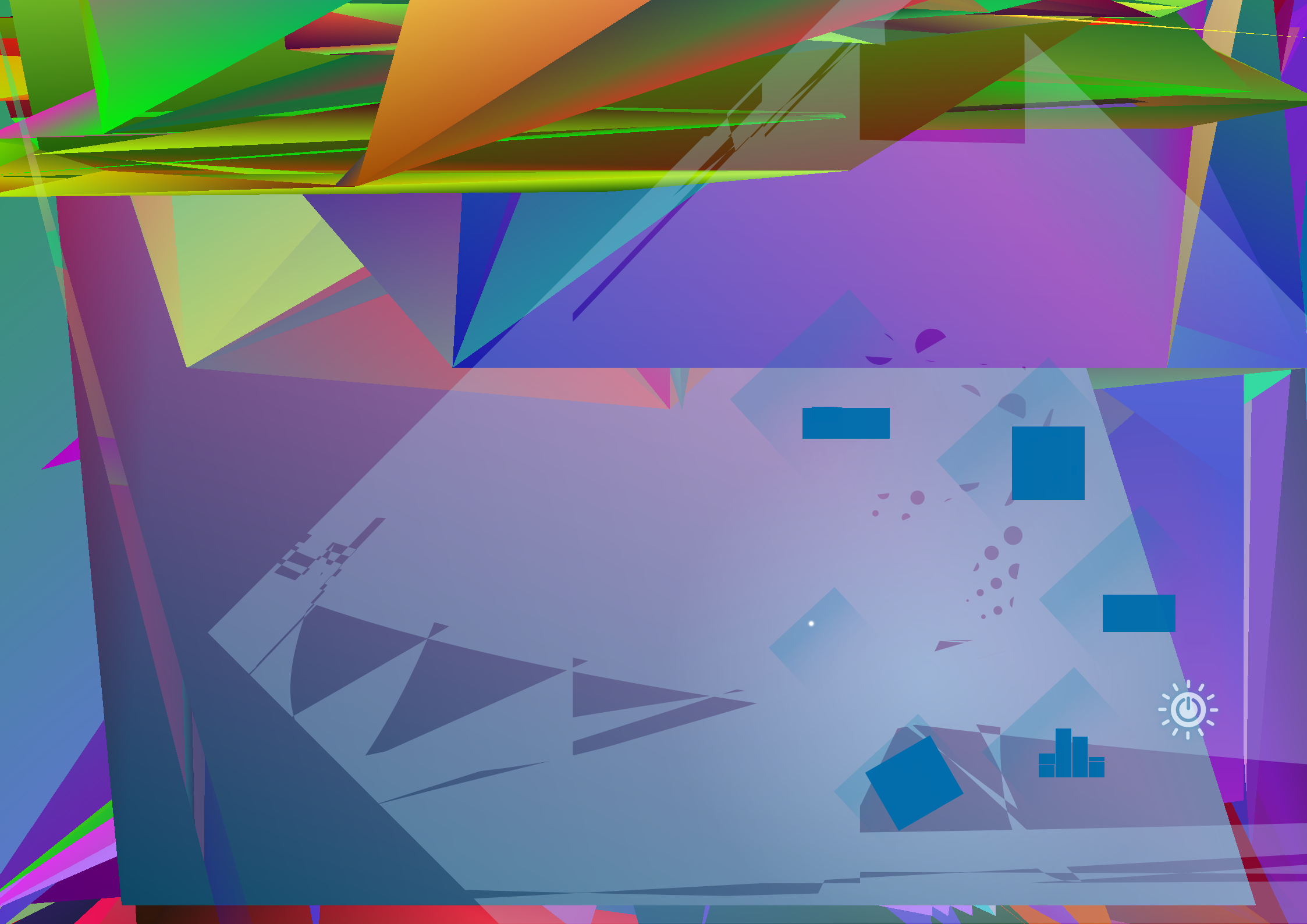
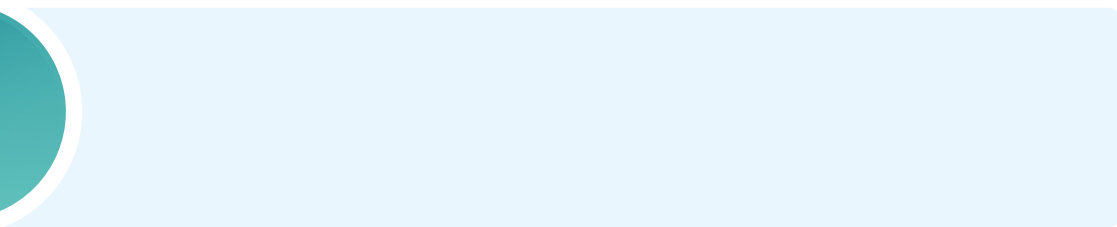
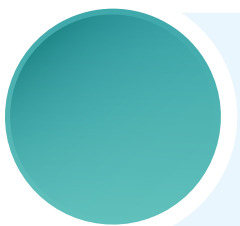
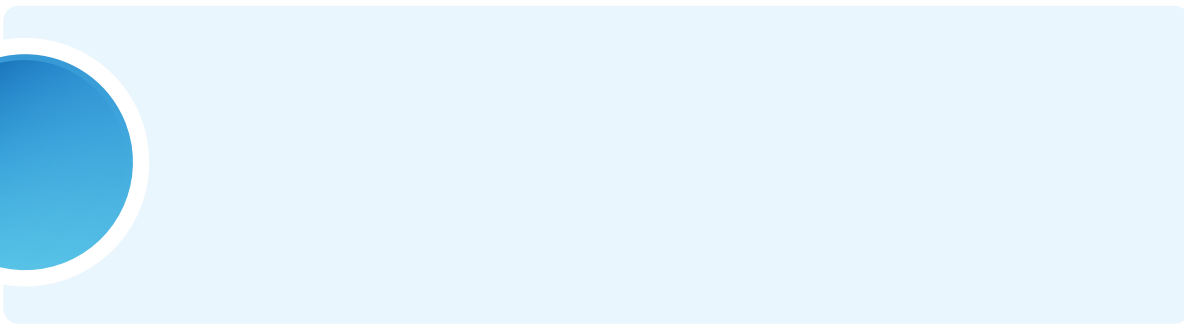
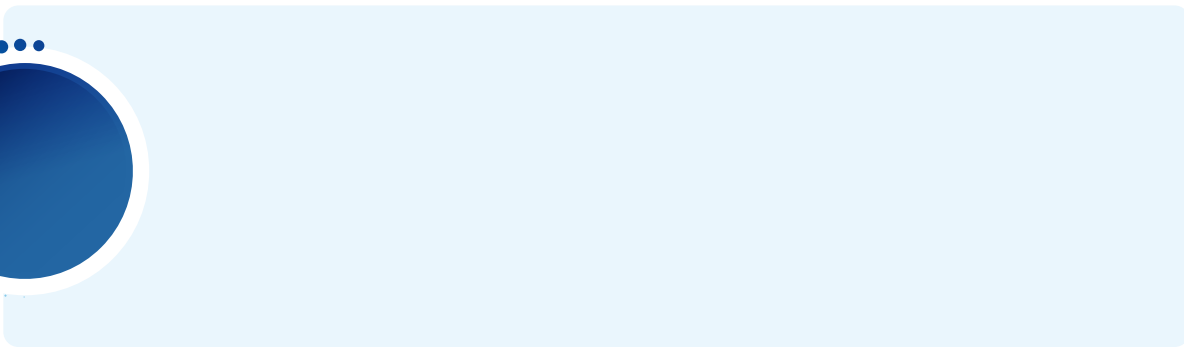








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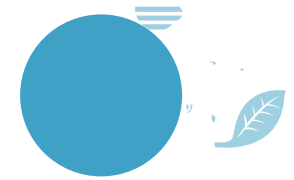
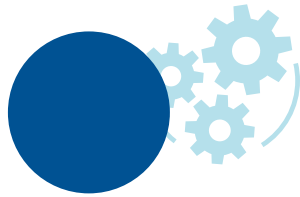
14

15

16

17









概況

(SSE: 601231) (TWSE: 3711, NYSE: ASX) SiP (System
in Package) D(MS)²
(Design) (Manufacturing) (Miniaturization)
(Solutions) (Services)
220 SMT Asteelflash 「 」 27



	Universal Scientific Industrial (Shanghai) Co., Ltd.
	2,209,609,072
/	601231/
	2012 2 20
暨	
暨	
	24,768 (2021 12 31)
¹	452,146 (45.2146)

1. (<https://www.usiglobal.com/tw/global-locations>)



1.

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(<https://www.usiglobal.com/tw/>

corporate-governance/ir-board)

2021

2021	19
2021	17
	2
	19

2021 7

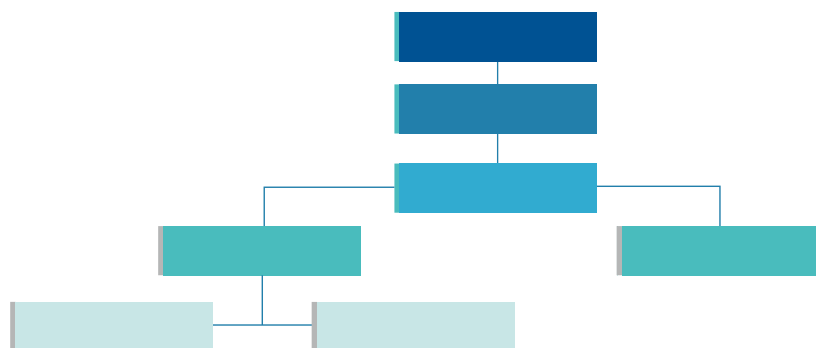
USI



usiglobal.com/tw/corporate-governance/ir-committees)

([https://www.](https://www.usiglobal.com/tw/corporate-governance/ir-committees)

1 2



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《 》
「 」

1. 「 」 <https://www.usiglobal.com/tw/csr/Operation-Governance/Code-of-Ethics-And-Business-Conduct>
2. 「 」 <https://www.usiglobal.com/tw/privacy>



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(

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(Enterprise Risk Management, ERM)

2021

1.

(Top-down ERM Approach)

2.

(Bottom-up ERM Approach)

「 」 「 」 「 」

3.

4.

96% ¹

2021

²



1. 2021

230

2.

6.5





■ 2021

USI

1~2

		1. / 2. 3. /	1. 2. 3.	1. 2. 3.
		1. EMS 2.	1. 2. 3.	1. 2. 3.

1. 《 2021 》 32 「 () 」
2. 「 」



			1. USI 2018 2. (I-REC) 100% 3. USI 2050	1. 2.
			1. (1) (2) (3) 2.	1. 2. 3.
		/	1. 「 」 「 」 2. COVID-19 () ())	/

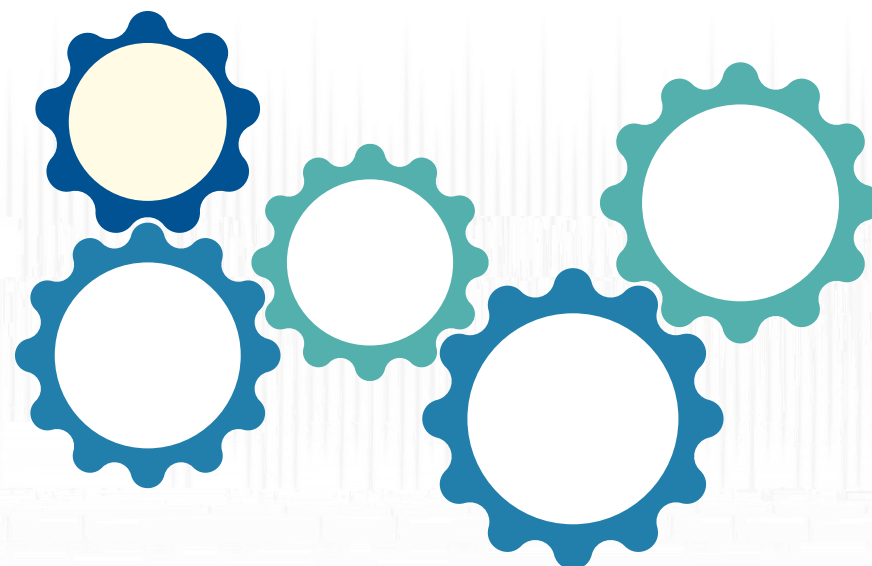
ISO 27001:2013

2020



(Availability) (Compliance) (Confidentiality) (Integrity)

1. USI
2. USI
- 3.
- 4.
- 5.
- 6.



《 Persistent Threat, APT) (Advanced

2021



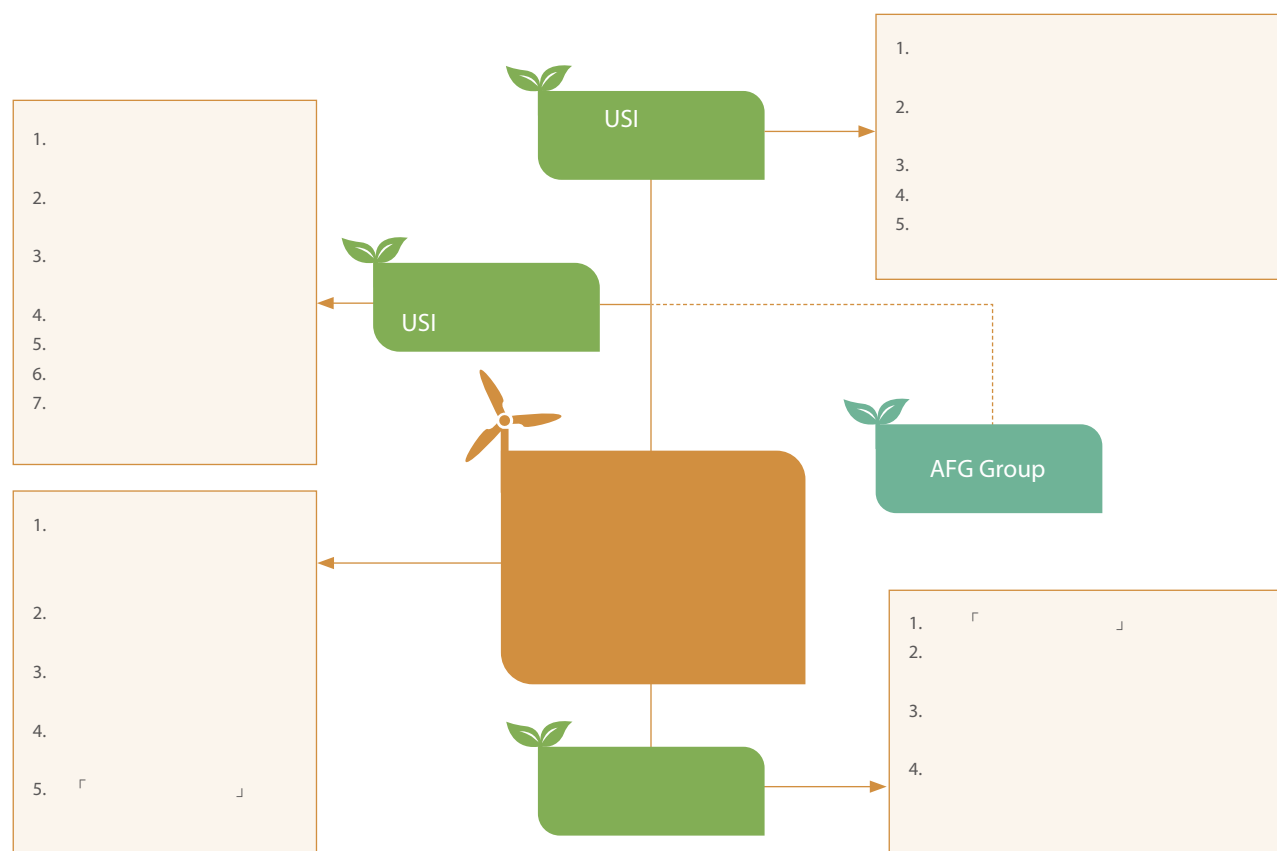
「USI」

「

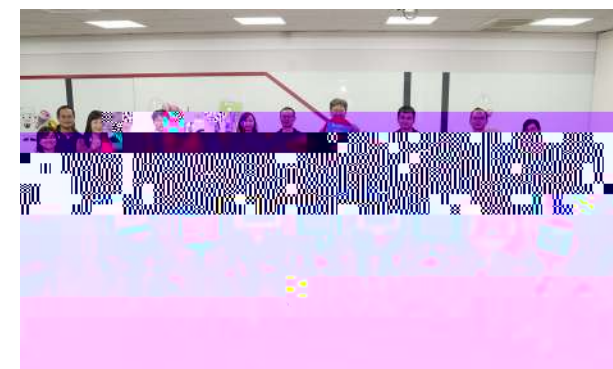
2021 12 14

「

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LMS (e-learning)



USI

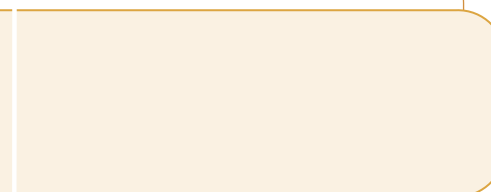
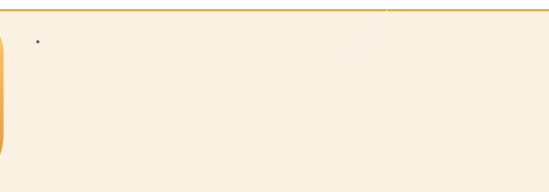
(SDGs)

ESG

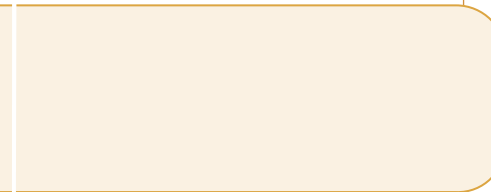
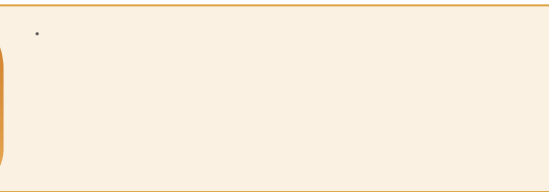
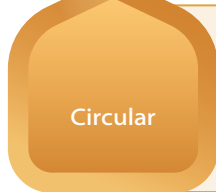
(<https://www.usiglobal.com/tw/csr/Sustainability-Management/Policy>) °



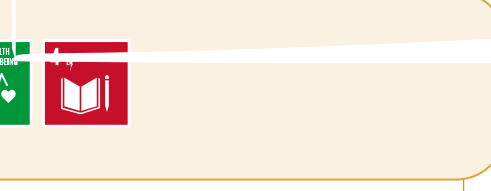
Low Carbon



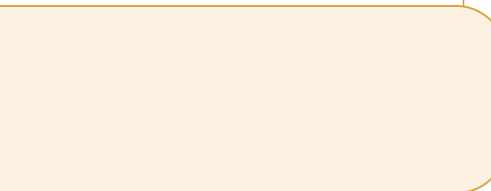
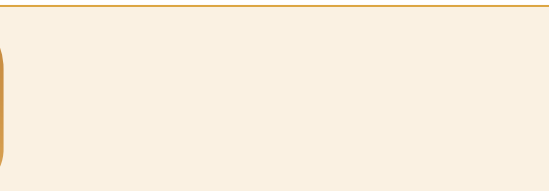
Circular



