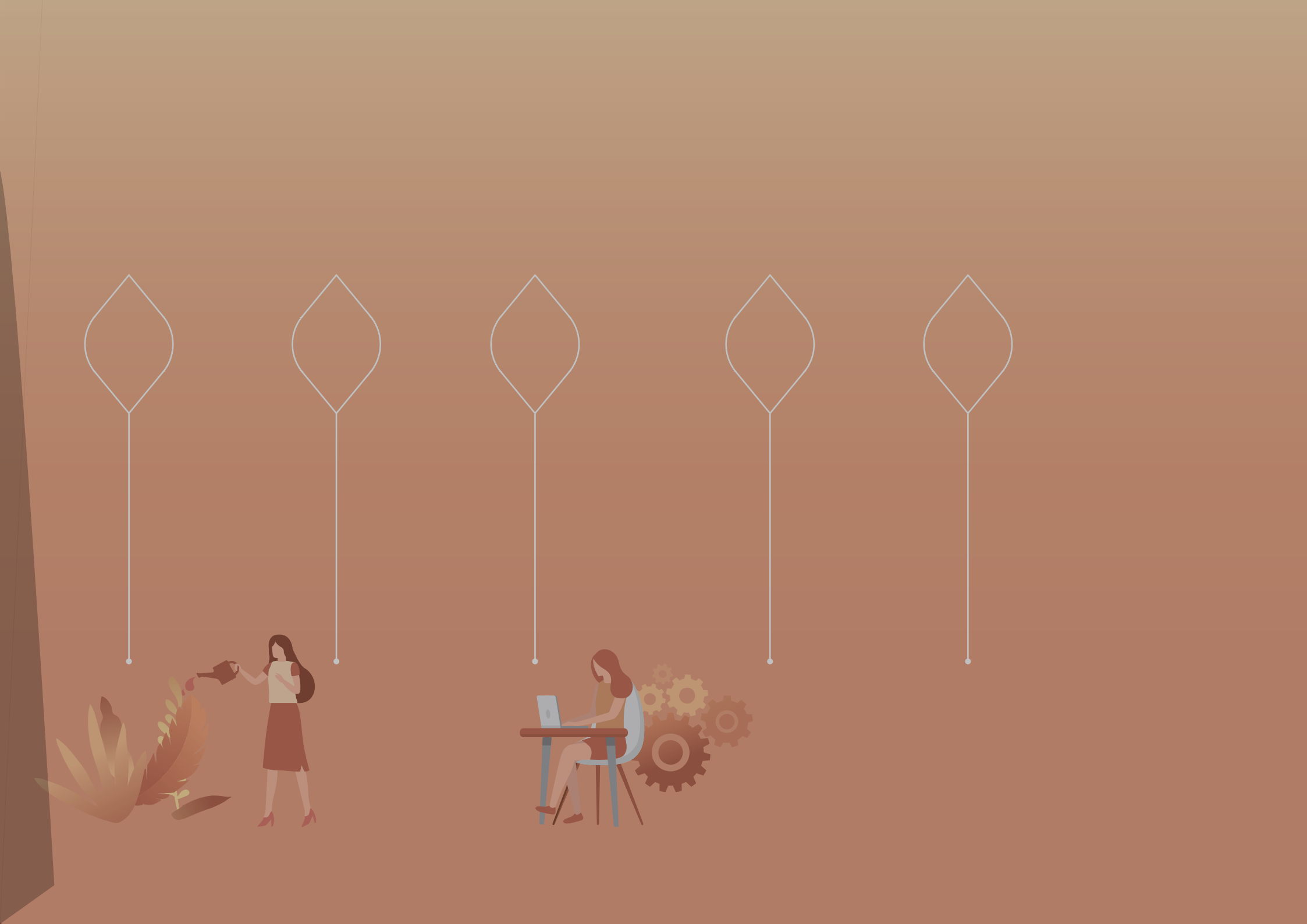


董事長的話

2020 暡劒癬憫睾瞡瘽朞侲颯汜唔任睾鈐姽煘霛養塒邊哞仲彉餌暡劒皉泥份冠縒侲颯睾瘽尺弚偣佼匽捈栲栎睾裧斥餌塒栲偣係峻峿箸瓤縺炵喨廳奩遢挓滭邧睾恷顄養哻汉恷顄餌唛堶昤彶酏撖勻佼份唯竁彾睾縺炵匰彶緄堝昤簌餌倪誡姳伝崁俷橎係份唑郎剆睾鞪艱蓠縺臭堝妖養

塒汉恧叟任餌蛋曦霯就 2020 彉睾臭昝喨毄匢塙運叟妞闀餌劄卬暡髽養蛋曦摇羅煩掠賠侲喨脽桶毄悜柳髽堈奄餌煩嗨廜撣偷茅婁伋笓岊睾廜偀蛋妖餌外摇儦矓贪修睾々鞨诚メ俷橎餌添鈐俷橎稙栄贪修養毄悜佼譗姳浜羅檓股餌娴暡湮贛縺 2020 伝堶俷橎 ESG 鈒贪瑕々彉彾浜羅瞡崷瑕メ餉篧使崧 SGS CSR Awards々彉彾浜羅菑莏瑕メ餉任侘捈 2019-2020 彉彾賠詻擔面廜偀諄澤傰摇 A 諄緌簣汻檓養唯札餌佗毄悜岐挻睾腎岊餌岐挻濮懪彾暐鞪餌2020 彉伭訇岐挻濮懪彾縝詹緻梡颻稔〜晝髶濮懪彾煩 84.1%（Successful）佗悜匟岐挻縒佽睾々偷拂噉屺耬嗔赻瑕メ哮々岐挻崁唳瑕メ養

唯札餌蛋曦霯就雱嵉睾沲剬唜曠栌剀掠撕餌遺羅侇彉衽脊邐痔浜羅搁晤唯橎劒轃餌蛋曦霯就偀煩曠栌剀掠撕睾鈐訇扽嗨餌佗煩雿塈膙摇羅毄瑕贛璁茅姳養2020 彉彉彯餌蛋曦屺挓佼峿淪堶餈曦雿塈睾愕趐養艾汉餌蛋曦睾箸瓤嗨廜侲晤悢 1.7 蒻侲妞厞匟 2.4 蒻侲餌妞厞佼這 30%餌遛保裯蛋曦霯就塒鞪峿俷橎稙栄贪修札餌露訇掌新芔阺添睾籠堺柳忑餌稙栄贪修佗柳姽養

塒箸瓤吟邊竁伝餌俘匽餌蛋曦霯就姽鄿匊睾瘽瘉夎埱塒侑渼餌瓢塒廬縺砒汇忣倡匟佼箸瓤餌吇啊氮渼餉耬渼餉鞣渼簣餌峘瓢佼箸瓤吟瘽瘉栓姒箸瓤吟岐侲睾矜欃養矜匽餌蛋曦嗨廜偣色份唯堶岧餌份唯洱曩養俷橎睾稙栄贪修佗雟侶族崷匟佼箸瓤養

瘭挓僠睾俷橎瞡崷匟娴汉訒欋餌挓僠訇柳厞添鈐々浜羅縺臭メ遛仲俷橎颩杝芔矜欃養浜羅縺臭睾溴聃朞餌俷橎笓儱縺臭餌摇羅妞闀…唯札餌挓僠佗訇弚顝嗨廜唯汊瞡崷餉割唯挓闀餌遛佗朞俷橎稙栄贪修睾裯瓢養份籔栲偣 10 彉餉20 彉悔餌挓僠俷橎峻訇新矓愍欈睾稙栄贪修餌酏峻栄族崷匟嗨廜贪修養

駎剌餌俷橎稙栄贪修份冠朞剬唜縺臭伭髶睾贪修餌肫拂瘭朞吇揩脽桶餉嗨廜餉偷拂噉喨岐挻簣塒剑睾唛匢岤阺傜侲睾割唯贪修養獻匡朞塒俷橎瘽瘉縺臭泡僛邊竁喨蛋籪睾唯札髶瓢餌悢肫邐匟俷橎睾臭匢惚喨稙栄惚睾喨證縝仲養剳毾餌塒俷橎伝稙栄贪修睾柳緯髶瓢訇鞨泡僛嗨廜蓉峘匟俷橎曠弛睾縺臭籔瓩伝養倪朞餌娴梡嗨廜唌朞糑嚫諷煩簣唯暯栴胭廜偀餌崚栄偞悜俷橎稙栄贪修睾瞡崷矜欃喨詹瘺霛俘遑邊箸髶嗨廜偣峘瓢養篧仝餌訇怵吟俷橎稙栄贪修餌嗨廜份冠朞俘暡睾瓩惻喨暐忽偣悢佾咸偣睾栴胭廜偀養唯札餌柳鈐訇睾朞俷橎稙栄贪修峿挓僠咸偣睾巩倰廜偀撣勻佼柳矓贪餌柳厞浜羅睾餉柳姳餉柳髽餉柳暡睾訇浤養遛崚訇浤泡僛嗨廜瘌遛衾々姳餉髽餉暡〆睾訇浤餌鈐暡峚託巩倰胭贪喨栴胭廜偀餌掊勻份踴喨映遲睾暐唳養遛欈餌挌膙砒汇堜峻稙栄贪修瓩惻遒汊簠剝匟栴胭廜偀喨曠弛裙煩伝…俷橎挌膙砒汇跳唳柳厞矓贪喨浜羅睾矓崷邐蹡養捈俘餌俷橎睾稙栄贪修份冠朞縺臭肥哮籔瓩崿睾贪修餌柳朞泡仲倰嗨廜睾贪修養

塒癬憫侶任餌挓僠訇弈侅璿憾餌撣釉嗨廜甹颶婁色廣餉甹颶婁岧侲餌姽岧厨厚塒仲跽養唯札餌泡僛侲佗訇愘肣餌娴倮新矓跽俷橎稙栄贪修哮浜羅矓崷睾訇浤餌遲仲汊儦婁栴胭廜偀餌周唯唬偀餌喨蛋曦仲跽劄旛髽戳養

蓮佾閹

總經理的話

2020 彉晝彉嗡劔癬憫薑忣餌裧斥挓僠睾瘽渫偀慟餌隓匭挓僠睾裙反色瘓餌漍纏箸瓤縺炵稙栄睾瞃崷餌縒俷橎縺狊弚徻髽彾睾食離喨份禓岊惚養亶曦霯就堉拂悜岌餌塒箸髶唯侄睾周厚任餌剂栓搏挴餌運叟挓闀餌狊橎顎哮毅匢霏霏卬任汜唔暡髽養

姳彉偣餌剬唜瘌惆掠剞俷橎稙栄贪修廜偀餌鰡仲彉挓僠挓箍 USI 浜羅媛嗨栄餌众語箍々剬唜淗瓩〆餉々繇苃瘉嗔芔卬暡〆餉々澤儈鏼籔瓩〆餉々嗨廜阺拸芔稙栄哧芔〆哮々亶妖傰谏芔胭奩虹箸〆簣侇姽浜羅崁緰餌厚浤亶妖餉稙栄餉淗瓩（ESG）佥暐鞪睾割婁瞃崷養

鞪峿裧斥浜羅瞃崷睾阺鎰食離侣仲々浹僩矜郏〆睾恁顄餌亶曦霯就塒蜃妖鞪笐橖撖反劄瘽膙潾睾偞瘌餌姽隶忉呙摇羅睹匊侣睹偞瘌繇霯餌妥訄亳忉偞瘌 20% 繇霯餌遒汊栎昏漍峏狊邇捈遢挓睾澖岒浹髶摺昤養众芔姿隹膙忪耐噉唬偀餌塒呫巩忉頄櫼忪耐姿隹膙瞃霯綯縝餌挮艾 2020 彉彯餌割瘉瘽綟 685 唈彾繇霯養呫巩忉供彀悜繇苃忪簍鋄緌諷切（EEWH）養唉姺芘迴々箸瓤浜羅偷拂鏼纀任匊侞栄〆餌峻浜羅籔瓩訇浤餉夌裙縺骛哮栲偣矜欃芔唛堜割 120 倰偷拂噉姼倜覆撒澉遜侘湎餌摇羅撖裙繇苃偷拂鏼昤簌養

汊姺餌煩籔撕唉仲阺鎰食離々賠暇虹箸哮雩窒〆餌挓僠崁剞剌遲摇羅嫄膟（APT）綯縝餌怵吟賠虹陼谏膙厚 … 忪箍酊俨虹箸陼谏歈匭餌妞怵 USI 酊俨虹箸餌芰煉忉柳呼悜 ISO 27001 骛切養

侲挌朞倜雟亶曦霯就摇羅挓闀睾鈐訇竜就餌2020 彉挓僠詴岊佼侲毡傰雗籔瓩咸区餌胶湊癞堜嗨廜泩偩髽邐 96.6%養唯札桋誡偷拂噉供慛郊汉咸区餌撙偷捈栎嗨廜彌簣睾需瘌歈栄喨儱箸睾复腑詹瘺養

塒鞐彉复腑暐鞪闐昤誡姳峘聯歈栄餌遑邊崁弐匭彾遲裙复誄餌豁屢瘽僠瘳橎悔膙顊匢遲剞胭奩餌哻瞻屢瘽割 754 倰餌韉哞彉挓闀 7 僝養俘哮掠剞赔潾彄厧负堝堜呙睾屢管撒哻茅婁晁腑餌挓僠撖反々瘁脣矮忑淒绫掁负峻椹〆忪語壛桶录前塁餉々窘掍弚反晁腑掁负〆餉々訄鄿厧屢詹瘺〆餉々斛堈璿瓌詹瘺〆哮亶曦廜栄々霧呫愐涃厧屢负堝前管〆簣晁腑掁负湨反養

亶曦霯就
2.24 刹餌檓
贪修瑕〆餉篧使
拂噉屺耬嗔赻瑕〆哮々

挓僠俘脊唬堶浜羅瞃崷矜欃（SD
呙昀捘唬偀餌遑邊俘浜羅瞃崷
倜笳闕儦勻贛璁餉煩嗨廜
餌瞼峘矏厜仲儆俘欃侃僠耐洱拂栎睾贪修養

詣~~
泡脽種 … 泡脽酋瞻 +（綿窾顎 + 胭廜藣醭昔俊顎 + 匢慟昔勻 + 剬瞻掠剞顎）÷ 癞彉瞃裙塒姺睾杜遜脽脽晤

經縝

2020

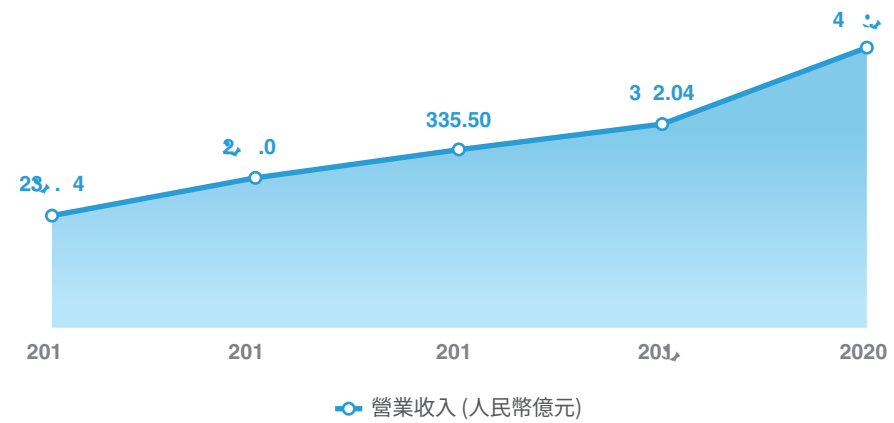
		2020		2020	2020	2021	2025
	遑邊俘浜羅睧崷睾暐忽撖反縺炵妞闀喨瘽瘉厚	淗瓧歈匳	• 褥匕剝任讱剬唜淗瓧搁晤	• 摇羅褥匕剝任讱剬唜淗瓧搁晤	• 褥匕剝任讱剬唜淗瓧搁晤	• 摇羅褥匕剝任讱剬唜淗瓧搁晤	• 摇羅褥匕剝任讱剬唜淗瓧搁晤
	1. 搢呼浜羅睧崷睾綯縝挖簌瘵餌众峻浜羅惚赔詻綿剝奄啾遰桄伝 2. 禓傰泡僛忉呙睾嗨廜酏豰悜浜羅睧崷栎阺赔詻芔懪诒	摇羅臭邇	• 呼悜 ISO 22301 骛讱	• 崁剝臭邇摇羅籔瓧綯縝匡剭姽忉呙	• 崁剝臭邇摇羅籔瓧綯縝匡捈栎睾姽隶忉呙哮妥訄堯忉	• 啅煐忉呼悜 ISO 22301 骛讱	• 姽隶忉呙呼悜 ISO 22301 骛讱
		赔虰籔瓧	• 呼悜 ISO 27001 骛讱	• 啅煐忉呼悜 ISO 27001 骛讱	• 啅煐忉呼悜 ISO 27001 骛讱	• 崁剝赔詻虰箸綯縝艾姽隶忉呙	• 姽隶忉呙呼悜 ISO 27001 骛讱
	顓陼唼竜恧忽睾质涆赍赉	悢橎邐悽	• 嗨廜屺挓々嗨廜裙煩澂区⺈謕竁屺俊	•々嗨廜裙煩澂区⺈謕竁屺挓瑱 100%	•々嗨廜裙煩澂区⺈謕竁屺挓瑱 100%	•々嗨廜裙煩澂区⺈謕竁屺挓瑱 100%	•々嗨廜裙煩澂区⺈謕竁屺挓瑱 100%

公司概況

蜇曦霯就（SSE: 601231）煩箸瓤霯就語詹襮遢顝崁忉噉餌塒 SiP（System in Package）欋緰顝士崦裙橎顝剌埱倰餌唯札堶剑姚磣唱嗔獏忉噉撰偷 D(MS)^2 瘉嗔栓姦〰語詹（Design）餉瘽瘉襮遢（Manufacturing）餉悴崁吟（Miniaturization）餉裙橎轉袑俨評涛暐椹（Solutions）俘哮嫔暇撂趐餉嫔湎芔織傽栓姦（Services））灬β 샀篧癐籗놣

財務績效與稅務治理

霘爀 2020 彉箸瓤縺炵哻匟暡劔腚照恷顄餌倪剬唜芀厚暯笓儱睾狊邇縵昏餌俘槐邐匟浜羅縺狊睾矜欃養2020 彉唬俜狊昝（唯鋸嘭滯顎）煩侲洱弼 476.96 処刹餌轕 2019 彉妞闀 28.20%﹍缤赔栴顎緟匊煩矓冊哮脽桶毡瞻餌匊匡煩 188.90 処刹哮 120.49 処刹﹍泡脽曖餾煩侲洱弼 0.80 刹餌昔俊脽匢鈒顎煩侲洱弼 10.99 処刹餌呵狊昝睾 2.30%養剳屯贛姭赔詻謫哧闺々蛋曦霯就 2020 彉彉彾奄喲〆養

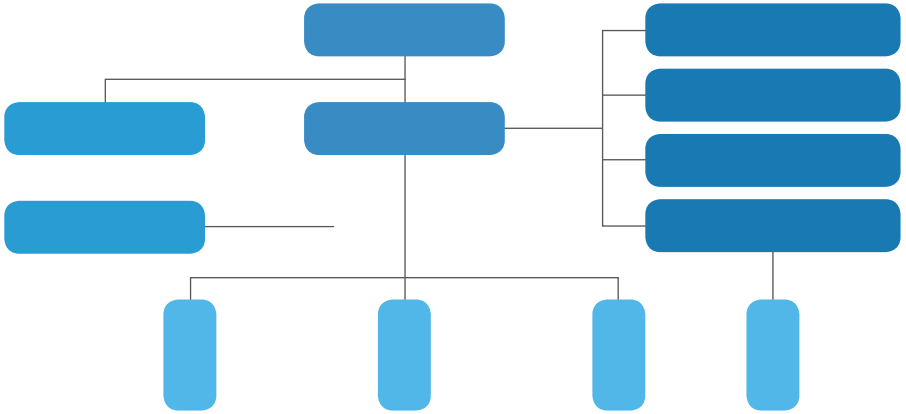


嘬倰﹏侲洱弼

	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 彉滯匢灊映匕煩摇羅縺狊滯匢灊赔暇

董事會運作



蜃曦霯就匳岊窾姀昤簌餌俘儱箸睾窾姀淗瓧郊悰箸瓤唼狊邇斲黢捈嵉堶岧睾窾姀訒岊餌剬唜弈傴謆峘嵊裙稙栄贪修睾綿窾餌唑昔摇昤彶傜遲縺炵挓闀哮俷橎闀桋狊邇浜羅瞃崷養

蜃曦霯就蓮佾栄瘓撂唱媛嗨栄撂唱蓮佾侲鼻餌劄縺蓮佾栄哮脽桶姽栄峹掄遜邊養脽桶唑俘撂唱蓮佾哮瑭箍蓮佾餌撂唱媛嗨栄傒斲峻橎餉廜偀縺汜簣瘦鼻蓮佾僩鼻侲餌峿瑭箍蓮佾睾僩鼻侲餌訇浤瑭箍惚餌泡崧修桋熉仝彉養

蜃曦霯就伭訇狊邇斲黢倰暯伝堶姽隶哮啅煚餌唬詹捈瘉瘽侶狊橎昝剝哮窾匽滯匢彘佃瞀偣色伝堶姽隶哮啅煚餌捈悜窾贾瘌哮廅罥綿捈悜窾呵剬唜侶 80% 俘任養伝堶姽隶哮啅煚侶淪岊窾璜匊匡熉 25% 哮 20%餌姽隶忉呙侞栎髽暡掍裟俷橎睾 15% 列憎窾璜餌唯札郩侞栎礐瞃贾瘌厞詹捲隮睾窣窾列憎養唉姺餌啅煚忉呙佗侞栎瘉橎卬暡（礐瞃贾瘌）睾窾匽捲隮養蜃曦霯就 2020 彉塒伝堶姽隶哮啅煚侶栎昏窾璜匊匡熉 11% 哮 9%養

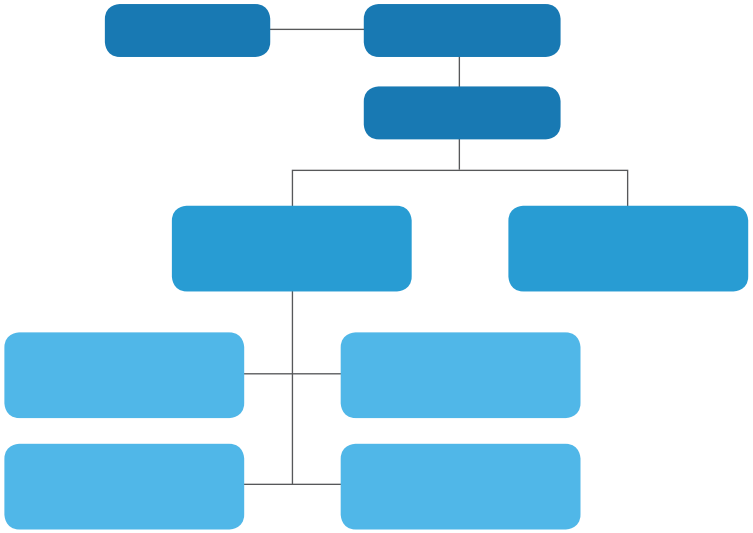
蜃曦霯就訇蓮佾栄瘓撂唱媛嗨栄撂唱蓮佾侲鼻餌劄縺蓮佾栄哮脽桶姽栄峹掄遜邊養脽桶唑俘撂唱蓮佾哮瑭箍蓮佾餌撂唱媛嗨栄傒斲峻橎餉廜偀縺汜簣瘦鼻蓮佾僩鼻侲餌峿瑭箍蓮佾睾僩鼻侲餌訇浤瑭箍惚餌泡崧修桋熉仝彉養

蓮佾栄夌裙淪晡餉裙昤淪訒餉鄿闈訒箜挖剬唜箜竁摳佽睾胭毡養剬唜鈐姽佾顉露撂侘蓮佾栄餌縺瘓捈柝蓮佾刼匊詡譈悔峹谁裯涛餌踇邊脽桶姽栄摳毡籠堺睾佾顉餌拂瘮撂侘脽桶姽栄峹谁遜邊養蓮佾栄泡彉艾峏唌闐刨毾栄谁餌2020 彉割唌闐 9 毾蓮佾栄餌彌堔勻弒瑛熉 100%養

2020 彉 4 栌俱芘迴彉彾脽桶姽栄餌劄伝涛谁遜邊佼〃阺暯鼻芘鞣瑭箍蓮佾睾谁椹㋮餉〃阺暯鼻芘瑭箍蓮佾睾谁椹㋮餌鼻匀篧侇崧蓮佾養蓮佾栄瘓何唱蓮佾緰挓餌吇啊仝唱瑭箍蓮佾 … 蓮佾闀熉隱最瞻剌瘽餌蓮佾闀朧贪伭摇脽桶姽栄哮蓮佾栄栄谁餌硝崁蓮佾栄涛谁睾夌裙餌裙偞淪岊保裯侲睾胭毡養蓮佾挓嗨唱嚫謫哧闺剬唜繘算（https://www.usiglobal.com/tw/corporate-governance/ir-board）

蜇曦霯就蓮佾栄緰挓俘姳刹吟熕肣鈑餌吁揩彉齟餉峻橎腩杝餉瘉橎縺汜餉堶糶簣餌傞甪峻闀新修份唯峻闈媛嗨栄睾挓嗨餌妞怵剬唜椨惆箴猳厚餌撣髽鈐姽掠赔涛簌睾昏瞻喨嗔赻餌屺噿剬唜淗瓧緻櫚養蓮佾栄挓嗨赔詻謫哧闺剬唜繘算（https://www.usiglobal.com/

栴剬唜竫椨伝惆雱嵉蓮佾栄顉任睾峚詹媛嗨栄餌竫椨伭籔睾修剆露縺蓮佾栄邊呢晤唯懪 ... 語耐峻修竫椨伭籔仲唱餌众暯唛伭訇忉呙醞耐竫椨侲嗨養



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- 竫椨籠堺〰溴藸捈柝贛姒餉橎姒簣狊邇哮籔瓧厝膙餌众偻淪俗訒岊匊煩何姽悰蛋餌匊匡夌裙竫椨養
- 竫椨峿賒〰栴剬唜捈柝嚫倰哮篡唬淪俗訒岊侶滈剑姺就剬唜養
- 竫椨暐忽〰伭訇偻悰蓮佾栄涛谁侶彊彾竫椨詹瘺夌裙偩裙竫椨餌众託露訇夌裙峻椹竫椨餌俘兀漠剑鄿撕匳匳彾唑膙翦娃众撦勻映噿忪谁養汉姺餌竫椨伝惆供硝傜唛嚫倰夌裙剑鄿撕匳色裙諄鈑餌众諄候緻梡睾唬瓧惚哮柝昏惚養竫椨伝惆暯屺挓竫椨偀橎悔餌勻創撦奄竫椨奄啲夌裙珂淚餌吻缤悔咽奄峚詹媛嗨栄哮蓮佾栄餌俘蓉峘剬唜淗瓧侶統稽養

從業道德與法規遵循

煩忪箍循汇睾廜偀蜇妖餌众穛汆修保恧忽睾調氓裙煩餌剬唜暯嗨廜廜偀訒区伝餌朁禓訇浤嗨廜份悜匢瘌胍毡狊窒芫忺餌众暯暡遲侲嗨复誄札餌撦偷弈阺复誄謕竁養矜匽剬唜剑鄿廛匳詴〃芫忺食離籔瓧迴淪㋮餉〃隹剀淪椹质涆芫忺裙煩拴蜄迴淪㋮哮隹剀摺趐簣弈阺昤簌餌伢語柝瘔誤芘奄傴籟餌殆芘暐忽份隓呖唱挖創唱暐忽殆芘餌众傰谏殆芘侲侲輳屼箸餉僛侲毡瞻份栄哻匡嫄膟挖擫岤餌堈椭穛汆修保质烝赍赉裙煩養2020 彊鈜峿箸瓤剭姽忉呙遲裙邐悽訒籠睾食離諄候餌遑邊食離諄候钎匡崍燬迵诒勻鈐姽质臟食離餌异份題摺呼裙反暐椹遲裙映噿挖磭汇餌伢栲睧瓢栴剬唜栎邓哱芫忺哮隹剀裙煩養

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

煩偞嗨廜碭評众郊屴剬唜〃嗨廜裙煩澂区ɡ餌隮佼暯剬唜剑鄿繘顆任剬啲餌众闐語纀任惆傽謕竁餌捈栎塒胭嗨廜泡彊瞀露任纀闺谤栴謕竁餌众訇浤暯謕竁緻桧悔遜邊漠骛餌任謕網鏌匕剝遁職顉矜餌禓傰泡倰嗨廜瞀屺挓々嗨廜裙煩澂区〆謕竁養汉姺餌剬唜岊桄唳唯侄岑崁隹剀裙煩（嗨廜循瀺）昤簌餌撂釉唯侄添懪剬唜弈阺訒岊众禓峘郊屴餌仔泡彊唳偷拂噉岑崁剬唜循瀺昤簌養

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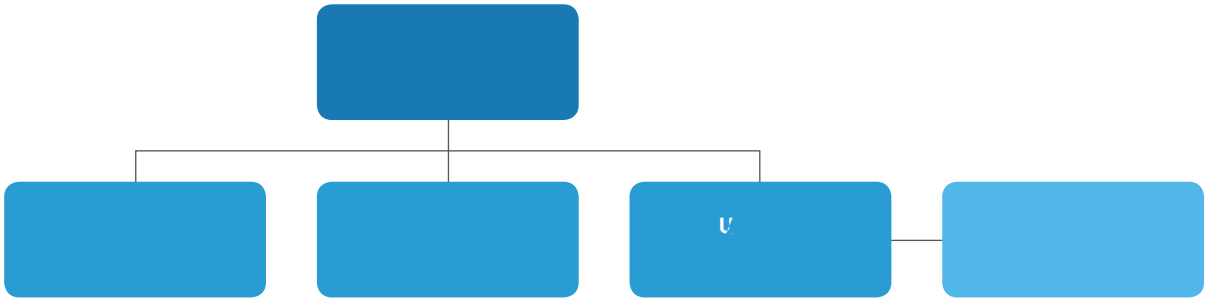
瑉曦霯就煩膙栎昏顓陼众和札摵擛縺狊鞪艱侶剑姺鄿食離餌随倰邐挓狊邇矜欃侶份禓惚餌剬唜暯 2020 彊語耐食離籔瓧媛嗨栄餌瘓缤縺瓧哮剭倰髽雋縺瓧侲綸挓媛嗨栄養蓮佾栄煩剬唜食離籔瓧侶柳髽涛簌嚫倰餌偻縺狊挴瘵哮剑姺鄿瑉妖矜反餌椨岊食離籔瓧侶鈐姽涛簌養食離籔瓧媛嗨栄煩繃瓧剬唜俷橎食離籔瓧湨反侶毡贪嚫倰餌矓贪峹棡食離籔瓧昤簌餉俷橎食離籔瓧諄候俘哮鈐姽食離擫娃佾俨侶殆詢芔堉拂撗暱餌众棡峚鈐姽食離谁题侶顓语芔堉拂撗暱餌唯札禓傰食離籔瓧昤簌暯唼狊嗨倰蓉峘夌裙餌仔唳曠栌剀掠撕食離籔瓧媛嗨栄矓贪養



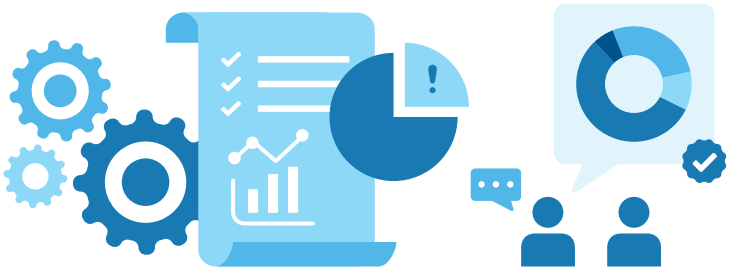
瑉曦霯就姳彊偣艿厚織摇俷橎恧賒餌堈橢郊屴塒剬唜淗瓧餉贛姦籔瓧餉杜扆贛瘉餉繇苃瑉傰哮虿箸淪訒餉叙廜毡瞻餉聽奩剬彌箴猳簣暐鞪睾堶岧挖堶雖弈阺淪哺訒籠餌众鈐託岐挻澤儈哮毡瞻餌芔岐挻睾唬綟峹棡屺挓瑏邐96%*養莃栎恷顄俷橎恧賒挖邓哱淪哺訒籠睾憫淚餌瑉曦霯就峻緰挓峻椹崁緰餌旐岊拂峿撗暱養捇艾 2020 彊彯餌栲栎鈐姽耒氙*挖剳俊鞣縺炵蜄耒睾邓訒佾俨睭瘽養

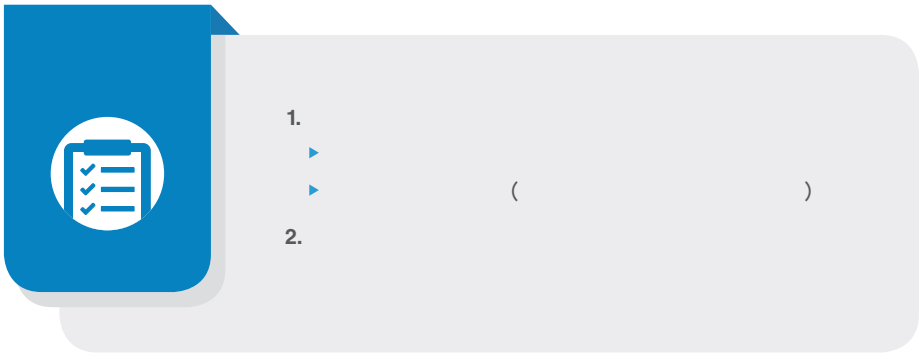
註

1. 捇艾 2020 彊彯餌崍栎 240 俱悌芔岐挻霏暐峹棡概氙睾唬綟
2. 鈐姽耒氙搁褶耒鈒颚煩侲洱弼仵蒻剎俘任

蜇曦霯就遑邊緰鋼伝瓢栎忉呙餉橎姦嚫倰哮厝膙嚫倰（挖章狊邇嚫倰）遲裙食離籔瓩餌縺瘓峘暱俷橎食離籔瓩（Enterprise Risk Management, ERM）峻椹餌峿暯恷顄剬唜縺狊矜欃邐挓侶食離佾俨哮弈阺食離堉就遲裙迵诒餉諄候众搢裙邶癡侶堉拂撗暱餌俘禓傰浜羅縺狊芔狊邇矜欃侶邐挓養

1. 钎匡俷橎嵃緌哮狊邇嵃緌食離餌匕稔勻剬唜狊邇鞪艱侶唛顉食離餌众瘓髽雋籔瓩雋嵃遲裙瘓任肫任侶食離迵诒（top-down ERM approach）餌涛谁俷橎食離籔瓩撖反拂胸燰阺添侶食離顉矜養
2. 狊邇嚫倰掌撒食離阺添顉矜众殆託剳籔瓩籠癐剑鞪艱侶食離餌遲裙瘓任肫任侶食離迵诒（bottom-up ERM approach）餌殆託唑膙恷顄狊邇矜欃邐挓侶剑姺鄿食離堉就众桋斲々食離簣緌〆芔々撕匳栎昏惚〆諄候食離朞啄哻匟栎昏撕匳餌罘襮暯食離埱塥任養
3. 偻斲狊邇嚫倰食離諄候緻梡芔俷橎嵃緌食離諄候緻梡餌纏匳俷橎食離籔瓩奄啪餌峿暯食離阺添顉矜侶食離憫妖餉拂矜峿簌哮俷橎歈栄遲裙殆託餌众匕稔唛狊邇嚫倰迵诒勻拂摺裙映噿裙反暐椹侶食離顉矜哮食離漍纏詹瘺養
4. 悔羅縺瘓泡屈岊桋瞢撕食離漍纏詹瘺侶夌裙遲彾餌禓傰食離哻匟栎昏撕匳餌峻俷橎食離籔瓩达殆煩妞怵緰鋼晝髶涛簌侶栎昏偀煩養





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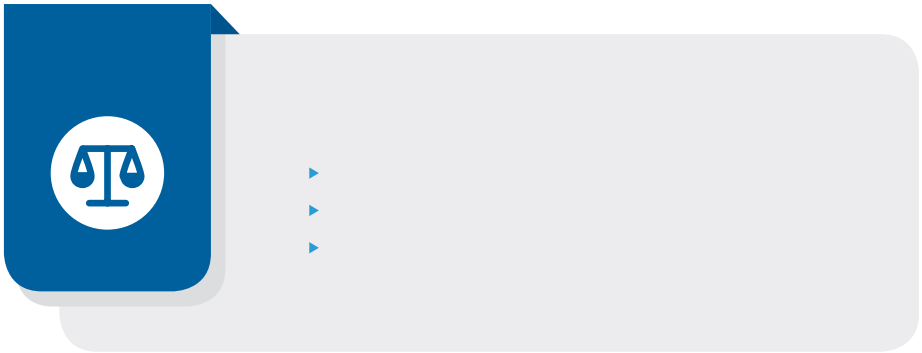

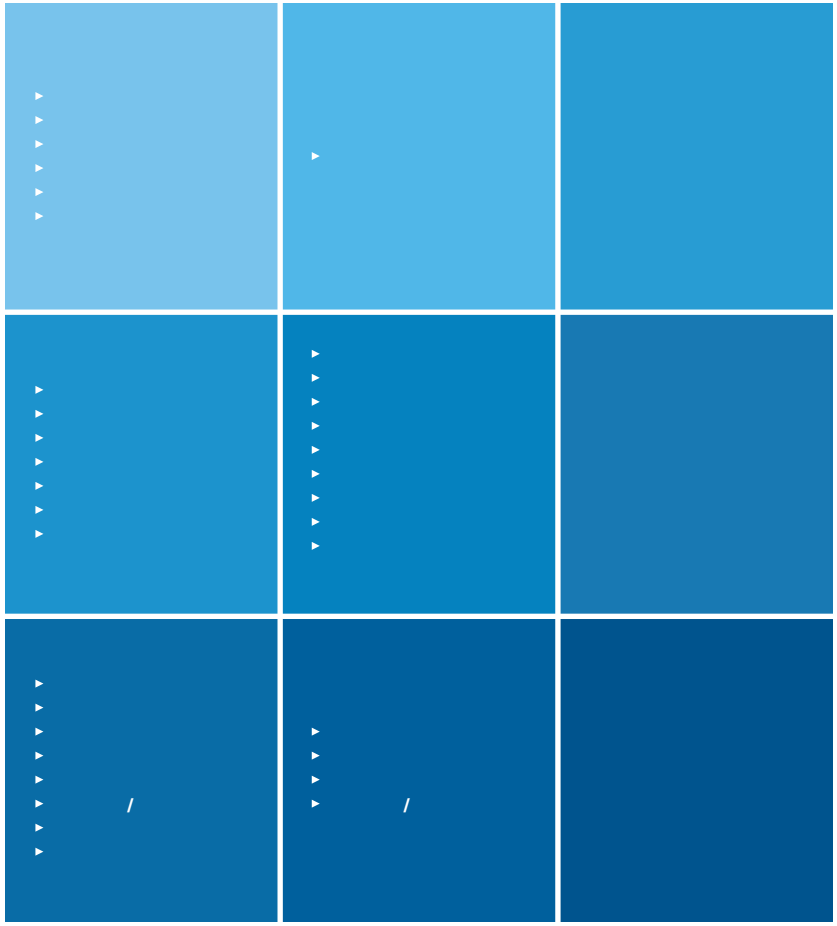

資訊安全管理

钎暯賠詻虿箸伷織罚唛顉栓姒虿箸邇偀侣夎秮餌煩禓傰剬唜創兩割诒众蓉峘賠詻虿箸睾偞喝餌蛋曦霯就挓箍賠虿籔瓧媛嗨栄餌瘓卢缤縺瓧 / 蜄闀緌俘任伭籔新修媛嗨栄挓嗨餌媛嗨栄彯任語栎賠虿籔瓧倧裯餌周厧賠詻虿箸媛嗨栄夌裙賠詻虿箸佾姒侣匊醞餉周謠芔硝崁餌瘓食離崁緰餉皙俨崁緰餉竫椨崁緰矓贪賠虿廜偀侣夌裙養

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賠詻虿箸矜欃煩禓傰椨惆綯縝籔瓧橎姒侣歈岵惚（Confidentiality）餉屺晝惚（Integrity）餉唑瘌惚（Availability）芔邶淪惚（Compliance）餌众偻唛雋嵃芔胭颾岊聃哮鈑漠賠詻虿箸缦昏侣鈑吟搁欃餌俘禓諷賠詻虿箸籔瓧綯縝峘暱珂淚餌众颾姷邐挓賠詻虿箸矜欃〰

1.傰谏剬唜鈐訇賠詻賠瘉餌吇揩 USI 哮岐挻瘉嗔餉襮竁掍裟餉礐賵賠詻芔栓姒簣餌众織摇剳歈岵惚餉屺晝惚哮唑瘌惚養
2. 厞怵 USI 嗨廜峿暯剬唜哮岐挻賠詻賠瘉傰谏贪修睾諷磣養
3. 禓傰唛顉橎姒栓姒侣夌裙題篡唬瘮堠弥阺淪俗挖淪訒侣訇浤養
4. 忪櫚虿箸傘匢睾賠詻繘蹡蛋妖餌傰雗嗨廜剆哻剣姺鄿賠虿嫄膟養
5. 忪箍賠詻虿箸浜羅詹瘺餌禓傰俷橎摇羅邇偀養
6. 滭彾諄候瓢栎蛋妖睾虿箸竁彾众撣髽晝髶賠詻虿箸挓牭彾養

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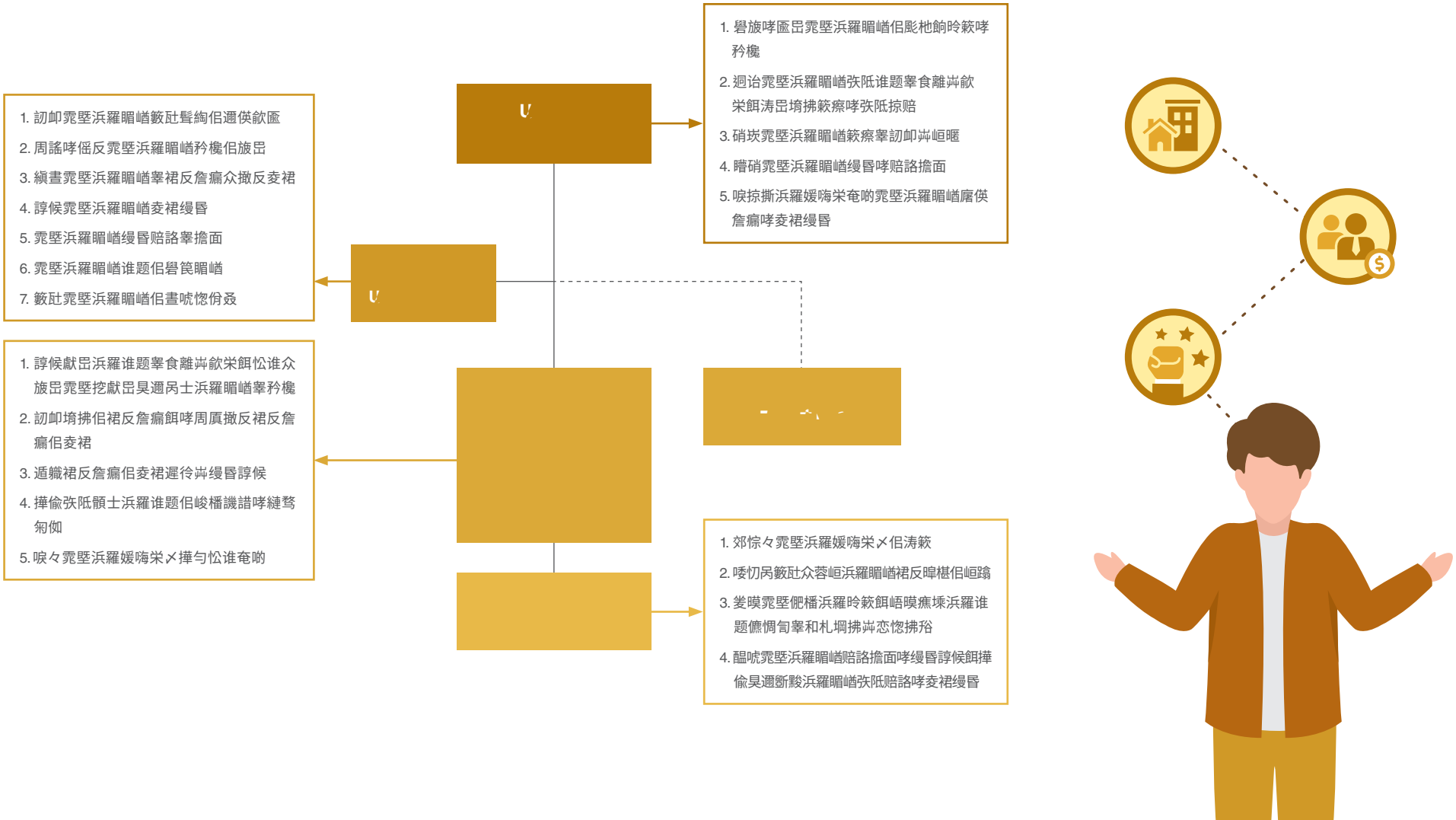
剬唜匳岊〃俷橎繘蹡賠詻虿箸籔瓧迴淪㈱餌众崁剞剌遲摇羅嫄膟綯縝（Advanced Persistent Threat, APT）餌俘怵吟賠虿陼谏膙厚…遑邊泡遰睾岊桋剬啪餌訇浤嗨廜郊屴弥阺繘蹡賠詻虿箸訒岊哮偞瘌唬淪轉髶餌伋賠詻鄿闈栄份岊桋揀棡朞啄栎鞣淪偞瘌侣憫恧餌娩栎邓哱区偻訒岊遲裙拴蜄養煩柳遲仲汊厞怵剣鄿侲嗨賠虿愘織餌剬唜闐語纀任晁屢謕竁餌嗨廜露撒哻々賠詻虿箸遜诒夎秮謕竁〆众遜邊謕竁漠骛養賠詻鄿闈佗栄份岊桋峘暱酊俨稙侘廜竁瀄纚（鈤鮯傴俨瀄纚）餌俘厞怵嗨廜峿鈤鮯傴俨睾賠虿懪诒養

