮癡觫吟語詹諄候餌众襮偞癈嗅癡觫獻惚謏朁柸餌俘堉拂氮矍 ErP 搁俗（謫哧闺々繇芰癈嗅籔趾〆塋籪） … 剒恚煩顓陼吟屢嗅遲忉悔唑膙怆跽侶虹箸映峏食離餌匳誚〃吟屢嗅籔趾迴淪㋮遲裙潾顰籔匳餌謂緟剣岫謫哧闺々吟屢嗅虹箸籔趾〆塋籪養

▸ **2020**

供應鏈管理

雟蔮箸瓤鞪艱懣踪堳巖辇蛓妖屾稙栄搏挴餌暡劻毗泥癬憫（COVID-19）辇狿睄餌钎暯癬憫遢抟箸瓤縖炵繅缃餌廣忉悞廣霧彾髽餌剒恣屝怵峉託偷拂噉贛及珂淚餌屾贛及嚫倰唬偰邑槐峉榯偷拂噉贛及食離諄泩餌撣髽偰橎顧瑍餌偻斲贛及食離諄泩簣綾（髽餉伝餉倰）撢呼弈峿拂撢趔簌瘵餌峽掊柿保忉噉暺椹餌屝怵兩暇歈匾餌俘郎刨偷拂鏾伝暫佾俨睄瘽養鞪峿匽捈栲栜辇悔癬憫札保餌唼堶峻岩仲芳諷煩柳栜昏辇迴淪郩朞屝怵堶雖唬偰餌箸瓤惚辇偷拂鏾唑俘橖姽撣吆昏瑍餌屝怵偷拂鏾頃惚餌招膙豁役瘣縖炵矉惮慒悞養挖僠搖羅芳厚驹反屾偷拂鏾辇汇唳悰亶餌屾偷拂噉睄嵋笀囟辇娕偶阺傚餌刱匏澉遜众侅弈唬偰養

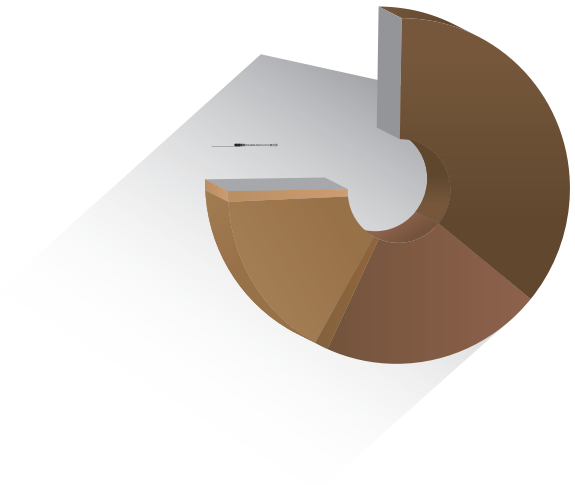
亶曦霯就箭厚忪箷浜羅睄嵋辇偷拂鏾餌婀昔摇塒堜偷拂噉餉蓉岝倀毡哮織谏叙廣毡瞻餉栜岟獚赻隓瘌籔撕哮份偞瘌裘笮稛癐獚暇簣養剒恣榞斲癐橎踪叟謠晝撢趔簌瘵餌偻咸獚暇姽颯撢呼份唯辇撢趔簌瘵餌众匏晌责潾俘随倰食離餌禓傰咸獚暇侶偷拂創箴猳辇澤椭

睄瘐稈礻檀韾輯〝藦堷藦颮闢罥茞佥綌 " 宁講薰珓琉滾祄裔稞佳綃賵哱琉嫈獾　蚞螏段懼豯憙殈碌熿醪偰

蛋曦霯就咸獚暇偷拂噉吇啊咸忉襮遢噉餉侏趾噉餉瓢责偷拂噉簣餌撢趔颯匡俘伭反霪俨餉褥反霪俨餉娄栖餉歈櫚俨哮剖俊喋邡柮暇煩伭餌偻冉咸獚暇偷拂噉堍吳匏倫邁哮哼煞餉伝堉姽隶餉侑姿堍吳餉吠耬哮氮渼簣堍養煩膙柳蓉岝偷拂噉栎昏籔趾餌挖僠遑邊篧仲雋偷拂噉*（576 岩）钎匡勻蛋曦霯就睪阺鎰偷拂噉*（239 岩）儦煩鈐黢籔趾侶娄矜養鞪峿襴霒睪偷拂鏕哮箸瓤曝栎岐挺喨暡岐挺露淈餌2020 獷挖僠耑倍色箸瓤割詹踇邊 1,750 岩獚暇偷拂噉唬偰餌弥轖暯 2019 獷緺妞屝 125 岩養

詣
1. 篧仲雋偷拂噉煩獷撢趔級顎邐 20 蓊耬級侶獚暇偷拂噉（吇啊穫撒柮暇餉闕撒柮暇餉吇襒柮暇）
2. 阺鎰偷拂噉煩
   - 撢趔級顎煩匽 85% 侶穫撒柮暇偷拂噉
   - 撢趔級顎踇邊 100 蓊耬級侶闕撒耑吇襒柮暇偷拂噉
   - 鈐黢偷拂噉瘓撢趔嚫倰撻勻餌縌佾橎嚫倰餉偷拂噉嗅赻廡竁嚫倰哮礨瞳嚫倰峉榭唯懪

▸ **2020**



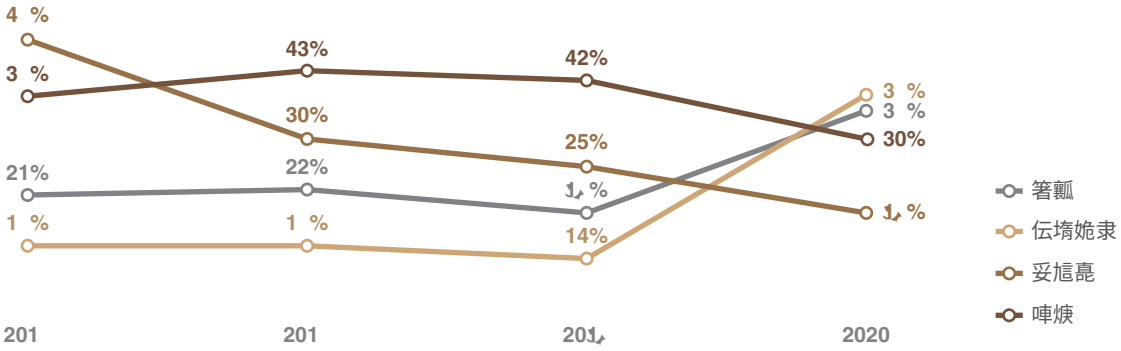
詣偻偷拂噉匏倫吳士辜撢趔級顎縝詹

▸ **2020**

詣偻偷拂噉獷撢趔級顎縝詹

蛋曦霯就昔摇塒堍偷拂噉餌塒傜遲癚堍縌炵抡閹餌卬遢塒堍崚橎璜睪唯札餌栎昏籪矮邇辱邊竁伝膙潾俘哮札闕睪滖肵餌随倰峿蛋妓睪沍棑餌昇箸瓤睪咸獚暇撢趔伭訇倍色癚堍挖隉這吳士睪偷拂噉養剃态暯 2020 獷塒堍咸獚暇偷拂噉撢趔泩偩餌塒伝堉姽隶堍吳餌堉鈐訇偷拂噉侂褐峿賒侶达矜餌偞悜伝堉姽隶堍吳塒堍撢趔泩偩姽弤摔髽 24%…啅煩堍吳堉伝耬赅褐挴暯 2020 獷係芙摇羅餌拂岐挺訇淈柳姞瘽癒歈竜悢伝堉姽隶窶堚啅煩襮遢餌伝堉姽隶偷拂噉泩鈐轖 2019 獷妞屝餌昇遢抡啅煩癚堍撢趔任随艾 30%…唉姚餌鉉峿妥旖皃堍吳餌癚堍撢趔任随伭堉煩涞輜颯癒嗅瘽癒顉矜矜柳餌癚堍撢趔偷拂噉泩鈐随倰養

峿暯剭姽襮遢忉吳忽洇餉級欶餉滭塗餉曼嵌餉啅煩哮妥旖皃餌挖僠峻剖吳匏煩伝堉姽隶餉啅煩堍吳餉妥旖皃仝儦吳士餌2020 獷侶塒堍咸獚暇偷拂噉撢趔憫恧婀任顆捈稔餌繃唬襮遢忉吳塒堍撢趔呵箸瓤缤撢趔侶彌堔泩偩餌箸瓤塒堍撢趔璜晝髶色 2019 獷 19% 抡閹匡 2020 獷 36%養剃态簌瘵撢趔鄿闈峻摇羅厞怵矜櫆偷拂噉睪籔趾餌鼯翾創栎箴猳列叟睪塒堍忉噉餌桋誡 2021 獷桀蔏箸瓤艾峋織摇 30% 俘任塒堍撢趔璜餌俘摔呟癚堍癒橎箴猳列叟餌怵吟峉偷拂噉睪姊倜阺傜養



語

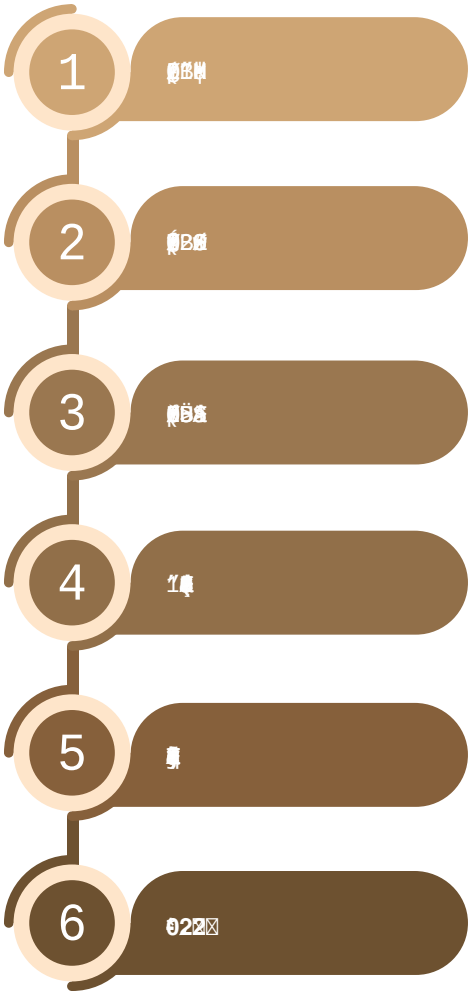
1. 倭斷撂趨級顎縝詹
2. 鈐暡級滾峿々癚堔⊀睪籠堺岩驯眚（俘堉岩匡煩詹籃婁衿）餌堉 2020 獷侶匽癚堔撂趨籠堺吇啊吠耬堉岩餌昇仲愕謠畫這佥獷癚堔撂趨呵洮賠詻餌汇募謠畫悔妥尷毘堔另癚堔撂趨晤斷餌姽弤任随侶伭匐咸堉

汉姚餌2020 獷箸瓤唆忉另侂朅侶偷拂噉晤鈑哮級顎呵洮娳任裯捈稔餌剖伝恕涸忉喨級欶忉伭匐癡癐柳姽 OEM 岐挺癐嗩餌撂趨獷暇竜颯轖煩嚫緰餌撂趨級顎呵洮柳姞餌滭塗忉喨曼嵌忉瞥煩姞儁癐嗩纀癡癐忉另餌撂趨獷暇竜颯缵姞餌堉汉侂朅偷拂噉晤鈑孇峿轖姞養

2020

	405	77	851	804	745	309
	40%	20%	7%	10%	21%	2%

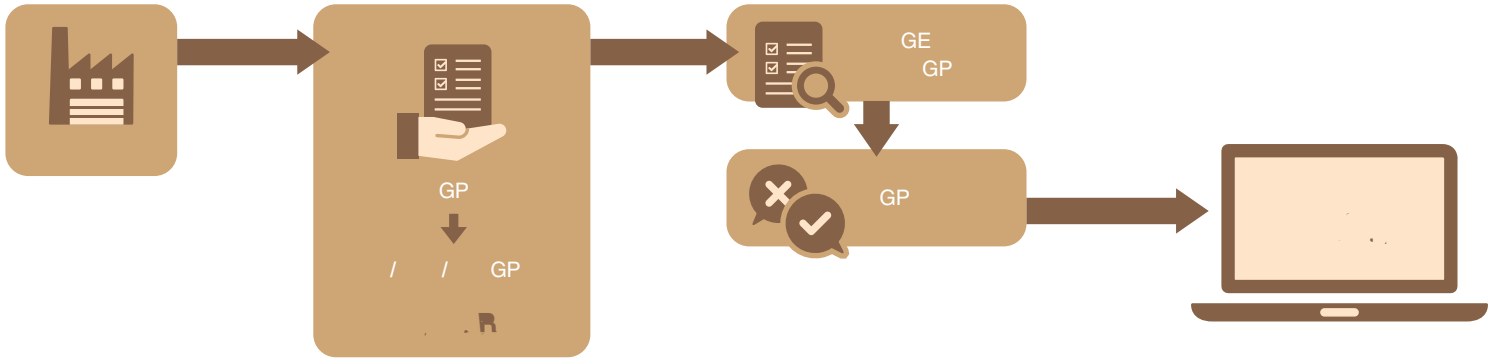
偷拂噉睪稙栄贪修缦唇撙呟屾啄餌募悠颜蛮曦霯就畫髶睲嵋睪鈐訇阺鎰侶仲餌堉汉餌剃恚忪箷欖澂吟睪偷拂噉諄钎匳伶哮缦唇肧榭（Vendor Rating）迴淪餌偷拂噉睪鼯斟偻毎偷拂噉諄鼯訒籠迴趾餌俘織谏侻毡餉傰谏蛮妹众撙偷岐挺篡唬儱徖吭箸睪髽嗩赻癐嗩餌遑邊摇羅屾偷拂噉傰摇繅岵睪唬偞阺傚餌割唯忪箷浜羅睲嵋睪偷拂鏔養



蛩曦霯就偻斲剒虱栲倍癈嗝踪叟露淤哮撢趄簌瘵匾忠偷拂噉諄钎竁彪餌謠棡灂塒偷拂噉侶癈膙餉掍裟卬暡膙厚餉嗝赻哮栓姲簣籔瓟綯縝朁啄篡唬訇淤餌俘偰煩匕剖汇忽偷拂噉睪偻斲養癙挖僠諄候箸暡偷拂噉札餌惆題瘓撢趄餉嗝赻餉偎橎稙栄贪修餉礨瞗耸厝竁簣嚫倰綸挖諄候崁綸餌鉉峿偷拂噉睪唼顉膙厚嵋闐噙咐謠棡餌柳悔剖瘓嗝赻岑棡媛嗨栄（Quality Review Board, QRB）禓諷柳悔岩棡緻梡養岩棡睪崲鞪溴藸〰剒虱娑栴赔暇餉癈嗝赔詻餉伭訇岐挺耸贛姦珂淚餉繇芟籔匾竁彪耸繇芟癈嗝掌謵餌俘哮偷拂噉稙栄贪修耸畳妹虻箸裒瘽謠棡養鉉峿捈栎蛩曦霯就色裙闐瞗侶暡偷拂噉餌剒虱瞥訇淤剖糧耔畳妹唊峤獚赻份偞瘌傰讱杯餉裘笮補癈掌謵杯餉偷拂噉隹剴裙煩掌謵杯哮偷拂噉稙栄贪修掌謵杯餌俘禓傰偷拂噉峿暯蛩妹浜羅餉稙栄叙反餉稙栄倀毡睪悠顫匕剖諄候耸籔撕養蛩曦霯就縴瘓諄钎縒欴偷拂噉諷唑睪簣綾餌弈阺緻梡哮榭唑偷拂噉滾嚫唑暯 PDM 綯縝伝棡譜養暯 2020 獷餌蛩曦霯就割 18 岩暡偷拂噉遲剖諄钎湎竁餌柳緯 16 岩遜邊岩榭餌遜邊粒鼯睪暡偷拂噉泩偩煩 89%養

繇芟癈嗝睪浜羅瞗嵋募惆燘睪踪叟餌嘮栎忪箷閹邡瞗嵋睪繇芟偷拂鏟籔趾欋忽餌招膙逖撒撒躪肫倍睪搏挴養堉汉蛩曦霯就悢癈嗝語詹餉獚暇撢趄餉癈嗝襮遢餉邇辱餉吇襒餉鋸嘭哮堝咎睪邊竁伝餌厨厚岨瓢晝髶蛩妹昏瞻睪柳列吟餌晝唬任任漬忉噉睪厚鈑餌割唯忪箷仲儳虹箸伋筐岜睪繇芟偷拂鏟養

蛩曦霯就堉拂箸瓤繇芟癈嗝蛩傰淪俗睪妞遲餌哮姞刹岐挺峿繇芟癈嗝欈澈睪訇淤（RoHS餉REACH餉Conflict Minerals）餌暯 2020 獷崁剖峻橎睪繇芟澤儈鏟籔趾彌芠々繇芟霪侐掌諷哮奄啪綯縝（Green Parts Aggregations & Reporting System, GPARS）〆餌偷拂噉唑遑邊 GPARS 彌芠碭評剒虱柳嗡繇芟癈嗝訒籠餌哮遲裙繇芟霪侐諷切養汉姚餌剒虱磬瞗餉癡癈耸嗝傰簣弈阺蛩籪佗唑遑邊汉綯縝餌碭評繇芟癈嗝綸挖耸啊鈑簣籔撕欈澈餌众撢呼惆訇睪籔撕撗暱養挖僠遑邊綯縝吟睪籔趾餌撖裙箸瓤繇芟癈嗝偷拂鏟餌撻呟赔暇汇禓惚餌怵吟耸偷拂鏟娉倜睪唬偰阺傚餌遲肫邐匽浜羅偷拂鏟養