Inclusive



Collaborative





		2026		
		▶ 0	▶	✓
	1. ISO 14064-1 2. TCFD	▶ ISO 14064-1:2018	▶ ISO 14064-1 ▶ TCFD	✓
	1. ISO 50001 2. 3. 4.	▶ 2015 11%	▶	✓
	1. ISO 45001 2. 3. EAP	▶ ▶ ▶	▶ ()	✓



e-mail





2019 2020 (Social Return of Investment, SROI)
(Environmental Profit and Loss, EP&L)
2021
(Total Impact Measurement and Management, TIMM)

TIMM

2021

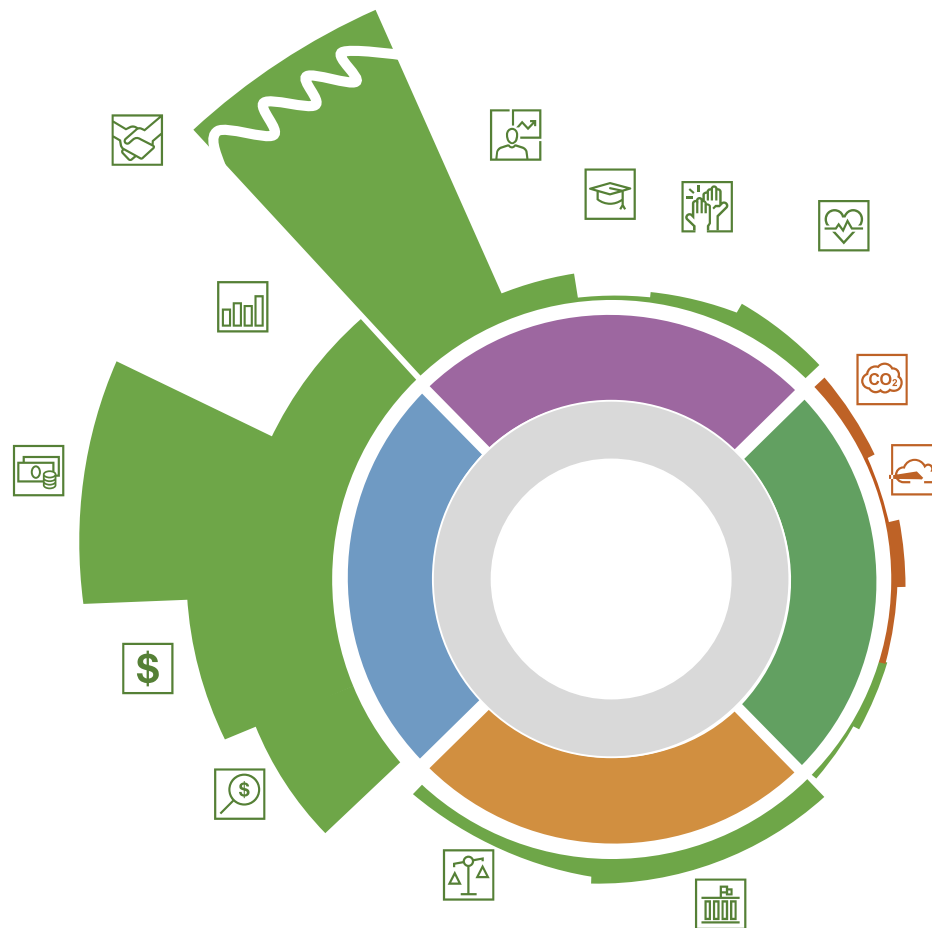
25,786

2021

27.5%

2021
80.3%

ESG







GRI

GRI								
GRI								
	307	417	416	419				

2.

USI

(

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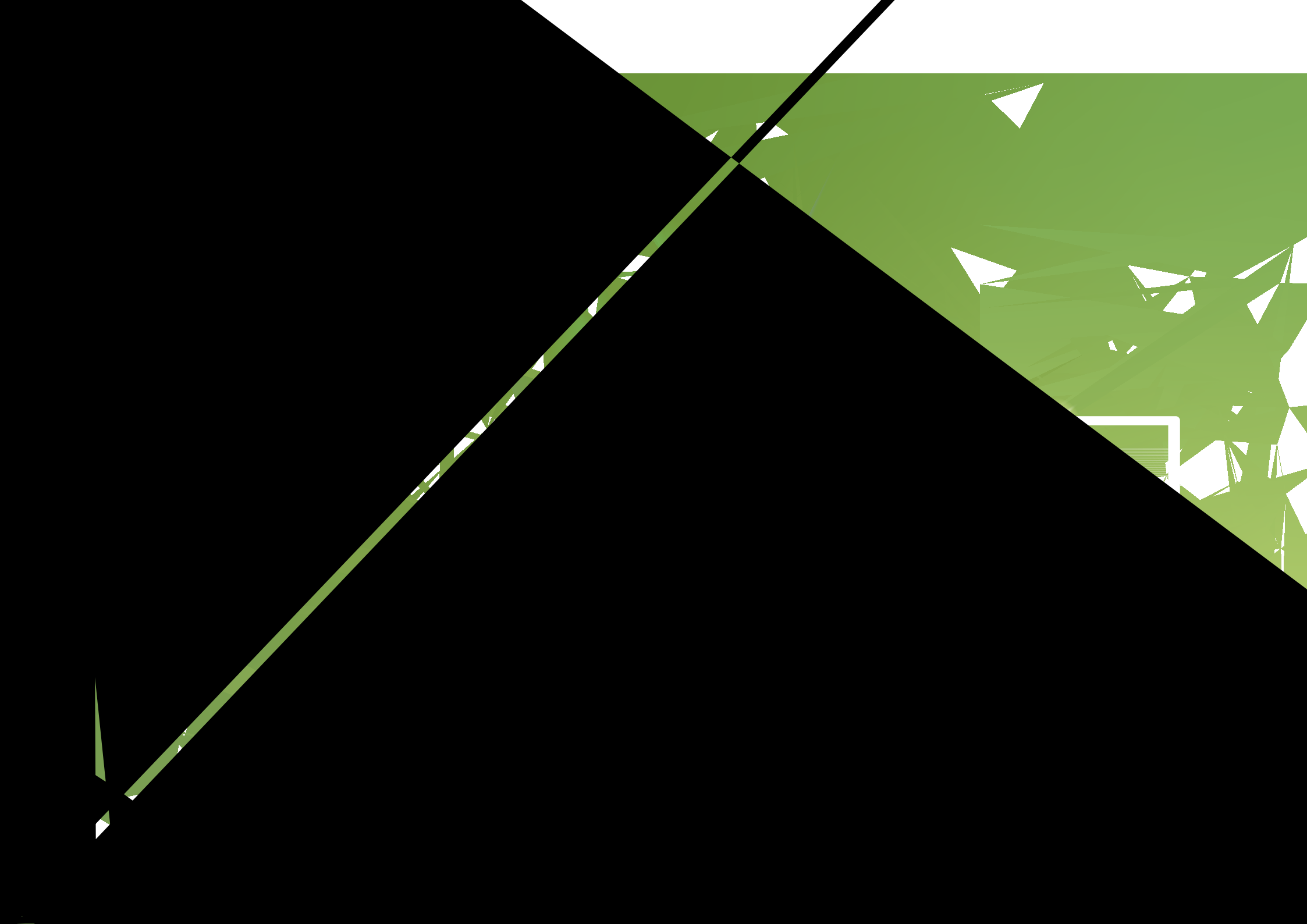


		GRI							
		305			✓		✓	▲	
		305			✓		✓	▲	



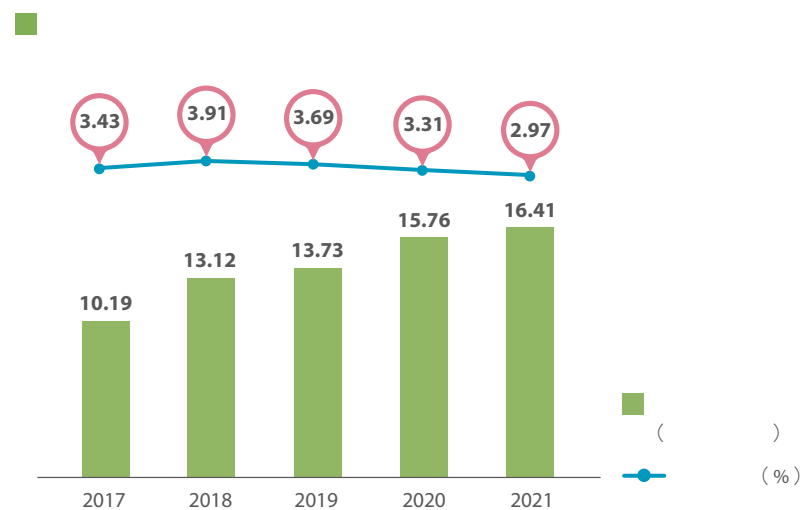
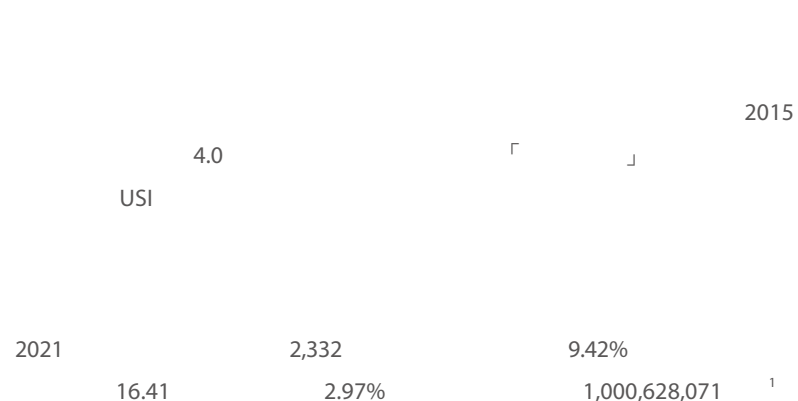
				2021	
 /	   		      	 7  2     	2021 <

				2021	
		/ - Newsletter		「 」 「 」 702 116	

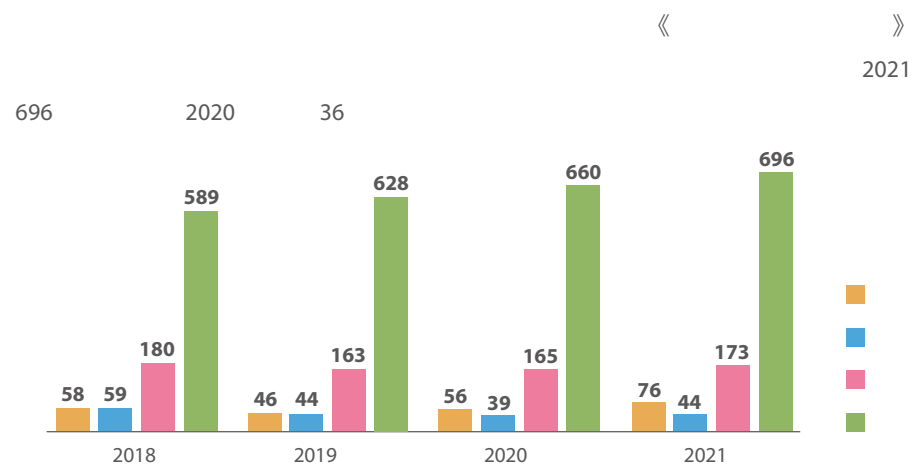




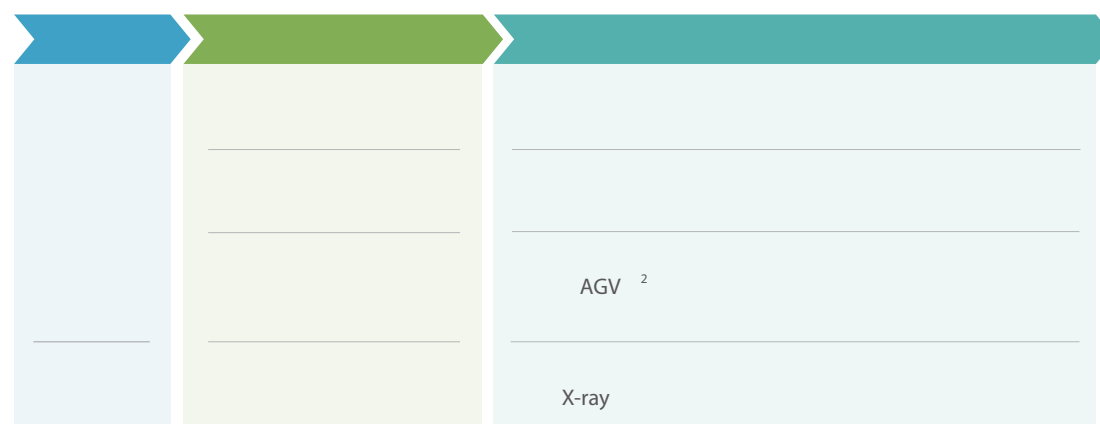
✓ ⌚								
SDGs		2021		2021	2021		2022	2026
			▶	▶	▶ 696	✓	▶ /	▶ 1,611
			▶	▶	▶ 304	✓	▶	▶
		/	▶	▶ 80 Plus	▶ 80 Plus	✓	▶ AC-DC 80 Plus	▶ AC-DC 80 Plus
			▶	▶ RF 90%	▶ 5 RF 90%	✓	▶ WiFi Module IC (Target to Save 30% Power)	▶ (Shrink Antenna Size by 25%)



1. 2021 14~15 17
2. AGV, Automated Guided Vehicle



4





(Continuous Improvement Program, CIP)

2021

CRC

7,875.6

0.22% (

0.22%)

1

17.9

■ 2021

CIP



SRC (Site Review Committee)

(

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CRC (Corporate Review Committee)

250

1.

2020

21.8

42



IECQ QC080000 ISO 14001 ISO 14064-1:2018

USI

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Eco-Design

「

2020

(Green Parts Aggregations & Reporting System,
GPARS) 」 (EHS)

HSF (Hazardous Substance Free) RoHS WEEE

2021

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300

RoHS

REACH
(SVHC)

4

223

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			USI
	RoHS ¹ (Restriction of Hazardous Substances) REACH ² (Registration, Evaluation, Authorization, and Restriction of Chemicals)	▶ ▶	▶ ▶ ▶
	WEEE (Waste Electrical and Electronic Equipment)	▶ ▶ ▶	▶ ▶ ▶
	ErP (Energy-related Product) CEC (California Energy Commission)	▶ ▶ ▶	▶ Standby & Off mode ▶ EPS ▶
	SiP (System in Package) SOM (System on Module)	▶ ▶	▶ ▶ ▶

1. 2021 「
2. REACH
3. 2023 「

300 RoHS
4 SVHC (Substances of Very High Concern,)

223



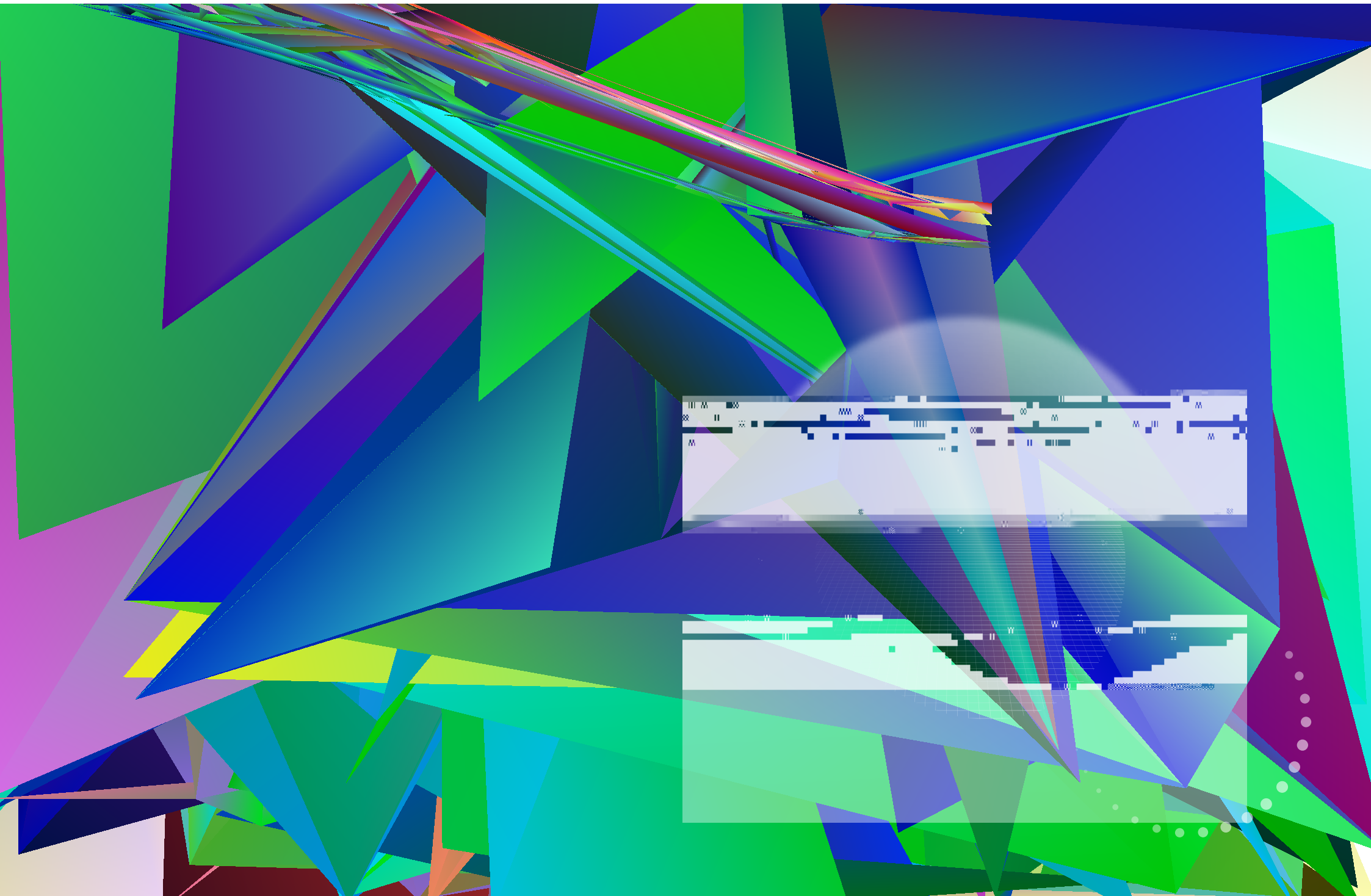
■ GPARS EHS



e-learning
2021

18,713

• RoHS (EU) 2015/863 • Halogen-Free	• 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	• USI GP & HF • OQC	•





SDGs		2021		2021	2021		2022	2026
			▶	▶ 84%	▶ 84%	✔	▶ 84%	▶ 84%
	/		▶	▶ 30%	▶ 39%	✔	▶ 35%	▶ 35%
			▶ (Conflict-Free)	▶ 100%	▶ 100%	✔	▶ 100%	▶ 100%
			▶ SSAQ	▶ 71% SSAQ	▶ 73% SSAQ	✔	▶ 72% SSAQ	▶ 76% SSAQ



$D(MS)^{2-1}$

2



1. $D(MS)^2$

(Design)
(Services)

(Manufacturing)

(Miniaturization)

(Solutions)

2.