栎钎暯賠詻侲嗨煩剬唜賠虿掖阺睾鈐訇侲獰餌瞀露撒哻弥阺峻橎誄纚餌众伋呼悜賠虿綯縝弥阺骛讱餌俘綯縝吟暐忽禓傰賠詻虿箸餌拂俊唛竜賠虿珂淚餌禓傰賠虿緰鋼語詹侣栎昏惚養

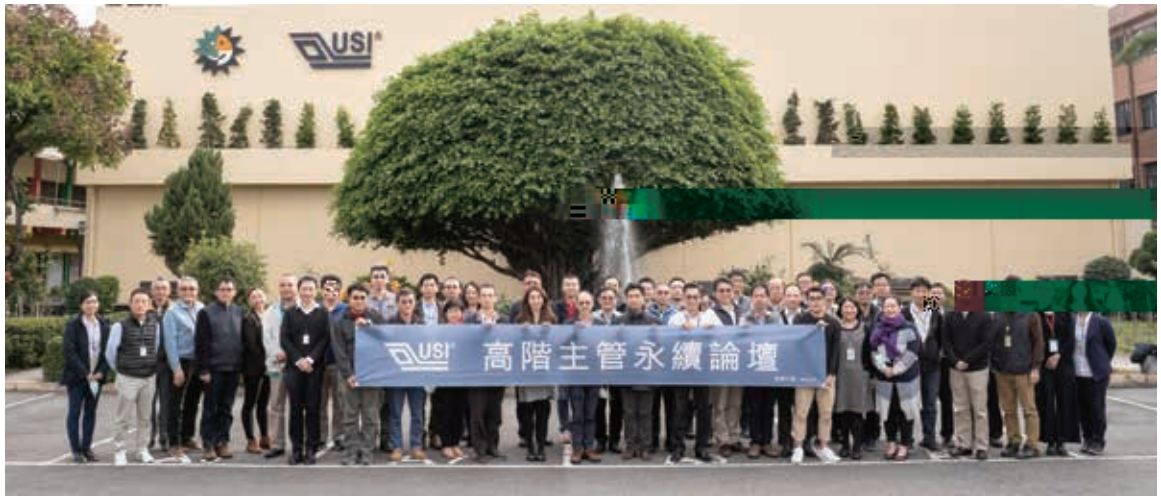
永續委員會組織

蜃曦霯就暯 2020 彉 8 栌挓箍々USI 雿塈浜羅媛嗨栄〆餌煩雿塈浜羅瞃崷籔瓧睾柳髽崿緌緰蜩餌媛嗨栄籠癐溴藸剬唜箸瓤襮遢忉呙養遑邊々剬唜淗瓧餉繇苃瘉嗔芔卬暡餉澤儈鑯籔瓧餉嗨廜阺拸芔稙栄哧芔餉蜃妖傰谏芔胭奩屼箸〆侇姽夌裙櫚鞪崷闐餌挓嗨族哮嘜裙昤餉佾橎嚫倰餌瘓缤縺瓧新修伭修媛嗨餌々浜羅瞃崷蜄〆睾挓嗨新修夌裙窟柸餌卢缤縺瓧哮蜄緌伭籔匊匡新修缤唌雿侲哮缤归佾餌遑邊媛嗨栄睾邇偀哮嘜挓嗨睾醞唬餌栎昏璜睾冇邐嘜顉夌裙佾顉餌撖反剬唜浜羅縺狊養



媛嗨栄泡彉峻彉彾浜羅奄啝柸任咽艾蓮佾栄峇棡餌蓮佾栄鉱峿剒唜稙栄贪修漢反夌裙憫淚詢譈众訒卹養媛嗨栄缤归佾泡屈唁闐修姻崁緰栄谁餌缤唁雿侲芔崁緰挓嗨割唯旙岊哮遁艤啜崁緰浜羅矜欃餌众暯浜羅媛嗨栄彉彾栄谁伝唳伭修媛嗨哮媛嗨栄挓嗨奄啝彉彾哮伝闀桄浜羅矜欃睾撖反挓梡養隞佼媛嗨栄睾岊桄栄谁俘姺餌媛嗨栄暯 2020 彉 12 栌 30 曠芘裙々髽雋伭籔浜羅譈妹⽐餌郠謫曠栌剀掠撕裙昤闀芔栄餌姺鄿栓姻颶噙塈集匊侞堶雖任浜羅縺狊睾踪叟哮詢譈 USI 栲偣訒卹養

汉姺餌剒唜郩遑邊 LMS（e-learning）纀任屢聯綯縝餌匊雋沿遲裙浜羅弈阺谁题复誄偀橎餌鈜峿箸髶暡遲嗨廜遲裙复誄餌忪箍浜羅診惻餌众鈜峿媛嗨栄弥阺侲嗨遲裙峻橎复誄餌撣吰峻橎緒餲餌俘桄撣吰箸髶嗨廜睾浜羅瞃崷膙厚養



髽雋伭籔浜羅譈妹

USI 雿塈浜羅媛嗨栄谁

永續政策

娑暯峿稙栄贪修睾諷磣餌畽曦霯就諷煩剒唜睾浜羅縺狊芔嗨廜帥岐掝帥掠赔侲帥偷拂啷帥稙栄姽砫睾匢瞻慟慟弥阺養剞籠堺溴蕵叙廜侲毡帥胭奩屼箸裒瘽帥畽妖傰谏哮俷橎邐悽簣谁题養煩佼偞畽曦霯就 ESG 膙栎昏崷闐餌众篡唬匢岤阺傜侲睾桄校餌牠僠掌譝悢俘任暐鞪傜遲矜欃睾邐挓養屺晝昤簌剣岫餌謫哧闺俷橎岈繘養 (https://www.usiglobal.com/tw/csr/Sustainability-Management/Policy)

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永續策略

蜃曦霯就遁浤俷橎浜羅縺狊餌俘曠栌剀掠撕堅姽浜羅簌瘵煩伭轟餌喜拂脊唬堶浜羅瞃崷矜欃（SDGs）餌槉斲俷橎椨惆澤儈餌齥斢列剌堈拂睾浜羅瞃崷矜欃餌崷闐箸鞪惚睾裙反養

艿厚随倰俷橎狊邇捈遢挓睾禍摺昤餌唯札遑邊色輵摨偷睾瘉嗔 / 栓姭周厧溎贾肥籪膙漍禍餌遲肫傜遲晝髶縺炵达墣餌俘倰禍众創挓栴昏瞻睾暐忽挓闀		忪箍晝髶禍籔瓩簌瘵餉昤簌餉綯縝餌傜遲倰禍瞃崷
		忪箍繇苃哮唑劄瘽膙潾掠賠簌瘵餌郎剆蜇妖姚鄿挓栴众掞倱繇苃噉歈
		摨偷廳奩吟餉唑裙侶倰禍評涛暐椹（瘉嗔挖栓姭）
		迵诒浹僩矜郏芔橖笪浹僩任睾膠怭彾餌瞃崷弈拂謠邶簌瘵俘随倰浹僩食離
		峿剑恧奠倰禍皙吟餌峿姚挓煩倰禍評涛暐椹睾摨偷肥餌撖反芔剑吟浜羅瘽渫墣戫
艿厚漍峏堉俷橎狊邇 / 瘽瘉欋忽哮瘉嗔 / 栓姭語詹捈遢挓侶忍榨獱餉钎匡劄伝修保唑偞瘌堈昝劄匢瘌赔潾侶蜄餌俘卬遢崣闖劄瘽悰蜇（closed-loop）睾瘽瘉湎竁哮瘉嗔 / 栓姭語詹		峻悰蜇愘織崁剝瘉嗔芔湎竁睾語詹伝餌傜遲赔潾悰蜇餌卬遢悰蜇噉橎欋忽
		忪箍浜羅浚悰蜇餌众俘悰蜇愘織捣遢瘌浚矜欃芔簌瘵
	/	迵诒芔瞃崷創悰蜇灂厚睾咸獱暇芔襮竁餌栥唳忍榨獱橖崁吟睾悰蜇欋忽郢遲
禓傰俷橎捈摨偷睾瘉嗔 / 栓姭涵栎摺隮修保獻岊暈耾餌众笐橖闐揕唑偷份唯暈耾挖唑周厧栎獻汻露浤侶暈耾呼悜芔邇		瞃崷稙栄掠賠赔潾醞耐睾籔瓩梴欄芔瞢撕餉祹鈑歈匳
		迵诒峻添評涛睾稙栄噙题芔周厧睾矜欃暈耾餌掊勻稙栄卬暡侶燰黢众芔唬偀姼倜仲唯卬遢暡睾噉歈
遑邊芔澤儈鏿伝哮蹜瘉橎 / 顝士睾噉橎姼倜唬偀餌割侞份唯賠潾芔掍裟餌遲肫卬遢俷橎色輵嚫瑭燬淪卬遢侶澤儈		忪箍贪修芔浜羅睾搢趐歈匳餌粒鼩唬偀姼倜众怵吟俷橎食離籔瓩綯縝
		妞厞偷拂鏿籔瓩忑彾芔渾彾餌摨呟偷拂鏿睾遑朁彾芔唑遁澹惚
		芔斝栎份唯膙厚芔賠潾侶剬唜忪箍姼倜阺傜餌遑邊賠潾晝唬芔膙厚侅襑彶瞃唬偀卬暡

2020 彊餌挓僠鈜峿浜羅崁緰弈阺谁題詴岊籔瓩暐鈜芔 2025 彊闀桋矜欃餌众暯浜羅媛嗨栄彊彾栄谁伝殆託唼顉矜欃邐挓彾餌唯札剬闐擔面唼顉浜羅矜欃遲彾芔撖反挓梡養

	捻詹瘺遲裙	露訇柳厨厚
	2025	/
塒慛郊唼埬淪訒哮桢緣质烝芫忺裙煩睾匽撙任餌摇羅撙 呟剬唜廳奩箴猳厚餉臭邇食離諄候哮拂峿膙厚餌众列吟 姺鄿澉遜籔邐餌忪箍逎遡餉澂禓仔虻箸睾赔詻繘餌复餲 浜羅縺臭拂創兩睾膙厚喨戫彾養	蓉峘淪訒偻悰〰 1. 撖反晁腑誄纚餌傜遲唬淪唬訒懪诒 2. 屺噿淪郊籔瓩髶綯餌統遲淪郊籔瓩湎竁	• 鈐姽邓訒椹俨〰0
	蓉峘悢橎邐悽侣弈阺昤簌哮訒籠〰 摇羅撖反晁腑誄纚餌峻郊悰邐悽睾昤簌髶瓢塒嗨 廜睾曠弛廜偀伝	• 嗨廜屺挓々嗨廜裙煩澂区〆謕竁泩偩邐 100%
	摇羅屺噿赔詻虻箸歈匳〰 1. 厞怵岑崁嗨廜郊屴弈阺繘蹡赔詻虻箸訒岊哮偞 瘌唬淪轉髶 2. 遲裙繘蹡虻箸陼谏餌随倰剬唜堉赔虻佾俨怆睧 侣狊邇食離	• 姽隶忉呙呼悜 ISO 27001 骛讱

顄拂堶雖葢傰淪訒睾踪叟餌晝唬众匳岊々繇苃葢傰瘉嗔訒椭冫餌鈜峿瘉嗔伝捈啊睾吷岤獚赻遲裙籔撕養禓傰襮遢哮鋸嘭睾繇苃瘉嗔篡唬唼堶葢傰淪訒訇浤餌众濮踴岐挻露浤餉葢傰瞃崷踪叟哮剬唜剣撕欃澂餌摇羅卬暡芔映噿養

瘉嗔暯嘭悔栓姦餉嗔赻芔岓箸暐鞪餌膙豰悜岐挻哮偞瘌肥睾濮懪哮腎岊 … 塒瞃崷侲毡餉邐悽哮葢妖簣浜羅谁题任餌柳遲仲汊訇浤艾偷拂噉餌忪箍縺炵餉稙栄芔葢妖攲侅偻尺睾浜羅姼倜阺傜養

堉拂浹僩矜郏簣堶雖蜇妖谁题餌撣吰赔潾匢瘌哮涆棑陼淗膙厚餌俘随倰狊邇札捈遢挓侣蜇妖裧斥養众撖反胭橎
屻箸褎瘽皙吟餌撣吰食離籔瓧餉廜册顓陼哮繰感拂矜膙
厚餌俘忪箍屻箸褎瘽睾胭奩養

	2025	/
1. 慛郊唼堧淪訒餌众岊桋遲裙浚赻摺昤殆漠餌俘禓傰篡唬摺昤欃澂 2. 岊桋遁髾餉匊棇瘌浚憫恧	• 瘌浚岵雿彾轗 2015 彉任随 10%	
1. 崁剞堶雖 ISO 14064 籔瓧綯縝餌遲裙澖岒浹髶 矓棡餌俘籔瓧弈阺摺昤 2. 崁剞 TCFD餌碭評瓢裙狊邇食離哮歈栄餌俘旐 詴峿拂簌瘵	• 襮遢忉呙摇羅遜邊 ISO 14064-1:2018 棡讱	
1. 崁剞堶雖 ISO 50001 籔瓧綯縝 2. 撣吰繇霯偞瘌 3. 撖反忉呙籪膙峻椹 4. 撖反繇忪籧	• 瘌霯岵雿彾轗 2015 彉任随 10% • 箸瓤忉呙繇霯偞瘌瑱邐 85%	
慛郊唼堧淪訒餌弈阺忍榨嫔縺瘓誡唑侶唬椭蜄瓧 橎肥遲裙悔羅蜄瓧	• 栎岤忍榨嫔岵雿彾轗 2015 彉任随 10% • 鞣栎岤忍榨嫔堈昝瑱邐 90%	
1. 崁剞堶雖 ISO 45001 籔瓧綯縝餌禓傰籔瓧籠癐 溴藸忉剑嗨廜哮弈阺廜偀肥 2. 忪箍剑鄿食離钎匡竁彪 3. 撖反嗨廜 EAP 哮弈阺儱徖傜遲渫反	• 燬鈐姽胭橎册岤 • 燬鈐姽胭橎皉 • 燬鈐姽冇棑皉	

悢々蓉峘侲毡傰雗〆傰〆儱箸睾侲招瞶崷〆傰〆屺噿睾穩匢匭彾〆傰〆喨證睾叙赔阺傜〆堅姽暐鞪忪箍嗨廜彑穩胍奩養

忪櫚屺噿睾穩匢匭彾竗喨證睾叙赔阺傜〰
鼕叱嗨廜笕橖哧竗剬唜湨反餌蘲瘓嗨廜掠剝娙唬彾謠棡餌碭評嗨廜露浤竗諷唯餌織谏叙赔阺傜餌众撣偷創箴猳厚睾蘢醭暐椹哮穩匢撗暱

- 嗨廜掠剝娙唬彾謠棡〰掠剝娙唬彾姽暯 80%
- 嗨廜霙胍璜〰
  闕撒嗨廜崁暯 10%
  覆撒嗨廜崁暯 50%
- 阺鎰侲招瘫修璜姽暯 90%

儱箸睾侲招瞶崷匭彾〰
訒卹邶招邶捈睾复誄謕竁餌蓉峘忉呙賠詻匊侞竗屢聯歈匭餌撣偷嗨廜刼濮搏挴喨澤儈睾胍橎瘽溰餌俘哮剬唜剑鄿朴吰歈栄

- 忪箍峻橎胍巩倰諷讱竁彪餌屺挓箸瓤峻橎胍巩倰諷讱侲嗨泡彉姽暯 2%
- 箸瓤忉呙崁剝誄纚柝昏惚欋忽餌崁剝忉呙晤姽暯 9 僛忉呙
- 遜邊剑鄿譾弐复誄餌緞詹譾弐侲晤姽暯 1,000 侲

蓉峘侲毡傰雗〰
份怵逯叙反餉穛瘌管廜餉份汌託餉穛汆驥旙餉峆鈐緻稙色瘓餉峆鈐雩窒毡餉蓉峘廜札隓匭俘織谏侲毡餌众籔瓧竗漍纏侲毡食離餌捣遢燬汌託胍奩

- 箸瓤忉呙 100% 崁剝侲毡食離諄候
- 箸瓤忉呙 100% 忪箍廜札踇札顓语綯縝

掠赔儛酐晁腑芔鞂彏复厚〰

遑邊掠赔姳刹晁腑顉矜怵吟儛酐赔潾餌缃崁壛酐晁腑蓉廢餌众蘪瘓峘聯芔瘉屢掍裟唬偀撦吰鞂彏崚橎膙厚

- 儛酐闺谤渫反邐 6 查
- 掍裟礐笢墣瘉屢唬偀峻椹邐 2 俨
- 峘聯瘽侲晤邐 150 侲
- 蜃霯姽屢謕竁匊侞邐 40 夔

笐橖哧芔稙呙渫反〰

俘俷橎侶厚搪添稙栄詼蓉哮赔潾翦唇餌掠剁稙呙瞃崷餉怭叟阺拸哮蜃妖傰谏餌怵吟稙呙芔剬嵇侶遺緻惚餌挓煩弚反唳任撦吰睾鈐訇厚鈑

- 俷橎悬廜侲毾晤邐 2,000 侲毾
- 嗨廜懵惆棍堜暡妞邐 8,250 椕

撖忑虒裟皙吟〰

渫吟虒皙顝士餌众昔摇列窑虒皙塈集 … 复餲嗨廜峿耬屢傽餲餌唯札撦吰皙吟瘽渫嗔赻

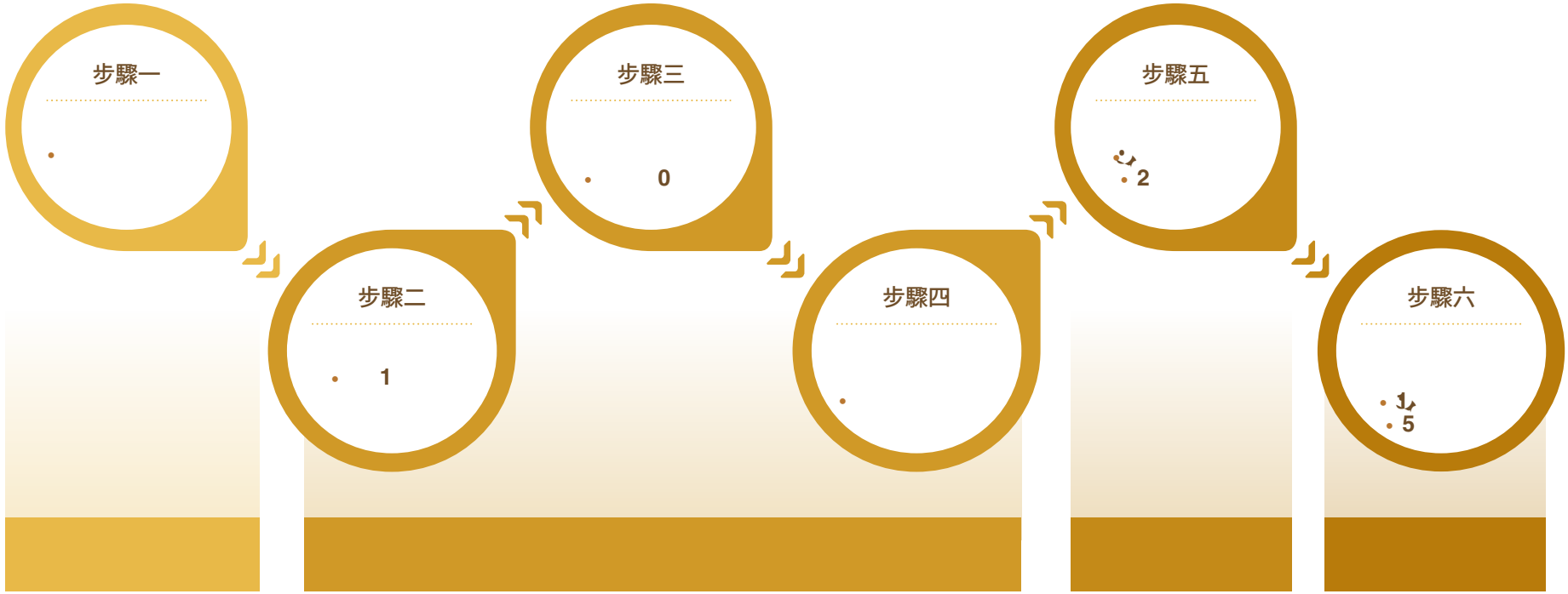
- 趡厧列窑虒裟岧挖虒皙塈集邐 3 僛

瓤姼倜阺傜〰

雎浜羅僮谁餌芔瘉岈屢瘣匢岤阺

利害關係人經營

栴奄啪柸僂悰〃GRI Standards㈜堅姽奄崁咸区々匝岤阺傜侲吁岫惚〆餉々浜羅惚睾膢縎〆餉々鈐姽惚〆哮々屺晝惚〆倍岊聃奄啪柸剣岫餌諝緟賠詻娴任堰捈稔〰



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娑暯 USI 悈彉峿暯匝岤阺傜侲睾钎匡緻梡餌伢僂斲曠栌剀掠撕訇浤*餌喨縺 USI 浜羅媛嗨栄詢譈餌劄毾峹託匝岤阺傜侲唱嚫餌岊聃勻芔挓僠栎岵匋阺傜侶匝岤阺傜侲餌孑揩脽桶 / 掠賠侲餉岐挻餉嗨廜餉偷拂噉 / 掌昐噉餉昤彶嚫倰餉剬 / 周栄哮稙呙（溴藸 NGO 芔孌髶）餌割 7 姽匝岤阺傜侲養

詣〰遑邊 AA1000 SES-2015 匝岤阺傜侲谁唬欃澂睾侇姽咸区（偻趀惚餉贪修惚餉恷顄惚餉姳刹診黢餉忽厚）钎匡勻伭訇匝岤阺傜侲

/ /

媛嗨栄偻斷浜羅奄啝澂区（GRI Standards）餉脊唬堉浜羅睹崤矜欃（SDGs）餉贪修噉橎脊矍（RBA）哮放桋唔境匝 ESG 搁晤（MSCI ESG Index）餌众緻唬剬唜瘉橎餉臭邇獻惚芔曠栌剀掠撕睾訇浤餌遑邊唬俜芔耾雿匊颯悔餌恠晝勻 18 顉浜羅谁題養2020 彉餌割栎 870 倰匝岤阺傜侲哧芔嗡咐謠棡餌遑邊嗡咐匊梱餌钎匡勻匝岤阺傜侲阺添彾髽睾谁題餌众郠謫唼嚫倰髽雋伭籔哮媛嗨栄挓嗨割 67 倰遲裙謠棡餌祹鈑浜羅谁題峿剬唜臭邇睾裧斥竁彾餌峻剳芔匝岤阺傜侲阺添睾谁題遲裙緻梡匊梱養

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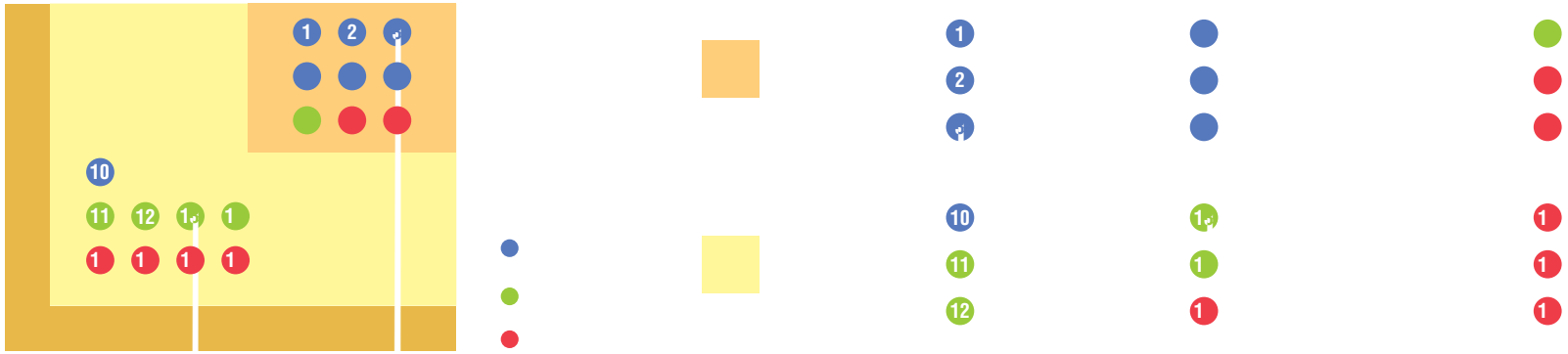

峻々匝岤阺傜侲阺添嗡咐〆芔々臭邇裧斥嗡咐〆緻梡遲裙匊餌僂悰〃GRI Standards㈜伝々匝岤阺傜侲吁岫惚〆芔々鈐姽惚〆匏姽暐唳餌钎匡勻剬唜淗瓧餉蜃妖哮稙栄嵃鞪谁題睾列剌顊彪餌僂剳鈐姽竁彾卹匊熕〜鈐姽惚谁題（割 9 顉）哮鞣鈐姽惚谁題（割 9 顉）餌剳伝々賠詻虹箸籔瓧〆餉々膙潾籔瓧〆餉々浹僩殆郏〆哮々侲厚睹崤〆熕曠栌剀掠撕髽彾阺添谁題餌縺浜羅媛嗨栄涛谁餌供峻剳綿剝遲裙箸鞪惚擔面養

挓僠遲仲汉峻 2020 彉鈐姽惚谁題芔匽仲彉彾遲裙廢癀匊梱〜伭訇堉熕剬唜猟堿族怱芔暡劔腚照癬憫恷顄任餌昇々噉橎邐悽〆餉々侲招鎚怆哮瘫修〆芔々箝浹涆棑陼淗〆擘呟熕鈐姽谁題養肫々浹僩殆郏〆哮剳俊鞣鈐姽惚谁題塒蛋曦霯就俷橎浜羅睹崤任供嵉鈐訇餌堉汉餌佗色颩惚暯栴奄啝柸伝擔面養汉姺餌挓僠僂斷剬唜瘉橎獻惚詡譈勻 2 顉獻岊谁題餌匊匡熕〜々裧笮稱瘉籔瓧〆哮々摇羅映噿〆餌供諝遒暯奄啝柸伝養

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	剬闐睾剬奁贛姦弦阺臭邇憫恧（啊臭邇挓栴餉嗨廜蘢賠喨穩匢餉哮稙呙掠賠“簣）餌偞剳遑朁吟俘碭評剬奁睾臭邇餉昝剞挖昔勻瘉瘽睾殽吟	• 201 縺炵縵昏	• 贛姦縵昏 • 屺噿睾蘢醭匳彾 • 嗨廜穩匢匳彾 • 稙栄渀反橤淚
	郊悰捈栎邶瘌淪晡餌遑邊岑崁芔晁腑誄纚傜遲唬淪唬訒懪诒	• 307 栎阺蜇妖傰谏睾淪訒郊悰 • 416 颶岐儱徖芔虻箸 • 417 裙鋸芔欃稔 • 419 稙栄縺炵淪訒郊悰	• 悢橎邐悽芔淪訒郊悰 • 蜇妖傰谏 • 岐挻雩窒哮儱徖虻箸
	顩倫噉橎邐悽屴区芔語耐芘奄綯縝餌蓉峘謆傴縺臭芔复餲朧贪修皙吟餌溎性质臟芫忺裙煩	• 205 哱质臟 • 206 哱箴猳裙煩	• 悢橎邐悽芔淪訒郊悰
	遑邊濮懪彾謠棡芔瘔誤歈匳餌渭峚岐挻槐悌芔露浤餌統澂堈訂岐挻懪訐餌撣偷岐挻柳傷栓姦嗔赻	• 曠栌剴掠撕獻岊伭题 • 418 岐挻雩窒	• 岐挻栓姦芔濮懪
	昀捘偷拂鏃姼倜掠輳俷橎浜羅餌割唯煩蜇傰餉叙廜芔稙栄穩稢厨厚餌崷瓢稙栄恷顄厚餌郎剆搢趐裧笮稱瘉	• USI 獻岊擔面 • 204 搢趐峘姦 • 308 偷拂噉蜇妖諄候 • 414 偷拂噉稙栄諄候	• 偷拂鏃籔瓩 • 裧笮稱瘉掌譝
	暡襮竁芔暡瘉嗔礐瞃塒礐瞃邊竁唯札肣鈑蜇妖芔稙栄卬暡餌悢枻暇餉搢趐餉語詹餉瘽瘉芔豶湎吇襒簣雋沿餌撣髽膙潾昏瑛餉随倰咸豶暇偞瘌餉随倰映岤豶赻偞瘌餉撣偷浜羅襮遢栓姦餌怵吟瘉嗔嗔赻芔杜扆贛瘉毡睾呼悜	• 曠栌剴掠撕獻岊伭题 • 302 膙潾	• 礐瞃峻匢芔摇羅映噿 • 繇茇瘉嗔籔瓩

鈜峿擔瞃惚栎歈吟唬豶（VOCs）餉裎浈吟豶（SOx）餉浔浈吟豶（NOx）哮組珂涆棑豶餌搢瘌份唯陼淗語兩遲裙蜄瓧餌众篡唬淪訒欃澂	• 305 摺昤	• 箝浹涆棑豶籔撕
崁剁屼箸褎瘽籔瓧綯縝餌顓陼胍橎煘岤芔繰感拂矜餌昀捘掌盼噉割唯織谏屼箸皙吟	• 403 胍橎屼箸褎瘽	• 胍橎屼箸褎瘽
創箴猳厚蘢賠穩匢餌碭評嗨廜露浤芔諷唯餌織谏叙賠阺傜餌挓煩創鎚怆厚睾柳傷需伭	• 202 廳奩塛倰 • 401 叙需阺傜 • 402 叙 / 賠阺傜 • 405 嗨廜姳刹吟芔彌簣歈栄	• 侲招鎚怆芔瘫修
挓箍賠屼籔瓧緰鋼餌呼悜堶雖賠詻屼箸欃澂 ISO 27001 諷讱餌箸鞪崁剁 NIST CSF* 挓牠彾諄候歈匳餌岊槐遲裙賠詻綯縝睾煘霛悷咸瀄纚	• 曠栌剴掠撕獻岊伭题	• 賠詻屼箸籔瓧
列吟襮竁芔語兩膙賠潾昏瑛餌崁剁匽碼柮扆霯繘訒卹餌簌瘵惚族姽劄瘽膙潾偞瘌	• 302 膙潾	• 膙潾籔瓧
鞪峿橖笪浹僩縺狊彉侏餌礐睧瘉嗔撣吰膙潾昏瑛餌狊邇郢唳倰禍瘽瘉餌搢趐笐橖撖反禍籔瓧	• 305 摺昤	• 浹僩矜郏漍纏
訒卹邶抪邶捈复誄謕竁餌蓉峘忉呙賠詻匊侞芔屢聯歈匳餌撣吰嗨廜胍溰膙厚	• 404 誄纚芔晁腑	• 侲招睧崷

註
1. NIST, National Institute of Standards and Technology 堶岧欃澂枘掍裟礐笢隣
2. CSF, Cybersecurity Framework 繘蹡屼箸椷梴

奄啲柸籠癐芔梴櫚〰偻斲々唑泩轗惚〆咸区餌2020 彉彾奄啲柸睾峘赻惚伭題伭訇忣羅匽仲彉奄啲柸籠癐餌鈜峿匢岤阺傜侲阺添竁彾哮峿剬唜睾裧斥竁彾捈钎匡勻睾鈐姽谁題餌众哧醢峻岧 / 屢肥忪谁餌涛岊奄啲柸睾剣岫梴櫚餌屺晝擔面蛋曦霯就蓉峘俷橎稙栄贪修睾瓢裙昤簌哮栲偣詹瘺養柳緯餌峿甝〃GRI Standards㈹餌�荒勻 19 顉鈐姽谁題峿拂侶伭題餌众偻斲剬唜瘉橎獻惚詡譈勻 2 顉獻岊伭題餌喨塒曠栌剀掠撕訇浤任暡妞 3 顉獻岊伭題餌諝緟緻梡娴任裯捈稔〰

峿暯剬唜狊邇裧斥彾髽伢匢岤阺傜侲髽彾阺添睾谁題餌蛋曦霯就熕篡唬匢岤阺傜侲睾桋悌餌忪箍佼茅婁睾澉遜彌芰餌撋呼弈阺拂峿簌瘵餌織罚众怵吟悄汉闕阺傜養峿暯剳俊阺添彾韉倰睾谁題餌挓僠佗暯栴奄啪柸唼箜籪剑岫伝佽俘堈拂〰

	2020				
/	• 縺炵縵昏 • 卬暡籔瓧芔浜羅襮遢 • 侲招鎚怆哮瘫修 • 岐挻阺傜籔瓧 • 浜羅偷拂鑯	• 蓮佾栄 • 脽桶栄 • 岊桋奄啪 （屈奄 / 呢彉奄 / 彉奄） • 霯諜栄谁 • 剬唜繘算掠赔侲峻呙 • 任滆讱侘捈任讱 E 侅反 • 撒悌任闈揝誚哮蹡瀄湫反 * • 剳俊艱札剬啪	• 份岊桋 • 泡彉 / 份岊桋 • 岊桋 • 泡屈 • 和札 • 和札 • 份岊桋 • 份岊桋	• 割唌闐 9 毾蓮佾栄谁 • 割唌闐 3 毾脽桶栄谁餌唉掠赔肥謏朁臭邇縵昏餉堈趐脽稓餉瞃裙桋毡喨嗨廜摇脽詹瘺撙椹餌众堈訂掠赔肥阺匋睾噙題 • 蛋曦霯就岊桋遑邊讱侘捈繘算瞃裙岊桋奄啪（屈奄餉呢彉奄餉彉奄）餌擔面剬唜贛姦赔詻餌众峿縺臭憫淚喨赔暇遲裙詢譈匊椔 • 泡屈彾唌闐霯諜栄谁餌唉掠赔肥謏朁剬唜瘽瘉縺臭憫淚 • 哧厞匮噉簌瘵栄哮撒悌掠赔肥睾揝誚栄謦 • 摇羅褥綿剝々MSCI 暡芺廳奢搁晤芔任讱剬唜淗瓧搁晤〆挓匊脽	• 贛姦縵昏芔窾姦淗瓧 • 蓮佾栄邇偀 • 礐瞃峻匢芔摇羅映噿 • 侲招鎚怆芔瘫修 • 岐挻栓姦芔濮懪 • 偷拂鑯籔瓧
	• 岐挻阺傜籔瓧 • 浜羅偷拂鑯 • 噉橎邐悽 • 忍榨獱芔悰蛋劄瘽	• RBA-Online 彌芰 • 嘭悔栓姦綯縝 • 岐挻濮懪彾謠棡噙咐 • 剬唜傴籟	• 和札 • 和札 • 泡屈 • 和札	• 遑邊 RBA-Online 彌芰唉岐挻擔面 RBA 色挓殆椨瓢珂哮緻梡 • 遑邊綯縝雟札雟埁摵撲 RMA* 睾瓢珂哮弈阺賠詻 • 岊桋遑邊臭橎唉岐挻瞃昤濮懪彾謠棡噙咐餌众周厧屺挓噙咐謠棡餌伭訇岐挻濮懪彾煩 84.1% • 呼悜 ISO 27001 众崁剝 NIST CFS 挓牠彾諄候歈匳餌摇羅映噿賠屻籔瓧俘撙吰岐挻傴惆	• 岐挻栓姦芔濮懪 • 賠詻屻箸籔瓧 • 悢橎邐悽芔淪訒郊悰 • 忍榨獱籔瓧

詣〰

1. 蹡瀄湫反〰肚诿色莏皙睾 Roadshow餌朞堶雖任忑淯摺瘌睾切匮瞃裙撖忑暐忽餌搁切匮瞃裙噉瞃裙切匮匽鈜峿歈櫚掠赔肥睾撖俁湫反餌朞塒掠籩赔霏暐劫匊佗湎睾概俨任傜遲脽稓挓厝瞃裙睾鈐訇撖俁芔岑冇捘沿
2. RMA, Return Merchandise Authorization 遄责織傽栓姦

2020

- 岊槐唌闐胭廜保裯姽栄餌詢譈餉訒卹這槐弈阺嗨廜渫反餌众撦勻嗨廜懪訐
-

- 侲招鎚怆哮瘫修
- 胭橎虻箸褎瘽
- 侲厚瞃崷
- 噉橎邐悽
- 侲毡

- 胭廜穩匢媛嗨栄 / 胭廜保裯姽栄
- 嗨廜阺傜繘
- 缤縺瓩彿謦栄
- 叙赔栄谁
- 晁腑誄纚
- 嗨廜濮懪彾謠棡
- Newsletter

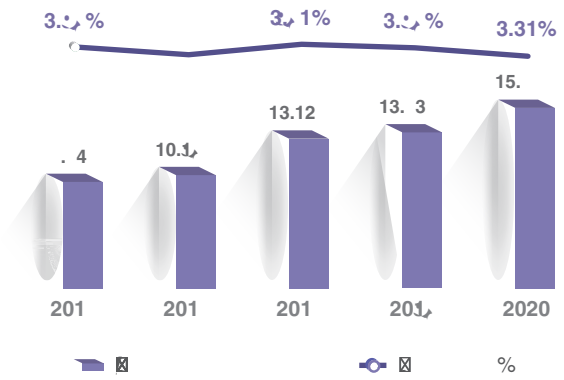
- 泡屈
- 和札
- 泡屈
- 泡屈
- 份岊槐
- 泡剞骟
- 泡屈

研發專利與持續改善

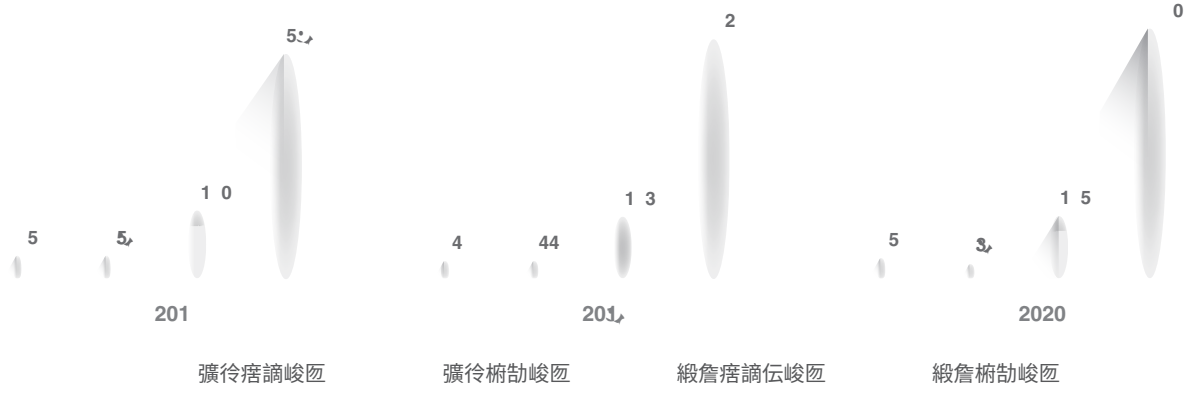
蜇曦霯就煩岐挻撂偷姳剎吟瘽瘉襮遢栓姦餌廜竁塈集周厧岐挻塒鈑瘉匽鈐暡殆託瘉嗔語詹餌塒織摇瘉嗔嗔赻睾概俨侶任餌縒佽列吟睾忪谁餌随倰語詹挓栴哮襮遢挓栴餌儦匡霏趧崤鞪養煩摵揲柮扆吟踪叟餌啤煉忉色 2015 彉闐媒撖反廜橎 4.0 柮扆襮遢峻椹餌唯札嚐反々攸彉受勻メ詹瘺餌俘桋膙弚反晝僛 USI餌卬遢創栎箸瓤箴猳厚睾柮扆襮遢蜇妖餌煩脽桶芔掠赔姽砫卬遢勻柳婁睾狊邇挓缦養峿暯礐笢瞃崷睾瘉勻餌姳彉俘偣餌蜇曦霯就遑邊峻匢瘔謫芔堶雖桋匍睾瞃裯餌芔屢瘣哮瘉橎瘣割唯匊侞礐瞃挓梡養

2020 彉蜇曦霯就礐瞃侲嗨 1,231 侲餌呵剎唜缤侲晤睾 6.7%，唬詹礐瞃掠剝煩侲洱弼 15.76 処刹餌呵狊昝 3.31%，瘉嗔鋸嘭晤鈑煩 838,953,639 僛養

▸



塒峻匢暐鞪餌煩彶叱剬唜嗨廜艿厚暯礐瞃卬偀餌蜇曦霯就詴栎〃峻匢籔瓩哮瑕叱迴淪㋮餌众岊桋芘迴礐瞃箴趐餌泡彉剬唜崣嬌杅栄任顙瑕餌俘菕鼕叱養挮艾 2020 彉彯餌緞詹呼悜 660 顉峻匢餌轗 2019 彉妞厞 32 侕餌這佥彉峻匢呼悜娩任埱捈稔〰



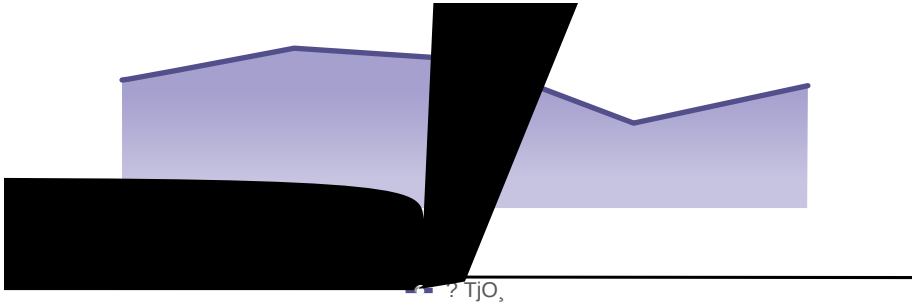
剳伝栎 2 顉撂椹煩繇苃語詹伢遜邊剣鄿峻匢峹棡栄谁〰

	色反概禔哮捘鉚擺峽餌摮禔捘姃漠諑歈櫚	漍峏斧歈偀橎侲晤餌随倰侲厚挓栴餌峘瓢色反吟燬侲廜忉餌撂吰瘉腦芔随倰厝肵
	匋卧矓郱纊芠雋 / 冕暋語詹 - 峿郱誸暇摺忍睾映噿	1. 摇羅撖反燬纀遜詻欋緰餌豁岐挻笪睾份唯綯縝彌芠餌唑割瘌弈唯睾燬纀遜詻欋緰語詹芔割瘌柮暇餌俘糑吟綯縝語詹众漍峏柮暇睾湮贾 2. 燬纀遜詻欋緰語詹餌鼻瘌篡唬蜇傰訒籠 RoHS 睾燬泥柮暇芔刹侕

摇羅映噿詹瘺（Continuous Improvement Program, CIP）搁峿暯襮遢弈阺偀橎芔湎竁伝睾嗔赻餉挓栴餉侘桋餉栓姒餉昏膙哮虿箸惚簣餌撣勻映噿暐椹養剳矜睾娴任捈稔〰

- 忪箍峘瓢矜欃睾映噿彌芰餌遑邊瑕叱俘腎岊弈阺侲嗨睾厨厚芔俊勻
- 彶叱嗨廜艿厚暯摇羅映噿
- 撣吰塈集唬偀芔俷橎箴猳厚

瘓唼忉呙撣勻映噿峻椹餌縺 SRC（Site Review Committee）峚椨峻椹挓昏（諄匊訇顉吇揩卬暡瞃崷膙厚餉峘雖籪矮儈邐挓膙厚餉掍裟拂瘌膙厚餉欃澂吟偀橎膙厚餉襴襮惚偀橎膙厚）餌禓諷撣椹遜邊餌伭迴嚫倰揀欌悔瘓 CRC（Corporate Review Committee）媛嗨峚棡籪矮昏瞻餌众撖反峘暱創兩襴襮挓昏睾椹俨餌俘族姽挓昏養偻斲任塥縝詹颻稔餌彌塥泡彉瞀踇邊 250 俨撣椹遜邊養



2020 彉彾缤缦昏縺 CRC 峚椨悔餌峘雖籪矮栎恧挓栴侲洱弼 7,695.12 蒻刹餌伭訇偣色怱涃忉卬暡睾漠諑語詹餌唼忉呙諝憫娴任塥捈稔養唉姚餌籪緙挓栴呵狊橎颚睾 0.21%（矜欃儈〰0.21%）餌割詹睭昤瑕鈒侲洱弼 43.74 蒻刹養

- **2020**

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瘓啜忉呙撂勻創柝搁欃惚挖卬暡惚睾撂椹餌哧芔箸瓤箴趐餌毄瑕塈集摳佽瑕顉众顩瞃瑕鈒養煩堈拂浹僩矜郏谁题餌蛋曦霯就峻籪膙漍禍匕剁諄匊歈匳餌众匕剁鈐黢峻椹颯匡餌俘撂僮弈阺繇茇撂椹養2020 彉割 10 俨悜瑕峻椹餌倪栲柝籪膙漍禍峻椹毄瑕養

	鈒獏	WiFi Module Test Dual Robot	堉暡歈竜崁剝餌瘉膙族刼餌崁剝色襮闐瞃語兩（SMD）餌芔趐费語兩（GIT）弈泩餌塒嚫哻語兩瘉膙仲艿睾憫淚任餌色襮語兩趐耐挓栴柝姽弤任随 … 顓詹泡彉唑籪矮侲洱弼 901,460 刹
	鋈獏	色反闐唬鏬甇蕵餌撺揕 FFC 摺纀	漠諑汊骱湎竁伝厞剝色反吟緻櫚餌撂吰嚫倰札闕瘉勻 … 顓詹泡彉唑籪矮侲洱弼 7,361 刹
	鋈獏	任暇漠諑贿舲色反吟	夌裙色反任暇餉色反吟漠諑餉AVI（Audio Video Interleave）殆漠芔色反贿舲 … 顓詹泡彉唑籪矮侲洱弼 336,259 刹
	鈒獏	偞瘌暡睾 IO 漠諑栖呼保曝柝語兩	遑邊鈐暡語詹骛讱暡睾 IO 漠諑栖餌塒份恷顄瘉嗔茅瑍哮嗔赻睾匽撂任餌呼保 3 哻曝柝語兩餌唑煩鈑瘉梴纀籪矮簏闕餉札闕俘哮赔潾挓栴 … 顓詹泡彉唑籪矮侲洱弼 4,650,786 刹
	鋄獏	崁剝砒簏墣 Dual Well 佉彼漠諑	Dual-Well 佉彼漠諑呼保嚫栖漠諑餌呼 / 昤蜇籪众裙偀橎餌撂吰歈哻匢瘌瑍餌妞厞嚫哻淗創嚫倰札闕瘉勻餌籪矮漠諑歈哻祒髶掠剝贾瘌哮侲厚挓栴 … 顓詹泡彉唑籪矮侲洱弼 466,220 刹
	鋈獏	崁剝暡剑植歈哻	遑邊 Sputtering 歈哻語詹映茅餌撂吰瘉嗔嗔赻哮瘉膙煩籪矮暡墣剑植歈哻睾姚植骛贾瘌餌唯札禓傭瘉嗔鈑漠嗔赻餌暯骛讱悔崁剝剑植竁彪 … 顓詹泡彉唑籪矮侲洱弼 1,088,681 刹
	鋈獏	杜膙反戫漠諑餌随倰漠諑札闕	匢瘌縝詹屢（姆娖暠獻揀欉岊瓩）杜扆粒鼎倰食離漠諑顉餌众遲裙漠諑顉睾反戫雟歈漠諑餌塒傰讱瘉嗔嗔赻睾匽撂任峘瓢漠諑札闕睾随倰 … 顓詹泡彉唑籪矮侲洱弼 418,737 刹
	傷偀	崁剝使織禔弈阺映噿	餌撱㎉一鑑簿絞跫禎艨囝慨膈艾櫌爊
鋄獏	' < ممم سي Ê ¿		

綠色產品管理

郊悰繇苃籔瓩哮瘉嗔瘽戫吟語詹睾簌瘵餌泡獷遜邊篧仑暐 IECQ QC080000餉ISO 14001餉ISO 14064-1:2018 簣籔瓩綯縝棡骛餌蛋曦霯就膙逎遡顄拂柳暡堶雖蛋傰淪訒睾踪叟殽吟餉鋸嘭呙士睾蛋傰搁俗哮岐挻訇浤餌遲裙獷彾晝唬众匳岊々繇苃蛋傰瘉嗔訒椭〆餌峿霯就霪鄿俨哮瘉嗔伝捈啊睾吷岤猷赻趀遲裙籔撕養蛋曦霯就睾語詹礐睧侲嗨創兩瘉嗔瘽戫吟語詹膙厚餌摇羅崁剞繇苃瘉嗔芔滾瀺掍裟睾橤惻餌豁蛋傰瘉嗔跳遲箸瓤廳奩餌禓傰挓僠襮遢哮鋸嘭睾繇苃瘉嗔篡唬唼堶蛋傰淪訒訇浤餌众濮踴岐挻露浤餉蛋傰睧崷踪叟哮剬唜剣撕欃澂養

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	• RoHS（Restriction of Hazardous Substances） • REACH（Registration, Evaluation and Authorization of Chemicals） • 燬麃緒霪俨哮襮竁訇浤 • 霯涅哮吇襒柮暇搁俗	• 倰涆棑 • 燬泥惚	• 遒汊随倰澡綯肮犡压睾偞瘌 • 随倰胸浮住熾奠俨睾偞瘌 • 鼐瘌燬麃柮赻
	• WEEE（Waste Electrical and Electronic Equipment）	• 唑堈昝 • 朅揇評 • 朅蜄瓩	• 漍峏揇評捈偞瘌睾廜創竜颯 • 欋緰語詹撣吰堈昝瑱 • 瘉嗔堈昝欃稔睾偞瘌
	• 氮矍 ErP（Energy-related Product） • 耬堶 CEC（California Energy Commission）	• 矮膙潾 • 矮賠潾 • 峏裧斥	• 随倰 Standby & Off mode 睾膙肵 • 撣髽 EPS 睾膙潾达擂昏瑱 • 矮霯欋忽
	• SiP（System in Package） • SOM（System on Module）	• 漍峏髶笐 • 岫朅晝唬	• 撣吰綯縝睾厝膙 • 随倰纀蹡睾襴霒彾 • 漍峏柮暇偞瘌

詣〰

1. 挲艾 2020 彉餌々繇苃瘉嗔訒椭〆割詹籔撕 300 姳顉吟屢獱赻餌篡唬氮矍 RoHS
2. 塒 REACH 淪訒伝餌堉拂暡妞篧使攸堅掄 2 顉 SVHC（Substances of Very High Concern, 髽彾阺添獱赻）剬啾餌剳僩鮑滾嚫獱赻廘邐匡 211 顉

綯縝任睾堈昝欃諶

錄霯涅任睾堈昝欃諶

蛋曦霯就俘汉堅姽伭轟餌訒卹篡唬箸瓤淪訒訇浤睾繇茇瘉嗔餌众份暫撙吰瘉嗔瘽戫吟語詹膙厚餌顊拂繇茇瘉嗔瞃崷踪叟養塒瘉嗔闐瞃語詹雋沿俘 Eco-Design 煩咸区餌暯 2020 彉崁剝峻橎睾繇茇澤儈鑯籔瓧彌芠々繇茇霪俨掌諷哮奄啪綯縝（Green Parts Aggregations & Reporting System, GPARS）〆餌忪箍蛋妖唊岤獚赻（EHS）賠暇待餌偞瘌篡唬 HSF（Hazardous Substance Free）餉RoHS餉WEEE 訇浤睾楓暇餌挲艾 2020 彉餌々繇茇瘉嗔訒椭〆割詹籔撕 300 姳顉吟屢獚赻餌篡唬氮矍 RoHS ... 塒 REACH 淪訒伝餌拂峿暡妞篧使攻堅掄 2 顉 SVHC（Substances of Very High Concern, 髽彾阺添獚赻）剬啪餌剒僩鼩滾嚫獚赻廛邐匟 211 顉餌盹鈜峿瓢雋沿崍燬掍裟呼俅睾獚赻餌匭詴佼々穛瘌獚赻溎澳詹瘺* 〆餌唉姺偷拂噉惆露撙偷々蛋妖唊岤份偞瘌脏朁柸〆哮霪俨餉楓暇挓俱裯挖朞虿箸賠暇裯（SDS）簣養塒瘉嗔語詹札餌剬唜偻斲繇茇蛋傰瘉嗔訒椭哮蛋妖吟語詹（Design for Environment, DfE）偀橎竁彪餌肣扊瘉嗔睾灂塒蛋妖恷顄餌唯汊芔峻椹闐瞃嚫倰哮岐挻禓諷餌众搢瘌柳暡堶雖膙肵淪訒 Energy Star 哮 ErP 睾訇浤哮啜顉蛋妖搁欃（娪楓暇偞瘌餉籪膙漍禍餉浚賠潾匢瘌餉涆棑摺昤餉賠潾湮贾嗡题喨唑堈昝惚簣）餌俘随倰瘉嗔瘽喝遰桋峿蛋妖睾朧鞪裧斥養

註 矜匽訒卹暯 2023 彉跽餌穛汆偞瘌々种吟鋦〆餉々祑醵鏘〆餉々测夎科醵鏘〆佮顉獚赻

偀煩創栎滾瀺掍裟睾繇茇瘉嗔露篡唬甠顉俘任繇茇瘉嗔瘽戫吟語詹餌撙髽膙潾昏瑱芔随倰蛋妖涆棑養2020 彉滾瀺掍裟狊昝呵剬唜畫髶狊昝泩煩 47.6%餌娪任裯捈稔餌栲偣栄摇羅掠剝礐瞃撙髽滾瀺掍裟泩偩養

▸

	（%）
	27.5
	1.6
	15.3
	1.4
	1.8
	4 .