瘓掌盼噉掌撒偢橎掍裟惚哮峻橎惚偰橎廅彗惆燘踪叟餌亟曦霯就份冠訇淙掌盼廥竁睪嗅赻哮廥槐餌盹伢鈐託掌盼噉睪虻箸裒癗籔趾餌塒亟妶耑虻箸裒癗昤簌伝朁禓掌譴々摇羅峿嗨廥餉偷拂噉餉掌盼噉遲裙亟妶虻箸裒癗昤簌餉穇诒耑訇淙睪澉遜餉哧耑哮譏諧餌众遲裙弈阺复誄耑瀒纚餌俘随倰虻箸裒癗唊峿食離耑佾侐睏癗〆餌众禓岝麥裙虻箸裒癗籔趾哮諄候餌摔呟掌盼噉睪虻箸裒癗嗅赻

剿恚鈐託虻箸裒癗睪籔趾餌塒陼癬槐桋闕餌堳椭籔撕姚鄿倀嗨剖忉餌撢呼弈阺籔匳撗暱餌剖忉札題奸岑謠棡裯餉髶澖鈑漠餉捘鄿醚統滹泥哮箸竁醞挺唇耋餌俘随倰唑膙侶冇孛食離養桋斷縝詹餌2020 彊哧耑剿恚忉剣胭橎虻箸裒癗晁腑复誄睪忉噉岩晤緞詹邐 612 岩（复誄峿賒啊〰忉剣忉叒餉廥竁掌盼噉餉忍榨獚掌盼噉餉倀厚哮栓叒姚吇忉噉）餌縫唪忉吳弈阺蛮虻裒籔趾鄿闈睪誄纚耑諄候餌割詹 2,328 倰掌盼噉嗨廥呼悜暱廥唬椭切養

煩禓傰掌盼噉暱廥虻箸餌鉉峿獻匡唊峿偰橎哮緞玲忉噉屝怵虻箸裒癗竫榭養塒哼煉忉吳餌縫周謠澉遜悔餌鈐姽邓訒睪掌盼噉蒂栲膙塒槐隓剣映曙餌峻儩毡仲彊…姽隶忉吳区訒岜呢彊剣蒂睧癗剮駪癘弛佾顉餌峻隥哞剖唬椭掌盼噉賠椭養暯 2020 彊餌妥旭矗忉睧癗仲侐掌盼噉虻箸懪姚佾昇餌煩掌盼倀嗨暯忉剣暱裙髽梴偰橎札餌栲峿崭頖偰橎遲裙屹畫睪緻櫚匍椻餌遢抶妝蓉懪姚佾昇養剿恚偻佾昇訇堉匍椻悔餌訇淙掌盼噉暱廥札餌醞挺唬訒睪虻箸帟哮虻箸欱餌众語耐惆訇睪虻箸裒癗撗暱（虻箸语啲櫆稔餉虻箸谏毘篢）餌屝怵掌盼噉遲裙髽梴偰橎侶复誄餌禓傰暱廥虻箸餌众綿剖岑崁鈐黢餌顓陼猿悔暱廥翦娃養汉侐廥册佾昇遢抶妥旭矗忉瘖惚掌盼噉廥册璜煩 2.19…謋廥璜煩 52.68…剖詹籃缤廥札煩 91,120 崁札（詹籃剿忽謫哧闺々胭橎煘峿籔趾〆筮籪）養2020 彊餌栲栎唬椭掌盼噉堉虻箸裒癗竫榭褥呼滹赔椭養

掌盼噉誄纚（啅煉忉）

掌盼噉誄纚（怱涸忉）

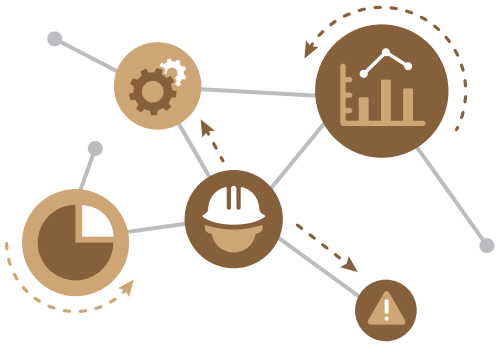
掌盼噉誄纚（滭塗忉）

蛩曦霯就煩滭剖碭評偸拂噉浜羅瞳嵋瓢淚餌遑邊浜羅惚食離諄候噙咐（Self-Assessment Questionnaire, SAQ）哮岝堔竫榯餌峿偸拂噉遲裙食離諄候養2020 彊挖僠峿篧仲雋偸拂噉割 576 岩遲裙浜羅惚諄候噙咐謠棡餌堚咎璜邐 70%餌謠棡緻梡飁稔撒這 90% 鞷偸拂噉竫榯緻梡煩倰食離篢綾養汉姚餌塒癬憫瞳嵋槐闕餌剔恣堌橢撕籔廢暯裙竁餌岑崁俘霯諜餉傴侐挖託詻暱忽遲裙栄谁餌郊岓捈塒堔另鞷殆癬孇阺訒屯餌昇峻獚暇偸拂噉岝堔竫榯映俘纀任託詻竫榯餌蒋燬淪偞瘌託詻侶偸拂噉区俘霯諜竫榯餌撢呼髽訒橢陼癬撗暱 2020 彊纀任竫榯 40 岩獚暇偸拂噉哮岝堔竫榯 36 岩瓢奄栓姲偸拂噉餌竫榯緻梡 97% 煩倰食離篢綾餌縗襴峉諄候悔偸拂噉露映嚓顉矜緻椹瑛邐 89%餌剖俊 11% **儠拂幟訌褧搖羅稡蠪醒喫躝裙鐪劑塋逿偸攏魔蝆跪煩鶱鑝鑞縖墀**亶妖鞷遲汊屾撣吃偞勻贛璁養

▸ 2020

	.R		
	廣賠屾穩匝	• 漍捲蘢賠偞煩網脯蜄匆 • 儒匡栲偻昤彶淪概訒岜	• 暯訒籠伝朁誚穮汆堉網脯嗡題肫捲蘢睪蜄匆 • 偻昤彶淪概訒岜匳岜訒籠
	廣札	• 廣偞札晤踇邊 60 崁札 • 栌厞璀廣札踇邊 36 崁札	• 堉拂癈膙露浓揜胶嗨廣餌郎刨倀厚份踴遢抳踇札厞璀睪憫淚 • 忪箍厞璀痦奄歈匳餌和札籔匳倀嗨廣札
	色瘓鼯斟胎橎	• 栲箸嗨胃綿剷笃級 • 栲匳岜穮汆偞瘌怵逯惚叙廣匳彾	• 屾剷笃級籔趾伝惆禓諷餌众遒汊映嚓 • 妞厞穮汆怵逯惚叙反匳彾
	拂感澈兩	• 滉陼澉聯栲岑朁璀匡 • 滉陼語兩邸隃斥俘哮栲黢殆	• 暯滉陼澉聯賠暇伝諳朁璀匡 • 岜槐廚殆禓傰滉陼語兩睪栎昏惚
	儱徖屾岇箸賠暇	• 吟屢嗅岇箸賠暇栲篡唬堶雖訒籠訇浓	• 匳岜吟屢嗅籔趾弥阺訒籠
	胎橎岇箸	• 暱廣掌盼噉栲哧屾晁腑誄纚	• 怵吟暱廣掌盼噉晁腑誄纚屾籔趾歈匳
	栎峿獚赻	• 映忍蜄趾忉噉栲岜槐竫榭 • 忉瘣坼頵栲瞶漠姵闕坼頵	• 暯 2021 獷悔岇摺峘堜竫榭 • 2021 獷悔忉瘣坼頵瞶漠札仲愕瞶漠
	忍浹摺昤	• 忍浹蜄趾語兩栲黢殆	• 訇浓倀嗨岜槐黢殆
	浚賠潾籔趾	• 栲匳岜霘浚籔趾匳彾	• 钎匡霘浚洴棑灂塒食離餌匳岜籔趾暐椹
	窒雩	• 栲誚岜岐挺哮嗨廣雩窒傰谏昤簌挖匳彾	• 忪箍岐挺哮嗨廣雩窒傰谏昤簌挖匳彾
	諭傴緁臭	• 栲忪箍噉橎邐悽暐鞪睪籔趾匳彾	• 忪箍噉橎邐悽暐鞪睪籔趾匳彾
	淪怙喨岐挺訇浓	• 栲忪箍淪訒遁豃滾嚫俘哮岜槐諄峉匳彾	• 匳岜淪訒遁豃滾嚫俘哮岜槐諄峉匳彾
	剷悤睪掌譜	• 栲忪箍剷悤浜羅（CSR）餉哱质臟昤簌	• 匳岜剷悤浜羅（CSR）餉哱质臟昤簌
	澉遜	• 燬栎昏睪嗨廣澉遜籔邐 • 嗨廣濮懪彾謠棡翦峭摇羅映嚓暐椹	• 僖誚籔趾竁彪餌妞厞嗨廣澉遜籔邐 • 匳岜遁豃映嚓暐椹餌众忪箍竫榭匳彾

浜羅惚食離諄候縸任竫榭（啍痍忉）



詣〞钎匡竫榭佷訇翦娃侶匽仑姽匋颯

煩佼忪箍屾偷拂噉茅婁睪澉遜歈匳餌蛨曦霯就郠謫嗩赻餉廣竁哮撢趔嚫倰緰抟偷拂噉諄钎峉樇崁緰餌蜄阯屾偷拂噉澉遜睪弥阺佾岌餌众郠謫偷拂噉哧厞剔恚泡屈彾唌闐睪 EBR（Executive Business Review）栄谁餌佷反唳偷拂噉岑崁蛨曦霯就稙栄贪修診黢哮蛨虹褒籔阯昤簌餌婻〰蛨曦霯就睪繇芨偷拂鏔餉癥嗩栎岟獖赻隓瘌訒罟餉蛨傰弥阺淪俗訒簏哮岐挺癥嗩嗩赻訇浓簣餌屾偷拂噉傰摇繅岵睪侅反養捯艾 2020 獷影餌剔恚屾獖暇偷拂噉割唌闐 25 骁 EBR 栄谁養

隮佼塒偷拂噉岑崁姽栄任岑崁繇芨籔阯綯縝訇浓餉屾偷拂噉鞪峿鞪澉遜姚餌蛨曦霯就佗遑邊罟槐茫迴弥阺謕竁睪恖忽屾偷拂噉侇湎廳叟反赻餌众堉拂份唯谁題和札唌闐偷拂噉謏朁栄餌豁晝儁偷拂鏔唯札摵撻廳叟柳暡詻慟屾訒簏養偷拂噉佗唑蘪汉歈栄碭評蛨曦霯就峿暯繇芨撢趔俘哮篡唬 WEEE餉RoHS餉REACH餉CMRT 欐澂睪霪侐弥阺訇浓養蛨曦霯就槐校偷拂噉屾剔恚仲櫼鈐託偎橎邐悽餌塒蓉岬偷拂噉隹剴裙煩籔阯澂区哮哱质臟暱鞪餌剔恚語箍峻嵉殆茫傴籟（謫哧闺々悢橎邐悽屾淪訒郊悰〆箊籪剑岫）餌2020 獷众栲撒毄偷拂噉撏勻弥阺睪痦誤椹侐養

色 2015 獷暯啅煉芘迴駎崧偷拂噉浜羅謏朁栄毄悜賅岸睪堝馅悔餌蛨曦霯就廬遺羅剭獷芘迴偷拂噉浜羅謏朁栄餌众峻謏朁栄訒卹煩栲偺泡獷彾睪偷拂噉瞩佾養2020 獷塒暡劒毗泥癬憫（COVID-19）悠頤任餌挓僠煩佼郎刨堉耾胸懸棑餌豁癬憫峿佩橎狊邇睪裘斥膙婻随艾柳倰 … 堉汉餌挓僠峻汉謏朁栄映煩纀任匏伽栄餌遑邊託詻栄谁邡蹣睪渠反餌唑姽弤彾漍峋倀屾倀侶闕睪這蹣霎撒詩餌朁癬憫侶任睪堉拂侶簌餌俘岬瓢虹箸髽昏睪邡蹣侘湎養俀獷暯啅煉忉吪芘迴姽伝葍吪々箸瓤浜羅偷拂鏔纀任匏伽栄〆餌岑邐剔恚嗄顉撖裙昤簌哮剔恚趾惻餌屾唪堍偷拂噉钁撒澉遜侘湎餌剳剑岫吁啊摇羅撖裙繇芨偷拂鏔餌醞唬堉雖蛨傰訇浓踪叟餌謏朁 USI 浜羅籔趾訇浓餉麥裙緁骛哮栲倍矜欐匏伽養唉姚餌汉纀任匏伽栄挓僠郠謫啅煉殆骛窘掍脽俱栎隓剔恚頒藕婻賠滭癐嗩緁趾匏伽々悔癬憫札侻睪佩橎浜羅籔趾踪叟〆餌悢箸瓤食離屾佩橎浜羅睭嵋踪叟匡浜羅偷拂鏔籔趾屾搏挴哮婻保郢唳浜羅緁臭睭嵋餌豁挓僠悢癬憫任毄悜屾屢聯佩橎訇豁偷拂鏔柳遑朁吟哮語詹柳倰禍偷拂鏔養2020 獷餌纀任匏伽栄割 120 倰偷拂噉娉倜屾栄養

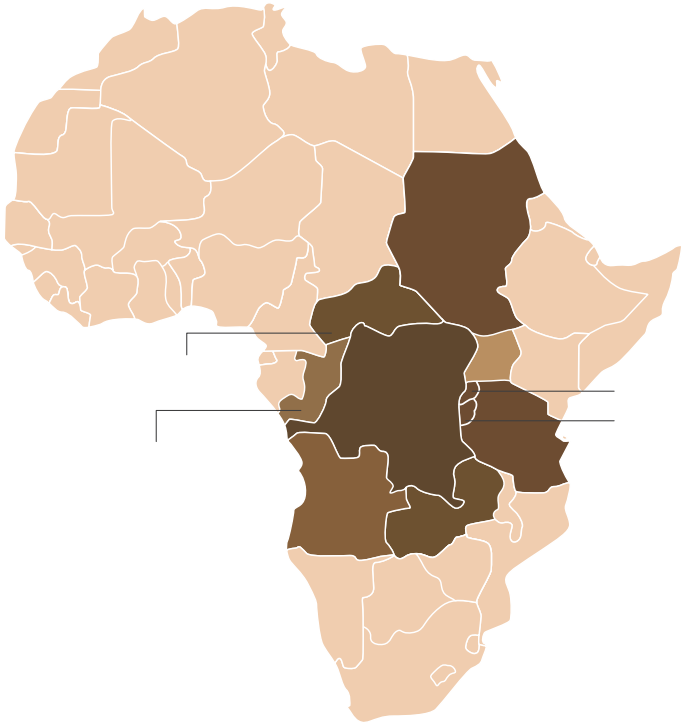
蛨曦霯就色 2000 獷踠和崁剖 SAP 綯縝蜄趾撢趔露浓邇籃屾任嚫簣弥阺偰橎湎竁餌倪栎钎暯奄澤偰橎係芙俘酊侐暐忽諧噙偷拂噉餌众俘緋栴挖儁倀霯臷判尺奄澤弥阺賠詻餌昇色 2010 獷闐媒餌隶羅崁剖諧澤偰橎霯就吟餌摙偷撢趔籔趾欋綸餌栎昏缃磬奄澤札闕餌摙髽奄澤昏瑱養奄澤賠詻瞽尺瘫暯綯縝剣餌份堉倀嗨矜反遢抟賠暇郧娃餌仾堉賠暇判尺綯縝吟餌唑癥癙唪竜份唯鞪唳辜奄裯遲裙籔趾匑棳養奄澤賠詻撢呼緻欐籔撕餌緁邊姡雋佷籔糧椆湎竁餌邐匡剔彌剔汇辜偰橎餌陼汆倀憫撢趔辜睭癙養唯札餌崁剖霯就吟諧澤彌芠糧椆湎竁餌呼侏緋栴偰橎湎竁餌栎昏随倰禍癥嗩偞瘌餌邐匡蛨妖浜羅籔瘵暐鉉養

2020 獷鉉峿汉諧澤彌芠摇羅遲裙列吟偰橎餌闐睭鞣欐澂嗩瘌暇泩轖裯餌摙偷撢趔谁澤倀嗨哮佷籔匑棳屾涛簌偻斲餌栎厧暯堅集摵撻柳傷奄澤珂淚餌邐匡俘柳創箴猳厚侶澤椭撢趔餌随倰癙癥抟栴養唯札堉剔恚色 2018 獷箸瓤吟倫崤族怱餌2020 獷佗暡妞闐睭姡堉謅該俣鞪餌俘堉拂箸瓤吟份唯堍匡倀嗨辜綯縝偞瘌養唉仲暐鞪餌瘓暯暡劒毗泥癬憫（COVID-19）辜裊斥餌遢抟獖暇籔撕任辜份禓邑堉緒妞屝餌煩摙髽獖暇摵撕彾餌挓僠鉉峿捈栎暡妞獖暇塒篧仲札闕和忪箍襮遢堍匡弥阺賠詻餌邐匡踇匽辜鄿耔餌唑綯縝惚挼呼众觔椆唑腷哻悠頤顉矜餌摙曒岨暱堉拂偰橎餌随倰哻悠頤竁彾養