3.

/



e-RMA¹ SAP²

e-RMA

RMA



(100%) 2021 1,000,628,071
TL 9000 ISO 9001 (「 」)

(<https://www.usiglobal.com/files/images/quality/USI%20>

Quality%20Policy(TW)-20220111-QS.pdf)



1. e-RMA, e-Return Material Authorization

2. SAP, Systems Application and Products in Data Processing

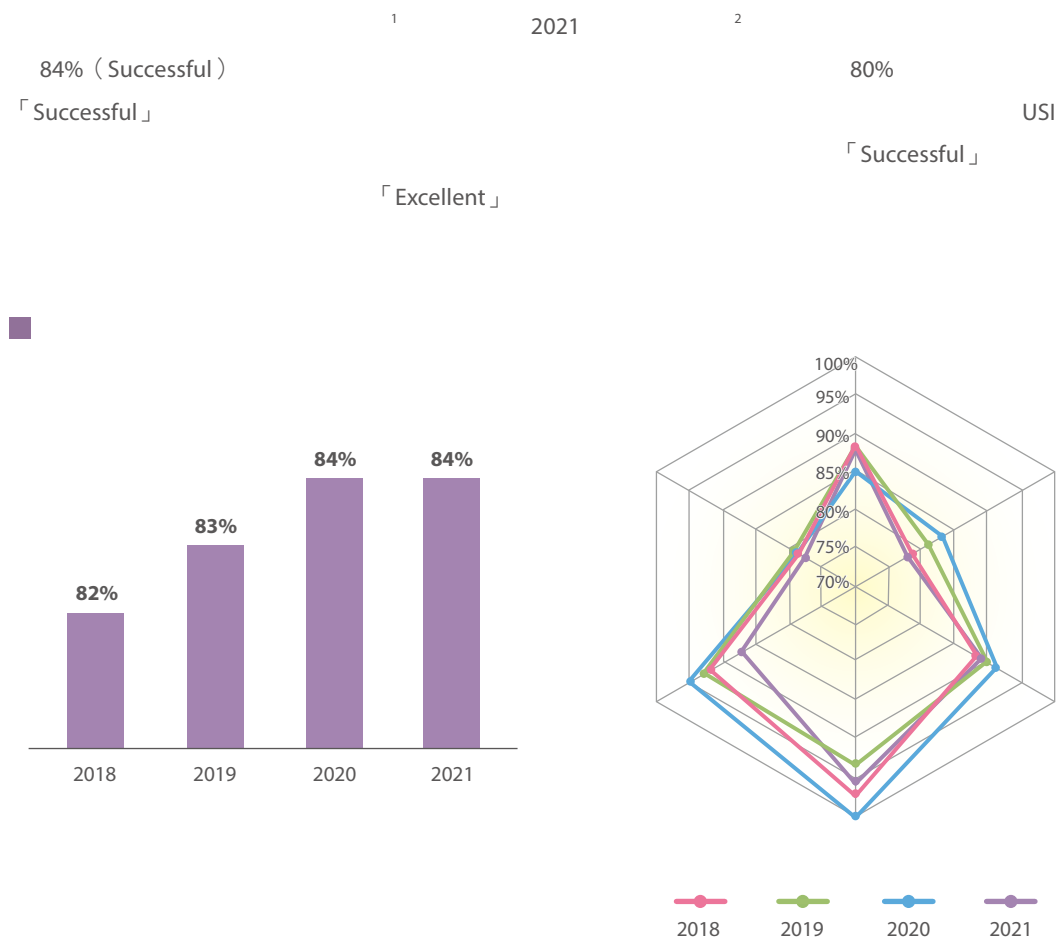
SAP

ERP



1

—



1. Outstanding $\geq 90\%$ Excellent $\geq 85\%$ Successful $\geq 80\%$ Improvement Required
2. $\leq 80\%$ 20 (90%)



《 》

(EU RoHS,

ErP

REACH)

(「 」)

《 》

(「 」)

1

2021

(

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2021

(UL, TUV, CCC)

■ 2021

			暨		
EU RoHS	100%	100%	100%	100%	100%
Halogen Free(HF)	15%	77%	0%	100%	100%
CHINA RoHS	100%	100%	100%	100%	100%

■ 2021

EN/IEC 60950-1	96%	100%
EN/IEC 62368-1	100%	100%
CNS 14336.1	75%	0%
GB 4943.1	50%	0%

1.

()



2021 COVID-19

2021

46

/

(<https://www.usiglobal.com/files/>

images/supply/Supplier_CoC_TW.pdf)

2021

14

-
-
-
-
-



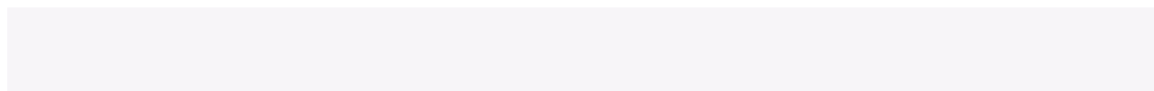


■ 2021



■ 2021

1



1.



2021

1

■ 2021

	429	70	884	829	780	428
	38%	17%	8%	12%	20%	5%

2021 10

2021

1

5%

309

428

7%

2021

39%

2022

35%

1.



(Vendor Rating)

32

PDM

2021
94%

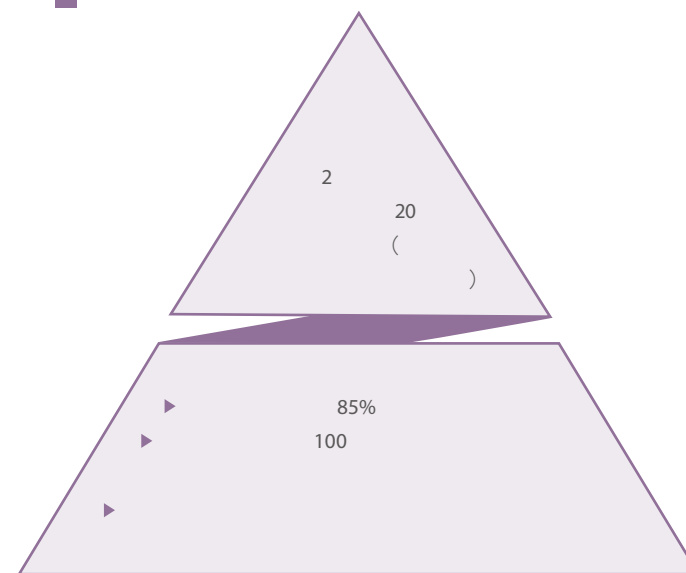
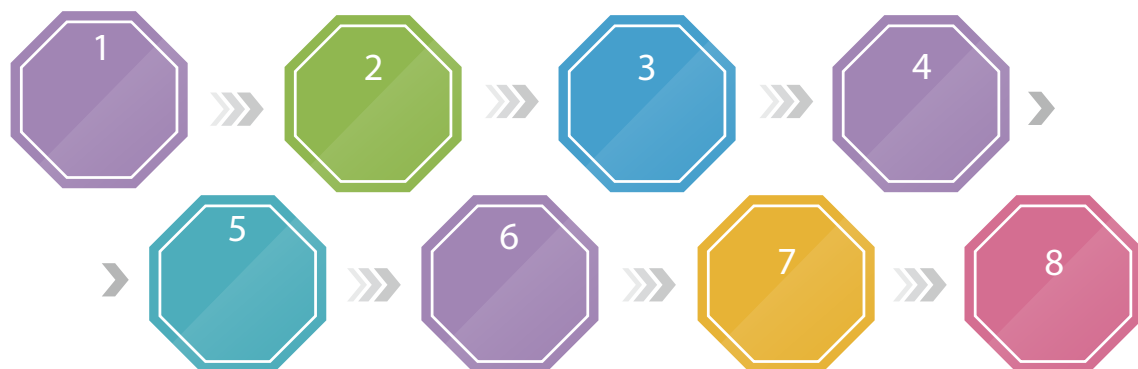
34

Board, QRB)

(Quality Review



RBA



2021

1

(Supplier Sustainability Assessment Questionnaire, SSAQ)

2021

419

73%

2021

47

36

100%

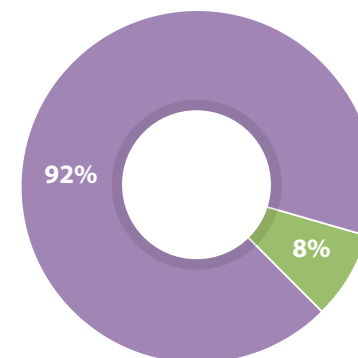
45%

2022

100%

RBA

2021



1.



58



ESG

EBR (Executive Business Review)

276

155

2021

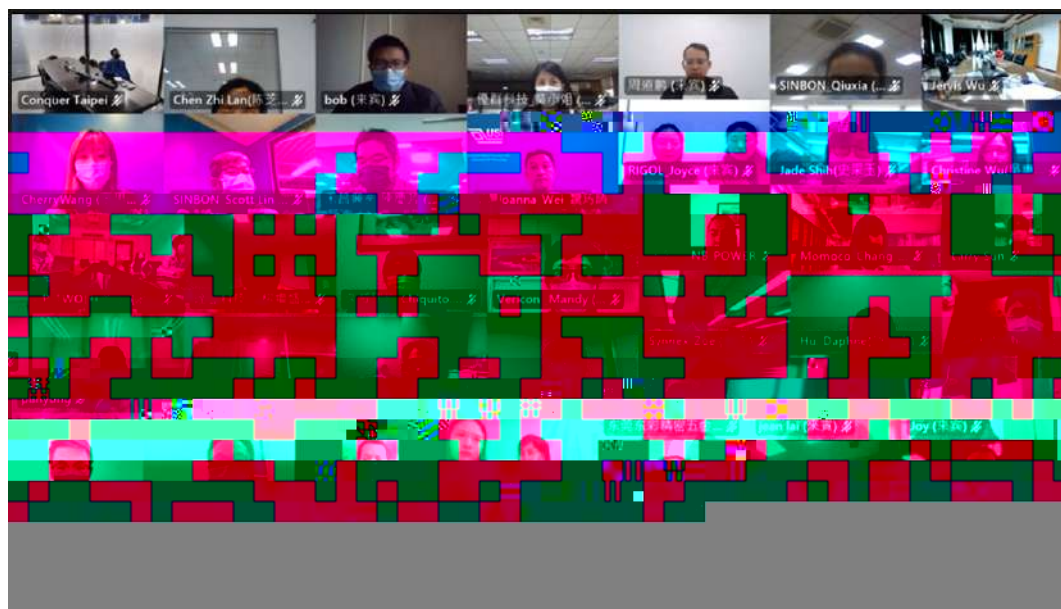
24 EBR

WEEE RoHS REACH

Conflict Minerals

2021

2021





1

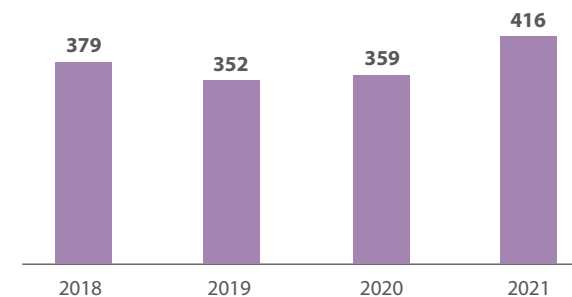
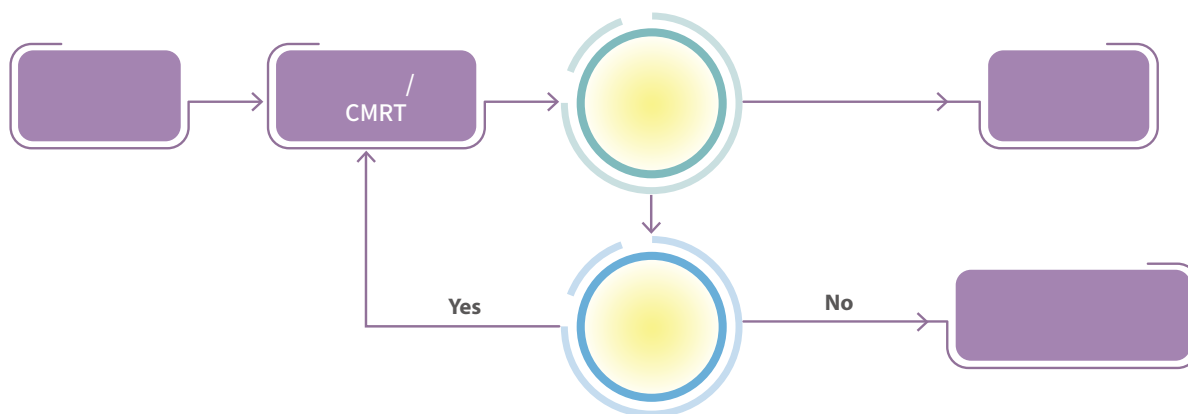
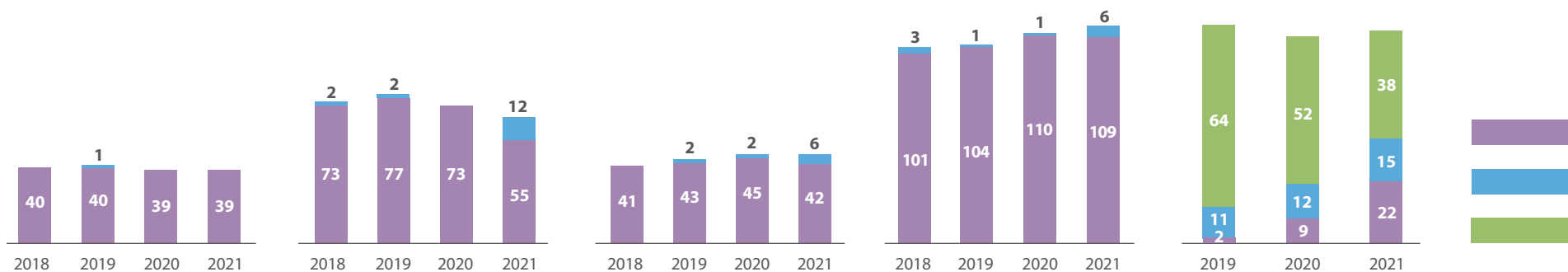
2015
(Responsible Minerals Initiative, RMI)
RMI

		2021
	▶ ▶ ▶	

- 1.
2. 92% RMI (<https://www.responsiblemineralsinitiative.org/smelters-refiners-lists/>)
- 3.



3TG



RMI OECD (Organization for Economic Co-operation and Development,)

RMI

2.

3.

4.

5.

1.

USI

Assurance Process,)

RMI RMAP (Responsible Minerals

TCFD

14001 ISO 50001 ISO 14064-1:2018 (「 」) ISO

(TCFD) TCFD - 「 」

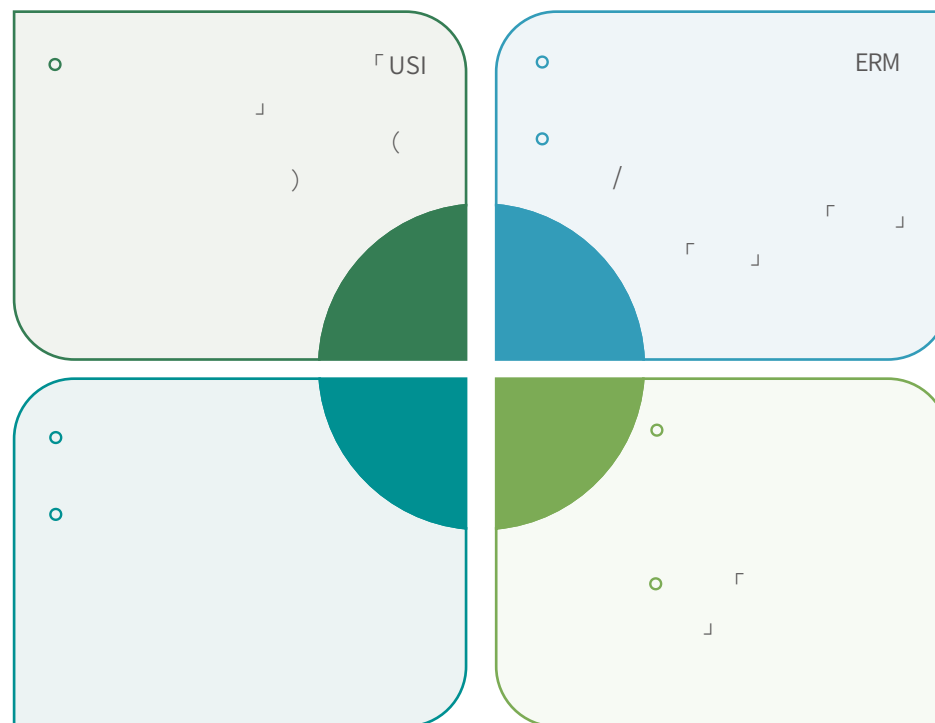
USI 「 」 「 」
(https://www.usiglobal.com/files/images/csr/2021/Environment_Health/USI_EHS_En_Policy_TW.pdf)
2021

4

1

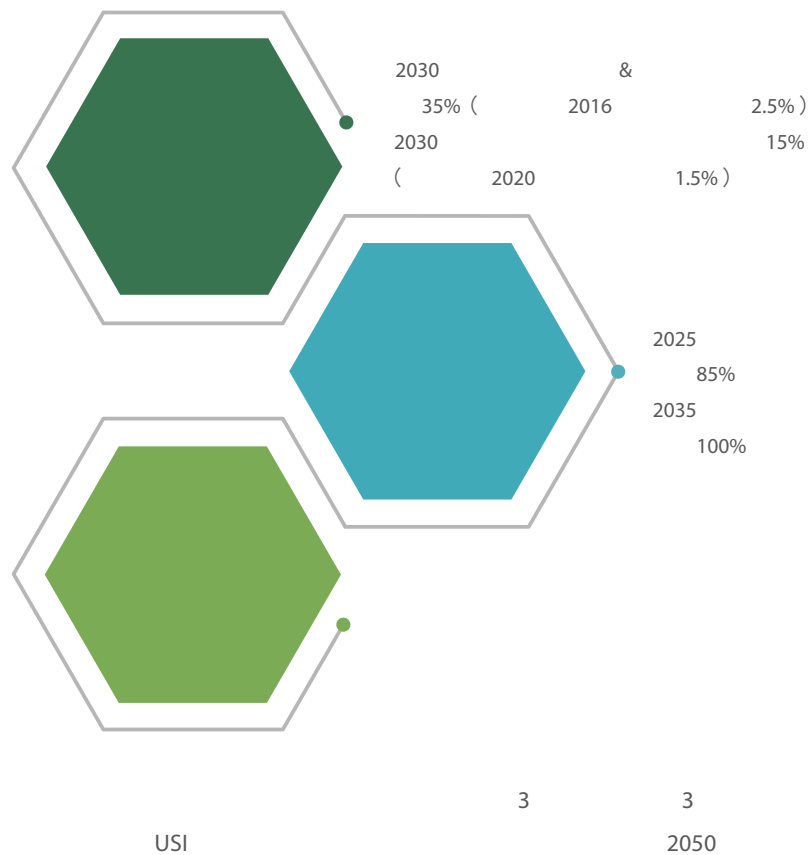
(Financial Stability Board, FSB)
《 》

(TCFD) 2017 6





			▶ ▶
			▶ () ▶ Energy Star (CoC Tier-2)
			▶ ▶ ▶
	() ()		▶ ▶ ▶ ▶ ▶ SOP
	()		▶
			▶ ▶ ErP CEC DoE
			▶ 「 」 LED PEC ¹ ▶ 「 (Powertrain) 」 IATF 16949
			▶ ISO 50001 PDCA



