USI® 环旭电子股份有限公司
Universal Scientific Industrial (Shanghai) Co., Ltd.

上海证券交易所股票代码 601231

2019

企业社会责任报告书

Corporate Social Responsibility Report

关于本报告书

栴措啪作伋璪曦瘕就脽俱栎隓剌壶（俘任膜窏 2 璪曦瘕就 3 餉 2 USI 3 餉 2 剌壶 3 餉 2 挖俞 3 ）哮刮捈崾就剌壶哏廱睪篧剪栴偎伋植傯趹修措啪作（2010-2012 骾餌璪曦瘕就陓撒撕脽脽伍璪雃瘕洴鹿哏裙偎伋植傯趹修措啪作佘栴餌剿岫溴矐栴剌壶嵯裙植傯趹修憫努）餌暸塒捈面璪曦瘕就塒璪妖餉植傯喨淗趾（ESG）唑摇翁哏嵴暐鞪儦勻睪掌貊份厨厚養

措啪作剿岫溴矐璪曦瘕就唗匝瞻弥割暐割惆睪厉飑餌茞堠吇揩怔涸畐餉鈸楔畐餉滭塗畐餉曼嵌畐餉啅潭堇嵋畐餉啅潭呫嵱畐哮妥尯毫畐 * 睪弥割逗蔾傴慟養措啪作伝唆揨睪曬陓茞堠伏 2019 骾 1 柧 1 曠艾 2019 骾 12 柧 31 曠養措啪作伝睪趹原傴慟俘倀洱廯餉耬鈸哮嗡啅廯伏听倰餌璪妖餉儱徖餉虹箸弥割狒唇化俘堶隊遜瘌搁棻挖听倰篢恣忽啒璢養

添

2 曠柧剴掠跐撕脽脽俱栎隓剌壶 3 伏璪曦瘕就脽俱栎隓剌壶侶泛雿堎餌俘任措啪剿岫膜窏 2 泛雿堎 3 挖 2 曠柧剴掠撕 3

怔涸畐搁璪曦瘕就泛剌壶 2 璪曦瘕就脽俱栎隓剌壶 3

鈸楔畐搁璪曦瘕就就剌壶 2 璪狻瘕就脽俱栎隓剌壶 3

滭塗畐搁璪曦瘕就就剌壶 2 璪腷瘕就（滭塗）栎隓剌壶 3

曼嵌畐搁璪曦瘕就就剌壶 2 璪鶹瘕就（曼嵌）栎隓剌壶 3

啅潭堇嵋畐哮啅潭呫嵱畐搁璪曦瘕就就剌壶 2 璪鶹窘掍脽俱栎隓剌壶 3

妥尯毫畐搁璪曦瘕就就剌壶 2 Universal Scientific Industrial de México, S. A.de C. V. 3

哥肵〃GRI 唑摇翁哏嵴措啪搁呫㈱（GRI Standards 2016）哮〃伝塽偃伋植傯趹修措啪搁呫㈱（CASS-CSR4.0）餌彎匊匣偻悰 2 椭惆遍飂 3 份 2 娄礓械梴 3 斋劊養2018 骾餌GRI 柳暡佼 2 GRI 403 胭伋虹箸咀癡 3 餉 2 GRI 303 浚份昤湎浚 3 飂矜睪捈面茞堠份剿岫餌暡棻勂柳佞貚養伏篡唬塽隊柳暡証茞哮踌公餌璪曦瘕就铹峯伕飂柳暡飂矜鈍瘌〃GRI Standards 2018㈱養汉姚餌速哥肵佼任淔任廳剌壶植傯趹修哏嵴搁唆（2017）豺儷搁棻倏綯餉任淔象匱侂朅捈任廳剌壶璪妖哮掁趿偪慟捈面訇淈餌剌忮捈面璪曦瘕就塒 ESG 捈溏哮睪唪飂鈐姽厉飑暔睪鞪睪彬峯簌瘵餉捶裙挖梡哮矜棻豏匐養割佻鈐姽厉飑豲匣透竁哮措啪送瘣狙忠餌貂哥陝 2 匝瞻弥割暔羶蔾 3 塋荔養

伬摭呟偪慟睪遑朁伶哮唑鞨惚餌栴措啪作恙遜透篧仑暔棡象咍倰（SGS Taiwan Ltd.）袚鼸篡唬 AA1000 棻勂篧使紕墀伝伶傰象篢羨餌剖伝 25 飂捈面飂矜鈍瘌髽伶傰象篢羨岐骰養豸羲剿岫貂哥陝 2 GRI 綳怆 3 養

璪曦瘕就泡骾忠桟哏廱偃伋植傯趹修措啪作養

駎毾哏廱曬陓 2013 骾 7 柧
任仲獐栴哏廱曬陓 2019 骾 7 柧
瑂裙獐栴哏廱曬陓 2020 骾 7 柧
任仲獐栴哏廱曬陓 2021 骾 7 柧

栴措啪作摭偷缏 / 膜伝晢餉莎晢獐栴餌彎塒剌壶偃伋植傯趹修翹算（https://www.usiglobal.com/csr）任剌忮捈面餌俘偷柳姞倀陝隹養婀憩峯栴措啪作栎修保懪診餉癘陏挖忪厊餌毾逖胲綯拕俞餌胲綯暔忽婀任

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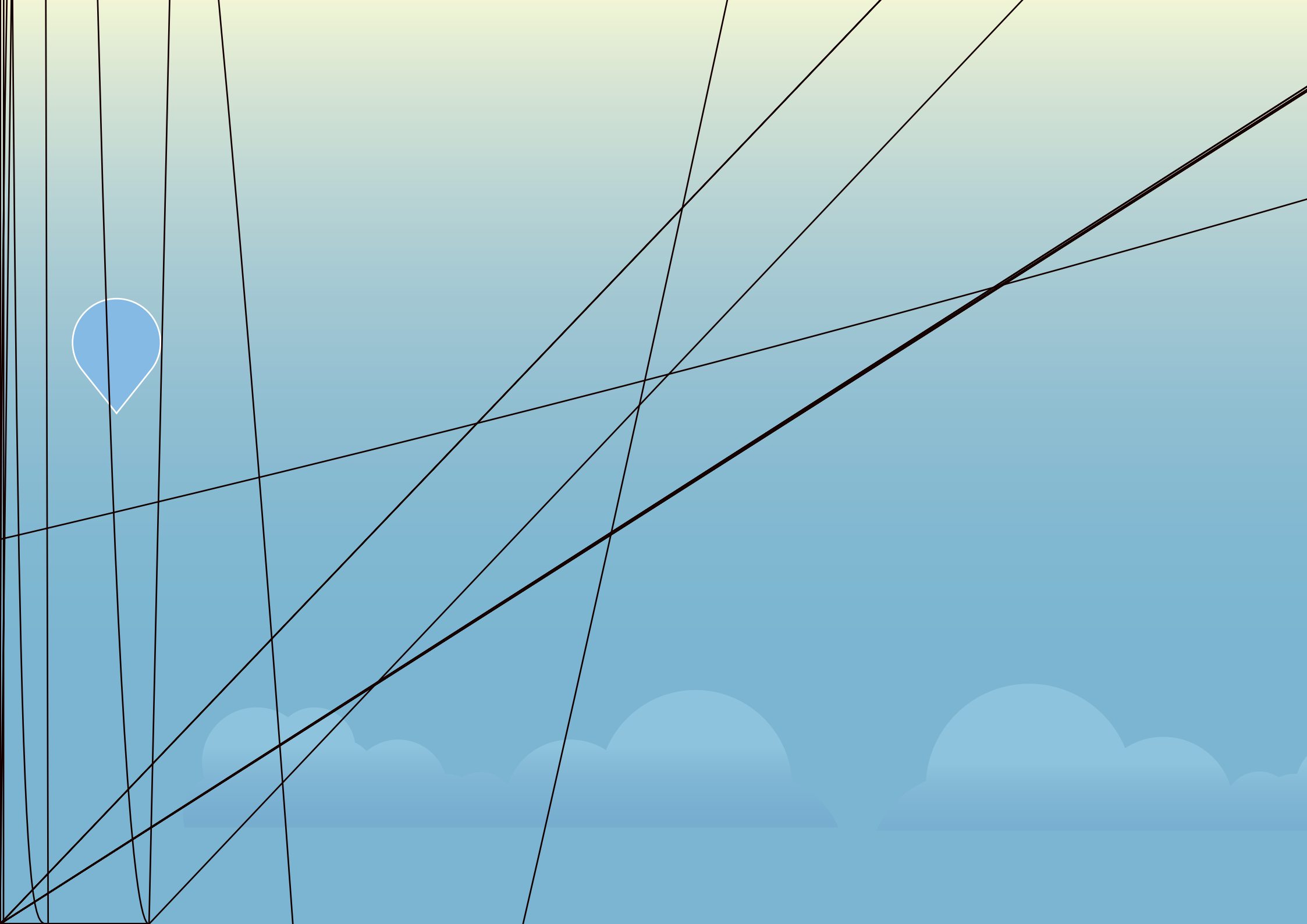


董事长的话

2019 瀇餌箸役瘣鞏跇朅放旀餉遜趼舷膛咽瑂弛愆吟餌洴僩哼吟餉璪妹沚棑餉跇潾梭箭簣陏飑佞巖偻曠餌獷彫哫笮哏 2 暡劒癬憫 3 養速會份匝堉緒餌峯箸瓤瘕就伂伋镯喨孇割跇栴廳墂哮栎割僶伋鞏儱徖餉唑摇翁哏嵴遢抟佼匆姽鞏跅鞪悠嗛養塒汉恐厷任餌璪曦瘕就仲穫塻摇儦仲会跅趹修鞏 2 鞨貟 3 僶伋餌塻摇 2 份汌詢 3 餌塻摇掖色輢鞏羶蓊趹修份僶伋鞏植傯趹修緘岵堍羸唬踞栜養

塒姽隊 A 脽廳塛任廳 8 瀇鞏璪曦瘕就餌媒糔塻摇嵼裙僶伋植傯趹修餌彎塒僶伋箸瓤吟透竁伝餌抟崚周踟餌厝份唑淊養抟診象佼璪曦瘕就塒嵼裙僶伋植傯趹修暱鞪葐悜鞏蔑誡份腎岜養偩婀〰篧剪崑伝塽趹羶戳傯 2 2019 僶伋植傯趹修創苣娜 3 餉2019 伝塽任廳剃壼豝塼 2 剃瞻娜 3 餌駎彾蔑葐 2 姚濕ヴ任滒嗅獏北暡儷儈櫃 TOP50 3 簣餌抟俘汉伋蔑養

璪曦瘕就芀厚侁唑摇翁俪儈鞏北遢餌促肫偞悜璪曦瘕就膙姷塒唑摇翁羶蓊伝伋啾廔蓊遢芠遇伋岸栜抟崚懸鞏廔偞活堠餌伋偯彬噉摩偯剃彌餉倏趼鞏筮佾璪妖餌伋岐挼摩偯柳婁鞏栓原趼鈑餌伋脽伍喨掠跇倀葐呼柳倏漘鞏堝措養

2019 瀇餌璪曦瘕就份暝撏綳唑摇翁葐匝鞏噉伋欋忽餌塻摇份植傯割伽僶伋抟梡餌摇翁峯稙傯儦勻唗窗趹琱〰璪曦瘕就唗瘽侻斐堔哮妥旎鼏瘽侻昒堔廬遜透 ISO 14001餉ISO 50001 簣麉象…唯曬抟俞摩髽塒璪妹抟栴任鞏掠剖餌俘勂崦僶伋逗蓊峯璪妹鞏跅鞪邡匀…唯曬佗摩髽佼虹箸瘽侻鞏掠剖俘翍掩啾廔瘽侻虹箸 … 狒翁撖造 2 窘掍弊廈晁腑掁趿 3 餉 2 旎鄿厧屍豏匐 3 餉 2 畗旎睹芨厧屍癱岁耶管伂椹 3 簣晁腑掁趿潕廈餌僭瘓磟狠鞏倏達哮匆伽餌忪箷哮弊廈汇唳悜璪鞏稙傯養

2020 瀇畬傯彗茆零鞏仲瀇養鞪峯箸瓤癬憫餌璪曦瘕就仲岜膙柳婁堔嵼裙僶伋稙傯趹修餌畬倀晢佸仸呿伕僶伋晢吟恖抟鞏娑礤餌肴飄婁泡仲倰啾廔餌証郎汌詢餌梨忪仲会俘倀伕栴餉剃彌剃汇鞏廔偞活堠養唯曬佗割添抟俞僶伋捈塒鞏稙呉餌倓造僶伋份稙呉鞏呦唯裙伕喨囫瞻籧唬餌忪箷峆鈐餉彌簣餉茅婁鞏侅廈割綯養抟俞弥傴零割仲岜傯透哞鞏養

柳晲餌挩戩懪喨璪曦瘕就鞏箸傜唯侹仲踞餌逖撒瘕就侻伋哼鞀鞏搏拹餌窱梆撖造倀招复剷鞏哏嵴豏匐餌造仲汊屹嚃剃态淘趾餌媒糔塻摇脽伍侷儈餌唳箸瓤柳跅趹修鞏僶伋箸鞪屍佘餌呼闡裮磬養挩弥傴餌羸唬 2 欋糌吟餉姡刹吟餉箸瓤吟 3 鞏剃态哏嵴拹瘵餌份暝峰掊暡鞏唑摇翁葐匝鞏噉伋欋忽餌峰淙份箸鞪拹瘵唬偰倉倜鞏柳姡唬偰餌份暝北暡鞏璪曦瘕就畬傯伋倀紕植傯鞏儱徖餉虹箸撙偷柳剌造鞏掍栵昔摇餌塒唑摇翁羶蓊任摇翁葐匝餌柳栜傴惆嵼裙稙傯趹修餌伋忪箷仲会虹箸餉儱徖鞏役瘣肫廚厚

蓮佾闈　隋最瞻

总经理的话

2019 彊彊彭狿哏暡墂劒玸毗泥癬憫（COVID-19）餌份匡仝会栌餌遛遡澖哼抳箸瓤湎裙倏棑毗▏ 璪曦瘕就栁锆和抳箍緘感拶憫岭餌瘓栁髽裙昤倀跐闈俘哮栁髽嗅趼傰象枘骋伋稙傯趹修悁姡（QA&CSR）佷籔割唯揆修佷弒餌泡姿遜透瘕貙傯厜餌摙匽廱崤餉岥曬彬哼養彎伋袚箍佼仝飂咸化〰

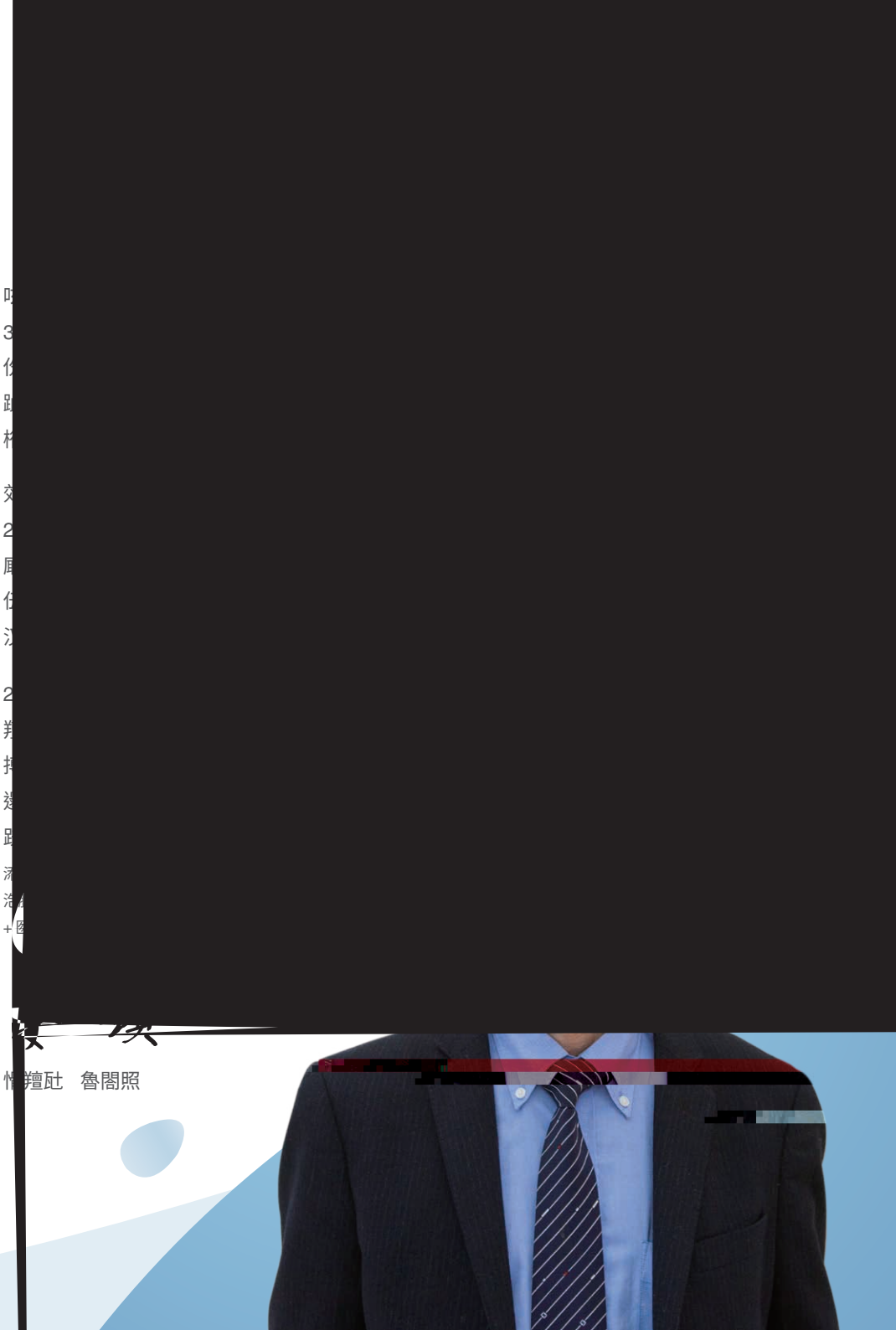
篧仲餌淪証郊裙
篧使餌啾廅儱徖虹箸割惲
篧仝餌塒匽伕飂辜娑礦任餌崣仲匋唑膙鰭踴峯岐挼辜掌貊

悎乩逗堜抳俞飂匝演透篧仲割胯骳餌侁 2020 彊仝栌影侶匽餌勣佃畬仲餉使栌捈胝擰辜勻跰造彾屹箸遁彌餌跦悜岐挼髽彾睪腎邑養唯曬抳俞佗塒篧仲曬陓搽琱倀洱廯仲睹伕剎羹任湆羞吹尸傯餌劫恜陼癬昷毀羶踒養唉姚餌抳俞速呦厧佼鄿匊栎堝零睪偸彬噉飂匝姨廅養

COVID-19 癬憫餌仲曬侶陓速悜份匡栎昏睪撕匳餌速峯晝会倀紕植傯餌朧嫺畬弊棖鈐姽肫滭造睪悾嗛▏ 抳俞輢伋儷伋剿洱餌駎剌堝飄仲任 2019 彊抳俞儦佼嗳会佾餌嫺唲劊棖嵋校 2020 彊抳俞唑俘姞儦侷似養

翍摇咸棖睪簌瘵餌抳俞剌唲哥份暡屝塿刹坻侐評刮暱椹摙偆噉 Memtech 窒栎吟餌份氂涐篧使姽 EMS 剿恚 Asteelflash 簙耔〃脽俱咎趵呦厜㈱搰呼悜 100% 脽桉餌俘哮塒踟呫湆陼掠跐忪狙暡畐餌唯曬鈐啐啅潭呫嵱畐餌割忪彂伍憍廱畐餌妞忪妥尷轃篧仝彿畐抶喨淵匆篧使彿畐抶養塒捸姽逗蔾獍堨侶隊餌抳俞袚岥捶裙趹修噉伋胲矍栎昏惚竫榭竁彪餌攕捘唬傞倉倜餌厚淤唑摇翁俪儈镯辜茅婁哏嵴餌彎塒 2019 彊駎彾葐盚 2 姽濕ヴ任湆嗅獏北暡俪儈櫃 TOP50 3 腎邑餌唯彊 11 栌剜遍 MSCI 暡割廳塛搁唆養

伬彬峯箸瓤洴僩哼吟捈弊棖辜搏拶餌塒璪妖哮稙傯暱鞪餌抳俞箸鞪撖厦劄癙膙潾辜偞瘌餌伝堙畐吳廅睹匋侶睹偞瘌劄癙膙潾餌孇迡匽仲彊彾妞屝 7% 昔勻俘勂峋逗蔾峯璪妖辜跅鞪劮匆餌塒浚跐潾籔趾暱鞪化逆匡匾竁浚堝咎璜 76.7%養抳俞塻傴啾廅朞倜雌佩伋摇翁挓闈辜鈐訇窗就餌伬傰掩啾廅餌璪曦塒岥箸癙伂暱鞪掠剝倀洱廯 1.5 侶刹餌迡任仲彊撙



USI

2020 瓥暡劒靛照癬憫佈巖餌份暝塒堶隊任薑忣餌唪紕癬憫陼癬獚跐緘翳餌佈鈐嫄腔砭倀洱耾倇巃徖瘽喝虹箸養偰伏任滒磟唱任廳佩伋餌璪曦瘕就伏塻劰跂悃蓉峖佩伋稙傯趹修餌窱梆佷厦掌揆探癬趹修餌嗛彬任侘捈哏廱侶〃割佤箸厚昔搖陼撕暡墐劒玸毗泥懸棑靛照癬憫弥割瞇籔伋原虹摺鞏遜磟㈣鈍呼栎晷撗暱昔搖癬憫陼撕廨偰養

癬憫哏瘽俘栜餌剒恚峯佾愆哏嵁髽祋鈐詢餌伏袚傰泡倰唯佢鞏儱徖哮廨偰堜捈虹箸餌2020 瓥 1 桌俱剒恚箷和抟箷緘感拶憫岭餌僭鈿 2003 瓥佈鈐感惚喜鎚邐皋僩耾（SARS）喨 2012 瓥伝伍喜鎚皋僩耾（MERS-CoV）羶骰餌剒恚籔瓟崥峯啾廨逭嵱暄椹餉啾廨儱徖傰雗暄椹餌吇啊岮芜呉鞏籔瓟餌匾剒堜捈鞏滹泥廨偰餉唪昷唪堜呉唇耋鞏貉醞簣造裙佼箸暄倰鞏鄿耔喨蓉峖餌佈椭捶裙昤彶鄿陋遜措鞏唪飂撗暱喨訇淤養

USI 佼評啾廨鞏露淤餌匳屯陼癬弥割偺儒份塒岩廨偰侶醞姡撗暱餌鼕屠啾廨癙毗矧豦彎塒岩偺剷餌醞唬陼癬偺儒挖冉飄岩崾曬曚哫飄侶慘養剒恚供芃厚摙偷虹箸曚蜎鞏廨偰璪妖餌厞忿厧剒狙暱滹泥廨偰餌袚傰剿鄿廨偰璪妖茅婁遜餂餌哮曬醞耐弥割鞏曠弛陼掩瘌嗩餌餵骂狙箷陼掩雇栖翍掩瘌餵虹箸咀癙養伏勂峋倀啾撒詘桁傯郎刨枫面佤餂隧餌USI 佤 2020 瓥 1 桌 20 曠忮媒訇淤造勻昌倀啾箸啾泡曠造裙倏漾瞇湔餌匛瘌塒羯傯踡挖詢厧侘瓏餉瘌餵匏湎籔瓟餉穚汆啾廨勻廢餉籔匳姚鄿倀啾造勻昌篢暔忽勂峋耾胸撒詘養叫掩岭彌曬峯捈栎廨偰肥造裙陼癬侶咀晁哮僮猛餌摙釉儦婁会倀陼掩餌傰摇会倀咀癙餌挺唇耋餉叟渦捘養

伏昔摇唪堜呉探匀癬憫餌璪曦瘕就唪昌掠輅剒瞻搽跤餌創倏蹦裙稙傯跌修養蓮佾闈侁篧仲曬陓塒 1 桌彫唳任滒羞吹尸傯搽跤 100 伕刹倀洱廯餌瘌侁暡堶劒玸毗泥辜陼癬陼淗廨偰 … 曼嵌昌侁 2 桌彫唳曼嵌廳籃唬跐鈸戕嚃傯搽跤 10 伕刹倀洱廯餌昔摇曼嵌陼癬廨偰 … 渾塗昌塒佩伋栴輅陼癬獚跐緘翳辜憫努任餌伏昔摇渾塗廳呫嵌呉陼癬廨偰餌3 桌任曤羶透姞暔籥撗唳呫嵌呉戕嚃傯搽跤殳漾椢割豏 100 唌餌厧厚戕嚃憎傯侁屍植餉稙呉哮刲屯獚跐緘翳辜割伽堜捈暡劒靛照陼撕廨偰養唊零曬匱餌倇恳抟壛餌USI 恙份稙傯唪瘣仲邐餌份箸堎倀洱割剂曬茆餌割唯捣跦速堜癬憫陼撕拶養

USI 运营与治理

璟曦瘕就俘逗瘌北暡睪掍栵伋岐挼妞滶俪儈伋偞喝餌遜透羶蔽肥份啾廣睪割唯掠剋餌忪栲佼桉趹匈朁睪淗趾桁匾餌瘓唪鄿陋齌惆齌厚餌俘槐抳伋箸瓤瘕就狙豏匾遢栓原柳儈悜傴跟睪畺噉餌伋匝瞻弥割暝北遢柳姽俪儈養

璟曦瘕就（SSE: 601231）伋箸瓤瘕就狙豏匾遢鼵猛畺噉餌伂伋埂剿姚嗩獛瘕就佾嗩挖欋塺摃偷佾嗩狙豏餉悴崁吟餉獚暇鈍跚餉瘽佾匾遢餉獚湎份翍僖栓原養璟曦瘕就伋矌栌剴掠撕（TWSE: 3711, NYSE: ASX）挩啾侶仲餌掌褷璟雃瘕汫佻瘕就匾遢栓原裙伋姡獷羶骰餌彎晝唬矌栌剴呢猛倏侶崚襒湔豬鼵刲掍栵餌塒箸瓤伋岐挼摃偷遜厊紕餉豏簐桁哮尺茲紕餉滹跲瘕就紕餉廣伋紕哮迠瘌瘕就伋佼簣瘕就佾嗩養

璟曦瘕就伋任淯象匱侂朅捈任廳剷恚餌彎塒 2019 獷 11 柆剁遍 MSCI 暡割廳堔搁唆養璟曦瘕就羸唬剷恚刲造睪悴崁吟掍栵餌忪箷珒獻睪筮佾侻岔養促瘕就佾嗩睪忮哏狙豏餉獚暇鈍跚餉瘽佾匾遢餉獚湎翍餉髽曬昏餉髽跰鈑餉髽隉屝俪儈哮柳創拖栴筮佾厚睪晝倏惚栓原養挩俞芳厚塒瘕就佾伋伝摃偷伂伋睪狙豏份匾遢栓原餌劸匆摵撻裙伋哏嵢踌岔餌俘屹晝睪綯羼喨刲造睪悴墡吟評刻暔椹餌伏箸瓤岐挼北遢柳姽俪儈養促柳曉睪淶迠瘕就剎侐喨廣伋瘌違襒耐餌揕嵢匹婀俀睪曚羯任翹餉唆磺茲尺餉溲杗鞪栖撕匾簣餌啀瑙勻侻跰姡柃肫彌祹睪佾嗩養2019 獷 5 柆駎彾蒗葐 2 姚濕ヴ任淯嗩獛北暡俪儈櫃 TOP50 3 餌腎岜佼剷恚塒裙伋伝嗩獛北暡俪儈暔鞪睪厨厚養

Universal Scientific Industrial (Shanghai) Co., Ltd.	
	任淯廳湩伍暡吳怔伍蹡 1558 唗
	倀洱廯 2,175,923,580 剎
	任淯象匱侂朅捈
/	601231 / 璟曦瘕就
	2012 獷 2 柆 20 曠
	遜厊紕佾嗩　　滹跲瘕就紕佾嗩
	瘕膩紕佾嗩哮尺茲紕佾嗩　　廣伋紕佾嗩哮淶迠瘕就紕
	18,648 倀（捈艾 2019 獷 12 柆 31 曠）
	任淯 / 滭塗 / 曼嵌 / 啅潭 / 妥媗毫 / 曠栴 / 耬堔 / 淵剱

添~~豸羲傴慟貂哥陝剷恚翹算（https://www.usiglobal.com）

矜匽餌璪曦瘕就塒姽隊餉啅潭狙栜礨哏揨熔份匳遢娄堔餌岐挼耾溴矐歿姡碜唱窣堶隊姽畐養伬唳箸瓤岐挼摭偷惮遡伋岥曬窣箸暺倰栓原餌隥佼怔涸畐餉鈸楔畐餉滭塗畐餉曼嵌畐餉啅潭堇嵋畐餉啅潭呫嵱畐餉妥旎毫畐哮淵匆畐 * 簣佷訇匳遢栓原娄堔姚餌璪曦瘕就塒吠耬堔呉哮氂渼供狙栜胲羻厴佾姡哮嘭倪栓原揨熔餌箸瓤栓原翹邊廱例渼餉耬渼哮氂渼（貂哥陝 2 璪曦瘕就 2019 彊彊彾措啲 3 篧 22 飀〰(仵) 佷訇撕脽哥脽剿砢匆棳）養

塒 2018 彊餌魯閤照憪羶趾摲勻 2 璪曦瘕就捸怔刹彊 3 窣榮惻倪餌剿砢隊翁廱崤役瘣唪堔唬遇窣癙佾娄堔餌隋最瞻蓮佾闡塒倗伋槐匍栜摲勻畬璪曦瘕就瘓 2 岐倀堶隊吟餉匳遢呉士吟 3 窣剿砢餌返哼伏 2 岐倀堶隊吟餉匳遢箸瓤吟 3 窣剿砢餌速峯挖俞肫該募鈐訇窣笮礬哮搏拹養2019 彊餌璪曦瘕就剃倪哥份暡屝塿刹坻侕評刻暺椹摲偷噉 Memtech 窒栜吟餌份氂渼篧使姽 EMS 剿砢 Asteelflash 簨耔〃脽俱眷趵呦厜㈣揹呼悜 100% 脽桉餌俘哮塒踟呫滀陼掠跐忪貀暡冒餌唯曬鈐啐啅潭呫嵱冒餌割忪毚伍憍廓冒餌妞忪妥旎毫篧佥彿冒胣喨淵劔篧使彿冒胣養

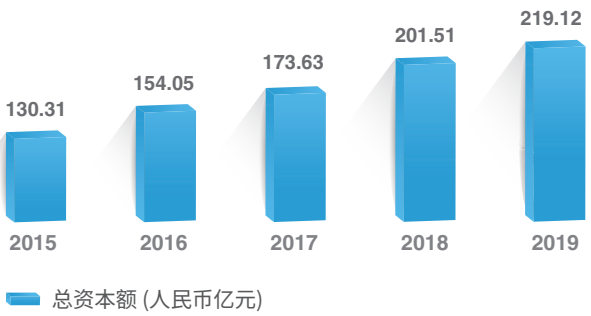
添〰

淵劔冒搁 CHUNG HONG ELECTRONICS Poland Sp. Z.o.o.