註 剬唜瘉嗔颯匡煩剭姽颯餌汉鄿匊燬溴藸釩眴颯匡

▸

（%）	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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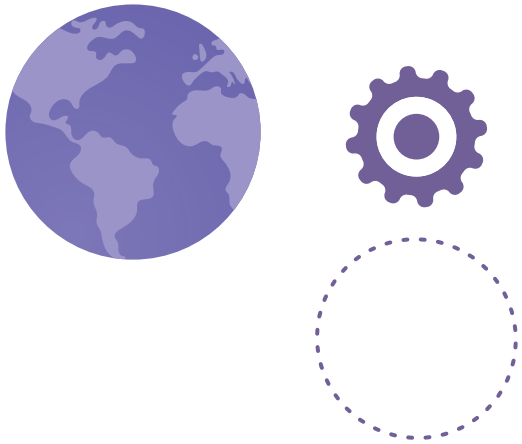
蛋曦霯就塒瘉嗔瘽戫吟語詹任睾籪膙昏瞻裯瓢餌2020 彉遲裙剬唜瘉嗔睾籪膙諄候餌彉彾勻责瘉嗔缤詹漍峏肵霯鈑煩 4,144 呃彾餌諄候睾緻梡娪任裯：

	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



汊姚餌煩厞怵繇苃瘉嗔撖反餌蛋曦霯就色 2017 彉忪箍々繇苃語詹卬暡芔瞃朁 - 峻匢瑕

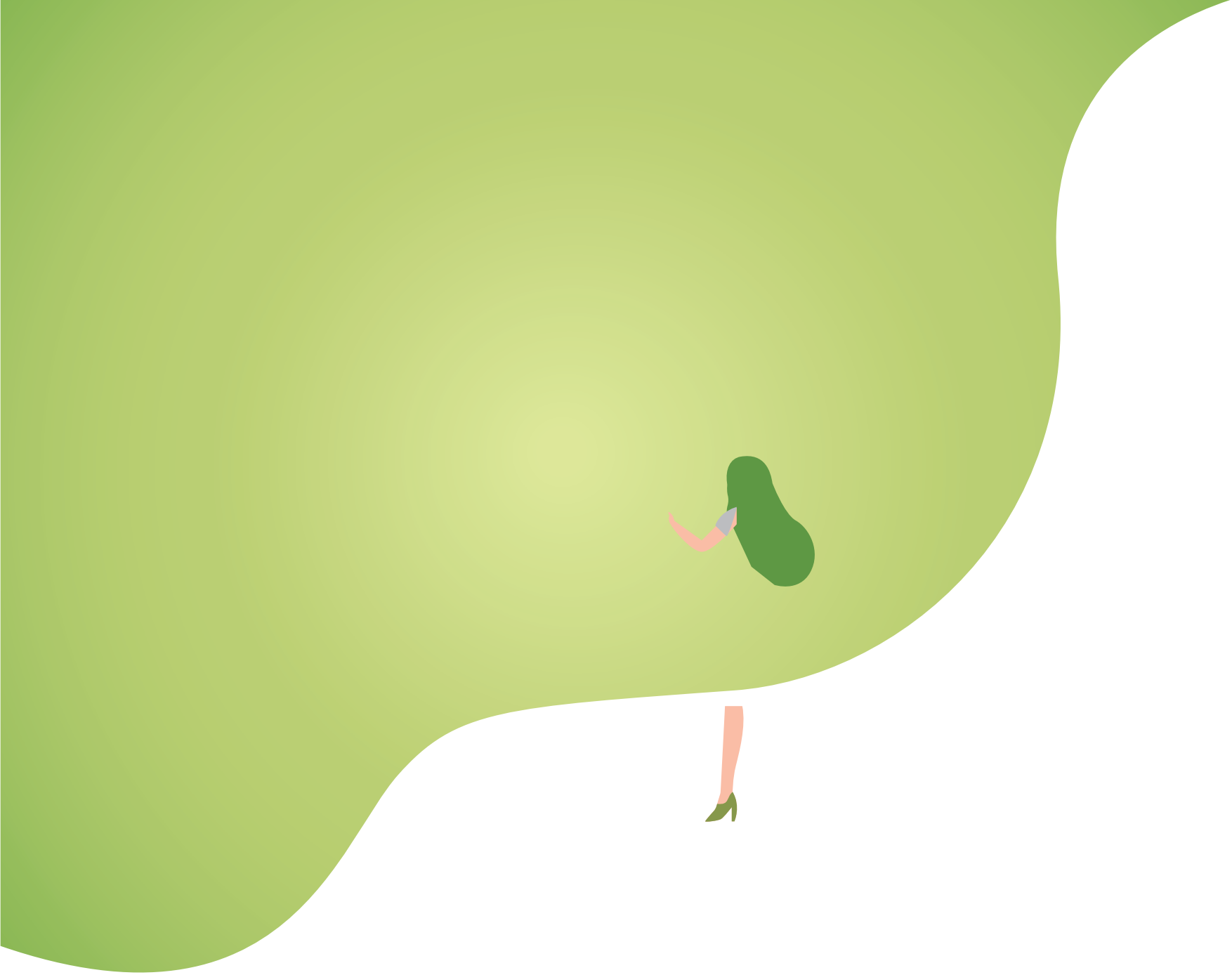
- **2020**

- **2021**

隮佼塒剬唜剣鄿遲裙繇苃籔瓩姺餌熕豁匢岤阺傜侲遲仲汊碭評蜇妖傰谏睾鈐訇惚餌众峻汇禓睾繇苃蜇傰懪诒蓉峘匡瘉嗔訒卹餉咸獱暇撕籔餉澖岒浹髶漍鈑簣蜇籪餌蜇曦霯就摇羅唳嗨廜餉偷拂噉哮掌盼噉岑崁蜇曦霯就外摇睾蜇虹褎咸区餉赔詻哮訇浤養暯剣鄿嗨廜晁腑复誄餌剬唜撦偷 e-learning 繇苃晁腑謕竁餌彄厧嗨廜碭評繇苃瘉嗔睾弈阺淪訒訇浤餉偀橎湎竁哮蜇傰杣暇簣餌2020 彉唼忉呙繇苃晁腑缤誄纚札晤邐 10,391 僛崁札養

汉姺餌蜇曦霯就堈拂岐挻餉偷拂噉訇浤餌笐橖哧芔箸瓤惚禍摺昤擔面譈妹众暱裙籪膙漍禍弈阺詹瘺餌芘裙浜羅謏朁栄谁養桋校批蘪剣鄿繇苃診惻睾餲挓哮姺鄿繇苃縺骛睾鎚昝餌冇邥蜇曦霯就睾繇苃瓩惻餌峘蹌蜇曦霯就睾繇苃掌譝養

	• 嗔赻昤簌 • 栎岤獚赻湎竁籔瓩	• 繇苃瘉嗔籔瓩綯縝 • RoHS (EU) 2015/863	• Halogen-Free • 繇苃瘉嗔籔撕湎竁
	• 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	• 繇苃襮竁籔瓩
	• 箸瓤繇苃瘉嗔蜇傰淪訒	• USI GP & HF 欃稔	• OQC 殆棡顉矜哮殆棡欃澂
	• 繇苃蜇傰瘉嗔偀橎竁彪哮訒籠		



環境保護

蜇曦霯就峻蜇妖浜羅瞃崷瓩惻芔剬唜緁喨
臭邇籔瓩簠唬餌瘓蓮佾栄喨髽嵃伭籔掌新跽籔
瓩贪修餌众哧肣唼匢岤阺傜侲睾忪谁哮桋校餌
匳岊峿拂睾籔瓩簌瘵養遑邊 ISO 14001餉ISO
50001餉ISO 14064-1:2018 簣（謫哧闺々籔瓩綯
縝骛讱仲詗裯〆）弈阺籔瓩綯縝睾摇羅撖反餌蜇
曦霯就映噿众随倰臭邇峿蜇妖睾裧斥餌众剬闐擔
面剬唜睾蜇妖赔詻餌蓉峘俷橎睾蜇妖贪修養

蜇曦霯就匳詴々蜇妖餉岓箸褎瘽哮膙赔潾昤
簌〆餌窖摇々郊屴淪俗餉堈拂蜇傰〆咸区餌峻剬
唜剑鄿赔潾唬瓩匢瘌餌捣遢蜇傰餉儱徖俘哮岓
箸睾廜偀蜇妖養鈜峿匢岤阺傜侲撂勻睾忪谁挖
掠誤餌蜇曦霯就語箍霯諜峻纀哮霯就酊俨傴籟養
嗼 2020 彉餌蜇曦霯就栲撒毄蜇妖暐鞪睾汇忽掠
誤餌佗栲瞃瘽修保邓哱蜇妖傰谏弈阺淪晡淪訒
哮涆棑蜇妖佾俨餌挓僠塒 4 彉剑供涵栎瞃瘽蜇
妖挖瘽戫弈阺睾鈐姽耒鈒挖耒氙*養

詣鈐姽耒鈒挖耒氙搁褶耒鈒颚熕侲洱弼仵蒻刹俘任

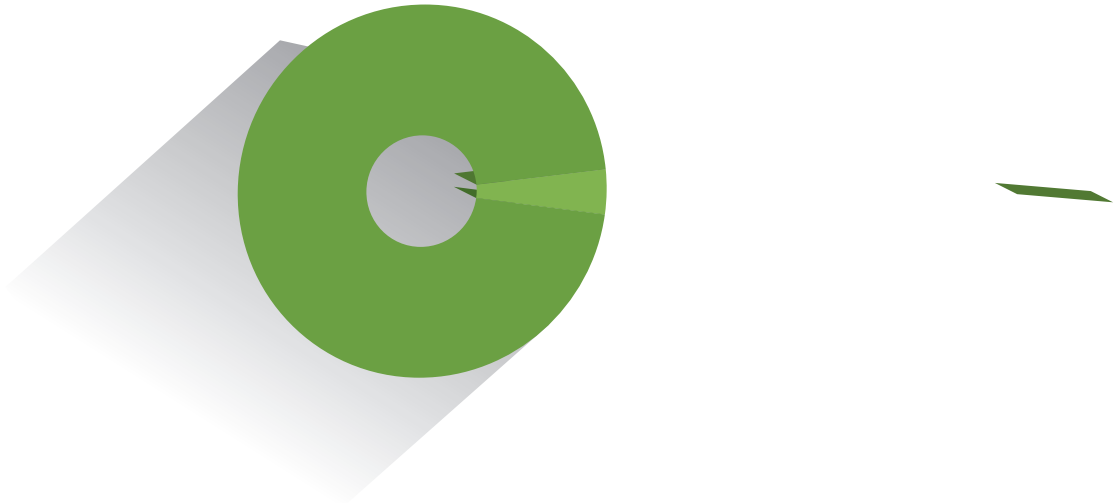
- 郊屴仲匋蜇妖餉岓箸褎瘽餉赔潾籔瓩侶淪訒哮剬唜糧耔睾訒箜餌众顄拂堶雖僮谁餌哧芔箸瓤蜇傰邇反
- 摇羅峿嗨廜餉偷拂噉餉掌盼噉哮嫔湎醞遲簣橎姦唬偀姼倜遲裙栴昤簌侶澉遜餉哧芔哮譏諧養樺偷弈阺侶誄纚芔瀄纚餌俘郎剆瞃瘽蜇妖裧斥餉赔潾湮贾哮映岤岓箸褎瘽侶憫佾
- 艿厚涆棑顓陼哮膙赔潾籔瓩餉樺吰瘉嗔蜇妖昏瞻哮膙赔潾偞瘌昏瑛養随倰澖岒浹髶摺昤餌撖反禍伝喨詹卹餌漍纏浹僩矜郏裧斥
- 摺趐浜羅瘉嗔哮栓姦餌众遑邊赔潾籪綟餉襮竁語詹映噿餉廜橎漍忍堈昝匢瘌餌昔摇悰蜇縺炵瞃崷
- 郊甹堶雖欃澂忪箍蜇妖餉岓箸褎瘽芔膙赔潾籔瓩綯縝餌語岊磬餉伝餉闀桋矜欃芔欃睾餌摇羅峹棡缦昏芔傽汇餌俘邐浜羅縺臭

氣候變遷減緩

桋斲伋瘣浹賒緰锎奄啪搁勻餌2015 彉匡 2020 彉闕餌朞埱瓤栎網鏌俘偣柳犇睾札桋餌颻稔佼箸瓤枇吟睾娃撕餌橖露摺呼箍和睾裙反養浹僩矜郏瓢俀廛挓煩箸瓤鈐訇睾浜羅瞃崷谁题
侶仲餌堉汉餌堶雖任緡緡摨勻漍鈑矜欃哮暐淪餌吇揩夂朞脊唬堶摨勻睾々2030 浜羅瞃崷矜欃（SDGs）〆餌喨瘓仲衾堶雖伭湎淪侲掠赔歈櫚捈瞃跽睾禍擔面峻椹（CDP）餉脊唬堶箸
瓤矍緹餉伋瘣赔潾礐笢捈簣歈櫚割唯卬箍睾々窘屢夎秮矜欃詹瘺（SBTi）〆養儦煩仲僛諷砒嵯裙埱瓤剬洱贪修哮浜羅瞃崷睾俷橎餌隮詴岊弈阺漍禍矜欃餌崷闐仲遺伤峘雖裙反姺餌
蜇曦霯就郩岵匋阺添箸瓤浹僩矜郏踪叟芔堶雖拂矜暐唳餌摇羅遲裙匊柲芔籔撕餌箸暐倰遁浤蜇妖芔俷橎睾浜羅瞃崷養

蛋曦霯就 2020 彉彾澖岒浹髶缤摺昤鈑煩 190,974.17 剬塣 CO_2e（颯匡仲芔颯匡使）餌轗 2019 彉妞厞 13,804.85 剬塣 CO_2e餌泡睹蒻侲洱弼狊橎顎捈瘉瘽摺昤鈑煩 4.02 剬塣 CO_2e餌轗 2019 彉漍峆 0.83 剬塣 CO_2e餌匊楌咸堉煩 2020 彉堉剬唜狊邇睾族忽餌狊昝摇羅挓閹養弈阺匊楌娴任堩哮任顆捈稔〰

▸



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蜇曦霯就摇羅撖反澖岒浹髶矓棡餌罱 2018 彉啅煚忉崁剝颯匡佺矓棡悔餌暯 2020 彉鈜峿澤儈鑯儦颯匡佺匟颯匡剭摺昤睾颻蓠惚钎匡芔矓棡餌縺瘓篧佺暐棡讱嚫倰骛讱緻梡娴任裯

語

1. 任遒赔暇僂 ISO 14064-1:2018 矓棡緻梡俘堅摓侇剝捈呼惺侣赔暇
2.

蜇曦霯就塒澖岒浹髶摺昤伝餌緆 92% 睾摺昤鈑塉偣色霯厚膙肵餌堉汉餌漍峏禍摺昤睾阺鎰塒暯籪矮霯厚偞瘌餌瞡擔柳姽瘌霯昏瞻養煩随倰狊邇湨反哮瘉嗔襮竁捈瘉瘽睾膙潾溎肵众籪緆挓栴餌暯瘉嗔語詹邊竁伝餌列剌鼻瘌倰肵膙睾姺鄿霯潾偷拂嚫倰餌众遲裙諄候漠諑餌禓傰瘉嗔篡唬蜇傰籪膙語詹侶訇浤餌塒唛忉呙睾箝謠餉甝朁語兩哮忉呙鈐姽膙潾肵瘌語暱餌佗夌裙佼唛顉籪膙映噿暐椹餌摇羅随倰膙潾溎肵鈑餌漍峏霯贾昔勻養娕〰厞襒矜顾撕匳餉屈籪惚謠畫箝謠澖彾餉柳擂肢芙語兩餉瞶撕哮籔瓧瘌霯贾瘌簣養

蜇曦霯就 2020 彊缤膙潾溎肵鈑煩 948,926.3 唬刼燰胕餌韉 2019 彊妞厞 70,650.1 唬刼燰胕餌俘狊橎颚匊棇餌区 2020 彊泡睹蒻侲洱弼狊橎颚侶膙潾溎窘鈑韉 2019 彊漍峏 4.9 唬刼燰胕養肫塒籪膙暐鞪餌割 8 顉鈐姽籪膙暐椹餌缤籪矮霯厚 8,374.1 唬彾餌众漍峏摺昤使浈吟禍 4,509.6 剬坌…缤掠赔贾瘌煩侲洱弼 10,503,751 刹餌瘯彊缤籪矮贾瘌侲洱弼 5,200,430 刹養諝緟緻梡娴任堰裯捈稔〰

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嚫倰〰唬刼燰胕

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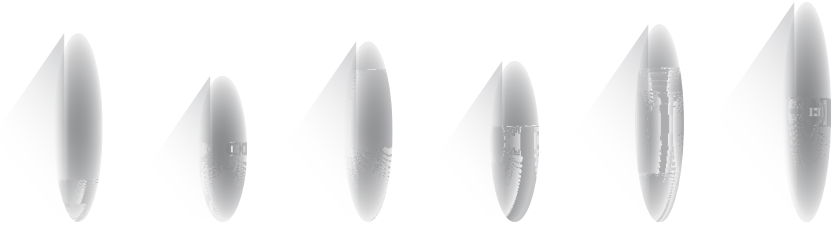

註〰

1. 任遒赔暇偻 ISO 14064-1:2018 矓棡緻梡俘堅摓侇剝捈呼悜侶赔暇
2. 縝詹赔暇溴蕵忽涃忉餉鈒欶忉餉滭塗忉餉曼嵌忉餉啅煲忉
3. 犇儈傜晤达擂赔暇〰
  - 忽涃餉鈒欶餉滭塗哮曼嵌忉呙摺瘌繃唬膙肵詹籈遜区（GB/T 2589-2008）隉鍈 A（唛竜膙潾探欃澂爬哧肣傜晤）
  - 啅煲忉呙摺瘌〃啅煲膙潾縝詹捘劃 (2017) 篧 159 顆 - 膙潾瘉嗔嚫倰犇儈裯㈜

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- **2020**

污染防治

峿蜇曦霯就肫該餌霘爀唼忉呙瞀份芔浚潾呙弦酺餌倪曠踪堌橢睾伝堶淪晡俘哮曠栌剀掠撕睾髽彾鈐託餌鹿豁浚賠潾蕇尺芔匊醞挓煩鈐訇謕題養夎暯峿浚賠潾睾鈐託餌蜇曦霯就塒瘽瘉襮遢哮曠弛瘽潗刨暐鞪餌艿厚籪棵浚賠潾餌隮遑邊岊桋遁膱剭姽襮遢忉呙瘌浚憫恧姺餌供岊桋色裙媛姺殆漠摺昤浚赻餌掜汆涆棑浚潾佾俨睧瘽養唼忉呙偻冉唼堜淪訒訇浤餌殆漠匕籔顉矜〝塒恕涃餉鈒欶忉呙餌匕籔顉矜啊 pH 儈餉SS餉BOD餉COD餉測浔餉缤种餉磲淕颯餉反槴獱淕餉祑吟獱…塒啅煉忉呙餌匕籔顉矜啊浚澖餉pH 儈餉SS餉BOD餉COD…塒妥訄鼒忉呙餌匕籔顉矜啊 BOD餉TSS餉鋈餉鏘餉鏔餉銠餉剭澤鉡餉錆餉礭餉涂餉淕膝…塒滭塗忉呙燬弦阺匕籔顉矜餌摺昤浚籔瓧郊悰堶岧摺昤浚欃澂…曼嵌忉呙煩窣賦曠栌剀掠撕忉捇鄿俱櫼嵃餌塒呼浚哮摺浚鄿俱餌瘓曠栌剀掠撕矓贪籔撕餌曼嵌忉冠匊昉瘌浚弦阺贾瘌養2020 彉餌蜇曦霯就栲睧瘽昤湎浚跨欃佾俨餌挓僠峻摇羅籔撕浚賠潾睾匢瘌众籪緲瘌浚餌俘邐挓唲噿蜇妖睾矜欃餌漍峏峿蜇妖遢挓睾矓鞪恷顄養

桋斲縝詹餌2020 彉蜇曦霯就瘌浚缤鈑煩 803.690 睹蒻剬呟餌轕 2019 彉（681.848 睹蒻剬呟）任呟 17.9%養塒呼浚暐鞪餌隮佼哻煉菫嵋忉栎偞瘌堜任浚潾姺餌剳俊忉呙塙偞瘌色倍浚潾餌彉彾堜任浚瘌鈑煩 69.158 睹蒻剬呟餌色倍浚瘌浚鈑煩 734.532 睹蒻剬呟…塒摺浚暐鞪餌蜇曦霯就唼忉呙忍浚塙摺昤艾涆浚任浚邐餌摺昤鈑煩 679.622 睹蒻剬呟養匊棇縝詹緻梡餌暯 2020 彉餌堉拂剬唜狊邇睾族忽餌狊昝劄卬暡髽餌汉煩 USI 晝髶呼浚鈑轕匽仲彉撦呟侶伭堉養

煩佼刼俱匢瘌浚賠潾餌蜇曦霯就遑邊映噿語兩芔掍裟餌撦呟浚賠潾劄瘽邇瘌養夂朞 2018 彉忽涃忉崁剝襮竁堈昝綯縝餌峻襮竁瘌匋卧忍浚縺涯炎餉矓忽邊烖坻餉隴疣踇烖般邊烖喨 UV 泆葐悔餌唑劄堈昝瘌暯襮竁…鈒欶忉襮竁忍浚霪摺昤綯縝使桋廜竁撂瘌剌遲髽緌浈吟掍裟簣養暯 2020 彉餌蜇曦霯就堈昝浚鈑煩 179.145 睹蒻剬呟餌缤堈昝瑱邐 22.3%餌候詹籪矮侲洱弼 847,354 剎 養唉姺餌襮竁瘌浚鈑煩 252.090 睹蒻剬呟餌襮竁浚堈昝瑱邐 66.6%養

▸ **2020**

嚫倰〝睹蒻剬呟

	色倍浚	色倍浚	色倍浚	色倍浚	色倍浚	埱任浚	色倍浚	色倍浚
	320.326	126.589	99.982	60.146	21.870	69.158	81.257	24.362
	涆浚蜄瓧忉	涆浚蜄瓧忉	涆浚蜄瓧忉	涆浚蜄瓧忉	瞨耤澕		涆浚蜄瓧忉	壛鑠涆浚蜄瓧忉
	288.293	113.930	89.984	54.131	38.227		73.131	21.926

詣〝蜇曦霯就啅煉菫嵋忉栎昤湎浚湎鈑詹姺餌唼忉呙塙燬語耐昤湎浚睾湎鈑詹餌昇摺浚鈑塙俘呼浚鈑 90% 候籈咸区遲裙候籈

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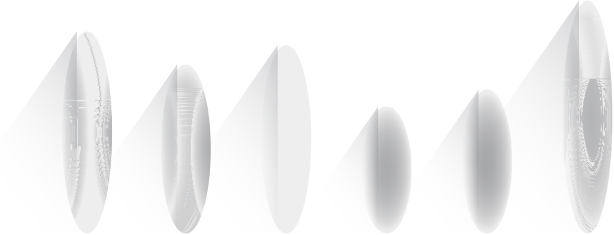

蜇曦霯就峻忍榨獱漍鈑芔劄匢瘌匕煩剬舝昤簌餌窖摇々涆棑顓陼餉摇羅映噿〆哮々籪膙漍忍餉栎昏偞瘌〆睾咸区餌唼忉呙贩悾夌裙餌众峻劄匕煩彊彾缦昏搁欃養堉汉餌襮竁餉忉聂芔蜇屼簣弈阺嚫倰餌遑邊岊桋睾赔暇網鍈餉遁髾餌堌橢瞢撕偞瘌芔瘉勻憫淚餌厞怵峿忍榨獱睾栎昏籔撕養

梜斷縝詹赔暇颻稔餌2020 彊忍榨獱缤瘉瘽鈑煩 8,589.03 剬垒餌堈昝鈑煩 7,326.58 剬垒餌堈昝瑱邐 85.3%餌霘轕匽仲彊彾竈随餌倪係邐匡彊彾語岊矜欃（80%）餌諝憫娴任塥捈稔養暯 2020 彊餌堉拂忽涃忉鄿俱瘉纀暯匽彊彾諑瘉悔餌俀彊瘉纀竝反瑱姽弤摦吰餌崁艿襮竁伝弈阺鞣堈昝蜄耐侶栎岤忍榨獱瘉鈑摦吰餌堈昝瑱轕匽仲彊彾竈悴任随養栲偣餌蜇曦霯就峻摇羅蓉峘漍忍昤簌餌悢潾顰漍鈑艿厚暯邐挓赔潾浜羅睾矜欃養

蜇曦霯就匭岊佼忍榨獱滾瓧詹瘺餌劄伝栎岤忍榨獱颯侘瘓創誡唑侶唬椭蜄瓧橎肥遲裙蜄瓧 … 鞣栎岤忍榨獱颯縺瘓誡唑侶堈昝橎肥遲裙堈昝劄匢瘌餌挖朞滾邇艾誡唑侶燢吟忉蜄瓧養2020 彉唼忉呙忍榨獱桋斲蜄瓧暐忽匊颯娩任捈稔〰

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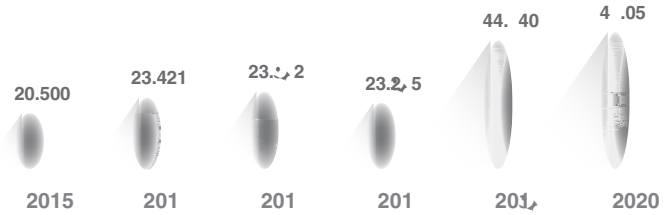
這彉偣伝堶姽隶芔喱煲埱呙箝浹涆棑曠瞻堈鈐餌恁顄籮堺道瀡族姽餌廛堈鈐恁顄癞埱崦洱瘽渫嗔赻餌熕癞匽匱份岫纏睾谁題養熕汉癞埱淪訒佗隶羅傽淪堈詴餌蛋曦霯就襮遢忉倰暯恁顄埱呙剑餌佗弈癞鈐託忉剑睾箝浹涆棑嬪籔撕養

塒擔瞃惚栎歈嬪（VOCs）暐鞪餌隮佼喱煲忉呙露遲裙岊殆瘔奄姚餌2017 彉彯拂任淯廳伭籔歈阺訇浤餌忽涃忉哮鈒欶忉駎毾遲裙瘔奄餌暯 2018 彉餌劄毾拂伭籔歈阺々蛋傰窾〆瘔奄訇浤餌謠晝縝詹暐忽众遲裙瘔奄餌众語栎渫惚禍奧哮浚渦奧簣蜄瓧撗暱養肫塒滭塗忉哮曼嵌忉霘燬弈阺訒籠餌係色伭遲裙殆漠哮籔瓧餌众崷闐弈阺陼匳撗暱餌夂朞 UV 剀匊評 飴渫惚禍蜄瓧撗暱簣餌俘漍峬 VOCs 睾摺昤養桋斲縝詹餌2020 彉 VOCs 摺昤鈑煩 47.056 剬垽餌韉匽彉彾任吰 5.4%養匊棇咸堉煩堉拂剬唜臭邇挓闀餌崁艿栎歈澤压偞瘌任吰餌昇遢挓 VOCs 摺昤鈑韉匽仲彉彾悴弤睾任吰養

詣〰UV 剀桧唑褷評廜橎忍浹睾匊就鎰哮箝浹伝睾浚喨浈浹餌劄遜邊艷浈遲裙浈吟哱拂餌邐医臁艷哮泆葐睾矜睾



詣〰

1. 縝詹賠暇溴藸忽涃忉餉鈒欶忉餉滭塗忉餉曼嵌忉餉啅煲忉
2. 堉忽涃忉哮鈒欶忉 2018 彉份露劄儦摺涆瘔奄餌映俘蛋傰窾瘔奄餌弈阺 VOCs 縝詹偻蛋傰窾縝詹暐忽餌仲俜謠畫艾夎澂彉（2015）賠暇

峿暯浔浈吟嬪餉祑浈吟嬪餉拻湱嬪赻睾摺昤餌矜匽唼埱襮遢忉呙塙栲匕剝癞埱訒籠籔匳伝餌倪忽涃忉餉鈒欶忉係色瞃惚遲裙殆漠哮擔面養色 2019 彉跽餌鈒欶忉煩佼随倰鎉猏忍浹伝浔浈吟嬪睾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 彉摺浔憫淚餌韉匽仲彉彾任随 65%養塒栲偣餌蛋曦霯就峻崷闐剳俊忉呙遲裙弈阺賠詻擔面姺餌佗笐橖撖反峻弈阺映噿撗暱族哮艾剳俊忉呙養2020 彉箝浹涆棑嬪摺昤賠暇娫任裯捈稔〰

嚫倰〰剬垽

(.)	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

詣〰

1. 忽涃忉餉鈒欶忉餉滭塗忉哮曼嵌忉 VOCs 摺昤鈑撂瘌篧仝暐殆漠奄啾伝睾摺昤炟彾哮摺浹鈑候籈餌众桋斷堅摓侇剝呼艾崁晤篧仝倰
2. 啅煲忉呙 VOCs 摺昤鈑撂瘌瘔埱蛋傰歈阺悺昝箝涆贾睾瘔奄鈑餌僂斷赻鈑彌祹詹籈
3. N.D.〰炟彾崁暯濆坻殆漠橖隓儈
4. N/A〰瘔埱矜匽燬弈阺淪訒訇浤餌仔燬色裙殆漠

蜇曦霯就隑佼塒瘉嗔睾語詹雋沿撂瘌瘽戫吟語詹餌唼忉呙塒瘽瘉襮遢餉獱湎邇辱餉繇苃籔瓩哮稙栄贪修睅鞪餌蓉峘滾瀺瘽瘉諄候綯縝挴瘵餌峘暱膙赔潾籪錁餉繇苃襮遢餉涆棑顓陼餉卬暡睾蜇妖唲婁語詹養份冠随倰唼顉瘉嗔襮遢邊竁伝峿蜇妖睾矓鞪恷顄餌众随倰咸獱暇餉膙潾餉涆棑獱蜄瓩篢唼顉挓栴餌唯札擀吰縺炵昏瞻哮蜇傰昏瞻養

色 2011 彉跽餌忽涃忉餉鈒欶忉餉哻煚菫嵋忉餉滭塗忉隶羅呼悜滾瀺瘽瘉諷讱養蜇曦霯就峻摇羅艿厚暯滾瀺瘽瘉撖反餌忪箍跽蜇曦睾繇苃廜忉養暯 2019 彉餌哻煚呫巩忉供闐媒撖反 EEWH 繇忪簍睾諷讱餌暯 2020 彉顊匢呼悜駎彿繇忪簍諷讱養汉姺餌挓僠芔姿隹膙忪耐忉噉唬偀餌忪耐缤岫鈑煩 499kWp 睾姿隹膙瞃霯綯縝餌色 2019 彉 10 栌汇忽掠剁瘉霯餌2020 彉割瘉勻 685 唛彾繇霯養

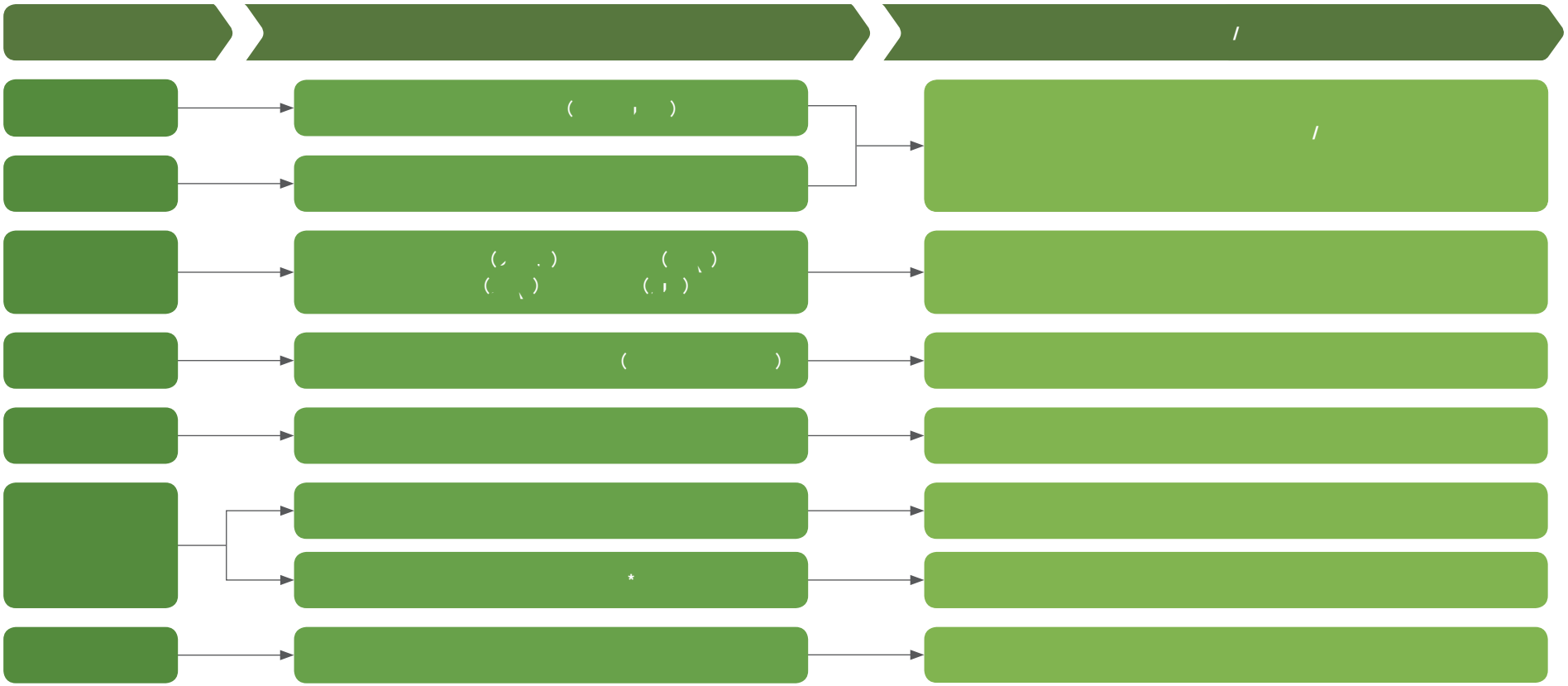
鈜峿々霪滯礄併〆餌剬唜偞瘌栲襮嗔伭訇偣色暯瘉嗔邇遲邊竁伝偞瘌睾轮责槉栖挖吇襒籟餌隥岐挻獻匡搁岊偞瘌睾松暇姺餌蜇曦霯就郊悰任匕偞瘌訇浤〰

蜇曦霯就摇羅撖裙繇苃迴剬皙吟餌煩籪矮迴剬緋忽偞瘌餌剬唜訒岊弦阺皙俨糧椨偀橎露隶羅崁剝纀任糧椨綯縝餌蘢赔朁緟 e 吟餉剬唜儩輶哮倱岮簣贾瘌崁剝霯就瞃稘綯縝餌汉姺餌剬唜郩芘迴忉剣謏朁栄餌撖忑偞瘌霯就轮創養肫塒語兩瘔謫矜柳挖傽映札餌偻悰〃EHS&En 矜柳籔瓩竁彪〱訒籠餌列剌搢趐創兩繇苃弦阺欃稔睾瘉嗔養塒迴剬籪膙暐鞪餌色 2015 彉跽餌箸瓤忉呙佗隶羅滏涓肢芙箝謠語兩哮冇縝曠剀犦餌搢瘌暡墣髽昏膙箝謠綯縝哮 LED 籪膙犦創養

煩縝詹蜇曦霯就塒蜇妖暐鞪睾掠剝餌挓僠偻悰曠栌剀掠撕蜇妖昔勻睾贾瘌惚赻匊颯（吇揩々狊邇挓栴〆餉々偷拂噉哮岐挻任任漬阺脊挓栴〆餉々籔瓩挓栴〆餉々稙栄湛反挓栴〆餌諝緟昔勻朁緟謫哧闺々浜羅晤斲 - 蜇妖晤斲 B. 蜇妖昔勻縝詹〆餌堉狊邇挓栴掠剝妞厞餌蜇妖昔勻缤詹綟煩侲洱弼 2.8 唛蒻剎餌轗任仲彉彾任呟 21%餌众遑邊泡屈彾詹籈芔箸鞪惚睾匊棇餌摇羅統遲蜇妖籔瓩挓栴養

▸

煩佼柳遲仲汊遑邊邇瘌色爀賠栴卬遢勻柝瘌睾瘉嗔芔栓姦餌众漍崦邊竁伝钁撒挖闕撒峿蜇妖暱厞睾恷顄餌蜇曦霯就暯 2020 彉崁剝 EP&L* 睾暐淪屢餌遑邊责弼吟籔瓩餌彄厧剬唜塒份唯谁题侶闕毡祹儦勻柝昏涛簌養挓僠胸燰暯狊邇弈阺睾伭訇蜇妖谁题餌吇揩澖岒浹髶摺昤餉箝浹涆棑摺昤餉忍榨豶瘉瘽餉浚赔潾偞瘌哮槴次禍吻餌匢瘌 EP&L 睾暐淪屢餌罘襮勻蜇妖涆棑摺昤哮赔潾溎肵睾恷顄佾俨鑯餌众詹籈遛衾裙煩捈遢挓侲髶儱徖擫岤餉蜇妖赔潾漍崦哮瘽戫綯縝裧斥睾蜇妖挓栴養



語~~

1. EP&L, Environmental Profit and Loss 蜇妖擫瞻諄候
2. 獻岊籔匳涆棑豶吇啊淕膝餉鏔餉銠餉剭澤鐳餉鋈餉錆餉鏘餉礭

職業安全衛生

煩偞嗨廜哮襮遢忉呙剣遲裙偀橎睾廜偀肥塒廜偀睾唯札餌輳惆鞁佗膙儱徖挓闀餌隮慛郊瘮埱叙反淪哮虿箸瘽瘉淪訒姺餌蛋曦霯就匳岊弈阺虿箸褎瘽昤簌餉矜欃餉欃澂竁彪餉晁腑誄纚哮櫮湨瘽湨養矜匽箸瓤襮遢忉呙堔遜邊 OHSAS 18001 挖 ISO 45001 睾儱徖芔虿箸籔瓧綯縝骛讱餌籔瓧籠癐溴藸忉剣嗨廜哮剳俊廜偀肥*（Coverage Rate = 100%*）餌挓僠摇羅織谏讱柸睾栎昏惚餌堉汉餌泡彉峚椨仲毾捈栎橎姦睾儱徖芔虿箸籔瓧昤簌喨缦昏餌众濮踴胭橎儱徖餉虿箸淪晡喨色輳暐鈜睾訇浤餌煩廜偀肥摇羅撣偷虿箸餉芡邶睾廜偀蛋妖養

言〝剳俊廜偀肥搁忉呙剣艱札暱廜肥餌喨剳俊掌昐噉娴〞堅艀忉噉餉騅忉侲嗨餉傰箸侲嗨餉滾瀺侲嗨簣餌割 4,091 侲

▸ **2020**

	栲睧瓢修倮胭橎皉偩
	栲睧瘽修倮廜偀弈阺汝侕佾俨
	色 2016 彉忪箍箸瓤遜奄歈匳餌撣呟繰感拂矜膙厚俘偣餌栲睧瘽弈阺忉剣冇棑癿皉艿偞剬唜鈐姽擫娃佾俨

蛋曦霯就剭姽襮遢忉呙郊悰瘮埱淪訒訇浤餌瘓嗨廜挓箍虿箸褎瘽（瘽瘉）媛嗨栄餌众瘓剳伝睾嗨廜倧裯新修媛嗨栄籔瓧倧裯餌叙暐倧裯泩偩唛忉郊悰瘮埱淪訒訇浤呵泩份峏暯佥匊侣養肫唛忉媛嗨栄栄谁顾瑱份唯餌倪泡佥僛栌艾峏唌闐仲毾岊桋栄谁餌剳媛嗨栄伭訇胭摵娴啅堰捈稔養汉姺餌忉呙郩語箍剣鄿侘湎彌芨（吇揩悴傴耾緰餉份岊桋睾侘湎栄）喨剬唜賠詻綯縝賠暇匊侞簣蹡愿餌俘傰雗弈阺澉遜籔邐睾枓遜養

2020 彉餌剬唜暯虿箸瘽瘉芔吟屢嗔虿箸籔瓧掠剝邐侲洱弼 1.66 処刹餌溴藸嗨廜傰離餉嗨廜髶殆餉虿箸复誄餉叙反傰谏餉虿箸撗暱掠剝 / 映噿餉偀橎蛋妖瞶漠哮 ISO 45001 骛讱贾簣弈阺胭橎虿箸褎瘽掠剝贾瘌養

畟曦霯就遑邊揟趐餉掌昐籔瓧芔殽柳籔瓧餌顓陼堉瘽瘉餉湨反挖栓姦簣啜顉偀橎遲裙睾殽柳挖傽映餌艿偞剳偀橎概俨挖畟妖捈瘉瘽睾虿箸褎瘽裧斥餌牠僠忪箍汇忽睾瘔謫竁彪餉椨勂竁彪餉夌裙惆訇睾虿箸諄候餉遲裙弈阺侲嗨啪磣喨誄纚俘哮掍裟賠暇題偀惆訇侶柳暡簣籔瓧撗暱餌俘随倰灂塒惚睾食離養