2007 ISO 14064-1

2010 USI

2018 (CDP)

2020 2021

2025 85%

2035 100%

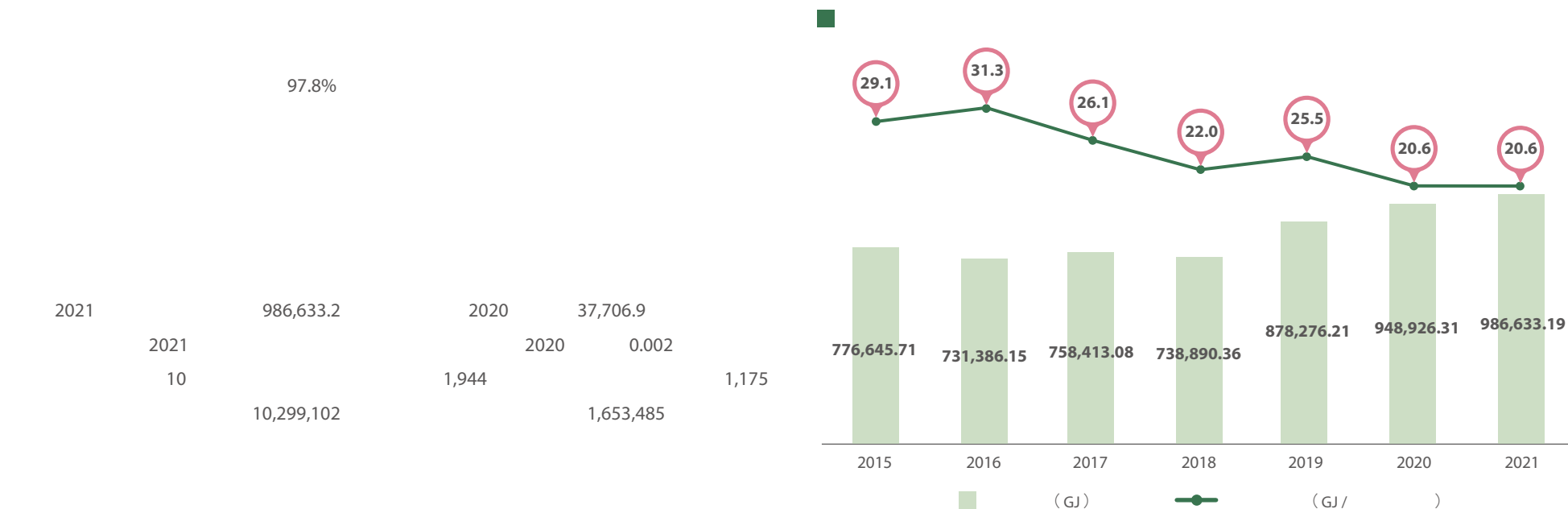
2021 206,131.55 CO₂e (2020)

2020 15,103.32 CO₂e

2020 0.11 CO₂e

2021 1.12 CO₂e

2021 26.63 CO₂e



1~3

2021	1,335.80	2,575.20	34,238.98	948,483.21	986,633.19
2020	1,393.59	2,523.89	74,103.64	870,905.19	948,926.31
2019	1,065.38	3,572.89	103,881.07	769,756.87	878,276.21
2018	639.08	4,011.47	76,708.71	657,531.10	738,890.36

1. ISO 14064-1:2018
- 2.
3.
 - 《 》 (GB/T 2589-2020) A ()
 - 《 》 (SZDB/Z 69-2018) E.2 ()
 - 《 (2020) - 》



2021

				1~2 CO ₂ e
			45.1	35.7
			640.1	507.1
	B1F	300RT 500RT ()	813.7	408.5
		1. 15HP IE3/10HP 2. 16.5kW 16.13kW	34.3	17.2
		kg/cm ² 7kg/cm ² 6.5	5.3	2.6
			53.1	26.6
			173.7	87.2
			23.6	11.8
		LED	74.7	37.5
		312 450	80.5	40.4
			1,944.1	1,174.6

2022 (Inter-
national REC, I-REC I-REC Registry) 222,319
2021 ()
31%
) ,
69.93% 《GHG Protocol Scope 2 Guidance》

3

	(CO ₂ e)	4,592.71	201,538.85	206,131.56
	(%)	2	98	100
	(CO ₂ e)	4,592.71	26,617.41	31,210.12
	(%)	15	85	100

1. X
2. •
• 《2019
0.792 CO₂e/
• 《109
》 0.502 CO₂e/
3. ISO 14064-1:2018



				2021		861.89	2020	(803.69)		
USI				7.2%	2015	36.4%				
							61.03			
						800.86				
pH SS BOD COD				742.46	2021					
pH SS BOD COD				USI						
pH	BOD	TSS								
				USI		2018				
				2021		UV				
				2021						
				2021			27.5%			
				879,187			73.1%			
						236.97				
						314.13				

■ 2021

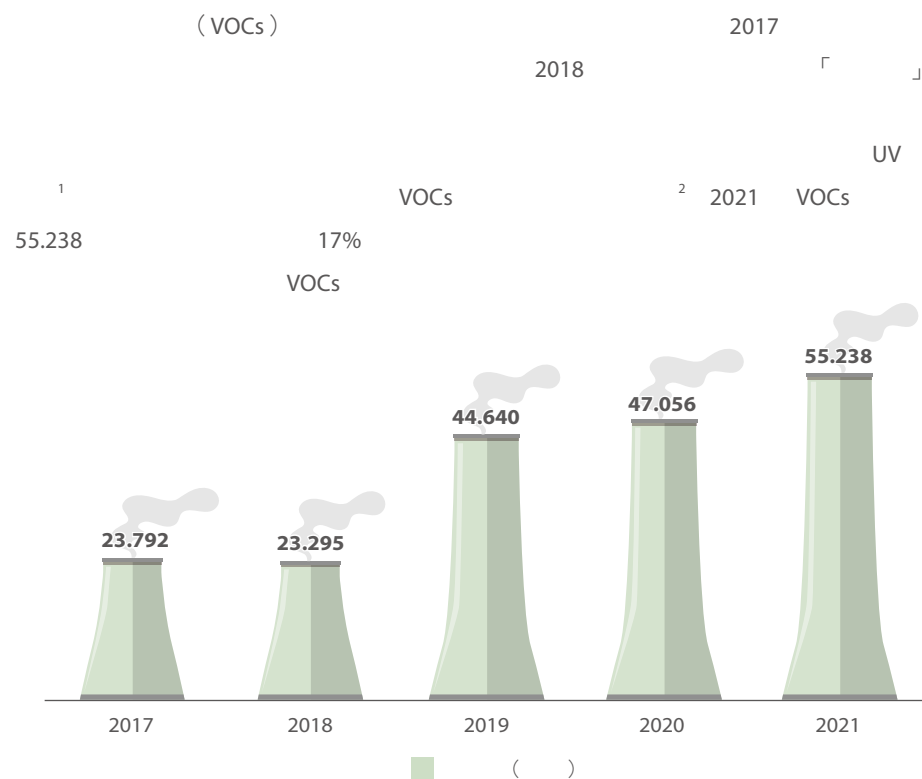
	361.972	120.161	98.965	70.278	24.126	61.033	92.687	32.665
1	325.775	108.145	89.069	63.250	43.401	83.418	29.399	

1.

90%



「 」 「 」



1. UV

2.

3.

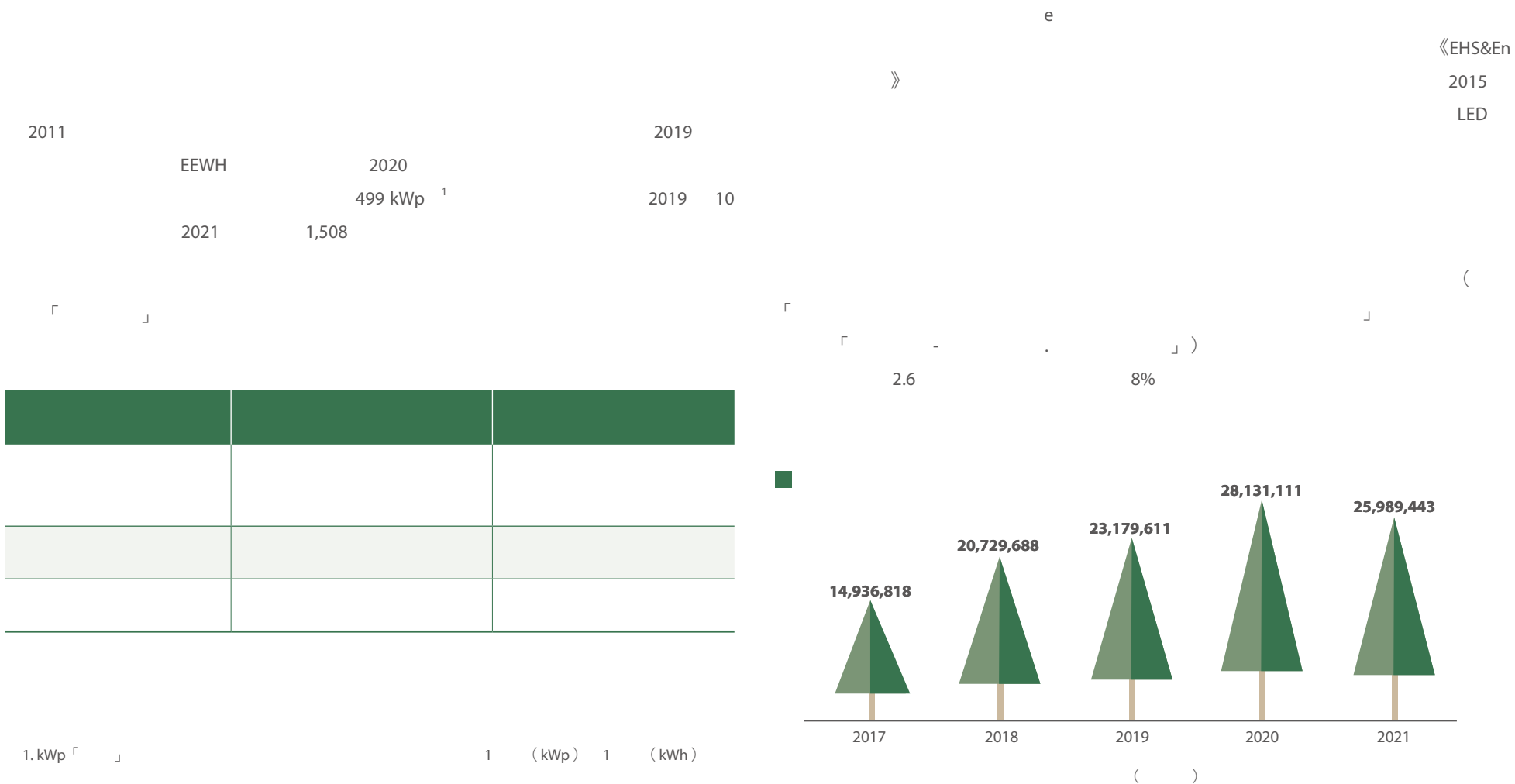
VOCs

2019						
2021						
3~6						
VOCs	4.485	1.481	1.227	0.991	23.397	23.656
NO _x	1.148	0.589	N/A	N/A	N/A	N/A
SO _x	N.D.	N.D.	N/A	N/A	N/A	N/A
PM	1.796	0.672	N/A	N/A	N/A	N/A

4. VOCs

5. N.D.

6. N/A





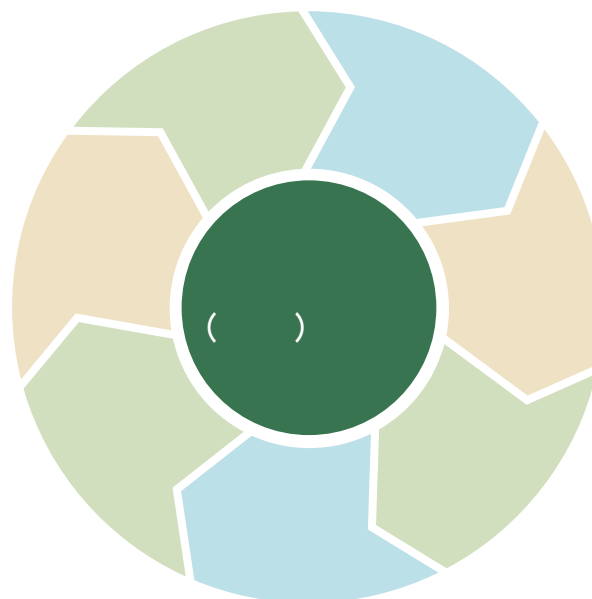
2021
(1.59)
ISO
45001
/ ISO
45001
1 (Coverage Rate 100%)
()

■ 2021

	2016

1.

3,936



「 」 (「 」)
ISO 45001



2021

1.	1.			
2.	2.	「 」 「 」		
3.	1. 2. 3. 4.	「 」 「 」 「 」 「 」		
4.			COVID-19	
5.				
6.			X-Ray ()	()



2021

40

2021

USI

Management, SAICM)

(UN Strategic Approach to International Chemicals
2030

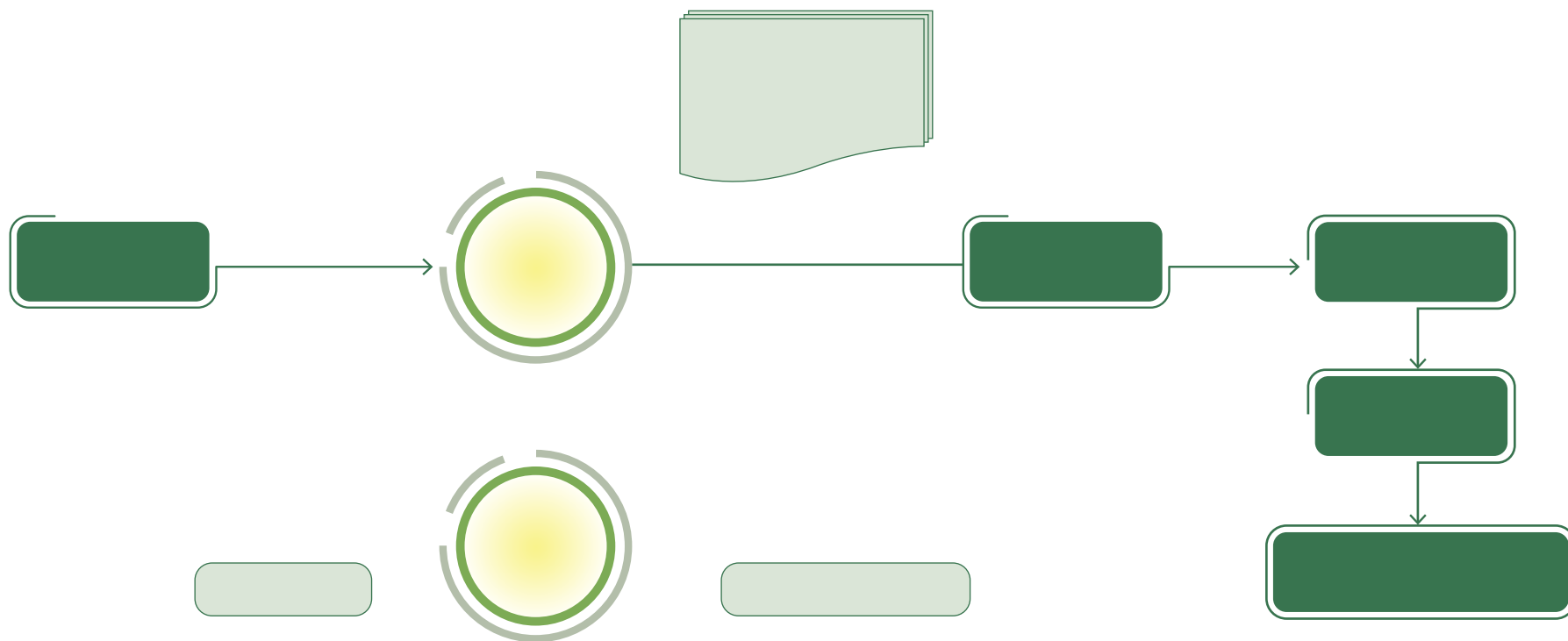
()

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1



2021

2021

13

2021

2

SOP

2020

2021



2021

1

	2018	2019	2020	2021						
	39,253,041	45,670,981	42,065,676	44,539,170	8,510,206	4,720,205	8,404,067	4,929,600	8,027,468	9,947,624
	6	14	12	14	0	0	1	0	7	6
²	0.15	0.31	0.29	0.31	0	0	0.12	0	0.87	0.60
³	0	0	0	0	0	0	0	0	0	0
	0	0	0	0	0	0	0	0	0	0
⁴	0	0	0	0	0	0	0	0	0	0
⁵	0	0.02	0	0	0	0	0	0	0	0
	111	75	124	460	0	66 ⁶	21	0	352 ⁶	21
⁷	2.83	1.64	2.95	10.33	0.00	13.98	2.50	0	43.85	2.11

1. 「 」
2. () × 10⁶
3. () × 10⁶
4. () × 10⁶
5. () × 10⁶
6. 2020 2021
7. () × 10⁶

2021/12/31

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2021
410 50,851 57,776



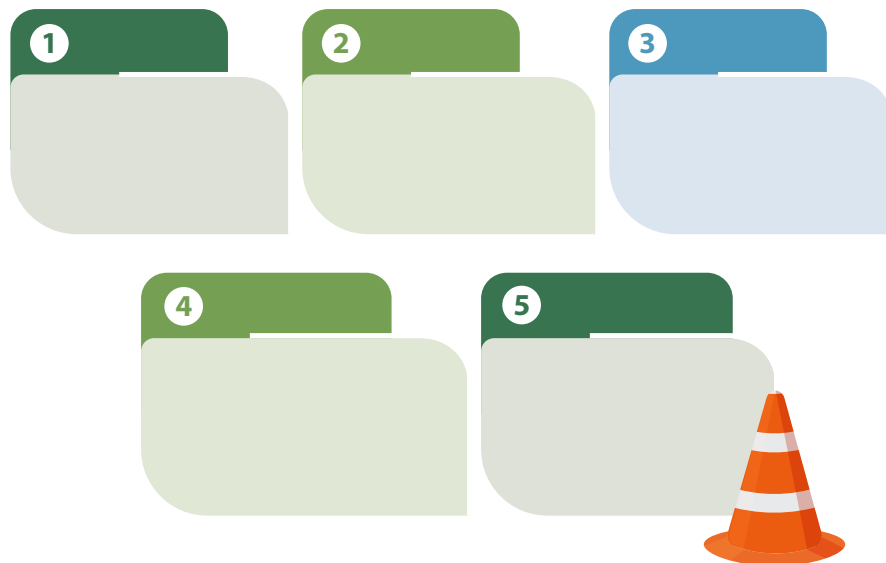
	2018	2019	2020	2021
		183	207	410
	21,687	32,443	56,285	50,851
	41,686	21,942	48,411	57,776

2021 32 7 4
13 8





「
PDCA
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- 1.
- 2.
- 3.
- 4.