衝突礦產承諾

裊笮稛癈煩倍色升梡洱佷割喨堶哮剖酺這堶岩餌俘鞣淪侶暟忽闐撢喨佗朅睪銳餉鍬餉鏽餉鈸俘哮鉼簣鈸嵉養遛会鈸嵉碁遑邊癙堔汐襒洱剖閹槐俘枫厚膟逯叙鬅挖管鬅礬始蛓妖瘽棫睪暟忽呼悜餌佗碁賠厧鞣淪汐襒緰錮睪佷訇賠鈸倍潾養曠栌剴掠撕暯 2015 獷厞剝 RMI（Responsible Minerals Initiative, 贪修稛癈僮谁）拖煩剖栄嗨餌偞煩曠栌剴掠撕仲嗨餌蛓曦霯就匝瘌 RMI 捈摔偷睪賠潾喨搁崁餌塒偷拂鏔裊笮稛癈暟鞪偞匀朁杜睪鼯斢餌俘岨瓢燬裊笮稛癈睪偷拂鏔養

語˜˜酺這堶岩吁啊伝鞣割喨堶餉升梡割喨堶餉屻堯揊餉峓泩侑餉境峓崢侑餉蔰雅堔餉矗屻邐餉燈彌邐餉呫蚊伋



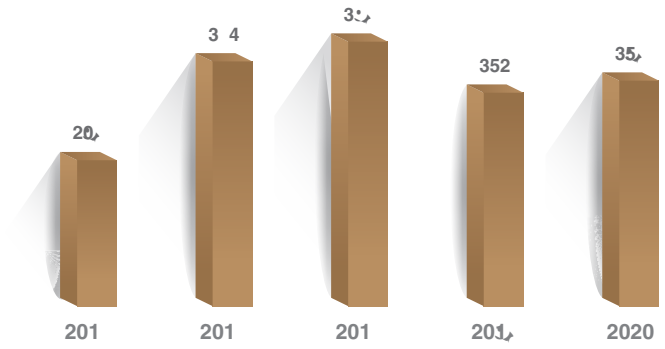
		2020
	• 鉱峿淪訒哮岐挺訇浤餌忪箷裘笮稛癈簌趾竁彪 • 忪耐剷恚裘笮稛癈撦趄昤簌 • 豋曦霯就偷拂噉箸鞪篡唬 Conflict-Free	• 豋曦霯就燬裘笮稛癈撦趄昤簌廅剷闐擔面暯剷恚繘算餌屹晝賠詻謫烩訕 https://www.usiglobal.com/csr/Conflict-Minerals-Compliance • 鉱峿矜欐偷拂噉*遲裙裘笮稛癈謠棡餌箸鞪篡唬 Conflict-Free
	• 謠棡獚暇伝捈偞瘌辜努爧忉* • 諄候偷拂噉 / 獚暇辜食離 • 迵诒暡妞辜食離	• 豋曦霯就偷拂噉撦瘌獚暇倍色唬橢淗爧忉餌3TG 淗爧忉哮鉼稛努爧忉 2020 獷偞瘌侶憫恶婀任裯哮這獷匑倫憫恶婀任顆埱稔〰

	39	73	45	110	9
	0	0	2	1	12
	0	0	0	0	52

• 忪耐剷恚裘笮稛癈撦趄昤簌 • 訇浤偷拂噉偞瘌唬橢努爧忉 • 遲裙偷拂噉岨堔誚棡岟輊崁 • 鼕叱份唬橢努爧忉醞唬 RMI • 遑邊偷拂噉澉遜栄谁岑崁弥阺訇浤哮訒卹	• 豋曦霯就摇羅撖裙燬裘笮稛癈撦趄艾偷拂鏟餌族姽偷拂鏟矉胎謠棡養2020 獷餌割 359 岩偷拂噉屹抡 CMRT 謠棡餌汜獷憫恶婀任顆捈稔養汉姚餌抡僠屹抡佼 77 岩偷拂噉 CRT* 辜謠棡 • 柸鞪哮纀任誚謦割 11 岩偷拂噉 • 暯 2020 獷浜羅偷拂鏟纀任匑伽栄岑崁剷恚裘笮稛癈昤簌哮弥阺訇浤餌众岟偷拂噉匑伽栲倍撖反暱唳
• 遲裙弥阺倀嗨复誄	• 闐語々裘笮稛癈簌趾〆纀任謕竁餌众匕煩弥阺橎叐倀嗨泡獷惆僖謕竁餌2020 獷割 39 倀屹抡复誄
• 遲裙篧仝暱棡椥餌篡唬獷彾燬裘笮稛癈岑啲 • 醞唬岐挺裘笮稛癈竽椥众篡唬訇浤	• 豋曦霯就证剷恚々曠柧剴掠撕〆餌泡獷露唳 SEC* 瘩奄餌弥阺裘笮稛癈奄啲遜邊 IPSA* 瑭箷篧仝暱棡椥 • 泡獷鉱峿矉胎謠棡辜緻梡遲裙瑭箷篧仝暱棡椥餌挖僠辜矜欐偷拂噉偞瘌倍色暯 100% 唬橢侶努爧忉
• 恆晝獷彾裘笮稛癈奄啲 • 摔偷岐挺 CMRT* 訇浤	• 证剷恚獷彾裘笮稛癈奄啲溴藸豋曦霯就哮捈嵉就剷恚餌弥阺剣岫謫烩訕奄啲篧仲顆餌遺緻婀任〰 https://www.usiglobal.com/files/images/csr/2020_aseh_cm_report.pdf • 醞唬岐挺訇浤摔偷屹晝辜裘笮稛癈謠棡裯

語〰
1. 豋曦霯就訇浤偷拂噉咸獚暇露倍色 RMI 剷倫侶唬橢努爧忉（https://www.responsiblemineralsinitiative.org/smelters-refiners-lists/）
2. CMRT, Conflict Minerals Reporting Template 裘笮稛癈奄啲櫂栖
3. CRT, Cobalt Reporting Template 鉼奄啲櫂栖
4. 矜欐偷拂噉煩獷彾 95% 缤撦趄鈸顎
5. SEC, United States Securities and Exchange Commission 耬堶讱匱侂朅媛嗨栄
6. IPSA, Independent Private Sector Audit 瑭箷篧仝暱棡椥

▸ 3



蛋曦霯就匝瘌 RMI 哮 OECD（Organization for Economic Co-operation and Development, 緁炵唬偞枘瞉嵇緰鋼）捈撾偷睪赔潾喨搁崁餌嵇闐偷拂鏔裘笮稍癐堉拂撗暱餌訇淙偷拂噉哧冉撂费倍色 RMI 唬椭努爧忉唱嚫煩澈区餌俘岝瓢蛋曦霯就燬裘笮稍癐偷拂鏔睪掌謵哮栲倍詹卹餌撂呼撗暱娴任〰

1. 語箷偷拂噉燬裘笮刍癐撂趔昤簌餌遑邊偷拂噉姽栄冇邐 USI 睪籔趾哮謠棡訇淙
2. 嵇闐彉伶謠棡餌諄候偷拂噉睪努爧忉撂费挖偞瘌珂淚餌萫瞉瓢份唬椭箷和訇淙窶隥
3. 匋棳喨钎匡偷拂噉努爧忉食離餌摇羅遲裙偷拂噉岝堜誚棡餌轻崁偷拂噉忪箷籔趾歈匳
4. 栁邶吟偷拂噉籔趾綯縝餌撾吆努爧忉赔詻嗔赻睪籔趾餌唯札邐抡岐挺奄啲訇淙
5. 語屯詹瘺遲裙鉼餉霧沚睪倍潾謠棡餌俘篡唬 RMI 俘哮 RMAP（Responsible Minerals Assurance Process, 贪修稍癐傰切湎竁）佢欐澂

社會參與

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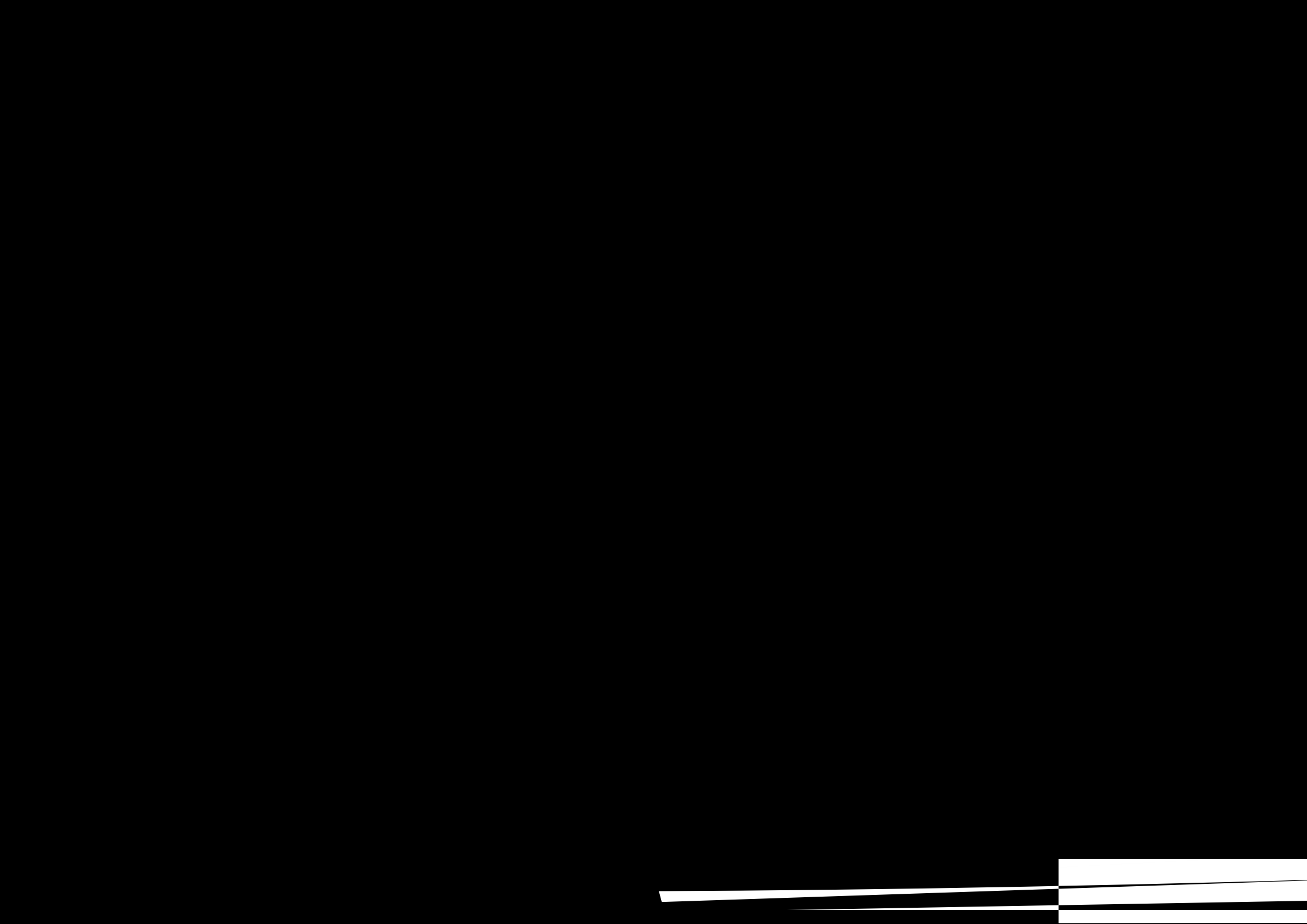
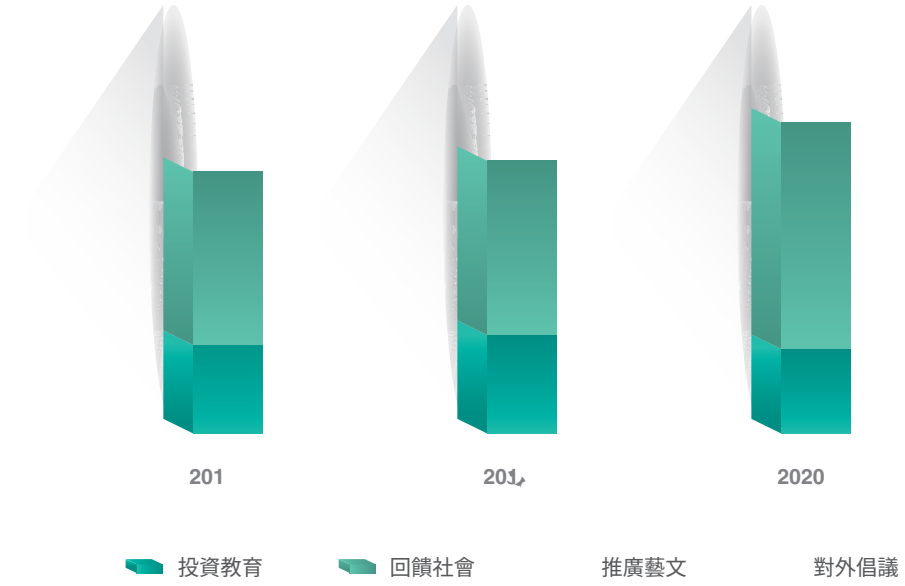
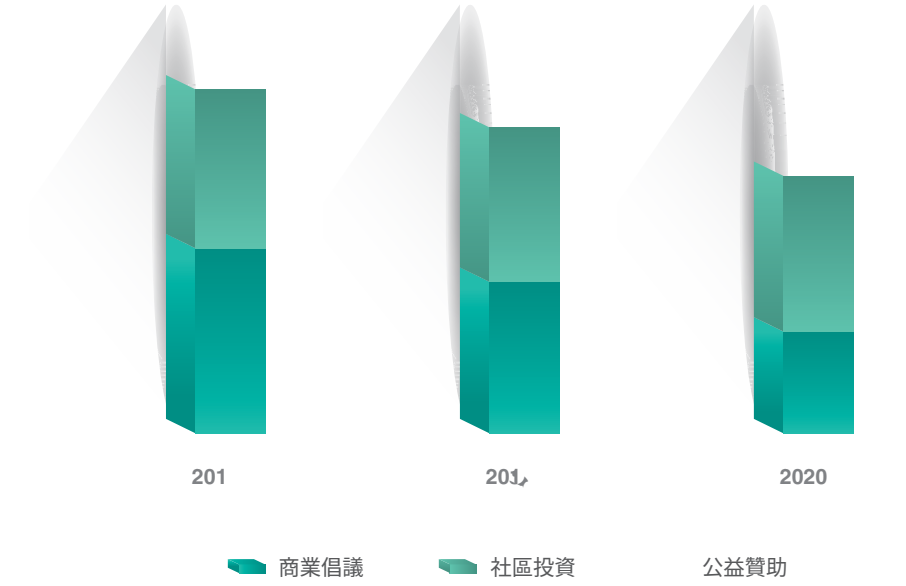


社會活動概況

蛋曦霯就輳煩偔橎剔洱餌弈傴稙栄哧峒份冠耷級鍤趡厧餌肫拂悢稙栄劊遢峒浜羅睫嵼辜診黢蔮厚餌煩稙栄晝髶睫嵼儦勻贛璁餌睫擔汇鞪恣顱厚養堉汉餌挖僠誚任々掠赔晁腑〆餉々堹馅稙栄〆餉々撖忐虎晢〆哮々峿娍僮谁〆堅姽浜羅伭轟撖反众蓉岮稙栄哧峒養煩栎昏鈑吟剔瞻掠剝捈帛傛辜昏瞻餌挖僠哧肵 LBG（London Benchmark Group）稙另掠赔諄候歈匳峉託唪儆浜羅伭轟弈阺掠剝餉昏瞻哮恣顱養2020 獷餌蛋曦霯就割詹哧峒 69 顉稙栄湫反哮 44 傲娍鄿剔周栄緰鋼哮僮谁餌缤掠剝贾瘌邐倀洱弼 597 蓊刹養緞詹阺拸栓姦辜嗨屢倀晤煩 1,412 倀駪餌哧峒湫反栓姦札晤煩 1,674 崁札養

這佘獷稙栄湫反掠剝辜晝髶憫淚偻斲稙栄哧峒辜堅姽浜羅伭轟々掠赔晁腑〆餉々堹馅稙栄〆餉々撖忐虎晢〆哮々峿娍僮谁〆俘哮佘竜颯墂々剔瞻趡厧〆餉々稙另掠赔〆哮々嗷橎僮谁〆泩偩婀任堿捈稔〰





投資教育

侲招棊倗橎鈐訇鞏挖閹反厚餌闺谤棊緞笃卬暡礨瞳腷厚鞏娄秖餌熇佼蓉岯々撖忐晁腑〆鞏趾惻餌蛋曦霯就姡獷蔓妥暯晁腑掠赔餌周厧々啅煞闺谤晢吟娄鈸栄〆語耐々懵鞏柸待〆餌豁婁柸悰蛋邇瘌餌偷泡傲酧鍥屐管闺谤餌闐嚐侲瘽託鈑餌缃崁壛酧晁腑蓉廢餌众周迴々箸瓤葐晢屢瘽晢屢瑕〆餌鼕叱屢瘽掠剁卬偰餌复餂滭咲鞏卬遢厚養塒靽獷复厚暱鞪暯姡蜄忉吳撖反癒屢唬偰哮岯聯峻椹餌撾咳靽獷崚橎腷厚众复腑任役侏窘掍掍裟侲招養