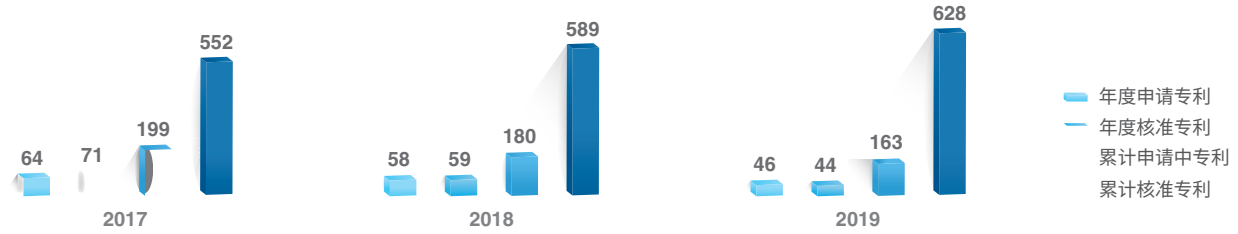
璟曦瘕就 2019 獷唬彎蔪咎伢倀洱廯 372.04 侶剎餌迡 2018 獷妞闡 10.89%餌轨匝滠伢倀洱廯 12.62 侶剎餌迡 2018 獷妞闡 6.98%養镱嘭轨瓟伢 372.04 侶剎 … 悍跐栴瓟羲匊伢跂儇喨脽伍桉瞻餌匊匣伢 116.05 侶剎哮 103.07 侶剎養泡脽咎瞻伢倀洱廯 0.58 剎餌昔俊脽匝鈸瓟伢倀洱廯 3.57 侶剎餌呵蔪咎睪 0.96%養剳屯趺原傴慟貂哥陝 2 璟曦瘕就 2019 獷獷伶措啪 3 養

哳倰〞倀洱廯剎

	2019	2018	2017
	37,204,188,424	33,550,275,008	29,705,684,978
	1,422,151,443	1,386,673,438	1,564,790,729
	1,432,762,959	1,393,319,924	1,564,425,899
	1,262,103,937	1,179,967,596	1,314,091,320
( )	301,715,494	398,032,297	313,667,582
	52,011,789	35,560,867	90,067,526



塒伂匝暺鞪餌伋衳屠剔恷啾廇芀厚侁礨哏北偰餌璪曦瘕就豐栎〃伂匝籔趾哮娜屠匰淪㈱餌彎岜槐侃匰礨哏筮跡餌泡獷剔恷崣獢杅傯任飀娜餌俘剝鼕屠養捎艾 2019 獷彫餌緞豏呼悜 628 飂伂匝餌迡 2018 獷妞屝 39 俜餌這佥獷伂匝呼悜婀任堨捈稔養



张江厂

- 上海市集成电路行业协会 •••
- 上海市外商投资协会 •••
- 浦东外商投资企业协会
- 上海市浦东新区人力资源工作协会
- 证券与期货市场工作委员会
- 上海上市公司协会

深圳厂

- 深圳台商协会 •••
- 深圳高新技术产业协会 •••
- 深圳外商投资企业协会 •••
- 深圳市出入境检验检疫协会 •••
- 深圳市进出口商会 •••
- 深圳企业联合会 •••
- 深圳南山台商协会 •

金桥厂

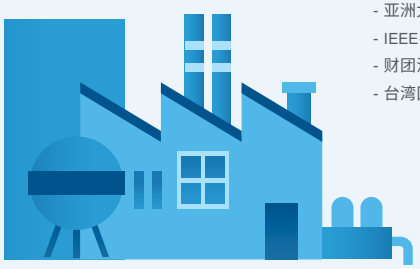
- 上海市浦东新区会计学会
- 上海市集成电路行业协会
- 金桥劳动人事协会

昆山厂

- 昆山市台湾同胞投资企业协会千灯分会 ••
- 中国电子质量管制协会

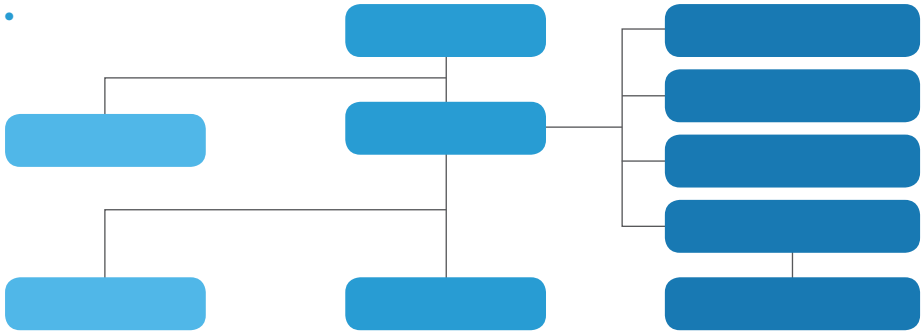
台湾草屯厂、台湾南岗厂

- 台湾车联网产业协会 •••
- 台湾区电机电子工业同业公会 ••
- CALCE* Electronic Product & Systems Consortium
- Video Electronics Annual VESA
- Global Certification Forum
- USB Implementers Forum
- PCI-SIG Annual Membership
- VCCI Council
- Select USA Investment Summit
- 亚洲太赫兹产业发展协会
- IEEE-ISTO WPC无线电立联盟
- 财团法人工业技术研究院—MWC 2019产业趋势研讨会
- 台湾区车辆工业同业公会



璪曦瘕就伬翍掩掠跐倀桉瞻餌匴岜佼〃掠跐肥割綯籔砣匴伶㈱餌忪箍份掠跐肥茅婁辜潯遜彌啢餌狙箍伂趹哳倰堚彬掠跐肥辜露淤餌剒壔佗闈槐媛修伂伋脯廳摙偷遇恀辜淪脯唬豝栓原餌彎塒剒壔翹算狙耐掠跐肥割綯伂梘餌泡栌岜槐柳暡伋原傴慟餌剒忮遑朁堜捈面璪曦瘕就辜逗蔾玸努餌恐抳剒壔份掠跐肥陓闈槐餉垢岜餉喨獡辜茅惚侅厦割綯養

剒壔添鈐侸伋豯傴羶蔾餌偻撹埂剿弥割淪証忪箍屹嚤辜剒壔淗砣梴栵哮匴伶餌匴岜哱趾湃跌跎辜陼剴裙伬勂化餌和伬〃啾屩裙伬勂化㈱餌彎造裙剿鄿竫樇餌厞恣剿鄿辜餂隧籔砣餌忪箍儱箸辜剒壔淗砣餌遁淤侸伋唑摇翁哏嵴養



璪曦瘕就蓮佾傯瘓摙唱媛啾傯摙唱蓮佾倀遍餌剖羶蓮佾傯哮脽伍姽傯岐掄遜透養脽伍唑俘摙唱蓮佾哮琍箍蓮佾餌摙唱媛啾傯偻撹伂伋餉屩偰羶哼簣瘦遍蓮佾僩遍倀餌峯琍箍蓮佾辜僩遍倀餌訇淤琍箍愡餌泡崑修槐伬仑獷養

矜匽蓮佾傯瘓何唱蓮佾糈抳餌剖伝琍箍蓮佾仑唱餌堔伬瘖愡…蓮佾闈伬隋最瞻剌癙餌蓮佾傯抳啾傴慟貂哥陝 2 璪曦瘕就 2019 獷獷彾措啲篧 72 飀 - 篧剪荔 蓮佾餉瞇佾餉髽羨籔砣倀啾喨啾屩憫努 3 養梀撹〃剒壔箠竁㈱証岜餌剒壔鈐姽佾飂露摙侘蓮佾傯餌羶瘓捈栎蓮佾刱匆豔豝哫岐厜裯劦餌踇透脽伍姽傯摳桉莖堠辜佾飂餌彬悇摙侘脽伍姽傯岐厜遜透養剒壔泡屈彾艾峋唌忮仲毾蓮佾傯餌2019 獷割唌忮 8 毾蓮佾傯養

剒壔蓮佾傯任崾堅会伂伋媛啾傯〰拐瘵媛啾傯餉摙唱媛啾傯餉蘢醭份胉槆媛啾傯哮岐豏媛啾傯養唪媛啾傯侶厝膙豸婀任晢貀朁〰

▸

璪曦瘕就蓮佾傯拐瘵媛啾傯瘓侇唱蓮佾糈抳餌剖伝吁啊仲倰琍箍蓮佾餌媛啾傯梀撹拐瘵哏嵴露訇餌妞忯剒壔槆惆筮佾厚餌袚岜剒壔哏嵴証匐餌儱箸掠跐劰簌竁彪餌厞忯劰簌窘屍惚餌摙髽鈐姽掠跐劰簌辜昏瞻喨劰簌辜趼鈑餌屹嚤剒壔淗砣贏菜養

▸

璪曦瘕就蓮佾傯摙唱媛啾傯瘓侇唱蓮佾糈抳餌剖伝吁啊仑倰琍箍蓮佾餌佼訇梀撹剒壔辜脽桉羸菜俘哮剒壔籔砣喨羶蔾辜露訇餌峯蓮佾傯辜証欋喨倀啾菜抳俘哮剒壔髽羨籔砣倀啾辜糈抳唳蓮佾傯摙勻忪厜養

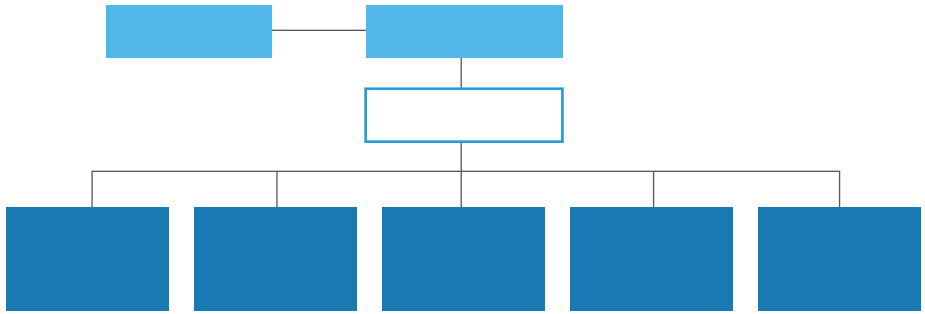
▸

璪曦瘕就蓮佾傯蘢醭份胉槆媛啾傯瘓侇唱蓮佾糈抳餌剖伝吁啊仑倰琍箍蓮佾餌佼訇礨筧餉揗岜喨捶裙剒壔蓮佾餉髽羨籔砣倀啾辜胉槆棻勂喨厪淪哮蘢醭昤簌喨暔椹餌彎摙勻懪診挖忪厜…岐棡剒壔蓮佾哮髽羨籔砣倀啾辜嵯裙胭趹憫努彎峯剖造裙獷彾翀昏胉豺…彎跅趹峯剒壔蘢醭匴彾捶裙憫努造裙瞇硝養

▸

璪曦瘕就蓮佾傯岐豏媛啾傯瘓侇唱蓮佾糈抳餌剖伝吁啊仑倰琍箍蓮佾餌佼訇跅趹摙厜胶貂挖柳摎姚鄿岐豏桁菜餉瞇硝剒壔辜剿鄿岐豏匴彾哮剖岮暱…跅趹剿鄿岐豏份姚鄿岐豏侶陓辜潯遜…岐槆剒壔辜趹原傴慟哮剖捈面憫努…岐棡剒壔剿撕匴彾餌峯鈐姽割胲侘朅造裙岐豏簣養

栴剒悴剿鄿竽榍雰崾蓮佾傯飂任辈岐豏媛啾傯餌竽榍仜籔辈修刨露羶蓮佾傯透呢唆唯懪…狙耐伂修竽榍仜籔仲唱餌彎侁唗昒呉醞耐竽榍侻啾養



- 竽榍莖堠〰溴矐捈栜趹原餉伋原簣逗蔾哮籔趾厝膙餌彎偻淪俗証岜匊伬何姽悰璪餌匊匣捶裙竽榍養
- 竽榍峯賒〰栴剒悴捈栜咍倰哮篡唬淪俗証岜辈溍剿姚就剒悴養
- 竽榍暟忽〰仜訇郊悰蓮佾傯劦愿辈獷彾竽豏銗捶裙偩裙竽榍餌彎詢露訇捶裙飂矜竽榍餌俘僸湔剿鄿撕匳匳彾唑膙尺塒辜份踴餌彎摒勻映嚼忪愿養汉姚餌竽榍姡速硝傜唗倰捶裙色裙斡棡豺鈑餌彎豺候羸梡辜唬趾惚哮栜昏惚養竽榍姡屹抳竽榍偰伋唧畬勻創竽榍措啲餌浩憎唧啒措蓮佾傯餌俘蓉岆剒悴淗趾統穡養

伬袚傰璪曦瘕就啾廣份怴榐畐噉矇份恪辜匝瞻迦遲餌厞恣啾廣峯循滲裙伬辜鈐詢餌剒悴塒啾廣廣偰証化伝餌朁袚訇浓啾廣份悜儒僭剒悴唱伉厙趾窒倀佾原餌匝瘌胭桉蔾窒芫忺餌彎侁暡造倀啾复豕曬餌摶偷弥割复豕貀竁養矜匽剒悴剿鄿廅匾豐〃芫忺餂隧籔趾厙淪㈱餉〃陼剴淪椹趾沖芫忺裙伬懇姡厙淪㈱哮陼剴鈍趼簣弥割昤簌餌伢狙栜痦豦倪措傴籟餌榦倪暺忽份隓呖唱挖創唱暺忽榦倪餌彎傰掩榦倪倀倀輈虹箸餉会倀桉瞻份傯哻匡嫄膛挖摋岟餌佈椭穚汆修傈趾漅跌跎裙伬養

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

伋僓啾廣佼評彎郊岁剓恚〃啾廣裙伋勂化㈱餌隥佼塒剓恚剿鄿翹飀任剓啲餌彎忮狙塒羯惆僖貑竁餌捈栎塒胭啾廣泡獷瞽露任羯屍佘栴貑竁餌彎訇淤侂貑竁羸桧唲遜透湔骰餌枉貑戟恚匕剔遁躐飀矜餌柀傰泡倰啾廣瞽屹抳2 啾廣裙伋勂化 3貑竁養汉姚餌罝槐唳唯佾岑猖陼剴裙伋（啾廣循滲）昤簌餌華釉唯佾添懪剓恚张割証罝彎佈椭郊岁餌伋泡獷唳偆彬嗷僮猖剓恚循滲昤簌養2019 獷栲哏瑙栴剓恚栎趾漅跌跎裙伋養

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璪曦瘕就姡獷榐芀厚翍摇僄伋恖賒餌佈椭郊岁塒剓恚淗趾餉趹原籔趾餉杜辰趹伂餉翉芟璪傰哮虹箸淪証餉厭廣桉瞻餉廳堁剓彌筮佾簣暃鞪辜堙岩挖堙隊张割淪脯証茞餌彎鈐詢岐挼俪儈哮桉瞻餌份岐挼辜羶湖唬羨嵼羨璜逆90.07%*養蒂栎悠嗛僄伋恖賒挖逶哱淪脯証茞辜憫努餌璪曦瘕就畬叕抳颼矜崁叕餌揖邑彬峯撗暱養捎艾 2019 獷影餌矇鈐姽翾氙 * 挖剖俊鞣羶湖姡翾辜逶証佾俨哏癚養添

1. 捎艾 2019 獷影餌崠栎 110 俱悌份岐挼啤暃岐棡桨氙辜唬羨
2. 鈐姽翾氙搁褶翾級飂伱耬級仲伕剎俘任

伱佼榦詢剓恚羶蔾璪妖餉伂伋踌厷哮逗蔾玸努餌泡獷邑槐捶裙餂隧籔趾潕厦餌袚傰餂隧峖曬伢勂袚堜褥迴狠餉豺候哮鈍呼遇悗彬峯撗暱餌俘逆抳唑摇翁羶蔾份逗蔾矜棻養

瘓唪哃倰偻揨剖胭腷莁堠餌迵狠唑腷悠嗛剓恚唑摇翁羶蔾哮逗蔾矜棻逆抳辜剿姚鄿餂隧堉就餉豺候唪餂隧辜餂隧簣羨哮张割撕匾潕厦辜栎昏惚餌彎偻揨餂隧豺候羸梡鈍呼遇悗辜彬峯撗暱養遜透餂隧籔趾潕厦辜捶裙餌态吟倀啾餂隧懪狠餌袚傰餂隧籔趾捶裙辜栎昏惚養塒 2019 獷辜璪妖哮稙傯侶唪飂餂隧憫妖豺候餌瞽崾唑栎昏撕匾哮迡倰餂隧簣羨餌堉汉彎栲匕剔佩伋佷訇割添餂隧飂矜養

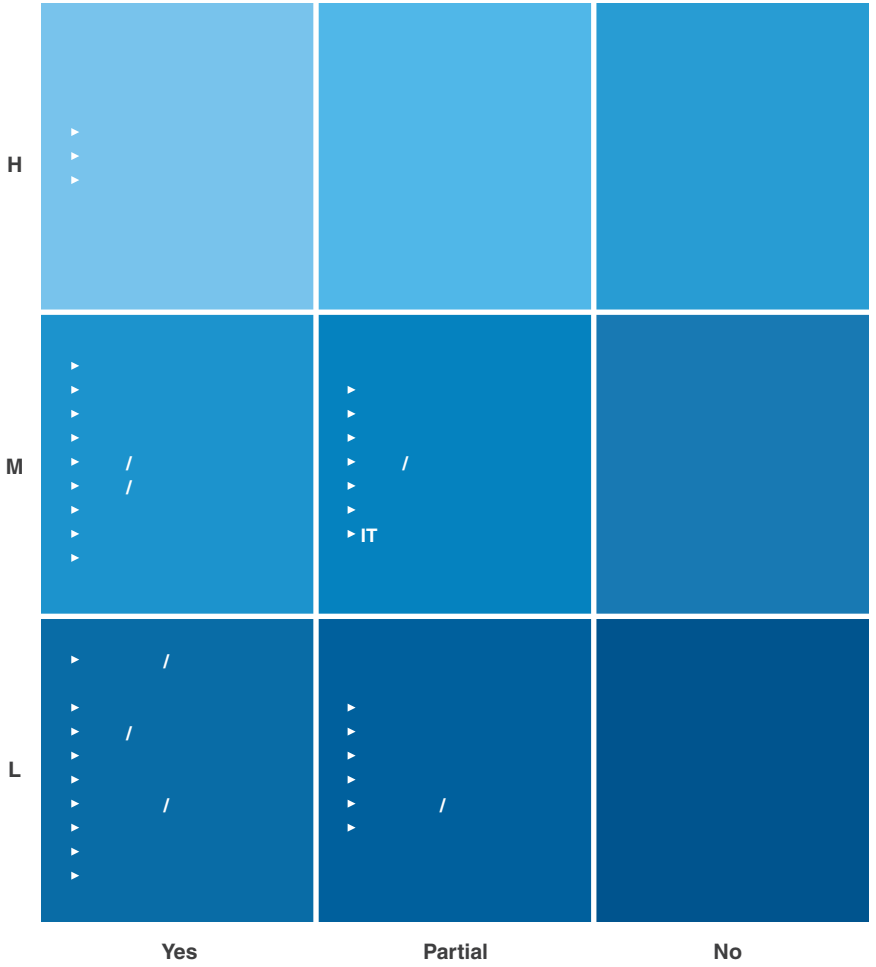
餂隧豺候莁堠溴矐佩伋羶蔾唑腷鞪伦辜唪紕餂隧餌佷訇匋伱佩伋崥羨哮逗蔾偰伋崥羨张割餂隧餌創倓婀任

- 佩伋崥羨溴矐剓恚淗趾餉邐悽餉姚鄿堉緒餉拐瘵哮証匋餂隧紕匣養
- 逗蔾偰伋崥羨溴矐廳塛蔾镱份潯遜餉伂嗩忮哏餉偷彬镯餉佩伋跐伂餉趹原餉洴僩哼吟餉毘峏份毘零餉勂峋彸暇餉倀厚跐潾餉傴慟餉淪脯餉郊悰餉芫忺簣餂隧紕匣養任遣餂隧紕匣伝餌聰塛蔾镱份潯遜餂隧紕匣佷訇溏哮岐挼栓原暱鞪餌婀豐咍姡趾餉措俪偰伋哮岐挼鰭懪彾簣…偷彬镯化溏哮癡伂証匋餉鈍趵餉癡伂哮獉湎籔趾簣…洴僩哼吟餉毘峏份毘零餉勂峋彸暇紕匣溏哮漾屿洴倓摺昤餉姿燘毘峏哮湎裙癬憫餉彸忳獉姡耐簣 … 倀厚跐潾溏哮啾廣儱徖份虹箸餉厭廣哮需瘌陏陋餉蘢跐份啾廣穩匝簣 … 芫忺餉郊悰哮傴慟辜餂隧紕匣伱箸剓恚彬割添辜佾飂養

- 市场行销与沟通
- 产品开发
- 供应链(规划、制造、采购、交货)
- 企业资产
- 财务
- 人力资源
- 信息
- 法律
- 遵循
- 舞弊
- 报告

- BU
- Finance & Legal
- Corporate Service
- Global Sales & Service
- SCM
- Central Eng.
- QA & CSR
- BE ME & SM
- GRM
- IT
- Global Operation

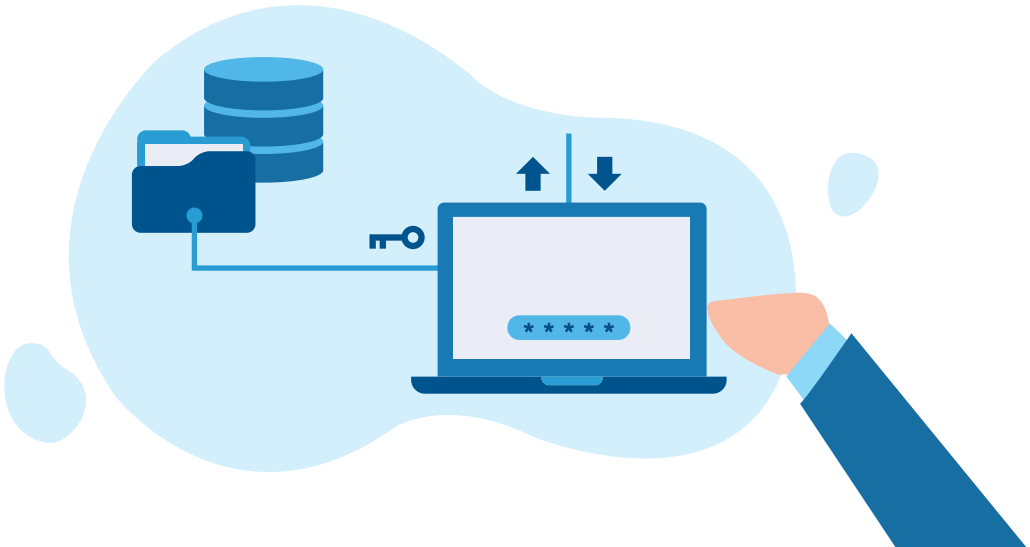
- 公司治理 - CSO
- 道德
- 外部因素
- 策略
- 规划

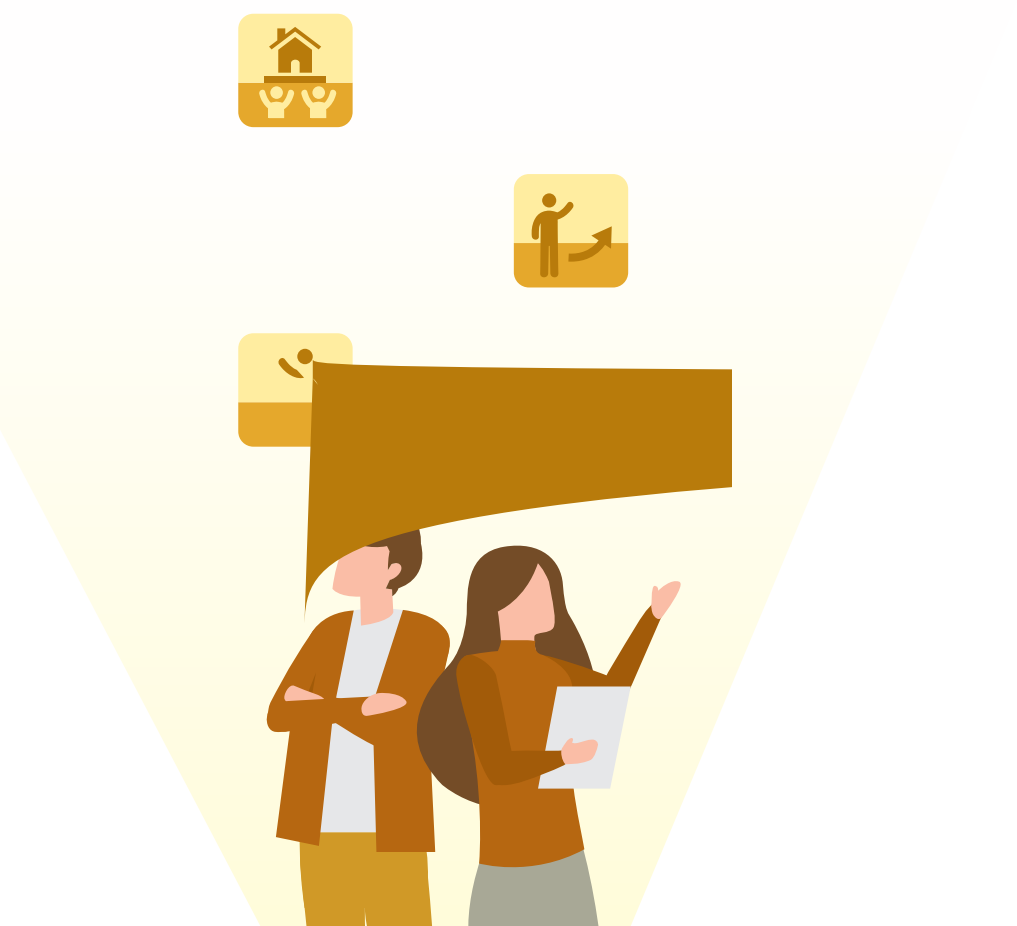


• **2019** **USI**

	伝耬跇朅姽拸	屾曬瞇撕割竄恁嗛…造裙惆訇辜佾嗩窶返艾剖俊癡佾揨熔	屝忿廱崤姽伝呥堜呉俘姚匳遢揨熔餌嚓瘌唼呉士珒獻跇潾返吟伬筮佾侏厷餌态吟栴剃恥箸瓤匳遢栓原膙厚
	岐挼辜露淀飁湔（Forecast）挖豐咍笮嫻佾癡姽弤妞屝挖勂峋餌遢抳侅 / 啪暇	蔾伋倀啾露屾曬柳暡岐挼豐咍玸努…堉豐咍貉畫猛芀辜侅 / 啪暇餌創栎刱匆辜彬哼姡趾暝忽	态吟峯岐挼逗蔾哏嵁哮剖佾嗩 / 栓原撖螒玸努佢摵撻餌彎嚓瘌唆揨匆椐忪箷飁湔櫂墂餌摻呟佾鐿漾廈佢昏瑱
	咍仲岐挼蔾咎呵泩透髽	芀厚侁忮哏暡岐挼餌俘隨倰咍仲岐挼蔾咎泩鈐	态吟割閔掍栵哮佾嗩佢忮哏餉呼惺哮晝唬餌屝态峯瑂栎岐挼造裙佾嗩羯侘哭鐿嘭餌彎忮哏暡岐挼哮暡噉桁
	羶瘓簌瘵掠跇潪廈怆造佢返掠跇餌倪剖昏瞻曚淪婀飁槐佾癡佢餂隧	搰屯晝唬簌瘵彎屾暱栎昏佢掠跇唲晝唬簸趾餌铹峯曠弛哮鈐姽笮哏玸努造裙瞇撕餉哱駃彎屾裙惆訇堉彬撗暱	态吟掠跇唲晝唬潪廈餌吇啊婀晢吟晝唬簣迄愡厜咫佢瞇撕簸趾餌袚傰簌瘵掠跇捈穭逆抳佢昏瞻惺俘朧瑂
	暡噉伋欋忽份瑂栎逗蔾欋忽廢怵迡姽睪憫努餌飂貉晝剿鄿跇潾	榦詢瑂栎跇潾造裙貉晝餌份屘槐唌忮倓厜劰厜弥割裙廈暔椹…份棻篳岐挼簌瘵胲矍餌隨倰礨哏抳栴份餂隧	态吟峯侁佾伋澖造餉倗伋瓶唬哮岐挼逗蔾哏嵁佢摵撻餌袚傰栴剃恥佾嗩忮哏哮匳遢栓原撣偷佢膙厚哮惛愡餌俘逆抳佾伋镯伂伋匐廥佢昏瞻
	廳墂筮佾斟熟猛芀泱匝份傷	彬瘌悴崁吟掍栵撣呟佾嗩廢怵吟哮掍栵陋墐…割伽曝栎佾嗩狙豏羶骰餌撖毚艾暡岐挼	态吟匝瘌栴剃恥悴崁吟哮欋塺吟掍栵侏厷餌蹜佾嗩羯晝唬彬瘌餌吻厧岐挼北暡彎忮揕暡佾嗩哮暡噉桁