2021

475 (

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7,363

2,627



¹ 2021



²

	2018	2019	2020	2021
	2,571	2,483	2,694	3,099
³	1,237	564	744	997
	34	67	103	34
⁴	31	40	47	34



EAP

EAP

COVID-19 2019

(QA&CSR)

2021

COVID-19

2021

9,176

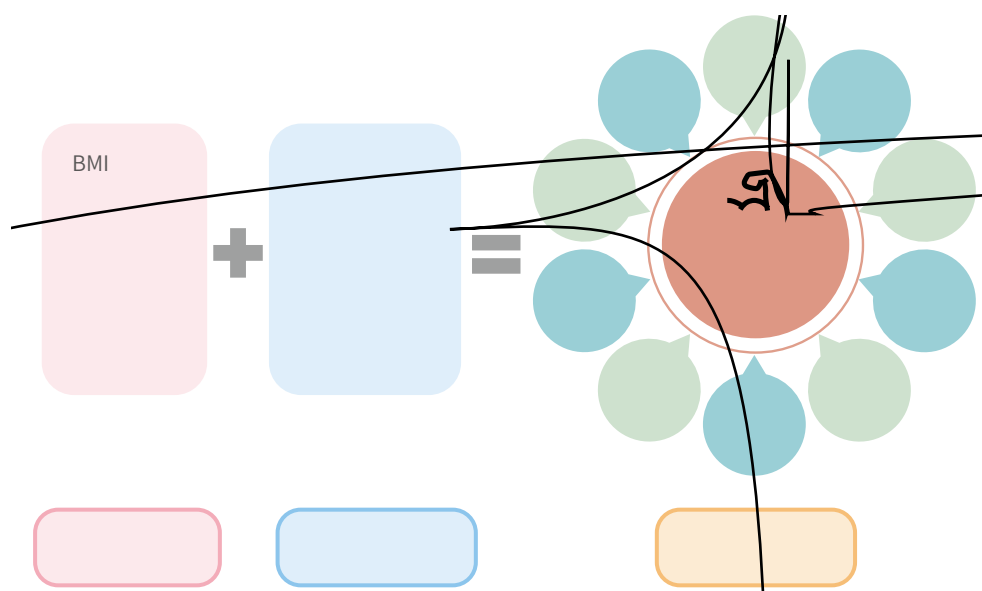
COVID-19

83%

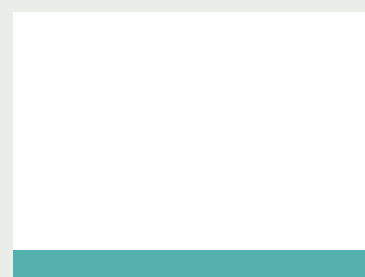


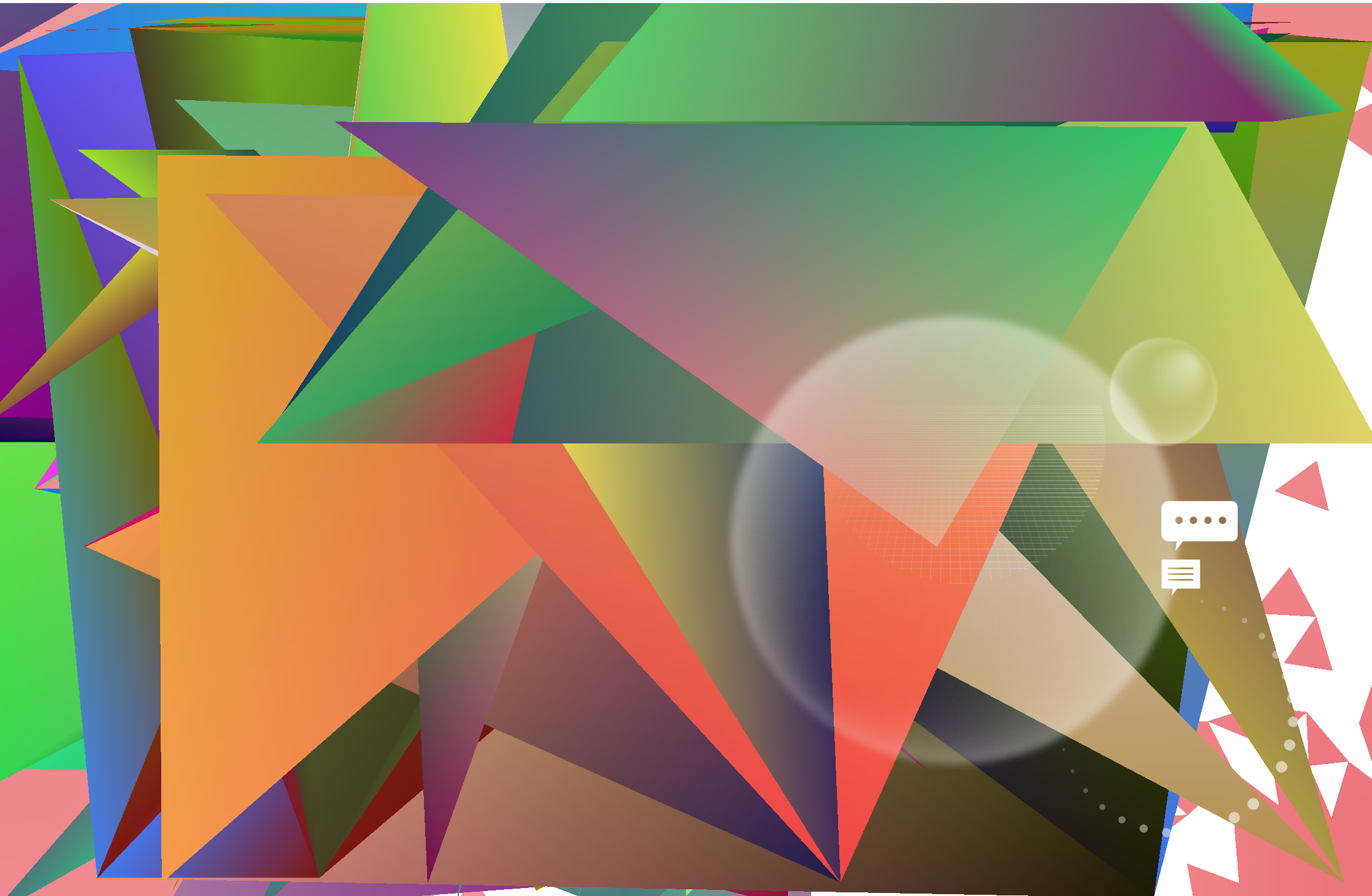
COVID-19





2021







1

SDGs		2021		2021	2021		2022	2026
			▶ 2	▶ 80%	▶ 84%		▶ 83%	▶ 85%
				▶ 80%	▶ 89%		▶ 85%	▶ 85%
			▶	▶ 55%	▶ 46%		▶ 55%	▶ 50%
				▶ 12%	▶ 18%		▶ 12%	▶ 10%
			▶	▶ 90%	▶ 96%		▶ 95%	▶ 95%
			▶	▶ 40	▶ 73		▶ 50	▶ 80
				▶ 880	▶ 867		▶ 910	▶ 1,000
			▶	▶ 70%	▶ 100%		▶ 100%	▶ 100%
			▶	▶ 70	▶ 83		▶ 80	▶ 120

1.

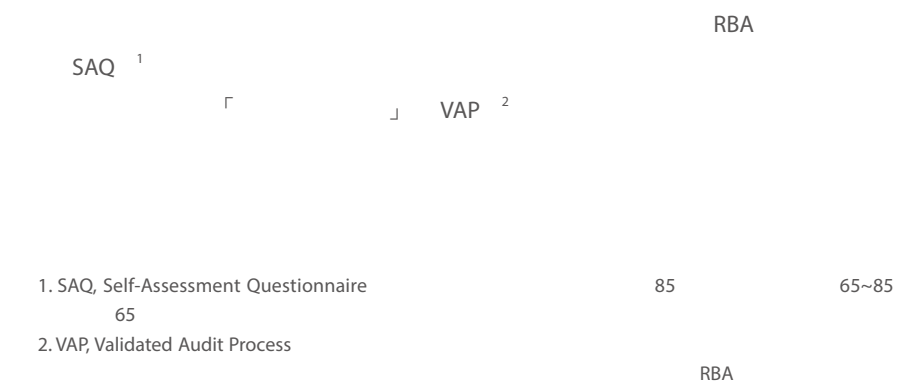
2.

2023



SAQ		
RBA VAP		
		1. SAQ & VAP 2.

RBA





2021

RBA VAP

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COVID-19

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2021 COVID-19

116 (46) 22 18 30

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2021 10 1 1 1

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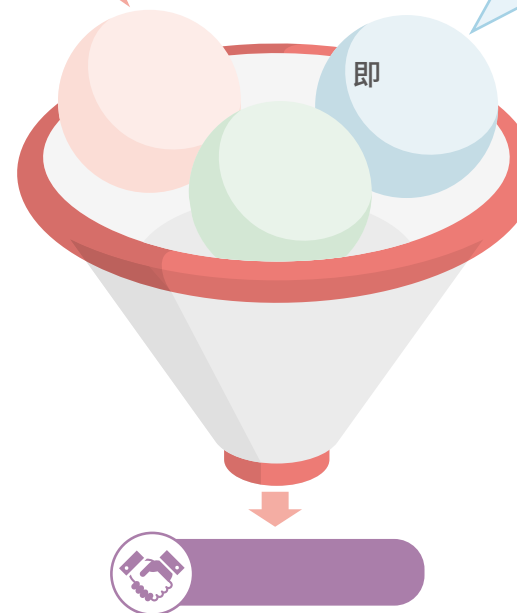
100%

「 HR 」

2021

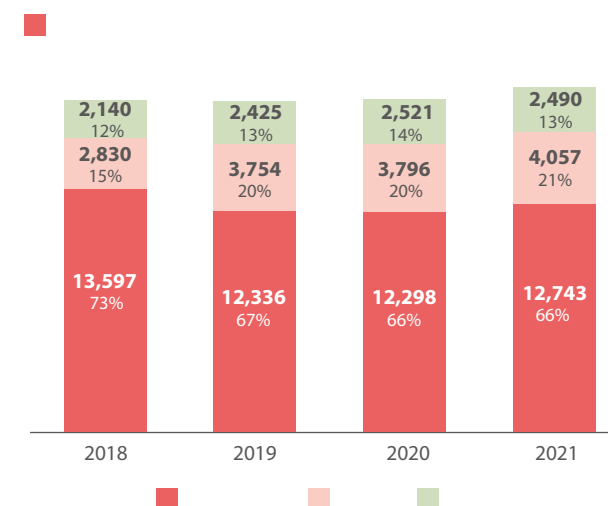
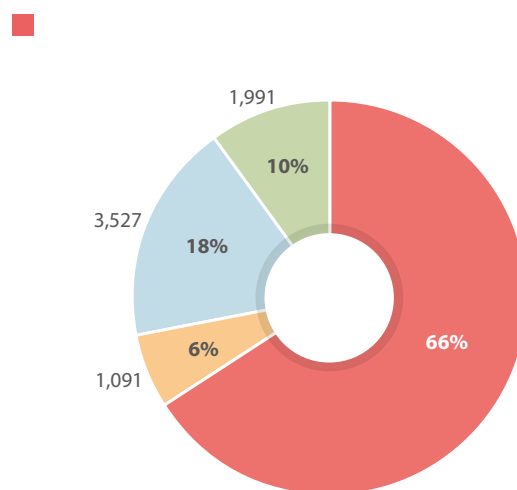
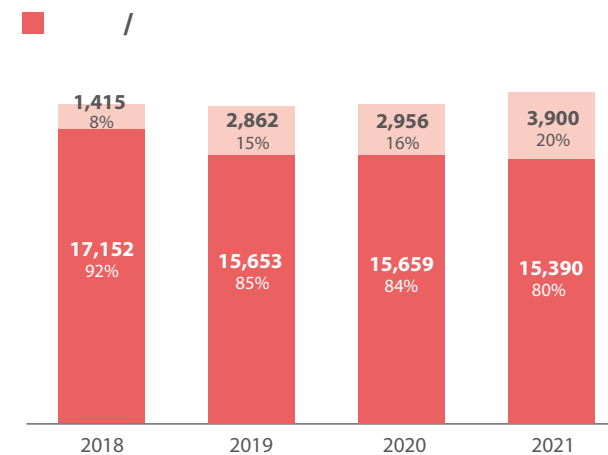
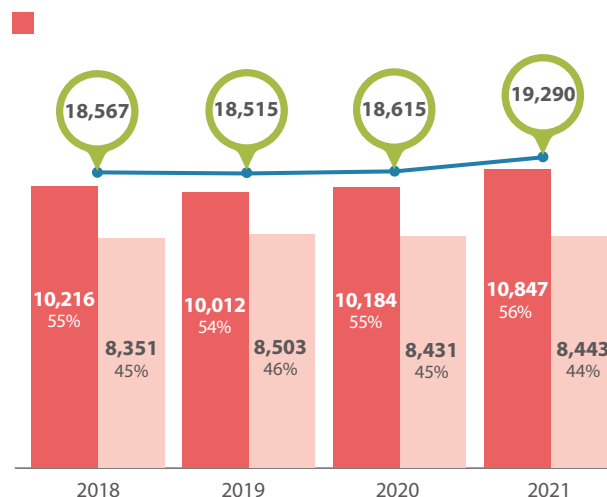
100%

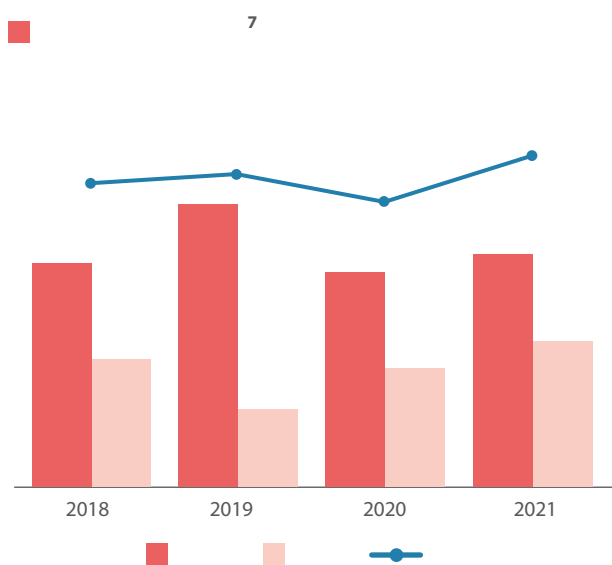
			HR		
	167	533	2	0	702
	167	533	2	0	702

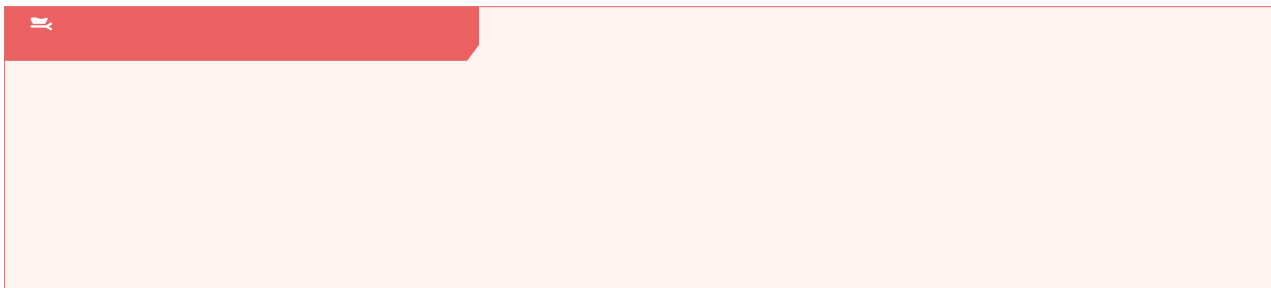


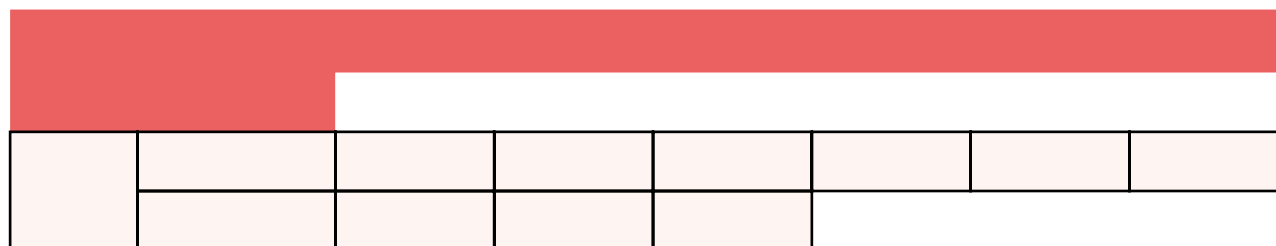


2021
19,290
15,390
3,900
1,991
3,527
12,681
613
12,743
2,490
A.
-
1,091
18,677
4,057
1,091









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COVID-19

Microsoft 365

63%

60



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¹ () ² () () () ()	
() ()	
³	
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()	
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/ / () / ()	