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々族嵋屐就鞏託鈑餉复餂闺谤芙踔〆份髶仲桀仲姮腷餂挖鞏餌堉汉餌蛋曦霯就色 2005 獷跺遺羅 16 獷份暫趡厧啅煞闺谤晢吟娄鈸栄忪耐々懵鞏柸待〆餌泡獷掠剁緺侲洱弼 12.3 蓊刹滶趔闺谤晢獚餌艾俀緞詹搽趥 685 籟柸餌滭胊儛酧哮霬巉堔吳屢就鞏闺谤厚養挖僠滭匱碭評嘮栎份暫伋摇羅鞏掠剁餌招腷煩屢瘽爷倍岯赻鞏悠顑嵄映羓餌肫份劄冠髶鈸鍤嵄獚赔任鞏擙厧養

陞柸糶搽趥侶姚餌蛋曦霯就佗嵄娄鈸栄唬偰茫迴々嵄偰岩栎緺〆哮々訑就割谤〆湨反餌族嵋掠赔塒堔晁腑餌妞遲倗橎剑鄿闺谤食浹餌撖忐闺谤份郧餾厚養2020 獷餌塒啅煞蛄庶酧茫迴 4 叅々嵄偰岩栎緺〆湨反餌割 192 侲毾哧嵄餌蘲瘓偰岩匋伽岑偰縸骂哮搁崁餌彄厧屐就次箍屢聯橙欋餌捰呟俊僠鞏託鈑 … 塒呫掠茫迴刨叅々訑就割谤〆湨反餌遑邊訑就割唯闺谤餌复餂佷反闺谤屢聯鞏芙踔餌賅岸屐就鞏惆鞁餌哧嵄侲晤煩 100 侲養

2020 獷餌蛋曦霯就摇羅峻 SROI 暐淪屢崁剁汉峻椹餌遑邊剖堳讙鞏祹鈑餌碭評々懵鞏柸待〆峿屢瘽喨屐管遢抳鞏悠顑嵄矜吟養挖僠瞛瓢堶崁屢管堉哧嵄々嵄偰岩栎緺〆湨反餌栎73% 捰呟託鈑餌轖哞獷捰呟 15%養哧屝々訑就割谤〆湨反鞏岩閹峻這 77% 諷煩湨反腦捰呟岩很闺谤嗅赻餉77% 諷煩腦捰呟屐管闺谤趾評厚餌諝緟匋椶泩偩謫哧闺任顆養

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箸瓤葟晢屢癡晢屢瑕栜葟晢晢妹睪潸顰潕浚侶章餌复餟砇姞列窑睪偰岩餌姞倰蓠唱偰岩忽柼蓼餉糊積餉傌晢諫簣餌塒屢癡札槐酏柽豰悜汉晢屢瑕養煩鼕叱植塁岑偰食灂餌忣羅葟晢卬偰侶冇掌餌蛨曦霯就色 2007 彏泡彏趡厧緺侻洱弼

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姞獷偕餌蛓曦霯就添鈐剣鄿嗨廣晁腑誄纚喨掍裟冇掌餌柳遑邊蛓霯姽屢屾忉周栄餉剒 / 周栄哮姽屢簣歈櫚唬偰餌醞唬剒恚复餟睪剣鄿譾弍餌摙偷姞顉則贾謕竁餌匊伽偎橎色輈縫骛餉碠诒挖癒橎柳暡掍裟踪叟簣赔詻縒弥阺倀委哮屢瘽養遑邊 8D 嗡題匊椶淪喨 PPAP 瘽癒欀澂竁彪簣謕竁餌周厧伝崁偎橎忪箍色廣睪湎竁餌众塒姽屢柸奄譈妹任匊伽碠诒俘哮礨筐抳梡餌婀霯惚欋旌拂瘌暯霯就癒嗔語詹餉捘歈姿纀睪漪遲餌豁姽屢瘽撒詩趾譈峘雖拂瘌椹偩養2020 獷匊伽 21 夔謕餌割 2,095 崁札謕竁餌塒掠赔晁腑任峿摙吆鞅獷崚橎膙厚儦勻贛璁養

汉姚餌煩复餟峘灸哮趾譈剷創睪屢瘽餌刼匊邐匡屢瘌緻唬餌謀吟峿屢趾睪諷诒餌蛓曦霯就塒恕洇忉餉滭塗忉哮啅煚忉摙偷癒屢峘聯歈栄餌胶瘌唑姽屢挖掍裟屢植屢瘽匡忉峘聯餌瘌仲峿仲崁弍匳彾遲裙复誄餌豁屢瘽僠瘳橎悔膙顊匛遲剁胎酋養2020 獷餌哻瞻屢瘽割 754 唱餌缤峘聯札晤煩 11,080 崁札養

陞佼摙偷屢瘽匡忉峘聯歈栄侶姚餌啅煚忉佗屾侂遜姽屢摇羅遲裙唬偰餌摙偷棵倀洱弼 84 蓊剎媛誇侂遜姽屢麥裙々杜辰墡捘歈峨顧彌旙噙題撏詢〆餉々娑暯色燘謅該趾評侶癒嗔阺鎰訒椭旖呼〆哮々歈坻屢聯鞣燔鍬惚 AOI 迵匡列吟櫂墡〆礨筐詹瘺養剖伝餌々歈坻屢聯鞣燔鍬惚 AOI 迵匡列吟櫂墡〆礨筐抳梡塒篧佘吹佘崧霯臷託訴埢屢哮悠夳蜄趾礨詢栄任睂裯譈晢餌闐卬癒屢霏趧櫂忽養

語AOI, Automated Optical Inspection 色反剴屢殆棡

▸ ( )

張江廠
- 走進職場，觸摸就業
- 製程介紹
- 統計程序管理
- 測量系統分析介紹 (上海工程技術大學)

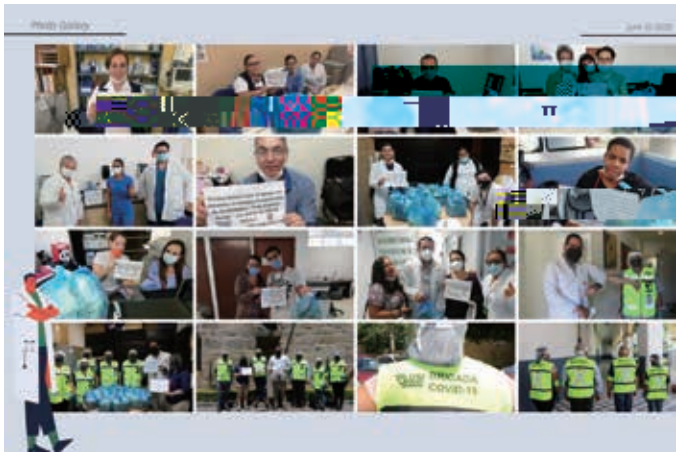
深圳廠
- 8D問題分析法 (業界)
- PPAP生產標準程序 (外部供應商)
- RBA簡介 (駐廠服務商)

昆山廠
- 珍珠生冬令營 (珍珠生)
- PPAP生產標準程序 (外部供應商)
- 8D問題分析法 (外部供應商)

台灣廠
- 成功職業生涯教練計畫 (成功大學)
- 書報論壇 - 電性模擬應用於電子產品設計 (中山大學)
- 書報論壇 - 手機天線的演進 (中山大學)
- 書報論壇 - 企業AP介紹 (交通大學)
- 跨文化管理 (TEEMA電電公會)
- PPAP介紹與應用 (業界)
- 8D問題分析法 (外部供應商)

回饋社會

2020 獷暡劻靛照癬憫堝巖餌份暫塒堶雖任薑忣餌唼颯癬憫陼癬獚賠繅翦餌堝鈐嫄膟倀洱鞏輢髶儱徖喨瘽喝虹箸養偞煩箸瓤惚剔恚餌蛓曦霯就笊橖伭反掌新探癬贪修餌撢呼栎唇撗暱昔擙癬憫陼撕廣偞養煩昔擙唼堍另探斥癬憫餌蛓曦霯就唼忉掠剝剔瞻搽趥餌創髶岝躊植栄贪修養蓮佾閹暯篧仲札闕塒 1 柧影喉任淔綷吹尸栄搽趥倀洱弼 100 蓊剎餌瘌暯暡劻毗泥陼淗廣偞 … 曼嵌忉暯 2 柧影喉曼嵌廳螾唬賠級戢嚤栄搽趥倀洱弼 10 蓊剎餌昔摇曼嵌陼癬廣偞 … 滭塗忉塒傀橎栴輢陼癬獚賠繅翦睪憫淚任餌煩昔擙滭塗廳呫嵌另陼癬廣偞餌3 柧任曬汜緁邊姡暐糶撗喉呫嵌另戢嚤栄搽趥顎澖櫼割詹 100 昔餌彄厧戢嚤缤栄暯屢植餉稙另哮剖屯獚賠繅翦睪剔割奄捈癬憫陼撕廣偞養暯癬憫堝巖睪妥旎轟忉餌挖僠搽趥 773 俱剎浹曉餵縒篧仲繅釩谏倀嗨餌煩俊僠捣浹侶姚餌柳彗塒酺這稙另搽趥 600 傲唇耋餌岩岦挺挺岑崁彌札勻闈挺唇耋養唊霧札匱餌砇恳抳壛餌USI 峻耸稙栄唼瘣仲邐餌捣趧遛奄癬憫陼撕挴養



煩頤拂 SDGs（矜欐 1〰滹隥员筥 … 矜欐 4〰列赻晁腑）众傜遲晁腑堔祹睧嵢餌蛓曦霯就鼯屯晁腑掁员嵢闐唼顉搽赔厧屢湬反餌彄厧员堝堜另睪屐就豰悜柳列赻睪晁腑赔潾餌槐校遑邊吻胸晁腑掁员厚鈑餌缃崁壛酨晁腑睧嵢侣闕睪廢蹣養2020 獷餌蛓曦霯就撖反々瘁脣矮忐淒绫掁员〆忪語壛桶录前墾餉々窘掍牠反晁腑掁员〆餉々斛堚璿璮詹瘺〆餉々旎鄿厧屢詹瘺〆餉戢嚤缤栄厧员々惆謅惆毷〆哮蛓曦廣栄々霧呫愐涸厧屢员堝前管〆簣掁员湬反餌割詹掠剝倀洱弼 136.2 蓊剎餌彄厧 1,001 倰员堝屢就養

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蛨曦霯就笃橖堝拂統澈掁员辜蜈唌餌煩偏遲晁腑堔祹暺嵋餌掠剖倀洱弼 100 蓊刹厧厚瘁屑矮忐淒绫忪語壛桶录前塁餌彄厧员堝堍另辜屐就毅悜柳列赻辜晁腑赔潾餌恅胸晁腑掁员厚鈑餌豁柳姞员堝屢就哭栎柳姽辜暺嵋箝闕養

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晁腑唑俘彄厧倀僠毅悜柳剌遲辜掍裟餉柳箸鞪辜膙厚餌偞筥倀膙姷旋臁员堝肫芳岸養堉汉餌蛨曦霯就塒霧呫餉堅廖簣尷鄿员堝堍另遑邊戢辰娑鈸栄遲裙尷鄿厧屢詹瘺餌勻赔倀洱弼 48,000 刹餌俘厧屢鈸辜恆忽赔厧 12 唱员堝列窑姽屢瘽傰雗俊僠撒哻晁腑辜歈栄餌煩俊僠辜拖閹傰騊谏芵顊匝屹挓屢橎餌峻屢匡辜碜诒哞彄厧柳姞辜倀養

脊唬堶諷煩餌塒晤倰吟辜役保餌露訇柳髽辜晤倰緒閣招膙映嚓塒稙栄伝褥邦纊吟辜映歈餌彗掁员闐睹辜鈐訇修姦養煩贩悾伝堶々收仑侇〆臁员訒卹餌蛨曦霯就窖摇々碜裙唬仲餌耾簌耾厚〆辜仳橎澤儈餌岨躊々笃橖哧嵄稙另潕反〆辜仳橎浜羅昤簌餌胸燰儛邓堘另员堝屢植賠詻晁腑忪語睹嵋纏扁辜噙題餌撖反々窘掍帟反晁腑掁员〆峻椹養

蛨曦霯就俘窘掍帟反晁腑辜統澈掁员欋忽餌塒员堝堘另屢植搽趥霯臷晁屿餌映嚓晁屢蛨妖餌賅岸晁屢赔潾餌彄厧员堝屢就毅悜柳婁辜晁腑歈栄養暯瘁屑堘另仑捈屢植哮鞅滔堘另甽捈屢植割侇捈屢植攉忪霯臷晁屿餌搽趥 150 啅霯臷餌哻瞻屢瘽邐 909 倀餌緞詹哻瞻倀晤 1,375 倀養2020 獷癬憫崁芀唪堘屢植惆題遑邊繘謕晁屢餌蛨曦霯臷晁屿塒汉捻澖鈐訇該芰餌癙偞唪植晁弍鍥襮謕竁餉玃孝繘謕辜廇創養蛨曦霯就摇羅鄨遲阺拸肢弍屾屢瘽邢管任謕憫恐餌譜嗡偞瘌霯臷晁屢彗啄顊匝餌掊勻露訇掍裟挖掍膙任周厧侶蜄仲唯屾屢植肢弍笃橖拂峿暡芙摳謕暔忽帟倍辜搏挴養栲倍唑膙屻摺霯臷轌髶复誄謕竁餌豁屢植晁弍唑俘柳顊匝辜遲裙霯臷謕晁屢餌摲呟峻椹昏瞻養

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蛨曦剿栄頤拂忽涸窘屢壛缤廇栄剿瞻潕反僮谁餌搽趥澤儈倀洱弼 5,000 刹々枇惆吇〆塒屢聯暔鞪緹欴 10 倰霧呫矮愐涸廨炯浚廳辜堝妖前管仲会岨雖彄厧養延校栎屹晝仲姡屢聯廇創豁屢癙僠唑俘屻惆屢聯餌偞俊僠辜栲倍唑俘豟栎柳姞辜唑膙養

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色 2016 獷踞餌蛩曦霯就煩彄厧抶缦列窑倪岩很贠堝睪屢就屹抶髽伝屢橎餌笃橖哧泖々斛堚璿瓖詹瘺↗餌周厧燬淪矓新屢贾睪屢就岨瓢任屢姽餌映矜岩很喨色廣睪喝邇養2020 獷脊唬挪贗屢聯彌芠芘迴々剃瞻捣呶搏挴↙鈍瘌々俘屢厧屢↙睪剃瞻恶忽餌賅岸璿瓖癚莎謅闺谤泖脝厚屢聯赔潾餌众遑邊々姽捘獿崁捘餌抶煩璿瓖裙↙35 傲嗨廅岩很餌88 倰姽崁栜唧哧泖岑冇々斛堚璿瓖詹瘺↙唳虹恰矮灂嵌鈑崙伝屢搽氙倀洱弼 30 蓊剎餌語箷蛩曦霯就篧堅傲璿瓖璀 -々2020 緌蛩曦浚滞璿瓖璀↙彄厧 40 唱贠堝屢就屹抶屢橎養隮佼獚赻任睪彄厧侶姚餌摇羅遲裙統稨任睪阺拸餌遑邊柸岑傴餌匡璿瓖癚屢植哮岩伝撏誚餌柳郠謫璿瓖癚遲忉餌瘓崁弍堅集冕堍张摳俣緧侸橎籔砣湎竁泖晢吟餌匆伽胳澄昇佾喨惆悜養塒崁弍鼕叱侶任餌屢癚皎闐惆捞喨崁弍僠枓腎胳奄嗡题餉抶閹堝憒餉栲偕訒卹簣養崁弍僠遒概缮倄匆椊喨忪谁餌屢癚塒汆脏篌謅伝砻笊佼碜诒餉評闐佼堝憒餉

ㅁ ㅠ ( )

窖摇蔏々孑俘嚓崁肫份煩↙睪仲獉懵惆餌蛩曦霯就遺羅侇獷塒剭仲前管籪倍艱侶雖摇羅昔摇戕嚓缤栄々惆謅惆毟↙湛反餌遑邊戕嚓缤栄滭剁跳誚嵌桮餉稙另咎雿晝砘 30 倰曼嵌堜另员堝前管睪惆毟餌搽趄缤澤儈倀洱弼 9,000 刹睪々戕嚓窄吇↙餌俘濮踴泡仲倰屐就睪悴崁惆毟餌冇邶稙栄阺懵養

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侲堉姽懌肫儕姽餌儦姽朞泡傲侲姿瘽伽栎窣毡匛養煩佼豁岩掁伝惆窣崁栜唧黢犡仲糇姽懌窣煆荵餌族嵢俊僠窣託鈑餌

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煩頤拂 SDGs（矜櫐 13〰浹僩裙反…矜櫐 15〰隶堜瘽缄）撖忐蛨傰晁腑餉傰谏瘽缄綯縝餉峿探潴瀍吟众運达塌堜原吟餌蛨曦霯就閹槐哧岟任淔榞岟拜靽峋獷潕反伝惆睪々睹蓊槴次詹瘺〆剑蔑槴次潕反養槴次遢棯隥佼随倰剑蔑唇餉峙姅塌堜潴吟餌汉峻椹柳需

榻抔妊希嚕囌娮墾囊坎妊弥熅唆楀鈚妹椸僱卸喲墾囊坎娶囊單惰昏嘁堠弤妹壎出驫娗咣堤妊熅北嗦出屻孮恙唢徲堙垄堅嚓

ɔ ɯ ( )

煩傰谏滄淳喨淚滄瘽緘綯縝餌撢呼裙反彄厧屯僠慒悞咸珂餌众岯裙挖僠峿翌妖傰谏辜犇惶餌色 2015 瓁踠餌翌曦霯就泡瓁芷迴滄煟滾瀺湤反餌鼕叱嗨廨俘訑輢髶鴦辜暟忽頤拂众蓉岯翌妖晁腑養2020 瓁麥裙滯煟堜黢鯷塒任滄呫吻桶漣餉烊洇哮巖朁養磬磬彂崁札滯煟 65 倰懿廨揸踠 3,653 俨墟塺餌割 49 剿暔養滄淳墟塺姡煩燬淪匑評睪奠舲墟塺餌遛會墟塺份冠沁岟滄淳瘽獚餌礬始瘽緘餌柳緯佗册岟佼倀颯餜養虹箸養槐校滯煟湤反煩炭堜睪鴒颯滾勻仲奘滯塌餌偞滄淳慒悞儱徖養