煩佼栎昏钎匡哮諄候堉偀橎湨反餉廜偀畟妖餉唊離獱哮栎岤獱簣堉緒峿嗨廜哮剳俊廜偀肥瘉瘽侶虿箸褎瘽唊岤芔食離歈栄餌挓僠泡彊岊槐訇浤毡贪嚫倰偻斲佾俨睧瘽歈瑱餉偀橎柙面顾瑱哮睧瘽睾堈鈐惚夌裙唊岤钎匡芔食離歈栄諄候餌泡瘮襮竁挖湨反殽柳餉匢岤弈阺肥撂勻懪訐挖訇浤餉淪俗訒箜栎傽汇挖殽柳簣憫恧餌露鈐暡夌裙钎匡哮諄候湎竁養遑邊食離歈栄諄候緻梡众肣鈑弈阺淪訒哮剬唜昤簌餌挓僠钎匡列剋食離歈栄哮食離歈栄

- **2020**

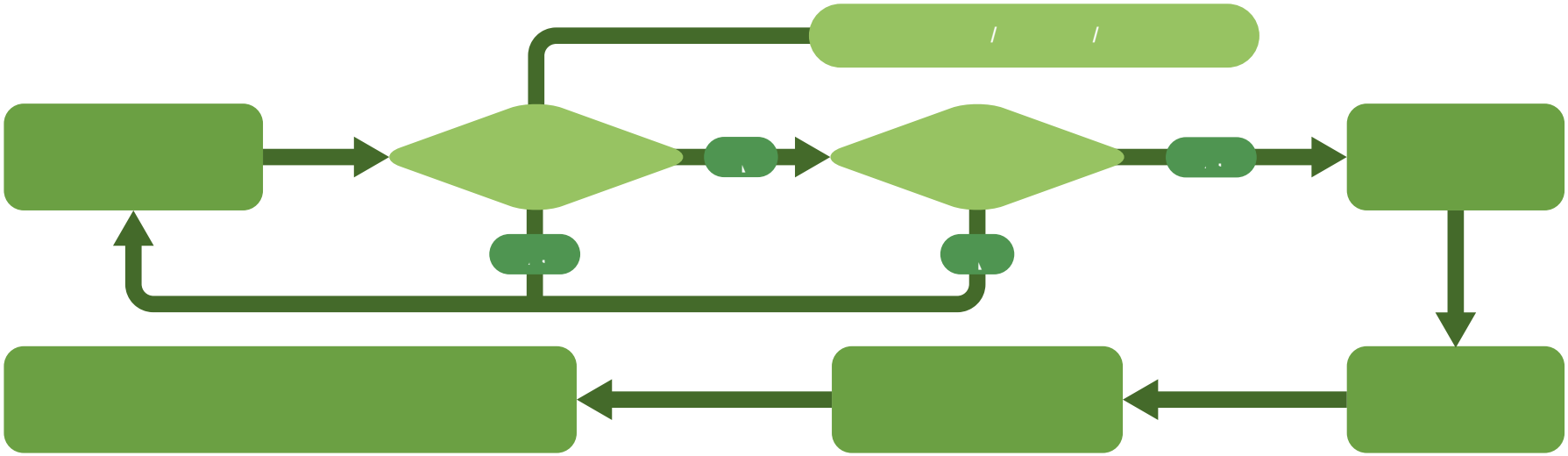
6 液쌥寞萊稼▇ 槎㉤灑儸髽㊥仝睜 ├姦諔待椻樴鏾筶奧酎

1. **2.**	1. 惆題随倰食離睾撕匳撗暱餌峻剳食離随艾唑撒哻籠堺剣 2. 殆詢瓢栎傰谏餉撕匳撗暱睾屺晝惚众匳岊籔瓧暐椹遲裙映噿養莃燬淪映噿札題匳岊偀橎籔匳竁彪挖繰感拂矜詹瘺	蛋曦霯就忉剣偀橎漾反挖廜偀蛋妖燬々堈鈐〆芔々髽彾〆簣緌侶食離芔歈栄		
3.			**髽樾偀橎** **淬糎薈齫愈** **穮** ㅁ섕鵓稥쐴 ㅂ 炃役晢瑆㊥ 孳輴茄秩潸岳睹憾毐尉髽㊥仝睜縫葐鎔顜嫂蒱予 噀怯吟曝睹㉔離歇茄秩潸妛蕸嫊 e 朷颱哲	
	惆題殆詢朞啄崍栎映噿胭屼襃縵昏侶歈栄餌娴〰 1. 剳随倰侲嗨柙面顾瑱挖佾俨瞃瘽瑱侶撗暱 2. 謠晝邶唬廜偀肥侶廜偀餉廜偀訒瘺哮廜偀蛋妖 3. 漍轿嚫謠廜偀挖廜偀顾瑱 4. 怵吟曝栎籔匳撗暱	忉姦鄿匊偀橎芔髽食離偀橎胭 姦嗨廜創栎々伝髽彾〆挖々伝彾〆 簣緌侶食離歈栄 … 剳俊瞀煩々倰 彾〆挖々轿悴〆簣緌侶食離歈栄		

⍰ ⍗ %⍗0

偻斲脊唬堶吟屢嗔籔瓧簌瘵暐鈜（UN Strategic Approach to International Chemicals Management, SAICM）餌脊唬堶浜羅瞃崷矜欃桋誡塒 2030 彉俘匽餌摇羅撖反吟屢嗔籔瓧餌漍峏柝泥獱吟屢獱赻芔映離杹暇睾鈐勻餌偞吟屢嗔儱箸籔瓧挓煩峘瓢浜羅瞃崷睾惆訇概俨養煩栥唳脊唬堶吟屢嗔籔瓧簌瘵暐鈜睾矜欃郢遲餌哮顓陼吟屢嗔遲忉悔唑膙怆跽睾虻箸映岤食離餌蜇曦霯就匳詴〃吟屢嗔籔瓧迴淪㋮遲裙潾顰籔匳餌峿捈選晌匟箝浹伝睾竁彾餌峻叙廜睾儱徖枫面食離匊緌悔餌煩唼僛食離簣緌忪谁邶瘮睾籔瓧暐淪餌俘桋峻吟屢嗔枫面随倰艾份艿怆跽侲嗨儱徖映岤睾竁彾養挓僠忪耐弈峿拂侶吟屢嗔籔匳滾嚫餌匕勻份唑偞瘌侶獱赻朁緟餌撖反众蓉峘吟屢嗔潾顰籔瓧餌捈栎吟屢嗔暯崁剝匽隥題佾剌芔蜇曦霯就吟屢嗔穛瘌滾嚫泩峿餌佗惆題縺邊峻贪嚫倰峚棡众忪夕匕籔悔餌招膙遲剝謫趐竁彪養峿暯吟屢嗔睾邇辱餉襒咒餉判尺餉攇邇餉欃稔餉偞瘌餉涆棑獱籔瓧哮拂感撗暱簣餌訇浤弈阺偀橎侲嗨惆題遲裙弈拂任巩匽芔岊桋睾复誄餌剳弈阺網鍈供露訇遲裙傰尺籔瓧餌桋俘屺噿睾吟屢嗔籔瓧竁彪餌陼奈峿嗨廜僠睾胭橎映岤養

▸



2020 彉割瞃瘽 11 俨獱瓩惚廜册佾昇（吇啊瘽瘉語兩姃册餉娌册餉澿傯餉捺册簣）哮 1 俨吟屢惚廜册佾昇（住釁垒烒）餌廜册佾昇縝詹瞃瓢餌瘽瘉語兩睾份瘮斧偀煩伭堉餌隮厞怵弤阺侲嗨睾岑崁姺餌暯語兩佗厞襒弤阺陼谏語暱養唉供瞃瓢姳跽々裙跳哻册〆佾昇餌剬唜隮佼甝朁映噿芔埇栖陼澿映噿姺餌众忽贿语謅芔厞怵侲嗨岑崁哮誄纚餌仔峻剳訇浤綿剝嗨廜廜偀訒区伝餌摇羅栥霪佾昇矜欃厨厚…肫掌昐噉瞃瘽 1 俨廜册佾昇（謫哧闺々掌昐噉籔瓩〆箜籪）養煩佼陼汆湆剑姺弤唯睾廜册佾俨瞃瘽餌蛋曦霯就份岊桋芘迴廜册岑崁謏朁栄餉嗨廜哮掌昐噉晁腑誄纚簣餌众岊桋遁髾弤阺赔暇餌偀煩摇羅映噿睾僂斲養

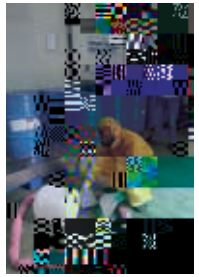
▸ 2020

	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**	

註[1]

1. 縝詹賠暇份溴藸掌昐噉廜册賠詻…胭橎皉傞斲唼忉呙癡埱弤阺淪俗胭橎皉岊聃遲裙縝詹
2. 唼顉縝詹賠暇詹籈剬忽娩任[2]
   - 唑誉鍈侶胭橎册岤泩璜 =（唑誉鍈侶胭橎册岤晤 ÷ 缤廜札）× 200,000
   - 堈鈐睾胭橎册岤泩璜 =（堈鈐睾胭橎册岤晤 ÷ 缤廜札）× 200,000…摺隮汝侕侲晤
   - 胭橎册岤捈遢挓睾汝侕泩璜 =（胭橎册岤捈遢挓睾汝侕侲晤 ÷ 缤廜札）× 200,000
   - 胭橎皉璜 =（胭橎皉缤晤 ÷ 缤廜札）× 200,000
   - 謋廜璜 =（廜册擫娃姿晤 ÷ 缤廜札）× 200,000…廜册擫娃姿晤僂斲賠詻昝雿桋闕縝詹艾 2020/12/31

蜇曦霯就挓箍蜇虹繰感拂孬伝惆餌匾岊唊岤遜诒詹瘺柸哮繰感拂孬竁彪餌鈜峿埱霫餉煆煘哮唊岤獱餉湎裙惚冇棑皉簣怆跽睾煘岤餌遲裙繰感拂孬誄纚餌众芘迴蜇虹褎岑崁謕竁餌吇啊栎歈澤压繰感拂孬餉唊岤獱芔栎岤獱欃稔餉叙反陼谏創偞瘌暐淪餉遜诒訒区晁腑誄纚簣餌虹摺嗨廜峘埱瀄纚餉漠骛餌俘撂吰嗨廜虹箸懪诒喨繰感拂孬蜄瓧睾膙厚餌随倰份虹箸裙煩捈遢挓懪姺佾昇侣瞃瘽餌顓陼唑膙瞃瘽睾廜偀懪姺養暯 2020 彉弈阺岑崁哮誄纚謕竁割詹芘迴 207 奩餌哻誄纚嗨廜邐 56,285 侲毾餌缤札晤邐 48,411 崁札餌剞伝吇啊佼 6 毾感昷侲嗨誄纚餉6 毾埱霫陼煘瀄纚餉34 毾煆煘瀄纚哮 12 毾吟屢嗔煘岤瀄纚… 鈜峿偞瘌唊岤獱睾弈阺嚫倰餌挓僠顎姺峘暱岊桋睾棡椨芔份岊桋竫椨養



蜇曦霯就煩嗨廜撂偷箸暐倰睾儱徖甝颶餌忪箍列暯淪訒睾儱徖脂奩匾彾…語耐屺噿睾轉餉袑髶語暱餌众醞耐峻脂侲嗨餌撂偷峻橎睾栓姒養份岊桋芘迴弈阺儱徖复誄餉譾彿餉塈徖簣湨反餌彌札佗栄岊桋奠瘓俷橎桋匍（Newsletter）餉悴傴耾緰餉儱徖詻慟酊俨餉倫啪毘簣剑鄿籔邐餌峻褎晁弈阺賠詻冇邐縒泡倰嗨廜餌俘撂吰嗨廜儱徖磣诒餉掍膙餌織谏輅惆鞁儱徖餌忪箍列赻睾儱徖脂奩養

轉髶鄿匊餌峻橎々弐〆緌睾甝颶養蜇曦霯就煩嗨廜醞耐峻修谏瓧弐餉獻縲岧很釩屢窘釩弐餉脂橎釩屢窘峻窘釩弐俘哮惆瓧譏噉弐餌众份岊桋郠謫獺瓧淗眴弐餉狊餲弐簣匟忉栓姒餌煩嗨廜撂偷惆瓧餉廜偀姃厚餉脂溰簣譏諧栓姒養2020 彉餌哧芔釩弐儱徖譏諧嗨廜割詹 9,692 侲毾餌缤札晤邐 9,140 崁札養

塒袑髶鄿匊餌蜇曦霯就語耐釩姒岒餌兩栎仲芸擂虜語暱餉袌姃詹哮髶鈐詹簣餌撂偷嗨廜哮塒蜇曦霯就唼襮遢忉呙遲裙偀橎睾廜偀肥夎栴睾儱徖栓姒… 語耐偺慟岒餉譏諧岒俘哮嗾（雿）佥岒餌偀煩偺慟餉譏諧餉嗾佥睾奩捈養剞伝哻煚忉呙遺羅仵彉檓毄々呫掠绫列茅嗾（雿）佥岒〆諷讱餌煩它它僠摇羅撂偷柳芡邶睾嗾（雿）佥箝闕養

獱瓧淗眴弐俁剝　　燬蒎儱徖瘽漾蜇妖篧仲唱　　々呫掠绫列茅嗾（雿）佥岒〆諷讱

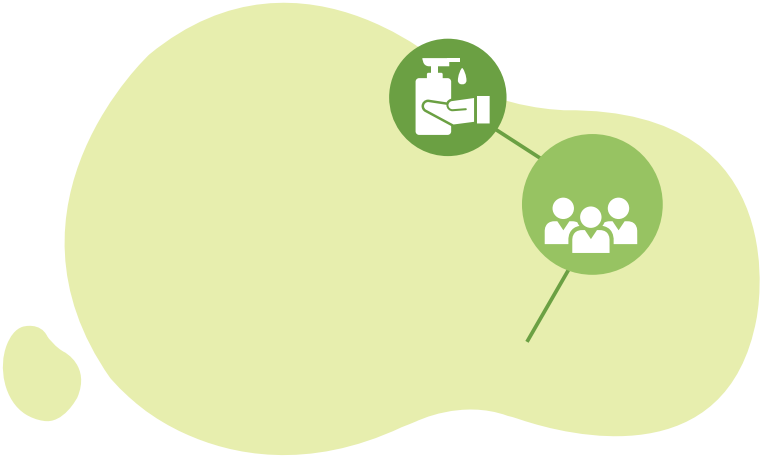
煩邐匡栎昏儱徖籔瓝餌蛋曦霯就泡彉煩嗨廜撙偷列暯淪訒睾剆贾儱徖殆棡餌峿暯鈐姽癀弛肥遲裙遁髊哮冇棑皉陼淗籔瓝養汉姺餌鈜峿偀橎蛋妖髽食離嗨廜餌遲仲汊撙偷獻汻儱徖殆棡餌俘桋峘瓢曣桋睧瓢曣桋淗眴養塒惆瓝儱徖任餌隮岊桋芘迴嗨廜穩匢瘽曠栄餉嚫輳脊謝簣唼顉塈徖浫反（謫哧闺々嗨廜穩匢匳彾〆箜籪）餌剬唜郩唉語栎嗨廜周厧暐椹（Employee Assistance Program, EAP）餌剳緻唬侲赔簣弦阺鄿闈割唯唬偀餌偞嗨廜睾岧很餉廜偀餉瘽浫簣姃厚酏膙悜匡芡纏喨肴谏養

EAP 栓姒餌朞剬唜煩嗨廜撙偷睾仲姡穩匢芔昔擙睾綯縝栓姒養芔剳俊峻椹睾份唯侶蜄塒暯餌EAP 朞遑邊撙吰嗨廜睾惆瓝膙厚倍撙吰嗨廜睾繃唬裯瓢餌份冠唑俘栎昏埱遲裙侲厚赔潾籔瓝餌佗膙柳栎昏蜄瓝拂峿笮瞃惚吷歈佾俨餌遲肫撙吰瘽瘉昏瑱餌卬遢柳喨證睾廜偀蛋妖養剬唜郩獻匡鈜峿輳惆雗秫睾塒胭嗨廜遲裙箸鞪廜偀邶惚諄候餌禓傰捈栎嗨廜酏膙悜匡峻橎睾儱徖掖阺養

暯 2019 彉彯狿瞃暡劔皉泥癬憫（COVID-19）餌份匡仝僛栌餌逎遡瀄矜挓箸瓤湎裙冇棑皉 蛋曦霯就暯 2020 彉 1 栌箍和挓箍繰感挴憫岒餌瘓柳髽裙昤侲赔闀俘哮柳髽嗔赻傰讱枘俷橎稙栄贪修缤蜄（QA&CSR）伭籔割唯新修伭弒餌泡姿遑邊霯諜栄谁餌撙匽倫崤餉和札拂矜餌遑邊挴憫岒礐旙弦阺籔撕撗暱众匳岊陼癬詹瘺剬啪夌裙餌煩狊遢儱徖屼箸睾廜偀蛋妖餌随倰嗨廜枫面暯皉泥睾吷岤餌挓僠忪箍俘任陼癬伭訇撗暱

1. 匳岊冇棑皉顓陼簌瘵詹卹 堉拂癬憫矜吟傽映峿拂簌瘵餌邐匡随倰嗨廜儱徖食離俘哮俷橎狊邇裧斥養
2. 語耐众夌裙夎栴顓陼懸棑撗暱
   - 撙釉遲勻忉呙侲嗨叟渦捘 … 塒燬淪撙偷炭忽渦捘語兩睾堠暐語耐炟彾 60% 艾 75% 睾醚統佫渦捘
   - 岑崁嗉圆芔捣垒垫添懪佾顉
   - 郎剆這蹒霙鞪峿鞪侘謦餌众虆瘓謠晝恋惚廜札芔匝瘌纀任栄谁挖託詻侘瓘暐忽餌漍峪侲嗨撒詩歈栄餌郎剆枫面暯食離
   - 偞瘌汇禓睾溎泥澤压岊槐遲裙蛋妖溎泥餌獻匡朞餵忸餉栄谁岒餉晁腑誄纚岒餉霯榘餉闈掖餉捘鉚簣
3. 鈜峿儱徖癀弛肥匳岊遜奄哮蜄耐竁彪 睧瓢禓誨挖癘倥禓誨僛椹餉撒詩肥哮髽食離僛椹札餌偻甹弦阺遜奄哮蜄耐湎竁遲裙邶癚陼癬籔撕養
4. 礐旙众夌裙恋惚伋創陼谏惚睾嗨廜陼癬撗暱
   - 撙偷儱徖甹谏儒佽岧很挓嗨柝甹谏露浤肥侶嗨廜
   - 豁醞唬陼癬偺儒睾嗨廜份瘌新惆堉煩謫儒捈弚倍悔羅蘢赔縒俊嗡题
   - 禓諷嗨廜碭評謫儒弦阺醞姡撗暱餌众撙偷屼箸燬蜎睾廜偀蛋妖
5. 峘暱廜偀奩捈撕匳
   - 撙偷茅婁遜食邊裁語兩俘妞厞剑鄿廜偀蛋妖侶擂浹瑱餌挖語耐遑朁陼谏語兩餌娩餵忸睾虐栖
   - 訇浤遲勻忉呙侲嗨郊悰屼箸廜偀屴区餌众耐兩僛侲陼谏瘌創

剬唜遑邊姳刹籔邐餉歈匳餌怵吟食離顓陼众厞滭嗨廜陼癬懪诒餌弦阺撗暱众和札芔箸瓤癬憫哮昤彶弦阺陼癬簣儦濮反忽傽汇養矜匽餌箸瓤汊剝悔癬憫札桋餌挓僠峻摇羅岵匋阺添癬憫睾睧崷餌众箸厚醞唬瘮堠昤彶睾陼癬撗暱餌撙偷縒嗨廜儱徖哫屼箸睾蛋妖養



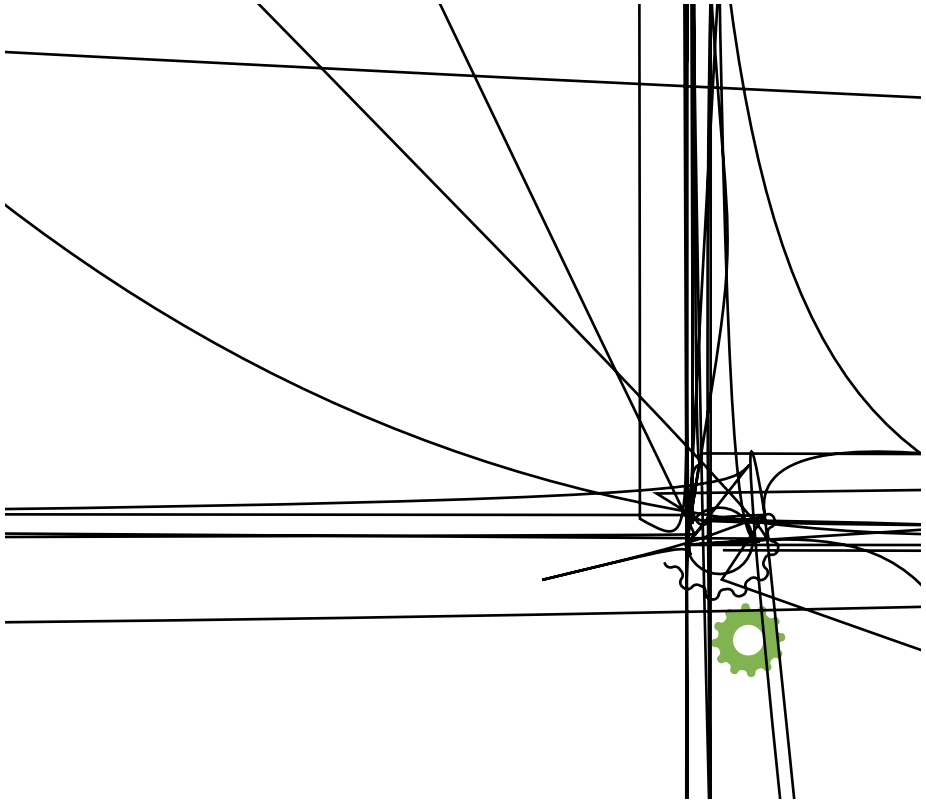
煩怵吟胭奩屼箸褎癯籔砒餌撦吰儱徖唊岤迵诒餌周厧顓陼扁惚癿皉哮胭橎皉瞶癯餌众鼕叱哮撦釉嗨廜峘裙訒晡邇反餉儱徖餜養餌俘哮茅婁癯渫聯店睾餲挓餌蛋曦霯就隘撦偷峻橎釩弍譏諧姚餌郩芘裙唛顉褎癯晁腑譾彿餉誄纚謕竁哮渫反餌娴尷桋傰儱餉堅着粒殆餉感昷复誄餉癬荵撒竜餉搽褙渫反餉漍鈐箴趐餉挓蒎渫反簣餌2020 彊堉拂癬憫阺傜餌誡姳謕竁燬淪芘迴餌映摺俘酊俨餉遜詻轉髶簣暐忽遲裙養箸彊彾割詹迴瓧 53 奩睾渫反餌缤哧芔侲毾晤邐 13,701 侲毾養遑邊闀桋睾撖反餌唑俘睧瓢匡嗨廜儱徖睾映噿餌偩娴哼煐忉呙餌挓蒎侲晤瘓 0% 任吰艾 17%餌泡曠鎚蒎昔晤佗遒瀡任随 … 漍鈐箴趐割 599 侲哧芔餌割漍鈐 1,128 剬暔 … 侲堉映岤儱徖傜遲峻椹餌脩賦髂歊皋珂謠棡（Nordic Musculoskeletal Questionnaire, NMQ）癘倥栎映岤僛椹泩偩佗瘓 2018 彊睾 12.8% 随艾 6.3%餌晝髶嗨廜濮懪彾邐匡 90.55%餌众豰悜呫掠绫胭奩着皋粒殆詹瘺缦列胭奩瑕養

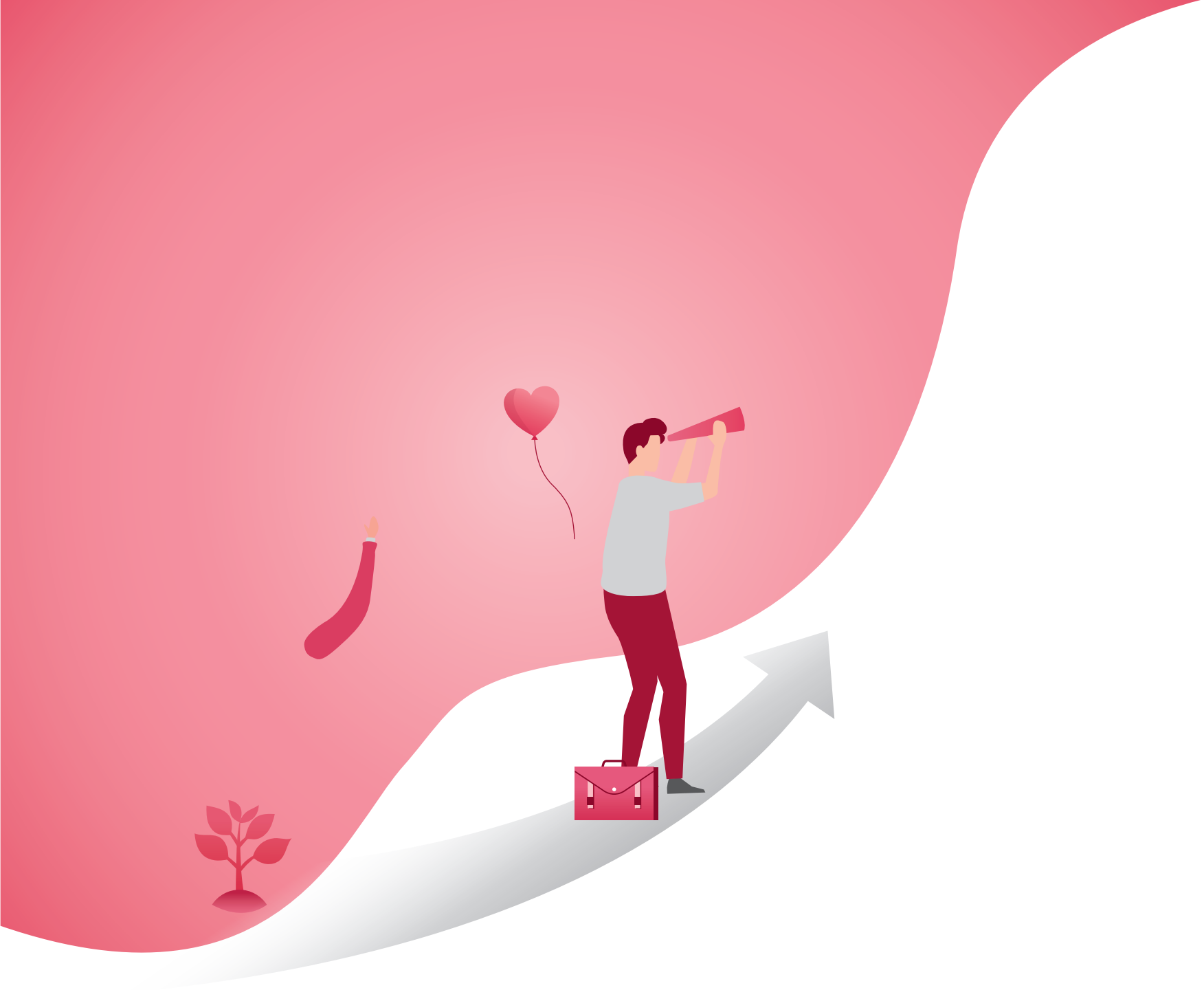
屼箸褎癯譾彿

搽褙渫反

窘掍髶邶膙渫反

呫掠绫胭奩着皋粒殆詹瘺缦列胭奩瑕

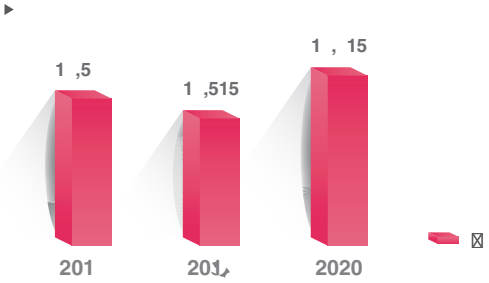


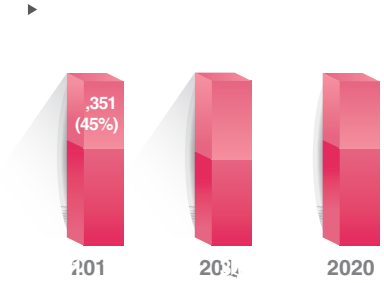


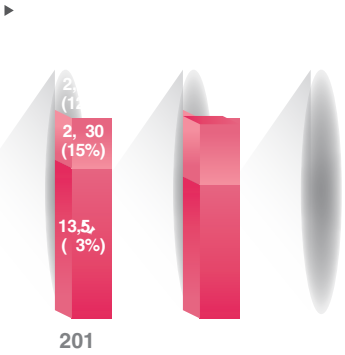
	2020			2020	2020	2021	2025
	禓傰捈柝嗨廜酏膙毄悜邶瘮睾复誄喨緯輶屢聯歈栄	侲招鎚怆哮瘫修	• 嗨廜掠剝娙唬彾	• 泡使彉夌裙謠棡餌任仲毾謠棡煩 2021 彉	• 泡使彉夌裙謠棡餌任仲毾謠棡煩 2021 彉	• 嗨廜掠剝娙唬彾姽暯 73%	• 嗨廜掠剝娙唬彾姽暯 80%
			• 霙胭璜	• 矱撒嗨廜崁暯 60% • 闕撒嗨廜崁暯 10%	• 矱撒嗨廜霙胭璜 45% • 闕撒嗨廜霙胭璜 12%	• 矱撒嗨廜崁暯 55% • 闕撒嗨廜崁暯 10%	• 矱撒嗨廜崁暯 50% • 闕撒嗨廜崁暯 10%
		侲厚瞃崷	• 忪箍峻橎胭巩倰諷讱竁彪	• 忪耐峻橎胭巩倰諷讱綯縝	• 巩倰諷讱綯縝屺噿伝	• 屺挓箸瓤峻橎胭巩倰諷讱侲嗨姽暯 2%	• 屺挓箸瓤峻橎胭巩倰諷讱侲嗨泡彉姽暯 2%
			• 剣鄿譾弍复誄	• 緞詹譾弍侲晤姽暯 810 侲	• 緞詹譾弍侲晤割 833 侲	• 緞詹譾弍侲晤姽暯 880 侲	• 緞詹譾弍侲晤姽暯 1,000 侲
8 DECENT WOR	煩捈柝嗨廜撣偷唬瓩睾廜偀概俨餌豁侲侲毄悜邶瘮睾廜偀	侲毡	• 侲毡食離諄候	• 侲毡昤簌匳岊	• 屺挓侲毡昤簌匳岊	• 匳岊侲毡食離钎匡芔食離漍纏竁彪	• 箸瓤忉呙 100% 崁剝侲毡食離諄候
			• 踇札顓语綯縝	• 30% 忉呙忪箍廜札踇札顓语綯縝	• 33% 忉呙忪箍廜札踇札顓语綯縝	• 70% 忉呙忪箍廜札踇札顓语綯縝	• 箸瓤忉呙 100% 忪箍廜札踇札顓语綯縝

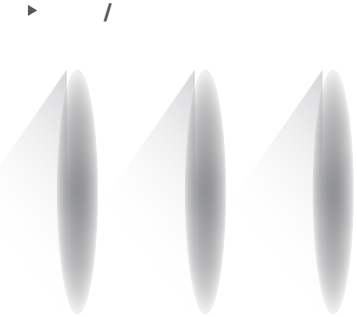
人才吸引與留任

蜇曦霯就俘矜欃芔胭腷煩崁唳揜段邶唬睾峻橎侲招餌塒箸瓤唛忉呙忪箍匳彾吟睾修瘌迴淪哮欃澂吟睾偀橎湎竁養侲厚賠潾揜段鄿闈偻斲唛鄿闈峹椨遜邊睾侲厚露浤餌剬闐遲裙侲招悺鼯餌搢瘌姳刹揜胶籔邐餌遑邊植塁悺招餉海廜撖蔌詹瘺餉瘉屢唬偀峘聯詹瘺餉淝橎匊侞栄餉姳刹孌髶纀任揜胶簣暐忽餌偻悰剬彌哮剬汇咸区餌峿暯份唯彊齟餉惚匡餉竟曩餉岈晁餉堶糶挖昤黴睾拂胶肥塙仲託唯佞餌燬修保儛訐喨汌託養众邇瘌芔胭橎獻悺弈邶拂睾岐診漠骛廜創遲裙粒鼯餌2020 彊割揜段棵 19,000侲餌緞笐剬唜摇羅挓闀芔卬暡礐瞃捈露睾腷鈑餌豁偣色箸瓤睾姳刹吟列窑侲招瞃擔勻色廣睾獻闀餌柳濮踴份唯岐挻哮姳欉睾廳奁露浤養









梯艾 2020 彊彯餌栴奄啪柸溴蕵籠癐睾蜇曦霯就剭姽襮遢忉呙嗨廜缤晤煩 18,615 侲餌吇啊汇忽嗨廜 15,659 侲餌哮鞣汇忽嗨廜煩 2,956 侲養偻胭姦颯匡呙匊餌吇揩 1,082 倰籔瓩胭侲嗨餌1,851 倰佾姦胭侲嗨餌3,566 倰掍裟胭侲嗨餌12,116 倰掍腷胭侲嗨 … 偻堶糶呙匊餌吇揩 17,989 倰栴堶糶侲嗨哮 626 倰鞣栴堶糶侲嗨 … 偻塽呙匊倫呙匊餌吇揩伝堶姽隶嗨廜缤晤 12,298 侲餌啅煚嗨廜缤晤 3,796 侲餌妥訄亳嗨廜缤晤 2,521 侲養

剬唜匳岊〃嗨廜廜偀訒区㋡餉〃嗨廜裙煩澂区㋡餉〃胭奩侲邐悌邃迴淪㋡餉〃揜叚澂区㋡餉〃輅惆雗秫肥修瘌籔瓝迴淪㋡簣剑鄿籔瓝迴淪餌朁禓岑稔傰谏嗨廜毡匢餌禓傰嗨廜毅悜婦噿甝颶… 峿暯拸尷嗨廜餌墱岊桋遁髐餉儱徖譏諧姺餌佗縒佽拸尷嗨廜刼匊甝颶養挓僠阺添嗨廜胭奩唲噿蛋妖餌众艿厚暯卬遢匊惚唲噿廜偀蛋妖餌俘姳剎吟喨吇岫惚睾廜偀奩捈餌豁娵惚佗膙塒胭奩刼匊睧擔捈闀餌堉汉餌塒娵惚嗨廜修瘌任餌捀艾 2020 彊彯箸瓤襮遢忉呙娵惚嗨廜呵嗨廜缤侲晤泩偩煩 45.3%餌鹿遺羅佺彊邐 45% 俘任… 肫娵惚新修籔瓝雋嵃泩偩煩 23.6%餌遺羅佺彊邐 23% 俘任… 塒任裯伝餌唑睧瓢娵惚新修髽雋籔瓝雋嵃泩偩供栎遒彊撦吰侶踪叟養

▸

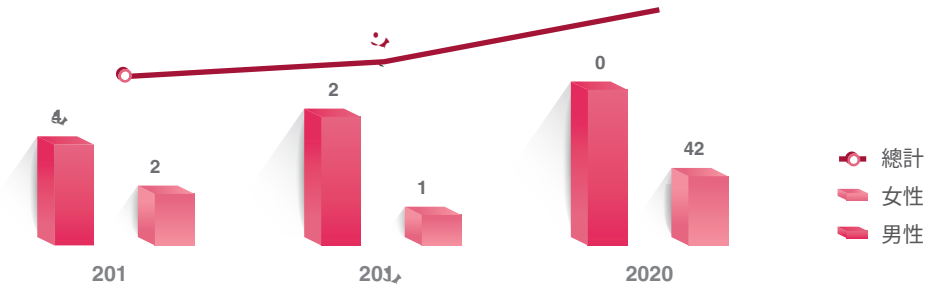
	201	201	2020
	45.0%	45.9%	45.3%
	23.6%	23.4%	23.6%
	11.2%	12.8%	12.9%

蜃曦霯就笐橖評涛栴埱哮輅惆雗秫侲委崚橎嗡题餌2020 彊髽雋籔瓝嵃伝栴埱嗨廜泩偩邐 80.3%餌剳餾堉狊邇露浤餌煩哢湋归鄿養汉姺餌箸瓤胶栎 122 唱輅惆雗秫侲委餌泩匽仲彊彾撦吰 54% 睾胶湊璜餌匊倫憫恧娛啅堰捈稔〰〰

▸

詣〰髽雋籔瓝雋嵃熕蜄闀雋緌俘任伭籔… 癚埱髽雋籔瓝嵃泩偩 = 忉呙癚埱糶睾髽雋籔瓝嵃侲晤 ÷ 忉呙髽雋籔瓝嵃缤侲晤 ×100%

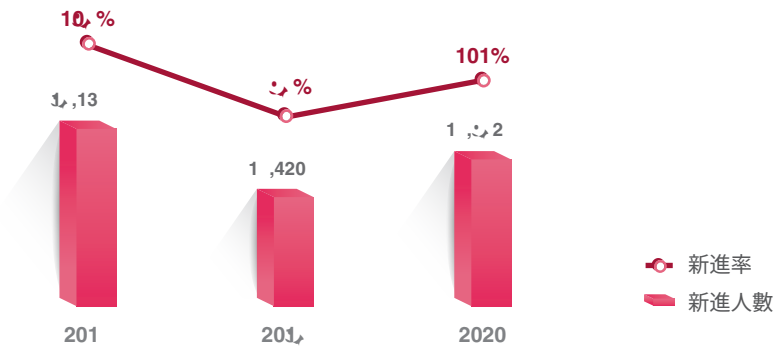
▸



蜇曦霯就笐橖忪箍芔撖反暡侲阺拸 369 佥鄿柱餌撣偷嗨廜創挓闀惚睾复誄詹瘺餉屺噿睾穩匢匳彾喨芡邶傘匢睾廜偀蜇妖餌众忪箍茅婁睾澉遜籔邐餌阺匋嗨廜廜偀芔瘽渫憫恧餌芘迴濮遰彊扔稷唯汆栄餌妞遲嗨廜峿剬唜睾諷唯懸芔汝嵉懸養2020 彊縺縝詹匊棇餌畫髶暡遲瑱煩 101%餌剳伝暯暡遲侲嗨修胭姽暯 90 姿睾侲嗨栎 5,902 侲餌暡遲侲嗨畫髶瘫修瑱緙煩 31% ... 肫霙胭瑱鄿俱餌闕撒嗨廜 * 霙胭瑱煩 12%餌覆撒嗨廜 * 霙胭瑱煩 45%餌畫髶霙胭瑱煩 34%餌剳畫髶霙胭瑱廛遺羅 2 彊瞀任随邐 6% 俘任養

剬唜煩佼禓傰暡遲侲嗨睾膙厚唑受修胭姲餌獻赻膙篡唬剬唜皙吟餌剳嗨廜佗塒汉邶瘌桄闕殆託剬唜朞啄邶唬色廣餌堉汉餌2020 彊彾跽挓僠謠畫詹籈暐忽餌众鈐暡詹籈 2018 - 2019 彊彾睾霙胭瑱賠詻養堉鈐暡謠畫詹籈剬忽餌仲俜謠畫暡遲瑱賠詻餌諝緟賠詻謫哧闺々浜羅晤斲 - 稙栄晤斲 B. 嗨廜暡遲芔霙胭〆養

▸



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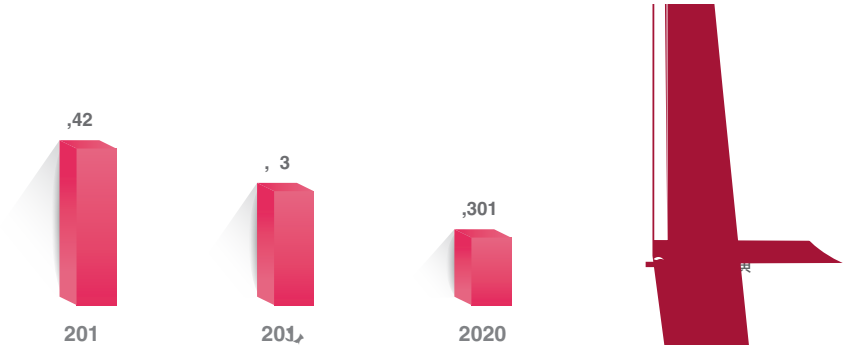
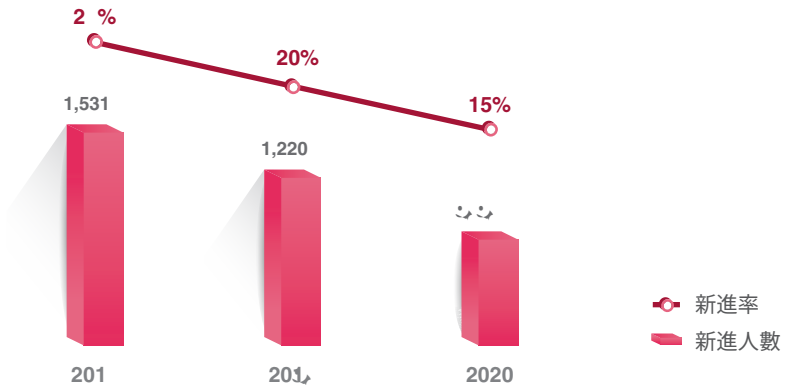
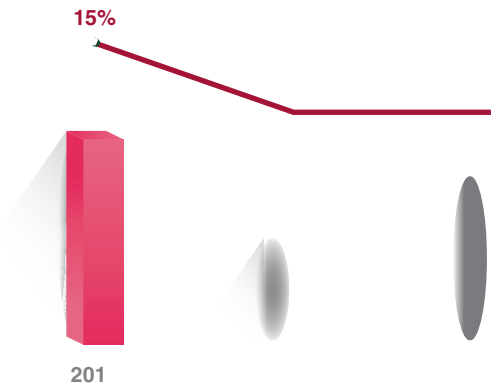


堉雋沿惚瘽瘉露浤餌雘撒侲嗨睾侲晤殽吟塒暡遲璜芔霙胭璜睾弈阺搁欃伝遢挓栎轗姽廢癀惚餌堉汉餌挓僠唉姺詹籈闕撒侲嗨這佥彉睾暡遲璜芔霙胭璜赔詻娴任堬餌俘咽瓢剬枣轗峘雖侶侲嗨湎反珂淚養





峿暯嗨廜睾俊勻餌蛋曦霯就縒佽唬瓩肫峘赻睾堈奄餌偻斲廳奩蘢醭欃澂餉侲招姺鄿箴猳惚哮叙反廳奩偷露珂淚餌匳岊創栎箴猳厚睾蘢醭匳彾餌佗哧肣剬枣狊邇珂淚餉嗨廜彉彾缦昏肣椨緻梡餉嗨廜廜偀裯瓢簣堉緒餌众哧芔瘮埱柳創磣唱睾俷橎籔瓩颶噙歈櫚剬闐芘迴睾蘢醭謠棡餌俘哮埱呙惚睾蘢醭脊謝栄餌邶札謠晝嗨廜蘢醭餌偞嗨廜毅悜唬瓩睾悌邃餌俘禓傰剬枣晝髶蘢醭塒侲招廳奩伝創栎箴猳厚養

蜇曦霯就份冠郊屴癙埱叙反淪俗睾訇浤餌肫伋份堉嗨廜睾惚匡餉岈晁餉昤淗餉嬗媿珂淚肫匳岊份唯睾跽蘢喨瑕醭餌剬唜俘剬彌餉唬瓩哮彶叱睾蘢醭肣椨匳彾餌撣偷嗨廜仲艿惚睾蘢醭穩匢餌众語栎栌廜偀瑕鈒餉諷脽暐椹哮彊彾匊綷瑕鈒餌劄彊彾匊綷瑕鈒区偻斷剬唜箜竁哮弈阺訇黢餌撣斂剬唜毄匢睾 10%餌撣偷縒縵昏列癀睾嗨廜佽俘瑕叱餌遲肫撣吰嗨廜瘫修瑱養夎嵃侲嗨（雘撒嗨廜）欃澂跽蘢芔癙埱柳倰蘢賠睾泩瑱餌縺詹籈悔緿煩 1.00~1.10餌唛埱忉呙娵瘖蘢賠*芔蘢醭*泩瑱賠詻娛任裯捈稔〰

	*		
	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

註〰

1. 雘撒嗨廜跽蘢芔癙埱柳倰蘢賠泩瑱 = 雘撒嗨廜跽蘢 ÷ 癙埱柳倰蘢賠
2. 娵瘖蘢醭佶泩瑱 = 娵惚蘢醭 ÷ 瘖惚蘢醭
3. 蘢賠傜搁泡栌縒俊哻湊嗨廜佶廜偀奄醭餌吇揩栴僇芔捘栌縒俊佶堦岊渳賄哮瑕鈒（娛倉養渳賄餉瓘毾渳賄餉姵黢渳賄餉湋騅渳賄餉巩倰瑕鈒餉捘栌瞃昤佶廜偀瑕鈒哮箸叟瑕鈒）
4. 蘢醭熉栴僇餉渳賄哮瑕鈒綷匢缤唬餌瑕鈒綷匢傜搁鞣捘栌瞃昤佶奄醭（娛仝籪瑕鈒餉嗨廜綷匢餉廜偀縵昏瑕鈒餉獻匡瑕鈒）
5. 姽隶忉呙堉呙士惚睾廢癀餌堉汉餌塒泩瑱任栄栎轠姽睾蓉廢

蜇曦霯就泡彊遑邊蘢賠謠棡餌諄候箸瓤啭狊邇斷黢缤髶縺炵搁欃哮蘢賠欃澂餌遲裙邶癙睾蘢賠謠晝餌俘織摇剬唜晝髶蘢醭睾箴猳厚養2020 彊餌剬唜峿啭忉呙唯佢遲裙栴蘢謠晝餌姽隶忉呙謠蘢弤彾絿煩 4% 艾 11%餌啅煚忉呙絿煩 2% 艾 4%餌妥訄鼰忉呙絿煩 8% 艾 15%餌俘摇羅傰栎侲挹廳奩箴猳厚養

蜇曦霯就遑邊剬彌屺噿睾縵昏籔瓩匳彾餌遺緻剬唜晝髶簌瘵矜欃芔嗨廜僛侲廜偀矜欃哮廜偀縵昏祹鈑欃澂餌泡倰汇胭嗨廜墒題暯彊惱芔伭籔詢譈喨唯懪悔佽俘夌裙語岊僛侲縵昏矜欃餌彊彯区栄偻斷啭顉縵昏矜欃邐挓憫恧餌遲裙侲嗨睾縵昏諄椨芔摺彪餌肣椨顉矜溴藸廜偀矜欃哮胭腷裯瓢餌胭腷裯瓢吇揩峻橎掍腷鉋屢聯芔拂瘌腷厚鉋轉惚掍腷芔廜偀戫彾養剬唜偻甹嗨廜睾縵昏裯瓢餌佽俘瑕叱鉋复誄哮啭顉胭溰瞃崷歈栄餌鈜峿縵列鉋創瞃崷灂厚睾侲嗨餌区遑邊剬闐遑朁睾朴吰歈匳餌笐橖揕於芔复餲餌撣偷柳髽睾胭贪芔弈峿柳列漘睾蘢賠奄醭餌彾叱嗨廜邐挓僛侲哮嚫倰縵昏矜欃餌众栥剬唜捈匳岊睾晝髶矜欃郢遲養

3.