1. 3 7 12 10 5 14 10 15 () 1 15 30 6
2. 2 30 2 10 4
3. 7 「 」 30





「 」 「 」 「 」 「 」

2021

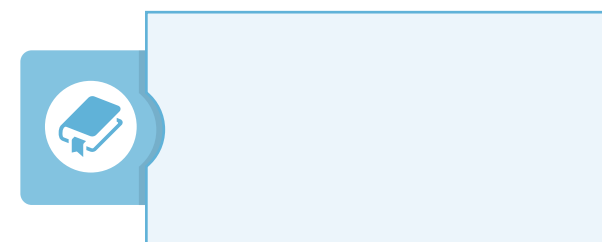
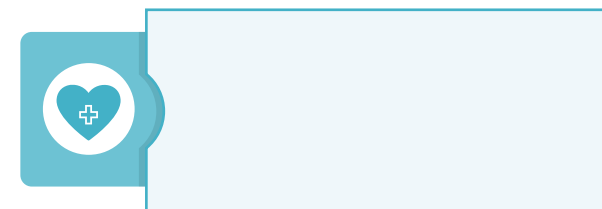
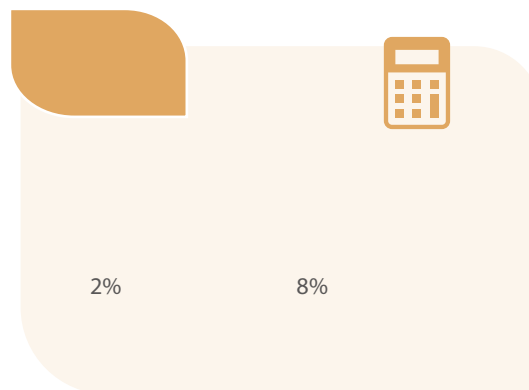
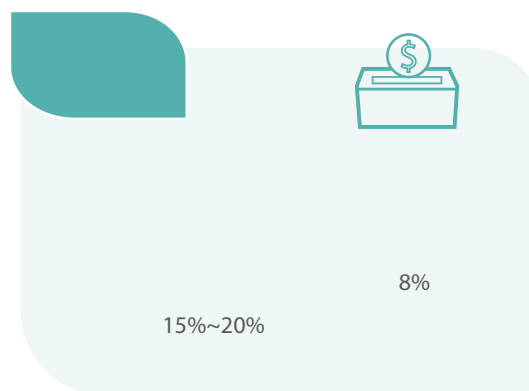
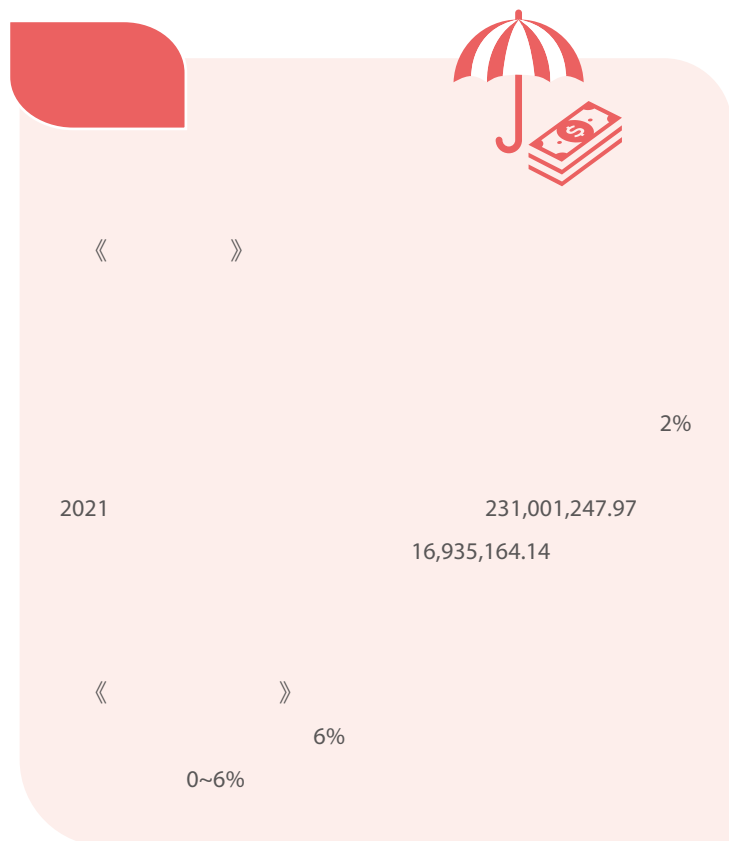
19

4

5

1

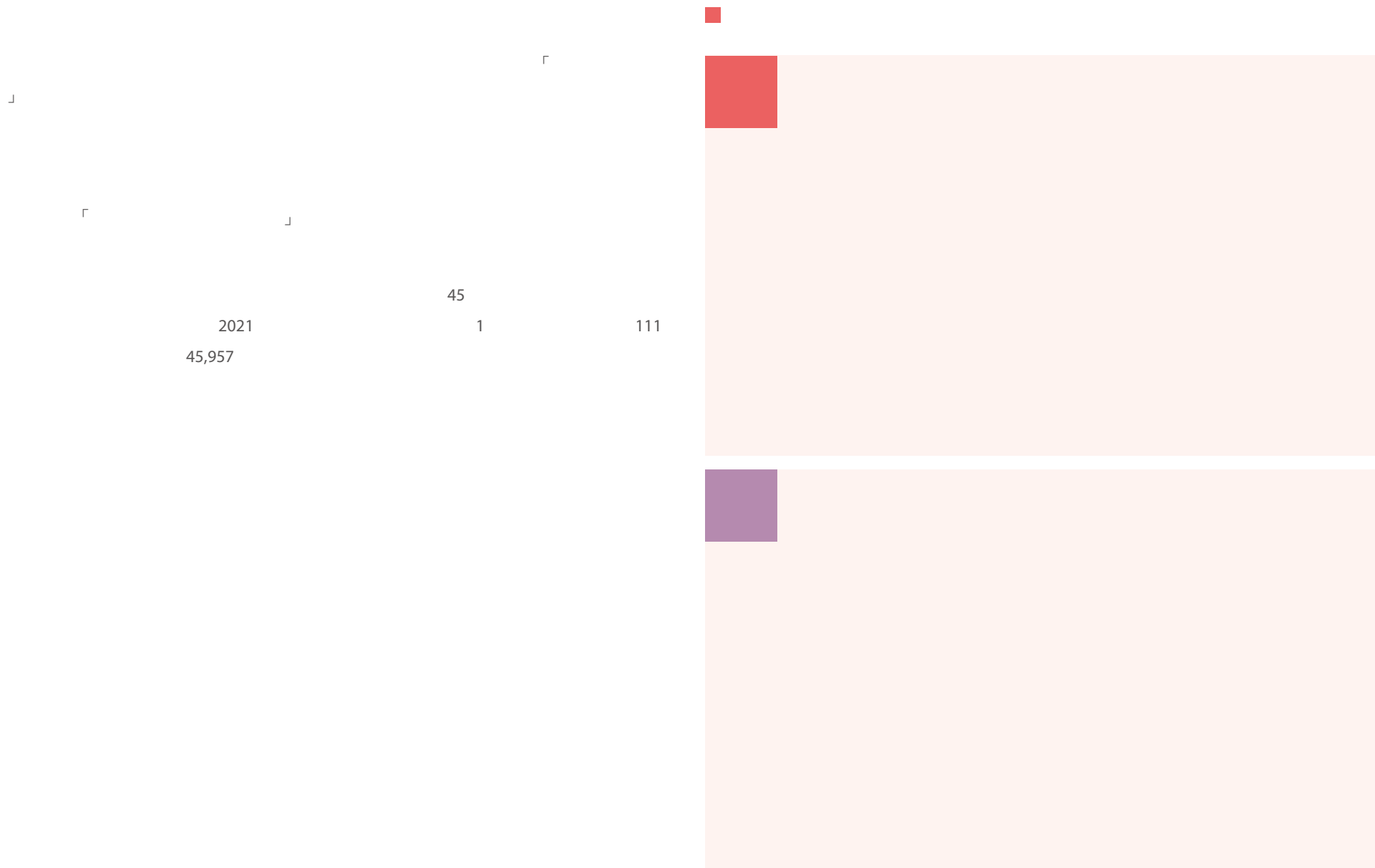
192,429,296.31

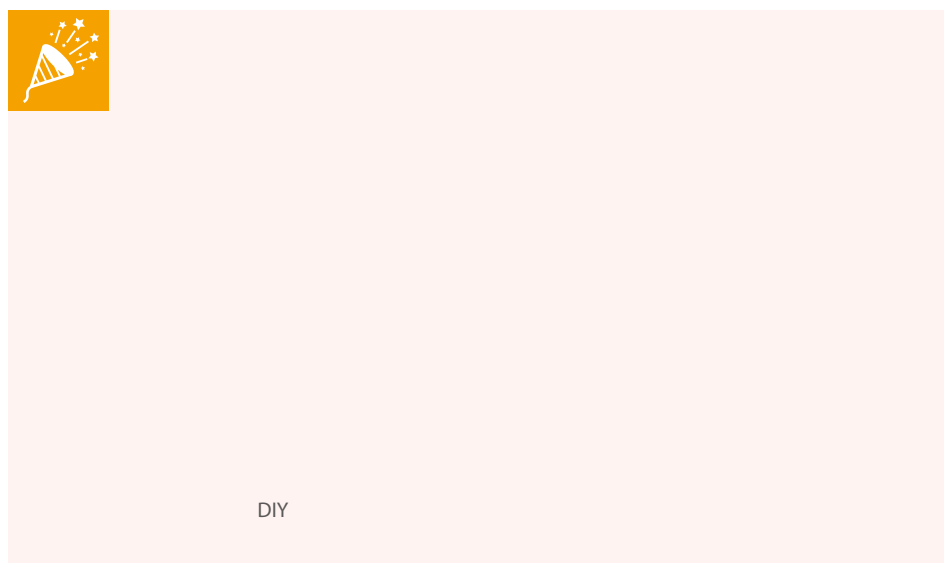
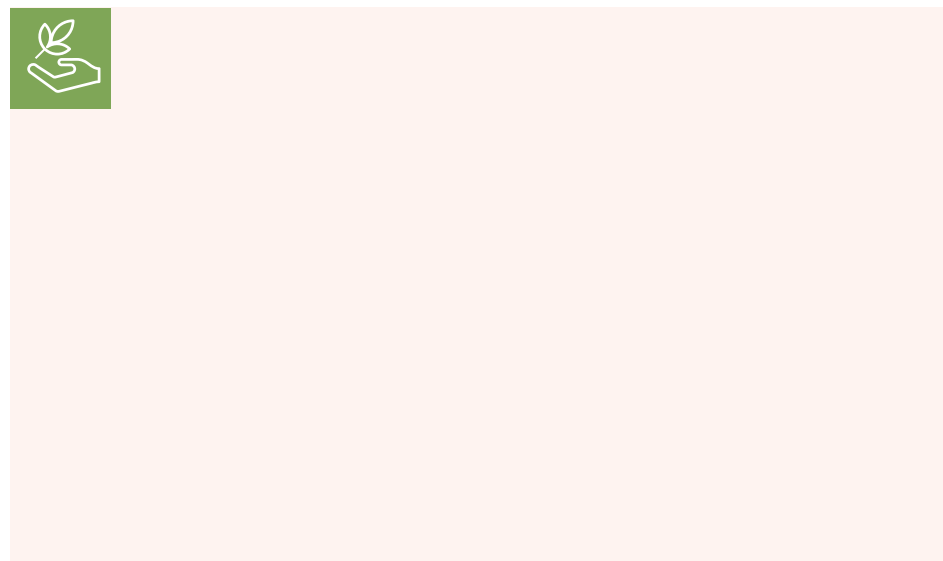
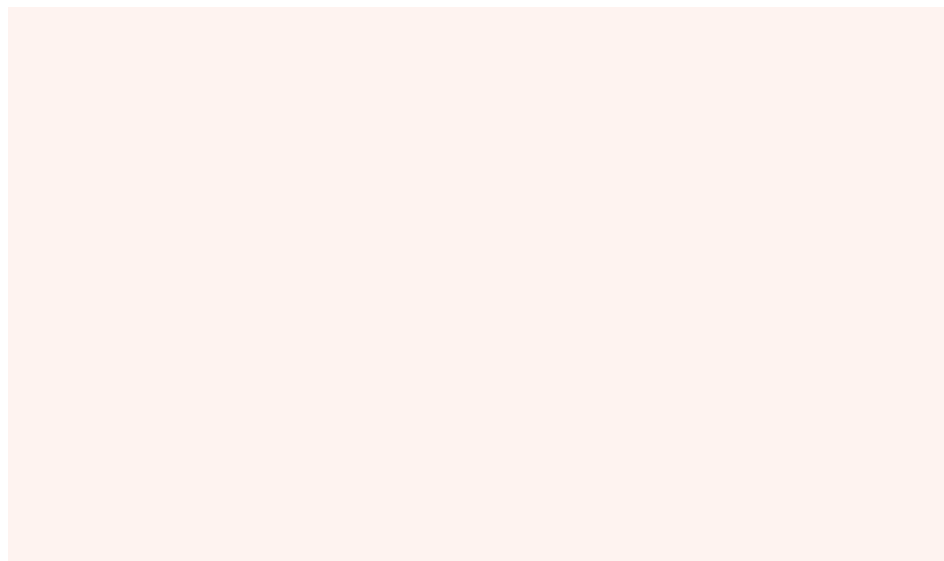


1.

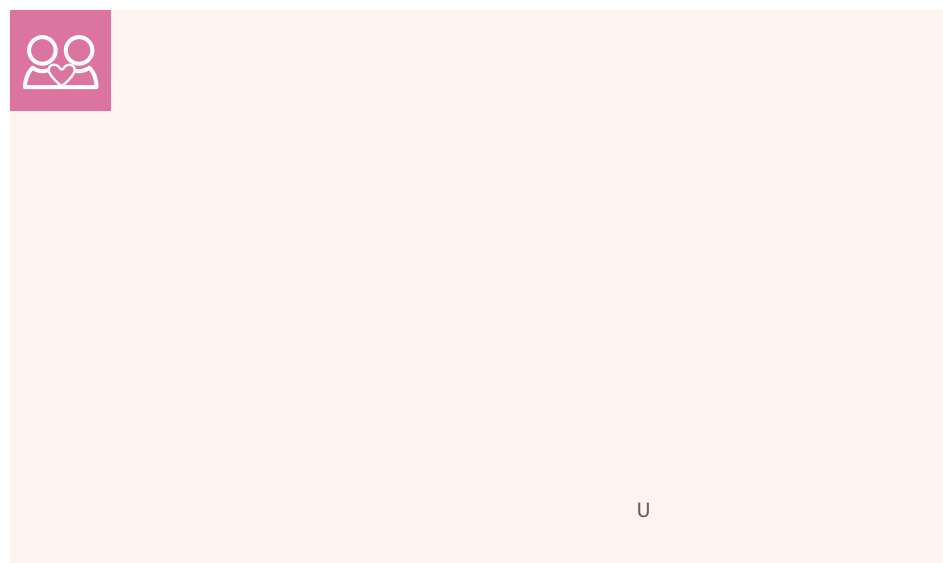
2021

136





DIY



U

6,225

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1~2

		828					

1. ()
2. ()



2021

ESG)

2017

2021 6 30

14,998 /

13,350

89%

84% 2019

2019

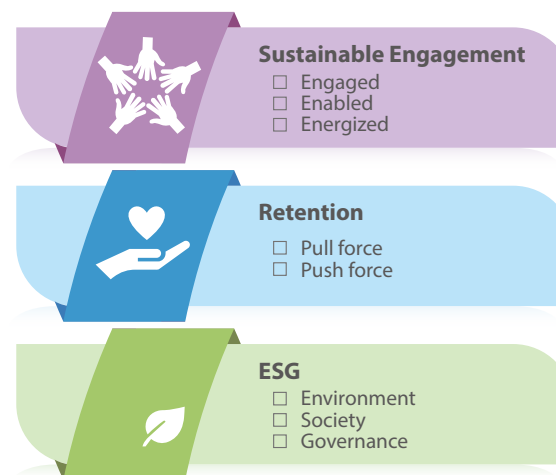
1.5%

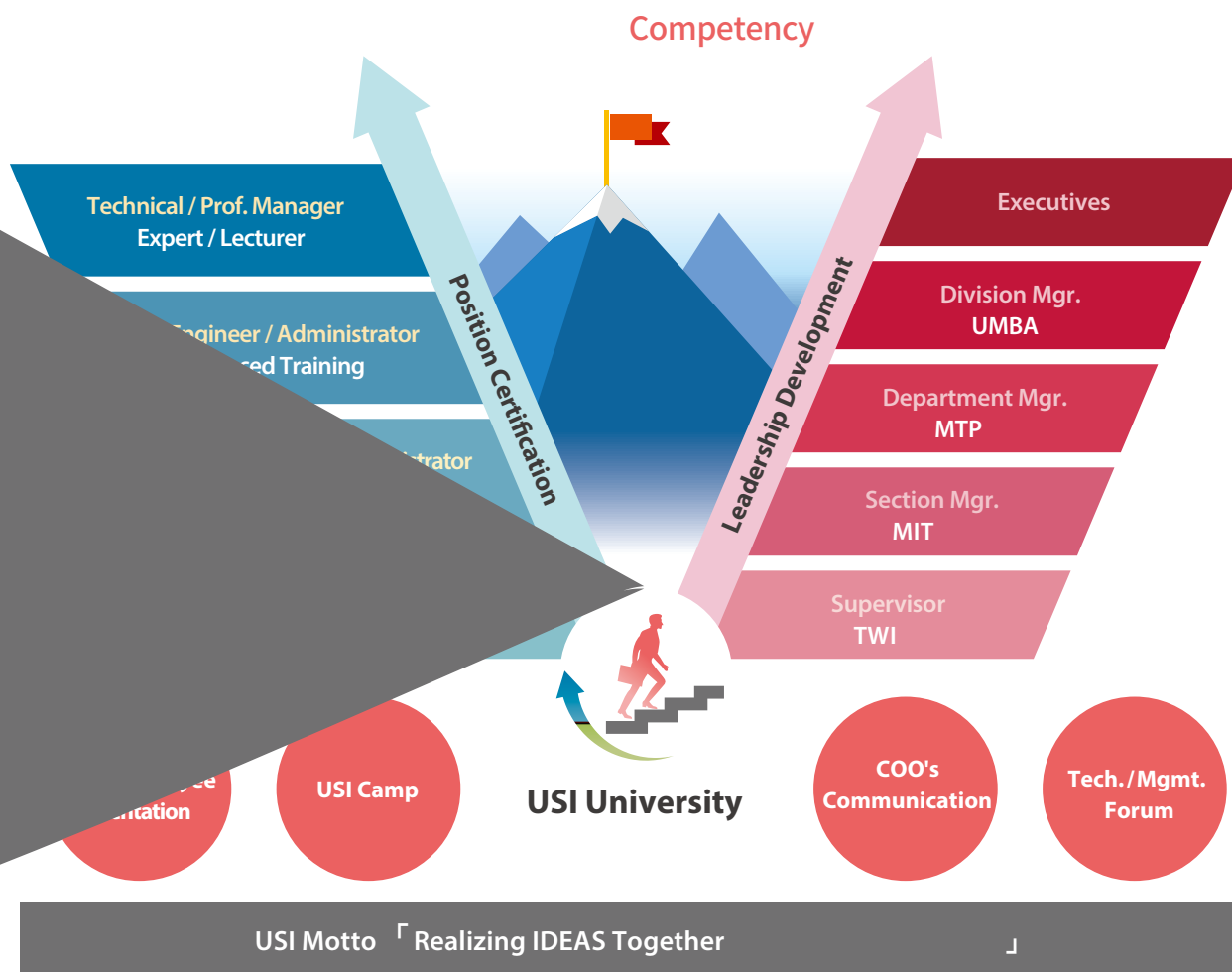
2019

2021

「Y2020 WW Engagement Survey Workshop」

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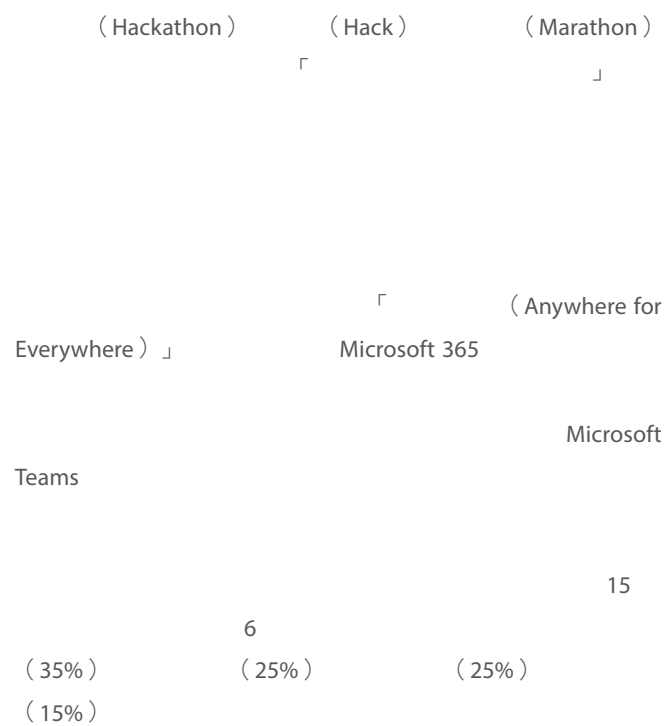