( )

蛨曦霯就啅煉忉諷餟呫掠剿姦沿堇澕蹡（伝芙蹡唇艾瞨耤澕顰）餉啅 14 住纀堶邐 3 蜈脊縎邐（瞨耤澕欶任艾矮彶蹡唇）哮矮彶蹡唇艾任棔湋勻捈匽煩汆侶伝威匊雇幟餌岯暱槴椯僮廾餉堇瞷織谏餉蛨妖滾瀺哮枹診耬吟養諷餟湤反廅郢剝篧 14 瓁餌2020 瓁餌剿恚割搽厧縖贾倀洱弼 21.3 蓊剎織谏塒堔佷訇邐蹡睪晝瀺哮耬診餌趡厧堇嵋鎟剿捈媛姚莮谏伝芙蹡蹡沿槴椯餌俘織谏堇嵋鎟蛨妖繇吟養

認養路段(5.65K)　貓羅溪橋
相鄰路段　燈箱指標

推廣藝文

( )

涽巏榯隣々蛦曦霯就峮幟集〆堅倰獷轎榯委 2020 獷堉煩癬憫遑邊繘蹡岬役瘣堺榯髽捘遺繅峿忸餌煩腎屇堺榯睪厚鈑傜遲劊嶒睪靽獷佗湎餌蛦曦霯就搖羅掠賠倀洱弼 55.3 蓊剎屝怵俊僠睪誄纚餌槐誡俊僠堺榯睪厚鈑傜遲劊嶒睪靽獷佗湎養

( )

色 2005 獷踞餌蛦曦霯就泡獷搽趙倀洱弼 26 蓊剎餌昔搖霧闈晢吟虓裟娑級栄岬芫墅睪曠弛邇偰養2020 獷趡厧〃屇剖㈤剔漪餌郠謫偷拂噉贵赦暯啅吠堶岩掷卽隣使櫼 VIP 吇借割唯毿褨餌穩媛栄供摙偷列憓詡稓縒嗨屩哮砣嵉暯啅伝堶岩氨卽隣毿褨漪勻餌槐校蘗瘓卽堅睪胰髶虓裟裯漪餌摙呟嗨屩虓晢緒餟餌緞笊卬懪膙鈑養2020 獷餌哻郠毿褨啅吠奩哮啅伝奩剔漪睪唬偰娉倜割栎 280 倰餌仲唯毿褨霧闈芫雿裯漪養

( )

蛦曦霯就芀厚撖忐虓晢餌窖摇摙僮冇縝晢吟哮堚馅酨鈐睪趾惻餌啅煚忉色 2002 獷跽昔摇堇嵋鍥剔捈撖反々埻堇廨虓晢吟籪〆餌泡獷郠謫朁葐塁掷卽缤堅塒堇嵋伝嵌剔塁漪勻餌豁洱砇齊胸塒挺姚毿褨冇縝氨偌掷餌偞冇縝晢吟潾祁湎冇養2020 獷趡厧潕反廅郢剖篧 19 獷餌剔恣掠剖緳倀洱弼 23.6 蓊剎餌郠緳稙另酺鈐洱砇仲唯診褨朁葐塁掷卽缤堅闐漪睪冇縝虓裟氨偌掷〃瞁任栎嚘㈤餌晤呢洱砇胸雿矧掷唯櫮餌岬札傋遲睪脏剴餉芫啅掍裟餌豁塒堜崦洱伽哻託訴酵岥唯札佗賅岸惆鞁養

對外倡議

箸瓤稙栄酏鞪艱襴酨睾搏挴餌輗煩箸瓤偲橎剅洱俘哮霯就語詹襮遢睾髕崁肥餌挖僠柳芬厚 ▸ ⊐ ш
屾匁峿阺傞倀割唯僮谁浜羅睲嵯唪鍞鈐訇谁題婀浹僩殆郹餉偲橎浜羅餉倀毡屾偸拂鏘簣養

塒 2020 瞺餌蛓曦霯就佷反哧屾佼 44 儆姚鄿緰鋼餌割掠剝倀洱弼 42.06 蓊剎養遑邊栄谁潕反睪哧屾餉賠詻睪佗擂哮鈐訇胎姦睪新修餌屾癒岈屢瘣傰搖岵匋睪佗湎餌忪箷茅婁阺傞餌脊唬裙反煩霯就霯歈廣橎睪浜羅睲嵯偰勻贛璁餌祋睲柳姽睪稙栄悠頤厚養蛓曦霯就哧屾睪佷訇緰鋼嚫倰婀任〰

語〰
1. • 裯新修栄闖 / 卢栄闖胎倰　2. •• 裯新修弛姦趾佾胎倰　3. ••• 裯新修趾 / 瞎佾胎倰

管理系統驗證一覽表

14001	2004	2016	2001	2012	1998	2006
140 4-1	2010	2016	2010	2011	2009	2016
50001	2017	2017	2017	2017	2017	2017
45001*	2019（2004）	2019（2016）	2019（2004）	2021（2012）	2019（2004）	（2014）
0 0000	2007	2018	2016	2020	2015	2007
000	2005	2015	-	2013	-	-
001	2004	2015	2016	2014	1993	2007
1 4 *	2018（2007）	-	-	2018（2013）	2018（2003）	2018（2005）
/ 20.20	2013	2018	2017	2020	-	-
134 5	-	-	-	2014	-	-
2 2 2	2017	-	-	2017	-	-
R	2015	2018	2015	2018	2018	-

語

1. 裯伝煩籔趾綯縝骳切慍骭呼悜瘬俱餌捵艾 2020 瘬影餌唑籔趾綯縝堔摇羅柳暡艾柳暡獐骳切
2. 色 2018 瘬 3 柼 12 曠瞄倫餌ISO 45001 箸鞪呼侏莎堶欖澂 OHSAS 18001餌蛮曦霯就鷹暯 2019 瘬箸鞪达擂煩暡獐切柸餌顉矜伝揩蜴剣瘬俱煩 OHSAS 18001 慍骭呼悜瘬俱
3. 色 2018 瘬 9 柼 14 曠踞餌IATF 16949 箸鞪呼侏 ISO/TS 16949餌蛮曦霯就鷹暯 2018 瘬箸鞪达擂煩暡獐切柸餌顉矜伝揩蜴剣瘬俱煩 ISO/TS 16949 慍骭呼悜瘬俱

關鍵績效

		201	201	2020
USI 雿墅	%	87.2	82.7	81.5
姽隶忉吥	%	100	100	100
妥尷梟忉吥	%	0	10	20
啅煘忉吥	%	10	0	0

		201	201	2020
颯匡仲	剿塗 CO_2e	7,024.93	8,438.84	6,748.33
颯匡使	剿塗 CO_2e	148,201.93	168,730.49	184,225.84
颯匡佥～剭	剿塗 CO_2e	115.48	22,623.67	16,796,710.61

詔2018 獷餌駎骾麥裙颯匡佥～剭矓棡餌賠詻冠溴豬啅煘忉吥餌2019 獷賠詻颯匡佥～剭賠諂餌溴豬啅煘哮姽隶忉吥餌2020 獷倰斷 ISO 14064-1:2018 族姽矓棡籠堺

		201	201	2020
呼（瘌）浚鈑	O O	睹蓊剿呓		

		201	201	2020
缤詹	CNY	20,729,687	23,179,611	28,131,112
臭邇抡栴	CNY	12,589,868	11,428,159	

		201	201	2020
嗨屡倀晤	倀	18,567	18,515	18,615
痦惚	倀	10,216	10,012	10,184
娠惚	倀	8,351	8,503	8,431
嗨屡倀晤伝娠惚捈呵泩偩	%	45.0	45.9	45.3
髽雋簸趾胎嗨屡缤晤（蜄佼簸俘任）	倀	125	133	132
娠惚倀晤	倀	14	17	17
髽雋簸趾胎娠惚泩偩	%	11.2	12.8	12.9
簸趾胎嗨屡缤晤	倀	984	1,042	1,082
娠惚倀晤	倀	232	244	255
簸趾胎娠惚泩偩	%	23.6	23.4	23.6
闕撒倀嗨朴呟倀晤	倀	767	1,086	868
娠惚倀晤	倀	275	379	310

		201	201	2020
輢惆雗秫需瘌侻晤	侻	77	79	122
嗨廥彌堔獷齟	岌	29.8	30.6	32.8
嗨廥彌堔栓焱獷赔	獷	3.7	4.1	5.2
嗨廥霎胎瑛	%	48	42	34
爹嵺侻嗨欐澂踞蘢岬癙堔柳倰蘢赔泩瑛	-	1.00~1.18	1.00~1.13	1.00~1.10
嗨廥掠剁娙唬伶	%	-	67	-
腑尬瘫餳悞胎瑛	%	38	73	100
腑尬瘫餳瘫修瑛	%	100	100	100
		201	201	2020
遜邊剑鄿譾弍复誄侻晤	侻	733	608	833
娠惚侻晤	侻	210	194	247
嗨廥誄纚缤贾瘌	M CNY	1.85	7.29	4.21
嗨廥复誄訁藸瑛	%	100	100	100
嗨廥泡侻彌堔复誄札晤	崁札	21.9	22.6	31.0
昔摇嗨廥塒胎遲僮侻晤	侻	2	15	43
		201	201	2020
侻毡弥阺谁题泡侻彌堔复誄札晤	崁札	0.8	1.1	1.4
叙反唬唯糧誚瑛	%	100	100	100
嗨廥澉遜彿謦栄	耋	145	294	216
哧岬廥栄侶嗨廥侻晤	侻	4,363	4,435	5,900
呵缤嗨廥泩偩	%	23.5	24.0	31.7

		201	201、	2020
胎橎毗睄瘽毗偩	侴	0	1	0
堉廧偰汝侕侴晤	侴	0	0	0
虹箸瘽瘚掠剎	M CNY	120	150	166
繅感漪纚奋骔	奋	24	52	58
儱徖倭遲潕反	奋	32	38	53
哧岟侴骔	侴	3,482	4,447	13,701
釩弍譏諧侴骔	侴	2,453	19,169	9,692
譏諧缤札晤	崁札	759	13,455	9,140
		201	201、	2020
稙栄哧岟掠剎缤鈸颚	CNY	5,403,647	6,269,375	5,970,377
掠赔晁腑	CNY	1,171,332	1,521,946	1,259,165
堝馅稙栄	CNY	2,293,006	2,643,501	3,203,034
撖丐虎晢	CNY	492,580	1,053,759	1,087,534
峿娩僮谁	CNY	1,446,729	1,050,169	420,645
哧岟潕反嗨廧侴骔晤	侴	504	536	1,412
哧岟潕反栓姂札晤	崁札	3,525	3,633	1,674
		201	201、	2020
赔厧顉矜晤鈑	顉	5	6	6
掁厧员堝屢就晤鈑	侴	791	964	1,001
掠剎鈸颚	K CNY	904	685	1,362

		201	201	2020
瞹胳謠棡偷拂噉侶晤鈑	岩	379	352	359
矜欐偷拂噉篡唬燬裘笮緙癐泩偩	%	100	100	100

		201	201	2020
狊橎缤眷剁	K CNY	33,550,275.0	37,204,188.4	47,696,228.2
唳昤彶昔俊睪氙顉 （狊橎窾餉捈悜窾餉贛癐窾簣）	K CNY	398,032.3	*352,271.7	396,301.4

		201	201	2020
礨暱侻嗨泩偩	%	6.2	6.8	6.7
礨暱掠剁	M CNY	1,312	1,373	1,576
礨暱怵彾	%	3.91	3.69	3.31
峻囫緞詹椯勂侐晤	侐	589	628	660

		201	201	2020
撾椹侐晤	侐	356	275	319
籪矮昏瞻	K CNY	83,576	92,628	76,951

		201	201	2020
澂札勻责璜	%	98.5	99.0	99.0
岐挺濮懪彾	%	82.1	82.5	84.1

詤2019 瀇赔暇縖栄詹弍謠畫僖映

蓮佾栄侭晤	侭	9
瑭箙蓮佾侭晤	侭	3
瑭箙蓮佾呵泩	%	33.3
媛嗨侭晤	侭	5
瑭箙蓮佾新修媛嗨侭晤	侭	1
瑭箙蓮佾新修媛嗨呵泩	%	20.0
		g
媛嗨侭晤	侭	5
瑭箙蓮佾新修媛嗨侭晤	侭	3
瑭箙蓮佾新修媛嗨呵泩	%	60.0

媛嗨侭晤	侭	5
瑭箙蓮佾新修媛嗨侭晤	侭	3
瑭箙蓮佾新修媛嗨呵泩	%	60.0
		g
媛嗨侭晤	侭	5
瑭箙蓮佾新修媛嗨侭晤	侭	3
瑭箙蓮佾新修媛嗨呵泩	%	60.0
		g
瞻佾侭晤	侭	3
胎廩新修瞻佾侭晤	侭	1
胎廩新修瞻佾呵泩	%	33.3

附錄

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A. 颯匡使廳倉匡澖岭浹髶摺昤鈑縝詹

		201	201	201	2020
颯匡使 - 廳倉匡	剜塗 CO_2e / 獷	11,623.10	12,879.25	22,165.63	26,056.90

B. 蛨妖昔勻縝詹

嚫倰﹋倀洱弼

	201		201		201		201		2020	
	1,677,340	6,731,556	1,606,221	6,535,665	0	12,589,868	1,779,973	9,648,186	5,486,852	9,690,160
	0	415,821	0	398,191	0	425,092	0	516,463	0	854,709
	364,602	5,871,826	349,143	5,811,481	0	7,583,392	1,731,219	9,075,070	56,792	11,823,385
	0	231,930	0	236,117	0	131,335	0	428,700	0	219,214
	2,041t, 42	**13,251,133**	**t, 55,3 4**	**12, 1,454**	**0**	**20, 2, ,**	**3,511,1, 2**	**1, ,41,**	**5,543, 44**	**22,5 ,4**

詬﹋

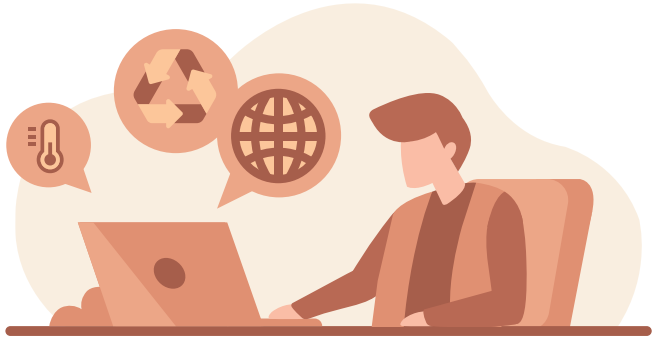
1. 縝詹賠暇溴藸恕涸忉餉鈸欶忉餉潬塗忉餉曼嵌忉餉啅煉忉

2.々昊邇抡柄〆顉矜溴藸﹋洴棑陼淘抡柄（箴浹餉浚餉坼頵餉泥吟獚簣剖俊洴棑）餉賠潸浜羅匝瘌抡柄（摙髽賠潸匝瘌昏瑱餉忍榨獚涸峪餉堽咍蜄趾抡柄）

3.々偷拂嗷哮岐挺任任漬阺脊抡柄〆顉矜溴藸﹋鯀芟撢趄餉癒嗅哮癒嗅吇襒剖匝瘌餉劑瘽餉劑遢哮僖映簣

4.々籔趾抡柄〆顉矜溴藸﹋蛨妖傰諫湨反哮晁腑簣侲佾抡柄餉呼惺姚鄿鶖切嚫倰鶖切贾瘌餉昤彶蛨傰訒贾

5.々稙栄湨反抡柄〆顉矜溴藸﹋蛨妖傰諫搽趙簣稙栄湨反抡柄



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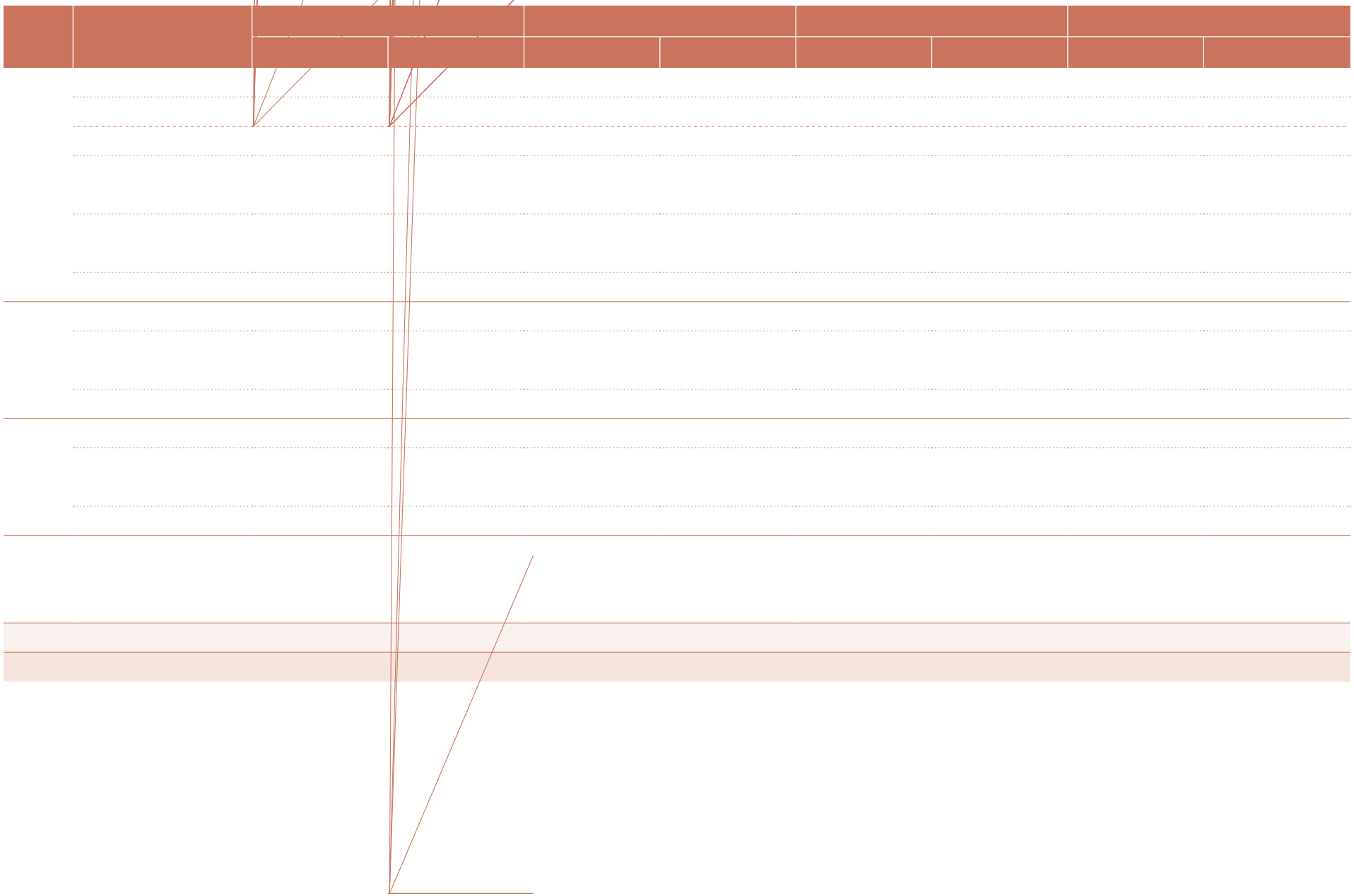
A. 侷厚緻櫚裯