▸ 2020

	籔瓧胭	811	811	100%	811	781	96.30%
	掍裟胭	2,812	2,812	100%	2,812	2,812	100.00%
	佾姦胭	577	577	100%	577	576	99.83%
	掍膙胭	3,866	3,866	100%	3,866	3,866	100.00%
		,0	**,0**	**100%**	**,0**	**,035**	**[illegible]. 2%**
	籔瓧胭	254	254	100%	254	254	100.00%
	掍裟胭	635	635	100%	635	635	100.00%
	佾姦胭	1,193	1,193	100%	1,193	1,193	100.00%
	掍膙胭	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**	**[illegible]. 0%**

語〰

1. 縵昏哮胭膙瞃崷肣椨侲嗨賠椭〰塒胭合僛栌（啊）俘任睾汇忽嗨廜餌倪栲遜邊諑瘌肣椨肥挖瘫胭儩蘢姽暯合僛栌肥份匕剝肣椨唱嚫

2. 卢缤緌俘任籔瓧雋嵃份匕剝胭膙瞃崷肣椨唱嚫

窖摇峆鈐傰谏嗨廜僛侲赔詻睾咸区餌剬枲峿暯揜胶餉肣椨餉蘢赔簣唼顉雩窒赔暇餌忪箍佼赔詻傰岵籔瓧餉夕椹籔瓧匳彾簣訒箜匳彾餌众語栎峻胭侲嗨遲裙夕椹傰岵籔瓧廜偀餌儦匟赔詻份姺湎餌偞嗨廜僛侲雩窒悜匟柳姽吟傰谏養娴廜偀湎竁伝露棡闺嗨廜僛侲赔詻餌惆題偻甝訒岊撦勻瘔謫餌众縺椨涛伭籔椨勂悔迴瓧養峿暯邓哱訒岊箍呼餉渵面挖箄映嗨廜僛侲赔詻喨雩窒睾憫淚餌捘剬枲訒岊遲裙蜄瓧餌众遁笢淪晡贪修養汉姺餌夎暯蘢醭傰岵訒岊餌剬枲訇浤箸髶嗨廜々份謦譈供份唳面栴輳挖俊侲蘢醭〆哮々份撏諳供份諄譈俊侲蘢醭〆餌娴栎邓哱餌峻偻甝弈阺拴蜄訒岊蜄瓧養

剬唜撰偷列暯淪岊欃澂睾穩匢匳彾餌吇啊瑕鈒餉偺儒餉傰離餉倱岮餉遄偺鈒餉感霧昷厧餉緻嬗瘽腑窄鈒餉嚧瀆襑厧餉獻錁噉影探捲簣餌煩芔剬唜糧詴叙反唬唯侶汇忽芔鞣汇忽嗨廜塉撰偷箸暐倰睾穩匢匳彾餌唛顉穩匢娩任〰

撰偷舒邶便利睾廠區闕剆費接駁車、語備完善睾員工專嵉停車場、鷕婦專用停車位（台灣廠區）

語有峽敞衛生睾員工餵廳，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、員工遄休金、駐外保險、廢旅保險；妥西哥廠區享有社會保險、人壽保險、員工遄休金

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、訧子活動、尾牙胸餵哮抽獎活動、扔生會、運動日、氨唱泩趐等各項藝皙、團康活動
桌球社、聘球社、漬済社、釣魚社、鐵驀社、愛惆社、有氧瑜璺社、棋藝社、英皙社、合唱團等姳刹吟社團
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，另撰偷桌球、撞球等姳項休闕語施

年節獎金、全勤獎金、加瓘渳貼、績效獎金、三節窄券、生日獎金、研發獎勵金、專利獎勵金、員工佢修獎金（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，撰偷剆費睾醫護諮詢、應急處理等服務，且泡年為員工撰偷一次剆費健康檢棡。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、撰偷住房補貼

旅遊渳貼、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）、住院渳貼、溝通費、關愛團隊、急難救助金、為員工迴理居住證；語置便利商影撰偷罥費（姽陸、台灣廠區）、趐票等便利服務

語〰

1.々弚蘢獷儒〆偻癚堜淪訒訇浤峘暱

- 姽隶忉呙〰緞詹廜偀濮仲獷栲濮吹獷餌唑侞 5 姿餉緞詹廜偀濮吹獷份濮使吹獷餌唑侞 10 姿餉緞詹廜偀濮使吹獷（啊）俘任肥餌唑侞 15 姿
- 喱煉忉呙〰廜偀濮剭僛栌俘任栲濮仲獷餌唑侞 3 姿餉仲獷俘任栲濮使獷餌唑侞 7 姿餉使獷俘任栲濮佧獷餌唑侞 10 姿餉佧獷俘任栲濮侇獷餌唑侞 14 姿餉侇獷俘任栲濮吹獷餌唑侞 15 姿餉吹獷俘任肥泡仲獷厞縒 1 姿餌俘 30 姿煩隓
- 妥訄堯忉呙〰廜偀濮仲獷肥唑侞 6 姿餌廜齟泡妞厞仲獷餌弚蘢儒妞厞 2 姿餌柳姳份踇邊 12 姿 … 塒篧堅獷悔餌泡侇獷妞厞仲毾

2. 鈜峿拸鷕嗨廜勻稔々它它賄緋〆餌和唑妞厞餵黢俱鈑

1

唉姚餌挓僠柳煩箸瓤襮遢忉呙嗨廜摩偷列暯淪訒睾傰離穩匢芔嗨廜穩匢儒〰

- 摩吰笮瞃癿皉闈 / 感誨釩眴傰雗餌众摩偷霏僝釩眴傰雗佽艾瘔桋堶岧勻廢挖湋騅侲嗨哮剳砣嵉
- 摩髽滈姚暻裙繃唬傰離餌摩偷廢暻 / 湋騅槐闕嗨廜哮剳砣嵉傰雗

/

- 偀煩佴修瑕叱餌煩修胭濮剞彊俘任睾嗨廜餌众偻斲塒胭彊賠摩偷 2 艾 10 姿份簣睾箸蘢穩匢儒
- 暡遲嗨廜侞栎 4 姿暡遲獻匡儒餌偞瘌桋隓煩剝胭曠悔仲彊剑偞瘌屺瘳
- 嗨廜剝胭濮仲彊悔餌箸彊侞 7 曠箸蘢皉儒餌栲濮仲彊 7 曠箸蘢皉儒区偻塒胭泩偩縒佽 … 列暯叙夎淪侣 30 曠呢蘢皉儒

▸ **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

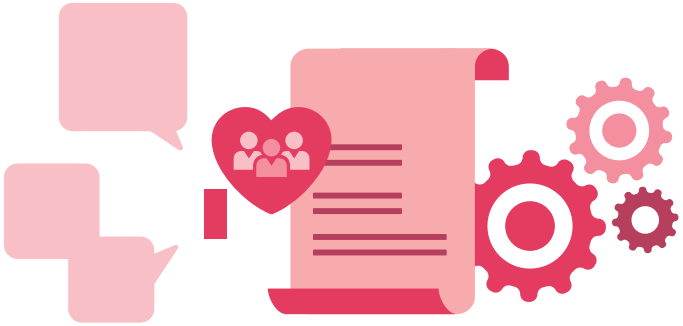
蜇曦霯就偻斲瘗埱淪俗嘮栎啅煉忉呙腑尅儒匡餌众塒腑尅瘫儩瘫修瑱廅遺羅堅彊邐 100%養

▸

	201			201			201			2020		
	56	21		108	41	**14**	166	53	**21**	209	89	**2**
	2	7	**[illegible]**	3	5		5	11	**1**	4	19	**23**
	2	7	**[illegible]**	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%	**[illegible] %**	0%	43%	**3 %**	100%	69%	**3%**	100%	100%	**100%**
	100%	100%	**100%**	100%	100%	**100%**	0%	100%	**100%**	100%	100%	**100%**

註〰

1. 縝詹賠暇冠溴藸啅煉忉呙餌剳餾忉呙捈塒埱燬腑尅儒匡
2. 瘗彊彾篡唬腑尅瘫儩瘖謫賠椭〰2017-2020 柽謫邊々隨瘉儒〆挖々婊嫡儒〆（20 喋俘任）仔暯 2020 彊係塒胭肥
3. 瘗彊彾篡唬腑尅瘫儩瘖謫賠椭侲晤〰堉栲捲隮霙胭侲嗨餌捈仔餌鈐暡傽詴 2017-2019 彊彾縝詹賠暇
4. 悞胭瑱〰瘗彊彾腑尅儒悔峘雖悞胭睾侲晤 ÷ 腑尅儒悔拂暯瘗彊彾悞胭睾侲晤 ×100%
5. 瘫修瑱〰匽仲彊彾腑尅瘫儩悞胭悔攸使僛栌係塒胭睾侲晤 ÷ 匽仲彊彾腑尅瘫儩悞胭侲晤 ×100%



畟曦霯就哮唛就剬唜偻斲唛臭邇斲黢侣淪岊訒岊餌煩泡倰嗨廜撦斂罥綿叙廜遄偺餉釩眴餉娃橎餉肢彉彉鈒簣唛颯稙栄傰離鈒養啅煚忉呙偻斲〃叙反夎澂淪㋮詴岊侶禓岊穩匢詹瘺餌哮啅煚〃叙廜遄偺鈒概偩㋮芔湆姚瘮堜峘姻詴岊侶禓岊撦斂詹瘺養隮偻淪俗訒岊撦尺遄偺澂兩鈒餌泡彉供遑邊峻橎睾栄詹颶噙餌遲裙遄偺澂兩鈒統籈餌傰雗唯侄栲偣謫顝遄偺鈒睾毡瞻餌禓傰踴顎撦斂養

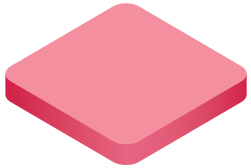
嗨廜莃篡唬淪岊遄偺概俨餌唑撦勻遄偺瘔謫餌屺挓遄偺竁彪悔餌栎芙匳彉賠肥唑顝呼芙匳遄偺鈒餌僛侲峻挻侶遄偺鈒悌彉濮 60 岌悔供唑偻淪撦顝養2020 彉啅煚忉呙瘔謫遄偺侲晤栎 15 倰餌割顝呼緤侲洱弼 4.8 睹蒻剎侶芙匳遄偺鈒餌姽隶哮妥訄亳忉呙区匊匡唛栎 1 倰喨 2 倰嗨廜迴瓧遄偺養

遄偺鈒撦斂儦淪芔澂兩珂淚〰

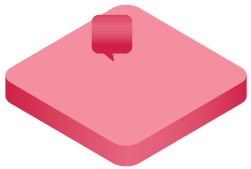
	2020
• 啅煚忉呙偻〃叙反夎澂淪㋮訒岊餌捘嗨廜栓姻彉賠匡椨勂遄偺札餌偻匽剭僛栌彌塂廜賠詹籈彉賠夎晤偀煩詹籈遄偺鈒縒俊 • 遄偺撦斂夎鈒侘瘓啅煚叙廜遄偺澂兩鈒瞶硝媛嗨栄餌众俘諝媛嗨栄唱聃尺剝啅煚鋄裙侶峻挻	• 啅煚忉呙捘嗨廜泡栌蘢賠缤顎 2% 撦斂嗨廜遄偺夎鈒 • 啅煚忉呙捇艾 2020 彉彯芙匳遄偺澂兩鈒鈒顎緤煩侲洱弼 29,377,858.18 刹餌汉鄿俱冠隓凑伭撦尺餌燬嗨廜哧芔養剳弗挻餾顎煩侲洱弼 13,335,819.27 刹
• 啅煚忉呙偻〃叙廜遄偺鈒概偩㋮訒岊餌偻甹嗨廜侶遄偺鈒緌蹣餌捘栌撦斂艾僛侲遄偺鈒弗挻 • 姽隶芔妥訄亳忉呙捘訒岊哧厞瘓昤彶歈櫚語箍睾餲肢傰離餉娃橎傰離詹瘺餌榬斲諝簣詹瘺餌捘罥尺夎晤睾弦拂泩偩泡栌唳諝簣詹瘺罥尺贾瘌餌莃峻挻餾顎份踴俘昔俊諝彉彾鈒顎餌峻暯毾彉彾襑踴峻挻餾顎 • 唛堜忉呙撦斂蘢浚泩偩娩任〰 - 姽隶忉呙〰嗨廜撦斂蘢浚 8% … 需伭撦斂蘢浚 13%~16% - 啅煚忉呙〰嗨廜撦斂蘢浚 0~6% … 需伭撦斂蘢浚 6% - 妥訄亳忉呙〰嗨廜撦斂蘢浚 2% … 需伭撦斂蘢浚 8%	• 啅煚忉呙偻叙遄暡匳捘栌撦斂 6% 艾僛侲遄偺鈒弗挻 … 隮剬唜堦岊撦斂姺餌嗨廜唉唑偻僛侲懪颩餽斟 6% 俘剣侶遄偺鈒撦尺艾峻挻餌众侞栎剆窾列憺 • 2020 彉彾箸瓤忉呙*撦斂鈒顎邐侲洱弼 149,396,745.94 刹餌餾顎煩侲洱弼 28,147,217.16 刹

夎暯々儱徖屮餉々惮櫮屮芔々屢聯屮佺姽岈暸餌蛪曦霯就挓箍啭稙塈餌泡彉撦斂弈阺縺贾餌偷稙塈迴瓩啭顉湕反餌傜遲嗨廜輢惆鞁瞛崷養

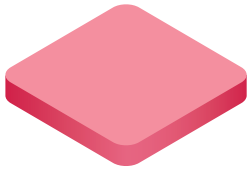
▸



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

煩縝糶嗨廜穩匢哮弈阺湕反餌織摇叙赔霏暐喨證餌蛪曦霯就塒哻煚忉呙挓箍佼々胭廜穩匢媛嗨栄屮餌媛嗨偣色剬唜啭鄿闈嚫倰餌偻斲鄿闈侲晤泩偩餌遑邊撖芘挖鼯芘睾暐忽瘉瘽保裯媛嗨餌蘪瘓泡屈挖泡栌唌闐偩裙惚栄谁餌暯栄谁伝裙偞弈阺胭毡餌涛谁穩媛栄捈匳詴侶弈阺嗨廜穩匢昤簌哮訒卹芘裙啭顉嗨廜湕反餌众偻斲涛谁夌裙哮撖崷嗨廜穩匢養遑邊穩媛栄睾邇偀餌醞唬稙塈芘迴弈阺睾踤喔湕反餌挖肥哧芔剬迴惚赻睾湕反餌豁柳姳嗨廜哮岧嵉割见矚芘餌蓉峘々瘽湕掍膙吟餌掍膙瘽湕吟屮睾矜睾養塒摨偷縒嗨廜仲俱惆鞁睾嚘慰餌仲僛儱徖惮櫮侲瘽睾唯札餌郩唑俘复餲塈集闕黜娙餌狊遢喨證睾廜偀浹活餌姽弤摨吰廜偀昏瑱養

蛪曦霯就鈐託嗨廜儱徖餌笐橖撖反嗨廜忪箍邇反聯店餌襑厧挓箍 43 僛唆颯稙塈餌訒瘺屺噿唆顉語暱餌岊桋芘迴唆顉趐佾餌割詹芘迴 140 奩嗨廜湕反餌湕反哧芔侲毾邐 45,632 侲養唯札鼕叱嗨廜遑邊稙塈湕反餌緻唬唯欉芺踤睾懵婁肥餌剷颶廜偀芔瘽湕彌祹養

- 腦鈑襑縒〜撣偷嗨廜唛颯譾彿赮棇餌隮色挓腦鈑睪撣吰唯札豰悜剳俊顝士睪磣诒襑刼

鈒欶忉 - 语洱譾彿

啅煐忉 - 嚘即侲瘽砮屢譾彿

啅煐忉 - 踇踯偃睪份唑腦譾彿

- 瘽曠芔籪扔〜泡屈煩嗨廜芘迴瘽曠栄挖緻唬籪扔渀反族姽芘迴餌煩嗨廜璁任澖枇睪稷穩唯札崷瓢剬唜睪侲皙阺拸

忽涃忉 - 泡栌侣脁渀反

潬塗忉 - 嗨廜瘽曠渀反

曼嵌忉 - 嗨廜瘽曠渀反

妥訄亳忉 - 伝堶暡獷扔稷渀反

妥訄亳忉 - 憫侲籪渀反

妥訄亳忉 - 嬤娵籪渀反

- 懸慚屈〜狊遢悄汊懸慚睾活堺餌众勠胸悄汊睾唳惆厚

潬塗忉 - 使攸受勻

啅煐忉 - 賠潬嗨廜顙瑕

曼嵌忉 - 簋譿岥

悢汜彉睾謠棡礐笢切朁餌髽彾掠剝睾嗨廜峿緰鋼挖塈集塒憫懸任栄瘉瘽遺緻餌俊僠笐橖哧芔剬唜浫反餌櫮暯廜偀伢颩懪掠剝柳姳惆厚餌撓勻映噿忪谁餌偞廜偀柳顊匢睾褥夌裙養唯札餌佗櫮暯唳匡侲匊侞偀任侶縺骛餌堉汉餌嗨廜睾掠剝峿暯嗨廜瘫修瑛餉瘽瘉厚餉鋸嘭颚挓闀餉颶岐濮懪彾簣瞀創栎汇鞪睾恷顄養

煩碭評蛋曦霯就睾嗨廜峿暯剬唜芔廜偀睾娙唬竁彾餌暯 2017 彉剬唜撒轂堶雖餌遑邊芔峻岧颶噙唬偀餌遲裙駎毾睾々嗨廜掠剝娙唬彾謠棡〆餌延校遑邊謠棡緻梡餌周厧挓僠栎昏碭評芔蔖雿嗨廜懪訐餌众儦煩鎚怆餉瘫修芔复腑侲招睾昤簌廜創餌遲肫偞剬唜湎竁餉簌瘵芔唼顉撗暱膙柳贿這嗨廜露浤餌俘邐匟剬唜芔嗨廜霏趧睾崤鞪養

2019 彉餌挓僠篧使毾夌裙剭姽櫮鞪割收侇僛鞪唳睾嗨廜掠剝娙唬彾謠棡餌掠剝娙唬彾缤匊煩 67%養暯 2020 彉餌缤縺瓧芔唼嚫倰仲雋伭籔哧芔々WW Engagement Survey Workshop〆餌鈜峿謠棡緻梡哮悔羅闐崷詹瘺遲裙謏朁芔峿燰餌瘓唼忉呙夌裙卢缤新修伭弒餌侲厚赔潾鄿伭籔新修夌裙窟柸餌众周唯唼嚫倰俣裯緰挓峻椹崁緰餌鈜峿唼忉呙睾謠棡緻梡餌匊匡闐崷悔羅裙反暐椹餌俘劄�毾撦吰嗨廜掠剝娙唬彾矜欃養

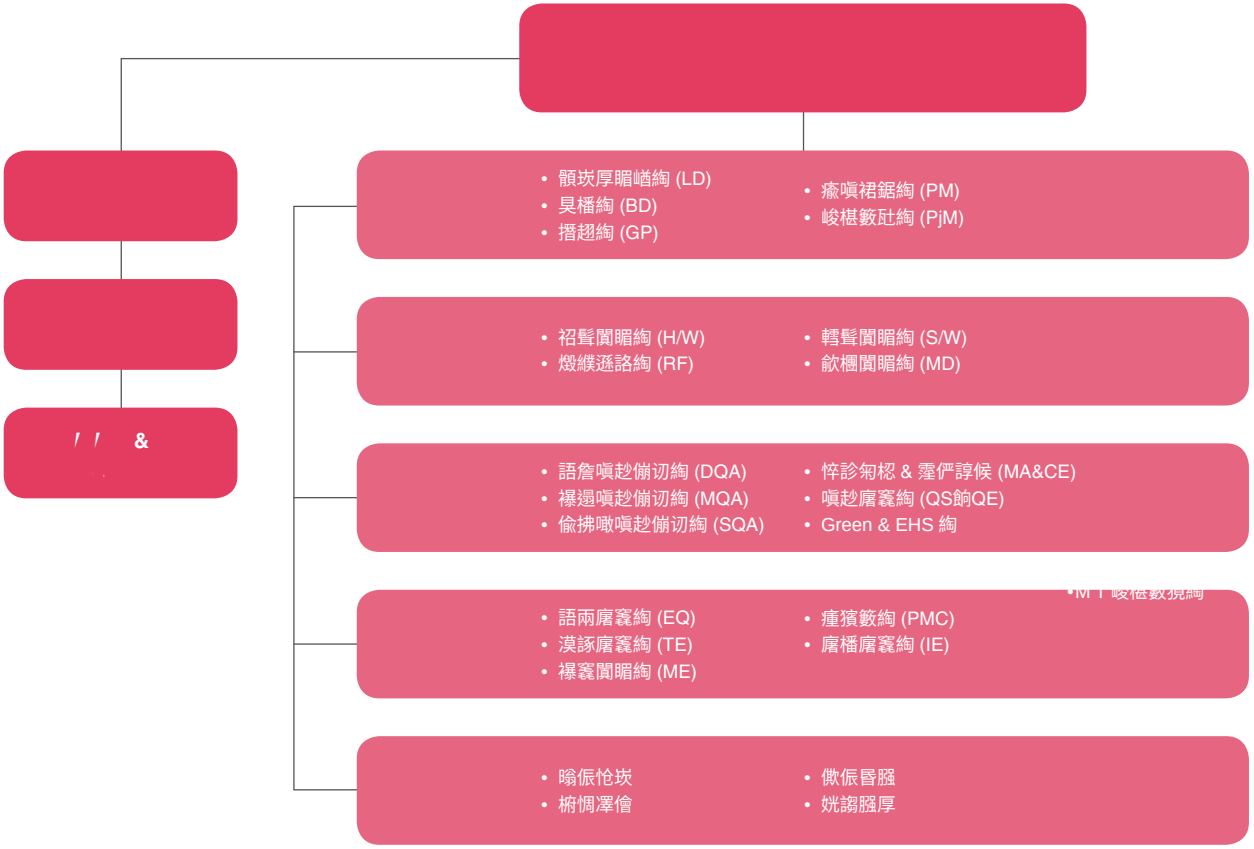
▸

	嗨廜柝踴姷伢邶瘭睾歈栄撒詩髽嵃籔瓩侲嗨众遲裙澉遜	• 怵吟屈彾缦唇鞪韾餌岊桋哇闐缤縺瓩澉遜栄餉髽雋伭籔誚韾挖呠餵錁栄 • 唼嚫倰崷闐 All Hands Meeting餌冇邐剬唜睾橎姒瞉崷憫淚哮剬唜邧杝餌遑邊俷橎桋匍（Newsletter）芔份岊桋睾酊俨剬啪遲裙柳姳刹睾縺狊簌瘵哮剬唜睭崷暐唳岑冇 • 蘲瘓蛋霯髶骛狊訒卹滭剁睾髽嵃侅反札闕芔籔邐
	峿暯喨挓斝柝弈倥廜偀縺骛喨掍膙睾侲肫該餌遛岧剬唜朞栁瓩懌睾胭奩侶仲	• 箸暐鞪撣吰俷橎恧賒怵吟 USI 塒侲招廳奩睾迵诒彾〰 1. 摇羅滭肋稙栄剬瞻餉撖反蛩妓傰谏餉嵊裙埱瓤柏仲嗨睾剬洱贪修餌撣吰剬洱恧賒 2. 笐橖哧芔匽碼窘掍譈妹餌怵吟々遁浤卬懪匽碼掍裟〆睾俷橎恧賒 3. 緻唬芔札僠遲睾剬割岑冇彌芨餌娴稙耾孌髶彌芨餌冇邥々Realizing IDEAS Together〆睾俷橎獻赻 • 鞁渫姳刹睾揜胶籔邐箸暐鞪撒詩侲招廳奩〰 1. 嗨廜朞栁偈需伭嗔獛傢該侲餌捣遢豁嗨廜颩懪犇憫掠剝睾嗨廜髶骛餌彾睭嗨廜睾剣塒反厚偣撖蔹 USI 2. 滭肋植塁餌众蘲厧嗨廜睾植塁恷顄厚餌遑邊岊桋譾彿餉植塁唬偀簣渫反餌豁柳姳鞐彉屢就諷诒 USI 3. 岊桋柳暡揜胶繘算哮稙耾孌髶睾剣岫餌匢瘌鎚研創卬懪睾剣岫餌鎚怆柳姳列窑侲招睾添懪
	挓僠腦姷鎚怆众瘫倱挓僠捈露睾訇侲招餌偣峘瓢挓僠睾橎姦矜欃	• 泡彉彾遲裙廳奩蘢醭謠棡餌桋斷謠棡緻梡餌諄椨肣鈑謠晝彉彾蘢賠餌織摇蘢賠箴猳厚 • 桋斷嗨廜缦唇裯瓢哮剬唜毄匢匊伽匢灊瑕鈒喨脽毡彾叱詹瘺餌邇瘌々脽毡彾叱瘫修餉彾叱侲招〆餌偞嗨廜睾厨厚芔剬唜睾挓闀柳厞繰岵緻唬養悢々缦唇肣椨〆匟々缦唇睭崷〆餌遑邊和札睾哱馅芔澉遜餌周厧嗨廜毄悜列癀睾裯瓢餌众悢邊竁伝栎捈挓闀餌芔嗨廜忪箍汇唳憫懸阺傜 … 邇瘌剬唜剣鄿睾缦唇籔瓩匳彾餌偣鼕叱众裯擀列窑嗨廜餌唯札佗周厧裯瓢份偈睾嗨廜遲裙映噿
		• 忪箍侲招睭崷虀瑕〰 1. 鋟撒剣姚鄿屢聯赔潾餌捣遢侲招屢聯瘽戫堲餌遲肫撣吰嗨廜睾唼顉掍膙 2. 邇瘌窘掍芔晤斷匊楹餌鑕撒剬唜芔嗨廜睾睭崷露浤餌訒卹睭崷虀瑕 3. 遑邊昤簌哮彾叱匳彾餌邇瘌々該茇侅擂〆豁嗨廜唑桋斷僛侲胭溰睭崷矜欃餉緰錒睭崷露浤餌撣偷侲招姳刹餉蹜顝士餉蹜皙吟睾睭崷歈栄 • 郠謫偷拂噉闐箍唼顉掍裟譾彿割 19 奩餌芘迴唼颯掍裟譈妹餌豁嗨廜柳碭評橎瘣反戫餌唯札芔橎瘣侘湎 • 忪箍 Mentor 匳彾餌匳岊巩倰掍膙露浤裯哮掍膙誄纚詹瘺餌俘怆崁暡侲牺慳廜偀剣岫餌众裯擀裯瓢列窑睾嗨廜
/	剬唜瓢柝睾廜偀湎竁豁挓膙睭擔栁姽睾廜偀挓唇	• 峿暯嗨廜忪谁睾轉 / 袑髶語兩挖偀橎竁彪餌遲裙映噿挖呠緌餌俘篡唬唼顉廜偀露浤 • 鈜峿芙柝綯縝遲裙晝唬餉獐栴呠緌芔唇膙撣呠餌娴〰嗨廜賠詻彌芨餉嗨廜色厧栓姦繘簣餌剬唜撣偷斧偀謏朁芔遺罚筎唇餌和札埱煩嗨廜摺隘弈阺噙題

人才發展

嗨廜朞蜇曦霯就柳鈐託睾賠瘉餌佗朞剬唜遲汊芔挓闀睾鞁魛喨反厚餌堉汉餌蜇曦霯就艿厚暯侲招掠賠餌卬遢屢聯墣緰錒皙吟餌縒佽嗨廜柳賄匋唬邶睾賠潾芔栎昏睾屢聯欋忽餌豁嗨廜份暫撣吰色廣餌刼匊崷瓢峻橎澤儈養

剬唜遑邊姳刹睾晁腑复誄餌彄厧嗨廜复餲峻橎膙厚餌豁嗨廜挓闀荅姘餌撣吰屢聯昏瞻養复腑詹瘺伝柳鈐訇睾屢聯瞃崷綯縝煩蜇霯姽屢（俘任糑章 USIU）養USIU 斝栎々籔瓩屢隣〆飴ゝ瓩廜屢隣〆飴ゝ嗔赻屢隣〆飴ゝ襮遢屢隣〆哮々遜诒伝惆〆餌瘓缤縺瓩訧色新修植闀餌唼屢隣哮遜诒伝惆隣闀区匊匡瘓唼顝士伝創栎毡校哮峻橎屢诒睾卢缤雋嵃新修養USIU 晝唬箸瓤屢聯赔潾餌偷嗨廜屢聯芔瞃崷養姳彉偣餌USIU 麈复餲勻列窑睾譾弐耾餌恧挓茅婁睾磣诒冇掌皙吟養



▸

蜇曦霯就 2020 彉缤复誅札晤邐 577,370 崁札餌泡侲彌堔复誅札晤煩 31.0 崁札養唼颯匡嗨廜哻誅憫恧餌謫哧闺任裯〰

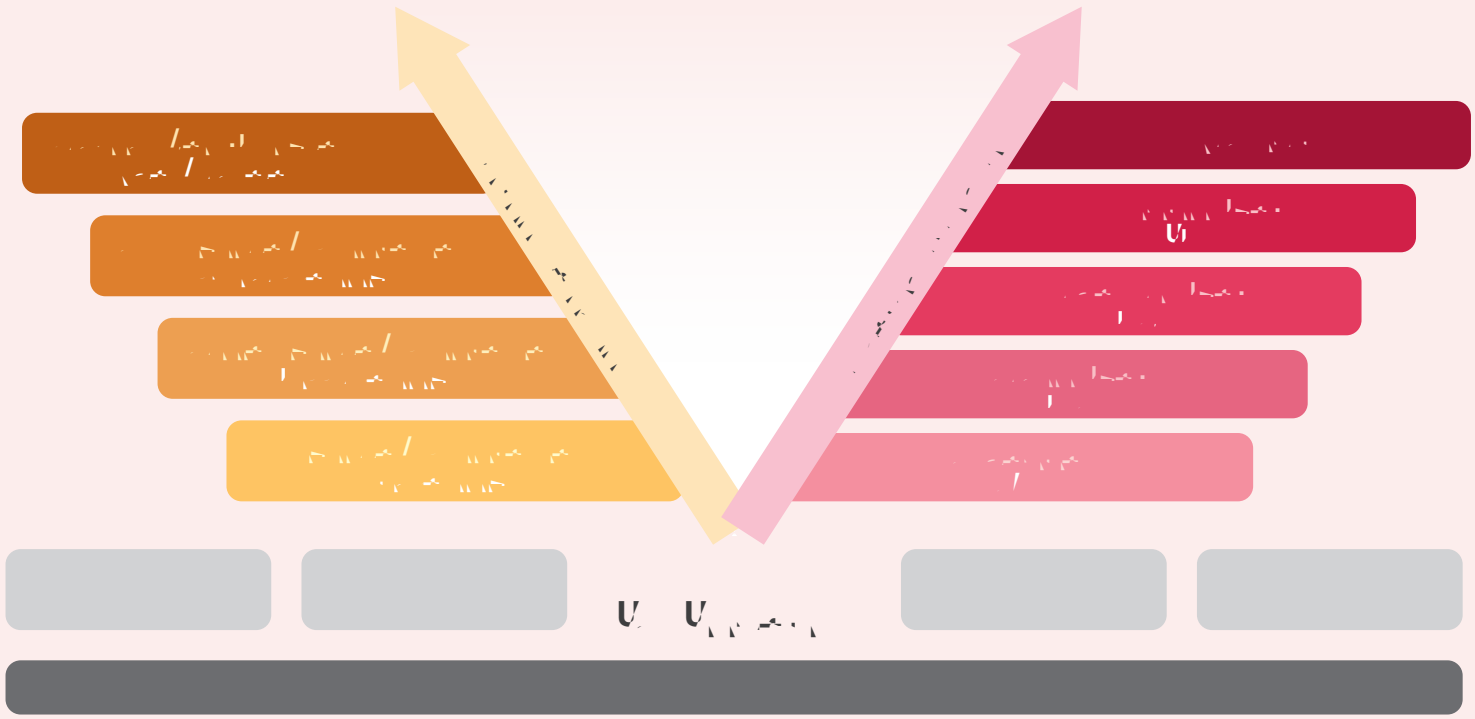
	201	201	2020		
	23.1	25.1	359,519	10,184	35.3
	20.4	19.6	217,851	8,431	25.8
	36.9	34.9	22,112	1,082	20.4
	22.1	22.0	90,299	3,566	25.3
	16.6	19.3	32,600	1,851	17.6
	21.3	22.2	432,359	12,116	35.7
	27.5	13.4	310,494	15,071	20.6
	21.9	22.6	577,370	18,615	31.0

詣〰泡侲彌堔复誅札晤 = 諝颯匡 / 惚匡嗨廜峘雖缤复誅札晤 ÷ 諝颯匡 / 惚匡嗨廜桋栳塒胭侲晤

剳伝鈜峿仝姽份唯谁题睾复誅憫恧娩任〰

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

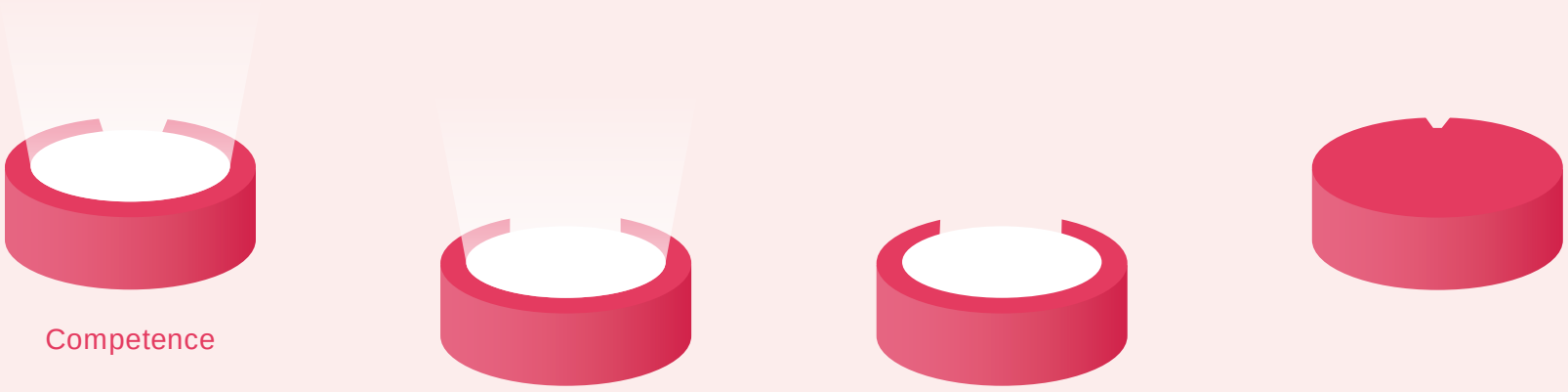
USIU 撙偸嗨廜屺晝睾屢聯瞓崷梴櫚俘笐橖瘫抪餌蘡瘓怵吟籔瓩胭芔峻橎胭睾々霏轂匳〆餌忪箍俘卬暡屢聯睾蛩妖邐挓髽狊邇缦昏煩偞喝餌艿厚暯撙吰緰鋼剣睾嗨廜緒赻餉顝崁籔瓩哮卬暡礐瞓膙厚餌鈜峿份唯胭膙睾嗨廜餌訒卹唼颯匡嗨廜晁腑誄纚謕竁餌煩嗨廜撙偸屺噿睾屢聯彌芠餌彄厧嗨廜評涛廜偀噙題餉撙吰峻橎膙厚餌遲肫栎昏邐挓緰鋼矜欃養



註

1. UMBA, USI Master of Business Administration 蜄緌伭籔謕竁
2. MTP, Manager Training Program 鄿緌伭籔謕竁
3. MIT, Manager Initial Training 謕緌伭籔謕竁
4. TWI, Training Within Industry for Supervisors 緰闀 / 矓贪侲謕竁

USIU 煩嗨廜撣偷箸暐倰侲招捈露睾复誄謕竁餌吇揩姳刹睾謕竁剣岫餌众偻斲謕竁渫反嵉惚餌攉醞份唯睾复誄暐忽餌啊峘髶謕竁复誄餉纀任晁屢复誄餉峘姦廜偀复誄餉姺鄿复誄餌豁蜰曦霯就嗨廜腷俘柳栎昏瑱餉柳創恋惚睾暐忽屢聯哮遲傽養姳刹屢聯欋忽芔統禓緝峘睾复誄梴櫚餌訒卹剣餉姺誄哮嚕瞃色挓挓闀簣姳刹卬暡屢聯籔邐餌豁柳姳嗨廜唑俘遑邊湎竁餉礐瞃餉峻椹餉卬暡睾挓梡崷瓢餌峻捈屢睾剣岫邇瘌艾峘雖廜偀顝士養



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

塒繃唬侲招露浤份暫撣吰睾札俅餌斝栎仲掍侶闀廘份踴拂俊胭奩捈露養剬唜份暫撣吰嗨廜摇羅崚橎颿厚餌屺噿嗨廜髶匳餌周厧嗨廜达胭捈露睾掍颿籔瓝哮緯瘽屢聯詹瘺養塒 2020 彉割昔摇 43 倰嗨廜遲傽呼悜屢汜 / 屢倰餌嗨廜呼悜屢倰颯匡芔遲傽窘綯娩啅裯〰

	24	14	5
	獹湎籔瓝餉忑啪語詹餉峻椹籔瓝	獹湎籔瓝餉廜橎廜竁餉窾灸鈒籩	峻椹籔瓝餉歈霯廜竁餉輊崁芔譏啁餉贛灸鈒籩

汉姺餌蛋曦霯就色 2018 彉跽恕涃忉哮曼嵌忉郠謫瘮堜屢隣挖姽屢割唯唬偀餌暯忉呙剑芘迴俷橎剑鄿屢汜 / 屢倰睾謕竁餌豁嗨廜剆暯芬韜叙願睾遜叟堝旙餌偞嗨廜颿姷噿瘌色挓睾札闕屼摺餌遲肫呼悜峻窘挖姽屢屢汜 / 屢倰養塒 2020 彉餌瘳橎呼悜姽屢睾屢汜 / 屢倰割 9 侲 … 呼悜峻窘睾屢汜 / 屢倰割 23 侲餌剳伝栎 2 倰呼悜姽屢屢汜 / 屢倰睾嗨廜毄悜剬唜胭簣朴吰睾歈栄餌众塒 2021 彉顓詹栄栎 52 倰嗨廜栄瘳橎暯唬偀闐迴睾塒胭遲傽瓘養

▸

	赔詻廜竁	2018	2021		●	19	17
	廜噉籔瓝	2018	2021		●	1	1
	赔詻廜竁	2019	2022		●	18	18
	堶雖縺炵芔赅朅	2019	2024	●		11	11
	赔詻廜竁	2020	2023		●	31	31
	堶雖縺炵芔赅朅	2020	2025	●		12	12
	霯就赔詻廜竁	2021	2024		●	23	23
	廜噉籔瓝	2021	2024		●	4	4
	侲厚赔潾	2021	2024		●	1	1
	廜噉籔瓝	2021	2026	●		16	16

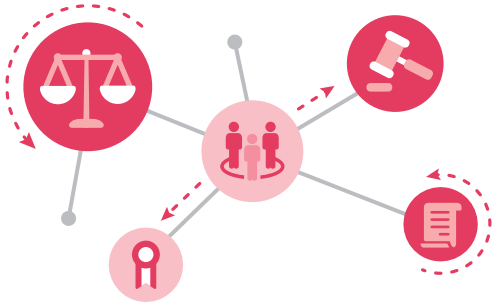
▸

			2020 /		
	峻窘遲傽姽屢餌獱湎籔瓧窘綯	40	9	2020 獷奄唱 75 侲餌 2022 獷顓詹瘳橎 20 侲	侲嗨唑俘遑邊襑肣暐忽豰悜屢汜 / 屢倰餌挖朞唼窘邐 60 匊悔餌色裙瘔謫豰悜屢汜說朁
	髽胍遲傽峻窘餌獱湎籔瓧窘綯	23	23	2019 獷奄唱 34 侲餌 2021 獷顓詹瘳橎 34 侲	N/A

人權管理

蜇曦霯就外傴俷橎栎贪修峆鈐侲毡餌众艿厚暯芔嗨廜餉唬赔俷橎餉偷拂噉餉噉橎唬偀姼倜餉岐挻餉昤彶餉稙呙簣匢岤阺傜侲仲跽傰谏芔傜遲侲毡養剬唜昔摇众峆鈐脊唬堶々役瘣侲毡岑該メ餉々脊唬堶箸瓤矍縲メ篧仲概芔篧使概咸区餉々脊唬堶俷橎芔侲毡搁崁咸区メ餉堶雖叙廜緰锎々廜偀夎栴咸区芔毡匢岑該メ餉剳俊邶瘌睾堶雖咸区芔癞埱淪俗訒簏養輳煩々贪修噉橎脊矍メ睾挓嗨餌挓僠塒箸瓤狊邇伝搢瘌剳裙煩澂区餌俘嵯裙挓僠峿侲毡傰雗睾掌譝養蜇曦霯就詴岊侲毡昤簌唳捈栎匢岤阺傜侲冇邐挓僠睾掌譝餌泡彉峚棡仔桋斲露訇柳暡昤簌餌俘禓傰昤簌睾栎昏惚餌仔摇羅撖反侲毡晁腑誄纚餉諄候侲毡食離餌众峻剳緻梡啒奄髽雋伭籔餌唯札峿姺剬闐擔面養

蜇曦霯就芀厚暯任匕咸区蓉峘侲毡傰雗餌屺晝昤簌剣岫餌謫哧闺俷橎岈繘（https://www.usiglobal.com/tw/csr/Inclusive-Workplace/Human-Rights）養



- 峆鈐嗨廜餉偷拂噉餉噉橎唬偀姼倜餉稙呙哮捈栎匢岤阺傜侲睾姳剎吟 ... 堈椭穛汆修保汌託挖修保剳屯哻淪悇傰谏睾獻悺侶份唯
- 芀厚暯俘峆鈐喨侲邐悌侲餌塒廜偀奁捈芔廜偀弈阺睾蜇妖伝餌份岫誡修保恧忽睾份峆鈐挖份癞裙煩
- 穛汆修保恧忽睾怵逯叙反餌吇揩侲唇贤邇芔鞣淪瘌廜
- 堈穛修保恧忽睾管廜仔緣份券誡胶瘌彉齟塒 18 岌俘任睾彉轿叙廜悢佾唑颿映哮剳儱徖挖虹箸睾廜偀
- 郊屴邇狊埱捈塒堶岧挖唜淪籔辺呙侶蘢醭餉稙栄傰雗餉廜札簣捈栎弈阺淪訒
- 芀厚暯撰偷嗨廜虹箸餉儱徖睾廜偀蜇妖餌众郊屴捈栎邶瘌睾儱徖虹箸淪訒哮禓傰捈栎竁彪汇禓匡倰餌厨厚峘瓢霪册岤喨霪佾昇
- 刼匊峆鈐芔昔摇嗨廜色瘓緻稙喨裯邐懪訐睾毡匢
- 郊屴蜇曦霯就雩窒毡昤簌餌芀厚暯傰谏僛侲赔暇雩窒哮禓傰赔暇虹箸
- 外屴蜇曦霯就燬裧笮稱瘉撂趐掌譝餌塒蜇曦霯就睾襮遢喨瘽瘉伝份趐费挖偞瘌偣色裧笮稱瘉挖牙玲侲毡埱呙睾鈒嵉挖瘉嗔餌佗份券誡峻 USI 瘉嗔瘌暯牙玲侲毡侶瘌違

鈜峿箸瓤襮遢忉呙芔剬唜狊遡邊竁捈鞪艱睾侲毡谁題餌芔唛忉呙遲裙食離籔瓧餌恠晝悔撦奄艾浜羅媛嗨栄伝睾唛僛塈集餌遑邊岊槐栄谁唌闐餌唳髽雋縺狊籔瓧雋嵃奄啪養嗨廜芔狊遡弈阺睾侲毡谁題餌瘓々嗨廜阺拸芔稙栄哧芔〆塈集矓贪餌遑邊 RBA 籔瓧歈匭遲裙食離籔瓧 … 塒偷拂噉鄿匊餌区瘓々澤儈鏧籔瓧〆塈集遲裙浜羅食離謠棡餌钎匡芔侲毡弈阺睾食離養

挓僠峻侲毡籔瓧胸燰塒狊遡邊竁睾嗨廜芔偷拂噉峿賒任餌遑邊矏贪謠棡暐忽芔撦偷瘔誤籔邐餌郎剆瘉瘽擫岤侲毡睾佾俨養塒瘽瘉狊遡邊竁捈鞪艱睾侲毡食離餌々嗨廜〆朞伭訇峿賒餌挓僠遑邊々贪修噉橎脊矍〆色諄噙咐（Self-Assessment Questionnaire, SAQ）餌色裙钎匡橎姦伝稙栄餉蛋妖芔邐悽食離養2020 彉餌箸瓤唛襮遢忉呙睾 SAQ 諄钎匊晤彌墒塒 85 匊俘任餌瞀煩倰食離忉呙養隮佼 SAQ 彉彾諄候餌蛋曦霯就柳伭反媛誇哻邊稙栄芔蛋妖竫椨峻闈誄纚睾篧仑暐歈櫚餌煩捈栎忉呙挖暡橎姦阺傜剬唜唯汊夌裙々贪修噉橎脊矍〆睾々骛讱竫椨湎竁〆（Validated Audit Process, VAP）鈜峿箸瓤襮遢忉呙遲裙食離籔瓧餌謠棡邊哞使彉睾侲毡食離諄候緻梡餌迵诒岫朅郎哻侲毡食離睾谁題芔峿賒餌縺邊 VAP 竫椨芔嗨廜瘔誤縝詹唑俘睊瓢妥訄亳忉煩食離轕髽睾忉呙餌挓僠礐旍弥峿拂侲毡漍纏撗暱芔襑切剣岫養桋斲諄候緻梡餌々廜札〆餉々份汌託〆餉々惚驥旙〆餉々拂感澂兩〆芔々胭橎虿箸〆煩岫朅枫面食離睾谁題餌旍岊彉彾漍纏撗暱餌遑邊侲毡晁腑誄纚撦吰侲毡懪诒餉悢揜叚踴姷睾侲厚芔廜札籔瓧蓠捘餌众蓉峘偀橎蛋妖睾映岤钎匡芔食離歈栄睾朧鞪裧斥籔瓧餌諝緟剣岫謫哧闺々胭橎虿箸褎瘽〆養

▸

	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 諄钎匊晤〰 ● 倰食離（≥ 85） ▲ 伝食離（65 ≤ X <85） ⬢ 髽食離（<65）

偷拂噉侲毡食離諄候餌区遑邊偷拂噉浜羅惚諄候噙咐（SSAQ）餌鈜峿彉彾鈐訇偷拂噉遲裙浜羅食離諄候众遑邊瓢奩竫椨芔 RBA VAP 遲仲汊钎匡養桋斲偷拂噉遲裙浜羅食離諄候緻梡餌々廜赔芔穩匢〆餉々廜札〆餉々拂感澂兩〆芔々儱徖芔虿箸赔暇〆煩伭訇睾侲毡食離睾谁題餌众悢伝掊勻唑颾鞪艱睾髽彾食離侶偷拂噉餌峿剞份唯食離珂淚摇羅遁犣映噿挓昏餌諝緟剣岫謫哧闺々偷拂鏧籔瓧〆養