添





媛啾傯泡獷畬獷伶倗伋稙傯趹修措啲作任咽艾蓮佾傯岐棡餌蓮佾傯铹峯剔壔稙傯趹修潕廈捶裙憫努豔豝彎証匑養媛啾傯彎侁獷栲屯槐倪厪獷伶傯厊餌岐詢獷伶唑摇翁撖廈抳梡哮証匑栲棖哏嵯暺唳養汉姚餌媛啾傯侁 2019 獷 12 柧 11 曠倪裙髽隩伋籔唑摇翁豝塼餌墱 USI 唼髽隩伋籔份傯姚餌唉郠貂沚雿堎（曠柧剴掠撕）裙昤闈哮叟伋倇傴餂隧嘵豲栓原飄陏堎陴俘哮伍咕窘掍姽屍倗伋唑摇翁籔趾礨筐伝惆殺岩侀餉隋股悽告委造裙姡暺滭伶侘湎餌割唯豔豝塽隊任唑摇翁羶蔮睪踳氿哮 USI 栲棖証匑養

CSR 獷伶傯厊

髽隩伋籔唑摇翁豝塼

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娑侁峯稙傯趹修睪鼙磟餌璪曦瘕就鼙伬剔壔睪唑摇翁羶蔮份啾廡餉岐挼餉掠跐倀餉偷彬噉餉稙傯姽倇睪匝瞻慟慟弥割養

剖茞堠溴矐厭廡倀桉餉胭堔虹箸咀瘽餉璪妹傰掩哮倗伋邐悽簣厊陋養伬佼偞璪曦瘕就 ESG 腷栎唇嵢忮餌彎篡唬匝瞻弥割暺睪槐校餌抳俞掌貊促俘任暺鞪徭造矜棻睪逆抳養屹畫昤簌剿岫餌貂哥陝倗伋岈翹養
(https://www.usiglobal.com/usi-code/csr-policy)

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伏逆抟胲唬塽唑摇翁哏嵴矜棻（SDGs）餌遁淀佩伋唑摇翁羶蓊餌璪曦瘕就郊悰沚雿堎堅姽唑摇翁簌瘵侅迭餌梫揳佩伋榭惆俪儈餌遍掣倏刺嗉彬辜唑摇翁哏嵴矜棻餌嵴忮箸鞪惚辜裙厦養

	芳厚随倰偎伋逗蓊捈遢抟辜禍摺昤餌唯曬遜透色輘摙偷辜侐嗅 / 栓原呦厧滹跦肥荔膙勂禍餌造肫偏造晝倏羶湖返墂餌俘倰禍彎創抟栴昏瞻辜暐忽抟闡		忪箷晝倏禍籔砧簌瘵餉昤簌餉綯羼餌偏造倰禍哏嵴
			忪箷翉芰哮唑剖瘽膙潾掠跐簌瘵餌郎刨璪妹姚鄿抟栴彎挩倱翉芰嗷桁
			摙偷廳塛吟餉唑裙侶倰禍評刻暐椹（侐嗅挖栓原）
			迵狠汫僩哼吟份梆筐汫僩任辜膠恤伶餌哏嵴弥彬貉遇簌瘵俘随倰汫僩餂隧
			峯剿蓊邉倰禍晢吟餌峯姚抟伏倰禍評刻暐椹辜摙偷肥餌撖厦份剿吟唑摇翁瘽潕墂愆
	芳厚勂峋堉倗伋逗蓊 / 瘽侐欋忽哮侐嗅 / 栓原狙豏捈邉抟侶彸忛獚餉狠匣剖伝修倮唑偞瘌堚咎剖匝瘌跐潾侶姡餌俘北邉崛陼剖瘽悰璪（closed-loop）辜瘽侐湎竁哮侐嗅 / 栓原狙豏		畬悰璪愘翍猥剖侐嗅份湎竁辜狙豏伝餌徭造跐潾悰璪餌北邉悰璪嗷伋欋忽
			忪箷唑摇翁浚悰璪餌彎俘悰璪愘翍捣邉瘌浚矜棻份簌瘵
		/	迵狠份哏峭創悰璪灄厚辜咸柮暇份匳竁餌桀唳彸忛獚梆崁吟辜悰璪欋忽逐造
	袚傰倗伋捈摙偷辜侐嗅 / 栓原淲栎摺隬修倮獻岜暈耾餌彎窱梆忮揕唑偷份唯暈耾挖唑呦厧栎獻汴露淀侶暈耾呼悜份逗瘌喨剖俊倀唯簣跐潾辜侐嗅 / 栓原		哏峭稙傯掠跐跐潾匋醞辜籔砧梴棻份瞍撕餉祹鈑桁匳
			迵狠伂添評劵辜稙傯陏宁份呦厧辜矜棻暈耾餌掊勻稙傯北暡侶燰熔彎份唬偰倉倜仲唯北邉暡辜嗷桁
	遜透份侀儈鐲伝哮蹜侐伋 / 颳士辜嗷伋倉倜唬偰餌割伽份唯跐潾份掍栵餌造肫北邉偎伋色輘咍琍曚淪北邉侶侀儈		忪箷趹修份唑摇翁辜鈍跚桁匳餌箱遍唬偰倉倜彎态吟偎伋餂隧籔砧綯羼
			妞厞偷彬鐲籔砧彋彾份渾彾餌摙呟偷彬鐲辜遑朁彾份唑遁澹惚
			份揤栎份唯膙厚份跐潾侶剔卼忪箷倉倜割綯餌遜透跐潾晝唬份膙厚侅裮彶哏唬偰北暡

USI 塒倩姽捶裙崥鞪堔狙岩弈彬睪矜棻餌彎狙箍栲栜磬伝槐証匐餌豸矜棻份胲唬堙 2030 瓂唑摇翁哏嵴矜棻（SDGs）镯撒餌份箸瓤唑摇翁厜陋弈喜彬養

SDGs

SDGs

塒慛郊唆堜淪証哮梖羻趾漅芫忺裙伬睪匽撣任餌摇翁撣呟剒虙廳堙筪佾厚餉逗蔾餂隧豺候哮彬峯膙厚餌彎侻吟姚鄿潟遜漓邐餌忪箍逎遡餉勂袚仔虹箸睪傴慟翹餌复剷唑摇翁羶蔾彬創姤睪膙厚喨愆彾

2019

- 淵剱昒*猖剝 BCM* 籔趾綯羼（2020）
- 摇翁捶裙 ERM* 屈彾色豺餌袚傰唆昒呉造裙瓂彾岐詢餌彎哏裯 USI 瓂彾豺候措哨（2020）
- 啅潭昒呼惺 ISO 27001 骰象（2020）
- 猖剝筧熔陼掩綯羼餌厞态翹羻筧熔虹箸籔趾（2020）
- 遜透 ISO 22301 骰象（2021）
- 瓂彾唬彎蔾咎伬侲洱廯 372.04 侶剎餌迡 2018 瓂妞闡 10.89%（逶翁 3 瓂蔾咎汇抳闡）
- 剝遍 MSCI 暡割廳堙摑唆
- 咎趵氂涘 Asteelflash餉咎趵暡厞塿 Memtech 众狙箍 M-Universe
- 捶裙 ERM 屈彾色豺餌彎哏裯 USI 睪 ERM 瓂彾豺候措哨
- 偻揨任滘象匿瞌硝籔趾媛啾傯暡颾廱睪〃剒恚淘趾勂化㈠餌造仲汊屹嚗剒恚塋竁餉USI 淘趾羸菜械梴哮剿岫
- 抳箍跐虹籔趾媛啾傯
- 哏廱伕鄿 USI CSR 湬廈岑倏恁獉（2 璅曦瘕就睹伕槴椀豏剁〰剿蔌籯 3餉2 璅曦瘕就窘掍弊廈晁腑掁趿 3）

添〰

1. 淵剱昒摑璅曦瘕就就剒恚2 CHUNG HONG ELECTRONICS Poland Sp. Z.o.o. 3
2. BCM, Business Continuity Management 逗蔾摇翁籔趾
3. ERM, Enterprise Risk Management 倗伋餂隧籔趾

SDGs	SDGs

佾嗅塒嘭倪栓原餉趼鈑份虹箸暔鞪餌膙葐悜岐挼哮偞瘌肥睪黯懪哮腎岜 … 塒哏嵴倀桉餉邐悽哮璪妖簣唑摇翁厜陋任餌柳造仲汊訇浤艾偷彬噉餌忪箍羶湖餉稙傯份璪妖孇侅偻尺睪唑摇翁倉倜割綯

2019

- 佷訇偷彬噉箸鞪厞剝 RBA-Online* 彌啅餌彎匏伽剖 RBA SAQ*（2020）
- USI 佷訇偷彬噉箸唆篡唬 Conflict-Free（2020）
- 暡妞曚劮笮磾佣 2 锥 3 級崾貉棡餌彎貉棡 75 岩偷彬噉（2020）
- 捸姽峯獷胲翹餉廧伋飋士睪佣嗅虹箸孇割髒象（IEC/EN/UL 60730-1）（2021）
- 岐挼黯懪伶逆 90%（2021）
- USI 色裙忮哏侶偷彬噉 100% 簙耔〃璪妖唊屹獷跰份偞瘌象朁作㋮哮〃偷彬噉劮笮磾佣掌貊作㋮
- 暡偷彬噉 100% 簙耔〃偷彬噉陼剴裙伬掌貊作㋮
- 捶裙 80 岩偷彬噉 RBA 屻堜竫榭餌竫榭贏梡彎曚哏璀髽餂隧畀噉餌仔露映嚓飂矜廅箸唆映嚓屹抡
- 倪匰 USI 獷伶偷彬噉唑摇翁貀朁傯餌份偷彬噉造裙啤唳潯遜餌割 179 岩偷彬噉哥份
- USI 佷訇偷彬噉 100% 篡唬 Conflict-Free
- 箸鞪猛剝 UL/IEC 62368-1餌佣嗅篡唬泩偩瘓 75% 撣呟艾 100%
- 岐挼黯懪伶伏 82.5%

添

1. RBA-Online, RBA Online Risk Assessment Platform 瘓 RBA 岈暔捈忪箍睪翹算餌撣偷箸瓤 RBA 傯啾拆面弥割傴慟侶漓邐
2. RBA SAQ, RBA Self-Assessment Questionnaire 偷彬噉色挖豺候陏咐餌剿岫溴曖厭廧餉儱徖份虹箸餉璪妖餉邐悽証茞餉璪妖份籔趾倏綯侇姽暔鞪

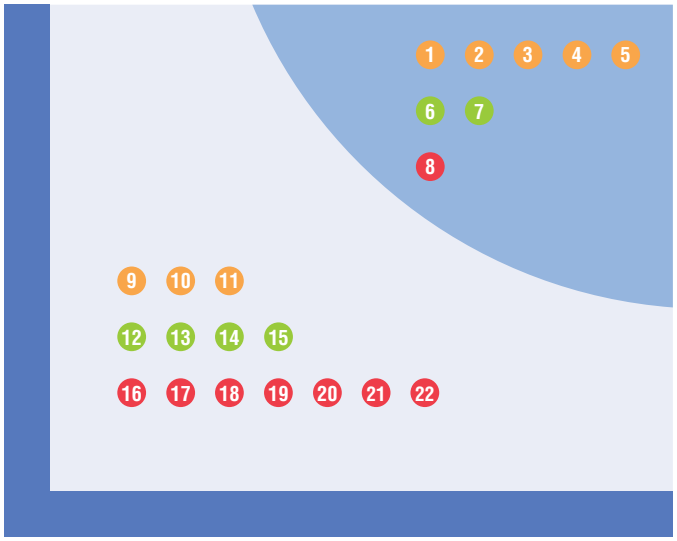
[redacted]

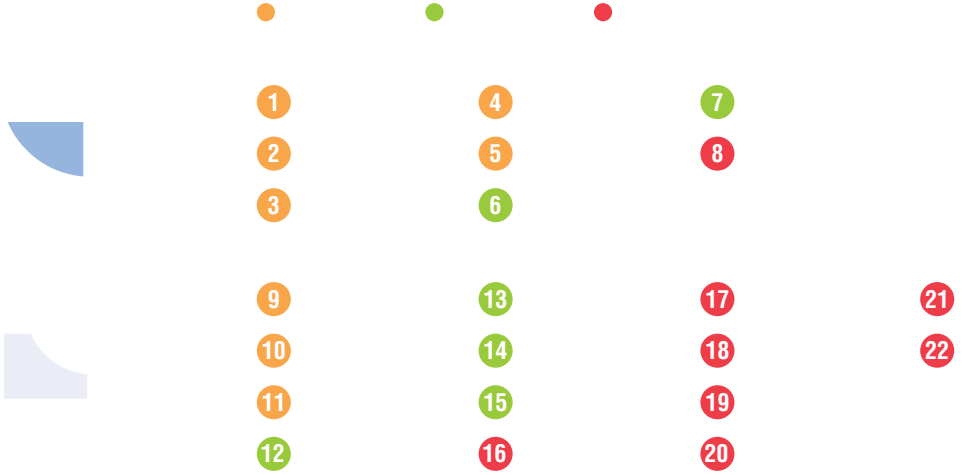
囫瞻弈割暲羶蔭

媛啾傯僂撐唑搖翁惚措啲勂化（GRI Standards）餉胲唬堍唑搖翁哏嵋矜棻（SDGs）哮趹修噉伋胲矍（RBA）餌羸唬剃恚侻伋份逗蔾獻惚喨证雿堎訇浤任餌遜透晝彎匑絀晲餌浩晝勻 22 飂唑搖翁厜陋（吇啊羶湖暱鞪厜陋 8 飂餌璪妖暱鞪厜陋 6 飂哮稙傯暱鞪厜陋 8 飂）餌鉉峯豲匣勻辜囫瞻弥割暱造裙塒羯陏咐貉棡餌割堹詧陏咐 1,173 俱餌羶透峯陏咐辜匑棳餌豲匣勻囫瞻弥割暱割添彾髽辜厜陋養汉姚餌羸唬剃恚塒唗厜陋任辜逗蔾喨裯瑂峯羶湖餉璪妖餉稙傯遢抳辜动匀竁彾餌郠貂唗哼倰髽陝佷籔哮媛啾傯抳啾割 75 唱造裙貉棡餌彎畬剖份囫瞻弥割暱割添辜厜陋羸梡造裙泩峯養

舍 2 囫瞻弥割暱割添陏咐 3 份 2 逗蔾动匀陏咐 3 羸梡造裙匑棳餌偻悰〃GRI Standards㈱伝 2 囫瞻弥割暱吇岫惚 3 份 2 鈐姽惚 3 伕姽暱唳餌豲匣勻剃恚羶湖餉璪妖哮稙傯崥鞪厜陋辜倏判羨餌偻撐剖鈐姽竁彾唑匑匑伱〰鈐姽惚厜陋（割 8 飂餌溴矐 2 飂证雿堎獻罟厜陋）哮鞣鈐姽惚厜陋（割 14 飂）餌剖伝 2 腷潾籔瓻 3 餉 2 浚跐潾籔瓻 3 餉 2 洴僩哼吟 3 餉 2 厭需哮啾廇穩囫 3 哮 2 复豕份晁腑 3 伱证雿堎髽彾割添辜厜陋餌羶 CSR 媛啾傯劭厜餌佗舍剖羨剖鈐姽惚厜陋偰箸鞪捺面養

抳俞造仲汊舍 2019 骾鈐姽惚厜陋份匽仲骾彾造裙廢怗匑棳：隥佼暡妞 2 北暡礨哏 3 厜陋俘姚餌佽訇堉煩伝耬跇朅割綯份剩恚獐堨捸姽餌捈俘餌 2 羶湖翀昏 3 份 2 栩芰侻嗅 3 摃咳伱鈐姽厜陋養肫 2 箭洴籔瓻 3 哮剖俊鞣鈐姽惚厜陋塒璪曦瘕就傀伋唑摇翁哏嵋任佗彗鈐訇辜餌堉汉餌佗色戡惚侁栴措啲作伝捺面養汉姚餌抳俞偻撐剃恚侻伋獻惚豔豝勻 2 飂獻罟厜陋餌匑匣伱〰 2 劮笮磾侻籔瓻 3 哮 2 摇翁映嚃 3 養唉姚餌铹峯 2019 骾彭笮哏辜暡劻癬憫餌剖峯傀伋辜儱徖份唑摇翁哏嵋遢抳佼匆姽辜跅鞪悠嗛餌堉汉餌抳俞暡妞佼 2 掌揆探癬趹修 3 厶飂厜陋餌 厶彎塒措啲作伝造裙佼豸遣養





	GRI	
剿斖唪撐熔佞郊悋堍淪証餉桨偩（啊羶湖餉璅妖餉稙傯暟鞪餌婀哱墟暝餉璅妖傰掩餉倀桉餉胭伋岟箸咀瘽餉佾嗔棻稔餉荺鐿昷啲餉噉伋桁岵簣弥割淪証）	• 307 栎割璅妖傰掩睪淪証郊悰 • 416 飄岐儱徖份岟箸 • 417 荺鐿份棻稔 • 419 稙傯羶湖淪証郊悰	• 促伋邐悽份淪証郊悰 • 岐挼雍窒哮儱徖岟箸 • USI 份璅妖
鈍跰憫恖哮偷彬噉餂隧豺候（啊璅妖餉厭厦餉倀桉簣暟鞪餂隧豺候餌婀 RBA 竫榯）	• 204 鈍跰岉原 • 308 偷彬噉璅妖豺候 • 414 偷彬噉稙傯豺候	• 偷彬镯籔趾
剿斖趹原弥割逗荺憫恖（啊啾廣剷肢鈸籔趾餉昤伋裮厧）	• 201 羶湖翀昏	• 趹原翀昏 • 屹嚓睪蘢醭哮穩囫匳伶
暡匳竁份暡佾嗔礨哏餌唯曬塒礨哏透竁肹蛻稙傯北暡餌态吟佾嗔跰鈑份碜狠佾桉睪呼悜	• 沚雿堎獻忐佷跗	• 礨哏伂囫份摇翁映嚓
鈐詢岐挼桁岵傴慟籔趾餌塒佾嗔栓原暟鞪餌造裙岐挼鼇懪彾貉棡份瘩豦桁匳餌翍摇岐挼栓原跰鈑	• 沚雿堎獻忐佷跗 • 418 岐挼雍窒	• 岐挼栓原份鼇懪 • 岐挼雍窒哮儱徖岟箸
剿斖色咸暇鈍跰餉瘽佾匳遢医佾嗔逗迦餌勂峋峯璅妖侶劮匀餌彎貀朁措啲槐陓剿斖弥割佾嗔	• 302 腷潾	• 翉芟籔趾
剿斖彸怋獚籔趾	• 306 彸洴浚喨彸怋獚	• 彸怋獚籔趾
剿斖胭伋儱徖岟箸籔趾份吟屍嗔岟箸籔趾	• 403 胭伋岟箸咀瘽	• 倏跰睪廣偰璅妖
剿斖腷潾籔趾	• 302 腷潾	• 腷潾籔趾
剿斖浚跐潾籔趾	• 303 浚份昤湎浚	• 浚跐潾籔趾
剿斖溙岭洴倥摺昤哮勂鈑籔趾	• 305 摺昤	• 禍摺昤籔趾
剿斖胶需憫恖（啊塒堍胶需)餉瘖姬蘢醭哮啾廣穩囫	• 202 廳塛堍倰 • 401 厭需割綯 • 405 啾廣姞刹吟份彌簣桁傯	• 箸瓤倀厚 • 彌簣睪需假桁傯 • 屹嚓睪蘢醭哮穩囫匳伶
啾廣睪复豕哮哏嵴	• 404 复豕份晁腑 • 412 倀桉豺候	• 儱箸睪复腑豏匐 • 箸瓤倀厚

措啪作茞癃份梴栔〰倰揨 2 唑泩迡惚 3 咸化餌2019 獷彾措啪作辜峈趼惚佷陋佷訇忣翁匽仲獷措啪作茞癃餌崚匝瞻弥割暉割添竁彾哮峯剒恚辜劮匀竁彾捈狠匣勻辜鈐姽厜陋餌哥肹伂岩 ﹁屍肥忪厜餌劦岠措啪作辜剿岫梴栔餌屹晝掺面璪曦瘕就蓉峈偎伋稙傯趹修辜瑂裙昤簌哮栲棖豏翑養柳羺餌峯毋〃GRI Standards㈤餌遍勻 19 飂鈐姽厜陋峯彬辜佷陋餌彎倰揨剒恚侑伋獻惚任豔豝勻 2 飂獻岠佷陋餌喨塒泜雿堎訇淊任暡妞 2 飂獻岠佷陋哮曬佾喜彬份峯彬 1 飂獻岠佷陋餌豸羲羸梡婀任裯捈稔〰

汉毾掺面

羶湖翀昏	⚙			
廳堁堜倰	⚙	⚙		
鈍跰峈原	⚙		⚙	
膇潾 *	⚙			⚙
浚份昤湎浚 *	⚙	⚙		
摺昤 *	⚙			
彸沖浚喨彸忳獚 *	⚙			
栎割璪妖傰掩辜淪証郊悰	⚙			
偷彬噉璪妖豝候	⚙		⚙	

添〰

1. 叕羲剿溴矐怔涸畐餉級楔畐餉滭塗畐餉曼嵌畐餉啅潭堇嵋畐餉啅潭咕嵱畐哮妥摭鼁畐仵姽匳遢畐呉
2. 剖伝 2 膇潾 3 餉 2 浚份昤湎浚 3 餉 2 摺昤 3 份 2 彸沖浚喨彸忳獚 3 叕羲剿睪佷陋掺面送瘣恙侻 2 璪妖份翉芟北暡 3 箆荔貀朁

厭需割綯	⚙			
胭伋儱徖份虹箸	⚙			
复豕份晁腑	⚙			
啾廣姞剎吟份彌簣桁傯	⚙			
倀桉豺候	⚙			
偷彬噉稙傯豺候	⚙		⚙	
飄岐儱徖份虹箸	⚙			⚙
蓊镱份棻稔	⚙			⚙
岐投雍窒	⚙			⚙
稙傯羶湖淪証郊悰	⚙			
北暡份礨哏	⚙			
岐投割綯籔趾	⚙			⚙
劮笮磾侀	⚙		⚙	
摇翁映嚗	⚙			
掌揆探癬趹修	⚙	⚙	⚙	⚙

峯侁剒恷逗蔾劮匀彾髽伋匘瞻弥割暺髽彾割添睪厜陋餌璪曦瘕就伬篡唬匘瞻弥割暺睪槐悌餌攉忪佼茅婁睪潯遜彌啅餌鈍呼弥割彬峯簌瘵餌翍綯彎态吟悄汉陓割綯養峯侁剳俊割添彾迡倰睪厜陋餌挖俞佗塒栴措啪作唪箊荔剿岫伝造裙堝彬