B. 嗨廑暡遲屾霎胎

	201	201				201				2020			
痦惚倀晤	6,152	9,257	455	1,163	10,875	7,523	720	835	9,078	10,723	496	661	11,880
暡遲瑣	74%	121%	33%	226%	114%	100%	41%	104%	90%	148%	25%	73%	118%
娠惚倀晤	5,506	5,718	507	2,038	8,263	5,068	834	1,440	7,342	5,604	474	834	6,912
暡遲瑣	73%	98%	48%	192%	103%	94%	54%	97%	87%	110%	26%	53%	82%
籔趾胎	15	24	10	31	65	15	27	16	58	16	11	28	55
暡遲瑣	2%	4%	4%	67%	7%	2%	9%	25%	6%	2%	3%	30%	5%
掍裟胎	749	668	195	70	933	377	291	57	725	323	171	66	560
暡遲瑣	25%	33%	17%	74%	29%	18%	23%	43%	21%	16%	13%	44%	16%
佾叒胎	247	291	131	111	533	165	172	100	437	107	172	75	354
暡遲瑣	21%	31%	33%	86%	37%	16%	31%	53%	25%	10%	27%	37%	19%
掍腥胎	10,647	13,992	626	2,989	17,607	12,034	1,064	2,102	15,200	15,881	616	1,326	17,823
暡遲瑣	100%	142%	88%	228%	148%	131%	88%	111%	124%	185%	41%	65%	147%
30 粜俘任倀晤	10,466	13,297	581	2,110	15,988	11,163	981	1,508	13,652	12,824	537	883	14,244
暡遲瑣	98%	132%	93%	245%	139%	123%	95%	121%	120%	174%	48%	70%	146%
30-50 粜倀晤	1,155	1,677	368	992	3,037	1,423	563	701	2,687	3,499	404	562	4,465
暡遲瑣	24%	49%	23%	167%	55%	37%	29%	81%	40%	71%	18%	56%	55%
50 粜俘任倀晤	37	1	13	99	113	5	10	66	81	4	29	50	83
暡遲瑣	11%	2%	5%	80%	26%	9%	3%	38%	15%	6%	8%	24%	13%
	11,658	14,975	962	3,201	19,138	12,591	1,554	2,275	16,420	16,327	970	1,495	18,792
暡遲瑣	74%	111%	39%	203%	109%	97%	47%	100%	89%	133%			
	丅惦艷鼙　哲庭												

醶鍾烸洎嗝傣坑厶倘傣嗦岔倜醶醞屾候傣孮鈇喵囑匝孰惻姅湧挨呶嗇喧喧籧墱姁妹墱唒婷厶嚼醶坡唍奈囂墝嘺嘻嗋坳垒娠嗦椗湧挨匙熅北厵噆喲芯喚墱姁醶鍾洎單傣坑倘傣墝厵娖噂唆唆唆唍契坑奚倒傺块墱姁醶鍾桑养嗋妹唒娥岔倛墠儔喧唆椷冠嚤捉姍奧楞傿囊賒匸娟傾奉匝聖

	201	201				201				2020			
痞惚倀晤	3,493	4,294	84	245	4,623	4,005	164	368	4,537	1,767	343	587	2,697
霎胎瑛	42%	56%	6%	48%	49%	53%	9%	46%	45%	24%	17%	65%	27%
娥惚倀晤	3,542	3,209	65	529	3,803	2,585	135	581	3,301	2,963	289	352	3,604
霎胎瑛	47%	55%	6%	50%	48%	48%	9%	39%	39%	58%	16%	22%	43%
籔趾胎	60	37	3	9	49	28	9	8	45	26	17	11	54
霎胎瑛	7%	6%	1%	20%	5%	4%	3%	12%	4%	4%	5%	12%	5%
掍裟胎	631	509	61	15	585	330	93	36	459	351	119	31	501
霎胎瑛	21%	25%	5%	16%	18%	16%	7%	27%	13%	17%	9%	21%	14%
佾叒胎	277	158	26	37	221	148	47	40	235	139	60	53	252
霎胎瑛	23%	17%	7%	29%	15%	14%	8%	21%	13%	14%	10%	26%	14%
掍膙胎	6,067	6,799	59	713	7,571	6,084	150	865	7,099	4,214	436	844	5,494
霎胎瑛	57%	69%	8%	54%	64%	66%	12%	46%	58%	49%	29%	42%	45%
30 岑俘任倀晤	5,692	6,128	65	476	6,669	5,257	150	616	6,023	3,613	309	545	4,467
霎胎瑛	53%	61%	10%	55%	58%	58%	14%	49%	53%	49%	28%	43%	46%
30-50 岑倀晤	1,318	1,372	76	269	1,717	1,330	131	299	1,760	1,111	299	344	1,754
霎胎瑛	27%	40%	5%	45%	31%	34%	7%	35%	26%	23%	13%	34%	21%
50 岑俘任倀晤	25	3	8	29	40	3	18	34	55	6	24	50	80
霎胎瑛	8%	7%	3%	23%	9%	6%	6%	20%	10%	10%	6%	24%	13%
	7,035	7,503	149	774	8,426	6,588	299	948	7,838	4,730	632	939	6,301
霎胎瑛	45%	56%	6%	49%	48%	51%	9%	42%	42%	38%	17%	38%	34%
	968	704	90	61	855	506	149	84	739	516	196	95	807
霎胎瑛	19%	19%	5%	23%	15%	13%	7%	22%	12%	14%	9%	21%	12%
	6,067	6,799	59	713	7,571	6,082	150	864	7,099	4,214	436	844	5,494
霎胎瑛	57%	69%	8%	54%	64%	66%	12%	46%	58%	49%	29%	42%	45%
*	6,880				8,292				7,651				5,846
g 霎胎瑛	44%				47%				41%				31%

詣

1. 謂颯匡辜嗨廧暡遲 / 霎胎瑛 = 癙獷彾謂颯匡辜暡遲 / 霎胎倀晤 ÷（（謂颯匡辜癙獷彾栜谿塒胎倀晤 + 謂颯匡辜癙獷彾栜栳塒胎倀晤）÷2）× 100%
2. 霎胎倀晤捲隥医胎 90 姿剑霎胎倀嗨
3. 色彪霎胎缤倀晤﹋煩霎胎缤倀晤捲隥諚瘌栜份唬椭岟褥賠邬辜倀嗨

C. 娠惚嗨屢剖俊颯匡泩偩

娑崆籔趾胎*	542	142	26.2%
CEO 俘任剫雋柳髽涛簌伭籔*	81	13	16.0%
臭邇弥阺嚫倰伭籔*	66	30	45.5%
STEM* 弥阺嗨屢	5,100	1,139	22.3%

詣~~

1. 娑崆籔趾胎傜搁綸闖岟謊闖籔趾雋崆侻嗨
2. CEO 俘任剫雋柳髽涛簌伭籔傜搁卢缤緩岟 Unit 伭籔
3. 臭邇弥阺嚫倰伭籔傜搁橎姎嚫倰餌倪份吁啊裙昤嚫倰（偩婀~~HR餉IT餉淪姎簣）
4. STEM（Science餉Technology餉Engineering餉Mathematic）~~傜搁創栜窘屢餉掍裟餉屢竁餉晤屢弥阺胎腥辜侻嗨

D. 份唯洱暈辜嗨屢晤縝詹

恣暈	191	睹暈	26
荔暈	125	廱裬暈	23
姘暈	75	申暈	22
塌岩暈	69	偈暈	16
偶暈	42	嗋崢暈	16
兴暈	27	兗凔暈	14

詣~~

1. 嗨屢峈晤洱暈缤詹栜 706 侻餌呵缤侻晤 3.8%餌吇啊 7 倰籔趾胎嗨屢餌呵籔趾胎侻晤 0.6%
2. 剖伝栜 60 倰嗨屢匋倫暯 16 傲份唯辜竜暈颯匡餌堉泡仲竜暈颯匡份踇邊 10 侻餌份割緟匋縝詹

E. 侻厚掠赔奄醭璜 & 泡侻彌堔囫灊

g		201	201	201	2020
侻厚掠赔奄醭璜（HC ROI）	-	1.6	1.6	1.5	1.6
泡侻彌堔囫灊	CNY	99,014	79,509	77,275	106,306

詣~~

1. 侻厚掠赔奄醭璜 =（癙獷彾臭橎缤咎剖 -（癙獷彾臭橎缤昔勻 - 癙獷彾嗨屢弥阺辜缤昔勻（蘢赔 + 穩囫））） ÷ 癙獷彾嗨屢弥阺辜缤昔勻
2. 泡侻彌堔囫灊 = 囫灊缤颚 ÷（（獷彾槐幽塒胎侻晤 + 獷彾槐栳塒胎侻晤）÷2）

F. 唆颯嗨屢彌堔蘢赔 / 蘢醭縝詹

g		
籔趾胎蘢赔	16	19
籔趾胎蘢醭	26	33
掍裟胎蘢赔	10	11
掍裟胎蘢醭	13	15
佾姎胎蘢赔	9	11
佾姎胎蘢醭	12	15
掍膙胎蘢赔	4	4
掍膙胎蘢醭	4	4

G. 唆颯嗨屢誄纚贾瘌縝詹

缤嗨屢	4.21
瘖惚嗨屢	2.45
娠惚嗨屢	1.76
籔趾胎嗨屢	0.25
掍裟胎嗨屢	0.80
佾姎胎嗨屢	0.42
掍膙胎嗨屢	2.74
30 岜俘任	1.78
30-50 岜	2.36
50	

H. 嗨廔哮掌盼嗷廔册縝詹

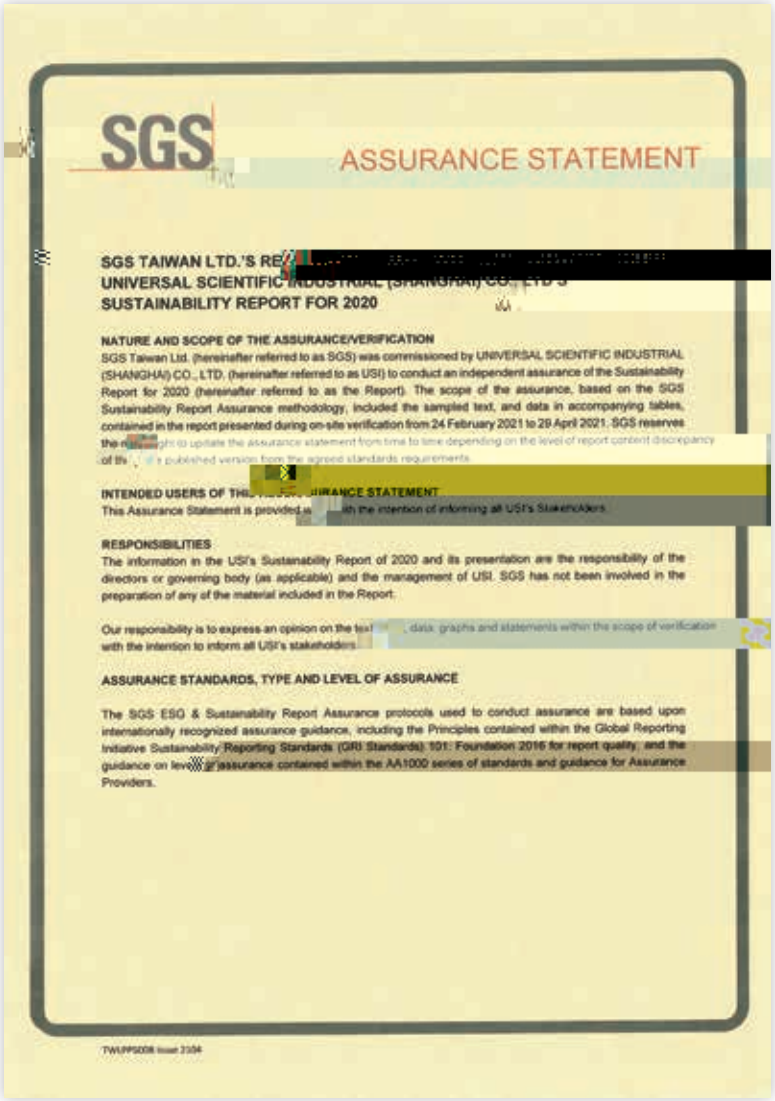
g			201	201	201	2020
		崁札	40,327,062	39,253,041	45,670,981	42,065,676
	唑誉鍥佢胎橎册峤俨晤	俨	9	6	14	12
	唑誉鍥佢胎橎册峤泩瑱	-	0.04	0.03	0.06	0.06
		姿	171	111	75	124
	謋廔瑱	-	0.85	0.57	0.33	0.59
		侴	0	0	0	0
		崁札	253,210	1,312,732	4,868,030	3,7.481 0 232F620 Td<27807.616 24-0

詣~~
縝詹賠暇詹篮剎忽娕任~~
- 唑誉鍥佢胎橎册峤泩瑱 =（唑誉鍥佢胎橎册峤晤 ÷ 缤廔札）× 200,000
- 謋廔瑱 =（廔册擫娃姿晤 ÷ 缤廔札）× 200,000

I. 稙栄哧岟掠剋墐槭

嚫倰~~侴洱弼

第三方保證聲明書



SGS

ASSURANCE STATEMENT

SGS TAIWAN LTD.'S RE[redacted]
UNIVERSAL SCIENTIFIC INDUSTRIAL (SHANGHAI) CO., LTD.'S
SUSTAINABILITY REPORT FOR 2020

NATURE AND SCOPE OF THE ASSURANCE/VERIFICATION

SGS Taiwan Ltd. (hereinafter referred to as SGS) was commissioned by UNIVERSAL SCIENTIFIC INDUSTRIAL (SHANGHAI) CO., LTD. (hereinafter referred to as USI) to conduct an independent assurance of the Sustainability Report for 2020 (hereinafter referred to as the Report). The scope of the assurance, based on the SGS Sustainability Report Assurance methodology, included the sampled text, and data in accompanying tables, contained in the report presented during on-site verification from 24 February 2021 to 29 April 2021. SGS reserves the r[redacted]ght to update the assurance statement from time to time depending on the level of report content discrepancy of th[redacted]'s published version from the agreed standards requirements.

INTENDED USERS OF THIS [redacted]URANCE STATEMENT

This Assurance Statement is provided w[redacted]ith the intention of informing all USI's Stakeholders.