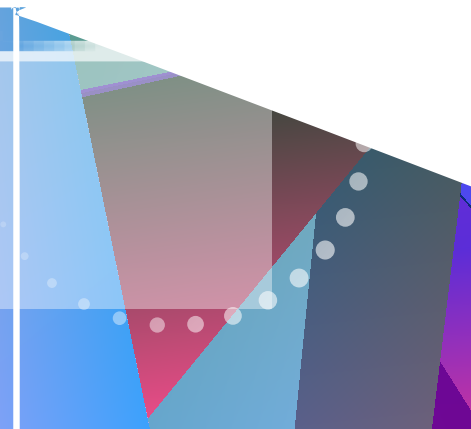
1. UMBA, University of Management Business Administration

2. MTP, Manager Training Program

3. MIT, Manager Initial Training

4. TWI, Training Within Industry for Supervisors /







SDGs		2021		2021	2021		2022	2026
								



概況

LBG (London Benchmark Group)

2021

68

383

40

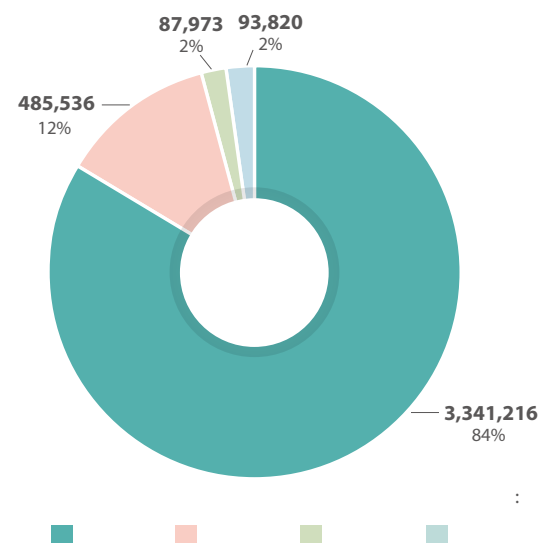
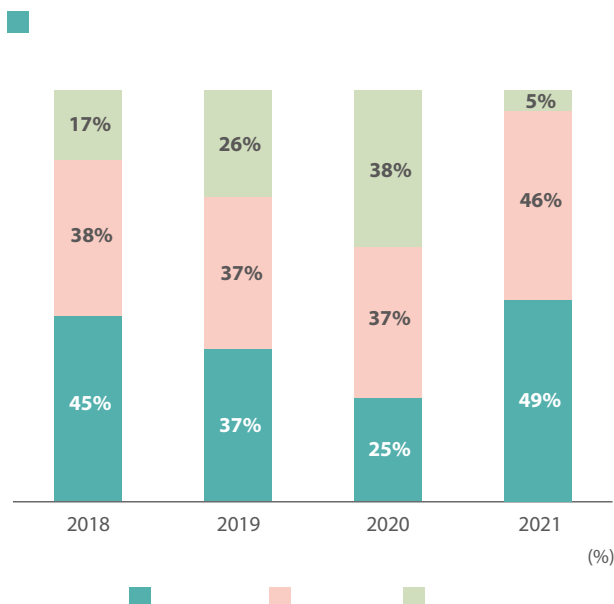
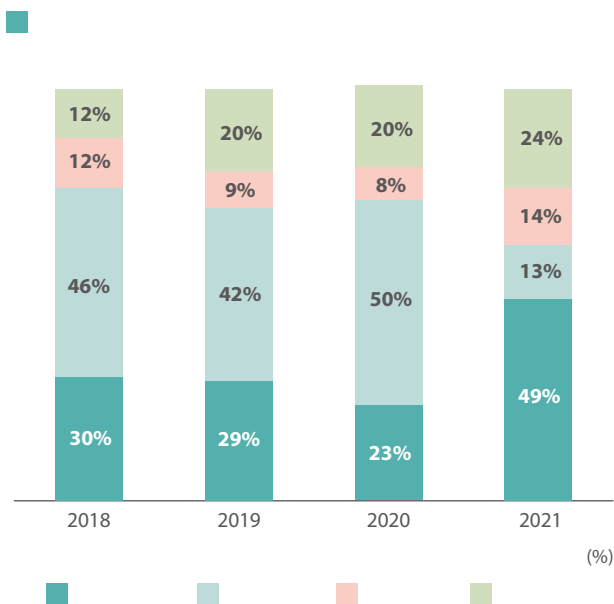
314

1,717

(<https://www.usiglobal.com/tw/csr/Social-Involvement>)

1

2

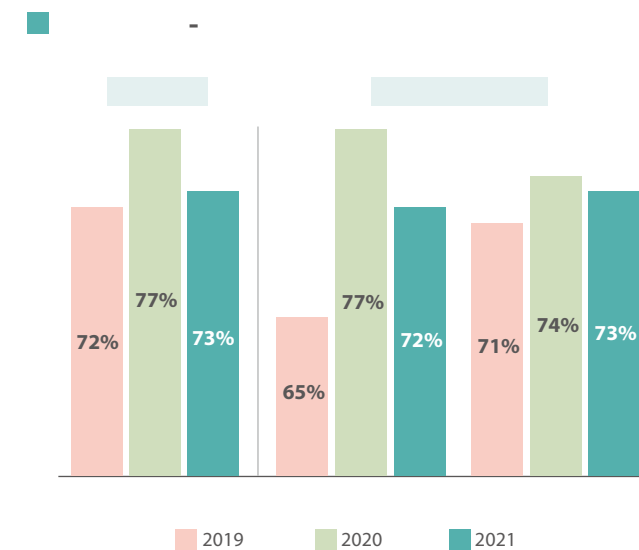


- 1.
- 2.



SDGs			/
	「 」 2026 ▶ 40 ▶ 150 ▶ 2	2021 ▶ 3 ▶ AOI¹ AOI ▶ AI	2021 ▶ 9 ▶ 56 ▶ 1,350 ▶ 33
	「 」 2026 ▶ 1,200 ▶ 2,000	2021 ▶ 1,717 ▶ 314	2021 ▶ 42
	「 」 2026 ▶ 8,250 ▶ 1,000 ▶ 5	2021 ▶ 7,864	2021 ▶ 2 335.2

1. AOI, Automated Optical Inspection





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2007

7



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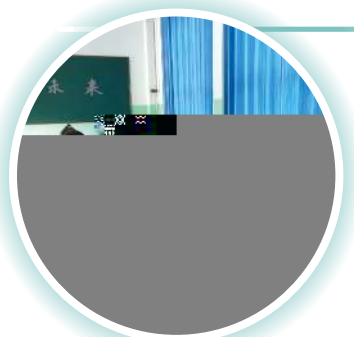
SDGs (1 4)

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「 2021 「 21.6 「 48,000 「 12
「 「 「
1,050

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50,000

7



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2016

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1,614 2021

150

961

2021

100

2022

10

「2021

40

2018



97% 3 100% 45%



2021

70

11



鄉

18

9,000

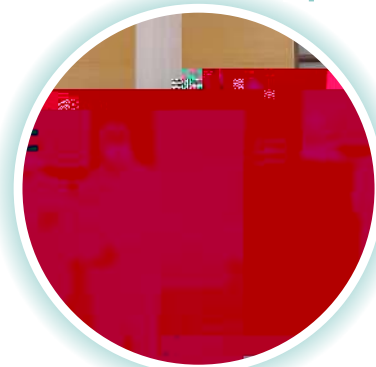
2021

2.3



30

9,000





2015

2021

85

2,705

335.2

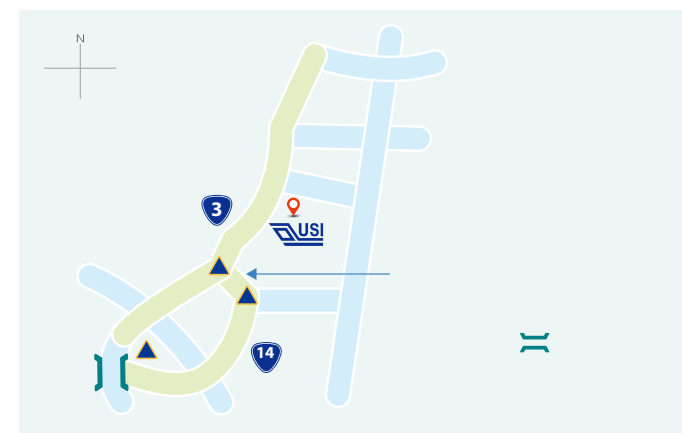
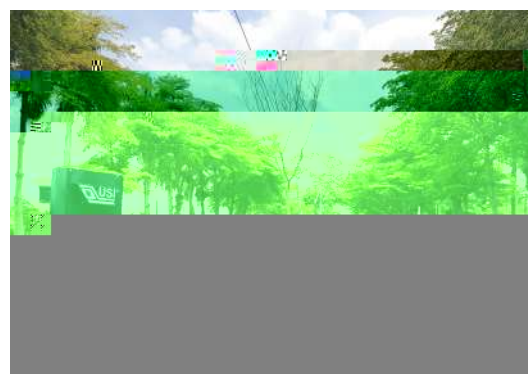


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15

2021

21.6





2021

51.9



2005

23

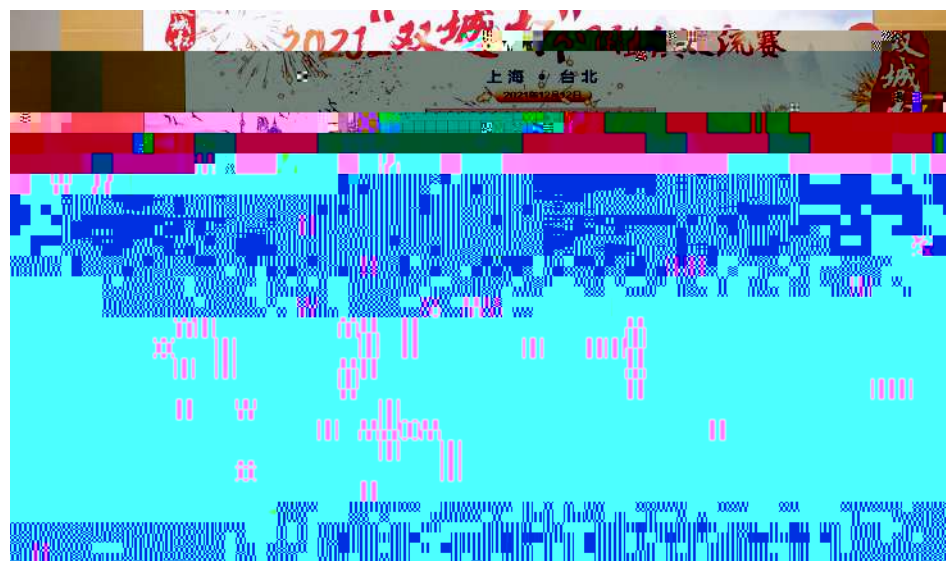


2021

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2021

42





2021

40

1~3

34.25

4



「 Responsible Business Alliance, RBA 」

2015



RBA

RBA-Online

2021

(RBA SAQ)



RBA

(VAP)

100%



RBA

RBA-Online



「 Responsible Minerals Initiative, RMI 」

(Organization for Economic Co-operation and Development, OECD)

「



RMI

(Responsible Minerals Assurance Process, RMAP)



ESG



1		2018	2019	2020	2021
USI	%	87.2	82.7	79.6	80.3
	%	100	100	100	100
	%	0	10	21	31
	%	10	0	0	0
2~3		2018	2019	2020	2021
	CO ₂ e	7,024.93	8,438.84	6,802.39	4,592.71
	CO ₂ e	148,201.93	168,730.49	184,225.84	201,538.85
~	CO ₂ e	115.48	22,623.67	16,722,053.37	12,980,878.70
		2018	2019	2020	2021
		581.537	681.848	803.690	861.887
		142.813	155.058	179.145	236.972
	%	24.6	22.7	22.3	27.5

1. 2020
 2. 2018 ~ 2019
 3. 2020 ~ 2021
- ISO 14064-1:2018



		2018	2019	2020	2021
		537.915	696.641	783.065	967.233
		7,239.187	7,813.671	7,805.962	8,766.093
		6,940.740	7,067.916	7,079.345	8,115.463
	%	95.88	90.46	90.69	92.58
		2018	2019	2020	2021
	CNY	20,729,687	23,179,611	28,131,112	25,989,443
	CNY	12,589,868	11,428,159	15,177,012	12,176,028
	CNY	425,092	516,463	854,709	1,058,487
	CNY	7,583,392	10,806,289	11,880,177	12,464,402
	CNY	131,335	428,700	219,214	290,527

		2018	2019	2020	2021
		18,567	18,515	18,615	19,290
		10,216	10,012	10,184	10,847
		8,351	8,503	8,431	8,443
	%	45.0	45.9	45.3	43.8



		2018	2019	2020	2021
	%	100	100	100	100
		21.9	22.6	31.0	30.7
		2	15	43	73
		2018	2019	2020	2021
		0.8	1.1	1.4	1.1
	%	100	100	100	100
		145	294	216	116
		4,363	4,435	5,900	6,350
	%	23.5	24.0	31.7	32.9
		2018	2019	2020	2021
		0	1	0	0
		0	0	0	0
	M CNY	120	150	166	159
		24	52	58	32
		32	38	53	42
		3,482	4,447	13,701	13,028
		2,453	19,169	9,692	18,519
		759	13,455	9,140	9,558

[illegible]

Category	Value (approximate)
Category 1	25
Category 2	10
Category 3	25
Category 4	25
Category 5	25
Category 6	15



		2018	2019	2020	2021
		605	645	685	725
		106	136	100	119
		41	93	754	1,415
		2018	2019	2020	2021
	%	22	18	37	39
	%	30	25	19	12
	%	43	42	30	29
	%	16	14	38	43
		2018	2019	2020	2021
		382	515	576	419
	%	71	70	70	73
/		75	80	76	83
		2018	2019	2020	2021
		287	222	120	276
		2018	2019	2020	2021
		379	352	359	416
	%	100	100	100	100



		2018	2019	2020	2021
	K CNY	33,550,275.0	37,204,188.4	47,696,228.2	55,299,654.8
1	K CNY	398,032.3	352,271.7	397,576.8	618,989.5
		2018	2019	2020	2021
	%	6.2	6.8	6.7	9.4
	M CNY	1,312	1,373	1,576	1,641
	%	3.91	3.69	3.31	2.97
		589	628	660	696
		2018	2019	2020	2021
		356	275	319	304
	K CNY	83,576	92,628	76,951	78,756
		2018	2019	2020	2021
	%	98.5	99.0	99.0	99.5
	%	82	83	84	84



A. TCFD

(「 」)	(「 USI 」)
(「 」)	USI 「 」
(「 TCFD 」)	
(「 TCFD 」)	
(「 TCFD 」)	(International Energy Agency, IEA) WEO 450 Scenario(2016) Determined Contribution, NDC) RCP8.5 2020-2040 Climate Change Knowledge Portal USI (Nationally RCP2.6 RCP4.5



(「 TCFD 」)	TCFD
(「 TCFD 」)	「 」 「 」 / /
(「 」)	(ERM)
(「 」)	
~	ISO 14064-1:2018 () () ~
(「 」)	ISO 14064-1
(「 TCFD 」)	1. 2020 1.5% 2030 15% 2016 2.5% 2030 35% 2. 2035 100%

**B.**

		2017	2018	2019	2020	2021
-	CO ₂ e	11,623.10	12,879.25	22,165.63	26,056.90	26,617.41

C.

		2017	2018	2019	2020	2021
/		233.65	210.95	255.13	247.23	202.79
		186.54	326.97	441.52	535.83	764.44
		5.40	8.00	14.58	29.83	0.64
		0	0	0	0	0
		181.14	318.97	426.94	506.00	763.80

D.

		2017	2018	2019	2020	2021
/		5,062.92	6,729.85	7,072.29	7,079.35	8,115.46
		523.31	509.34	741.38	726.62	650.63
		366.26	284.00	352.32	353.46	312.78
		0	0	0	0	0
		157.05	225.34	389.06	373.16	337.85



1

	2017		2018		2019		2020		2021	
2	1,606,221	6,535,665	0	12,589,868	1,779,973	9,648,186	548,685	9,690,160	1,996,631	10,179,397
3	0	398,191	0	425,092	0	516,463	0	854,709	0	1,058,487
4	349,143	5,811,481	0	7,583,392	1,731,219	9,075,070	56,792	11,823,385	168,781	12,295,620
5	0	236,117	0	131,335	0	428,700	0	219,214	70,919	219,608
	1,955,364	12,981,454	0	20,729,687	3,511,192	19,668,419	5,543,644	22,587,468	2,236,331	23,753,112

F.

		2018	2019	2020	2021
		10,910	14,428	21,817	36,786
		6,007,276	6,119,847	7,218,172	8,701,254
		610.05	620.40	728.43	1,170.46
	K CNY	3,755,216	3,452,049	3,050,159	2,387,932

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- 3.
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- 5.

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A.