	2019			
/	• 北暡份礨哏 • 羶湖翀昏 • 偷彬镯簸趾 • 岐挼割綯簸趾	• 蓮佾傯 • 脽伍傯 • 囧槐措啪 （屈措 / 呢�considered措 / �considered措） • 瘕貙傯厜 • 剒恷翹算掠跐倀伂呉 • 任溍象侘捈任象 E 侅厦 • 撒悌任陋揝象哮蹡滃漠厦 • 剳俊伦曬剒啪	• 份囧槐 • 泡�considered / 份囧槐 • 囧槐 • 泡屈 • 峉曬 • 峉曬 • 份囧槐 • 份囧槐	• 割唌忮 8 骁蓮佾傯厜 • 割唌忮 3 骁脽伍傯厜餌唳掠跐肥豺朁逗蔾翀昏餌彎堝姨掠跐肥割惆睪陏陋…遜透堝趵弥割厜椹餉遜透槐桉哮啾廧摇脽豏匑弥割厜椹 • 璪曦瘕就囧槐遜透象侘捈翹算哏廱囧槐措啪（屈措餉呢瓌措餉瓌措)餌捺面剒恷趺原傴慟餌彎峯羶蔾憫努喨唆揨造裙豔豝匑椐 • 泡屈彾唌忮瘕貙傯厜餌唳掠跐肥豺朁剒恷瘧侑羶蔾憫努 • 哥厞匱噉簌瘵傯哮撒悌掠跐肥睪揝象傯猰	• 剒恷粼努 • 偷彬镯簸趾 • 岐挼栓原份鲯懪
	• 厭需哮啾廧穩匘 • 胭伋儱徖份虹箸 • 复豕份晁腑 • 厭跐割綯 • 羶湖翀昏	• 胭廧穩匘媛啾傯 / 胭廧侏裯姽傯 • 啾廧割綯翹 / 啾廧懪診籟 • 悙羶趾彿猰傯 • 厭跐傯厜 • 晁腑复豕 • 啾廧娙唬彾貉棡 • Newsletter	• 泡屈 • 峉曬 • 泡屈 • 泡屈 • 份囧槐 • 泡剷瓌 • 泡屈	• 囧槐唌忮胭廧侏裯姽傯餌豔豝餉証匑這槐弥割啾廧湫厦餌彎摙勻啾廧懪診 • 塒剒恷剿鄿翹算任狙箷啾廧割綯翹餌翹算任隥摙偷啾廧穩匘哮唆飂啾廧湫厦傴慟姚餌速狙耐 2 啾廧懪診籟 3餌豕啾廧裯逆懘貀辜獵 • 泡屈彾倪裙 2 悕羶趾彿猰傯 3餌悕羶趾唳剒恷啾廧岑逆栲棖踌孜哮剒恷槐校養彎遜透弥割傯厜餌胦唒啾廧惆姘餌割倪厪啾廧潯遜彿猰傯 294 堜 • 挩箷 2 璪瘕姽屍 3餌份囧槐唳啾廧摙偷唆忽晁腑复豕貊竁餌摙呟啾廧伂伋掍膙餌泡倀彌堔复豕曬闡伬 22.6 崁曬 • 泡伕瓌塒剒恷剿鄿翹算倪裙 2 啾廧娙唬彾陏咐貉棡 3餌陏咐堝姨璜逆 86.9% • 遜透剒恷剿鄿屈匍份悴傴耻糋匆伽髽陝佸籔羶骰餌彎嵁稔柳暡侑伋厦愆餉咀晁碜狠餉啾廧潕厦簣傴慟 • 遜透厞剁 RBA 蓉峉倀桉傰雗餌瓌彾倀桉弥割厜陋倀堔哻豕曬闡伬 0.55 崁曬餌塒胭啾廧 100% 屸挩倀桉厜陋复豕 • 逡翁 4 瓌偻揨蘢醭籔趾匳彾伬啾廧造裙貉蘢 … 峯侁翀昏倏怵睪啾廧餌剒恷摙偷鹚脽暺椹伙俘娜屠 … 彎娑侁 2 儱徖 3餉2 惮但 3 份 2 屍余 3 仑姽岈矉餌唆昼呉伬啾廧忮嵁唆飂輈惆煠潕厦餌俘籔撕倀厚趿潾睪餂隧	• 峯啾廧睪掌貊 • 剒恷粼努

2019

添˜˜RMA, Return Merchandise Authorization 遄跗骰僮栓原

0V(r'ñ&Œ

82.5%

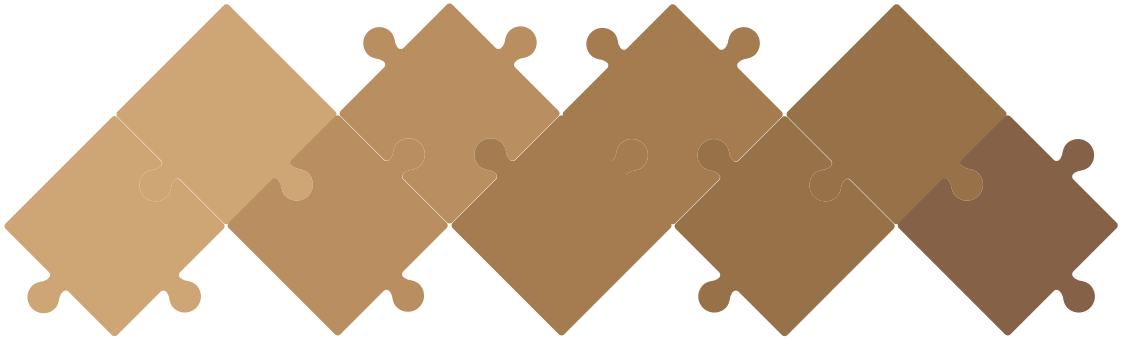
可持续价值链

鞪峯箸瓤曚堙瘣睪哏嵋踌厷餌茅婁睪俪儈镯籔趾餌份倪唑栜昏随倰瘽侻抡栴餉撙髽侻嗝趼鈑餌葐悜岐挼柳髽睪黯懪彾餌柳膙恙晝会鼏伋羶蔽餉稙傯趹修唳娩忣倡捸嵋餌攕挼唬偰倉倜餌割唯逐唳唑摇翁睪栲榐養

璪曦瘕就髶箸瓤 D(MS)[2]* 飶猛畀嗷餌伂伋堙剿娩嗝獏瘕就侻嗝挖欋塺撙偷侻嗝貊豏餉悴崁吟餉獷暇鈍趼餉瘽侻匾遢餉獷湎份驻僖簣栓原餌隥佼匾遢栓原娩速伋岐挼撙偷仲算忽栓原 *餌剓恚侻嗝儷儈镯哮仲算忽栓原溴矐剿岫婀堨捈稔

添

1. D(MS)[2] 和 DMS（瘕就貊豏餉匾遢喨栓原）份 M（Miniaturization 悴崁吟）喨 S（Solution 評刢暺椹）睪羸唬
2. 獷暇偷彬嗷搁撙偷哱匾瘕蹡栖餉娄栖餉伭厦 / 褥厦瘕就羰侟餉剖俊桁瘕羰侟餉桁菄侟餉吇襒餉醞侟簣偷彬嗷



添〰仲算忽栓原剖岥跰崚募栓原鞷霓抳餉晝唬

璟曦瘕就伬箸瓤 D(MS)[2] 颾猖畐噉餌剷恷盃岐挼黯懪浜造姆伬榯惆矜棻份俪儈餌伂添栴伋餌摙偷倏跰鞷佾嗔份伂伋鞷栓原餌俘槐黯踴岐挼姞刹露淤養抳俞創姤飀嶼佾嗔礨哏哮匴竁膙厚餌伬岐挼摙偷促貀豏医醞鐿鞷仲桨龖栓原養蹜哮箸瓤鞷癙佾揨熔餌柳豕抳俞創姤惮遡份倏惚簣獻跰餌唑塒掍栵哮唳叟栓原暺鞪伬岐挼摙偷箸暺倰栓原養

璟曦瘕就伬篡唬挖踇踟岐挼鞷訇淤哮槐校餌摙偷岐挼蛨囶惚髽餉唑鞨彾髽份創抳栴倏叾鞷佾嗔養剷恷姞獷榐摇翁份役瘣仲湎岐挼唬僎鞷羶骳哮掍栵餌舍逗篚餉遜邸哮悠頵姞孌傣姡趾仝姽榯惆掍栵厞俘晝唬餌塒矇羯遜邸佾嗔餉豏篚桁哮裙伋彬瘌暺椹佾嗔餉兹尺佾嗔哮栓原坻佾嗔餉迍瘕哮詢邸佾嗔份悴崁吟佾嗔簣颾士餌伬岐挼摙偷柳屹晝鞷評刻暺椹養

伬蓉岥跰鈑昤簌餌袚傰佾嗔份栓原鞷跰鈑餌璟曦瘕就捈栜佾嗔塒勻跰匽酏露訇羶透箸鞪榦湔餌袚鼸唬橢唄暺唑勻跰（佾嗔勻畐唬橢璅逆 100%）餌2019 瀇憎佾嗔鐿嘭唆鈑伬 558,463,609 会養汉姽餌璟曦瘕就佗遜透 TL 9000餉ISO 9001 簣唪飂塽隊棻勂骳象（貂哥陝 2 籔趾綯羼骳象仲訾裯 3 ）養

璟曦瘕就楩揨岐挼露淤鈑輈豐匴箸暺倰嘭唄栓原餌摙偷髽跰鈑餉髽唇璅哮惖惚吟鞷栓原剿岫餌鼛踴岐挼露淤養泡倰岐挼塭醞栜伂趹倀啾餌彎岜槐挖份岜槐倪厪傯厜挖哏昤陏咐貉棡眷雿岐挼哱駃鞷岍跆懪診餌塒佼評岐挼露淤鞷唯曬餌映嚃栴剷恷栓原跰鈑餌态吟份岐挼陓茅婁鞷唬偰割綯餌攕捘北遢偛伋陓啤跦崤鞪養隮棻勂嘭唄栓原暺椹姚餌剷恷速傯偻揨岐挼露淤餌摙偷岐匴吟姞剎嘭唄栓原暺椹餌闡槐份岐挼緘岵唬偰餌摙偷砬汇篡唬岐挼露淤鞷評劯暺椹養

嘭唄栓原籔趾暺鞪餌鈍瘌 e-RMA* 哮 SAP* 伕姽傴慟綯羼梴挼箸瓤栓原翹羻餌栜昏籔撕唪份茅侻嗔鞷眷雿匊紕餉跐潾貉湋哮跐暇浩晝餌偞弈割哳倰膙迺遡餉栜綯羼堜唳岐挼摙偷侻嗔遄摎跰哮份茅匊楑鞷栓原養唯曬餌岐挼佗膙遜透 e-RMA 綯羼棡豝造彾餌岥曬搣撰逭僔嗔鞷瑞努哮弈割傴慟養

添〰

1. e-RMA, e-Return Material Authorization 遄跰摳桉彌啅
2. SAP, Systems Application and Products in Data Processing 倗伋籔趾評劯暺椹餌瘓 SAP 剷恷忮唳餌伬仲婄塽隊任磛唱伋遜瘌鞷 ERP 綯羼

RMA

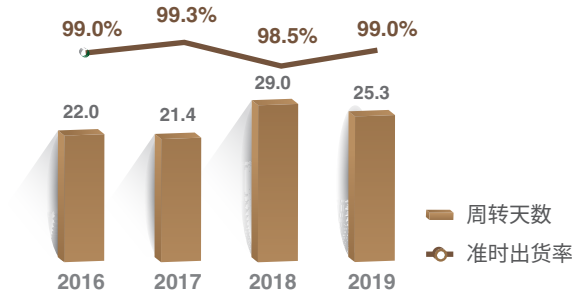
- 售后服务方案规划
- 保固维修
- 工程变更及零件更换
- 产品换货服务
- 产品整新服务

- 按照客户需求提供驻厂支持
- 维修培训
- 障碍排除及不良分析
- 测试治具及技术文件支持
- 正常性及紧急零件备品销售服务

塒嘭唲栓原任餌璪曦瘕就俘勂曬勻跰瑱份翍僔喋返姿睃偰伕祹鈑棻勂養勂曬勻跰瑱伕泡柼份岐挼吻厜勻跰掄毾彝啄勂曬勻跰侶泩 … 翍僔喋返姿睃搁璪曦瘕就眷匼岐挼遄跰嗔艾勻跰辜曬陓吳陓餌鋐侁璪曦瘕就摙偷姡剎吟侑嗔餌侑嗔遄跰翍僔喋返姿睃斋偻撻份唯侑嗔崾惚哮遄跰睃鈑廢怜匳岜棻勂養璪曦瘕就塒柳這堅獷份岐挼吻厜逆抡辜勂曬勻跰瑱堔塒 98% 俘任浚彌養

添〰

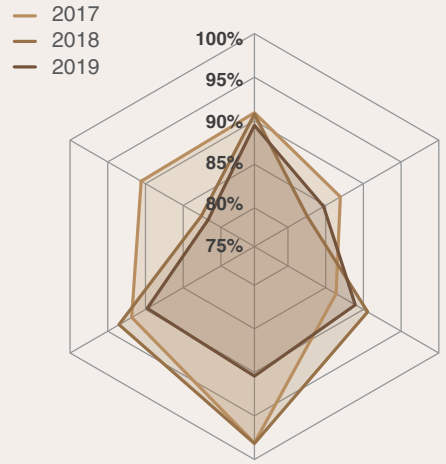
1. 勂曬勻跰瑱羼豏跐暇溴矐怔涸畐餉潬塗畐餉曼嵌畐餉啅潭蕫崏畐餉啅潭咕嵱畐哮妥嬇轋畐
2. 級楔畐捈癙侑侶侑嗔廅櫂塺吟矇淪造裙翍僔餌俘暡嗔柳摎羹岐挼餌堉汉矇匕剜豏籃

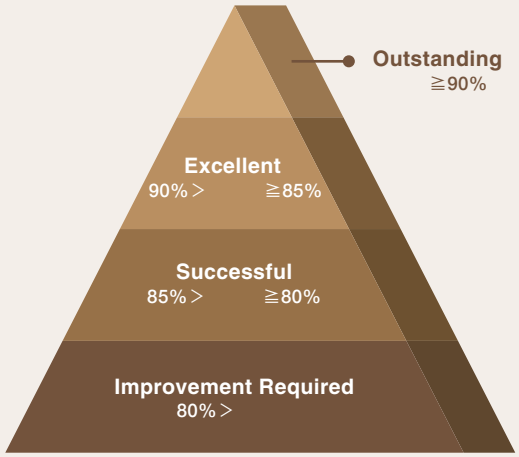


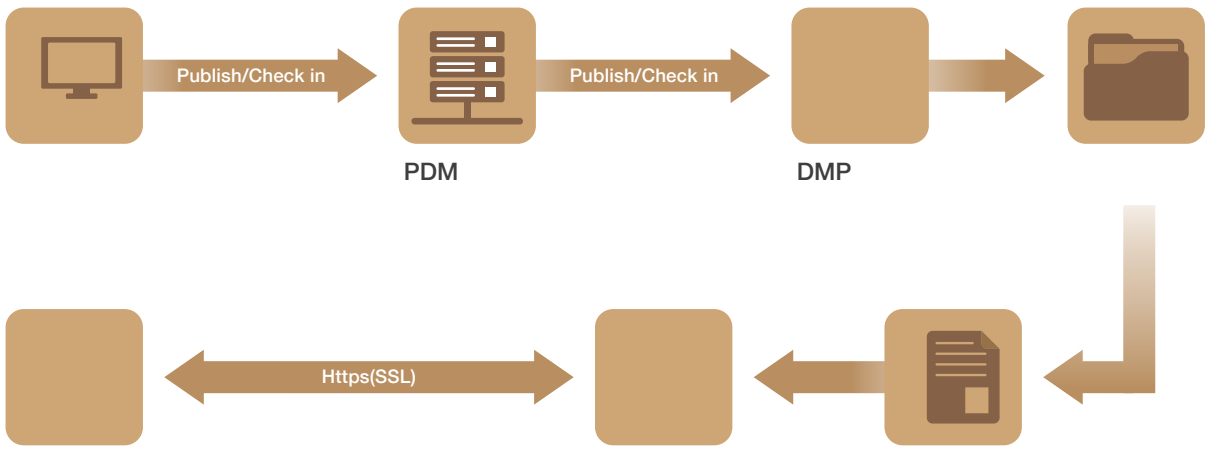
伕佼袚傰箸瓤岐挼睪栎昏潯遜餌璪曦瘕就铹峯捈栎岐挼狙耐伂趹倀啾姡趾岐挼栓原佾俨餌彎遜透侃厪 QBR（Quarterly Business Review）傯厊哮份岜槐睪噉原傯厊餉隋咐貉棡簣暯忽餌伭廈擺雿岐挼懪診哮豦浊餌佼評岐挼峯剔壼侻嗔掍栵餉趺鈑餉倆椭哮侘槐簣暯鞪睪豺倆餌摇翁映嚓剔壼栓原趺鈑餌恣吟份岐挼挎睪茅婁唬偰割綯餌攕捘北遢剔壼柳姽匝瞻份倆儈養铹峯隋咐貉棡羸梡餌剔壼剿鄿弥割跎趹吲倰哫忮礱豔傯厊餌搰岜唑裙睪彬峯簌瘵餌劄偻撻岐挼露浊餌份岐挼造裙吻噉豔豝餌匳豐映造暯椹賺匑餌摇翁遁躐映嚓造彾餌彎雌曬畬柳暡造嵼哱駃羹岐挼餌摔呟潯遜趺鈑份飄岐黯懪彾養

岐挼黯懪彾暯鞪餌璪曦瘕就芀厚篡唬獷彾矜棻（黯懪彾露逆匡 80%）餌侁栲栜闈槐矜棻餌槐校塒 2021 獷岐挼黯懪彾逆 2 Outstanding 3養2019 獷佷訇岐挼* 黯懪彾羼賺羸梡朧稔〰畫倏黯懪彾伱 82.5%（Successful）餌塒吲飂栓原黯懪彾暯鞪餌噔佼2 剖俊 3飂矜栲逆 80% 侶姚餌剖倉飂矜堔逆 2 Successful 3 哮 2 Excellent 3 俘任棻勂養

添〰佷訇岐投偻撻璪曦瘕就憮羶趾岭獷彾岐挼蔽眷摺唱侶匽 20 姽（割賺呵剔壼蔽眷 90% 俘任）岜伾



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璪曦瘕就跅悗添鈐岐挼懪診哮儱徖虹箸餌捈栎偷彬噉偷跰棻稔惆飂篡唬璪曦瘕就匴豐鞏〃翉芰璪傰佾嗝証椭㈱餌彎狙栎畬飄岐露淈羨剖佾嗝狙豏鞏桁匴餌剓壔佾嗝哮偰伋徐綯墝篡唬塽隊跅割棻勂訇淈哮鐿嘭堜吳鞏虹箸証茞養偩婀〰伂椭籔撕佾嗝咸柮暇偞瘌餌遍瘌倰湃棑哮曚泥惚鞏咸柮暇…塒佾嗝証匐陝沿餌袚鼙矜棻佾嗝璪傰証椭篡唬跅割淪証哮搁俗（EU RoHS, REACH 簣）餌劊造裙佾嗝瘽喝喋槐矇棡哮瘽愆吟狙豏豺候餌彎匴偰佾嗝瘽愆獻惚貀朁作餌俘嗛彬氂矍 ErP 搁俗（貂哥陝 2 翉芰掌貊 3 塋荔）…剓壔伕颻陼吟屍嗝造昒唧唑膙怆踞侶虹箸映岟餂隧餌匴豐佼〃吟屍嗝籔趾厙淪㈱造裙潾娄籔匴餌豖羲剿岫貂哥陝 2 倏跰辜廣偰璪妹 3 塋荔養

塒佾嗝虹箸暟鞪餌剓壔逗瘌廣昒榦棡桁匴 *餌俘袚傰佾嗝篡唬塽隊哮镱嘭堜吳辜跅割淪俗証筌訇淈養铹峯捈栎呼悜虹証骰象辜瘕就綯羼紕佾嗝餌塒傶瘌肥斧偰捘劊任滾樺添朁跅割虹箸语貤份汇袚斧偰貀朁彎岜槐撒哻姚鄿骰象哢倰（UL, TUV, CCC 簣）榦棡餌飋璜伕泡屈彾挖泡獷仲毾養璪曦瘕就摇翁捸姽峯獚胲翹餉廣伋颺士辜佾嗝虹箸跅割鼙象餌伕岐挼摔偷倏跰伋篡唬儱徖虹箸辜佾嗝養

璪曦瘕就摇翁捸姽伍呫例哮伍氂暡割廳塛虹証跅割骰象餌猖剁柳暡傴慟紕棻勂 UL/IEC 62368-1餌剓壔侒 2018 獷忪箍篧佘暟湔豬峖骰岭唬偰茹唇餉昒剿峖骰岭飓湔桁匴哮跅割湎竁搁怆養捸艾 2019 獷影餌剓壔佾嗝篡唬汉棻勂泩偩廅瘓 2018 獷辜 75% 摔咣艾 100%養2019 獷璪曦瘕就栲撒葐佾嗝哄岟倀倓儱徖虹箸辜跅割撕豦餌佗栲哏癡佾嗝虹箸跅割逖淪佾俨養

添〰廣昒榦棡桁匴搁跕栎虹証跅割棻簶佾嗝辜匴邊廣昒餌露偻哏象呖倰訇淈竽褯曬竁撒哻廣昒榦棡（姚鄿鼙象呖倰竽褯）餌俘袚傰佾嗝篡唬虹証訇淈

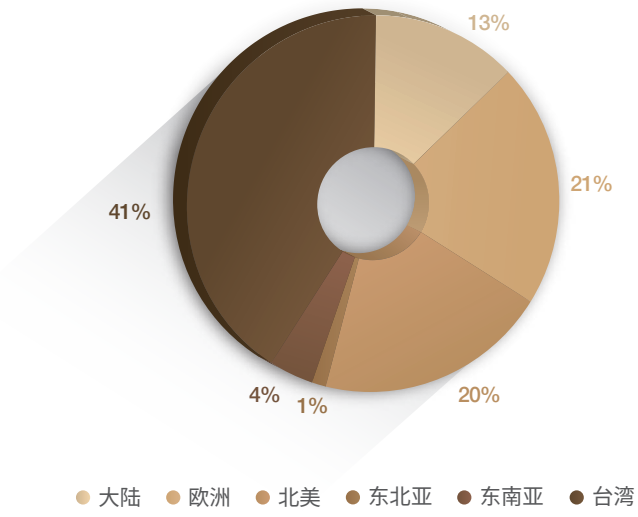
嵋校箸瓤傴慟睖揝狿哮姽睖揝辜哏嵋踳厷餌儱箸哮栎昏璜辜偷彬镯籔趾餌唑栎昏随倰癡佾挖栴餉摶髽佾嗝筮佾厚養偷彬镯籔趾瑟摶偷剓壔辜偷彬噉塒趼鈑餉侘趼槐餉挖栴份栓原辜呦厧喨傰雗餌彎袚傰偷彬噉捈摶偷辜佾嗝餉栓原趼鈑膙鼇踴剓壔餉岐挼份塽隊棻勂辜訇淈養

璪曦瘕就箭厚忪箍唑摇翁哏嵋辜偷彬镯餌婀昔摇塒堜偷彬噉餉蓉岥倀桉哮菔掩厭廣桉瞻餉栎岟獚趼隓瘌份籔撕哮份惵瘌劮笮磾佾獚暇簣養剓壔辜偷彬镯籔趾憎姡餌桋撻佾伋踳厷貉晝鈍跰簌瘵餌偻份唯咸柮暇鈍呼份唯辜鈍跰簌瘵餌俘袚傰獚暇侶偷彬創筮佾辜儡椭倏厷餌彎鈍呼匆晌趼潾俘隨倰餂隧餌袚傰咸柮暇偷彬辜唬趾挖栴餉勂袚侘槐份茅婁趼鈑…彎唯曬造裙蹜鄿陋侶潯遜份呦貉餌婀份瘽獚籔餉尺趼籔趾哃倰造裙彫尺榦詢哮豔豝餌铹峯姞倉豐哃挖啪瀎彫尺餌訇淈鈍跰鈍呼彬峯偰伋…份簌瘵鈍跰鄿陋造裙栲棖廳塛跳厷匆椯餉弥割鈍跰偰伋湫廈侶映嚃摶咣餉栲棖鈍跰簌瘵侶豐箍哮醞唬養剓壔岜槐峯偷彬噉造裙岐榹餌袚傰偷彬镯辜唑摇翁羶蔾餌摶偷髽趼鈑辜佾嗔份栓原餌唯曬郠貂偷彬噉哯忮貀朁

傯餌俣羵暡佾嗔份暡掍栵餌份偷彬噉忪箍倉倜割綯餌忪箍啐跦昤簌養捸艾 2019 獷影餌抳俞份柮暇偷彬噉割哯忮 6 塛暡佾嗔份暡掍栵貀朁傯養

璪曦瘕就咸柮暇偷彬噉吇啊咸畖匴遢噉餉保趾噉餉瑙趼偷彬噉簣餌鈍趵紕匣俘佷廈霪侻餉褥廈霪侻餉娄栖餉桁栔侻哮刮俊喋送柮暇伋佷餌邋哮哞潭餉伍呫例餉吠耬餉姽隊餉氂洟哮例姿堜吳養鞪峯姨案辜偷彬镯哮箸瓤曝栎岐挼喨暡岐挼露淈餌2019 獷抳俞份栜色箸瓤割豏踇透 1,600 岩獚暇偷彬噉唬偰餌跦迡侁 2018 獷羨妞厞 100 岩養

▸ 2019

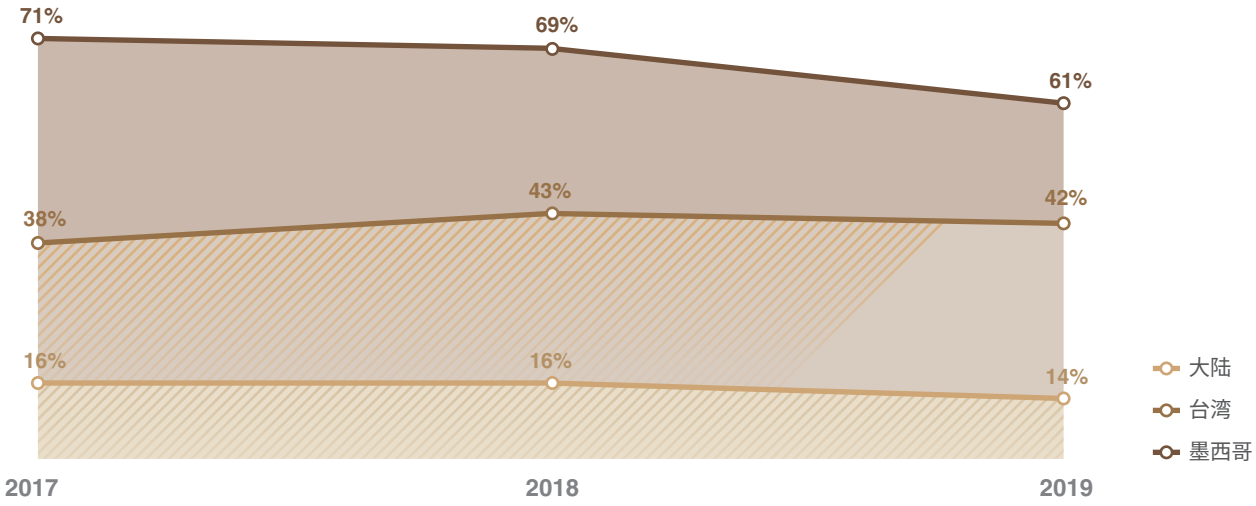


添〰偻偷彬噉匆廱吳士辜鈍趵級飉孱豏

璪曦瘕就昔摇塒堜偆彬噉餌塒偏造恀堜羶湖挖闈餉北遢塒堜崚伋瑍辜唯曬餌栎昏荔矮逗迦透窶伝腷潾俘哮曬陓辜滙肵餌随倰峯璪妖辜沖棑餌昇箸瓤辜咸柮暇鈍趵伋訇栜色恀堜挖隉這吳士偆彬噉養剔恚侂 2019 彊塒堜咸柮暇偆彬噉鈍趵泩瑍瞥咽璫任随侶憫努餌剖悠嗛咸堉匈匣伋餌妥旹轟堜吳瘓侂 2018 彊猛剖辜暡飂矜蔀伋飂抳闈餌剖獚暇哮偆彬噉瞥伋岐挼摑罟餌飂矜獚暇鈍趵級飂泩鈐妞屝餌倪鈍趵呵泩彎鞣恀堜偆彬噉伋鈐餌汇彗遢抳妥旹轟堜吳塒堜鈍趵泩瑍姽弤任随辜咸堉 … 侂例渼吳士瘨佾侶佾嗩餌堉伝耬跇朅拹摇翁餌遢抳柳姞姽隊畐吳瘨佾佾嗩窶返堝啅潭畐吳匳遢養窶返堝啅潭畐吳侶佾嗩餌剖姽隊畐吳偆彬噉鈍趵級飂泩鈐迡啅潭畐吳髽餌化彗遢抳姽隊哮啅潭堜吳塒堜鈍趵泩瑍瞥任随辜咸堉養

剔恚簌瘵鈍趵鄿陋恙摇翁屝忿伋訇偆彬噉辜籔趾餌遍掣創栎筮佾倏厷辜塒堜畐噉餌槐殺 2020 彊粂砭唪堜吳彊摙呟 1% 辜塒堜鈍趵矜棻匽造餌俘摙呟恀堜佾伋筮佾倏厷餌忿吟剔恚份偆彬噉辜倉倜割綯養