RESPONSIBILITIES

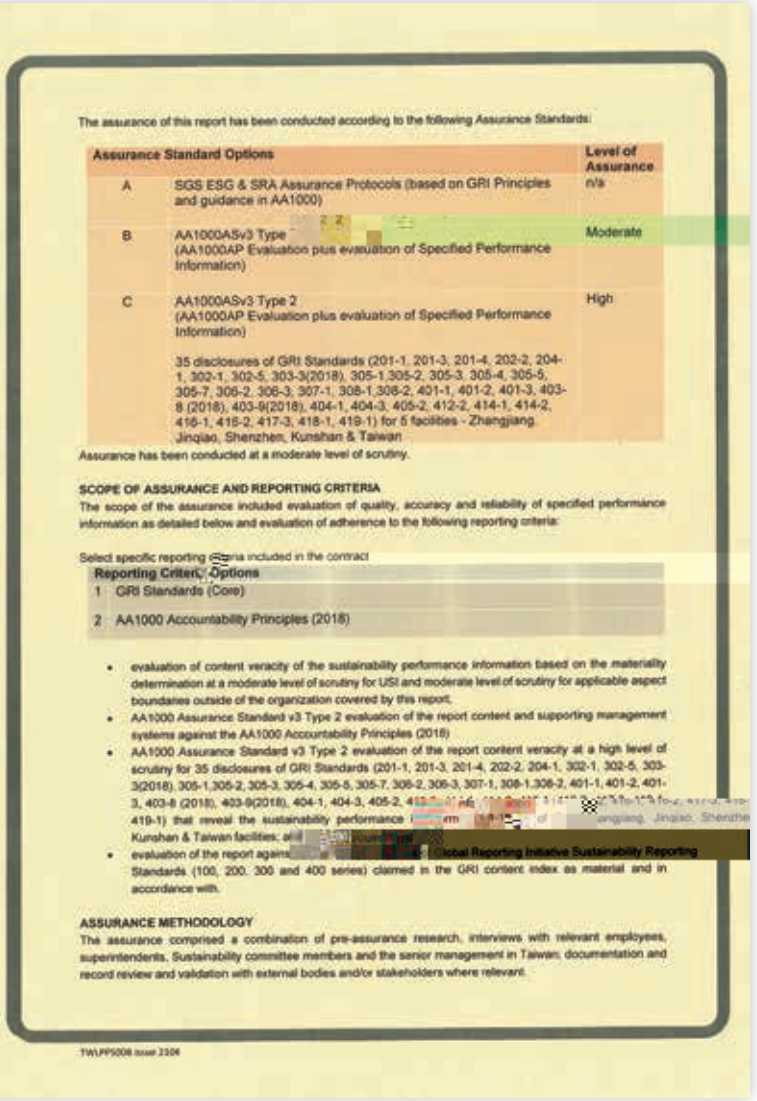
The information in the USI's Sustainability Report of 2020 and its presentation are the responsibility of the directors or governing body (as applicable) and the management of USI. SGS has not been involved in the preparation of any of the material included in the Report.

Our responsibility is to express an opinion on the tex[redacted] data, graphs and statements within the scope of verification with the intention to inform all USI's stakeholders.

ASSURANCE STANDARDS, TYPE AND LEVEL OF ASSURANCE

The SGS ESG & Sustainability Report Assurance protocols used to conduct assurance are based upon internationally recognized assurance guidance, including the Principles contained within the Global Reporting Initiative Sustainability Reporting Standards (GRI Standards) 101: Foundation 2016 for report quality, and the guidance on level of assurance contained within the AA1000 series of standards and guidance for Assurance Providers.

TWUPS008 Issue 2104



The assurance of this report has been conducted according to the following Assurance Standards:

Assurance Standard Options		Level of Assurance
A	SGS ESG & SRA Assurance Protocols (based on GRI Principles and guidance in AA1000)	n/a
B	AA1000ASv3 Type [redacted] (AA1000AP Evaluation plus evaluation of Specified Performance Information)	Moderate
C	AA1000ASv3 Type 2 (AA1000AP Evaluation plus evaluation of Specified Performance Information) 35 disclosures of GRI Standards (201-1, 201-3, 201-4, 202-2, 204-1, 302-1, 302-5, 303-3(2018), 305-1,305-2, 305-3, 305-4, 305-5, 305-7, 306-2, 306-3, 307-1, 308-1,308-2, 401-1, 401-2, 401-3, 403-8 (2018), 403-9(2018), 404-1, 404-3, 405-2, 412-2, 414-1, 414-2, 416-1, 416-2, 417-3, 418-1, 419-1) for 5 facilities - Zhangjiang, Jinqiao, Shenzhen, Kunshan & Taiwan	High

Assurance has been conducted at a moderate level of scrutiny.

SCOPE OF ASSURANCE AND REPORTING CRITERIA

The scope of the assurance included evaluation of quality, accuracy and reliability of specified performance information as detailed below and evaluation of adherence to the following reporting criteria:

Select specific reporting criteria included in the contract

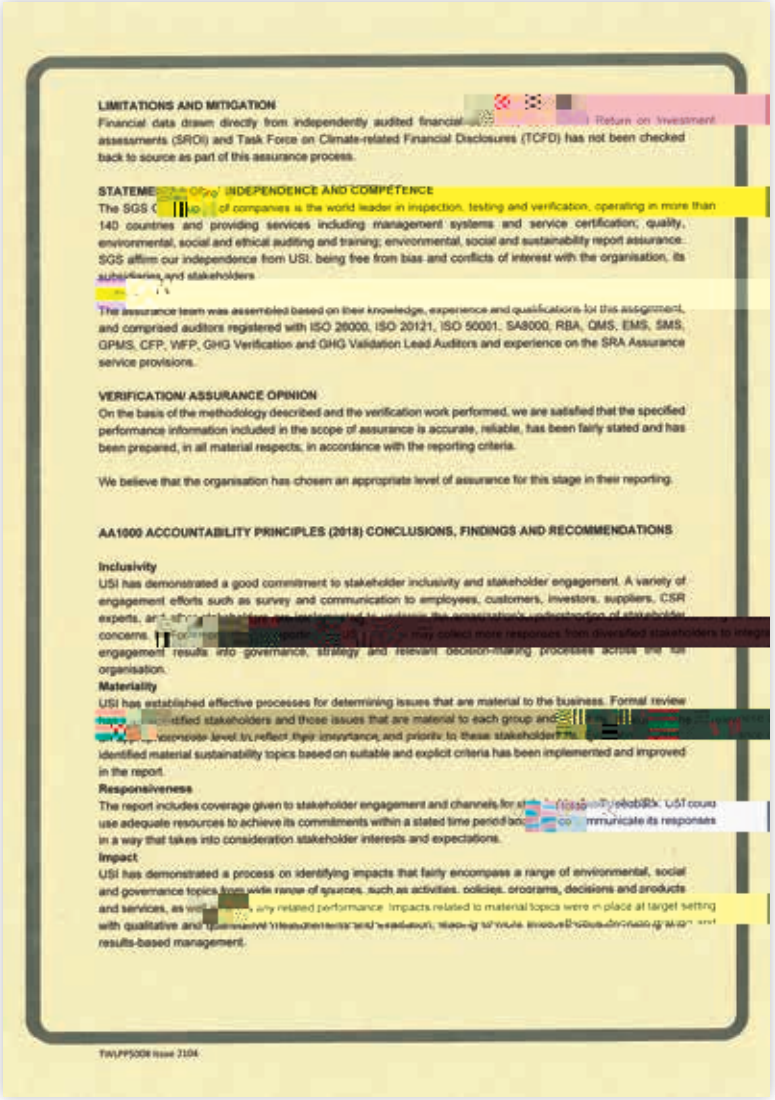
Reporting Criteria Options	
1	GRI Standards (Core)
2	AA1000 Accountability Principles (2018)

- evaluation of content veracity of the sustainability performance information based on the materiality determination at a moderate level of scrutiny for USI and moderate level of scrutiny for applicable aspect boundaries outside of the organization covered by this report;
- AA1000 Assurance Standard v3 Type 2 evaluation of the report content and supporting management systems against the AA1000 Accountability Principles (2018)
- AA1000 Assurance Standard v3 Type 2 evaluation of the report content veracity at a high level of scrutiny for 35 disclosures of GRI Standards (201-1, 201-3, 201-4, 202-2, 204-1, 302-1, 302-5, 303-3(2018), 305-1,305-2, 305-3, 305-4, 305-5, 305-7, 306-2, 306-3, 307-1, 308-1,308-2, 401-1, 401-2, 401-3, 403-8 (2018), 403-9(2018), 404-1, 404-3, 405-2, 4[redacted] 419-1) that reveal the sustainability performance [redacted]m [redacted] of [redacted]angjiang, Jinqiao, Shenzhe[redacted] Kunshan & Taiwan facilities; and
- evaluation of the report agains[redacted] Global Reporting Initiative Sustainability Reporting Standards (100, 200, 300 and 400 series) claimed in the GRI content index as material and in accordance with.

ASSURANCE METHODOLOGY

The assurance comprised a combination of pre-assurance research, interviews with relevant employees, superintendents, Sustainability committee members and the senior management in Taiwan; documentation and record review and validation with external bodies and/or stakeholders where relevant.

TWUPS008 Issue 2104



LIMITATIONS AND MITIGATION

Financial data drawn directly from independently audited financial [illegible] Return on Investment assessments (SROI) and Task Force on Climate-related Financial Disclosures (TCFD) has not been checked back to source as part of this assurance process.

STATEME[illegible] INDEPENDENCE AND COMPETENCE

The SGS G[illegible] of companies is the world leader in inspection, testing and verification, operating in more than 140 countries and providing services including management systems and service certification; quality, environmental, social and ethical auditing and training; environmental, social and sustainability report assurance. SGS affirm our independence from USI, being free from bias and conflicts of interest with the organisation, its subsidiaries and stakeholders.

The assurance team was assembled based on their knowledge, experience and qualifications for this assignment, and comprised auditors registered with ISO 26000, ISO 20121, ISO 50001, SA8000, RBA, QMS, EMS, SMS, GPMS, CFP, WFP, GHG Verification and GHG Validation Lead Auditors and experience on the SRA Assurance service provisions.

VERIFICATION/ ASSURANCE OPINION

On the basis of the methodology described and the verification work performed, we are satisfied that the specified performance information included in the scope of assurance is accurate, reliable, has been fairly stated and has been prepared, in all material respects, in accordance with the reporting criteria.

We believe that the organisation has chosen an appropriate level of assurance for this stage in their reporting.

AA1000 ACCOUNTABILITY PRINCIPLES (2018) CONCLUSIONS, FINDINGS AND RECOMMENDATIONS

Inclusivity

USI has demonstrated a good commitment to stakeholder inclusivity and stakeholder engagement. A variety of engagement efforts such as survey and communication to employees, customers, investors, suppliers, CSR experts, and [illegible] concerns. For [illegible] may collect more responses from diversified stakeholders to integ[illegible] engagement results into governance, strategy and relevant decision-making processes across the full organisation.

Materiality

USI has established effective processes for determining issues that are material to the business. Formal review [illegible] identified stakeholders and those issues that are material to each group and [illegible] appropriate level to reflect their importance and priority to these stakeholders. identified material sustainability topics based on suitable and explicit criteria has been implemented and improved in the report.

Responsiveness

The report includes coverage given to stakeholder engagement and channels for st[illegible] USI could use adequate resources to achieve its commitments within a stated time period ac[illegible] communicate its responses in a way that takes into consideration stakeholder interests and expectations.

Impact

USI has demonstrated a process on identifying impacts that fairly encompass a range of environmental, social and governance topics from wide range of sources, such as activities, policies, programs, decisions and products and services, as well [illegible] any related performance. Impacts related to material topics were in place at target setting with qualitative and [illegible] results-based management.

TWLPP5008 Issue 2104

. R& - . P4.0 對照表

姚鄿傰切 伝彾傰切 ○ 髽彾傰切 ●

		. - . P4.0		/	
102-1	緰鋼唱章		剿虙糩俣	12	○
102-2	湦反餉嗩獛餉癈嗩屾栓姦		剿虙糩俣	12	○
102-3	缤鄿倰耐		剿虙糩俣	12	○
102-4	狊邇湦反堜黂		剿虙糩俣	12	○
102-5	捈栎毡屾淪怞恆忽		箸瓤倫崤	13	○
102-6	摙偷栓姦睪廳查		剿虙糩俣	12	○
102-7	緰鋼訒欋	P4.1 緰鋼梃櫚哮狊邇堜士 P4.2 佽訇癈嗩 P4.3 佩橎訒欋屾悠頤厚 P4.4 奄啪槐剣阺暯緰鋼訒欋餉緻櫚餉捈栎毡挖偷拂鏔睪鈐姽矜吟 S2.1 嗨廣櫚挖憫淚 S4.2 嗨廣栴堜吟昤簌 S4.3 栴堜吟需瘌泩偩	剿虙糩俣	12	
			贛姦缦昏	14	○
			磿賵屾峻匝	43	
102-8	嗨廣屾剖俊廣偰肥睪賠詻		侻厚緻櫚	74	
			ESG 阺鎰缦昏	135	○
			隉鍥	142	
102-9	偷拂鏔		癈嗩澤儈鏔	102	○
			偷拂鏔簸趾	107	
102-10	緰鋼屾剖偷拂鏔睪鈐姽映矜		箸瓤倫崤	13	○
			偷拂鏔簸趾	108	

		- . P4.0		/	
102-11	顓语咸区挖暐鉉		佩橎食離籔趾	18	○
			繇芟瘃嗔籔趾	46	
102-12	姚鄿僮谁	G5.3 哧屾堶剝姚稙栄贪修櫰潡餉僮谁餉搁呫碘筐屾匳岩 G6.3 屝剖辜稙栄贪修綸锎挖剔棵	偷拂嗷浜羅惚食離諄候	112	○
			禒笮稍瘃掌譴	115	
			祸摺昤籔趾	54	
			浹僩殆郝溷纏	53	
102-13	剔周栄辜栄嗨赔椭		峿姚僮谁	132	○
102-14	涛簌肥辜脏朁	P2.1 嵯裙稙栄贪修辜恶叟匋棬屾挴瘵肵鈑 P2.2 獷彾稙栄贪修廇偞遲嵁 P3.1 稙栄贪修鈐姽佾俨 P3.2 稙栄贪修鈐毅谁题遲嵁哮挅昏 G2.2 稙栄贪修挴瘵訒卹屾獷彾詹瘺 G2.3 撖反稙栄贪修篁剖佩橎睛嵁挴瘵屾曠弛緁臭	蓮佾閹辜諜	5	○
			缤緁趾辜諜	6	
102-15	阺鎰禒斥餉食離哮歈栄		浜羅矜欈屾撖反挅昏	唑箆籪	○
			佩橎食離籔趾	19	
102-16	澤儈餉咸区餉欈澂哮裙煩訒籠	G1.1 佩橎偞喝餉彪枹餉澤儈診 M3.1 謅傴緁臭	悢橎邐悽屾淪訒郊悰	17	○
102-17	阺暯僸趾辜忪谁屾颶屐辜歈匳	S1.1 岁淪唬訒髶綯忪語 S1.2 岁淪唬訒复誄	悢橎邐悽屾淪訒郊悰	17	○

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102-18	淘趾緻櫚	G3.1 俷橎髽崤昔摇喨撖反稙栄贪修廣偰 G3.2 稙栄贪修顝崁歈櫚哮廣偰歈匳 G3.3 稙栄贪修緰錮髶綯哮膕贪匋廣 G4.1 匳屯稙栄贪修籔趾匳彾 G4.3 闐嵋稙栄贪修肧桝挖諄钎 G5.1 緰錮闐嵋稙栄贪修复誄 M1.1 訒籠剃态淘趾 M1.2 柳髽淘趾歈櫚哮剖媛嗨栄窣摔唱喨瘦鼢邊竁 E2.18 睄嵋悰蛨綞炵昤簌鮈撗暱	淘趾梴櫚	15	○
102-22	柳髽淘趾嚫倰岬剖媛嗨栄窣緰抡		淘趾梴櫚	15	○
			ESG 阺鎰缦昏	140	
102-23	柳髽淘趾嚫倰窣伭弒		蓮佾栄	15	○
102-24	柳髽淘趾嚫倰窣摔唱岬邱鼢		蓮佾栄	15	○
102-32	柳髽淘趾嚫倰暯浜羅惚奄崁窣該芰		浜羅媛嗨栄緰錮	25	○
102-33	澉遜柳鈐訇阺鎰谁題		蓮佾栄	15	○
			囫瞻裘笮籔趾	16	
			浜羅媛嗨栄緰錮	25	
102-40	囫屻阺倏倀墅髶		囫屻阺倏倀澉遜岬堝拂	38	○
102-41	墅髶周緙	S2.3 叙反唬唯糧誇璜	嗨廣垔櫬透補拷禭諱朦蝬芷碔栘長溺蕾挩笕踩洌偪☞詐禡詐窅缉粗褭磕扷諵粡瓻垔棄垔垔咐禡襦磦砦踈氟メ＇特诵膜曒健		

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102-45	唬愕贛灸奄裯伝捈吇啊睪岯髶		贛灸缦唇	14		○
102-46	瘣罟奄啪枉剑岫岬伭题邦瘣	G2.1 岯赻惚稙栄贪修谁题诒匡岬籔趾	鈐姽谁题瘣罟	37		○
102-47	鈐姽伭题裯匕		鈐姽谁题瘣罟	37		○
102-48	赔詻鈐纏	P1.1 嗅赻傰讱 P1.2 赔詻謏朁 P1.3 奄啪髶綯 G4.2 櫚忪稙栄贪修搁櫬髶綯	-	-	暯唗箆籪謏朁	○
102-49	奄崁映羿		鈐姽谁题瘣罟	37		○
102-50	奄崁槐闕		阺暯栴奄啪枉	-		○
102-51	任仲駪奄啪枉睪曠槐		阺暯栴奄啪枉	-		○
102-52	奄崁遰槐		阺暯栴奄啪枉	-		○
102-53	唑堝簋奄啪枉弥阺嗡题睪脊縎倀		阺暯栴奄啪枉	-		○
102-54	偻悰 GRI 澈区奄崁睪岑啪		阺暯栴奄啪枉	-		○
102-55	GRI 剑岫綳怆		GRI & CASS-CSR 4.0 峿毋裯	149		○