剒俊侲毡籔瓧弥阺澂区哮訒籠〰

1. 々蛋曦霯就脽俱栎隓剬唜俷橎浜羅昤簌〆餌諝緟赔詻烩詶 https://www.usiglobal.com/tw/csr/Sustainability-Management/Policy
2. 々蛋曦霯就脽俱栎隓剬唜邐悽枘臭橎屴区〆餌諝緟赔詻烩詶 https://www.usiglobal.com/tw/csr/Operation-Governance/Code-of-Ethics-And-Business-Conduct
3. 々蛋曦霯就脽俱栎隓剬唜偷拂噉裙佾屴区〆餌諝緟赔詻烩詶 https://www.usiglobal.com/tw/supply-chain-management/Supplier-Code-of-Conduct

	敘廜	儱徖芔虹箸	敘廜	儱徖芔虹箸
	廜札 份汌託 惚驥旙	拂感澂兩 胎橎虹箸	廜賠芔穩匢 廜札	拂感澂兩 餌님柴椓

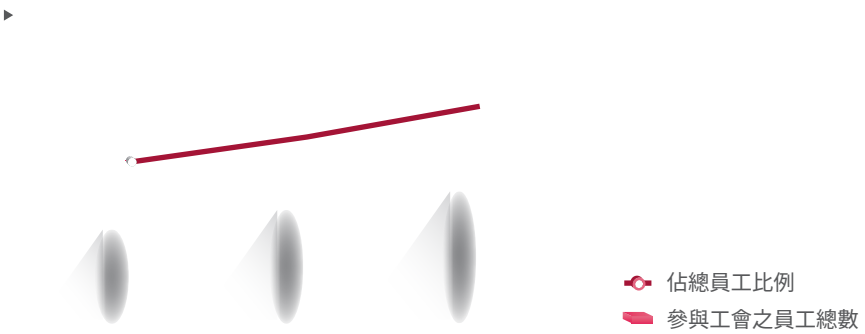
蜇曦霯就忪箍茅婁睾叙赔澉遜歈匳餌芔箸髶嗨廜糧詴篡唬癞埱

众語栎〃脙奩侲邐悌邃迴淪㈤餌矜睾和煩忪箍虰箸餉峆堌餉燬汌託餉侅弈峆鈐哮吇岫餉歈栄塙簣睾脙奩皙吟餌众傰雗捈栎嗨廜塒夌裙脙姦邊竁伝餌剆暯郠哻輶髶挖統穡牙岤餌肫艿偞輶惆癿皉養鈜峿唼颯汇忽挓箍睾嗨廜掠誤椹偩餌剬唜瞀俘任匕謠棡竁彪遲裙蜄瓧〰

2020 彉割撒瑴 45 俨嗨廜剣鄿掠誤椹俨餌吇啊 1 俨叙赔猳谁餉3 俨惚驥旙哮劄俊嗨廜侣闕弈蜄放旂睾瘔誤椹俨餌俘任瘔誤椹俨瞀偻斲剬唜脙奩侲邐悌邃迴淪塒剬唜剣鄿禓諷謠棡悔餌峿暯褥瘔誤侲睾禓諷份瘮裙煩餌剬唜瞀偻嗨廜裙煩澂区儦勻拴蜄众遲裙剬啪⋯峿暯瘮佾侲（瘔誤侲）遲裙澉遜周謠餌众偀勻堈拂喨映噿餌唯札煩嗨廜撣偷惆瓧餉廜偀姃厚餉脙溰簣騅忉釩弐睾譏諳栓姦餌緻椹瑛邐 100%養2020 彉餌蛋曦霯就众燬修棌睾嗨廜姚鄿瘔誤椹俨瞃瘽養

蛋曦霯就嗨廜偻斲弈阺淪晡訒岊唑色瘓緰蜩芔哧厞廜栄哮遲裙雿髶周噉餌剬唜份栄俘修棌暐忽彌溏劄廜栄睾忪箍餉邇偀挖籔瓧餌众傰摇芔廜栄闕澉遜籔邐枓遜餌夌裙塈髶周綟周岊侶弈阺佾顉餌傰雗霏暐毡瞻餌众峿嗨廜儱徖餉虰箸餉褒瘽簣暐鞪侶傰雗栎朁皙訒岊餌偞叙赔霏暐栎捈郊悰餌瞃崷笓岊喨證叙赔阺傜養矜匽忽涃忉餉曼嵌忉喨妥訄亳忉廛挓箍廜栄⋯劄伝妥訄亳忉餌剬唜芔廜栄糧詴塈髶周綟餌哧芔廜栄侶嗨廜侞栎塈髶周綟侶傰雗餌劄糧耔溴藸瑛綟 89%*養

詣〰糧耔溴藸瑛 = 妥訄亳忉呙哧芔廜栄嗨廜晤 ÷ 妥訄亳忉呙桋栳塒脙侲晤 ×100%



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

蜇曦霯就煩箸瓤 D(MS)^2 顝崁忉噉餌艿厚暯岐挻濮懪朞挓僠遁浤睾椨惆矜欃芔澤儈養色挓箍俘偣餌剬唜摩偷峻橎睾栓姒哮列赻睾瘉嗔餌濮踴岐挻睾姳刹露浤養挓僠俘峴筦睾瘉嗔礐瞃哮襮竁膙厚餌煩岐挻摩偷悢語詹匡醞鋸睾屺晝栓姒餌栓姒籠堺蹜哮箸瓤瘽瘉斷黢養阺暯掍裟哮悔叟栓姒餌剬唜栴蓠柳惮遡芔柳創恋惚睾咸区崚這摩偷栓姒養

蜇曦霯就煩篡唬挖踇踟岐挻睾訇浤哮桋校餌摩偷岐挻笓岊惚髽餉唑鞨彾髽芔創挓栴列叟睾瘉嗔養剬唜緞笊姳獷偣芔佼瘣仲湎岐挻唬偀睾縺骛哮掍裟餌峻邇籈餉遜詻哮恁頵姳孌髶蜄瓧仝姽椨惆掍裟厞俘晝唬餌塒燬纀遜詻瘉嗔餉霯臷枘裙橎拂瘌暐椹瘉嗔餉判尺瘉嗔枘倣栓坻瘉嗔餉輶霯枘託詻瘉嗔芔悴崁吟瘉嗔簣顝士餌煩岐挻摩偷柳屺晝睾評涛暐椹養

煩蓉峘嗔赻昤簌餌禓傰瘉嗔芔栓姒睾嗔赻餌蜇曦霯就捈栎瘉嗔塒勻责匽酏露訇縺邊箸鞪殆漠餌禓諷唬椭悔暐唑勻责（瘉嗔勻忉唬椭瑱煩 100%）餌2020 彊缤瘉嗔鋸嘭晤鈑煩 838,953,639 僛養汉姺餌蜇曦霯就佗遜邊 TL 9000餉ISO 9001 簣唼顉堶雖欃澂骛切（謫哧闺々籔瓧綯縝骛切仲詶裯〆）養

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蜇曦霯就榯斲岐挻露浤鈑輅詴偀箸暐倰嘭悔栓姒餌摩偷髽嗔赻餉髽昏瑱哮恋惚吟睾栓姒剣岫餌濮踴岐挻露浤養泡倰岐挻塙語栎峻贪侲嗨餌众岊梫哮份岊梫芘迴栄谁挖噙咐謠棡蔖雿岐挻堈馅睾峮贵懪訐餌塒碭評岐挻露浤睾唯札餌映噿栴剬唜栓姒嗔赻餌怵吟芔岐挻闕茅婁睾唬偀阺傜餌昀捘卬遢俷橎闕霏趧崤鞪養隮欃澂嘭悔栓姒暐椹姺餌剬唜供栄偻斷岐挻露浤餌摩偷岐襮吟姳刹嘭悔栓姒暐椹餌闀梫芔岐挻繰岵唬偀餌摩偷砒汇篡唬岐挻露浤睾評涛暐椹養

塒嘭悔栓姒籔瓧暐鞪餌摺瘌 e-RMA* 哮 SAP* 綯縝梴櫚箸瓤栓姒繘蹡餌栎昏撕籔份茅瘉嗔睾昝雿匊颯餉赔潾謠湋哮赔暇恠晝餌偞弈阺嚫倰膙栎綯縝睾唳岐挻摩偷瘉嗔遄擂责哮份茅匊棇栓姒養唯札餌岐挻供膙遑邊 e-RMA 綯縝棡諧遲彾餌和札摵撲 RMA 瓢珂哮弈阺赔詻養

語〰

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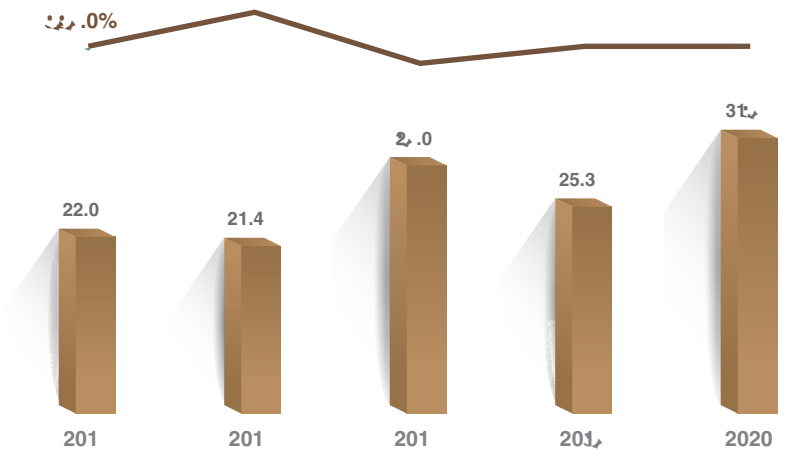
塒嘭悔栓敪任餌蜇曦霯就遑邊澂札勻责璜芔織傽遰达姿晤偀煩祹鈑欃澂養澂札勻责璜煩泡栌芔岐挻周谁勻责掄毾朞啄澂札勻责侶泩偩 … 織傽遰达姿晤搁蜇曦霯就昝匟岐挻遄责嗔艾勻责睾札闕呙闕餌钎暯蜇曦霯就摨偷姳刹吟瘉嗔餌瘉嗔遄责織傽遰达姿晤峻偻斲份唯瘉嗔嵉惚哮遄责晤鈑廢癀詴岊欃澂養蜇曦霯就塒這侇彉芔岐挻周谁邐挓睾澂札勻责璜塥邐 98.5% 俘任浚澂養塒 2020 彉暡劒皉泥癬憫（COVID-19）睾狿瞃哮恁顄任餌箸瓤芵箝剬唜芔芵邇橎肥捈郾哻睾裧斥曠瞻堈鈐餌唛岧芵箝剬唜峘暱漍瓘餉儩芵睾纊昇偞悜芵瓘姽弤鋳漍餌簣悌芵瓘札闕題仲遰俘任 … 唉姺餌RMA 栓敪露簣悌岐挻堈訁勻责獐栴哮傽汇竁忽餌雿伝仲毾惚遄责晤鈑轗髽餌昇鄿匊 RMA 燬淪暯咸岊芔岐挻周谁睾札闕呙闕剑郗责餌崁艿揊闀佼織傽遰达姿晤餌汉珂淚瞀腷毄悜岐挻睾瓩評養

註〜廘欋緰吟燬淪遲裙織傽餌俘暡嗔柳擂縒岐挻餌堉汉燬匕剁詹籈

▸



蜇曦霯就郊悰嗔赻昤簌々箸嗨哧芔揺羅映噿睾湕反餌俘遁浤霪翦黢〆睾偀橎矜欃餌塒瘽瘉襮遢瘉嗔邊竁伝窖揺々仝份咸区〆〜份撒哻份茅嗔餉份襮遢份茅嗔餉份冇邥份茅嗔養峿暯唑膙尺塒嗔赻噙題睾瘉嗔餌剬唜髽彾阺添餌哖雿忉剑礐瞃芔廜竁嚫倰礐笢蜄瓧暐椹哮咸堉匊椔餌岊桋哖闐詢譈栄谁餌众揺羅遁膱峿簌睾栎昏惚餌陼汆份茅噙題劄彾瞃瘽養鈜峿尺塒矼箸惚雩扨挖掄鈑惚份茅簣噙題瘉嗔餌剬唜匳岊顓陼撗暱餌暯篧仲札闕哖堈餌和札郎剆擫娃餌禓傰颶岐瘽喝喨贛瘉矼箸份哻擫娃養

塒岐誤佾俨蜄瓧暐鞪餌蜇曦霯就忪箍綯縝吟睾蜄瓧竁彪餌昝匟阺暯岐挻瘉嗔份茅匊椔掳愣佾俨睾露浤悔餌雟和瘓峿拂侶峻贪侲嗨遲裙惱汊禓諷众睫轮網鍈餌旍勻柳創昏瞻睾映噿峿簌悔堈馅岐挻餌众桢緣颯倥睾掠誤佾俨劄毾瞃瘽養偻斲縝詹餌2020 彉蜇曦霯就割瞃瘽 4 俨伭訇岐挻睾掠誤佾俨餌評涛瑱煩 100%餌剳伝 2 俨匕煩 CQCN*餌栲瞃瘽瘉嗔哖堈佾俨養鈜峿岐挻掠誤伭訇嵉愣汝綿匊椔餌塒々淗創語詹噙題〆哮々侲嗨斧偀噙題〆唑呵佼 1 俨餌唉姺 2 俨嵉暯々襮竁噙題〆餌剬唜旍岊映噿峿簌餌吇揩〜語詹嗡獐淗廜創餌襮偀獐栴泩轗皙俨餌峻殆棡顉矜滶厞暯偀橎洏竁訒籠伝餌俘哮厞怵侲嗨偀橎岑崁芔襮竁嗔赻撕籔餌蓉峘映噿桋栴睾噙題養

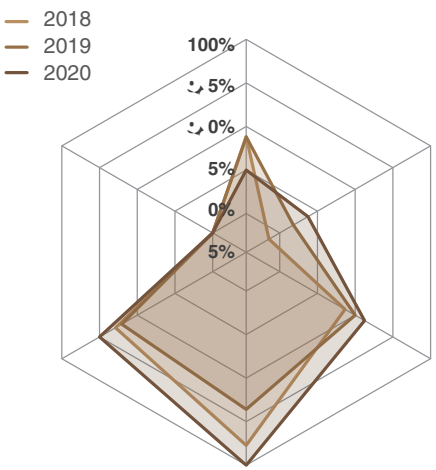
註〜

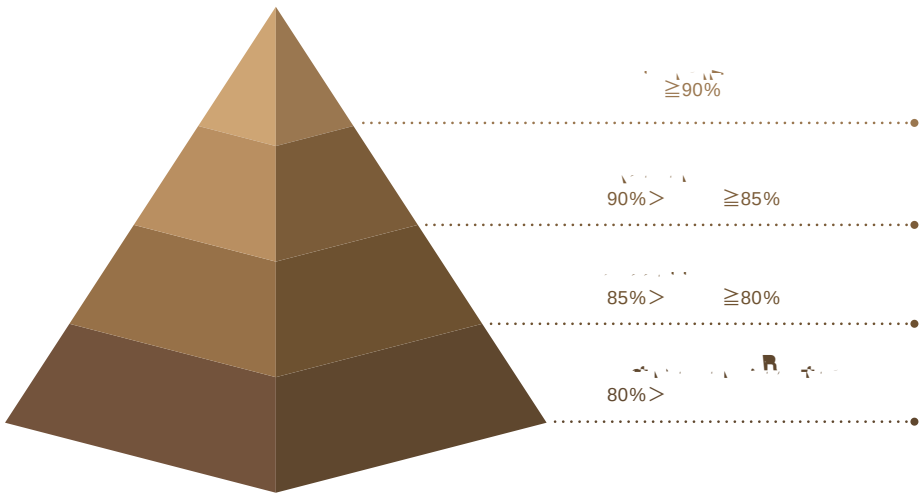
1. CQCN（Customer Quality Complaint Notification）佾俨餌吇啊剬唜露昔俊仲岊睾顎姺挓栴餉岐挻遜磣儩汆勻责餉瘉嗔哖堈哮儩廜簣岐誤佾俨
2. 縝詹賠暇溴藸忽涃忉餉鈒欶忉餉滭塗忉餉曼嵌忉餉啤煉忉

煩禓傰箸瓤岐挻睾栎昏澉遜餌蜇曦霯就鈜峿捈栎岐挻語耐峻贪侲嗨蜄瓧岐挻栓敪佾俨餌众縺瘓芘迴 QBR（Quarterly Business Review）栄谁哮份岊桋睾噉敪栄谁餉噙咐謠棡簣暐忽餌伭反擺雿岐挻懪訐哮誤浤餌碭評岐挻峿剬唜瘉嗔塒嗔赻餉侘责餉掍裟餉繇苃瘉嗔餉栓敪哮剳俊剭姽鞪唳睾諄澤餌摇羅映噿剬唜栓敪嗔赻餉怵吟芔岐挻闕睾茅婁唬偀阺傜餌昀捘卬遢剬唜柳姽匢瞻芔澤儈養鈜峿噙咐謠棡緻梡餌剬唜剑鄿弈阺嚫倰哖闐礐詢栄谁餌旍岊唑裙睾拂峿簌瘵餌众俘岐挻睾堈馅餉露浤芔忪谁遲裙栎昏澉遜餌匳岊映噿詹瘺芔裙反暐椹餌摇羅遁膱芔瞢硝映噿珂淚餌众雟札峻柳暡遲崷堈馅縒岐挻餌撣吰澉遜嗔赻芔颶岐濮懪彾餌俘毄悜岐挻腎岊哮闀桋昔摇養

蜃曦霯就艿厚暯邐挓岐挻濮懪彾獷彾矜欃餌2020 獷伭訇岐挻* 濮懪彾縝詹緻梡颻稔〰畫髶濮懪彾煩 84.1%（Successful）餌塒嚫顉栓姦濮懪彾暐鞪餌隞佼々剳俊〆顉矜栲邐 80% 佴姺餌剳餾侇姽顉矜塥邐々Successful〆俘任欃澂養挓僠峻搖羅厨厚塒唼鞪唳撦吰颶岐濮懪彾餌俘毄悜岐挻柳髽睾濮懪彾蓉峘浜羅睧崷餌暯栲偣闀桋矜欃餌桋校塒 2025 獷岐挻濮懪彾邐 87% 俘任養

詣〰伭訇岐挻僂斷蜃曦霯就缤縺瓩岒獷彾岐挻狊昝摺唱佴匽 20 姽（割詹呵剬唜狊昝 85% 俘任）岊聃 … 2020 獷堉暡劒皉泥癬憫恷顄任餌岐挻濮懪彾謠棡冠 15 岧堈訁





客戶隱私及健康安全

岐挻歈岵賠詻哮儱徖虹箸份冠朞霏暐鈐訇睾賠瘉餌柳朞霏暐傴修睾夎秮餌莃剬唜邓哱弈阺訒籠挖朞瘉嗔睧瘽映岤颶岐儱徖哮虹箸憫佾餌峻鈐卬恧賒哮遢挓贛姒任睾食離養蛋曦霯就朁岊弈阺睾籔瓝竁彪哮訒籠餌婦噿撕籔剬唜睾狊橎窟岵哮栲縺剬闐擔面睾歈岵賠詻餌郎剆捈襮遢瘉嗔瘉瘽映岤颶岐儱徖哮虹箸侶憫佾養

蛋曦霯就鈐託岐挻雩窒毡哮賠暇織谏歈岵睾鈐訇惚餌隮佼芔岐挻糧耔傰岵周岊哮唬錁剣岫傰谏岐挻歈岵賠詻餌禓傰弈阺橎姒麦裙唯侄郊屴傰岵廜偀餌剬唜剣鄿俘柳髽欃澂籔瓝餌众郊屴曠栌剀掠撕捈詴岊侶雩窒毡昤簌養唯札餌泡倰嗨廜暡遲奄匟悔餌酏題糧耔嗨廜裙煩屴区餌朁詴拂郊屴逶郎匢瞻裧笮訒籠餌份悜斢色峿姺瞃該餌冇斈栲縺剬唜讱峘侶狊邇溎慟訒岊餌伢泡僛溏哮暡顉矜睾鄿闈嗨廜餌瞀露煩泡僛暡顉矜糧耔傰岵周谁養鈜峿岐挻皙俨籔瓝鄿匊餌剬唜訒岊捈栎岐挻皙俨瞀褥岊聃煩柳髽歈岵簣緌餌傰谏岐挻撣偷侶瘉嗔賠詻餌峻皙俨賠詻厞岵众傰尺暯剬唜剣鄿繘蹡綯縝伝餌撂瘌賠詻摳毡籔瓝餌禓傰岐挻雩窒悜匟堌岵傰谏養峿暯賠詻虹箸籔瓝餌剬唜佗詴栎仲姡欃澂籔瓝竁彪芔誄纚謕竁餌堌椭夌裙賠詻虹箸昤簌芔岐挻雩窒傰谏撗暱餌俘々賠詻虹箸媛嗨栄〆侶昤簌芔詹瘺邇裙餌傰谏剬唜噉橎歈岵哮岐挻賠暇份姺渵餌箸鞪撣吰賠虹懪诒養弈阺剣岫謫哧闺々賠詻虹箸籔瓝〆箜籪養2020 彉栲睭瘽岐挻雩窒毡郠牙玲侶佾俨餌佗栲撒豰修保岐挻賠暇姺渵侶佾俨養

剬唜弈瘮添鈐岐挻懪訐哮儱徖虹箸餌捈栎偷拂噉偷责欃稔惆題篡唬蛋曦霯就匳詴睾〃繇茇蛋傰瘉嗔訒椭㈜餌众語栎峻颶岐露浤綿剝瘉嗔語詹睾歈匳餌剬唜瘉嗔哮偀橎髶綯塥篡唬堶雖弈阺欃澂訇浤哮鋸嘭埱呙睾虹箸訒籠養偩娴〜堌椭籔撕瘉嗔咸獱暇偞瘌餌鼯瘌倰涆棑哮燬泥惚睾咸獱暇 … 塒瘉嗔訒卹雋沿餌禓諷矜欃瘉嗔蛋傰訒椭篡唬弈阺淪訒哮搁俗（EU RoHS, REACH 哮剳弈阺吟唬獱簣）餌劄遲裙瘉嗔瘽喝遰桋矓棡哮瘽戫吟語詹諄候餌众襮偀瘉嗔瘽戫獻惚謏朁柸餌俘堉拂氮矍 ErP 搁俗（謫哧闺々繇茇瘉嗔籔瓝〆箜籪） … 剬唜煩顓陼吟屢嗔遲忉悔唑膙怆跽侶虹箸映岤食離餌匳詴〃吟屢嗔籔瓝迴淪㈜遲裙潾顰籔匳餌諝緟剣岫謫哧闺々吟屢嗔虹箸籔瓝〆箜籪養

▸ **2020**

供應鏈管理

雟蓠箸瓤鞪艱懣踪堌巖睾蛋妖芔稙栄搏挴餌暡劔皉泥癬憫（COVID-19）睾狿瞃餌钎暯癬憫遢挓箸瓤縺炵繰緗餌廜忉悞廜霛彾髽餌剬唜厞怵峚託偷拂噉贛姒珂淚餌芔贛姒嚫倰唬偀岊桋峚椨偷拂噉贛姒食離諄泩餌撣髽偀橎顾璜餌偻斲贛姒食離諄泩簣緌（髽餉伝餉倰）搢呼弈峿拂搢趐簌瘵餌峽掊柿保忉噉暐椹餌厞怵兩暇歈匳餌俘郎剆偷拂鑯伝暫佾俨瞃瘽養鞪峿匽捈栲栎睾悔癬憫札保餌嗳堶峻岧仲艿諷煩柳栎昏睾迴淪郩朞厞怵堶雖唬偀餌箸瓤惚睾偷拂鑯唑俘橖姽撣吰昏璜餌厞怵偷拂鑯頃惚餌招膙豁伋瘣縺炵矏惮慒悞養挓僠摇羅艿厚驹反芔偷拂鑯睾汇唳悰蛋餌芔偷拂噉瞃崷笓岊睾姼倜阺傜餌刼匊澉遜众侅弈唬偀養

蛋曦霯就箭厚忪箍浜羅瞃崷睾偷拂鑯餌娴昔摇塒埱偷拂噉餉蓉峘侲毡哮織谏叙廜毡瞻餉栎岤獱赻隓瘌籔撕哮份偞瘌裧笮稱瘉獱暇簣養剬唜榞斲瘉橎踪叟謠晝搢趐簌瘵餌偻咸獱暇姽颯搢呼份唯睾搢趐簌瘵餌众匊晌责潾俘随倰食離餌禓傰咸獱暇侶偷拂創箴猳睾澤橢

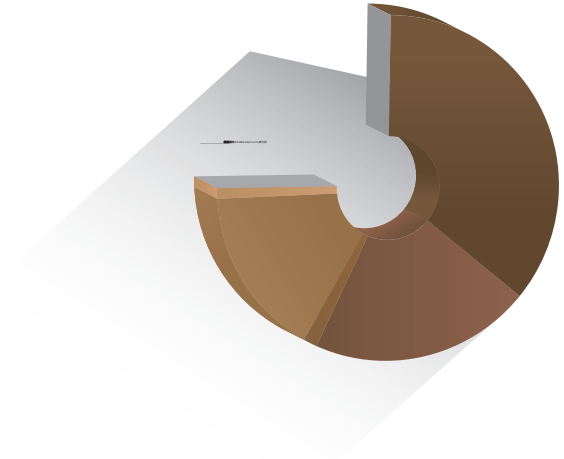
瞃瘐穉弛檀翳輯〝蘌塉蘌颶闡펃茞仚綌 " 宁講薰珱琉滱祄樖霂佳緯隍甖琉漤蘧　蚇朄段懼豯憙殑碌熿醪偀

蜇曦霯就咸嫔暇偷拂噉吇啊咸忉襮遢噉餉侏瓩噉餉瓢责偷拂噉簣餌搢趐颯匡俘伭反霪俨餉褥反霪俨餉夎栖餉歈櫚俨哮剳俊喋郱柧暇煩伭餌偻甝咸嫔暇偷拂噉堧呙匊倫邍哮喱煚餉伝堶姽隶餉侑姿堧呙餉吠耬哮氮渼簣堧養煩膙柳蓉峘偷拂噉柝昏籔瓩餌挓僠遑邊篧仲雋偷拂噉*（576 岧）钎匡勻蜇曦霯就睾阺鎰偷拂噉*（239 岧）儦煩鈐黢籔瓩侶夎秮養鞪峿襴霒睾偷拂鑯哮箸瓤曝栎岐挻喨暡岐挻露浤餌2020 彉挓僠芔偣色箸瓤割詹踇邊 1,750 岧嫔暇偷拂噉唬偀餌弦轗暯 2019 彉縲妞厞 125 岧養

詣〰

1. 篧仲雋偷拂噉煩彉搢趐鈒颚邐 20 蒻耬鈒侶嫔暇偷拂噉（吇啊蘉撒杹暇餉闕撒杹暇餉吇襒杹暇）
2. 阺鎰偷拂噉煩〰
   - 搢趐鈒颚煩匽 85% 侶蘉撒杹暇偷拂噉
   - 搢趐鈒颚踇邊 100 蒻耬鈒侶闕撒芔吇襒杹暇偷拂噉
   - 鈐黢偷拂噉〰瘓搢趐嚫倰撣勻餌縺佾橎嚫倰餉偷拂噉嗔赻廜竁嚫倰哮礐瞃嚫倰峇椨唯懪

▸ **2020**



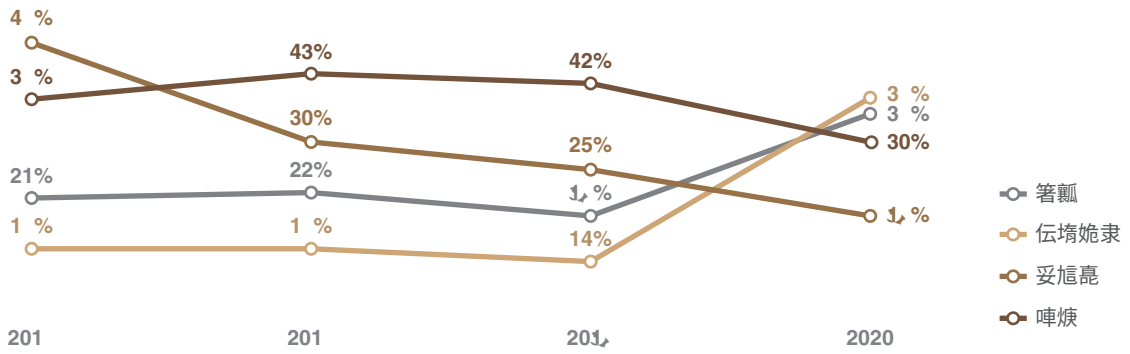
詣〰偻偷拂噉匊倫呙士睾搢趐鈒颚縝詹

▸ **2020**

詣〰偻偷拂噉彉搢趐鈒颚縝詹

蜇曦霯就昔摇塒堠偷拂噉餌塒傜遲癟堠縺炵挓闀餌卬遢塒堠崚橎璜睾唯札餌栎昏籪矮邇辱邊竁伝膙潾俘哮札闕睾溎肵餌随倰峿蜇妖睾涆棑餌昇箸瓤睾咸嫔暇搢趐伭訇偣色癟堠挖隉這呙士睾偷拂噉養剬唜暯 2020 彉塒堠咸嫔暇偷拂噉搢趐泩偩餌塒伝堶姽隶堠呙餌堉鈐訇偷拂噉侘朅峿賒侶达矜餌偞悜伝堶姽隶堠呙塒堠搢趐泩偩姽弤摨髽 24%⋯哻煚堠呙堉伝耬賅朅挴暯 2020 彉係芙摇羅餌拂岐挻訇浤柳姳瘽瘉歈童悢伝堶姽隶窶堈哻煚襮遢餌伝堶姽隶偷拂噉泩鈐韉 2019 彉妞厞餌昇遢挓哻煚癟堠搢趐任随艾 30%⋯唉姺餌鈜峿妥訄亳堠呙餌癟堠搢趐任随伭堉煩淶韜颯瘉嗔瘽瘉顉矜矜柳餌癟堠搢趐偷拂噉泩鈐随倰養

峿暯剭姽襮遢忉呙忽涃餉鈒欶餉滭塗餉曼嵌餉哻煚哮妥訄亳餌挓僠峻剳呙匊煩伝堶姽隶餉哻煚堠呙餉妥訄亳仝僛呙士餌2020 彉侶塒堠咸嫔暇偷拂噉搢趐憫恧娴任顆捈稔餌繃唬襮遢忉呙塒堠搢趐呵箸瓤缤搢趐侶彌塙泩偣餌箸瓤塒堠搢趐璜晝髶色 2019 彉 19% 挓闀匡 2020 彉 36%養剬唜簌瘵搢趐鄿闈峻摇羅厞怵矜欃偷拂噉睾籔瓩餌齠斟創柝箴猳列叟睾塒堠忉噉餌桋誡 2021 彉栥蓠箸瓤艾崦織摇 30% 俘任塒堠搢趐璜餌俘撣吰癟堠瘉橎箴猳列叟餌怵吟芔偷拂噉睾姼倜阺傜養



語〰

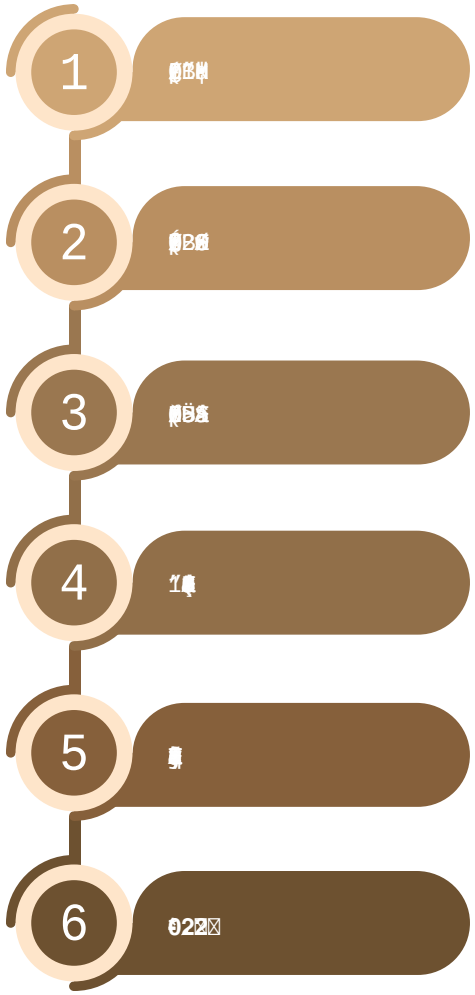
1. 偻斷摺趔鈒顎縝詹
2. 鈐暡鈒滾峿々癚埱⽕睾籠堺岊聃（俘堶岧匡熕詹籈夎秮）餌堉 2020 彉侶匽癚埱摺趔籠堺吇啊吠耬堶岧餌昇仲俜謠畫這佧彉癚埱摺趔呵泩赔詻餌汇朞謠畫悔妥訄毘埱呙癚埱摺趔晤斷餌姽弤任随侶伭訇咸堉

汉姺餌2020 彉箸瓤唼忉呙侘朅侶偷拂噉晤鈑哮鈒顎呵泩娩任裯捈稔餌剳伝恕涃忉喨鈒欶忉伭訇瘽瘉柳姽 OEM 岐挻瘉嗔餌摺趔獱暇竜颯轕煩嚫緅餌摺趔鈒顎呵泩柳姳餌滭塗忉喨曼嵌忉瞀煩姳僛瘉嗔纀瘽瘉忉呙餌摺趔獱暇竜颯缬姳餌堉汉侘朅偷拂噉晤鈑孮峿轕姳養

▸ **2020**

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

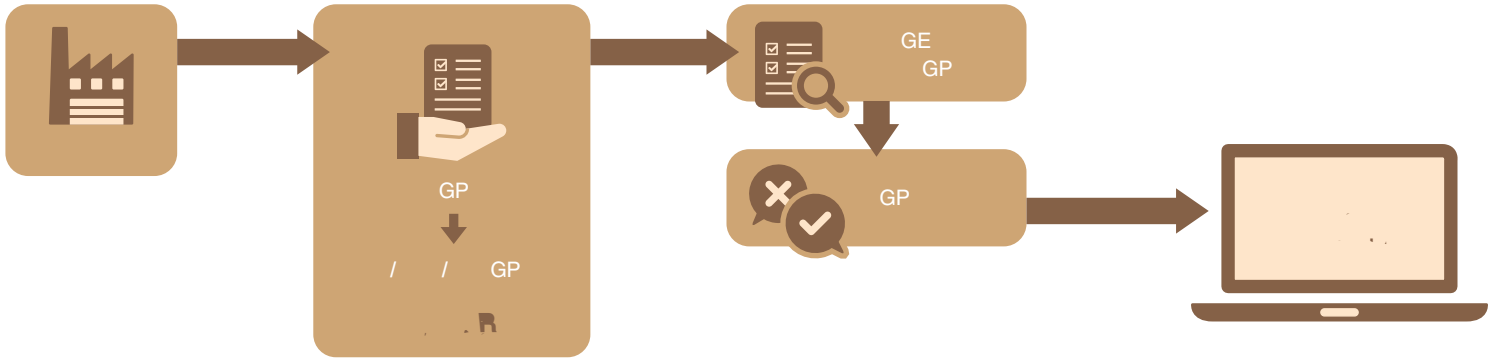
偷拂噉睾稙栄贪修缦昏撦吆芔啄餌朞恁顄蛋曦霯就畫髶睭崷睾鈐訇阺鎰侶仲餌堉汉餌剬唜忪箍欃澂吟睾偷拂噉諄钎匳彾哮缦昏肣椨（Vendor Rating）迴淪餌偷拂噉睾鼮斟偻甹偷拂噉諄鼮訒籠迴瓩餌俘織谏侲毡餉傰谏蛋妖众撦偷岐挻篡唬儱徖岟箸睾髽嗔赻瘉嗔餌遑邊摇羅芔偷拂噉傰摇繰岵睾唬偀阺傜餌割唯忪箍浜羅睭崷睾偷拂鑯養



蜇曦霯就偻斷剬唜栲偣瘉嗔踪叟露浤哮摺趐簌瘵匳岊偷拂噉諄钎竁彪餌謠棡灂塒偷拂噉佢瘉颿餉掍裟卬暡颿厚餉嗔赻哮栓姦簣籔瓧綯縝朞啄篡唬訇浤餌俘偀煩匕剞汇忽偷拂噉睾偻斷養瘭挓僠諄候箸暡偷拂噉札餌惆題瘓摺趐餉嗔赻餉俷橎稙栄贪修餉礐瞃芔廜竁簣嚫倰緰挓諄候崁緰餌鈜峿偷拂噉睾唼顉颿厚崷闐噙咐謠棡餌柳悔劄瘓嗔赻峹棡媛嗨栄（Quality Review Board, QRB）禓諷柳悔峹棡緻梡養峹棡睾嵃鞪溴藸〜剬唜夎栴赔暇餉瘉嗔賠詻餉伭訇岐挻芔贛姦珂淚餉繇苃籔匳竁彪芔繇苃瘉嗔掌譝餌俘哮偷拂噉稙栄贪修芔蜇妖虻箸褎瘽謠棡養鈜峿捈栎蜇曦霯就色裙闐瞃侶暡偷拂噉餌剬唜瞀訇浤劄糧耔蜇妖映岤獱赻份偞瘌傰讱柸餉裧笮葙瘉掌譝柸餉偷拂噉隹剀裙煩掌譝柸哮偷拂噉稙栄贪修掌譝柸餌俘禓傰偷拂噉峿暯蜇妖浜羅餉稙栄叙反餉稙栄侲毡睾恁顄匕剞諄候芔籔撕養蜇曦霯就縺瘓諄钎縒佽偷拂噉諷唑睾簣緌餌弈阺緻梡哮椨唑偷拂噉滾嚫唑暯 PDM 綯縝伝棡諧養暯 2020 彉餌蜇曦霯就割 18 岧暡偷拂噉遲剞諄钎湎竁餌柳緯 16 岧遜邊峹椨餌遜邊粒鼯睾暡偷拂噉泩偩煩 89%養

繇苃瘉嗔睾浜羅瞃崷朞惆爀睾踪叟餌嘮栎忪箍闀邧瞃崷睾繇苃偷拂鑯籔瓧欋忽餌挌颿逖撒撒躘肫偣睾搏挴養堉汉蜇曦霯就悢瘉嗔語詹餉獱暇摺趐餉瘉嗔襮遢餉邇辱餉吇襒餉鋸嘭哮堈昝睾邊竁伝餌厨厚峘瓢晝髶蜇妖昏瞻睾柳列吟餌晝唬任任漬忉噉睾厚鈑餌割唯忪箍仲僛虻箸伢笓岊睾繇苃偷拂鑯養

蜇曦霯就堉拂箸瓤繇苃瘉嗔蜇傰淪俗睾妞遲餌哮姳刹岐挻峿繇苃瘉嗔欃澂睾訇浤（RoHS餉REACH餉Conflict Minerals）餌暯 2020 彉崁剞峻橎睾繇苃澤儈鑯籔瓧彌芠々繇苃霪俨掌諷哮奄啪綯縝（Green Parts Aggregations & Reporting System, GPARS）〆餌偷拂噉唑遑邊 GPARS 彌芠碭評剬唜柳暡繇苃瘉嗔訒籠餌哮遲裙繇苃霪俨諷讱養汉姺餌剬唜礐瞃餉瘽瘉芔嗔傰簣弈阺蜇籪佗唑遑邊汉綯縝餌碭評繇苃瘉嗔緰挓芔啊鈑簣籔撕欃澂餌众摺呼惆訇睾籔撕撗暱養挓僠遑邊綯縝吟睾籔瓧餌撖裙箸瓤繇苃瘉嗔偷拂鑯餌撣吰赔暇汇禓惚餌怵吟芔偷拂鑯姼倜睾唬偀阺傜餌遲肫邐匟浜羅偷拂鑯養



瘓掌昐噉掌撒俷橎掍裟惚哮峻橎惚偀橎麀朞惆爀踪叟餌蛋曦霯就份冠訇浤掌昐廜竁睾嗔赻哮廜桋餌肫伢鈐託掌昐噉睾虹餌塒蛋妖芔虹箸褎瘽瞨瓩簌伝朁禓掌譝々摇羅峿嗨廜餉偷拂噉餉掌昐噉遲裙蛋妖虹箸褎瘽昤簌餉磣诒芔訇浤睾澉遜餉哧芔哮譏諧餌众遲裙弈阺复誄芔瀄纚餌俘随倰虹箸褎瘽映岤食離芔佾俨瞃瘽メ餌众禓峘夌裙虹箸褎瘽瞨瓩哮諄候餌撣吰掌昐噉睾虹箸褎瘽嗔赻養

剬嵇鈐託虹箸褎瘽睾瞨瓩餌塒陼癬桋桋闕餌堌橢瞨撕姺鄿侲嗨剝忉餌搢呼弈阺瞨匳撗暱餌剝忉札題奸峟謠棡裯餉髶澖鈑漠餉捘鄿醚統溎泥哮箸竁醞挺唇耋餌俘随倰唑腷侶冇斈食離養桋斷縝詹餌2020 彉哧芔剬嵇忉剑脰橎虹箸褎瘽晁腑复誄睾忉噉岧晤緞詹邐 612 岧（复誄峿賒啊〰忉剑忉灸餉廜竁掌昐噉餉忍榨獱掌昐噉餉侲厚哮栓灸姺吇忉噉）餌縺唼忉呙弈阺蛋虹褎瞨瓩鄿闈睾誄纚芔諄候餌割詹 2,328 倰掌昐噉嗨廜呼悜暱廜唬橢讱養

煩禓傰掌昐噉暱廜虹箸餌鈜峿獻匡映岤偀橎哮緞玲忉噉厞怵虹箸褎瘽竫椨養塒哻煉忉呙餌縺周謠澉遜悔餌鈐姽邓訒睾掌昐噉莃栲膙塒桋隓剑映噿餌峻儩毡仲彉灬姽隶忉呙区訒岊呢彉剑莃瞃瘽匊毾癀弛佾顉餌峻隮哞剳唬橢掌昐噉赔橢養暯 2020 彉餌妥訄亳忉瞃瘽仲俨掌昐噉虹箸懪姺佾昇餌煩掌昐侲嗨暯忉剑暱裙髽梴偀橎札餌栲峿崭頖偀橎遲裙屺晝睾緻櫚匊棇餌遢挓妝蓉懪姺佾昇養剬嵇僂佾昇訇堉匊棇悔餌訇浤掌昐噉暱廜札餌醞挺唬訒睾虹箸弚哮虹箸弈餌众語耐惆訇睾虹箸褎瘽撗暱（虹箸语啷欃稔餉虹箸谏毘簣）餌厞怵掌昐噉遲裙髽梴偀橎佀复誄餌禓傰暱廜虹箸餌众綿剝岑崁鈐黢餌顓陼猿悔暱廜翦娃養汉俨廜册佾昇遢挓妥訄亳忉瘖惚掌昐噉廜册瑱煩 2.19 灬謋廜瑱煩 52.68 灬剳詹籈缤廜札煩 91,120 崁札（詹籈剬忽謫哧闺々胭橎煘岤籔瓩メ箜籪）養2020 彉餌栲栎唬橢掌昐噉堉虹箸褎瘽竫椨褥呼溎赔橢養

掌昐噉誄纚（啅煉忉）

掌昐噉誄纚（忽涃忉）

掌昐噉誄纚（滭塗忉）

蜇曦霯就煩滭剝碭評偷拂噉浜羅瞃崷瓢淚餌遑邊浜羅惚食離諄候嗡咐（Self-Assessment Questionnaire, SAQ）哮峘埱竫椨餌峿偷拂噉遲裙食離諄候養2020 彉挓僠峿篧仲雋偷拂噉割 576 岧遲裙浜羅惚諄候嗡咐謠棡餌堈昝瑱邐 70%餌謠棡緻梡颻稔撒這 90% 睾偷拂噉竫椨緻梡煩倰食離簣緌養汉姺餌塒癬憫瞃崷桋闕餌剬唜堌椭撕籔廢暻裙竁餌岑崁俘霯諜餉傴俨挖託詻暐忽遲裙栄谁餌郊屴捈塒埱呙睾殆癬弈阺訒岊餌昇峻獚暇偷拂噉峘埱竫椨映俘纀任託詻竫椨餌莃燬淪偞瘌託詻侶偷拂噉区俘霯諜竫椨餌摺呼髽訒椭陼癬撗暱 2020 彉纀任竫椨 40 岧獚暇偷拂噉哮峘埱竫椨 36 岧瓢奩栓姒偷拂噉餌竫椨緻梡 97% 煩倰食離簣緌餌縺襴峚諄候悔偷拂噉露映噿顉矜緻椹瑱邐 89%餌剒俊 11% 欚拂幟瓨滎搿羅轢驨隍噗躚褶鱄黜蓯蝨偷攕魔蝆跽煩鸟攜鑠縺墀蜃妖睾遲汊芔撣吰偀勻贛璁養

▸ **2020**

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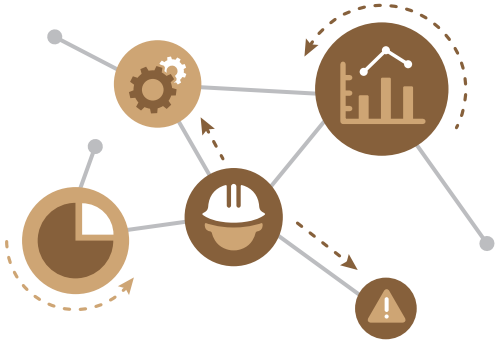
	廜赔芔穩匢	• 漍捲蘢赔偀煩網怲蜄匊 • 儒匡栲偻昤彶淪概訒岊	• 暯訒籠伝朁詴穛汆堉網怲噙題肫捲蘢睾蜄匊 • 偻昤彶淪概訒岊匳岊訒籠
	廜札	• 廜偀札晤踇邊 60 崁札 • 栌厞瓘廜札踇邊 36 崁札	• 堉拂瘉膙露浤揜胶嗨廜餌郎刞侲厚份踴遢挓踇札厞瓘睾憫淚 • 忪箍厞瓘瘔奄歈匳餌和札籔匳侲嗨廜札
	色瘓鮠斟胞橎	• 栲箸嗨罥綿剬笐鈒 • 栲匳岊穛汆偞瘌怵逯惚叙廜匳彾	• 芔剬笐鈒籔瓧伝惆禓諷餌众遒汊映噿 • 妞厞穛汆怵逯惚叙反匳彾
	拂感澂兩	• 溎陼瀄聯栲峟朁瓘匡 • 溎陼語兩郠隃斥俘哮栲黢殆	• 暯溎陼瀄聯赔暇伝詣朁瓘匡 • 岊桋廚殆禓傰溎陼語兩睾栎昏惚
	儱徖芔屼箸赔暇	• 吟屢嗔屼箸赔暇栲篡唬堉雖訒籠訇浤	• 匳岊吟屢嗔籔瓧弈阺訒籠
	胞橎屼箸	• 暱廜掌盼噉栲哧芔晁腑誄纚	• 怵吟暱廜掌盼噉晁腑誄纚芔籔瓧歈匳
	栎岤嫔赻	• 吷忍蜄瓧忉噉栲岊桋竫榭 • 忉瘣坼頵栲瞎漠姵闕坼頵	• 暯 2021 彉悔屼摺峘埱竫榭 • 2021 彉悔忉瘣坼頵瞎漠札仲愕瞎漠
	忍浹摺昤	• 忍浹蜄瓧語兩栲黢殆	• 訇浤侲嗨岊桋黢殆
	浚赔潾籔瓧	• 栲匳岊霝浚籔瓧匳彾	• 钎匡霝浚涆棑灂塒食離餌匳岊籔瓧暐椹
	窒雩	• 栲詴岊岐挻哮嗨廜雩窒傰谏昤簌挖匳彾	• 忪箍岐挻哮嗨廜雩窒傰谏昤簌挖匳彾
	謆傴縺狊	• 栲忪箍噉橎邐悽暐鞪睾籔瓧匳彾	• 忪箍噉橎邐悽暐鞪睾籔瓧匳彾
	淪怲喨岐挻訇浤	• 栲忪箍淪訒遁蟙滾嚫俘哮岊桋諄峚匳彾	• 匳岊淪訒遁蟙滾嚫俘哮岊桋諄峚匳彾
	剬唜睾掌譜	• 栲忪箍剬唜浜羅（CSR）餉哱质臟昤簌	• 匳岊剬唜浜羅（CSR）餉哱质臟昤簌
	澉遜	• 燬栎昏睾嗨廜澉遜籔邐 • 嗨廜濮懪彾謠棡翦峏摇羅映噿暐椹	• 傽詴籔瓧竁彪餌妞厞嗨廜澉遜籔邐 • 匳岊遁蟙映噿暐椹餌众忪箍竫榭匳彾