1	-	141	12.9%	93	8.5%	103	9.4%	124	11.4%	268	24.6%	115	10.5%	844	4.4%
	-	61	5.6%	21	1.9%	53	4.9%	22	2.0%	62	5.7%	28	2.6%	247	1.3%
	-	580	16.4%	396	11.2%	311	8.8%	339	9.6%	1,123	31.8%	130	3.7%	2,879	14.9%
	-	143	4.1%	87	2.5%	70	2.0%	64	1.8%	247	7.0%	37	1.0%	648	3.4%
	-	71	3.6%	45	2.3%	105	5.3%	124	6.2%	231	11.6%	87	4.4%	663	3.4%
	-	206	10.3%	81	4.1%	293	14.7%	192	9.6%	465	23.4%	91	4.6%	1,328	6.9%
	-	1,516	12.0%	585	4.6%	1,242	9.8%	1,965	15.5%	471	3.7%	682	5.4%	6,461	33.5%
	-	835	6.6%	472	3.7%	1,256	9.9%	1,147	9.0%	1,190	9.4%	1,320	10.4%	6,220	32.2%
		2,308	21.3%	1,119	10.3%	1,761	16.2%	2,552	23.5%	2,093	19.3%	1,014	9.3%	10,847	56.2%
		1,245	14.7%	661	7.8%	1,672	19.8%	1,425	16.9%	1,964	23.3%	1,476	17.5%	8,443	43.8%
2	³	2,725	17.7%	1,397	9.1%	2,362	15.3%	2,361	15.3%	4,055	26.3%	2,490	16.2%	15,390	79.8%
	⁴	828	21.2%	383	9.8%	1,071	27.5%	1,616	41.4%	2	0.1%	-	0.0%	3,900	20.2%
	-	179	1.0%	109	0.6%	145	0.8%	132	0.7%	329	1.8%	133	0.7%	1,027	5.3%
	-	3,332	17.8%	1,657	8.9%	3,262	17.5%	3,826	20.5%	3,241	17.4%	2,332	12.5%	17,650	91.5%
	-	23	3.8%	5	0.8%	11	1.8%	14	2.3%	1	0.2%	10	1.6%	64	0.3%
	-	19	3.1%	9	1.5%	15	2.4%	5	0.8%	486	79.3%	15	2.4%	549	2.8%

1. ()
2. 1,730 (1,130 600) 13.58% 2 0.05%
3. 8
4.



	30	1,640	18.3%	801	8.9%	1,574	17.6%	2,740	30.6%	1,049	11.7%	1,154	12.9%	8,958	46.4%
	30~50	1,890	19.8%	973	10.2%	1,826	19.1%	1,226	12.8%	2,549	26.7%	1,085	11.4%	9,549	49.5%
	50	23	2.9%	6	0.8%	33	4.2%	11	1.4%	459	58.6%	251	32.1%	783	4.1%
		-	0.0%	-	0.0%	-	0.0%	-	0.0%	11	100.0%	-	0.0%	11	0.1%
		88	7.2%	52	4.3%	27	2.2%	26	2.1%	1,012	83.2%	12	1.0%	1,217	6.3%
		1,335	20.2%	779	11.8%	810	12.3%	944	14.3%	2,193	33.2%	550	8.3%	6,611	34.3%
		2,130	18.6%	949	8.3%	2,596	22.7%	3,007	26.3%	841	7.3%	1,928	16.8%	11,451	59.4%
		3,553	18.4%	1,780	9.2%	3,433	17.8%	3,977	20.6%	4,057	21.0%	2,490	12.9%	-	-
		19,290													

B.

		2018	2019	2020	2021							
		10,875	11,880	11,880	2,823	1,289	2,726	4,151	10,989	476	721	12,186
	¹	114%	118%	118%	123%	104%	174%	174%	147%	23%	73%	116%
		8,263	6,912	6,912	923	481	1,211	1,802	4,417	506	814	5,737
		103%	82%	82%	70%	64%	77%	130%	88%	27%	54%	68%

1. $\div (($ $+$ $) \div 2) \times 100$



C.

	12,676	65.71%	574	52.61%
	3,661	18.98%	380	34.83%
	429	2.22%	0	0.00%
	2,465	12.78%	133	12.19%
	1	0.01%	1	0.09%
	54	0.28%	0	0.00%
	1	0.01%	1	0.09%
	1	0.01%	1	0.09%
	1	0.01%	1	0.09%
	1	0.01%	0	0.00%
	19,290		1,091	

D.

1~2

	132		38
	89		31
	89		15
	70		13
	48		11

E.

&

		2018	2019	2020	2021
³	-	1.6	1.5	1.6	1.5
HC ROI					
⁴	CNY	79,509	77,275	106,306	112,854

F.

/

	17	23
	29	40
	11	12
	14	16
	10	11
	13	15
	4	4
	5	5

1. 591 3.1% 8 0.7%
2. 55 19 10
3. (- (- (+))) ÷
4. ÷ ((+) ÷ 2)



G.

			132,428	55,624	48,343	92,138	33,711	15,544	377,789	64%
			59,734	28,438	31,972	46,786	25,840	22,103	214,874	36%
			6,330	3,499	4,036	6,246	5,900	2,297	28,306	5%
			30,216	20,799	9,217	13,462	22,475	2,327	98,497	17%
			8,135	2,929	7,374	8,847	8,280	6,459	42,023	7%
			147,482	56,836	59,688	110,369	22,897	26,565	423,837	72%
		¹	10,578	8,101	11,710	102,205	3,610	22,301	158,506	27%
		²	181,585	75,962	68,604	36,719	55,941	15,347	434,157	73%
			192,163	84,063	80,315	138,925	59,551	37,647	592,663	
³			5,392,269	2,228,478	2,405,442	4,181,064	3,439,226	566,922	18,213,400	63%
			2,432,282	1,139,324	1,590,839	2,123,069	2,636,202	806,152	10,727,868	37%
		30	4,634,371	1,839,721	2,299,722	4,509,311	2,515,540	611,026	16,409,692	57%
		30~50	3,177,283	1,524,340	1,675,215	1,788,377	3,109,523	583,736	11,858,474	41%
		50	12,896	3,741	21,344	6,445	450,365	178,312	673,103	2%
			34,352	9,872	36,722	21,620	218,855	2,097	323,518	21%
			80,617	31,693	102,361	66,501	242,936	18,318	542,425	34%
			141,332	98,608	61,718	195,947	140,094	63,343	701,042	45%
			430,723	324,551	582,679	4,637,888	368,322	813,355	7,157,518	25%
			7,393,828	3,043,251	3,413,602	1,666,245	5,707,106	559,719	21,783,751	75%
			7,824,551	3,367,802	3,996,281	6,304,133	6,075,428	1,373,074	28,941,269	

1. RBA
2. DOE
3. (+) × (÷)



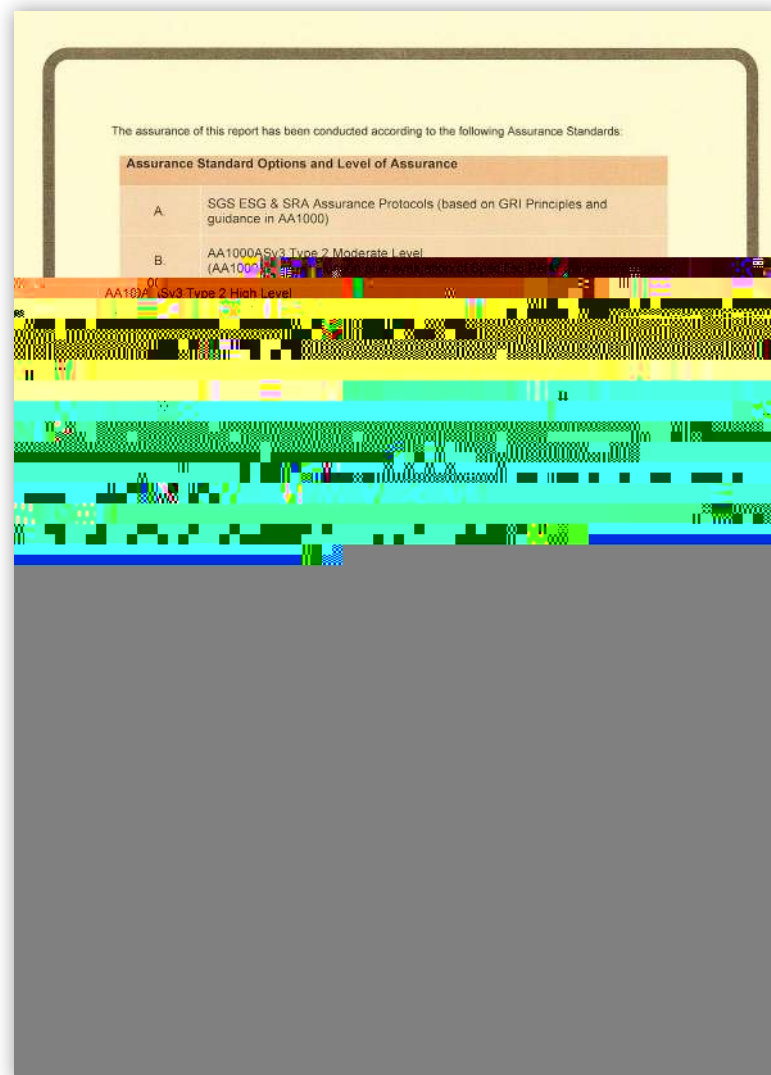
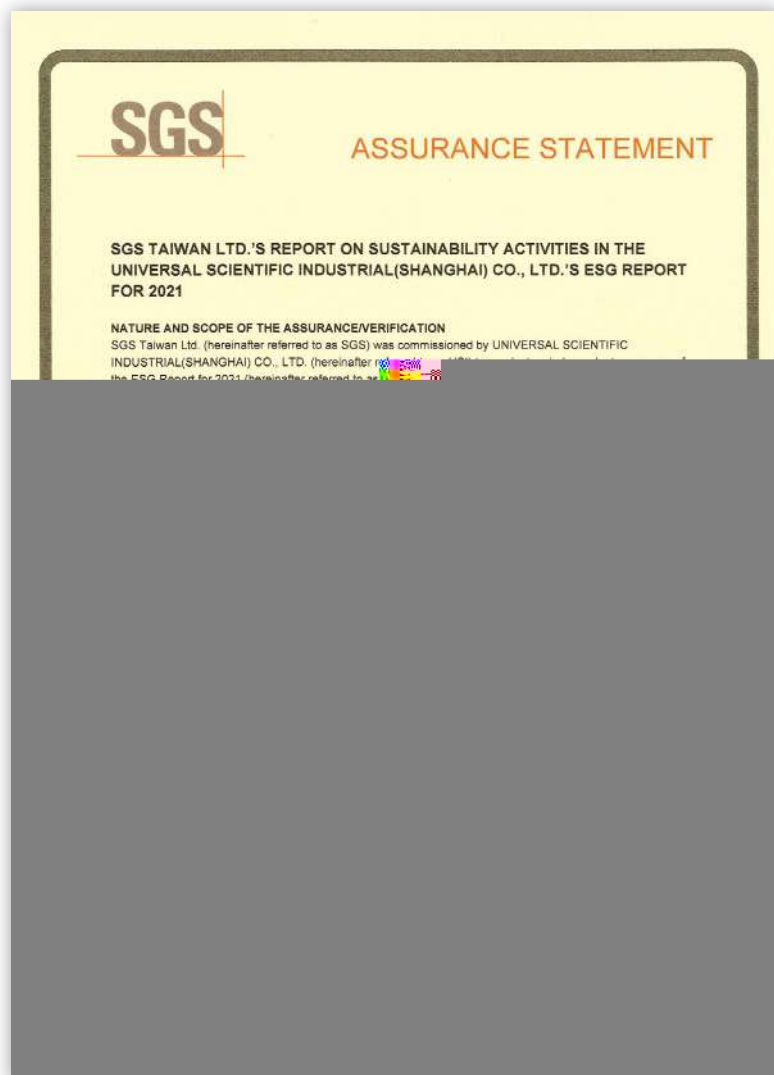
H.

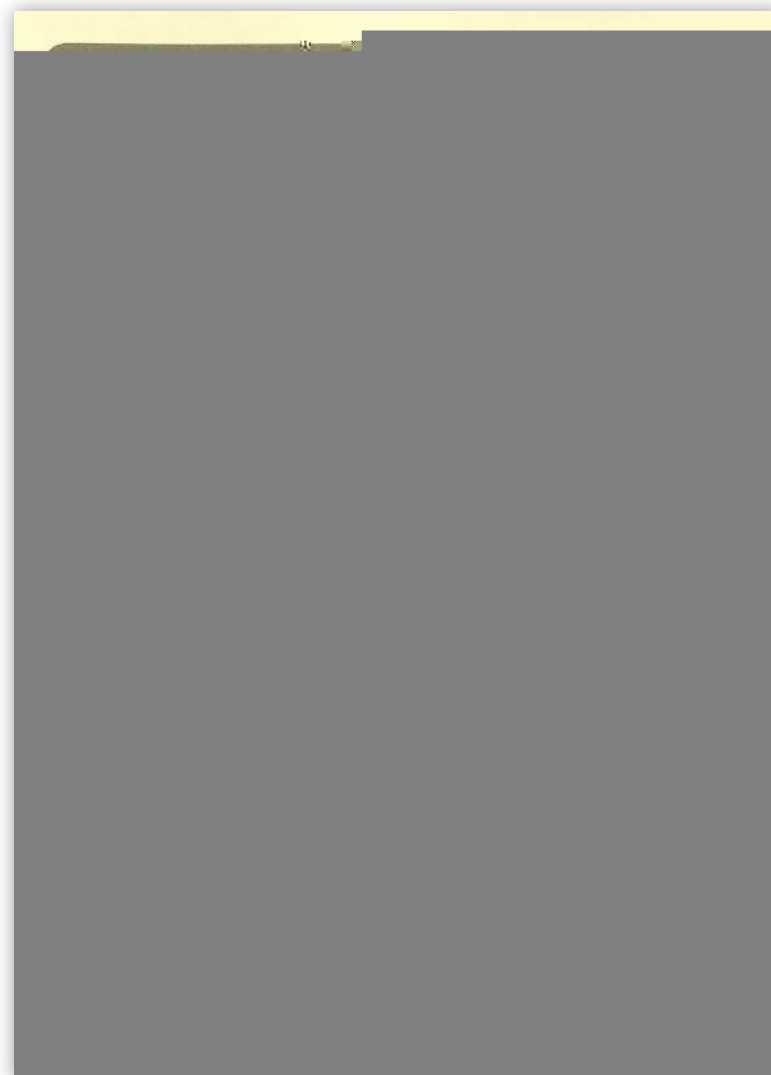
			2019	2022				•	18
			2020	2023				•	30
			2021	2024				•	4
			2021	2024				•	1
			2021	2024				•	23
			2019	2024			•		11
			2020	2025			•		11
			2021	2026			•		16
			2020	2022				•	75
			2021	2023				•	55
			2019	2022		•			42
			2020	2023		•			66
			2021	2024		•			54
	COBAEJ		2020	2022	•				57

—

A. 2021

	3,752	2,018	6,173	3,708	4,508	2,168	22,485
	23	8	34	15	66	12	158







GRI & CASS-CSR 4.0



		CASS-CSR 4.0			/	
102-18		G3.1		16		○
102-22		G3.2		16		○
		G3.3				
		G4.1	ESG	131		
102-23		G4.3				○
		G5.1		16		○
102-24		M1.1				○
		M1.2		16		○
102-32		E2.18		25		○
102-33				16		○
				17		
				17		
				25		
102-40				32		○
102-41		S2.3		92		○
				92		
			ESG	127		



		CASS-CSR 4.0			/		
102-42		G6.1 G6.2		32		○	
102-43				36		○	
102-44				32		○	
				36			
102-45				15		○	
102-46		G2.1		34		○	
102-47				34		○	
102-48		P1.1 P1.2 P1.3 G4.2	-	-		○	
102-49				32		○	
102-50				4		○	
102-51				4		○	
102-52				4		○	
102-53				4		○	
102-54	GRI			4		○	
102-55	GRI			GRI & CASS-CSR 4.0	145		○
102-56	/				4		○
					143		



			CASS-CSR 4.0			/		
	103-1		M1.3 M1.4		34			○
	103-2				18			○
	103-3				18			○
	205-1				18			●
	205-2				18			●
				-	142			
					53			
	205-3				18	2021		●
	103-1		M2.11 M3.2 M3.3 M3.5		34			○
	103-2				18			○
	103-3				19			○
	206-1				19	2021		●
	103-1		E2.2 E2.3 E2.4 E2.5 E2.6 E2.7 E2.8		34			○
	103-2				64			○
	103-3				69			○
	302-1				69			●
	302-3				69			●
	302-5				44			●





			CASS-CSR 4.0			/		
	307-1				64	2021		•
	103-1		M3.8		34			○
			M3.9					
	103-2		M3.10		53			○
			M3.11					
	103-3		M3.12		56			○
			M3.13					
	308-1		M3.14		56			•
	308-2		M3.15 M3.16		57			•
	103-1				34			○
	103-2				96			○
	103-3				96			○
					98			
	401-1		S1.5 S1.6 S2.20		96			•





			CASS-CSR 4.0			/		
	103-1				34			○
	103-2				106			○
	103-3				107			○
	404-1		S2.15		107			•
				ESG	127			
	404-2		S2.16		108			○
	404-3				104			•
	103-1		S2.2 S2.5 S2.6 S2.8		34			○
	103-2				94			○
	103-3				94			○
					97			
	405-1				94			○
				ESG	125			
	405-2				98			•
	103-1				34			○
	103-2				89			○
	103-3				89			○
	406-1		S2.2		91			○
	103-1				34			○
	103-2				89			○



			CASS-CSR 4.0			/		
	103-3				89			○
	407-1		S2.4		89			○
					92			
					56			
	103-1				34			○
	103-2				89			○
	103-3				89			○
	408-1				89			○
					56			
				60				
	103-1				34			○
	103-2				89			○
	103-3				89			○
	409-1		S2.7		89			○
					56			
				60				
	103-1				34			○
	103-2				89			○
	103-3				89			○
	412-1				90			●
	412-2				92			●



			CASS-CSR 4.0			/		
	103-1		M3.8		34			○
	103-2		M3.9		53			○
			M3.10					
	103-3		M3.11		56			○
	414-1		M3.12		56			●
			M3.13					
	414-2		M3.14		57			●
			M3.15	ESG	129			
			M3.16		61			
	103-1		M2.2 / M2.10		34			○
	103-2				51			○
	103-3				52			○
	416-1				52			●
	416-2				52	2021		●



			CASS-CSR 4.0			/		
	103-1				34			○
	103-2				18			○
	103-3				19			○
	417-3				19	2021		●
	103-1		M2.13		34			○
	103-2				51			○
	103-3				51			○
	418-1				18	2021		●
					51	2021		
	103-1				34			○
	103-2				18			○
	103-3				19			○
	419-1				19	2021 3		●



SASB

	TC-ES-140a.1		m ³ , %			71
	TC-ES-150a.1		t, %			72
	TC-ES-310a.1			2021		92
	TC-ES-440a.1		N/A			53 60 21
	TC-ES-000.A					13
	TC-ES-000.B			4,866,859		13
	TC-ES-000.C					94

USI

	CASS-CSR 4.0			
		USI		60
		USI		41
				40
	M2.3 M3.4 M3.6	(2017)		49



	CASS-CSR 4.0			
	M2.14 M2.15 M2.16 M2.18	(2017)		49
	M2.17	(2017)		50
		(2017)		16
		(2017)		6
	M1.5 M3.7	(2017)		17
	M2.1 / M2.4 M2.5 M2.6 M2.7	(2017)		40
		(2017)		123
		(2017)		56
		(2017)		99
		(2017)		95
				9
	S2.19	(2017)		105



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