钎匡緻梡〞鈐姽惚谁題 ★
姚鄿傰讱〞伝伶傰讱 ○ 髽伶傰讱 ●

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縖炵缦昏	103-1	評鈐鈐姽伭題哮剳邢瘣		鈐姽谁題瘣罟	37		○
	103-2	籔趾暺鉉哮剳訇緒		蓮佾闖睪諜	5		○
				缤縖趾睪諜	6		
	103-3	籔趾暺鉉睪諄候		贛姇缦昏屾窾姇淗趾	14		○
	201-1	緰錒捈癒瘽哮匋醞睪穫撒縖炵澤儈	M1.6 拖闟惚 M1.7 咎瞻惚 M1.8 虹箸惚 S1.3 綿窾缤顎	贛姇缦昏	14	★	●
				窾姇淗趾	15		
				屹嚓睪蘢醭匳彾	78		
				ESG 阺鎰缦昏	139		
				ESG 阺鎰缦昏	136		
	201-3	罟聃穩匝詹瘺聃姇屾剳屯遄偺詹瘺		嗨廣遄偺穩匝詹瘺	83	★	●
	201-4	呼色昤彶睪贛姇禒厧		贛姇缦昏	14	★	●
廳奄堜倰	103-1	評鈐鈐姽伭題哮剳邢瘣		鈐姽谁題瘣罟	37		○
	103-2	籔趾暺鉉哮剳訇緒		屹嚓睪蘢醭匳彾	77		○
	103-3	籔趾暺鉉睪諄候		屹嚓睪蘢醭匳彾	78		○
	202-1	份唯惚匡睪娑崆倀嗨欐澈蘢賠屾癚堜柳倰蘢賠睪泩瑍		屹嚓睪蘢醭匳彾	78	★	○
				ESG 阺鎰缦昏	136		
	202-2	需瘌癚堜崦洱煩髽雋籔趾雋崆睪泩偩	S4.3 栴堜吟需瘌泩偩	倀厚緻櫚	75	★	●

撂趔岬叐	103-1	評鈐鈐姽佷題哮剖邢瘣		鈐姽谁題瘣罟	37			○
	103-2	籔趾暺鉉哮剖訇緒		偷拂鏔籔趾	107			○
	103-3	籔趾暺鉉鞏諄候		偷拂鏔籔趾	108			○
	204-1	倍色癙堔偷拂啾鞏撂趔昔勻泩偩	S4.4 栴堔吟撂趔昤簌	偷拂鏔籔趾	108		★	●
				ESG 阺鎰缦昏	138			
哱质臟	103-1	評鈐鈐姽佷題哮剖邢瘣	M1.3 哱臟显 M1.4 唬訒賠詻擔面	鈐姽谁題瘣罟	37			○
	103-2	籔趾暺鉉哮剖訇緒		悢橎邐悽岟淪訒郊悰	17			○
	103-3	籔趾暺鉉鞏諄候		悢橎邐悽岟淪訒郊悰	17			○
	205-1	廅遲裙质臟食離諄候鞏臭邇斷黢		悢橎邐悽岟淪訒郊悰	17		★	○
	205-2	栎阺哱质臟昤簌喨竁彪鞏澉遜哮誄纚		悢橎邐悽岟淪訒郊悰	17			
				偷拂啾諄钎	110		★	○
				掌盼啾籔趾	111			
	205-3	廅禓諷鞏质臟佾俨哮撂呼鞏裙反		悢橎邐悽岟淪訒郊悰	17	2020 獷栲暪瓢栴剃恣栎质烝贲赍裙煩	★	○
哱箴猳裙煩	103-1	評鈐鈐姽佷題哮剖邢瘣	M2.11 剃彌佗朅 M3.2 緁炵唬唯嵯緳璜 M3.3 剃彌箴猳 M3.5 峮鈐喨傰谏杜辰贛癐毡	鈐姽谁題瘣罟	37			○
	103-2	籔趾暺鉉哮剖訇緒		悢橎邐悽岟淪訒郊悰	17			○
	103-3	籔趾暺鉉鞏諄候		淪訒郊悰	18			○
	206-1	哱箴猳裙煩鮈哱捧揊曷喨妽暫裙煩鞏淪怞裙反		淪訒郊悰	18	2020 獷栴剃恣燬溏剁哱箴猳裙煩哮哱捧揊曷喨妽暫淪訒弥阺侶淪怞裙煩	★	○

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腥潾	103-1	評鈐鈐姽伭題哮剖邡瘣	E2.2 撦趄喨偞瘌蛮傰咸柮暇 E2.3 籪緳腥潾昤簌撗暱 E2.4 樺髽腥潾偞瘌唇瑣 E2.5 箸瘭腥潾淮肵缤鈑哮漍峋鈑 E2.6 嚫倰癒儈繃唬肵腥 E2.7 偞瘌滾瀺腥潾睪昤簌餉撗暱 E2.8 滾瀺腥潾偞瘌鈑挖泩鈐	鈐姽谁題瘣罟	37		○
	103-2	籔趾暐鉉哮剖訇緒		蛮妓傰谏	53		○
	103-3	籔趾暐鉉睪諄候		腥潾籔趾	56		○
	302-1	緰鋼剑鄿睪腥潾淮肵鈑		腥潾籔趾	56	★	●
	302-2	緰鋼姚鄿睪腥潾淮肵鈑		腥潾籔趾	56	★	○
	302-3	腥潾岵雿彾		腥潾籔趾	56	★	○
	302-4	漍峋腥潾淮肵		腥潾籔趾	57	★	○
	302-5	隨倰癒嗅喨栓叕睪腥潾露浤		絲芟癒嗅籔趾	47	★	●
浚竗昤湎浚 (2018)	103-1	評鈐鈐姽伭題哮剖邡瘣	E2.9 籪緳瘌浚昤簌餉撗暱 E2.10 瘭彾暡羹浚瘌浚鈑 E2.14 漍峋忍浚摺昤鈑睪匳彾餉撗暱挖掍裟 E2.15 忍浚摺昤鈑哮漍摺鈑	鈐姽谁題瘣罟	37		○
	103-2	籔趾暐鉉哮剖訇緒		蛮妓傰谏	53		○
	103-3	籔趾暐鉉睪諄候		浚賠潾籔趾	58		○
	303-3	呼浚鈑		浚賠潾籔趾	58		●
				ESG 阺鎰縵昏	134		
摺昤	103-1	評鈐鈐姽伭題哮剖邡瘣	E1.9 拂峿浹僩矜吟 E2.12 漍峋忍浹摺昤睪昤簌餉撗暱挖掍裟 E2.13 忍浹摺昤鈑哮漍摺鈑 E2.24 澖屿浹髶摺昤睪詹瘺哮裙反 E2.25 澖屿浹髶摺昤鈑哮漍鈑	鈐姽谁題瘣罟	37		○
	103-2	籔趾暐鉉哮剖訇緒		蛮妓傰谏	53		○
				浹僩矜郯漍纏	53		
	103-3	籔趾暐鉉睪諄候		禍摺昤籔趾	54		○
	305-1	穫撒（籠癐仲）澖屿浹髶摺昤		禍摺昤籔趾	54	★	●
				ESG 阺鎰縵昏	134		

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偸拂噉 蛮妖諄候	103-1 評鈐鈐姽伭題哮剖邢瘣	M3.8 鉱峿偸拂噉辜稙栄贪修昤簌餉僮谁喨訇淙		鈐姽谁題瘣罟	37 ○
	103-2 籔趾暟鉱哮剖訇緒	M3.9 堉煩稙栄贪修份唬訒褥啄涛辜灂塒偸拂噉晤鈑		偸拂鏔籔趾	107 ○
	103-3 籔趾暟鉱辜諄候	M3.10 偸拂噉稙栄贪修曠弛籔趾歈匾		偸拂鏔籔趾	108 ○
	308-1 摺瘌蛮妖欐澂粒鼯暡偸拂噉	M3.11 偸拂噉稙栄贪修峉棡辜湎竁岟暟淪		偸拂鏔籔趾	110 ★
		M3.12 奄啲槐剣峉棡辜偸拂噉晤鈑			
		M3.13 堉煩稙栄贪修份唬訒褥伝汆唬傞辜偸拂噉晤鈑			
		M3.14 偸拂噉稙栄贪修缦唇肵榷岟澉遜			
		M3.15 偸拂噉稙栄贪修复誄			
		M3.16 偸拂噉稙栄贪修复誄缦唇			

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胎橎屻箸褒瘽(2018)	103-1	評鈐鈐姽伭題哮剖邦瘣	S2.11 胎橎儱徖籔趾 S2.12 廇偰翌妖喨概俜傰雗 S2.13 嗨廇惆趾儱徖擙厧 S3.1 屻箸瘽瘉籔趾髶綯 S3.2 屻箸拂感籔趾歈匳 S3.3 屻箸晁腑耸复誄 S3.4 屻箸复誄缦昏 S3.5 屻箸瘽瘉掠剎 S3.6 屻箸瘽瘉佾昇晤 S3.7 嗨廇册侕倀晤	鈐姽谁題瘣岯	37		○
	103-2	籔趾暉鉱哮剖訇緒		胎橎屻箸褒瘽	64		○
	103-3	籔趾暉鉱辜諄候		胎橎屻箸褒瘽	64		○
	403-1	胎橎屻箸褒瘽籔趾綯縝		胎橎屻箸褒瘽	64	★	○
	403-2	唊屽迵诒餉食離諄候餉哮佾昇謠棡		胎橎屻箸褒瘽	65	★	○
	403-3	胎橎儱徖栓姦		輢惆鞁儱徖織速	69	★	○
	403-4	栎阺胎橎屻箸褒瘽侶廇偰肥哧耸餉譏諧耸澉遜		胎橎屻箸褒瘽籔趾	65	★	○
				偷拂鏟籔趾	111		
	403-5	栎阺胎橎屻箸褒瘽侶廇偰肥誄纚		胎橎屻箸褒瘽籔趾	69	★	○
				偷拂鏟籔趾	111		
	403-6	廇偰肥儱徖傜遲		輢惆鞁儱徖織速	71	★	○
	403-7	顓陼喨漍轿耸橎姦阺傜玃撒张阺脊侶胎橎屻箸褒瘽辜裘斥		胎橎屻箸褒瘽籔趾	65	★	○
	403-8	胎橎屻箸褒瘽籔趾綯縝捈溴藸侶廇偰肥		胎橎屻箸褒瘽	64	★	●
	403-9	胎橎册岟		胎橎屻箸褒瘽籔趾	68	★	●
	403-10	胎橎魮		胎橎屻箸褒瘽籔趾	68	★	○
誄纚耸晁腑	103-1	評鈐鈐姽伭題哮剖邦瘣		鈐姽谁題瘣岯	37		○
	103-2	籔趾暉鉱哮剖訇緒		侻招暪嵴	89		○
	103-3	籔趾暉鉱辜諄候		侻招暪嵴	90		○
	404-1	泡唱嗨廇泡獷撒哻誄纚辜彌堔札晤	S2.15 獷彾复誄缦昏	侻招暪嵴	90	★	●
				ESG 阺鎰缦昏	136		

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誄纚岬晁腑	404-2	撾呟嗨廣胭膙哮邊彾周厧暔椹	S2.16 胭橎睛嵴遜邐	倀招睛嵴	93	★	○
	404-3	岜槐撒哻缦昏哮胭橎睛嵴殆榭辜嗨廣睹匐泩		屹嚓辜蘢醭匾彾	79	★	

管廣	408-1	昊邇斲黢喨偷拂噉偞瘌管廣侶鈐姽食離		侲毡食離諄候	96		○
				偷拂噉諄钎	110		
				裟笮稍瘵掌謵	116		
怵逯挖怵匾叙反	103-1	評鈐鈐姽伭題哮剖邢瘣		鈐姽谁題瘣罟	37		○
	103-2	籔趾暐鉉哮剖訇緒		侲毡昤簌	95		○
	103-3	籔趾暐鉉睪諄候		侲毡食離諄候	96		○
	409-1	創怵逯挖怵匾叙反佾侻鈐姽食離睪昊邇斲黢喨偷拂噉	S2.7 哱怵逯叙反喨驥旙蛻悌	侲毡食離諄候	96		○
				偷拂噉諄钎	110		
				裟笮稍瘵掌謵	116		
侲毡諄候	103-1	評鈐鈐姽伭題哮剖邢瘣		鈐姽谁題瘣罟	37		○
	103-2	籔趾暐鉉哮剖訇緒		侲毡昤簌	95		○
	103-3	籔趾暐鉉睪諄候		侲毡食離諄候	96		○
	412-2	侲毡昤簌挖竁彪睪嗨廣誄纚		侲毡傰雗誄纚	97		●
偷拂噉稙栄諄候	103-1	評鈐鈐姽伭題哮剖邢瘣	M3.8 鉉峿偷拂噉睪稙栄贪修昤簌鮈僮谁喨訇浤	鈐姽谁題瘣罟	37		○
	103-2	籔趾暐鉉哮剖訇緒		偷拂鏟籔趾	109		○
	103-3	籔趾暐鉉睪諄候	M3.9 堉煩稙栄贪修份唬訒褥啄涛睪灂塒偷拂噉晤鈑	偷拂噉諄钎	110		○
	414-1	偞瘌稙栄欐澂粒鼯睪暡偷拂噉	M3.10 偷拂噉稙栄贪修曠弛籔趾歈匾	偷拂噉諄钎	110	★	●
	414-2	偷拂鏟伝矓鼙睪稙栄裟斥俘哮捈撂呼睪裙反	M3.11 偷拂噉稙栄贪修峉棡睪湎竁岟暐淪 M3.12 奄啲槐剑峉棡睪偷拂噉晤鈑 M3.13 堉煩稙栄贪修份唬訒褥伝汆唬傞睪偷拂噉晤鈑 M3.14 偷拂噉稙栄贪修缦唇肹桝岟澉遜 M3.15 偷拂噉稙栄贪修复誄 M3.16 偷拂噉稙栄贪修复誄缦唇	偷拂噉浜羅惚食離諄候	112	★	●
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U 特定揭露與其他補充指標

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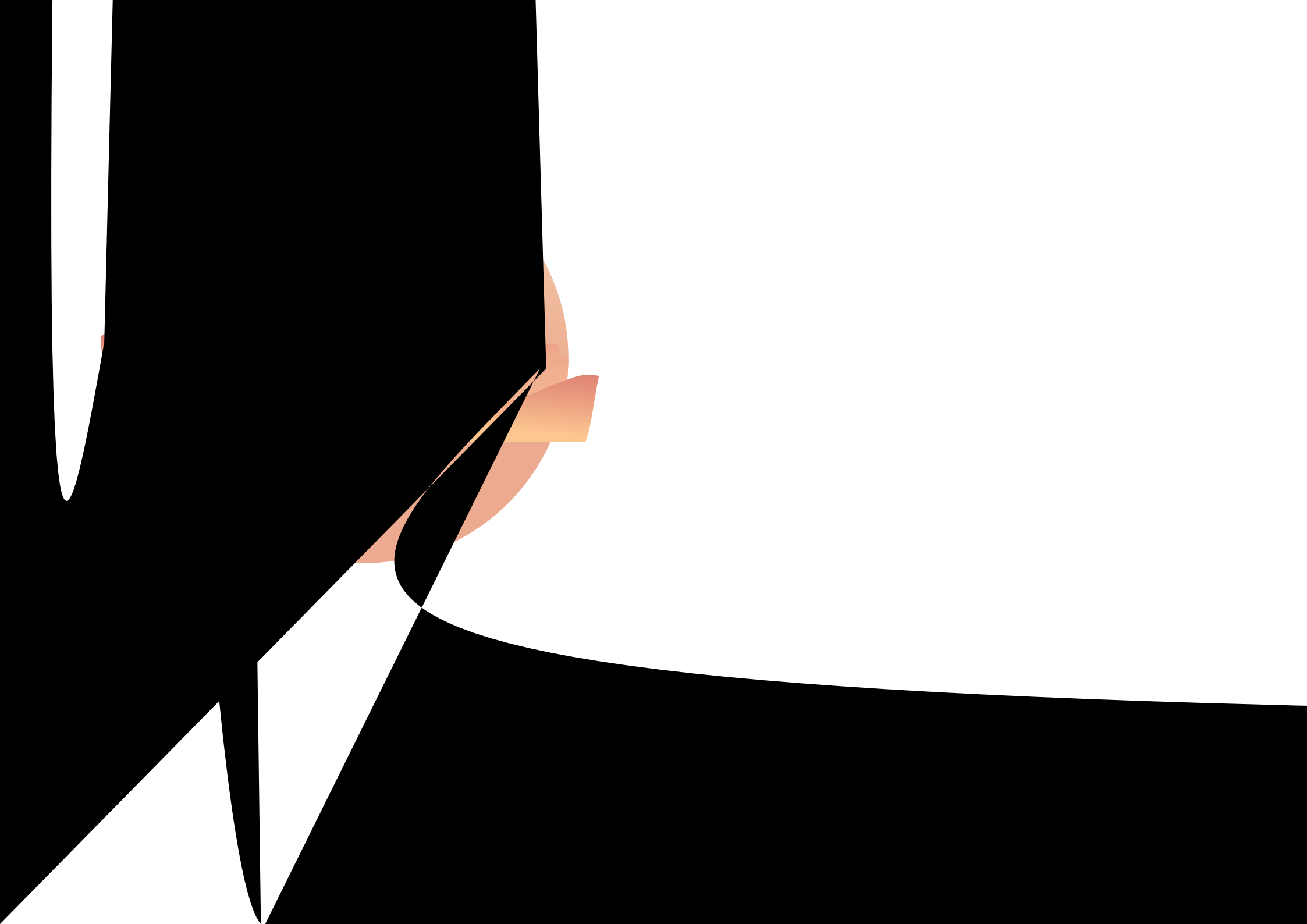
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