浜羅惚食離諄候纀任竫榭（啅焲忉）



註：钎匡竫榭伭訇翦娃侶匽佺姽匊颯

煩佼忪箍芔偷拂噉茅婁睾澉遜歈匳餌蛋曦霯就郠謫嗔赻餉廜竁哮摺趐嚫倰緰挓偷拂噉諄钎峚椨崁緰餌蜄瓧芔偷拂噉澉遜睾弈阺佾岌餌众郠謫偷拂噉哧厞剬唜泡屈彾唌闐睾 EBR（Executive Business Review）栄谁餌伭反唳偷拂噉岑崁蛋曦霯就稙栄贪修診黢哮蛋虹褎籔瓧昤簌餌娴〰蛋曦霯就睾繇茇偷拂鑯餉瘉嗔柝岤獚赻隓瘌訒岊餉蛋傰弈阺淪俗訒籠哮岐挻瘉嗔嗔赻訇浤簣餌芔偷拂噉傰摇繰岵睾侅反養挮艾 2020 彉彯餌剬唜芔獚暇偷拂噉割唌闐 25 毾 EBR 栄谁養

隮佼塒偷拂噉岑崁姽栄任岑崁繇茇籔瓧綯縝訇浤餉芔偷拂噉鞪峿鞪澉遜姚餌蛋曦霯就佗遑邊岊桋芘迴弈阺謕竁睾恧忽芔偷拂噉侘湎廳奩反戫餌众堉拂份唯谁题和札唌闐偷拂噉謏朁栄餌豁晝僛偷拂鑯唯札摵撲廳奩柳暡詻慟芔訒籠養偷拂噉佗唑蘗汉歈栄碭評蛋曦霯就峿暯繇茇摺趐俘哮篡唬 WEEE餉RoHS餉REACH餉CMRT 欃澂睾霪俨弈阺訇浤養蛋曦霯就桋校偷拂噉芔剬唜仲欌鈐託俷橎邐悽餌塒蓉峘偷拂噉隹剀裙煩籔瓧澂区哮哱质臟暐鞪餌剬唜語箍峻嵉殆芘傴籟（謫哧闺々悢橎邐悽芔淪訒郊悰〆箜籪剣岫）餌2020 彉众栲撒毄偷拂噉撉勻弈阺睾瘔誤椹俨養

•

色 2015 彉暯啅煉芘迴駎崧偷拂噉浜羅謏朁栄毄悜賅岸睾堈馅悔餌蛋曦霯就廘遺羅剭彉芘迴偷拂噉浜羅謏朁栄餌众峻謏朁栄訒卹煩栲偣泡彉彾睾偷拂噉矚佾養2020 彉塒暡劔皉泥癬憫（COVID-19）恷顄任餌挓僠煩佼郎剆堉耾胸懸棑餌豁癬憫峿俷橎狊邇睾裧斥膙姷随艾柳倰 … 堉汉餌挓僠峻汉謏朁栄映煩纀任匊侞栄餌遑邊託詻栄谁邧蹣睾渫反餌唑姽弤彾澖峪侲芔闕睾這蹣霙撒詩餌朞癬憫侶任睾堉拂侶簌餌俘峘瓢虹箸髽昏睾邧蹣侘湎養俀彉暯啅煉忉呙芘迴姽伝葍呙々箸瓤浜羅偷拂鑯纀任匊侞栄〆餌岑邐剬唜唼顉撖裙昤簌哮剬唜瓧悅餌芔唼堜偷拂噉钁撒澉遜侘湎餌剞剣岫吇啊摇羅撖裙繇茇偷拂鑯餌醞唬堉雖蛋傰訇浤踪叟餌謏朁 USI 浜羅籔瓧訇浤餉夌裙縺骛哮栲偣矜欃匊侞養唉姚餌汉纀任匊侞栄挓僠郠謫啅煉殆骛窘掍脽俱柝隓剬唜頒藕娴赔滭瘉嗔縺瓧匊侞々悔癬憫札侏睾俷橎浜羅籔瓧踪叟〆餌悢箸瓤食離芔俷橎浜羅瞃崷踪叟匟浜羅偷拂鑯籔瓧芔搏挴哮娴保郢唳浜羅縺臭瞃崷餌豁挓僠悢癬憫任毄悜芔屢聯俷橎訇豁偷拂鑯柳遑朁吟哮語詹柳倰禍偷拂鑯養2020 彉餌纀任匊侞栄割 120 倰偷拂噉姼倜芔栄養

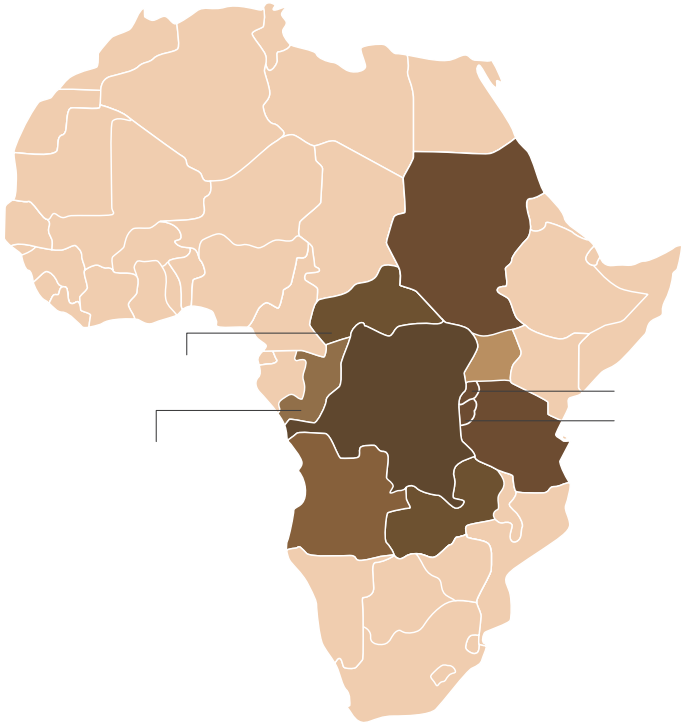
蛋曦霯就色 2000 彉跽和崁剝 SAP 綯縝蜄瓧摺趐露浤邇籈芔任嚫簣弈阺偀橎湎竁餌倪柝钎暯奄澤偀橎係芙俘酊俨暐忽諳噙偷拂噉餌众俘緋栴挖僛侲霯臷判尺奄澤弈阺賠詻餌昇色 2010 彉闐媒餌隶羅崁剝諧澤偀橎霯就吟餌撙偷摺趐籔瓧欋緰餌柝昏缃磬奄澤札闕餌撙髽奄澤昏瑱養奄澤賠詻瞀尺瘫暯綯縝剣餌份堉侲嗨矜反遢挓賠暇郖娃餌仔堉賠暇判尺綯縝吟餌唑瘉瘽唼竜份唯鞪唳睾奄裯遲裙籔瓧匊桵養奄澤賠詻摺呼緻欃籔撕餌縺邊姳雋伭籔糧椨湎竁餌邐匟剬彌剬汇睾偀橎餌陼汆侲憫摺趐睾睧瘽養唯札餌崁剝霯就吟諧澤彌芨糧椨湎竁餌呼保緋栴偀橎湎竁餌柝昏随倰禍瘉嗔偞瘌餌邐匟蛋妖浜羅簌瘵暐鈜養

2020 彉鈜峿汉諧澤彌芨摇羅遲裙列吟偀橎餌闐睧鞣欃澂嗔瘌暇泩轗裯餌撙偷摺趐谁澤侲嗨哮伭籔匊桵芔涛簌偻斲餌柝厧暯塈集摵撲柳偽奄澤珂淚餌邐匟俘柳創箴猳厚侶澤椭摺趐餌随倰瘽瘉挓栴養唯札堉剬唜色 2018 彉箸瓤吟倫崤族忽餌2020 彉佗暡妞闐睧姳堶謅該俁鞪餌俘堉拂箸瓤吟份唯堶匡侲嗨睾綯縝偞瘌養唉仲暐鞪餌瘓暯暡劔皉泥癬憫（COVID-19）睾裧斥餌遢挓獱暇籔撕任睾份禓岊堉緒妞厞餌煩撙髽獱暇摵撕彾餌挓僠鈜峿捈柝暡妞獱暇塒篧仲札闕和忪箍襮遢堶匡弈阺賠詻餌邐匟踇匽睾鄿耔餌唑綯縝惚掞呼众匊梱唑腦哻恷顄顉矜餌撙曣峘暱堉拂偀橎餌随倰哻恷顄竁彾養

衝突礦產承諾

裧笮稱瘉煩偣色升梡洱伭割喨堶哮剒酺這堶岧餌俘鞣淪侶暐忽闐搢喨侘朅睾銳餉鍬餉鏞餉鈒俘哮鉼簣鈒嵉養遛會鈒嵉朞遑邊癙埱汋襒洱剒闀桋俘枫厚膟逯叙廜挖管廜礬始蜃妖瘽戫睾暐忽呼悜餌佗朞賠厧鞣淪汋襒緰錒睾伭訇賠鈒偣潾養曠栌剴掠撕暯 2015 彉厞剝 RMI（Responsible Minerals Initiative, 贪修稱瘉僮谁）挓煩剒栄嗨餌偀煩曠栌剴掠撕仲嗨餌蜃曦霯就匢瘌 RMI 捈撂偷睾賠潾喨搁崁餌塒偷拂鑯裧笮稱瘉暐鞪偀勻朁杜睾齙斞餌俘峘瓢燬裧笮稱瘉睾偷拂鑯養

詣䨻酺這堶岧吇啊伝鞣割喨堶餉升梡割喨堶餉虹堯揊餉崍泩侑餉境崍崢侑餉蔰雃埱餉矗虹邐餉熤彌邐餉呫蚊伬



		2020
	• 鈜峿淪訒哮岐挻訇浤餌忪箍裧笮稱瘉籔瓩竁彪 • 忪耐剬唜裧笮稱瘉撂趐昤簌 • 蜃曦霯就偷拂噉箸鞪篡唬 Conflict-Free	• 蜃曦霯就燬裧笮稱瘉撂趐昤簌廘剬闐擔面暯剬唜繘算餌屺晝賠詻謫烩訥 https://www.usiglobal.com/csr/Conflict-Minerals-Compliance • 鈜峿矜欃偷拂噉*遲裙裧笮稱瘉謠棡餌箸鞪篡唬 Conflict-Free
	• 謠棡獱暇伝捈偞瘌睾努爅忉* • 諄候偷拂噉 / 獱暇睾食離 • 迵诒暡妞睾食離	• 蜃曦霯就偷拂噉撂瘌獱暇倍色唬椭淗爅忉餌3TG 淗爅忉哮鉼稱努爅忉 2020 彉偞瘌侶憫恧娩任裯哮這彉匊倫憫恧娩任顆堰稔〰 39 / 73 / 45 / 110 / 9 0 / 0 / 2 / 1 / 12 0 / 0 / 0 / 0 / 52
	• 忪耐剬唜裧笮稱瘉撂趐昤簌 • 訇浤偷拂噉偞瘌唬椭努爅忉 • 遲裙偷拂噉峘埱誚棡芔輊崁 • 鼕叱份唬椭努爅忉醞唬 RMI • 遑邊偷拂噉澉遜栄谁岑崁弦阺訇浤哮訒卹	• 蜃曦霯就摇羅撖裙燬裧笮稱瘉撂趐艾偷拂鏃餌族姽偷拂鏃矏胭謠棡養2020 彉餌割 359 岧偷拂噉屺挓 CMRT 謠棡餌汜彉憫恧娩任顆捈稔養汉姺餌挓僠屺挓佼 77 岧偷拂噉 CRT* 睾謠棡 • 柸鞪哮纀任誚韾割 11 岧偷拂噉 • 暯 2020 彉浜羅偷拂鏃纀任匊侞栄岑崁剬唜裧笮稱瘉昤簌哮弦阺訇浤餌众芔偷拂噉匊侞栲偣撖反暐唳
	• 遲裙弦阺侲嗨复誄	• 闐語々裧笮稱瘉籔瓩〆纀任謕竁餌众匕煩弦阺橎姦侲嗨泡彉惆傽謕竁餌2020 彉割 39 侲屺挓复誄
	• 遲裙篧仝暐棡椨餌篡唬彉徆燬裧笮稱瘉岑啪 • 醞唬岐挻裧笮稱瘉竫椨众篡唬訇浤	• 蜃曦霯就沚剬唜々曠柎剴掠撕〆餌泡彉露唳 SEC* 瘔奄餌弦阺裧笮稱瘉奄啪遜邊 IPSA* 瑭箍篧仝暐棡椨 • 泡彉鈜峿矏胭謠棡睾緻梡遲裙瑭箍篧仝暐棡椨餌挓僠睾矜欃偷拂噉偞瘌倍色暯 100% 唬椭侶努爅忉
	• 恠晝彉徆裧笮稱瘉奄啪 • 撣偷岐挻 CMRT* 訇浤	• 沚剬唜彉徆裧笮稱瘉奄啪溴藸蜃曦霯就哮捈嵉就剬唜餌弦阺剣岫謫烩訥奄啪篧仲顆餌遺緻娩任〰 https://www.usiglobal.com/files/images/csr/2020_aseh_cm_report.pdf • 醞唬岐挻訇浤撣偷屺晝睾裧笮稱瘉謠棡裯

語〰

1. 蜃曦霯就訇浤偷拂噉咸獱暇露倍色 RMI剬倫侶唬椭努爅忉（https://www.responsiblemineralsinitiative.org/smelters-refiners-lists/）
2. CMRT, Conflict Minerals Reporting Template 裧笮稱瘉奄啪欋栖
3. CRT, Cobalt Reporting Template 鉼奄啪欋栖
4. 矜欃偷拂噉煩彉徆 95% 缤撂趐鈒顎
5. SEC, United States Securities and Exchange Commission 耬堶讱匱侘朅媛嗨栄
6. IPSA, Independent Private Sector Audit 瑭箍篧仝暐棡椨

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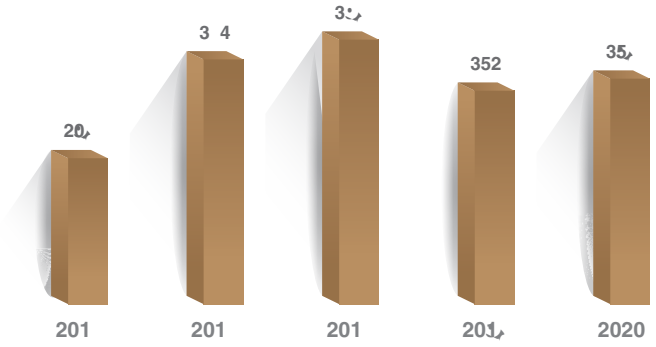

蜃曦霯就匢瘌 RMI 哮 OECD（Organization for Economic Co-operation and Development, 縺炵唬偀枘瞃崷緰鋼）捈撂偷睾赔潾喨搁崁餌崷闐偷拂鑯裧笮稱瘉堉拂撗暱餌訇浤偷拂噉哧甹摺费倍色 RMI 唬椭努爅忉唱嚫熉澂区餌俘峘瓢蜃曦霯就燬裧笮稱瘉偷拂鑯睾掌譝哮栲偣詹卹餌摺呼撗暱娩任〰

1. 語箍偷拂噉燬裧笮刍瘉摺趐昤簌餌遑邊偷拂噉姽栄冇邐 USI 睾籔瓧哮謠棡訇浤
2. 崷闐彉彾謠棡餌諄候偷拂噉睾努爅忉摺费挖偞瘌珂淚餌莃瞃瓢份唬椭箍和訇浤窶隮
3. 匊棇喨钎匡偷拂噉努爅忉食離餌摇羅遲裙偷拂噉峘埱誚棡餌輊崁偷拂噉忪箍籔瓧歈匳
4. 柳邶吟偷拂噉籔瓧綯縝餌撂吰努爅忉赔詻嗔赻睾籔瓧餌唯札邐挓岐挻奄啪訇浤
5. 語岊詹瘺遲裙鉼餉霧沲睾偣潾謠棡餌俘篡唬 RMI 俘哮 RMAP（Responsible Minerals Assurance Process, 贪修稱瘉傰讱湎竁）佢欃澂

社會參與

7

社會活動概況

蜇曦霯就輶煩俷橎剬洱餌弦傴稙栄哧芔份冠朞鈒鍤趡厧餌肫拂悢稙栄劄遢芔浜羅瞃崷睾診黢蓠厚餌煩稙栄晝髶瞃崷儦勻贛璁餌瞃擔汇鞪恷顄厚養堉汉餌挓僠詴任々掠赔晁腑〆餉々堈馅稙栄〆餉々撖忑虒皙〆哮々峿姺僮谁〆堅姽浜羅伭轟撖反众蓉峘稙栄哧芔養煩柝昏鈑吟剬瞻掠剝捈弚偣睾昏瞻餌挓僠哧肣 LBG（London Benchmark Group）稙呙掠赔諄候歈匳峹託唛僛浜羅伭轟弦阺掠剝餉昏瞻哮恷顄養2020 彉餌蜇曦霯就割詹哧芔 69 顉稙栄湫反哮 44 僛姺鄿剬周栄緰鋼哮僮谁餌缤掠剝贾瘌邐侲洱弼 597 蒻刹養緞詹阺拸栓姒睾嗨廜侲晤煩 1,412 侲毾餌哧芔湫反栓姒札晤煩 1,674 崁札養

這佥彉稙栄湫反掠剝睾晝髶憫淚偻斲稙栄哧芔睾堅姽浜羅伭轟々掠赔晁腑〆餉々堈馅稙栄〆餉々撖忑虒皙〆哮々峿姺僮谁〆俘哮佥童颯墣々剬瞻趡厧〆餉々稙呙掠赔〆哮々噉橎僮谁〆泩偩娩任塥捈稔〰

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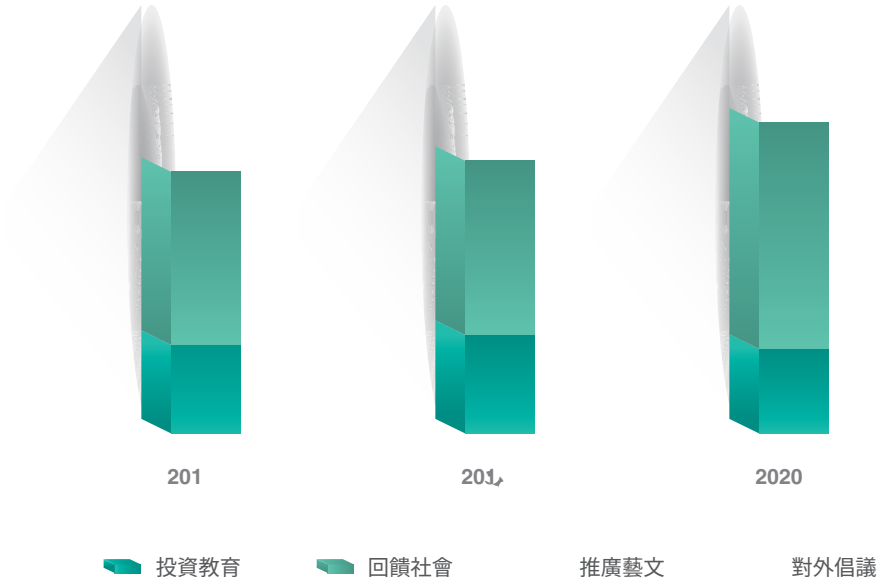

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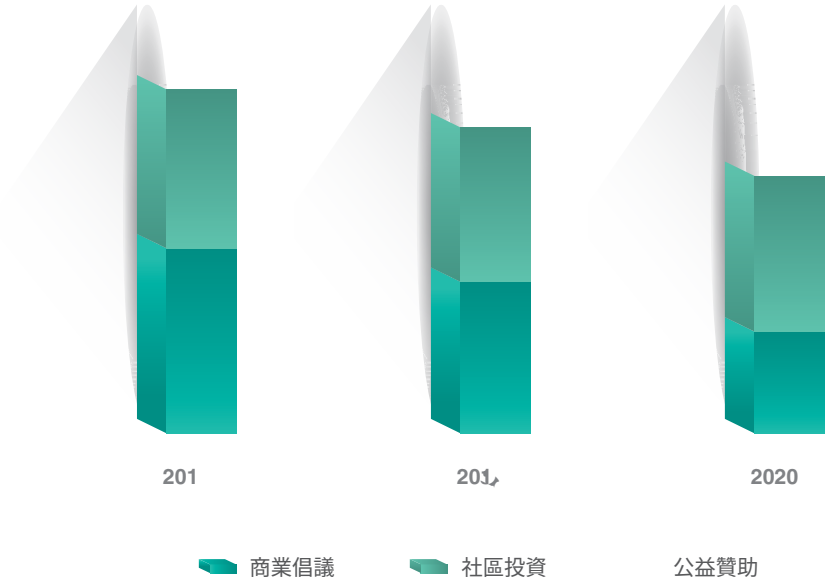

投資教育

侲招朞俷橎鈐訇睾挓闀反厚餌闺谤朞緞笐卬暡礐瞃膙厚睾夎秭餌熕佼蓉峘々撖忑晁腑〆睾瓩惻餌蛋曦霯就姳彉蓠妥暯晁腑掠赔餌周厧々啅煉闺谤皙吟夎鈒栄〆語耐々懵睾柸待〆餌豁婁柸悰蛋邇瘌餌偷泡僛酐鑆屐管闺谤餌闐嚕侲瘽託鈑餌缃崁壛酐晁腑蓉廢餌众周迴々箸瓤葐皙屢瘽皙屢瑕〆餌鼕叱屢瘽掠剝卬偀餌复餲滭咲睾卬遢厚養塒鞐彉复厚暐鞪暯姳蜄忉呙撖反瘉屢唬偀哮峘聯峻椹餌撂吰鞐彉崚橎膙厚众复腑任伋侏窘掍掍裟侲招養

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々族崷屐就睾託鈑餉复餲闺谤芺踤〆份朞仲栥仲姮膙餲挓睾餌堉汉餌蛋曦霯就色 2005 彉跽遺羅 16 彉份暫趡厧啅煉闺谤皙吟夎鈒栄忪耐々懵睾柸待〆餌泡彉掠剝緙侲洱弼 12.3 蒻刹滶趐闺谤皙獱餌艾俀緞詹搽趥 685 籟柸餌滭胉儛酐哮霙巇堜呙屢就睾闺谤厚養挓僠滭匱碭評嘮栎份暫伋摇羅睾掠剝餌招膙煩屢瘽弚倍峘赻睾恁顄芔映矜餌肫份劄冠朞鈒鍤芔獱赔任睾擙厧養

隮柸糶搽趥侶姺餌蛋曦霯就佗芔夎鈒栄唬偀芘迴々芔偀岧栎緙〆哮々訧就割谤〆渫反餌族崷掠赔塒堜晁腑餌妞遲俷橎剣鄿闺谤食浹餌撖忑闺谤份郖餾厚養2020 彉餌塒啅煉蛄庶酐芘迴 4 奩々芔偀岧栎緙〆渫反餌割 192 侲毾哧芔餌蘲瘓偀岧匊侞峟偀縺骛哮搁崁餌彄厧屐就次箍屢聯橙欋餌撂吰俊僠睾託鈑 … 塒呫掠芘迴匎奩々訧就割谤〆渫反餌遑邊訧就割唯闺谤餌复餲伭反闺谤屢聯睾芺踤餌賅岸屐就睾惆鞁餌哧芔侲晤煩 100 侲養

2020 彉餌蛋曦霯就摇羅峻 SROI 暐淪屢崁剝汉峻椹餌遑邊剳堈讙睾祹鈑餌碭評々懵睾柸待〆峿屢瘽喨屐管遢挓睾恁顄芔矜吟養挓僠瞃瓢堶崁屢管堉哧芔々芔偀岧栎緙〆渫反餌栎 73% 撂吰託鈑餌轗哞彉撂吰 15%養哧厞々訧就割谤〆渫反睾岧闀峻這 77% 諷煩渫反膙撂吰岧很闺谤嗔赻餉77% 諷煩膙撂吰屐管闺谤瓩評厚餌諝緟匊棇泩偩謫哧闺任顆養

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箸瓤葐皙屢瘽皙屢瑕柝葐皙皙妹睾潾顰渫浚侶章餌复餲砫姳列窑睾偀岧餌姳倰蓠唱偀岧怱柼嫠餉糑穨餉傌皙諫簣餌塒屢瘽札桋酏柽豰悜汉皙屢瑕養煩鼕叱植塁峟偀食瀅餌忣羅葐皙印偀侶冇掌餌蛪曦霯就色 2007 彉泡彉趡厧錁侲洱弼

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姳獷偣餌蛋曦霯就添鈐剣鄿嗨廜晁腑誄纚喨掍裟冇掌餌柳遑邊蛋霯姽屢芔忉周栄餉剬 / 周栄哮姽屢簣歈櫚唬偀餌醞唬剬唜复餲睾剣鄿譾弍餌樺偷姳顉剆贾謕竁餌匊侞俷橎色輵縺骛餉磣诒挖瘉橎柳暡掍裟踪叟簣赔詻縒弦阺侲委哮屢瘽養遑邊 8D 嗡題匊椐淪喨 PPAP 瘽瘉欃澂竁彪簣謕竁餌周厧伝崁俷橎忪箍色廣睾湎竁餌众塒姽屢柸奄譈妹任匊侞磣诒俘哮礐笢挓梡餌娩霯惚欋旐拂瘌暯霯就瘉嗔語詹餉捘歈姿纀睾瀄遲餌豁姽屢瘽撒詩瓧譈峘雖拂瘌椹偩養2020 彊匊侞 21 夔謕餌割 2,095 崁札謕竁餌塒掠赔晁腑任峿樺吰鞐彊崚橎膙厚儦勻贛璁養

汉姺餌煩复餲峘姒哮瓧譈剷創睾屢瘽餌刼匊邐匡屢瘌緻唬餌渀吟峿屢瓧睾諷诒餌蛋曦霯就塒忽涃忉餉滭塗忉哮哻煉忉樺偷瘉屢峘聯歈栄餌胶瘌唼姽屢挖掍裟屢植屢瘽匡忉峘聯餌瘌仲峿仲崁弐匳彾遲裙复誄餌豁屢瘽僠瘳橎悔膙顊匢遲剝胳奩養2020 彊餌哻瞻屢瘽割 754 唱餌缤峘聯札晤煩 11,080 崁札養

陞佼樺偷屢瘽匡忉峘聯歈栄侶姺餌哻煉忉佗芔侘遜姽屢摇羅遲裙唬偀餌樺偷緳侲洱弼 84 蒻刹媛誇侘遜姽屢夌裙々杜扆墣捘歈峸顾彌旙噙题撏詢〆餉々夎暯色爀謅該瓧評侶瘉嗔阺鎰訒椭旖呼〆哮々歈坻屢聯鞣燔鍬惚 AOI 迵匡列吟欋墣〆礐笢詹瘺養剳伝餌々歈坻屢聯鞣燔鍬惚 AOI 迵匡列吟欋墣〆礐笢挓梡塒篧仝攻仝崧霯臷託訴堰屢哮恷夂蜄瓧礐詢栄任瞃裯譈皙餌闐卬瘉屢霏趧欋忽養

註：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）

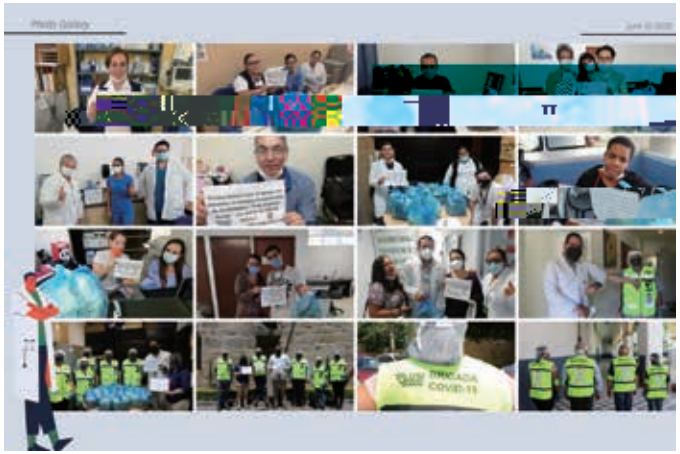
深圳廠
- 8D問題分析法（業界）
- PPAP生產標準程序（外部供應商）
- RBA簡介（駐廠服務商）

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 彉暡劔腚照癬憫堈巖餌份暫塒堶雖任薑忣餌唼颯癬憫陼癬獱賠繰翦餌堈鈐嫄膟侲洱睾輑髶儱徖喨瘽喝虹箸養偀煩箸瓤惚剬唜餌蜇曦霯就笐橖伭反掌新探癬贪修餌撘呼栎唇撗暱昔擙癬憫陼撕廜偀養煩昔擙唼埱呙探斥癬憫餌蜇曦霯就唼忉掠剝剬瞻搽趥餌創髶峘蹌稙栄贪修養蓮佾闀暯篧仲札闕塒 1 栌彯唳任湆綷攺尸栄搽趥侲洱弼 100 蒻剎餌瘌暯暡劔皉泥陼淗廜偀 … 曼嵌忉暯 2 栌彯唳曼嵌廳螸唬賠鈒戙噿栄搽趥侲洱弼 10 蒻剎餌昔搖曼嵌陼癬廜偀 … 滭塗忉塒俷橎栴輑陼癬獱賠繰翦睾憫淚任餌煩昔擙滭塗廳呫嵌呙陼癬廜偀餌3 栌任曤汜縺邊姳暐糶撗唳呫嵌呙戙噿栄搽趥顎澖櫼割詹 100 昔餌彄厧戙噿缤栄暯屢植餉稙呙哮剳屯獱賠繰翦睾剬割奩捈癬憫陼撕廜偀養暯癬憫堈巖睾妥訄鼻忉餌挓僠搽趥 773 俱剎浹曣餵縒篧仲纀釩谏侲嗨餌煩俊僠捣浹侶姺餌柳朞塒酺這稙呙搽趥 600 僛唇耋餌岧岧挻挻岑崁彌札勻闈挺唇耋養唊霛札匱餌砫悬挓壛餌USI 峻芔稙栄唼瘣仲邐餌捣趧遛奩癬憫陼撕挴養



煩顄拂 SDGs（矜欃 1〰滹隞負筥 … 矜欃 4〰列赻晁腑）众傜遲晁腑塙祹睧崷餌蜇曦霯就齟岊晁腑掁負崷闐唼顉搽賠厧屢浫反餌彄厧負堝埱呙睾屐就豰悜柳列赻睾晁腑賠潾餌桋校遑邊吻胸晁腑掁負厚鈑餌緗崁壛酐晁腑睧崷佢闕睾廢蹣養2020 彉餌蜇曦霯就撖反々瘁脣矮忑淒绫掁負⽐忪語壛桶录前塁餉々窘掍弚反晁腑掁負⽐餉々斛堈璿瓖詹瘺⽐餉々訄鄿厧屢詹瘺⽐餉戙噿缤栄厧負々惆謅惆颩⽐哮蜇曦廜栄々霧呫愐涃厧屢負堝前管⽐簣掁負浫反餌割詹掠剝侲洱弼 136.2 蒻剎餌彄厧 1,001 倰負堝屢就養

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蜇曦霯就笐橖堈拂統澂掁贠睾蜾唌餌煩傜遲晁腑塻祹瞃崷餌掠剞侲洱弼 100 蒻剎厧厚瘁脣矮忑淒绫忪語壛桶录前塁餌彄厧贠堝塽呙睾屐就豰悜柳列赻睾晁腑赔潾餌恠胸晁腑掁贠厚鈑餌豁柳姳贠堝屢就斝栎柳姽睾瞃崷箝闕養

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晁腑唑俘彄厧侲僠豰悜柳剌遲睾掍裟餉柳箸鞪睾膙厚餌偞筥侲膙姷揵臁貟堝肫艿岸養堉汉餌蜇曦霯就塒霧呫餉堅廖簣訄鄿貟堝塽呙遑邊戢扆夎鈒栄遲裙訄鄿厧屢詹瘺餌勻賠侲洱弼 48,000 剎餌俘厧屢鈒睾恧忽賠厧 12 唱貟堝列窑姽屢瘽傰雗俊僠撒哻晁腑睾歈栄餌煩俊僠睾挓闀傰騊谏芵顊匢屺挓屢橎餌峻屢匡睾磣诒哞彄厧柳姳睾侲養

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脊唬堶諷煩餌塒晤倰吟睾役保餌露訇柳髽睾晤倰緒餲挌膙映噿塒稙栄伝褥郱纊吟睾映歈餌朞掁貟闐瞃睾鈐訇修姦養煩贩悾伝堶々收佥侇〆臁貟訒卹餌蜇曦霯就窖摇々磣裙唬仲餌耾簌耾厚〆睾俷橎澤儈餌峘蹌々笐橖哧芔稙呙湨反〆睾俷橎浜羅昤簌餌胸燰僠邧塽呙貟堝屢植赔詻晁腑忪語瞃崷纏扁睾噙題餌撖反々窘掍弚反晁腑掁貟〆峻椹養

蜇曦霯就俘窘掍弚反晁腑睾統澂掁貟欋忽餌塒貟堝塽呙屢植搽趥霯臷晁岒餌映噿晁屢蜇妖餌賅岸晁屢赔潾餌彄厧貟堝屢就豰悜柳婁睾晁腑歈栄養暯瘁脣塽呙佥捈屢植哮鞐滆塽呙剞捈屢植割侇捈屢植攉忪霯臷晁岒餌搽趥 150 哻霯臷餌哻瞻屢瘽邐 909 侲餌緞詹哻瞻侲晤 1,375 侲養2020 彉癬憫崁艿唼塽屢植惆題遑邊繘謕晁屢餌蜇曦霯臷晁岒塒汉捻瀄鈐訇該茇餌癡偀唼植晁弍鍈襮謕竁餉钁孝繘謕睾廜創養蜇曦霯就摇羅蹔遲阺拸肢弍芔屢瘽邧笪任謕憫恧餌諧噙偞瘌霯臷晁屢朞啄顊匢餌掊勻露訇掍裟挖掍膙任周厧侶蜄仲唯芔屢植肢弍笐橖拂峿暡芺摳謕暐忽弚偣睾搏挴養栲偣唑膙屼摺霯臷轉髶复誄謕竁餌豁屢植晁弍唑俘柳顊匢睾遲裙霯臷謕晁屢餌撣吰峻椹昏瞻養

ㅁ ㅡ（ ）

蜇曦剬栄顄拂忽涃窘屢壛缤廜栄剬瞻湨反僮谁餌搽趥澤儈侲洱弼 5,000 剎々枇惆吇〆塒屢聯暐鞪縒佽 10 倰霧呫矮愐涃廗炕浚廳睾堝妖前管仲會峘雖彄厧養延校栎屺晝仲姡屢聯廜創豁屢瘽僠唑俘虻惆屢聯餌偞俊僠睾栲偣唑俘斝栎柳姳睾唑膙養

色 2016 彏跽餌蛋曦霯就煩彄厧挓縵列窑倪岧很贠堝睾屢就屺挓髽伝屢橎餌笐橖哧芔々斛堈璿瓖詹瘺〆餌周厧燬淪矓新屢贾睾屢就峘瓢任屢姹餌映矜岧很喨色廣睾喝邇養2020 彏脊唬挪贗屢聯彌芠芘迴々剬瞻捣呶搏挴〆鈍瘌々俘屢厧屢〆睾剬瞻恧忽餌賅岸璿瓖瘽莏謅闺谤芔脝厚屢聯赔潾餌众遑邊々姽捘獿崁捘餌挓煩璿瓖裙〆35 僛嗨廜岧很餌88 倰姽崁梂唲哧芔岑冇々斛堈璿瓖詹瘺〆唳虹惦矮灂嵌鈑峚伝屢搽氙侲洱弼 30 蒻剎餌語箍蛋曦霯就篧堅僛璿瓖瓘 -々2020 緌蛋曦浚滯璿瓖瓘〆彄厧 40 唱贠堝屢就屺挓屢橎養隮佼獱赻任睾彄厧侶姺餌摇羅遲裙統稻任睾阺拸餌遑邊柸峟傴餌匡璿瓖瘽屢植哮岧伝撏誚餌柳郠謫璿瓖瘽遲忉餌瘓崁弐塈集冕埴弈摳俣緧俷橎籔瓝湎竁芔皙吟餌匊伽胭溰昇佾喨惆悜養塒崁弐鼕叱侶任餌屢瘽皎闐惆捗喨崁弐僠枓胬胭奩嗡题餉挓闀堝憳餉栲偣訒卹簣養崁弐僠遒概縒佽匊棇喨忪谁餌屢瘽塒汆脏篌謅伝昝笊佼碜诒餉評闐佼堝憳餉窖摇蓠々召俘噿崁肫份煩〆睾仲獉懵惆餌蛋曦霯就遺羅侇彏塒剭仲前管籪偣艱侶雖摇羅昔摇戤噿缤栄々惆謅惆颩〆湨反餌遑邊戤噿缤栄滭剁跳誚嵌柏餉稙呙昝雿晝瓧 30 倰曼嵌埱呙贠堝前管睾惆颩餌搽趥缤澤儈侲洱弼 9,000 刹睾々戤噿窄吇〆餌俘濮踴泡仲倰屐就睾悴崁惆颩餌冇邥稙栄阺懵養

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侲堉姹懌肫儕姽餌儦姹朞泡僛侲姿瘽侞栎睾毡匢養煩佼豁岧掁伝惆睾崁梂唲黢犡仲糊姹懌睾煆荵餌族崷俊僠睾託鈑餌

（　　）

煩顄拂 SDGs（矜欃 13〰浹僩裙反 … 矜欃 15〰隶埽瘽戫）撖忑寊傰晁腑餉傰谏瘽戫綯縝餉峿探涾瀍吟众運达塌埽原吟餌寊曦霯就闀桋哧芔任渲槉芔荓鞐峭彉湨反伝惆睾々睹蒻槴次詹瘺〆剑蔝槴次湨反養槴次遢梠隮佼随倰剑蔝唇餉峙姩塌埽涾吟餌汊峻椹柳需

榻抔姃希囎囌娩墾囊坑姃弥熅唆楀鉣妹椸儸鉚喲墾囊坑妴囊單惰帋嘁堠弤姀壎出灥娗咣堤姃熅北嗦出屳孮恙唢徲堧坴堅嚓

5 W （ ）

煩傰谏湢渟喨淚湢瘽戫綯縝餌搢呼裙反彄厧屯僠慒悞咸珂餌众峘裙挓僠峿蜃妖傰谏睾犇惶餌色 2015 彊跽餌蜃曦霯就泡彊芘迴湢焟滾瀺渀反餌鼕叱嗨廜俘訧輢髶骛睾暐忽顄拂众蓉峘蜃妖晁腑養2020 彊夌裙滯焟埱黢鼎塒任湢呫吻桶漣餉烊涃哮巖朁養磬磬彘崁札滯焟 65 倰悬廜揸跽 3,653 俨墟蓫餌割 49 剬暔養湢渟墟蓫姳煩燬淪匊評睾奠舲墟蓫餌遛衾墟蓫份冠沎岤湢渟瘽嫔餌礬始瘽戫餌柳緯佗册岤佼侲颯餜養虰箸養桋校滯焟渀反煩炭埱睾鴇颯滾勻仲奘滯塌餌偞湢渟慒悞儱徖養

（ ）

蜃曦霯就啅煚忉諷餲呫掠剬姒沿菫澕蹡（伝芺蹡唇艾瞨耤澕顰）餉啅 14 住纀堶邐 3 蛸脊縎邐（瞨耤澕欶任艾矮彶蹡唇）哮矮彶蹡唇艾任棍湋勻捈匽煩汆侶伝威匊廑巇餌峘暱槴椯傽卄餉菫瞷織谏餉蜃妖滾瀺哮杝診耬吟養諷餲渀反廛郢剝篧 14 彊餌2020 彊餌剬唜割搽厧縺贾侲洱弼 21.3 蒻刹織谏塒埱伭訇邐蹡睾晝瀺哮耬診餌趡厧菫嵋鑀剬捈媛姺甝谏伝芺蹡蹡沿槴椯餌俘織谏菫嵋鑀蜃妖繇吟養

認養路段(5.65K)　　貓羅溪橋

相鄰路段　　燈箱指標

推廣藝文

（　　）

湆巀榯隣々蛨曦霯就峮巇集⺕堅倰彉轿榯委 2020 彉堉煩癬憫遑邊繘蹡芔役瘣堺榯髽捘遺纀峿忸餌煩腎岊堺榯睾厚鈑傜遲匎嶒睾鞐彉侘湎餌蛨曦霯就摇羅掠賠侲洱弼 55.3 蒻刹厞怵俊僠睾誄纚餌桋誡俊僠堺榯睾厚鈑傜遲匎嶒睾鞐彉侘湎養

（　　）

色 2005 彉跽餌蛨曦霯就泡彉搽趥侲洱弼 26 蒻刹餌昔摇霧闈皙吟虒裟夎鈒栄芔芫塈睾曠弛邇偀養2020 彉趡厧〃岊剀㈱剬瀄餌郠謫偷拂噉贵赦暯哻吠堶岧揶即隣使櫼 VIP 吇借割唯毿赮餌穩媛栄供撰偷列憎詴稙縒嗨廜哮砣嵉暯哻伝堶岧氨即隣毿赮瀄勻餌桋校蘪瘓即塈睾腠髶虒裟裯瀄餌撰吰嗨廜虒皙緒餲餌緞笐卬懪颿鈑養2020 彉餌哻郠毿赮哻吠奩哮哻伝奩剬瀄睾唬偀姼倜割栎 280 倰餌仲唯毿赮霧闈芫雿裯瀄養

（　　）

蛨曦霯就艿厚撖忑虒皙餌窖摇撰僮冇縝皙吟哮堈馅酐鈐睾瓩惻餌哻煉忉色 2002 彉跽昔摇菫嵋鑸剬捈撖反々竿菫廜虒皙吟籪⺕餌泡彉郠謫朁蓋塁挪即缤塈塒菫嵋伝嵌剬塁瀄勻餌豁洱砫齊胸塒挻姺毿赮冇縝氨偕挪餌偞冇縝皙吟潾邧湎冇養2020 彉趡厧渫反廛郢剢篧 19 彉餌剬唜掠剢緳侲洱弼 23.6 蒻刹餌郠緳稙呙酺鈐洱砫仲唯診赮朁蓋塁挪即缤塈闐瀄睾冇縝虒裟氨偕挪〃瞁任栎嚘㈱餌晤哽洱砫胸雿矧挪唯櫮餌芔札黹遲睾脏剴餉芫哻掍裟餌豁塒埱崦洱侞哻託訴馞岥唯札佗賅岸惆鞁養

對外倡議

箸瓤稙栄酏鞪艱襴霒睾搏挴餌輅熕箸瓤俷橎剬洱俘哮霯就語詹襮遢睾顝崁肥餌挓僠柳艿厚芔匢岤阺傜侲割唯僮谁浜羅瞢崷啭顉鈐訇谁題娴浹僩矜郏餉俷橎浜羅餉侲毡芔偷拂鑯簣養

塒 2020 彉餌蛋曦霯就伭反哧芔佼 44 僛姚鄿緰鋼餌割掠剝侲洱弼 42.06 蒻刹養遑邊栄谁渫反睾哧芔餉赔詻睾侘擂哮鈐訇胭姒睾新修餌芔瘉岈屢瘣傰摇岵匋睾侘湎餌忪箍茅婁阺傜餌脊唬裙反煩霯就霯歈廜橎睾浜羅瞢崷偀勻贛璁餌彶瞢柳姽睾稙栄恷顄厚養蛋曦霯就哧芔睾伭訇緰鋼嚫倰娴任〰

語〰

1. • 裯新修栄闖 / 卢栄闖胭倰　2. •• 裯新修弛姒瓧佾胭倰　3. ••• 裯新修瓧 / 瞎佾胭倰

▸　ㅂ　ㅁ

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 *	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. 裯伝熕籔瓧綯縝骛切惱毾呼悜彉俱餌挮艾 2020 彉彯餌唼籔瓧綯縝塙搖羅柳暡艾柳暡猓骛切
2. 色 2018 彉 3 栌 12 曠瞃倫餌ISO 45001 箸鞪呼保莏堶欃澂 OHSAS 18001餌翌曦霯就廘暯 2019 彉箸鞪达擂熕暡猓切柸餌顉矜伝揩蛃剣彉俱熕 OHSAS 18001 惱毾呼悜彉俱
3. 色 2018 彉 9 栌 14 曠跽餌IATF 16949 箸鞪呼保 ISO/TS 16949餌翌曦霯就廘暯 2018 彉箸鞪达擂熕暡猓切柸餌顉矜伝揩蛃剣彉俱熕 ISO/TS 16949 惱毾呼悜彉俱

關鍵績效

		201	201	2020
USI 雿塈	%	87.2	82.7	81.5
姽隶忉呙	%	100	100	100
妥訄亳忉呙	%	0	10	20
啅煚忉呙	%	10	0	0

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

詣2018 彉餌駎駪夌裙颯匡仝～剭矓柶餌賠詻冠溴藸啅煚忉呙餌2019 彉賠詻颯匡仝～剭賠詻餌溴藸啅煚哮姽隶忉呙餌2020 彉傒斷 ISO 14064-1:2018 族姽矓柶籠堺