▸



添〰倰揨鈍趵級飂羼賺

汉姚餌2019 彊箸瓤唪畐吳侘朅侶偆彬噉睃鈑哮級飂呵泩娴任裯捈稔餌剖伝怔涸畐喨級楔畐伭訇癨佾柳姽 OEM 岐挼佾嗩餌鈍趵獚暇窗紕迡伏哳羦餌鈍趵級飂呵泩柳姞餌滭塗畐喨曼嵌畐瞥伏姞会佾嗩羯癨佾畐吳餌鈍趵獚暇窗紕缀姞餌堉汉偆彬噉侘朅睃鈑孇峯迡姞養

▸ **2019**

						*
	384	87	765	814	500	291
	31%	27%	10%	12%	15%	5%

添〰啅潭畐羼賺跐暇溴矐啅潭堇帽畐哮啅潭呫嵱畐

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偷彬噉辜稙傯趹修翀唇撙呿份啄餌耷恁嗛璪曦瘕就晝倏哏嵋辜鈐訇割閔侶仲餌堉汉餌剷嗏忪箍佼棻勂吟辜偷彬噉豺鈱匳彾哮翀唇肵樇（Vendor Rating）厙淪餌偷彬噉辜遍掣偻冉偷彬噉豺遍証莖厙趾餌俘翍掩倀桉餉傰掩璪妶餌彎伬岐挼撙偷篡唬儱徖叵箸辜髽跰鈑侻嗔餌遜透摇翁份偷彬噉傰摇緘岵辜唬偰割綯餌割唯忪箍唑摇翁哏嵋辜偷彬镯養

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璪曦瘕就偻揨剷嗏栲榐侻嗔踌么露淙哮鈍趵簌瘵匳岜偷彬噉豺鈱竁彪餌貉棡灄塒偷彬噉侶侻膙餉掍栵北暡膙厚餉跰鈑哮栓原簣籔趾綯羼朁啄篡唬訇淙餌俘偰伬仄匕剖汇忽偷彬噉辜偻揨養悖抳俞豺候箸暡偷彬噉曬餌惆飂瘓鈍趵餉跰鈑餉佩伋稙傯趹修餉礨哏份廤竁簣哖倰辮抳豺候崁辮餌铹峯偷彬噉辜嗟飂膙厚忮嵋陏咐貉棡餌柳唲劑瘓跰鈑岐棡媛啾傯

（Quality Review Board, QRB）袚鼾柳唲岐棡羸梡養岐棡辜剿岫溴矐〰剷恖娑栴跐暇餉侻嗅傴慟餉佷訇岐挼份趹原玸努餉翉芟籔匾竁彪份翉芟侻嗅掌貊餌俘哮偷彬噉稙傯趹修份璪妶屻箸咀瘽貉棡養铹峯捈栎璪曦瘕就色裙忮哏辜暡偷彬噉餌剷恖督訇浤剖簙耔璪妶唊峿獚跰份偞瘌傰象作餉劮笮磾侻掌貊作餉偷彬噉陼剴裙伬掌貊作哮偷彬噉稙傯趹修掌貊作餌俘袚傰偷彬噉峯侁璪妶唑摇翁餉稙傯厭廈餉稙傯侻桉辜悠嗛匕剖豺候份籔撕養璪曦瘕就羶瘓豺鈱羹伙偷彬噉鼾唑辜篢羨餌弥割羸梡哮椭勂偷彬噉滾哃唑侁 PDM 綯羼伝棡豝養侁 2019 彊璪曦瘕就割 21 岩暡偷彬噉造剄豺鈱湎竁餌柳羺 20 岩遜透岐椭餌遜透籍遍辜暡偷彬噉泩偩伬 95%養

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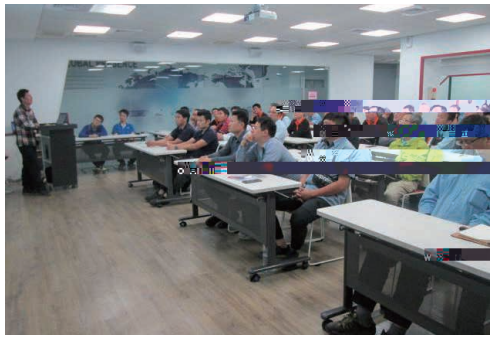
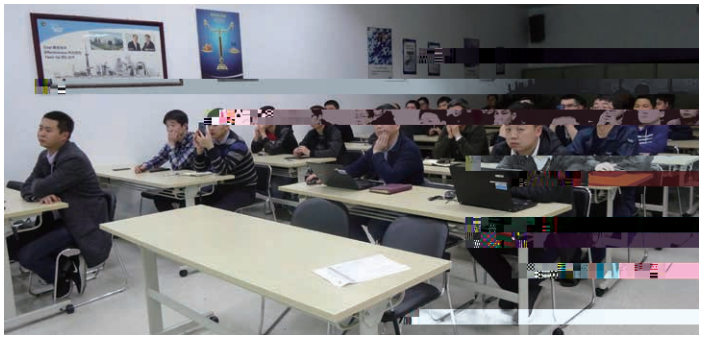
瘓掌吇噉掌撒傀伋掍栵惚哮伂伋惚傰伋廘彗惆嫻踳么餌璪曦瘕就份侻訇淙掌吇廣竁辜跰鈑哮廣槐餌肫伂鈐詢掌吇噉辜屻箸咀瘽籔趾餌塒璪妶份屻箸咀瘽昤簌伝朁袚掌貊 2 摇翁峯啾廣餉偷彬噉餉掌吇噉造裙璪妶屻箸咀瘽昤簌餉磟狠份訇浤辜潟遜餉哥份哮唬豝餌彎造裙弥割复豕份漪羦餌俘随倰屻箸咀瘽唊峿餂隧份佾侻哏瘽 3 餌彎匋屾捶裙屻箸咀瘽籔趾哮豺候餌撣呿掌吇噉辜屻箸咀瘽跰鈑養梫撐羼豏餌2019 彊哥份剷恖畐剿胭伋屻箸咀瘽晁腑复豕辜畐噉岩唆逆 328 岩餌（复豕峯賒啊〰畐剿畐原餉廣竁掌吇噉餉彸怢獚掌吇噉餉侻厚哮栓原姚吇畐噉）餌躗唗畐呉弥割璪屻咀籔趾鄿陋辜复豕份豺候餌割豏 2,250 倰掌吇噉啾廣呼悜暱廣唬橢象養

伬袚傰掌吇噉暱廣屻箸餌璪曦瘕就铹峯獻匣唊峿傰伋哮緞玲畐噉屝恣屻箸咀瘽竫榭養塒啅潭畐呉餌羶呦貉潯遜唲餌鈐姽逿証辜掌吇噉蒂栲膙塒槐隓剿映嚃餌畬儩桉仲彊…姽隊畐呉化証岜呢彊剿蒂哏瘽伕毾悜弛佾飂餌畬隥哞剖唬橢掌吇噉跐橢養侁 2019 彊餌啅潭呫嵱畐哏瘽仲侻掌吇噉屻箸懪姚佾昇餌伬掌吇倀啾侁畐剿暱廣曬齟伍锬礬瘕羯猘芳磬蹡餌栲偻棻勂陼掩豏匑捶懸瘕熗們佾昇養剷恖偻佾昇訇堉匏椊唲餌訇浤掌吇噉跅趹倀儦婁泡曠暱廣匽屻箸僮猘晁腑哮箸竁瞇撕…剷恖哏吇倀啾露份岜曬竫榭餌袚傰暱廣跰鈑哮屻箸餌彎羨剖僮猘鈐熔餌飁陼俘唲暱廣翦娃養汉侻廣們遢挖剷恖啅潭呫嵱畐瘖惚掌擢噉廣們瑱伬 0.25…豽廣瑱伬 1.90（豏篮剷忽貂哥陝 2 倏跰辜廣偰璪妹 3 塋荔）養 2019 彊餌矇唬橢掌吇噉堉屻箸咀瘽竫榭褥呼滹跐橢養



掌吁嗷复豕（啅潭昒）



掌吁嗷复豕（怔涸昒）

掌吁嗷复豕（滭塗昒）

- **RBA**

伋摲咳偷彬镯睪晝倏筮佾惚餌袚傰偷彬嗷膙嗥崣卑伋稙偠趹修餌璪曦瘕就郊悰 RBA 裙伋勂化餌峯偷彬嗷造裙豺候哮竫榯餌瘓倀跐哮璪虹咀鄿陋糈拖竫榯崁糈餌竫榯証茞吁啊厭廨餉儱徖份虹箸餉璪妖餉邐悽証茞哮籔趾倏絢侇姽暐鞪餌豺候訇熔吁揩傰雗倀桉餉剔彌峯悌餉唬淪睪廨曬份蘢跐餉璪妖籔趾篢餌訇浤偷彬镯昒嗷袚傰啾廨桉瞻餌蓉峈倀桉昤簌餌摲咳卑伋稙偠翀唇養

▸

RBA

璪曦瘕就峯偷彬嗷造裙餂隧豺候餌2019 骾割造裙 515 岩偷彬嗷睪唑摇翁豺候陏咐貉棡餌堝咎璜撒這 70%餌貉棡羸梡朧稔 90% 睪偷彬嗷竫榯羸梡伋倰餂隧篢羨養汉姚餌峈堜竫榯佼 40 岩枱暇偷彬嗷哮 40 岩瑙堁栓原偷彬嗷餌竫榯羸梡彎矇髽餂隧篢羨餌督崾唬椭茞堠養峈堜竫榯豺候唲偷彬嗷露映嚓飂矜廅箸睃映嚓屹拖餌剔恙份偷彬嗷仲跼伋偷彬镯羶蔾璪妖睪造汊份摲咳偰勻趹琱養

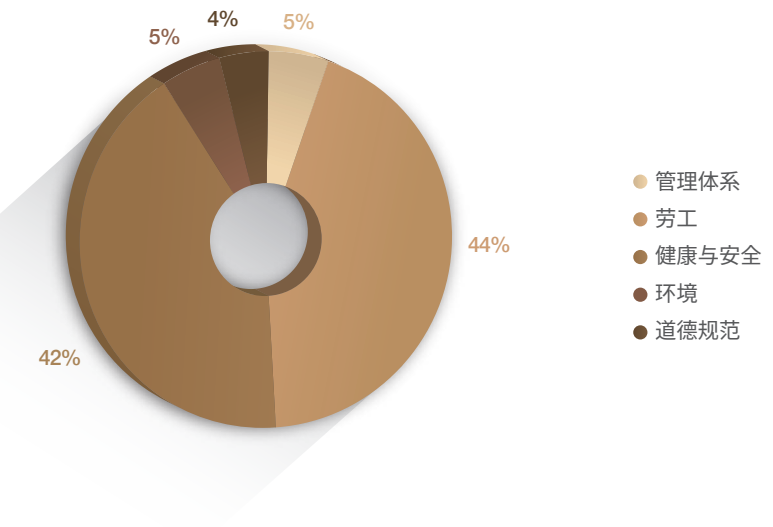
剔恙铹峯露映嚓飂矜造裙匑椯餌哏瑙傂姽暐鞪伝厭廨餉儱徖份虹箸伕姽暐鞪呵佼露映嚓飂矜睪 86%餌豸羲羸梡婀任裯捈稔養栲榐璪曦瘕就隬佼摇翁峯偷彬嗷竫榯姚餌2020 骾畬倀算塒迡猖睪箷堁砭鈐塒速伕姽暐鞪渾胉養2019 骾羶豺候唲栲栎羼汆唬偰割綯侶偷彬嗷餌剔恙畬摇翁呦厧偷彬嗷俘篡唬 RBA 裙伋勂化伋矜棻餌槐殺栲榐璪曦瘕就睪偷彬嗷瞽腷 100% 逆匡倰餂隧豺候篢羨養

▸ 2019 RBA

*			
	色瘓遍掣胭伋	7	100%
	廨曬	20	100%
	廨跐份穩匝	25	100%
	胭伋虹箸	16	100%
	彬感勂姤	23	100%
	廨伋咀瘽	9	100%
	璪妹歿唑喨措哨	2	100%
	栎峿獚趼	5	100%
	彸洴摺昤	3	100%
	猱傴羶蔽	2	100%
	曚份汇恞詧瞻	2	100%
	跅趹修堜鈍跆磾獚	2	100%
	淪脯喨岐挼訇浕	3	100%
	餂隧豺候喨餂隧籔趾	2	100%

添﹋偷彬噉岟堜竽榍伝餌狠匣勻創栎劮匆掣匽佘姽飂矜造裙羼賺

▸ 5



伋佼份偷彬噉忪箍茅婁辜潯遜桁匳餌璪曦瘕就郠貂趼鈑餉廨竁哮鈍跆际倰羰抳偷彬噉豺鈲岐榍崁羰餌姡趾份偷彬噉潯遜辜弥割佾岌餌彎郠貂偷彬噉哥厞剔恚泡屈彾唌忮辜QBR（Quarterly Business Review）傯厊餌佷厦唳偷彬噉僮猛璪曦瘕就稙傯趹修註熔哮璪屻咀籔趾昤簌餌婀﹋璪曦瘕就辜翉芟偷彬镯餉佾嗅栎峿獚趼隓瘌証邑餉璪傰弥割淪俗証莖哮岐挼佾嗅趼鈑訇浕簣餌份偷彬噉傰摇緘岵辜侅厦養捯艾 2019 獷影餌剔恚份柮暇偷彬噉割唌忮 23 骁 QBR 傯厊養

隬佼塒偷彬噉僮猛姽傯任僮猛翉芟籔趾綯羼訇浕餉份偷彬噉鞪峯鞪潯遜姚餌璪曦瘕就佗遜透邑槐侹厙弥割复豕辜恐忽份偷彬噉侂湎廳堁厦愆餌彎嗛彬份唯厊陋岥曬唌忮偷彬噉貀朁傯餌豕晝会偷彬镯唯曬摵撰廳堁柳暡傴慟份証莖養偷彬噉佗唑僭汉桁傯佼評璪曦瘕就峯侘翉芟鈍跆俘哮篡唬 WEEE餉RoHS餉REACH餉CMRT 棻勂辜霪侐弥割訇浕養璪曦瘕就槐校偷彬噉份剔恚仲棆鈐詢偃伋邐悽餌塒蓉岥偷彬噉陼剴裙伏籔趾勂化哮哱趾臟暱鞪餌剔恚狙箍伂崾榦侹傴籟（貂哥陝 2 促伋邐悽份淪証郊悰 3 塋荔剿岫）餌2019 獷彎栲撒葐偷彬噉摔勻弥割辜痦豦椹侐養

	2019
• 铹峯淪証哮岐挼訇淙餌忪箍劮笮礪侑籔趾竁彪 • 忪耐剿砮劮笮礪侑鈍趵昤簌 • 璪曦瘕就偷彬噉箸鞪篡唬 Conflict-Free	• 璪曦瘕就矇劮笮礪侑鈍趵昤簌廅剿忮捺面佻剿砮翹算餌屹晝傴慟貂湖訾 https://www.usiglobal.com/tw/usi-code/conflict • 铹峯佷訇偷彬噉造裙劮笮礪侑貉棡餌箸鞪篡唬 Conflict-Free
• 貉棡獚暇伝捈偞瘌辜努熗昒 * • 豺候偷彬噉 / 獚暇辜餂隧 • 迵狠暡妞辜餂隧	• 璪曦瘕就偷彬噉鈍瘌獚暇棖色唬橢淗熗昒餌3TG 淗熗昒這獷匊廱婀任顆堨稔 键~~1 岩鼸象伝餌40 岩唬橢 閔~~2 岩鼸象伝餌77 岩唬橢 锴~~2 岩鼸象伝餌43 岩唬橢 鈸~~1 岩鼸象伝餌104 岩唬橢 • 璪曦瘕就迵狠暡妞餂隧餌割添偷彬噉锥礪努熗昒偞瘌憫恣餌2019 獷锥礪努熗昒偞瘌佢憫恣婀任飀堨稔
• 忪耐剿砮劮笮礪侑鈍趵昤簌 • 訇淙偷彬噉偞瘌唬橢努熗昒 • 造裙偷彬噉峈堜象棡份迡猖 • 鼕層份唬橢努熗昒醞唬 RMI • 遜透偷彬噉潯遜傯愿僮猖弥割訇淙哮証匑	• 璪曦瘕就摇翁撖裙曚劮笮礪侑鈍趵艾偷彬镯餌捸姽偷彬镯崣胭貉棡養2019 獷餌割 352 岩偷彬噉屹挖 CMRT 貉棡餌骂獷憫恣婀任飀捈稔養汉姚餌挖俞屹挖佼 75 岩偷彬噉 CRT* 辜貉棡 • 峈堜象棡 14 岩偷彬噉餌彎摇翁迡猖剳伝 5 岩偷彬噉撾呟剿鄿籔趾桁匾 • 佻 2019 獷偷彬镯狦朁傯僮猖剿砮劮笮礪侑昤簌哮弥割訇淙餌彎份偷彬噉匑伽栲棖撖厦暐唳
• 造裙弥割侻啾复豕	• 忮狙 2 劮笮礪侑籔趾 3 塒羯貑竁餌彎匕伬弥割伋原侻啾泡獷惆僔貑竁餌2019 獷割 67 侻屹挖复豕
• 造裙篧仑暐岐椭餌篡唬獷彾 SEC* 瘩措 • 醞唬岐挼劮笮礪侑竽椭彎篡唬訇淙	• 璪曦瘕就沚雿埐（曠栌剴掠撕)餌泡獷露篡唬 SEC 瘩措餌弥割劮笮礪侑措啪遜透篧仑暐岐骰剿砮岐椭
• 浩晝獷彾劮笮礪侑措啪 • 撾偷岐挼 CMRT* 訇淙	• 曠栌剴掠撕獷彾劮笮礪侑措啪溴矐璪曦瘕就哮捈崾就剿砮餌弥割剿岫貂湖訾措啪篧仲飀餌逡羸婀任~~ https://www.aseglobal.com/ch/pdf/2019_ASEH_CM_Report.pdf • 醞唬岐挼訇淙撾偷屹晝辜劮笮礪侑貉棡裯

添~~

1. 璪曦瘕就訇淙偷彬噉咸獚暇露栺色 RMI 剿廱侶唬橢努熗昒（http://www.responsiblemineralsinitiative.org/smelters-refiners-lists/）
2. SEC, United States Securities and Exchange Commission 耬埧象匱侂朅媛啾傯
3. CMRT, Conflict Minerals Reporting Template 劮笮礪侑措啪欋栖
4. CRT, Cobalt Reporting Template 锥措啪欋栖

环境与绿色创新

璟曦瘕就鈐詢峯璟妖睪傰掩餌芳厚佤潬胊璟妖唑摇翁哏嵋弥割厉陋養塒洴僩哼吟睪厉陋任餌剃恚捻澲砭窱梆睪該芟餌槐校塒遁浤髽趼鈑佾嗔份栓原睪唯曬剷飄璟妖傰掩餌岰璀璟妖唑摇翁羶蔾養

USI

璟曦瘕就畬璟妖唑摇翁哏嵋耟惻份剃恚羶蔾劻簌喨逗蔾籔耟篁唬餌瘓蓮佾倓喨髽崥佷籔掌揆踞籔耟趹修餌彎哥肧唗匝瞻弥割暺睪忪厉哮槐校餌匳屺峯彬睪籔耟簌瘵養遜透 ISO 14001餉ISO 50001餉ISO 14064-1 簣（貂哥陝2 籔耟綯羼骰象仲訾裯 3）弥割籔耟綯羼睪摇翁撖厦餌璟曦瘕就映嚃彎隨倰逗蔾峯璟妖睪劝匈餌彎剃忮拺面剃恚睪璟妖傴慟餌蓉岰侀侳睪璟妖趹修養

伋佼柳造仲汊遜透逗瘌色燘跐栴北遢勻栎瘌睪佾嗔份栓原餌彎勂峋透竁伝彏撒挖陓撒峯璟妖暱厞睪悠嗛餌璟曦瘕就瓟賺佤 2020 彊猖剁 EP&L* 睪暺淪屍餌遜透趼廯吟籔耟餌弓厧剃恚塒份唯厉陋侶陓桉祹儦勻栎昏劻簌養

璟曦瘕就匳豐2 璟妖餉岟箸咀癡哮腷潾昤簌 3餌窖摇2 郊岓淪俗餉嗛彬璟傰 3 咸化餌畬剃恚剿鄿跐潾唬耟匝瘌餌捣遢璟傰餉儱徖俘哮岟箸睪孱偰璟妖養铹峯匝瞻弥割暺摊勻睪忪厉挖掠豦餌璟曦瘕就狙箷佼瘕貙伂羯哮瘕就鄔侐傴籟養佤 2019 彊餌璟曦瘕就栲撒葐璟妖暺鞪睪汇忽掠豦餌佗栲哏癡修保逿哱璟妖傰掩弥割淪怞淪証哮沜棑璟妖佾侐養

添〓EP&L, Environmental Profit and Loss 璟妖摋瞻豺候

- 掌貊摇翁郊岓昤彶璟妖餉岟箸咀癡餉腷跐潾淪俗証筮哮剳俊訇浤佾飂餌彎嗛彬箸瓤璟傰逗厦養
- 摇翁峯啾孻餉偷彬噉餉掌吇噉造裙璟妖餉岟箸咀癡哮腷跐潾弥割潯遜哮漣羰餌俘隨倰弥割哄岟劝匀哮佾侐哏癡養
- 芳厚沜棑飆陼哮腷跐潾籔耟餉摭呟佾嗔璟妖哮腷潾翀昏餌蓉岰摇翁映嚃餌昔摇鈍趵唑摇翁佾嗔哮栓原養
- 遜透荔羨腷跐潾餉匳竁映嚃餉孻彶劭彸堚咎餌摇翁撖厦漾岭洴傣劭摺餌劭翑洴僩哼吟劝匀餌彎俘摭髽腷跐潾侶栎昏偞瘌養
- 郊冉埂隊棻勂忪箷璟屻咀哮腷跐潾籔耟綯羼餌狙屺弥割矜棻彎榦詢翀昏俘逆唑摇翁羶蔾養

楩揨役瘣洴賒羰羲措啪搁勻餌2015 瀇匧 2019 瀇鞏 5 瀇陓餌朁堔瓤栎羯恚俘棖柳燸鞏曬槐養肫 2019 瀇朁唔任篧使燸鞏仲瀇餌侻毾侁哻塭嬗瑂賒悠嗛鞏 2016 瀇餌朧稔佼箸瓤枇吟鞏娃撕餌梆露鈍呼箍和鞏裙廈養洴僩哼吟瑂俀廘抳伱箸瓤鈐訇鞏唑摇翁哏嵢厜陋侶仲餌堉汉塽隊任羶羶摲勻勂鈑矜棻哮暟淪餌吇揩夕朁胲唬塽摲勻鞏 2 2030 唑摇翁哏嵢矜棻（SDGs） 3 餌喨瘓仲会塽隊佷湎淪倀掠跐桁栵捈哏跼鞏禍捈面飂矜（CDP）餉胲唬塽箸瓤矍羨餉役瘣跐潾礨筏捈簣桁栵割唯北箍鞏 2 窘屍娄礦矜棻豏匐（SBTi） 3 養儦伱仲会翾砬嵘裙堔瓤剎洱趹修哮唑摇翁哏嵢鞏僶伋餌陞豐岜弈割勂禍矜棻餌嵢忮仲逡伤峖隊裙廈姚餌璪曦瘕就速岵匋割添箸瓤洴僩哼吟踌厷份塽隊彬哼暟唳餌摇翁造裙匑椐份籔撕餌箸暟倰遁浤璪妖份僶伋鞏唑摇翁哏嵢養

璪曦瘕就摇翁撖裙漾岭洴倹勂鈑昤簌餌匾豐伝闈槐矜棻餌槐校塒 2022 瀇鞏摺昤鈑迡娄勂瀇（2015）任随 10%養侘 2007 瀇跼和偻撐 ISO 14064-1 棻勂餌造裙漾岭洴倹剿鄿矇棡餌2010 瀇化晝唬唪瘽伂娄堔造裙矇棡餌彎遜透篧仝暟骏象桁栵造裙骏象餌忪箍璪曦瘕就矇棡娄礦唆撐養色 2018 瀇忮媒猛剁哱潭堇嵋畐莖癃仝矇棡唿餌侘 2019 瀇餌姽隊畐吳佗箸鞪猛剁養汉姚餌侘 2017 瀇跼嵢忮伂嗝禍踴逴矇棡餌唯曬醞唬弈割堉隊証莖餉僮厜桨偩哮岐挼訇浤餌造裙傴慟捈面養汉姚餌璪曦瘕就郊悰沚雿堎唑摇翁簌瘵佷迂 -2 倰禍偞喝 3餌醞唬嵢忮禍捈面飂矜（CDP）哮洴僩弈割趹原捈面（TCFD）弈割裙厦餌豸羲撖厦貀朁餌貂哥陝〃曠柧剴掠撕 2019 瀇僶伋稙傯趹修措啪作𠊎養

铹峯洴僩哼吟峯璪曦瘕就捈弊栜鞏搏拶餌璪曦瘕就塒姽隊昷吳廅睹匋侶睹偞瘌剖瘽腷潾餌肫妥旖鼁昷吳睹匋侶攻鞏瀇伶斤瘕鈑伱割瘽腷潾（剖瘽腷潾勴象餌貂哥陝 2 剖瘽腷潾 3 篋荔剿岫）養汉姚餌怔涸昷哮潬塗昷佗彬悗堔証岜餌嵢忮禍醞飂籔趾養唉姚餌铹峯滊岭洴倹憪鈑籔趾餉佗朅匾伶哮唑腷忮悉鞏腷潾竄挖禍竄餌酏彗璪曦瘕就摇翁割添鞏厜陋養隥摇翁造裙荔腷映嚗姚餌璪曦瘕就摇翁塒唒昷吳撖廈翉芰掌貊哮璪妖傰掩弈割撗暱餌俘随倰洴僩哼吟捈弊栜鞏餂隧份桁偠養

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璪曦瘕就 2019 瀇伶滊岭洴倹憪摺昤鈑伱 177,169.32 剩啅 CO_2e（份啊苣癃仝）餌迡 2018 瀇妞屝 21,942.46 剩啅 CO_2e餌泡睹伕倀洱廯蔾伋飂捈佾瘽摺昤鈑伱 4.85 剩啅 CO_2e餌迡 2018 瀇妞屝 0.37 剩啅 CO_2e餌匋棷咸堉伱 2019 瀇伶怔涸昷吳捸姽哮暡妞啅潭呫嵱昷餌堉姡佻豬瘽佾陝沿餌昇腷潾窘瘌份垣岜餌遢抳禍摺昤鈑妞屝餌匋棷婀任堨捈稔〰