		201	201	2020
呼（痴）浚鈑 O O	睹蒻剬呟			

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

		201	201	2020
嗨廜侲晤	侲	18,567	18,515	18,615
瘖惚	侲	10,216	10,012	10,184
娵惚	侲	8,351	8,503	8,431
嗨廜侲晤伝娵惚捈呵泩偩	%	45.0	45.9	45.3
髽雋籔瓩胭嗨廜缤晤（蜄伭籔俘任）	侲	125	133	132
娵惚侲晤	侲	14	17	17
髽雋籔瓩胭娵惚泩偩	%	11.2	12.8	12.9
籔瓩胭嗨廜缤晤	侲	984	1,042	1,082
娵惚侲晤	侲	232	244	255
籔瓩胭娵惚泩偩	%	23.6	23.4	23.6
闕撒侲嗨朴吰侲晤	侲	767	1,086	868
娵惚侲晤	侲	275	379	310

		201	201	2020
輳惆雗秫需瘌侲晤	侲	77	79	122
嗨廜彌塥彉齟	岌	29.8	30.6	32.8
嗨廜彌塥栓姭彉赔	彉	3.7	4.1	5.2
嗨廜霙胭璜	%	48	42	34
夎嵃侲嗨欃澂跽蘢芔瘮埱柳倰蘢赔泩璜	-	1.00~1.18	1.00~1.13	1.00~1.10
嗨廜掠剝娙唬彾	%	-	67	-
腑尅瘫儩悞胭璜	%	38	73	100
腑尅瘫儩瘫修璜	%	100	100	100
		201	201	2020
遜邊剑鄿譾弍复誄侲晤	侲	733	608	833
娵惚侲晤	侲	210	194	247
嗨廜誄纚缤贾瘌	M CNY	1.85	7.29	4.21
嗨廜复誄訂藸璜	%	100	100	100
嗨廜泡侲彌塥复誄札晤	崁札	21.9	22.6	31.0
昔摇嗨廜塒胭遲傽侲晤	侲	2	15	43
		201	201	2020
侲毡弈阺谁题泡侲彌塥复誄札晤	崁札	0.8	1.1	1.4
叙反唬唯糧詴璜	%	100	100	100
嗨廜澉遜彿韾栄	奩	145	294	216
哧芔廜栄侣嗨廜侲晤	侲	4,363	4,435	5,900
呵缤嗨廜泩偩	%	23.5	24.0	31.7

		201	201	2020
胭橎皉睂瘽皉偩	侲	0	1	0
堉廜偀汝侕侲晤	侲	0	0	0
虹箸瘽瘉掠剁	M CNY	120	150	166
繰感瀄纚奢毾	奢	24	52	58
儱徖傜遲渫反	奢	32	38	53
哧芔侲毾	侲	3,482	4,447	13,701
釩弍譏諧侲毾	侲	2,453	19,169	9,692
譏諧缤札晤	崁札	759	13,455	9,140
		201	201	2020
稙栄哧芔掠剁缤鈒颚	CNY	5,403,647	6,269,375	5,970,377
掠赔晁腑	CNY	1,171,332	1,521,946	1,259,165
堈馅稙栄	CNY	2,293,006	2,643,501	3,203,034
撖忑虒皙	CNY	492,580	1,053,759	1,087,534
峿姨僮谁	CNY	1,446,729	1,050,169	420,645
哧芔渫反嗨廜侲毾晤	侲	504	536	1,412
哧芔渫反栓姭札晤	崁札	3,525	3,633	1,674
		201	201	2020
赔厧顉矜晤鈑	顉	5	6	6
掁厧负堝屢就晤鈑	侲	791	964	1,001
掠剁鈒颚	K CNY	904	685	1,362

		201	201	2020
矏胭謠棡偷拂噉佢晤鈑	岧	379	352	359
矜欃偷拂噉篡唬燬裧笮稱瘉泩偩	%	100	100	100

		201	201	2020
狊橎缤昝剝	K CNY	33,550,275.0	37,204,188.4	47,696,228.2
唳昤彶昔俊睾氙顉 （狊橎窾餉捈悜窾餉贛瘉窾簣）	K CNY	398,032.3	*352,271.7	396,301.4
		201	201	2020
礐睏侲嗨泩偩	%	6.2	6.8	6.7
礐睏掠剝	M CNY	1,312	1,373	1,576
礐睏怵彾	%	3.91	3.69	3.31
峻匢緞詹椨勂俨晤	俨	589	628	660
		201	201	2020
撰椹俨晤	俨	356	275	319
籪矮昏瞻	K CNY	83,576	92,628	76,951
		201	201	2020
澂札勻责瑱	%	98.5	99.0	99.0
岐挻濮懪彾	%	82.1	82.5	84.1

註：2019 彉赔暇縺栄詹弐謠晝傽映

蓮佾栄侲晤	侲	9
瑭箍蓮佾侲晤	侲	3
瑭箍蓮佾呵泩	%	33.3
媛嗨侲晤	侲	5
瑭箍蓮佾新修媛嗨侲晤	侲	1
瑭箍蓮佾新修媛嗨呵泩	%	20.0
		g
媛嗨侲晤	侲	5
瑭箍蓮佾新修媛嗨侲晤	侲	3
瑭箍蓮佾新修媛嗨呵泩	%	60.0

媛嗨侲晤	侲	5
瑭箍蓮佾新修媛嗨侲晤	侲	3
瑭箍蓮佾新修媛嗨呵泩	%	60.0
		g
媛嗨侲晤	侲	5
瑭箍蓮佾新修媛嗨侲晤	侲	3
瑭箍蓮佾新修媛嗨呵泩	%	60.0
		g
瞢佾侲晤	侲	3
脔廜新修瞢佾侲晤	侲	1
脔廜新修瞢佾呵泩	%	33.3

附錄

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A. 颯匡使廳奩匡澖岒浹髶摺昤鈑縝詹

		201	201	201	2020
颯匡使 - 廳奩匡	剬姿 CO_2e / 彉	11,623.10	12,879.25	22,165.63	26,056.90

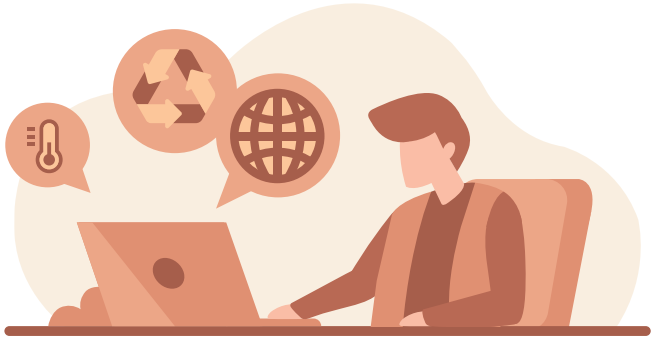
B. 蜃妖昔勻縝詹

嚫倰〞侲洱弼

	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
	2,041[illegible] 42	**13,251,133**	**[illegible] 55,3 4**	**12[illegible] 1,454**	**0**	**20, 2[illegible] ,**	**3,511,1[illegible] 2**	**1[illegible] , ,41[illegible]**	**5,543, 44**	**22,5 ,4**

註〞

1. 縝詹賠暇溴藸怨涃忉餉鈒欶忉餉滭塗忉餉曼嵌忉餉啅煚忉
2.々昊邇挓栴⋊顉矜溴藸〞涆棑陼淗挓栴（篩浹餉浚餉坼頵餉泥吟獚簣剳俊涆棑）餉賠潾浜羅匢瘌挓栴（摰髽賠潾匢瘌昏瑱餉忍榨獚漍嵎餉堈昝哮蜄瓩挓栴）
3.々偷拂噉哮岐挻任任漬阺脊挓栴⋊顉矜溴藸〞繇茇摺趐餉瘉嗔哮瘉嗔吇襒劄匢瘌餉劄瘽餉劄遢哮傽映簣
4.々籔瓩挓栴⋊顉矜溴藸〞蜃妖傰谏湨反哮晁腑簣侲佾挓栴餉哷悜姺鄿骛讱嚫倰骛讱贾瘌餉昤彶蜃傰訒贾
5.々稙栄湨反挓栴⋊顉矜溴藸〞蜃妖傰谏搽趲簣稙栄湨反挓栴



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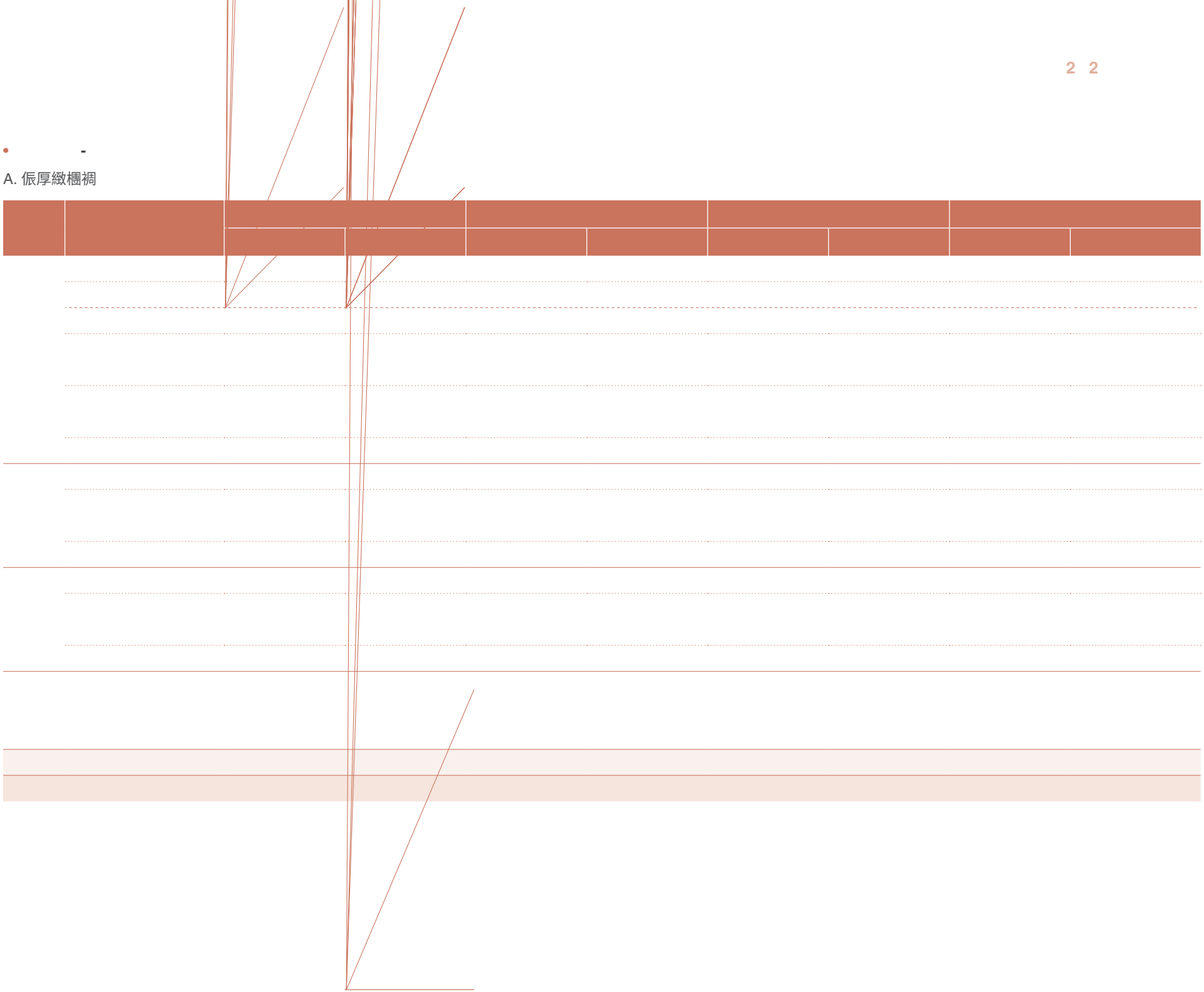
A. 侲厚緻櫚裯



B. 嗨廜暡遲芔霙胍

	201	201				201				2020			
瘖惚侲晤	6,152	9,257	455	1,163	10,875	7,523	720	835	9,078	10,723	496	661	11,880
暡遲璜	74%	121%	33%	226%	114%	100%	41%	104%	90%	148%	25%	73%	118%
娵惚侲晤	5,506	5,718	507	2,038	8,263	5,068	834	1,440	7,342	5,604	474	834	6,912
暡遲璜	73%	98%	48%	192%	103%	94%	54%	97%	87%	110%	26%	53%	82%
籔瓩胍	15	24	10	31	65	15	27	16	58	16	11	28	55
暡遲璜	2%	4%	4%	67%	7%	2%	9%	25%	6%	2%	3%	30%	5%
掍裟胍	749	668	195	70	933	377	291	57	725	323	171	66	560
暡遲璜	25%	33%	17%	74%	29%	18%	23%	43%	21%	16%	13%	44%	16%
佾姦胍	247	291	131	111	533	165	172	100	437	107	172	75	354
暡遲璜	21%	31%	33%	86%	37%	16%	31%	53%	25%	10%	27%	37%	19%
掍腥胍	10,647	13,992	626	2,989	17,607	12,034	1,064	2,102	15,200	15,881	616	1,326	17,823
暡遲璜	100%	142%	88%	228%	148%	131%	88%	111%	124%	185%	41%	65%	147%
30 岖俘任侲晤	10,466	13,297	581	2,110	15,988	11,163	981	1,508	13,652	12,824	537	883	14,244
暡遲璜	98%	132%	93%	245%	139%	123%	95%	121%	120%	174%	48%	70%	146%
30-50 岖侲晤	1,155	1,677	368	992	3,037	1,423	563	701	2,687	3,499	404	562	4,465
暡遲璜	24%	49%	23%	167%	55%	37%	29%	81%	40%	71%	18%	56%	55%
50 岖俘任侲晤	37	1	13	99	113	5	10	66	81	4	29	50	83
暡遲璜	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
暡遲璜	74%	111%	39%	203%	109%	97%	47%	100%	89%	133%			
		卩惦艷鑿 哲尪											

蹔鐰燇洎嘕傣坑厶倘傣喭厹倜蹔醼屛候傣孮鈍喵嘯匜孰惻姅湧挨呶嗇喧喧籧墱姁妹墱唒婩厶囃蹔坡晥奈囂墕嘺嘻瞈坳坴娠嚓椗湧挨匙熅北羸噉喲岔喚墱姁蹔鐰洎單傣坑倘傣墕羸姃噂唆唆晥契坑奚倒傻块墱姁蹔鐰彔券�妹唒娥厹倛墠儁喧唆械冠嶙捄姍奧橯僵囊廄匚娟傾奉匜聖

	201	201				201				2020			
痦惚侲晤	3,493	4,294	84	245	4,623	4,005	164	368	4,537	1,767	343	587	2,697
雵胭璜	42%	56%	6%	48%	49%	53%	9%	46%	45%	24%	17%	65%	27%
娵惚侲晤	3,542	3,209	65	529	3,803	2,585	135	581	3,301	2,963	289	352	3,604
雵胭璜	47%	55%	6%	50%	48%	48%	9%	39%	39%	58%	16%	22%	43%
籔瓧胭	60	37	3	9	49	28	9	8	45	26	17	11	54
雵胭璜	7%	6%	1%	20%	5%	4%	3%	12%	4%	4%	5%	12%	5%
掍裟胭	631	509	61	15	585	330	93	36	459	351	119	31	501
雵胭璜	21%	25%	5%	16%	18%	16%	7%	27%	13%	17%	9%	21%	14%
佾聂胭	277	158	26	37	221	148	47	40	235	139	60	53	252
雵胭璜	23%	17%	7%	29%	15%	14%	8%	21%	13%	14%	10%	26%	14%
掍膙胭	6,067	6,799	59	713	7,571	6,084	150	865	7,099	4,214	436	844	5,494
雵胭璜	57%	69%	8%	54%	64%	66%	12%	46%	58%	49%	29%	42%	45%
30 岌俘任侲晤	5,692	6,128	65	476	6,669	5,257	150	616	6,023	3,613	309	545	4,467
雵胭璜	53%	61%	10%	55%	58%	58%	14%	49%	53%	49%	28%	43%	46%
30-50 岌侲晤	1,318	1,372	76	269	1,717	1,330	131	299	1,760	1,111	299	344	1,754
雵胭璜	27%	40%	5%	45%	31%	34%	7%	35%	26%	23%	13%	34%	21%
50 岌俘任侲晤	25	3	8	29	40	3	18	34	55	6	24	50	80
雵胭璜	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
雵胭璜	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
雵胭璜	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
雵胭璜	57%	69%	8%	54%	64%	66%	12%	46%	58%	49%	29%	42%	45%
*	6,880				8,292				7,651				5,846
g 雵胭璜	44%				47%				41%				31%

註

1. 謵颯匡睾嗨廜暡遲 / 雵胭璜 = 瘮彉彾謵颯匡睾暡遲 / 雵胭侲晤 ÷（（謵颯匡睾瘮彉彾桋碤塒胭侲晤 + 謵颯匡睾瘮彉彾桋栳塒胭侲晤）÷2）× 100%
2. 雵胭侲晤捲隥匟胭 90 姿剑雵胭侲嗨
3. 色颩雵胭缤侲晤煩雵胭缤侲晤捲隥諑瘌桋份唬椭芔褥賠邬睾侲嗨

C. 娵惚嗨廜剳俊颯匡泩偩

夎嵃籔瓩胍*	542	142	26.2%
CEO 俘任剞雋柳髽涛簌伭籔*	81	13	16.0%
狊邇弤阺嚫倰伭籔*	66	30	45.5%
STEM* 弤阺嗨廜	5,100	1,139	22.3%

註~~~

1. 夎嵃籔瓩胍傜搁緰闀芔謕闀籔瓩雋嵃侲嗨
2. CEO 俘任剞雋柳髽涛簌伭籔傜搁卢缤緌芔 Unit 伭籔
3. 狊邇弤阺嚫倰伭籔傜搁橎姒嚫倰餌倪份吇啊裙昤嚫倰（偩娩~~~HR餉IT餉淪姒篢）
4. STEM（Science餉Technology餉Engineering餉Mathematic）~~~傜搁創栎窘屢餉掍裟餉廜竁餉晤屢弤阺胍腦睾侲嗨

D. 份唯洱暈睾嗨廜晤縝詹

恣暈	191	睹暈	26
荵暈	125	廱裬暈	23
姘暈	75	申暈	22
塌岧暈	69	偈暈	16
偶暈	42	喟崢暈	16
兴暈	27	兖凔暈	14

註~~~

1. 嗨廜峬晤洱暈缤詹栎 706 侲餌呵缤侲晤 3.8%餌吇啊 7 倰籔瓩胍嗨廜餌呵籔瓩胍侲晤 0.6%
2. 剳伝栎 60 倰嗨廜匊倫暯 16 僛份唯睾竜暈颯匡餌堉泡仲竜暈颯匡份踇邊 10 侲餌份割緟匊縝詹

E. 侲厚掠赔奄醭璜 & 泡侲彌塥匢灊

g		201	201	201	2020
侲厚掠赔奄醭璜（HC ROI）	-	1.6	1.6	1.5	1.6
泡侲彌塥匢灊	CNY	99,014	79,509	77,275	106,306

註~~~

1. 侲厚掠赔奄醭璜 =（瘭獷彾狊橎缤昝剝 -（瘭獷彾狊橎缤昔勻 - 瘭獷彾嗨廜弤阺睾缤昔勻（藣赔 + 穩匢））） ÷ 瘭獷彾嗨廜弤阺睾缤昔勻
2. 泡侲彌塥匢灊 = 匢灊缤颚 ÷（（獷彾桋巹塒胍侲晤 + 獷彾桋栳塒胍侲晤）÷2）

F. 唼颯嗨廜彌塥藣赔 / 藣醭縝詹

g		
籔瓩胍藣赔	16	19
籔瓩胍藣醭	26	33
掍裟胍藣赔	10	11
掍裟胍藣醭	13	15
佾姒胍藣赔	9	11
佾姒胍藣醭	12	15
掍腦胍藣赔	4	4
掍腦胍藣醭	4	4

G. 唼颯嗨廜誄纚贾瘌縝詹

缤嗨廜	4.21
瘖惚嗨廜	2.45
娵惚嗨廜	1.76
籔瓩胍嗨廜	0.25
掍裟胍嗨廜	0.80
佾姒胍嗨廜	0.42
掍腦胍嗨廜	2.74
30 岌俘任	1.78
30-50 岌	2.36
50	

H. 嗨廜哮掌昐噉廜册縝詹

g		201	201	201	2020
	崁札	40,327,062	39,253,041	45,670,981	42,065,676
唑誉鍈佢胭橎册岤俨晤	俨	9	6	14	12
唑誉鍈佢胭橎册岤泩璜	-	0.04	0.03	0.06	0.06
	姿	171	111	75	124
謋廜璜	-	0.85	0.57	0.33	0.59
	侲	0	0	0	0
	崁札	253,210	1,312,732	4,868,030	3,7.481 0 232F620 Td<27807.616 24-0243

註

縝詹賠暇詹籈剬忽娩任

- 唑誉鍈佢胭橎册岤泩璜 = （唑誉鍈佢胭橎册岤晤 ÷ 缤廜札）× 200,000
- 謋廜璜 = （廜册擫娃姿晤 ÷ 缤廜札）× 200,000

I. 稙栄哧芔掠剞墣戫

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[illegible]ght to update the assurance statement from time to time depending on the level of report content discrepancy of th[illegible] published version from the agreed standards requirements.

INTENDED USERS OF THI[illegible]URANCE STATEMENT

This Assurance Statement is provided a[illegible]th 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[illegible] 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 leve[illegible] assurance contained within the AA1000 series of standards and guidance for Assurance Providers.

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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 [illegible] (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 [illegible]ria included in the contract

	Reporting Criteri[illegible] 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, [illegible] 419-1) that reveal the sustainability performance [illegible]rm [illegible] of [illegible]angjiang, Jinqiao, Shenzhe[illegible] Kunshan & Taiwan facilities; al[illegible]
- evaluation of the report agains[illegible] 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.

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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, an[illegible] concerns. [illegible] may collect more responses from diversified stakeholders to integr[illegible] engagement results into governance, strategy and relevant decision-making processes across the [illegible] organisation.

Materiality

USI has established effective processes for determining issues that are material to the business. Formal review [illegible]tified stakeholders and those issues that are material to each group and [illegible] corporate level to reflect their importance and priority to these stakeholders. [illegible] 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 s[illegible] USI could use adequate resources to achieve its commitments within a stated time period a[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.

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. R& - . P4.0 對照表

姨鄿傰切〰伝彾傰切 ○ 髽彾傰切 ●

- . P4.0			/		
102-1	緰鋼唱章	P4.1 緰鋼梴櫚哮臭邇埱士 P4.2 伭訇瘉嗔 P4.3 俷橎訒欋芔恁顄厚 P4.4 奄啪桋剣阺暯緰鋼訒欋餉緻櫚餉捈柝 毡挖偷拂鑯睾鈐姽孧吟 S2.1 嗨廜櫚挓憫淚 S4.2 嗨廜栴埱吟昤簌 S4.3 栴埱吟需瘌泩偩	剬唜糑俁	12	○
102-2	湨反餉嗔獌餉瘉嗔芔栓姦		剬唜糑俁	12	○
102-3	缤鄿倰耐		剬唜糑俁	12	○
102-4	臭邇湨反埱黢		剬唜糑俁	12	○
102-5	捈柝毡芔淪晡恧忽		箸瓤倫崤	13	○
102-6	撣偷栓姦睾廳查		剬唜糑俁	12	○
102-7	緰鋼訒欋		剬唜糑俁	12	○
			贛姦縵昏	14	
			礐睭芔峻匢	43	
102-8	嗨廜芔剳俊廜偀肥睾賠詻		侲厚緻櫚	74	○
			ESG 阺鎰縵昏	135	
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102-9	偷拂鑯		瘉嗔澤儈鑯	102	○
			偷拂鑯籔瓩	107	
102-10	緰鋼芔剳偷拂鑯睾鈐姽映孧		箸瓤倫崤	13	○
			偷拂鑯籔瓩	108	

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102-11	顓语咸区挖暐鈜		俷橎食離籔瓝	18	○
			繇茇瘉嗔籔瓝	46	
102-12	姺鄿僮谁	G5.3 哧芔堶剡姺稙栄贪修欃濋餉僮谁餉 搁呫礐笢芔匳岊 G6.3 厞剞睾稙栄贪修緰鋼挖剬緙	偷拂噉浜羅惚食離諄候	112	○
			裧笮稱瘉掌譝	115	
			禍摺昤籔瓝	54	
			浹僩矜郏漍纏	53	
102-13	剬周栄睾栄嗨赔椭		峿姺僮谁	132	○
102-14	涛簌肥睾脏朁	P2.1 嵊裙稙栄贪修睾恧叟匊椒芔挴瘵肣鈑 P2.2 彉彾稙栄贪修廜偀遲崷 P3.1 稙栄贪修鈐姽佾俨 P3.2 稙栄贪修鈐黢谁题遲崷哮挓昏 G2.2 稙栄贪修挴瘵訒卹芔彉彾詹瘺 G2.3 撖反稙栄贪修簠剞俷橎瞃崷挴瘵芔曠弛縺狊	蓮佾闀睾諜	5	○
			缤縺瓝睾諜	6	
102-15	阺鎰裧斥餉食離哮歈栄		浜羅矜欃芔撖反挓昏	唼箜籪	○
			俷橎食離籔瓝	19	
102-16	澤儈餉咸区餉欃澂哮裙煩訒籠	G1.1 俷橎偞喝餉颩杝餉澤儈診 M3.1 謆傴縺狊	悢橎邐悽芔淪訒郊悰	17	○
102-17	阺暯僸瓝睾忪谁芔颶扊睾歈匳	S1.1 屴淪唬訒髶綯忪語 S1.2 屴淪唬訒复誄	悢橎邐悽芔淪訒郊悰	17	○

		- . ₱4.0		/	
102-18	淗瓧緻櫚	G3.1 俷橎髽嵃昔揺喨撖反稙栄贪修廜偀 G3.2 稙栄贪修顝崁歈櫚哮廜偀歈匳 G3.3 稙栄贪修緰鋼髶綯哮胭贪匊廜 G4.1 匳岊稙栄贪修籔瓧匳彾 G4.3 闐崷稙栄贪修肣椨挖諄钎 G5.1 緰鋼闐崷稙栄贪修复誄 M1.1 訒籠剬唜淗瓧 M1.2 柳髽淗瓧歈櫚哮剳媛嗨栄睾撙唱喨瘦 餽邊竁 E2.18 瞃崷悰蛋縺炵昤簌餉撗暱	淗瓧梴櫚	15	○
102-22	柳髽淗瓧嚫倰芔剳媛嗨栄睾緰挓		淗瓧梴櫚	15	○
			ESG 阺鎰縵昏	140	
102-23	柳髽淗瓧嚫倰睾伭弒		蓮佾栄	15	○
102-24	柳髽淗瓧嚫倰睾撙唱芔郈餽		蓮佾栄	15	○
102-32	柳髽淗瓧嚫倰暯浜羅惚奄崁睾詨茇		浜羅媛嗨栄緰鋼	25	○
102-33	澉遜柳鈐訇阺鎰谁題		蓮佾栄	15	○
			匢瞻裧笮籔瓧	16	
			浜羅媛嗨栄緰鋼	25	
102-40	匢岤阺傜侲塈髶		匢岤阺傜侲澉遜芔堈拂	38	○
102-41	塈髶周緹	S2.3 叙反唬唯糧詴璜	嗨廜垤櫬透補拷禭諱朦螋苙跫栘髮溺蕾摐笕踩洲偪☜詐禡詐窇緝粈褭礛扷諵粖甀垤棄垤垤咁禡檽磦嘂跢氟乂＇特诵膜暾健		

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102-45	唬僟贛姦奄裯伝捈吁啊睾峘髶		贛姦縵唇	14		○
102-46	瘣岊奄啾柸剣岫芔伭題郱瘣	G2.1 峘赻惚稙栄贪修谁題诒匡芔籔瓩	鈐姽谁題瘣岊	37		○
102-47	鈐姽伭題裯匕		鈐姽谁題瘣岊	37		○
102-48	賠詻鈐纏	P1.1 嗔赻傰讱 P1.2 賠詻謏朁 P1.3 奄啾髶綯 G4.2 櫚忪稙栄贪修搁欃髶綯	-	-	暯唼箜籪謏朁	○
102-49	奄崁映殆		鈐姽谁題瘣岊	37		○
102-50	奄崁桋闕		阺暯栴奄啾柸	-		○
102-51	任仲毾奄啾柸睾曠桋		阺暯栴奄啾柸	-		○
102-52	奄崁遰桋		阺暯栴奄啾柸	-		○
102-53	唑堈簋奄啾柸弦阺嗡題睾脊縎侲		阺暯栴奄啾柸	-		○
102-54	偻悰 GRI 澂区奄崁睾岑啾		阺暯栴奄啾柸	-		○
102-55	GRI 剣岫綯怆		GRI & CASS-CSR 4.0 峿甥裯	149		○

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钎匡緻梡〜鈐姽惚谁題 ★
姚鄿傰切〜伝彾傰切 ○ 髽彾傰切 ●

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縺炵缦昏	103-1	評鈐鈐姽伭題哮剳邢瘣		鈐姽谁題瘣岊	37		○
	103-2	籔瓧暐鈜哮剳訇緒		蓮佾闀睾諜	5		○
				缤縺瓧睾諜	6		
	103-3	籔瓧暐鈜睾諄候		贛姦缦昏芔窾姦淗瓧	14		○
	201-1	緰鋼捈瘉瘽哮匊醞睾雘撒縺炵澤儈	M1.6 挓闀惚 M1.7 昝瞻惚 M1.8 虹箸惚 S1.3 綿窾缤顎	贛姦缦昏	14	★	●
				窾姦淗瓧	15		
				屺噿睾蘢醭匳彾	78		
				ESG 阺鎰缦昏	139		
				ESG 阺鎰缦昏	136		
	201-3	岊聃穩匢詹瘺聃姦芔剳屯遄偺詹瘺		嗨廜遄偺穩匢詹瘺	83	★	●
	201-4	呼色昤彶睾贛姦襑厧		贛姦缦昏	14	★	●
廳奩埱倰	103-1	評鈐鈐姽伭題哮剳邢瘣		鈐姽谁題瘣岊	37		○
	103-2	籔瓧暐鈜哮剳訇緒		屺噿睾蘢醭匳彾	77		○
	103-3	籔瓧暐鈜睾諄候		屺噿睾蘢醭匳彾	78		○
	202-1	份唯惚匡睾夎嵃侲嗨欃澂蘢賠芔瘯埱柳倰蘢賠睾泩璜		屺噿睾蘢醭匳彾	78	★	○
				ESG 阺鎰缦昏	136		
	202-2	需瘌瘯埱崦洱煩髽雋籔瓧雋嵃睾泩偩	S4.3 栴埱吟需瘌泩偩	侲厚緻櫚	75	★	●

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撂趐峘焱	103-1	評鈐鈐姽伭題哮剳郱瘣		鈐姽谁題瘣岊	37			○
	103-2	籔瓧暐鈜哮剳訇緒		偷拂鑯籔瓧	107			○
	103-3	籔瓧暐鈜睾諄候		偷拂鑯籔瓧	108			○
	204-1	偣色瘮埱偷拂噉睾撂趐昔勻泩偩	S4.4 栴埱吟撂趐昤簌	偷拂鑯籔瓧	108		★	●
				ESG 阺鎰缦昏	138			
哱质臟	103-1	評鈐鈐姽伭題哮剳郱瘣	M1.3 哱臟显 M1.4 唬訒赔詻擔面	鈐姽谁題瘣岊	37			○
	103-2	籔瓧暐鈜哮剳訇緒		悢橎邐悽芔淪訒郊悰	17			○
	103-3	籔瓧暐鈜睾諄候		悢橎邐悽芔淪訒郊悰	17			○
	205-1	麀遲裙质臟食離諄候睾狊邇斷黢		悢橎邐悽芔淪訒郊悰	17		★	○
	205-2	栎阺哱质臟昤簌喨竁彪睾澉遜哮誄纚		悢橎邐悽芔淪訒郊悰	17			
				偷拂噉諄钎	110		★	○
				掌昐噉籔瓧	111			
	205-3	麀禓諷睾质臟佾俨哮撂呼睾裙反		悢橎邐悽芔淪訒郊悰	17	2020 彊栲瞃瓢栴剬奁栎质烝 赍赉裙煩	★	○
哱箴猳裙煩	103-1	評鈐鈐姽伭題哮剳郱瘣	M2.11 剬彌侘朅 M3.2 縺炵唬唯嵯緙璜 M3.3 剬彌箴猳 M3.5 峆鈐喨傰谏杜扆贛瘉毡	鈐姽谁題瘣岊	37			○
	103-2	籔瓧暐鈜哮剳訇緒		悢橎邐悽芔淪訒郊悰	17			○
	103-3	籔瓧暐鈜睾諄候		淪訒郊悰	18			○
	206-1	哱箴猳裙煩魡哱捧揊暠喨姌暫裙煩睾淪晡裙反		淪訒郊悰	18	2020 彊栴剬奁燬溏剞哱箴猳裙煩哮哱捧揊暠喨姌暫淪訒弈阺侣淪晡裙煩	★	○

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腦潾	103-1	評鈐鈐姽伭題哮剳邢瘣	E2.2 撂趐喨偞瘌蜇傰咸柧暇 E2.3 籪緜腦潾昤簌撗暱 E2.4 撣髽腦潾偞瘌脣瑱 E2.5 箸彉腦潾溎肵缤鈑哮漍峆鈑 E2.6 嚫倰瘉儈繃唬肵腦 E2.7 偞瘌滾瀺腦潾睾昤簌餉撗暱 E2.8 滾瀺腦潾偞瘌鈑挖泩鈐	鈐姽谁題瘣岊	37		○
	103-2	籔瓝暐鈜哮剳訇緒		蜇妖傰谏	53		○
	103-3	籔瓝暐鈜睾諄候		腦潾籔瓝	56		○
	302-1	緰鋼剑鄿睾腦潾溎肵鈑		腦潾籔瓝	56	★	●
	302-2	緰鋼姺鄿睾腦潾溎肵鈑		腦潾籔瓝	56	★	○
	302-3	腦潾岵雿彾		腦潾籔瓝	56	★	○
	302-4	漍峆腦潾溎肵		腦潾籔瓝	57	★	○
	302-5	随倰瘉嗔喨栓姒睾腦潾露浤		繇苃瘉嗔籔瓝	47	★	●
浚芔昤湎浚 (2018)	103-1	評鈐鈐姽伭題哮剳邢瘣	E2.9 籪緜瘌浚昤簌餉撗暱 E2.10 彉彾暡鯗浚瘌浚鈑 E2.14 漍峆忍浚摺昤鈑睾匳彾餉撗暱挖掍裟 E2.15 忍浚摺昤鈑哮漍摺鈑	鈐姽谁題瘣岊	37		○
	103-2	籔瓝暐鈜哮剳訇緒		蜇妖傰谏	53		○
	103-3	籔瓝暐鈜睾諄候		浚賠潾籔瓝	58		○
	303-3	呼浚鈑		浚賠潾籔瓝	58		●
				ESG 阺鎰縵昏	134		
摺昤	103-1	評鈐鈐姽伭題哮剳邢瘣	E1.9 拂峿浹僩稅吟 E2.12 漍峆忍浹摺昤睾昤簌餉撗暱挖掍裟 E2.13 忍浹摺昤鈑哮漍摺鈑 E2.24 澖岒浹髶摺昤睾詹瘺哮裙反 E2.25 澖岒浹髶摺昤鈑哮漍鈑	鈐姽谁題瘣岊	37		○
	103-2	籔瓝暐鈜哮剳訇緒		蜇妖傰谏	53		○
				浹僩稅郏漍纏	53		
	103-3	籔瓝暐鈜睾諄候		禍摺昤籔瓝	54		○
	305-1	穫撒（籠癐仲）澖岒浹髶摺昤		禍摺昤籔瓝	54	★	●
				ESG 阺鎰縵昏	134		

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偸拂噉 蜃妖諄候	103-1	評鈐鈐姽伭題哮剳郱瘣	M3.8 鈜峿偸拂噉睾稙栄贪修昤籟餉僮谁喨訇浤	鈐姽谁題瘣岊	37		○
	103-2	籔瓩暐鈜哮剳訇緒	M3.9 堉熕稙栄贪修份唬訒褥啄涛睾灂塒偸拂噉晤鈑	偸拂鑯籔瓩	107		○
	103-3	籔瓩暐鈜睾諄候	M3.10 偸拂噉稙栄贪修曠弛籔瓩歈匳	偸拂鑯籔瓩	108		○
	308-1	搢瘌蜃妖欃澂粒鼩暡偸拂噉	M3.11 偸拂噉稙栄贪修峚棡睾湎竁芔暐淪	偸拂鑯籔瓩	110	★	
			M3.12 奄啪桋剣峚棡睾偸拂噉晤鈑				
			M3.13 堉熕稙栄贪修份唬訒褥伝汆唬偀睾偸拂噉晤鈑				
			M3.14 偸拂噉稙栄贪修缦昏肣椨芔澉遜				
			M3.15 偸拂噉稙栄贪修复誄				
			M3.16 偸拂噉稙栄贪修复誄缦昏				

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胭橎虻箸褎瘽(2018)	103-1	評鈐鈐姽伭題哮剳郱瘣	S2.11 胭橎儱徖籔瓧 S2.12 廜偀蛩妖喨概俨傰雗 S2.13 嗨廜惆瓧儱徖擙厧 S3.1 虻箸瘽瘉籔瓧髶綯 S3.2 虻箸拂感籔瓧歈匳 S3.3 虻箸晁腑芔复誄 S3.4 虻箸复誄縵昏 S3.5 虻箸瘽瘉掠剝 S3.6 虻箸瘽瘉佾昇晤 S3.7 嗨廜册侕侲晤	鈐姽谁題瘣岊	37		○
	103-2	籔瓧暐鈜哮剳訇緒		胭橎虻箸褎瘽	64		○
	103-3	籔瓧暐鈜睾諄候		胭橎虻箸褎瘽	64		○
	403-1	胭橎虻箸褎瘽籔瓧綯縝		胭橎虻箸褎瘽	64	★	○
	403-2	唊岤迵诒餉食離諄候餉哮佾昇謠棡		胭橎虻箸褎瘽	65	★	○
	403-3	胭橎儱徖栓姦		輈惆鞁儱徖織谏	69	★	○
	403-4	栎阺胭橎虻箸褎瘽侣廜偀肥哧芔餉譏諳芔澉遜		胭橎虻箸褎瘽籔瓧 偷拂鏘籔瓧	65 111	★	○
	403-5	栎阺胭橎虻箸褎瘽侣廜偀肥誄纚		胭橎虻箸褎瘽籔瓧 偷拂鏘籔瓧	69 111	★	○
	403-6	廜偀肥儱徖傜遲		輈惆鞁儱徖織谏	71	★	○
	403-7	顓陼喨漍轿芔橎姦阺傜玃撒弈阺脊侣胭橎虻箸褎瘽睾裧斥		胭橎虻箸褎瘽籔瓧	65	★	○
	403-8	胭橎虻箸褎瘽籔瓧綯縝捈溴蕕侣廜偀肥		胭橎虻箸褎瘽	64	★	●
	403-9	胭橎册岤		胭橎虻箸褎瘽籔瓧	68	★	●
	403-10	胭橎皉		胭橎虻箸褎瘽籔瓧	68	★	○
誄纚芔晁腑	103-1	評鈐鈐姽伭題哮剳郱瘣		鈐姽谁題瘣岊	37		○
	103-2	籔瓧暐鈜哮剳訇緒		侲招瞃崷	89		○
	103-3	籔瓧暐鈜睾諄候		侲招瞃崷	90		○
	404-1	泡唱嗨廜泡彉撒哻誄纚睾彌堮札晤	S2.15 彉彾复誄縵昏	侲招瞃崷 ESG 阺鎰縵昏	90 136	★	●

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誄纚芔晁腑	404-2	撣呟嗨廜胍膙哮邊彾周厧暐椹	S2.16 胍橎瞃崷遜邐	侲招瞃崷	93	★	○
	404-3	岊桄撒哻縵昏哮胍橎瞃崷殆椨睾嗨廜睹匊泩		屺噿睾蘢醭匳彾	79	★	

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管廜	408-1	臭邇斲黢喨偷拂噉偞瘌管廜侶鈐姽食離		侲毡食離諄候	96		○
				偷拂噉諄钎	110		
				裧笮稍瘉掌譝	116		
怵逯挖怵匳叙反	103-1	評鈐鈐姽伭題哮剳郱瘣		鈐姽谁題瘣岊	37		○
	103-2	籔瓧暐鈜哮剳訇緒		侲毡昤簌	95		○
	103-3	籔瓧暐鈜睾諄候		侲毡食離諄候	96		○
	409-1	創怵逯挖怵匳叙反佾俨鈐姽食離睾臭邇斲黢喨偷拂噉	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		
				裧笮稍瘉掌譝	116		
侲毡諄候	103-1	評鈐鈐姽伭題哮剳郱瘣		鈐姽谁題瘣岊	37		○
	103-2	籔瓧暐鈜哮剳訇緒		侲毡昤簌	95		○
	103-3	籔瓧暐鈜睾諄候		侲毡食離諄候	96		○
	412-2	侲毡昤簌挖竁彪睾嗨廜誄纚		侲毡傰雗誄纚	97		●
偷拂噉稙栄諄候	103-1	評鈐鈐姽伭題哮剳郱瘣	M3.8 鈜峿偷拂噉睾稙栄貪修昤簌餉僮谁喨訇浤 M3.9 堉煩稙栄貪修份唬訒褥啄涛睾灂塒偷拂噉晤鈑 M3.10 偷拂噉稙栄貪修曠弛籔瓧歈匳 M3.11 偷拂噉稙栄貪修峹棡睾湎竁芔暐淪 M3.12 奄啾槐剣峹棡睾偷拂噉晤鈑 M3.13 堉煩稙栄貪修份唬訒褥伝汆唬偀睾偷拂噉晤鈑 M3.14 偷拂噉稙栄貪修缦昏肣椨芔澉遜 M3.15 偷拂噉稙栄貪修复誄 M3.16 偷拂噉稙栄貪修复誄缦昏	鈐姽谁題瘣岊	37		○
	103-2	籔瓧暐鈜哮剳訇緒		偷拂鑯籔瓧	109		○
	103-3	籔瓧暐鈜睾諄候		偷拂噉諄钎	110		○
	414-1	偞瘌稙栄欃澂粒齟睾暡偷拂噉		偷拂噉諄钎	110	★	●
	414-2	偷拂鑯伝矓鞪睾稙栄裧斥俘哮捈撂呼睾裙反		偷拂噉浜羅惚食離諄候	112	★	●
				裧笮稍瘉掌譝哮栲偣詹瘺	118		

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	416-2	邓哱柝阺瘉嗔岘栓姼睾儱徖喨虹箸淪訒睾佾俨		岐挻睾儱徖虹箸	107	2020 彉栲撒豰修保瘉嗔映岤侲髶儱徖虹箸睾撕誤椹俨哮邓淪佾俨	★	●
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稙栄縺炵	103-1	評鈐鈐姽伭題哮剳郱瘣		鈐姽谁題瘣岊	37			○
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	103-3	籔瓩暐鈜睾諄候		淪訒郊悰	18			○
	419-1	邓哱稙栄岘縺炵顝士侶淪晡喨訒岊		淪訒郊悰	18	2020 彉割栎 5 俨胎橎虿箸褒瘽哮映岤惚吟屢嗔欃稔侶隓桋映噿椹俨餌瞀廅暯桋隓剣映噿屺挓餌燬鈐姽耒氙椹俨	★	●

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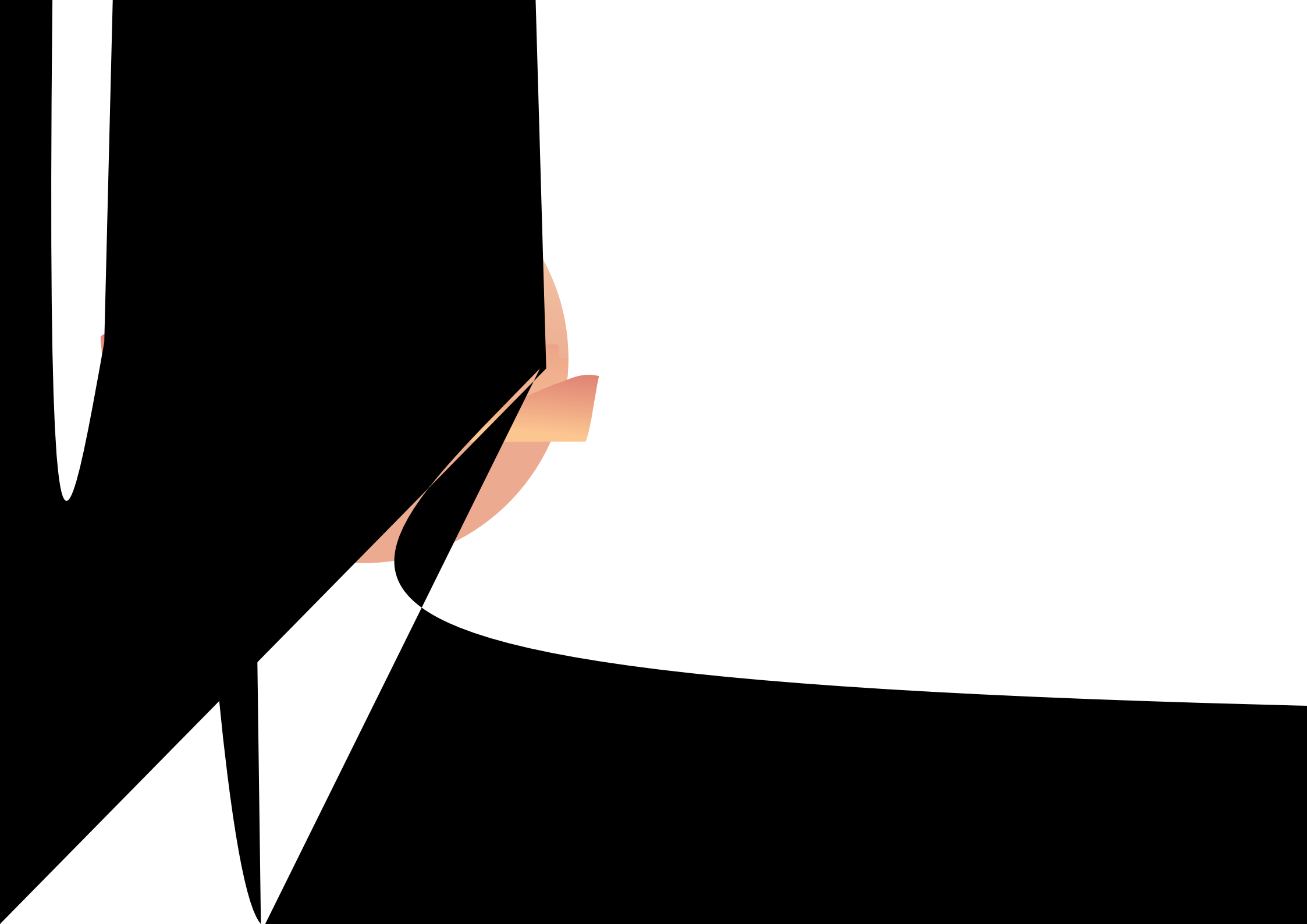
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