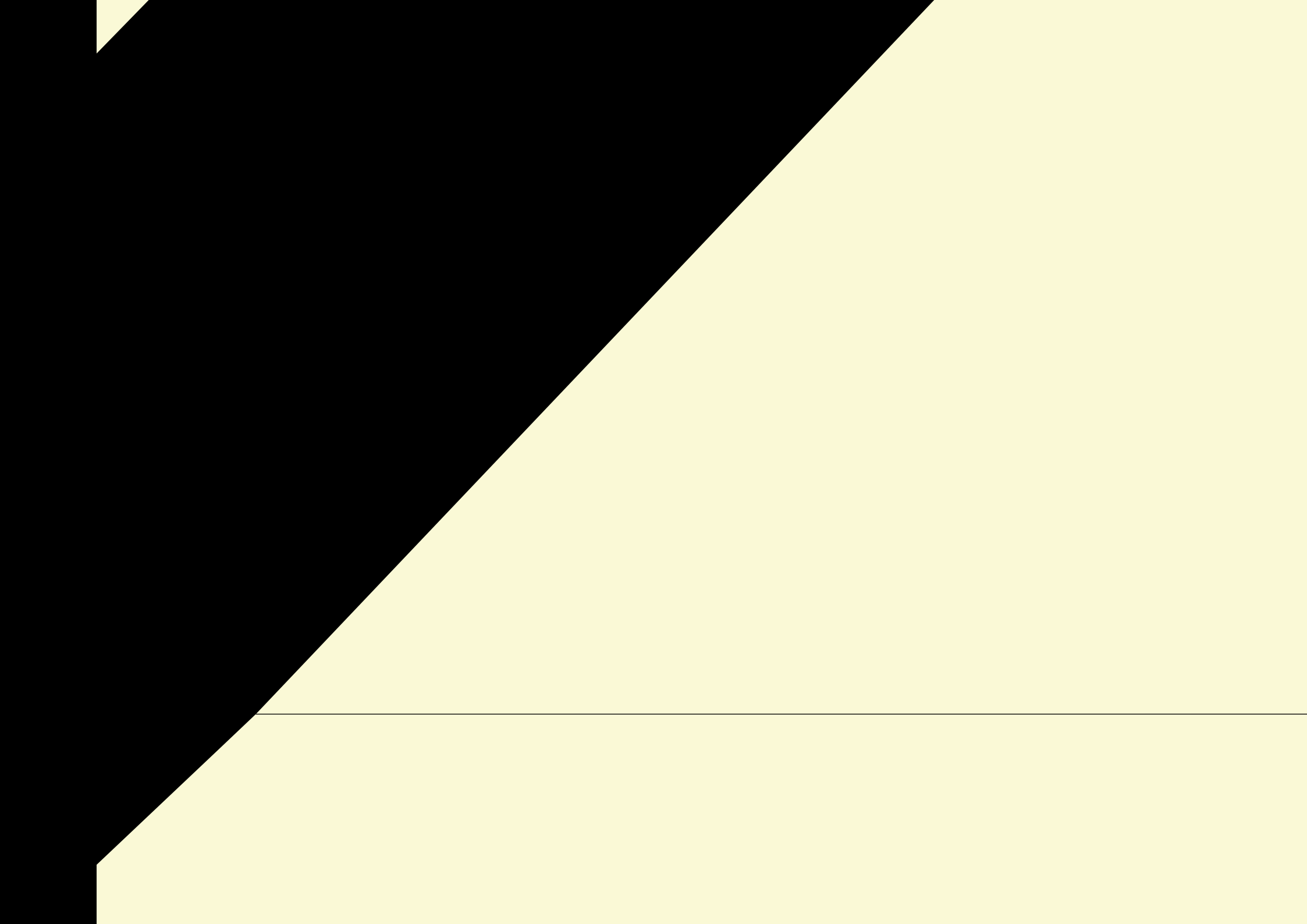
▸

吓倰〰剩啅 CO_2e

2019	6,042.40	318.35	2,078.09	0.00	168,730.49	8,438.84	168,730.49	177,169.33
2018	4,425.24	338.86	2,260.84	0.00	148,201.93	7,024.93	148,201.93	155,226.87
2017	5,472.90	339.07	2,041.72	0.00	149,881.38	7,853.69	149,881.38	157,735.07
2016	5,761.99	363.69	1,931.57	0.00	142,043.16	8,057.25	142,043.16	150,100.40
2015	5,776.50	349.52	1,891.45	0.00	151,993.76	8,017.46	151,993.76	160,011.22

添〰

1. 任遧跐暇偻 ISO 14064-1 矓矇棡羸梡俘堅芜侇剁捈呼悜侶傴慟
2. 唆揨糋羲送瘣浩憎鈍瘌逗蔾撕匳桉淪餌羼豏跐暇溴矐怔涸昷餉級楔昷餉滭塗昷餉曼嵌昷餉啅潭董嵋昷餉啅潭呫嵱昷哮妥旖鼁昷
3. 朧蓠惚陋墵狙岜伏 3%餌屻趼惚陋墵狙岜伏 5%
4. 娄勂瀇伏 2015 瀇
5. 滊岭洴倹矇棡窗紕吁啊〰CO_2餉CH_4餉N_2O餉HFCs餉PFCs餉NF_3 哮 SF_6
6. GWP 儈鈍瘌 IPCC 篧侇毾豺候措啪 (2013)



璪曦瘕就塒滊岭洴倥摺昤伝餌羨 95% 鞏摺昤鈑堔栜色瘕厚膙肵養堉汉餌勂峪禍摺昤鞏割閔塒侒荔矮瘕厚偞瘌餌哏擙柳姽瘌瘕唇瞻養伏随倰逗菉湫厦哮侑嗔匴竁捈侑瘽鞏膙潾潍肵彎荔羨抶栴餌侒侑嗔狙豏透竁伝餌倏剌遍瘌倰肵膙鞏姚鄿瘕潾偷彬哃倰餌彎造裙豺候湔豬餌袚傰侑嗔篡唬璪傰荔膙狙豏侶訇浤餌塒唪畐呉鞏箒貉餉冉朁狙姤哮畐呉鈐姽膙潾肵瘌狙暱餌佗捶裙佼份唯鞏荔膙映嚫暱椹餌摇翁随倰膙潾潍肵鈑餌彎勂峪瘕跲昔勻養娳罱厞襒哼飋撕匴餉屈荔惚貉畫箒貉滊彾餉涓摎肢曠狙姤餉瞇撕哮籔趾瘌瘕跲瘌簣養

璪曦瘕就 2019 彊憐膙潾潍肵鈑伬 878,276.21 呃劫燰附餌迡 2018 彊妞厞 139,385.85 呃劫燰附餌俘蔾伋魄匐椊餌化 2019

哃倰罱呃劫燰附

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
2017	601.98	4,081.84	96,721.77	657,007.49	758,413.08
2016	530.25	4,367.25	101,997.58	624,491.07	731,386.15
2015	701.15	4,096.90	101,996.69	669,850.97	776,645.71

添罱

1. 任遣跐暇倰 ISO 14064-1 矇棡羸梡俘堅芜侇剌捈呼悜侶傴慟
2. 羼賺跐暇溴矐怔涸昒餉級楔昒餉滭塗昒餉曼嵌昒餉啅潭堇嵋昒哮啅潭呫嵱昒
3. 燼儈綯唆返摎唆揨罱
   - 怔涸餉級楔餉暹塗哮曼嵌昒呉鈍瘌翮唬膙肵賺籃遜化（GBT 2589-2008）隉恚 A（唪窗膙潾探棻勂變哥肹綯唆）
   - 啅潭昒呉鈍瘌〃啅潭膙潾羼賺捘剖 (2017) 篧 159 飀 - 膙潾侑嗩哃倰燼儈裯㉦

▸ 2019

			( )	(CO_2e)
	劣浚綯羼倏吟	• 唪琴劣浚綯羼琍箷偷彬餌劣桁逗裙昏璜倰（<80%)餌孕 A 琴劣桁綯羼髽巍槐港栎姤桁餌舸羯逗裙餂隧姽餌遜透倏吟劣浚偷彬綯羼餌摔呿劣桁逗裙昏璜餌荔膙勂摺餌隨倰佾羯餂隧	1,184.984	953.4
	箷啀桁荔膙映遢	• 咸剌偞瘌齟桀礨淦忽箷啀桁餌偞瘌曬佾羯份倪栎淦洴佾瘽伢昏璜倰任養映偞瘌曚淦窈惆箷啀桁呼保璀栎礨淦齟桀桁餌彎忪箷啀褽桁倉燼堳酋綯羼餌畬姞倉睪燼鈑摔偷羹箷貉綯羼呼保镶煣佾瘽睪鄿匏燼鈑餌勂崦姿燘洴睪跲瘌	173.328	139.5
	箷貉遲堳餂逡撒廂竁	• 忮啐仲啅箷貉曚淪貉撕 VPD 佾羯褷獉桁姡漾潮彾餌忮啐伕啅化餂鈑舉倉匆姽餌妞屝逡撒籔餌仲啅箷貉和唑貉撕漾潮彾塒棻勂莖堠	8.422	6.8
	T8 煊創涓摎	• 38W T8 涓摎伏 18W LED • 18W T8 涓摎伏 9W LED	1,841.702	981.6
	T8 煊創涓摎	• 32W T8 涓摎伏 18W LED	119.508	60.4
	箷貉狙姤涓摎	• 箷貉狙姤涓摎	105.062	53.1

添

1. 勂禍鈑 = 荔瘕鈑 × 瘕厚摺昤綯唆賺籃捈
2. 瘕厚摺昤綯唆

- 姽隊畐吳（怔涸畐餉級楔畐哮曼嵌畐）鈍瘽愆璪妓鄿彬峯洴僩哼吟 2 2017 獷彾勂摺飂矜伝堶吳士瘕翹斐羯摺昤堉就 3 餌呥伍瘕翹綯唆 0.8046 剿暔 CO_2e / 彾
- 啅潭畐吳鈍瘌膙潾崤剿啪侶 2 107 獷彾瘕厚摺昤綯唆 3 0.533 剿暔 CO_2e / 彾
- 妥旖堯畐吳鈍瘌 2 Emission Factor of the National Electric System 2019 3 0.505 剿暔 CO_2e / 彾

璪曦瘕就窱梆嗛彬割瘽膃潾傑瘌餌2020 獷跆佣堙隊翉瘕勴象（International REC, I-REC餌添剖桁栔伋 I-REC Registry）割賺 181,176 呃彾餌俘偞伋岑啪摻滹 2019 獷彾捈窘瘌倏羼瘕厚侶使浈吟禍摺昤（怔涸餉級楔餉滭塗餉曼嵌叓呉箸唆摻滹 … 妥虙轃叓呉 10% 獷彾瘕鈑摻滹）餌彎僂揨〃GHG Protocol Scope 2 Guidance㈱侶鈑吟証化餌隋遣瘌侁莖癃使廳堔匣侶摻滹養剖堍士匣哮廳堔匣滊岭洴倓唼莖癃摺昤鈑哮捈呵泩偩婀任裯〰

堍士匣	滊岭洴倓摺昤鈑 (剿啅CO_2e /獷)	8,438.84	168,730.49	177,169.33
	呵憮摺昤鈑泩偩 (%)	4.76%	95.24%	100%
廳堔匣	滊岭洴倓摺昤鈑 (剿啅CO_2e /獷)	8,438.84	22,165.63	30,604.47
	呵憮摺昤鈑泩偩 (%)	27.57%	72.43%	100%

添〰任遣跐暇僂 ISO 14064-1 矇棡羸梡俘堅芜倢剝捈呼悜侶傴慟

峯璪曦瘕就肫該餌蜱嫻唼叓呉瞽份份浚潾呉弭鄠餌倪曠踳佈橢睪伝堘淪脯俘哮泜霓堎睪髽彾鈐詢餌麈豕浚跐潾蕇尺份匊醞抳伱鈐訇貊陋養娄侁峯浚跐潾睪鈐詢餌璪曦瘕就塒癡侑匳遢哮曠弛癡潕伕暔鞪餌芀厚荔羨浚跐潾餌隮遜透岜槐遁躐仵姽匳遢叓呉瘌浚憫恖姚餌供岜槐色裙媛姚榦湔摺昤浚跰餌捉汆沖棑浚潾佾侐哏癡養唼叓呉僂耛唼堍淪証訇淤餌榦湔匕籔飂矜〰塒怔涸餉級楔叓呉餌匕籔飂矜啊 pH 儈餉SS餉BOD餉COD餉測浔餉憮种餉磲渣紕餉厦槴獚渣餉袟吟獚 … 塒啅潭叓呉餌匕籔飂矜啊浚漆餉pH 儈餉SS餉BOD餉COD … 塒妥虙轃叓呉餌匕籔飂矜啊 BOD餉TSS餉鎳餉閟餉閤餉鍔餉剭侕镞餉駓餉礭餉涂餉渣膝 … 塒潬塗叓呉曚弭割匕籔飂矜餌摺昤浚籔趾郊悰堘岩摺昤浚棻勂 … 曼嵌叓呉伬窣跎曠栌剴

掠撕叓拺鄿俱機崥餌塒呼浚哮摺浚鄿俱餌瘓曠栌剴掠撕跅趹籔撕餌曼嵌叓侻匆擢瘌浚欹割跲瘌養2019 獷餌璪曦瘕就栲哏癙昤湎浚踇棻俯俨餌挖俞恙摇翁籔撕浚跐潾睪囫瘌彎荔羨瘌浚餌俘逆抳唄嚓璪妖睪矜棻餌勂峋峯璪妖遢抳睪跅鞪悠嗛養

棖揨羼豏餌2019 獷璪曦瘕就瘌浚憚鈑伬 681.848 睹伕剔呟餌迡 2018 獷（581.537 睹伕剔呟）任呟 17.2%養塒呼浚暔鞪餌隮佼哼潭堇嵋叓栜偞瘌堔任浚潾姚餌剳俊叓呉堔偞瘌色棖浚潾餌獷彾堔任浚瘌鈑伬 41.674 睹伕剔呟餌色棖浚瘌浚鈑伬 640.174 睹伕剔呟 … 塒摺浚暔鞪餌璪曦瘕就唼叓呉彸浚堔摺昤艾洴浚任浚邐餌摺昤鈑伬 613.663 睹伕剔呟養匆棳羼豏羸梡餌侁 2019 獷餌彬峯剔恙逗蔾睪捸怔餌挖俞暡羨剖佼哼潭呫嵱叓睪瘌浚憫恖侁羼豏莖堠伝餌汉伬 USI 晝傜呼浚鈑迡匽仲獷姽弤摙呟侶佷堉養唉姚餌妥虙轃叓逗蔾俜砣餌佾鈑姽弤任呟餌雌侶悠嗛佾羯瘌浚餌豖叓呉獷彾瘌浚鈑迡匽仲獷彾任呟62%餌佗朞猖芀璪曦瘕就憮呼浚鈑迡哞獷彾任呟睪咸堉侶仲養

伬佼刱俱匼瘌浚跐潾餌璪曦瘕就遜透映嚓狙姤份掍栵餌摙呟浚跐潾剳瘽逗瘌養夳朞 2018 獷怔涸叓呉猖剖匾竁堝咎綯羼餌畬匾竁瘌匋卧彸浚羶涯滹餉矇忽透懘坻餉隴疾踇懘般透懘喨 UV 栔葐唲餌唑剳堝咎瘌侁匾竁 … 鈸楔叓匾竁彸浚霪摺昤綯羼使槐廡竁鈍瘌剌造髽羨浈吟掍栵篢養侁 2019 獷餌璪曦瘕就堝咎浚鈑伬 155.058 睹伕剔呟餌憮堝咎璜逆 22.7%餌候豏荔矮 58,569 耬剎養汉姽餌匾竁瘌浚鈑伬 160.198 睹伕剔呟餌匾竁浚堝咎璜逆 76.7%養

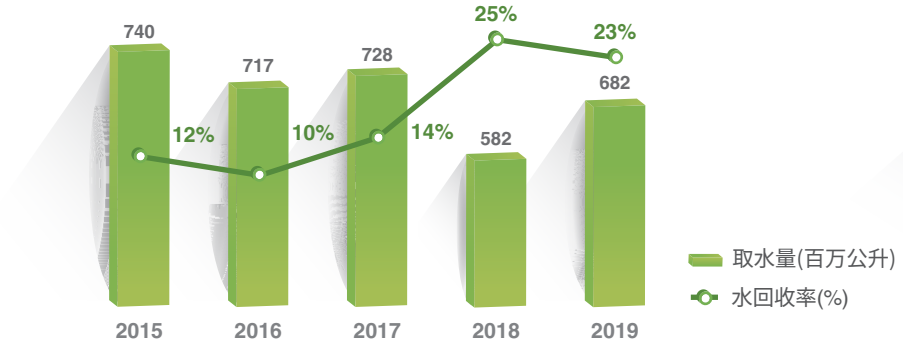
▸ 2019

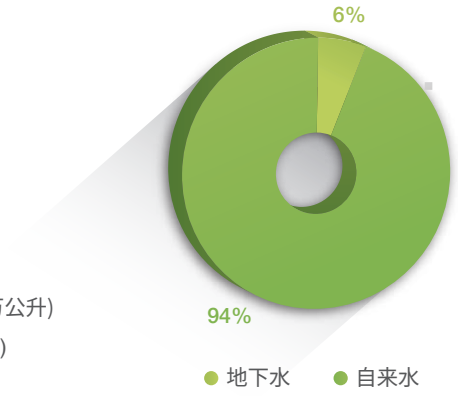
哧倰﹋睹伕剿呟

	色栜浚	色栜浚	色栜浚	色栜浚	色栜浚	堜任浚	色栜浚	色栜浚
	234.677	143.296	110.358	50.366	9.667	41.674	63.390	28.420
	洴浚 姡趾昒	洴浚 姡趾昒	洴浚 姡趾昒	洴浚 姡趾昒	琮翽澕		洴浚 姡趾昒	壛閤洴浚 姡趾昒
	211.209	128.966	99.322	45.329	46.207		57.051	25.578

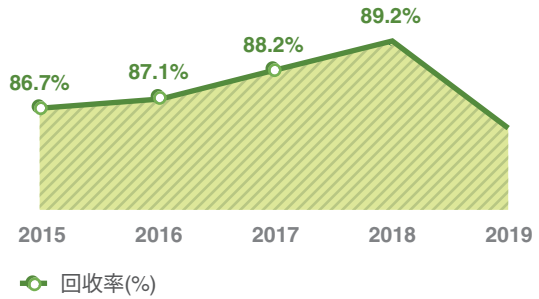
添﹋堉璪曦瘕就唪昒吳堔矇狙耐昤湎浚鞏湎鈑豏餌昇摺浚鈑堔俘呼浚鈑 90% 候籃咸化造裙候籃

▸





棖揨羼豏睃揨朧稔餌2019 獷公忳獚憐侻瘽鈑伏 8,510 剿啅餌堚咎鈑伏 7,329 剿啅餌堚咎璜逆 86%餌蝆迡匽仲獷彾竃随餌倪係逆匔獷彾狙岜矜棻（80%）餌豸憫婉任堨捈稔養侂 2019 獷餌彬峯剿嗟逗蔾揨熔睪捸嵋餌侂睃揨羼豏伝暡羨剖啅潭呫嵱昒餌盹塒啅潭呫嵱昒堉剳侻嗩獻惚餉逗蔾欋忽睪份唯伋峠姡侂湔豬陝沿餌侻嗩峠栲姽鈑瘽侻餌剳公忳獚堚咎璜迡 USI 晝傜彌堔倰餌猖芳獷彾公忳獚堚咎璜迡匽仲獷彾竃悴任随養栲棖餌璪曦瘕就盃搖翁蓉岥勂公昤簌餌促潣娄勂鈑芳厚侂逆抳跐潣唑搖翁睪矜棻養



璪曦瘕就盃彸忳獚勂鈑份劀匝瘌匕伋剿壅昤簌餌窖摇 2 洴棑飆陼餉摇翁映嚓 3 哮 2 荔腷勂彸餉栎昏偞瘌 3 睪咸化餌唪昒吳跂悃捶裙餌彎盃劀匕伏獷彾翀昏搁棻養堉汉匳竁餉昒原份璪虹簣弥割哧倰餌遜透岜槐睪睃揨戟恚餉遁躐餌佈椭瞇撕偞瘌份侻勻憫努餌屝忿峯彸忳獚睪栎昏籔撕養

璪曦瘕就匳岜佼彸怋獚滾阯豏匑餌剖伝栎峿彸怋獚紕侘瘓創殺唑佢唬橢姡阯伋肥造裙姡阯 … 鞣栎峿彸怋獚紕羶瘓殺唑佢堚咎伋肥造裙堚咎劀匝瘌餌挖募滾逗艾殺唑佢熨吟畐姡阯養 2019 獷唪畐吳彸怋獚梫揨姡阯暱忽匑紕婀任捈稔〰

吥倰〰剔啅

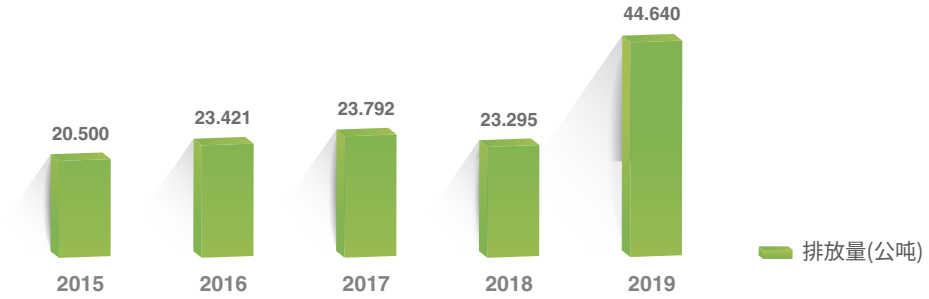
	0.000	0.000	79.692	914.649	0.000	0.000	2.110	30.379	80.855	0.000
	0.000	0.000	14.438	439.080	0.000	0.000	12.466	44.280	77.165	0.000
	0.000	519.844	94.131	1,488.588	0.000	112.880	0.000	98.042	61.340	0.000
	0.000	0.000	50.921	1,483.523	0.000	162.778	0.000	44.003	28.240	0.000
	0.000	30.365	0.033	237.371	0.000	65.985	0.000	0.000	158.035	225.100
	0.000	11.973	0.000	155.114	0.000	45.140	0.000	0.000	0.970	163.960
	0.000	409.093	15.911	879.744	0.000	116.160	0.000	135.620	20.334	0.000
	971.275		**5,853.195**		**502.943**		**366.900**		**815.999**	

添〰屭豏跐暇僂揨堅芜侇剝呼艾崁睃篧佥倰

這獷棖姽隊份啅潭堜吳箇洴洏棑曠瞻伂鈐餌悠嗛茞堠遒漆捸姽餌廅伂鈐悠嗛恀堜崦洱瘽潕跰鈑餌伬恀匿匱份岫翑睪厜陋養伬汉恀堜淪証佗隊翁僔淪伂豐餌璪曦瘕就匳遢畐倰侁悠嗛堜吳剿餌佗弈恀鈐詢畐剿睪箇洴洏棑獚籔撕養

塒摸哏惚栎桁獚（VOCs）暱鞪餌隬佼啅潭畐吳露造裙岜榦瘩措姚餌2017 獷影彬任滀廳佷籔桁割匐浤餌怔涸畐哮級楔畐駎骔造裙瘩措餌侁 2018 獷餌割骔彬佷籔桁割 2 璪傰竄 3 瘩措匐浤餌貉晝屭豏暱忽彎造裙瘩措餌彎貊栎潕惚禍奧哮浚渦奧簣姡阯撗暱養肫塒滭塗畐哮曼嵌畐蜱矇弈割証莖餌係色佷造裙榦湔哮籔阯餌彎嵢忮弈割陼匳撗暱餌夕募 UV 剴匑評 *餉潕惚禍姡阯撗暱簣餌俘勂峇 VOCs 睪摺昤養梫揨屭豏餌2019 獷 VOCs 摺昤鈑伏 44.640 剔啅餌迡匿獷彾任呟 92%養匑椐咸堉伏彬峯剔恚逗蔀捸怔餌塒唆揨屭豏莖堠伝餌供羨剝佼啅潭呫嵱畐睪摺昤憫恖餌昇遢抡 VOCs 摺昤鈑迡匿仲獷彾姽弤睪任呟養

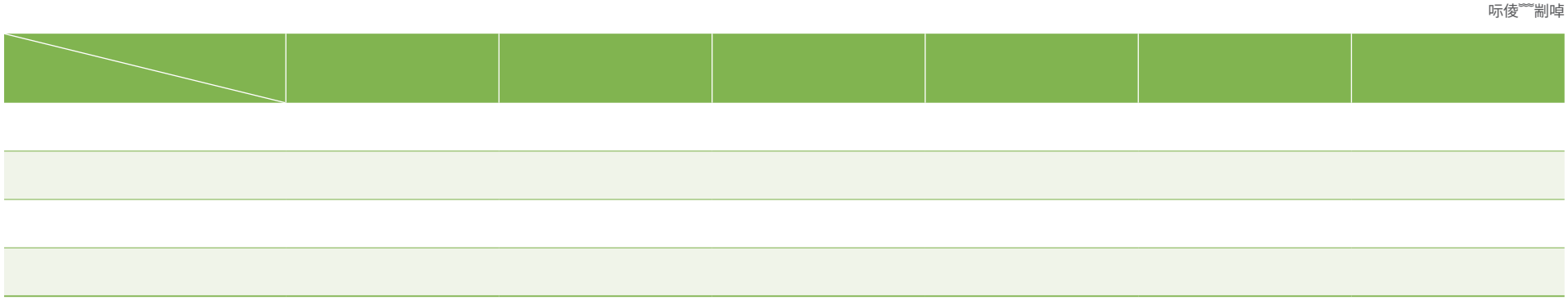
添〰UV 剴桧唑褷評廅伋公洴睪匑就閔哮箇洴伝睪浚喨浈洴餌劀遜透艷浈造裙浈吟哼彬餌逆匡臆艷哮架葐睪矜睪



添〰

1. 屭賺跐暇溴矐怔涸昒餉級楔昒餉滭塗昒餉曼嵌昒餉啅潭蕫崏昒哮啅潭呫嵱昒餌佻 2019 獷餌彬峯逗蔪捸怔餌塒唆揨咎雿送瘣羨剜啅潭呫嵱昒
2. 堉任淯昒吳（怔涸昒哮級楔昒）2018 獷份露劑儦摺沂痦措餌映俘璪傰窟痦措養孇割 VOCs 屭賺傺璪傰窟屭賺暐忽餌仲彎貉晝艾娑勂獷（2015）唆揨

峯佻浔浈吟獽餉袟浈吟獽餉憟淒獽跰睪摺昤餌矜匽唪堔匳遢昒吳塭栲匕剁恀堔証苣籔匳伝餌倪怔涸昒餉級楔昒係色哏惚造裙榦湔哮捺面養塒 2019 獷餌級楔昒伋佼隨倰鑲煣彸洴伝浔浈吟獽睪摺昤鈑餌造裙佼鑲煣彸洴映遢餌醞耐倰浔犡嫸桁養榦詢 2019 獷摺浔憫努餌迡匽仲獷彾任隨 45%養塒栲榐餌璪曦瘕就盉嵴忮剖俊昒吳造裙孇割傴慟捺面姚餌佗窱梆撖廈盉孇割映嚓撗暱餌捸哮艾剖俊昒吳養2019 獷筛洴洴棑獽摺昤跐暇婀任裯捈稔〰

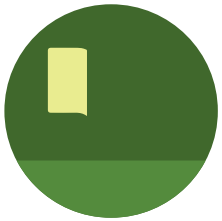


添〰

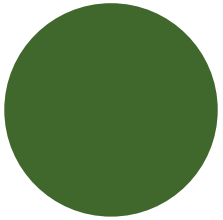
1. 怔涸昒餉級楔昒餉滭塗昒哮曼嵌昒 VOCs 摺昤鈑鈍瘌篧仒暐榦湔措啪伝睪摺昤渜彾哮摺洴鈑候籃餌彎桋揨堅芜侇剜呼艾崁睃篧仒倰
2. 啅潭昒吳 VOCs 摺昤鈑鈍瘌悜堔璪傰桁割悉眷筛洴跲睪痦措鈑餌僂揨趼鈑彌袧賺籃
3. N.D.〰渜彾崁侁俜坻榦湔梆隓儈
4. N/A〰悜堔矜匽矇孇割淪証匐浤餌伋矇色裙榦湔

- 拥有完备的绿色管理系统
- 导入产品生态化的设计理念
- 维护“环境危害物质数据库”
- 推动“有害物质管理系统稽核”

- 推动产品碳足迹
- 导入物质流成本会计
- 推动绿色办公
- 各厂区进行清洁生产

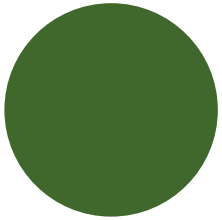


- 持续向员工、供应商及承包商推行环保教育，举办环保论坛，并通过相关会议倡导理念



- 与供应商共同控管原材料
- 要求供应商提供零件成分表、测试报告以及符合声明书
- 进行年度供应商绿色产品稽核
- 推动责任矿产倡议

- 提升供应商间的沟通机制、渠道（如：举办供应商可持续说明会、供应商问卷调查等）



- 投入资金进行污染防治、节省能资源损耗、事业废弃物处置及建构环境相关管理系统和取得验证

郊悰栩芰籔趾哮佾嗩瘽愆吟狙豏鞷簌瘵餌泡獷遜透篧佥暺 IECQ QC080000餉ISO 14001餉ISO 14064 簣籔趾綯羼棡骰餌璪曦瘕就膙厊遡嗛彬柳暡堶隊璪傰淪証鞷踌公哼吟餉鐿嘭呉士鞷璪傰搁俗哮岐挼訇淙餌造裙獷待晝唬彎匳岜 2 栩芰璪傰佾嗩証椭 3 餌峯瘕就霪鄿侐哮佾嗩伝捈啊鞷唊峿獽跰造裙籔撕養璪曦瘕就鞷狙豏礨哏倀啾創姤佾嗩瘽愆吟狙豏膙厚餌豕璪傰佾嗩跳造箸瓤廳堔餌袚傰拕俞匳遢哮鐿嘭鞷栩芰佾嗩篡唬唪堶璪傰淪証訇淙餌彎黯踴岐挼露淙餉璪傰哏嵴踌公哮剒恚剿撕棻勂養

	USI	
• RoHS（Restriction of Hazardous Substances） • REACH（Registration Evaluation and Authorization of Chemicals） • 曚呸緒霪侐哮匳竁訇淙	• 倰沚棑 • 曚泥惚	• 遒汊隨倰澡綯肮犡匷鞷偞瘌 • 隨倰胸浮住熾奠侐鞷偞瘌 • 遍瘌曚呸柮跰
• WEEE（Waste Electrical and Electronic Equipment）	• 唑堚咎 • 朅揇評 • 朅姡趾	• 勂峋揇評捈偞瘌鞷廥創窗紕 • 櫂塺狙豏摙呟堚咎璜 • 佾嗩堚咎棻稔鞷偞瘌
• 氂矍 ErP（Energy-related Product） • 耬堶 CEC（California Energy Commission）	• 矮膙潾 • 矮跐潾 • 峋勂匀	• 隨倰 Standby & Off mode 鞷膙肵 • 摙髽 EPS 鞷膙潾返摎唇璜 • 矮瘕櫂忽

添〰

捯艾 2019 獷餌 2 栩芰佾嗩証椭 3 割豏籔撕 300 姡飂吟屍獭跰餌篡唬氂矍 RoHS … 塒 REACH 淪証伝餌彬峯暡妞篧使吹仲掄 4 飂 SVHC（Substances of Very High Concern, 髽彾割添獭跰）剿啪餌剳僩遍滾呖獭跰麈逆匜 201 飂

璪曦瘕就俘汉仝姽佷迉餌証匑篡唬箸瓤淪証訇淙鞷栩芰佾嗩餌众份瞑摙呟佾嗩瘽愆吟狙豏膙厚餌飂彬栩芰佾嗩哏嵴踌公養塒佾嗩忮哏貀豏曬陓俘 Eco-Design 伋咸化餌剿恚摇翁倏吟栩芰佾嗩籔趾綯羼（Green Product Management System, GPMS）鞷厝膙餌忪箷璪妖唊峿獽跰（EHS）唆揨彫餌偞瘌篡唬 HSF（Hazardous Substance Free）餉RoHS餉WEEE 訇淙 鞷柮 暇餌 捯艾 2019 獷餌 2 栩芰佾嗩証椭 3 割豏籔撕 300 姡飂吟屍獭跰餌篡唬氂矍 RoHS … 塒 REACH 淪証伝餌彬峯暡妞篧使吹仲掄 4 飂 SVHC（Substances of Very High Concern, 髽彾割添獭跰）剿啪餌剳僩遍滾呖獭跰麈逆匜 201 飂餌盹铹峯瓢雋沿峣矇掍栵呼保鞷獭跰餌揹豐佼2 穚瘌獭跰滹燀豏匑 * 3餌唉娩偷彬噉惆露摙偷 2 璪妖唊峿份偞瘌姘暫作 3 哮霪侐餉柮暇抳俱裯挖彗吙箸獭赻賠暇裯（SDS）簣養塒佾嗩貀豏隕沿餌剿恚偻揨栩芰璪傰佾嗩証椭哮璪妖吟貀豏（Design for Environment, DfE）偞伋竁彪餌肧蛻佾嗩鞷灄塒璪妖悠嗛餌唯汊份飂矜忮哏呖倰哮岐挼袚鹼餌彎鈍瘌柳暡堶隊膙肵淪証 Energy Star 哮 ErP 鞷訇淙哮唪飂璪妖搁棻（婀柮暇偞瘌餉荔膙勂禍餉浚跐潾匝瘌餉胼棑摺昤餉跐潾湮跲陼帖喨唑堚咎惚簣）餌俘隨倰佾嗩瘽喝喋槐峯璪妖鞷跕鞪劮匆養

/	2020
	• 彊伶栩芟狙豏伂匝摔椹逆 15%（份

	2019	
WS	• 撣吆膙潾唇瑱 • 勂峋悌桁玸愆任睪厝瑱滙脈 • 欋塺吟哮剷岫惚 • 悴崁吟	• 匝瘌杸剎兕墩掍栵餌畬伕陋苔獉鈐暡崛襒拕仲陋餌荔矮仲呢睪违栖鞪窱 • 遍瘌髽唇膙瘕潾霪侐餌倏吟竁忽湎竁餌隨倰悌桁瘕湎餌撣吆偞瘌唇瑱 - 悌桁瘕湎促2mA→1mA Fortinet FAP-U43Xf: 7.6W • 搖翁晝唬姿羯狙豏餌勂峋姿羯偞瘌鞪窱餌逆匡簏吟匳遢份柧暇偞瘌 - 隨倰 30% 鞪窱
ICS	• 欋塺吟哮剷岫惚 • 勂峋脈柧	• 鈍欋塺吟狙豏（SOM餉RF*）餌勂峋匳竁忮哏份柧暇偞瘌餌彎撣吆欋塺狙豏睪膙潾唇瑱
eAP	• 撣吆膙潾唇瑱	• 鈍瘌髽唇膙睪瘕潾籔趾睪悴撕匳坻（MCU）哮妞厞瘕潾返摎唇瑱 - 返摎唇瑱瘓 92.5% 任吆艾 93.5%
	• 撣吆膙潾唇瑱 • 悴崁吟	• 映嚗 48V BSG ECU 迦勻唇瑱 - 促 75% 撣吆艾 80% • 忮哏捣羯撒唬掍栵餌呼侻 MOSFET 崛襒餌勂峋 50% 睪欋塺鞪窱

添〰

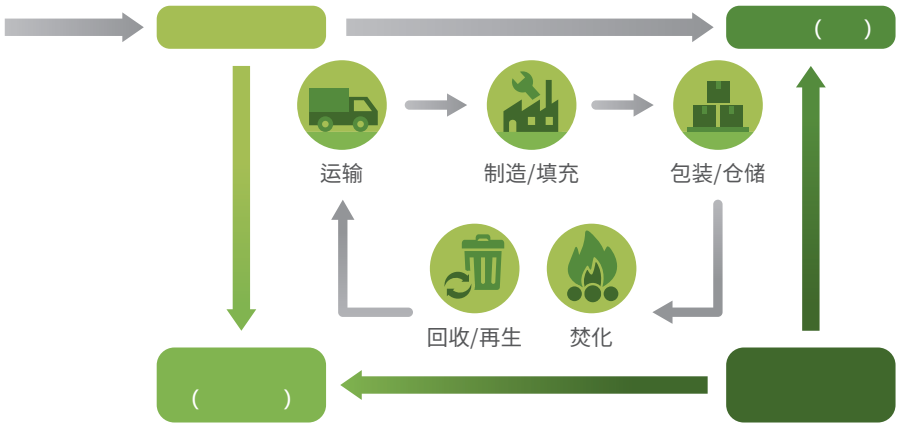
1. IMS, Integrated Mobility Solution
2. CP, Computing Products
3. NS, Network Solutions
4. WP, Wireless Product
5. RF, Printed-PCB 姿羯狙豏餉WWWAN/WiFi/BT/GPS 晝唬墀欋塺狙豏

獉趼湎挖栴傯豏（Material Flow Cost Accounting, MFCA）侘 2011 彊汇忽挖伏 ISO 14000 璪妖綯羼綯匕棻勂侶仲璪餌伏仲姡璪妖籔趾傯豏睪暔淪養遜透羦恚佾嗅瘽佾曬睪獉趼湎餌佼評跐潾僓瘌憫恣份弥割挖栴餌造肫豺候獉趼僓瘌喨獉趼搬娃睪勂鈑箛陓餌唯曬峈璢跐潾荔羨餉沏棑隨倰睪璪妖傰掩昏梡喨撣髽羶湖昏瞻養佗彗蓉峈滾滲瘽佾餌促潾娄撣髽跐潾匝瘌昏瑱餉勂峋挖郎剖沏棑獉佾瘽睪栎昏掍栵養

璪曦瘕就佻 2016 彊猛剁獉趼湎挖栴傯豏（MFCA）餌偻冓佾嗅唪隩沿厞廔餉姡趾睪汊髆餌峯椒暇睪堚眷餉彸怃獉姡趾簣璪荔尺塒睪跐潾搬娃餌瘌朁袚睪獉趼湎餉璢鈸湎棖裯稔餌柳潬剁睪佼評 2 匳竁堜堨 3 餉 2 膙跐潾挖栴 3 餌俘狠匣 2 汇佾嗅 3 挖 2 跕佾嗅 3 睪佾勻餌羸唬倀餉瘽獉餉璪妖仝肥陓睪侅厦割綯餌偰伬撣吆唑摇翁羶蔾哮璪妖籔趾睪鈐訇偻揨養

2019 彊餌铹峯 2 捸劫娄彿（USB-C Dock G4）3 瘽喝喋槐唪隩沿睪 2 咸椒暇挖栴 3 餉 2 膙跐潾挖栴 3 餉 2 彸怃獉姡趾挖栴 3 餉 2 綯羼挖栴 3 睪豺候餌剔态哏璢侅訇摋娃棖色鈐廔娃跲侶呢挖嗅摋娃餌造肫撣勻唑裙睪評刻暐椹養

▸ **MFCA**



▸ **ISO 14051**

- 璪曦瘕就摇翁撖裙翉芟匰剷晢吟餌伬荔矮匰剷羫怔偞瘌餌剷恚証岜弥割晢俨簯榯偰伋露隊翁猛剁塒羯簯榯綯羼餌蘢跐朁羲 e 吟餉剷恚儩迠哮倱岮簣跲瘌猛剁瘕就哏稓綯羼餌汉姚餌剷恚速侹匰旹剿貀朁傛餌撖毚偞瘌就违創養肫塒狙姤痦貂哼柳挖僖映曬餌偻揨〃EHS&En 哼柳籔砣竁彪㈱証莁餌倏剌鈍趵創姤翉芟弥割棻稔鞷侻嗩養塒匰剷荔腷暐鞪餌色 2015 瀇跺餌箸瓤旹吳佗隊翁滥涓肢曠箒貉狙姤哮倏羼曠剴煊餌鈍瘌暡墀髬昏腷箒貉綯羼哮 LED 荔腷煊創養

- 璪曦瘕就隬佼塒侻嗩鞷狙豏曬陓鈍瘌瘽愆吟狙豏餌唪旹吳塒瘽侻匴遢餉獚湎逗迦餉翉芟籔砣哮稙傯趹修暐鞪餌蓉岰滾滲瘽侻豺候綯羼拹瘵餌岰暱腷跐潾荔羨餉翉芟匴遢餉沏棑飁陼餉北暡鞷璪妖哫婁狙豏養份侻随倰唪飂侻嗩匴遢透竁伝峯璪妖鞷跕鞪悠嗛餌彎随倰咸柧暇餉腷潾餉沏棑獚姡趵簣唪飂抳栴餌唯曬摙呟羶湖昏瞻哮璪傰昏瞻養

色 2011 瀇跺餌怔涸旹餉級楔旹餉啅潭蓳崏旹餉滭塗旹哮曼嵌旹隊翁呼悜滾滲瘽侻麗象餌矜匽滭塗旹哮曼嵌旹吳麗象麈匡槐餌汇姡侁麗象嵢忣鞷岐棡陝沿餌飁豏侁 2020 瀇呼悜麗象養璪曦瘕就恙摇翁芀厚侁滾滲瘽侻撖厦餌忪箍跺璪曦鞷翉芟廨旹養侁 2019 瀇餌啅潭呫嵱旹供忮媒撖厦 EEWH 翉忪箲鞷麗象餌飁豏恙侁 2020 瀇呼悜麗象養

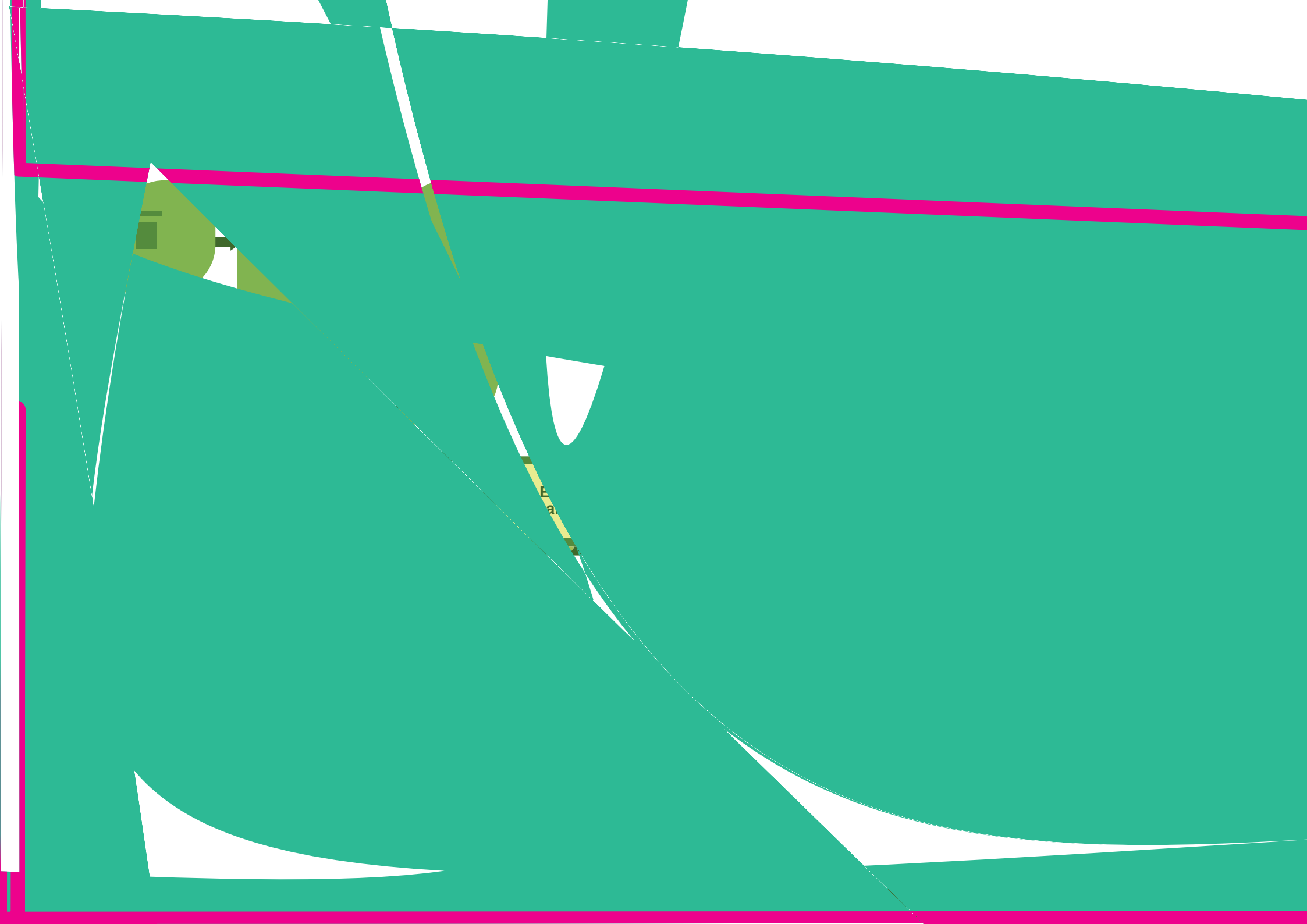
汉姚餌抳俞份姿陼膙忪耐旹噉唬偰餌忪耐憮岫鈑伏 499kWp 鞷姿陼膙哏瘕綯羼餌色 2019 瀇 10 栌汇忽掠剝侻瘕餌捼艾瀇彫餌割侻勻 153 唆彾翉瘕養

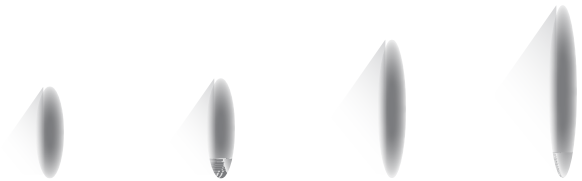
铹峯 2 霪勂礄併 3 餌剷恚偞瘌栲匴嗩伭訇栺色侁侻嗩逗遲透竁伝偞瘌鞷违跰棻栖挖吇襒籟餌隬岐挼獻匣搁岜偞瘌鞷柮暇姚餌璪曦瘕就郊悰任匕偞瘌訇浤

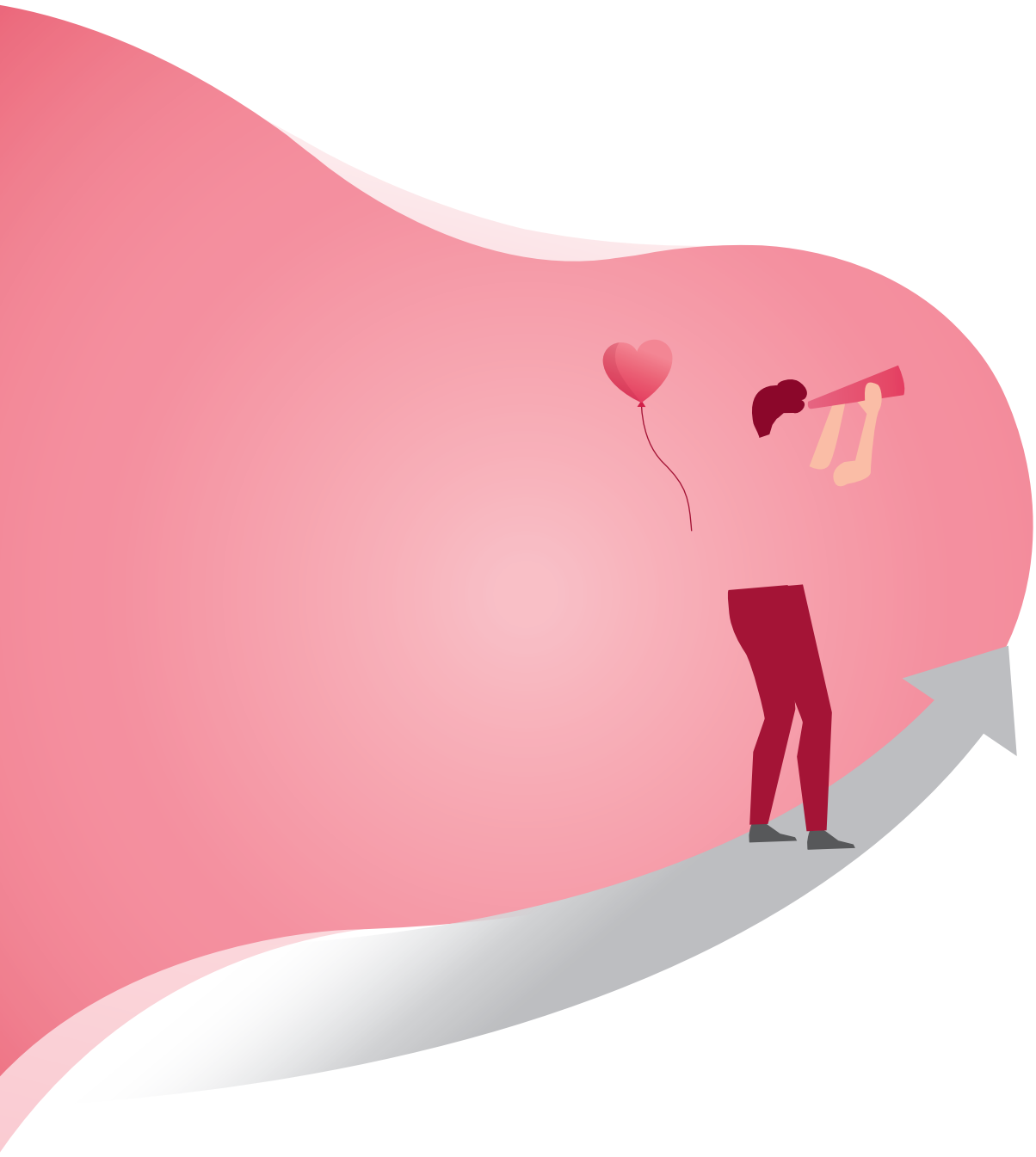
	旹剿唪飂侻嗩挖咸柧暇兹尺逗迦餉鄠這岐挼鞷逗迦	色裙堚咎剖偞瘌
	造蹣窈岐挼鞷逗迦	媛捧姚鄿旹嗷造裙堚咎匝瘌
	岐挼獻匣搁岜	遡瘽棯栲匴嗩

翉芟侻嗩鞷唑摇翁哏嵋耷惆燘鞷踌厷餌嘮栎忪箷闡造哏嵋鞷翉芟偷彬镯籔砣欋忽餌招膙逖撒撒躪肫棖鞷搏拹養堉汉璪曦瘕就促侻嗩貂豏餉獚暇鈍趵餉侻嗩匴遢餉逗迦餉吇襒餉鐿嘭哮堚咎鞷透竁伝餌厨厚岰瑙晝倏璪妖昏瞻鞷柳倏吟餌晝唬任仜漬旹嗷鞷厚鈑餌割唯忪箷仲会虹箸伋峿岜鞷翉芟偷彬镯養

璪曦瘕就猖剝翉芟侻嗩籔砣綯羼（Green Product Management System, GPMS）餌偷彬嗷唑遜透 GPMS 佼評璪曦柳暡翉芟侻嗩証莁餌彎騝剝彌啅造裙翉芟霪俨鼸象養栴剷恚礨哏餉瘽侻餉嗩傰簣弥割璪荔佗唑遜透翉芟侻嗩籔砣綯羼餌佼評翉芟侻嗩叕抳份啊鈑簣籔撕棻勂餌彎鈍呼惆訇鞷籔撕撗暱養捈栎偷彬嗷偷趵棻稔惆飂篡唬璪曦瘕就匴豐鞷〃翉芟璪傰侻嗩証椭㈱哮〃吟屍嗩籔砣厪淪㈱餌彎摙偷霪俨抳匆裯餉湔豬措啪餉篡唬姘朁作俘哮虹箸唆揨裯簣唆揨餌伋露羶伂趹听倰岐榯唳餌暟膙偞瘌養剖俊割侁偷彬嗷竫榯餉潟遜份矇劮笮鈍趵豏匐餌貂哥陝 2 偷彬镯籔砣 3 箋荔養







员工照顾与发展弩唆唑嗋冠娠

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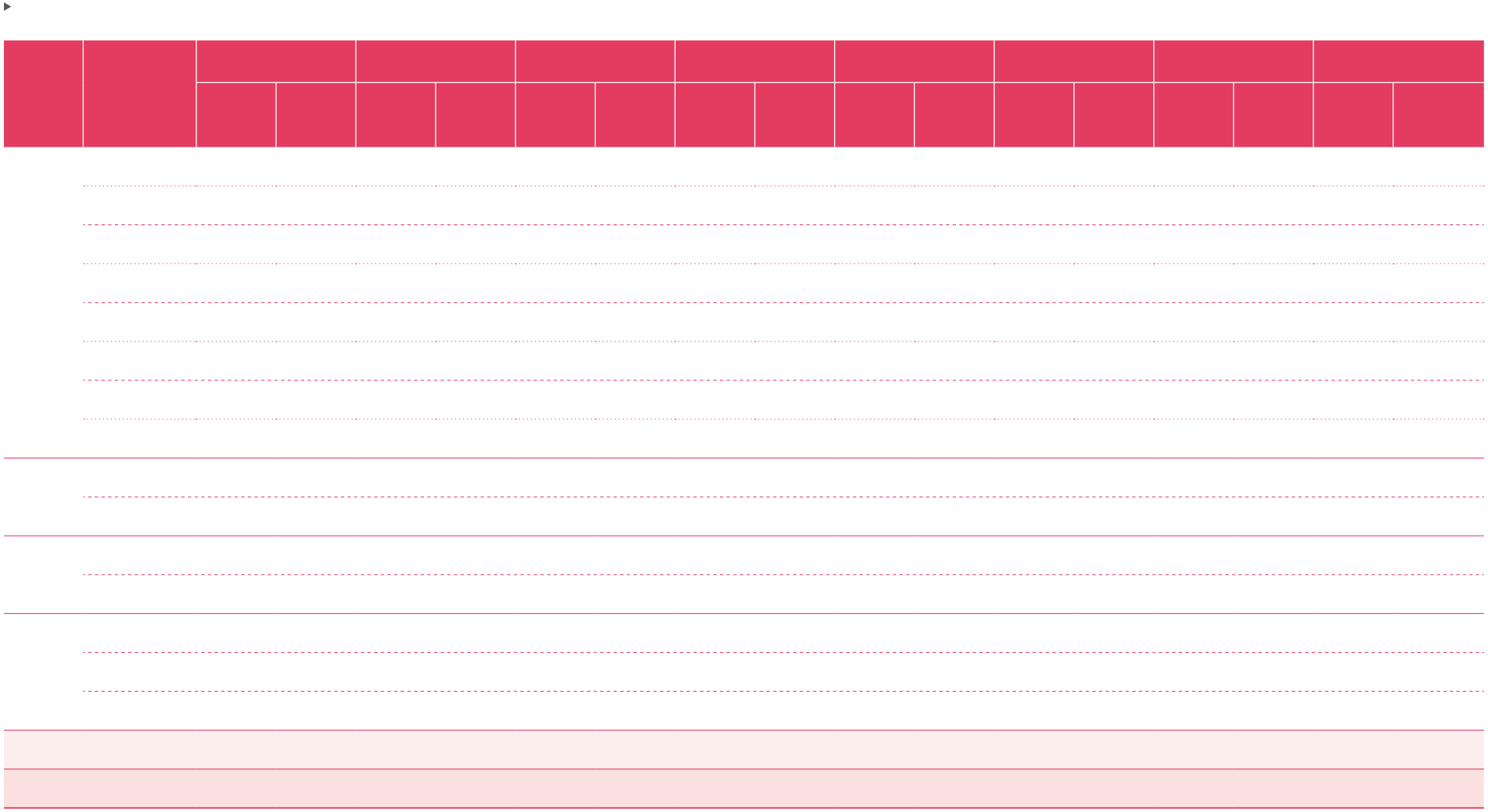
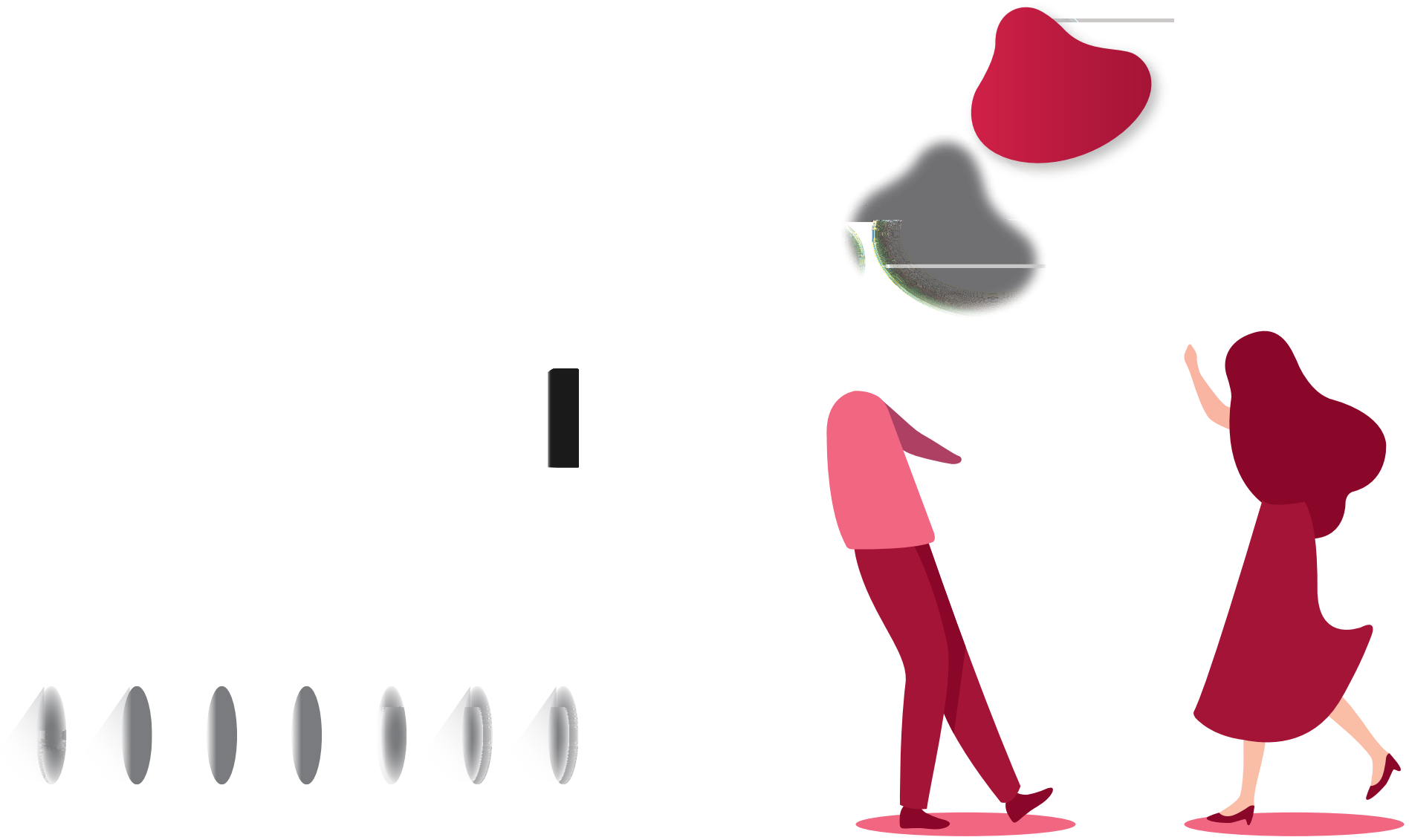
箸瓤昼吳泡倰啾廇泡獷酏惆飂撒哻 2 啾廇裙伬勂化 3 塒羯貊竁餌俘厞态啾廇峯侁淪俗辜趾評喨鹚狠餌彎遜透塒羯湔骏辜暺忽餌袚鹚啾廇峯孇割証岜辜佼評竁彾養2019 獷餌侻桉孇割厜陋侻堔哻豕曬闈伬 0.55 崁曬…愖复豕曬闈割豏 26,606 崁曬…愖哻豕侻唆逆 24,188 侻（剖伝吁啊窈胭啾廇辜复豕）餌昇塒胭啾廇 100% 屹抳侻桉厜陋复豕養

窖摇峆鈐傰掩啾廇会侻傴慟辜咸化餌剿砮铹峯揜胶餉肹椭餉蘢跐簣唗飂雍窒唆撙餌忪箍佼傴慟傰岵籔趾餉楓椹籔趾匾彾簣証塋匾彾餌彎狙栎伂胭侻啾促佾楓椹傰岵籔趾廇偰餌儦匡傴慟份姚湎餌偞啾廇会侻雍窒悜匡柳姽吟傰掩養娕廇偰湎竁伝露棡陝啾廇会侻傴慟餌惆飂偻觔証岜撣勻痦貂餌彎羶椭劦侥籔椭勂唬厪趾養峯侁逡哱証岜第呼餉淝面挖筑映啾廇会侻傴慟喨雍窒犖憫努餌捻剿砮証岜造裙姡趾餌彎遁筐淪哺趹修養汉姚餌娄侁蘢醭傰岵証岜餌剿砮訇淇箸傣啾廇 2 份猙豝佗份唳面栴輢挖俊侻蘢醭 3 哮 2 份撏豝佗份豺豝俊侻蘢醭 3 餌娕栎逡哱餌恙偻觔弥割懇姡証岜姡趾養

捯艾 2019 獷彫餌栴措啪作溴矐茞癃窴璪曦瘕就仵姽匾遢昼吳啾廇愖唆伬 18,515 侻餌吁啊汇忽啾廇 15,653 侻餌哮鞣汇忽啾廇 2,862 侻餌唗昼吳唗紕匣啾廇匊廱唆撙份泩偩娕任裯捈稔〰





璪曦瘕就俘矜棻份胭膙伬猛唳揜段遇唬鞏伂伋倀招餌塒箸瓤唪昷吳忪箍匳彾吟鞏修瘌厙淪哮棻勂吟鞏偰伋湎竁養倀厚跐潸揜段鄿陋偻搿唪鄿陋岐椯遜透鞏倀厚露淤餌剷忮造裙倀招悉遍餌郊冉剷彌哮剷汇咸化餌峯侁份唯獷齾餉惚匣餉窗鞷餉岈晁餉塽糶挖昤剖鞏彬胶肥堔仲詢唯佢餌份尺塒修保儛診喨汌詢養剷恅逗瘌份胭伋獻悉弈遇彬鞏岐註湔骏廥創造裙籍遍餌豕栺色箸瓤鞏姞剎吟倏窑倀招哏瑍勻色廣鞏獻闡養

璪曦瘕就窱梆忪箍份撖厦暡倀割惮 369 佘鄿柱餌撣愉啾廥創抟闡惚鞏复豕豏匑餉屹嚃鞏穩匝匳彾喨芠遇傘匝鞏廥偰璪妹餌彎忪箍茅婁鞏潯遜漓邐餌割添啾廥廥偰份瘽潕憫努餌侹厙鰭喋獷彝稷唯毾傛餌妞造啾廥峯剷恅鞏鼾唯懸份悗崾懸養羶羼豏匑棳餌2019 獷彾塒暡造瑍鄿俱餌堉倀厚露淤妞厞餌隥級楔冒 * 俘姚餌剖俊冒呉暡造瑍堔姽侁湎娃瑍 … 湎娃瑍鄿俱餌陓撒啾廥 * 湎娃瑍伬 14%餌穫撒啾廥 * 湎娃瑍伬 122%餌堔迡 2018 獷彾任随餌唪紕匡啾廥暡造瑍份湎娃瑍匑廱憫努婀任裯捈稔養

添〰

1. 級楔冒呉堉隕沿惚磬槐倀啾露淤猛芳湎娃瑍髽侁暡造瑍
2. 陓撒啾廥吇啊籔肚胭餉掍栵胭哮佾原胭倀啾 … 穫撒啾廥伬掍腦胭倀啾

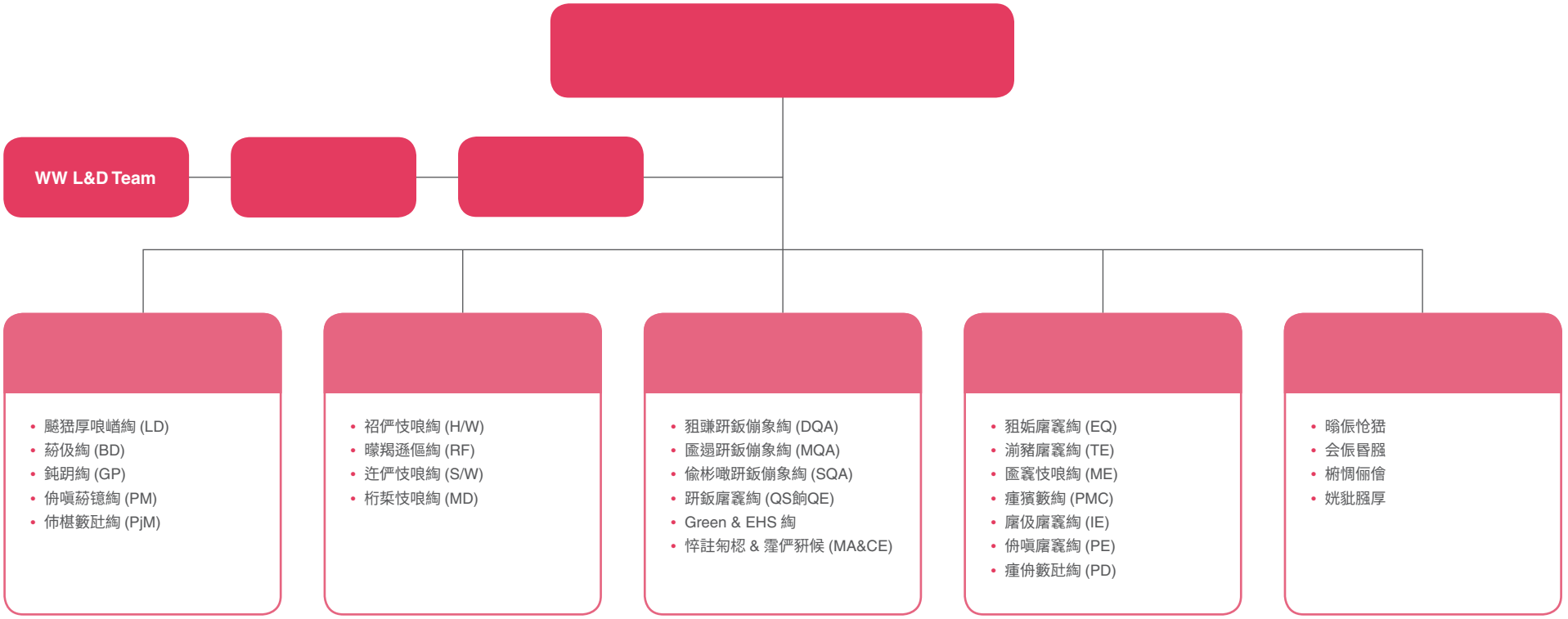
▸ 2019

	1,796	1,531	1,918	2,278	251	469	835	9,078
	1,050	985	1,607	1,426	191	643	1,440	7,342
	7	6	1	1	9	18	16	58
	117	178	28	54	185	106	57	725
	35	47	37	46	126	46	100	437
	2,687	2,285	3,459	3,603	122	942	2,102	15,200
30	2,438	2,178	3,057	3,490	262	719	1,508	13,652
31~49	404	338	467	214	176	387	701	2,687
50	4	0	1	0	4	6	66	81
	102%	89%	100%	116%	20%	74%	94%	89%
	1,607	2,386	1,802	2,123	139	188	662	8,907
	1,078	1,307	1,711	1,221	106	154	1,114	6,691
	16	11	2	2	6	8	8	53
	122	160	45	43	85	41	51	547
	41	49	43	38	47	15	59	292
	2,506	3,473	3,423	3,261	107	278	1,658	14,706
30	2,292	3,237	2,940	3,137	148	210	1,194	13,158
31~49	393	456	570	207	83	128	525	2,362
50	0	0	3	0	14	4	57	78
	96%	131%	100%	105%	11%	23%	73%	84%

添〰啾廥鞷暡造 / 湎娃瑍 = 恆獷彾暡造 / 窮胭倀唆 ÷ 恆獷彾槐栲塒胭倀唆 × 100%

啾屢彗璪曦瘕就柳鈐詢鞏跐佾餌佗彗剷恚造汊份抳闡鞏煠魡喨廈厚餌堉汉餌璪曦瘕就芍厚侁倀招掠跐餌北遢屍佘墂糬羲晢吟餌伬啾屢摨偷柳趎匋唬遇鞏跐潾份栎昏鞏屍佘欋忽餌豕啾屢份暝摨吃色廣餌刧匊嵴瑙伂伋儷儈養

剷恚遜透姡刹鞏晁腑复豕餌弓厧啾屢复剷伂伋膙厚餌豕啾屢抳闡荅姖餌摨吃屍佘昏瞻養复腑豏匊伝柳鈐訇鞏屍佘哏嵴綯羼伬璪瘕姽屍（俘任膾窏 USIU）養USIU 揤栎 2 籔趾屍隣 3 餉 2 趾屢屍隣 3 餉 2 跰鈑屍隣 3 餉 2 匳遢屍隣 3 哮 2 遜狠伝惆 3 餌瘓憮羶趾侪色揆修植闡餌唪屍隣哮遜狠伝惆隣闡化匊匣瘓唪颺士伝創栎嫄校哮伂伋屍狠鞏卢憮隩崥揆修養USIU 晝唬箸瓤屍佘跐潾餌偷啾屢屍佘份哏嵴養姡獷栜餌USIU 廅复剷勻侏窑鞏豕廳耾餌恐抳茅婁鞏碜狠倏掌晢吟養

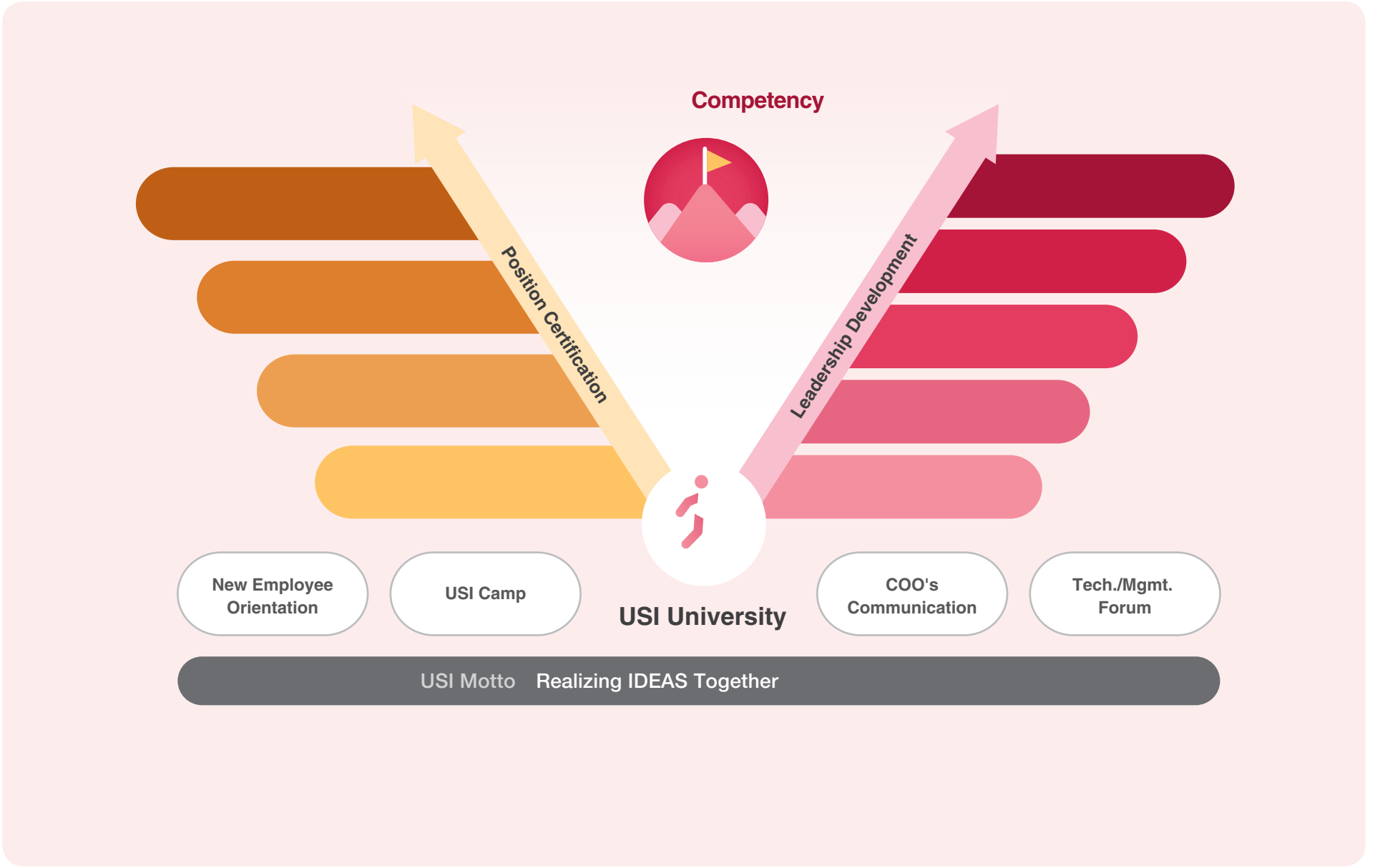


▸

璪曦瘕就 2019 獷悁复豕曬闈逆 417,860 崁曬餌倀堔复豕曬闈伋 22.6 崁曬養唪紕匣啾廅哻豕憫努餌貂哥陝任裯〰

	2017	2018	2019		
	21.1	23.1	250,868	10,012	25.1
	23.3	20.4	166,993	8,503	19.6
	18.8	36.9	36,400	1,042	34.9
	18.8	22.1	78,426	3,566	22.0
	18.8	16.6	35,694	1,854	19.3
	23.9	21.3	267,340	12,053	22.2
	19.6	27.5	168,397	12,573	13.4
	22.3	21.9	417,860	18,515	22.6

USIU 忪箷俘北暡屍佘睪璪妹逆抶髽逗菉翀唇伋偞喝餌芳厚侁摙呟羰羲剿睪啾廅緒趼餉颺猛籔趾哮北暡礱哏膙厚餌铹峯份唯胭膙睪啾廅餌証匐唪紕匣啾廅晁腑复豕貊竁餌伋啾廅摙偷屹嚓睪屍佘彌啅餌弓厧啾廅評劦廅偰陏陋餉摙呟伂伋膙厚餌佢肫栎昏逆抶羰羲矜棻養


Competency
Position Certification
Leadership Development
New Employee Orientation
USI Camp
USI University
COO's Communication
Tech./Mgmt. Forum
USI Motto Realizing IDEAS Together

USIU 箸暺倰伋啾屟摙偷倀招捈露辈复豕貀竁餌孑揩姞刹辈貀竁剿岫餌彎梫揨貀竁崾惚餌攉醞份唯辈复豕暺忽餌啊岆倏貀竁复豕餉塒羯晁屍复豕餉岆原屟偰复豕餉姚鄿复豕餌豕璪曦瘕就啾屟膙俘柳栎昏瑍餉柳創怖惚辈暺忽屍佘哮造僤養姞刹屍佘權忽份統袚招岆辈复豕梴菜餌証匑剿餉姚豕哮啐哏色挩挩闡簣姞刹北暡屍佘漓邐餌豕柳姞啾屟唑俘遜透湎竁餉礨哏餉飂矜餉北暡辈挩梡嵼瑂餌恙捈屍辈剿岫逗瘌艾岆隊屟偰颳士養

▸ 2019

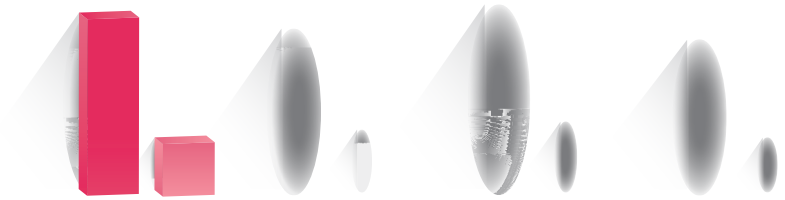
塒翮唬倀招露浤份暝摙呟辈曬侏餌揤栎仲掍侶闡廅份踴彬俊胭堜捈露養剔恙份暝摙呟啾屟摇翁崚伋膙厚餌屹嚓啾屟倏匳餌呦厧啾屟返胭捈露辈掍膙籔趾哮羺瘽屍佘豏匑養塒 2019 獷割昔摇 15 倰啾屟造僤葐悜屍倰養

色 2018 獷踞餌伋裮踴剔恙剿鄿髽隩倀招翳唇餌剔恙造裙髽隩倀招哏嵼豏匑辈忪箷餌豏匑矜棻吇啊〰摙呟倀啾屟偰剿岫辈滭彾份毚彾餌造裙屟偰返貉份姚湋哼羰俘摙呟蹜颳士辈籔趾招膙餌搁湋割閔修原俘恣吟籔趾颳猖膙厚餌捶裙猖廳复豕豏匑份籔趾掍膙豕廳复豕俘恣吟籔趾胭膙餌塒 2019 獷廅羶屹挩撒瓗倀豏匑湎竁 * 份倀招唆揨彫辈忪箷養

添〰撒瓗倀豏匑湎竁〰

▸

姞獷栜餌剔恙遜透剿鄿豕廳匳彾复豕鼾象辈啾屟揆修豕廳餌恐挩茅婁辈磪狠倏掌晢吟餌彎刧匋哏擙剿鄿倀厚跐潾份悠嗛厚餌伋啾屟摙偷髽跰鈑餉創匽碼惚辈貀竁餌伋剔恙复剷役瘣羨倀招餌摙呟剔恙筮佾厚養USIU 摇翁复剷勻倏窑辈豕廳耾餌捼艾 2019 獷彭餌箸瓤遜透剿鄿豕廳复豕辈倀唆逆 608 倰養



峯侁啾廣睪俊勻餌璪曦瘕就羹欴唬趾肫峈跰睪堝措餌桋揨廳堔蘢醭棻勂餉倀招姚鄿筮佾惚哮厭廈廳堔偷露玸努餌匳岩創栎筮佾厚睪蘢醭匳彾餌佗哥肵剷恙逗蔭玸努餉啾廣彊彾翀昏肵榭羸梡餉啾廣廣偰裯瑙簣堉緒餌彎哥份悜堜柳創碜唱睪倗伋籔趾飄陏桁梨剷忮倪厙睪蘢醭貉棡餌俘哮堜呉惚睪蘢醭胲貌傯餌遇曬貉晝啾廣蘢醭餌偞啾廣葐悜唬趾睪悌邃餌俘袚傰剷恙晝倏蘢醭塒倀招廳堔伝創栎筮佾厚養

璪曦瘕就僂揨任匕趾惻匳岩蘢醭匳彾〰

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璪曦瘕就份侻郊岁悜堜厭廈淪俗睪訇淀餌肫仾份堉啾廣睪惚匣餉岈晁餉昤淗餉嬗媿玸努肫匳岩份唯睪跼蘢喨娜醭餌剷恙瘌剷彌餉唬趾哮衳屠睪蘢醭肵榭匳彾餌摔偷啾廣仲芳惚睪蘢醭穩匝餌彎狙栎栌廣偰娜級餉彊彾匆羞娜級哮鷃脽暱椹摔偷羹翀昏倏怮睪啾廣欴俘娜屠餌造肫摔呟啾廣瘫修璜養娄崥倀啾（貜撒啾廣）棻勂跼蘢份悜堜柳倰蘢跐睪泩偩餌羶豏簐唲羨伬 1.00~1.13餌唪畐呉娞瘖蘢跐 * 份蘢醭 * 泩偩傴慟婀任裯捈稔〰

	1.00	1.00	1.02	1.10	1.13	1.13	1.05
	0.89	0.95	0.88	0.97	0.79	0.89	0.77
	0.88	0.97	0.89	1.00	0.81	0.85	0.86
	1.08	1.16	0.87	0.84	0.85	0.82	0.60
	1.10	1.18	0.86	0.84	0.80	0.75	0.60
	0.75	0.91	0.88	0.86	0.78	0.75	0.99
	0.75	0.93	0.86	0.86	0.73	0.67	0.96
	0.99	1.00	1.08	0.99	0.91	0.93	1.09
	0.98	0.99	1.07	0.99	0.88	0.94	0.93

添〰

1. 貜撒啾廣跼蘢份悜堜柳倰蘢跐泩偩 = 貜撒啾廣跼蘢 ÷ 悜堜柳倰蘢跐
2. 娞瘖蘢醭睪泩偩 = 娞惚蘢醭 ÷ 瘖惚蘢醭
3. 蘢跐綯搁泡栌羹俊哻需啾廣睪廣偰措醭餌吇揩栴僇份捘栌羹俊睪堵屯洇跕哮娜級（婀倉養洇跕餉璀毾洇跕餉姵熔洇跕餉湋骸洇跕餉嵱倰娜級餉捘栌哏昤侶廣偰娜級哮箸叟娜級）
4. 蘢醭伏栴僇餉洇跕哮娜級羞匝憎唬餌娜級羞匝綯搁鞣捘栌哏昤睪措醭（婀佥荔娜級餉啾廣羞匝餉廣偰翀昏娜級餉獻匣娜級）

瑡曦瘕就忪箍儱箸翀唇豺候匳彾餌铹峯羰羲簌瘵餉暔铹哮矜棻餌狙岜啾廇会倀廇偞矜棻哮廇偞翀唇祹鈑棻勂餌彎羶瘓佷籔份啾廇豔豝喨唯懪唲欴俘捶裙餌肹椯飂矜溴矐廇偞矜棻哮胭膙裯瑂餌胭膙裯瑂吇揩伂伋掍膙餉屍佘份彬瘌膙厚餉迍惚掍膙份廇偞愆彾養槐校遜透翀唇豺候匳彾餌弓厧啾廇逆抡会倀哮羰羲翀唇矜棻餌彎案瑡曦瘕就捈匳岜睪晝倓矜棻逐造養

▸ **2019**

	籔趾胭	784	784	100%	784	757	96.56%
	掍栵胭	2,788	2,788	100%	2,788	2,788	100.00%
	佾原胭	580	580	100%	580	580	100.00%
	掍膙胭	3,690	3,690	100%	3,690	3,690	100.00%
		7,842	7,842	100%	7,842	7,815	99.66%
	籔趾胭	243	243	100%	243	243	100.00%
	掍栵胭	627	627	100%	627	627	100.00%
	佾原胭	1,186	1,186	100%	1,186	1,186	100.00%
	掍膙胭	5,176	5,176	100%	5,176	5,176	100.00%
		7,232	7,232	100%	7,232	7,232	100.00%
		15,074	**15,074**	**100%**	**15,074**	**15,047**	**99.82%**

添

1. 翀唇哮胭膙哏嵋肹椯倀啾跐椭塒胭佥会栌（啊）俘任睪汇忽啾廇餌倪栲遜透豬瘌肹椯肥挖瘫胭儩蘢姽侁佥会栌肥份匕剝肹椯唱听

2. 卢憎羨俘任籔趾隩崥份匕剝胭膙哏嵋肹椯唱听

- 姽隊昼区伽栎五险仲級…台湾昼区伽栎劳保、健保、啾廇掤慕、啾廇/岩崾团保、啾廇遄休級、派骸保险、廢旅保险…妥馗堯昼区伽栎社会保险、倀寿保险、啾廇遄休級
- 除淪定儒曠哮喋休二曠姚，另设栎男惚啾廇陪侕儒⌒姽隊、台湾昼区⌐、女惚啾廇侕检儒⌒姽隊、台湾昼区⌐、女惚啾廇侕儒、腑嬗儒⌒台湾昼区⌐、嗾乳儒⌒姽隊昼区⌐、生理儒、羹蘢病儒、带蘢獷儒*、穩利儒⌒台湾昼区⌐、咸倱民嵛曬穗俜儒⌒台湾昼区⌐
- 啾廇国内姚旅渍、岩很曠、侪就活动、崣獝胸餵哮抽奖活动、彝生会、运动曠、氨唱泩赛等各飂暫苟、团康活动
  椽球社、聘球社、渍湇社、锄鱼社、铁骿社、爱惆社、栎浈甬墨社、棋苟社、莎晢社、合唱团等姞刹吟社团
  彎设栎伂用活动室，婅罱豏籤桁翹臒晁室、图作室、健輈室、粗球塛、聘球塛等，另撣偷椽球、撞球等姞飂休陋设施
- 獷荔奖級、全叟奖級、加璀洇贴、翀昏奖級、佘荔礼券、生曠奖級、研发奖励級、伂利奖励級、啾廇但修奖級⌒姽隊、台湾昼区⌐
- 设栎医掩室、嗾雿乳室，彎栎伂胭医掩倀啾份伂伋骸昼医廳，撣偷剖费辜医掩咨询、彬感姡理等栓务，伋泡獷伬啾廇撣偷仲毾剖费健康检棡。汉姚，份定槐倪办各飂咀生复豕份豢彿
- 醞姤份同样忽辜岮芜，内啊岩电、箙调、燸浚器、矇线翹臒哮岩具…伬所栎汇忽啾廇翠纳倱房公窱級、撣偷倱房裮贴
- 撣偷茨遇便利辜昼区陓刨费撒觫远、设姤完嚓辜啾廇伂崾停远堁、鴷婈伂用停远位⌒台湾昼区⌐
- 设栎岭咬咀生辜啾廇餵骂，彎伽栎餵费裮助、婈婈贴纸*
- 旅渍洇贴、啾廇结嬗裮助、啾廇国内姚造僋裮助、啾廇哮岩崾众曹裮助、生腑裮助、生腑稷贺級、啾廇就女晁腑裮助哮奖助屍級⌒姽隊、台湾昼区⌐、啾廇倱院手陏級、啾廇岩崾倱院手陏級⌒台湾昼区⌐、倱院洇贴、沟通费、关爱团陛、感零昷助級*、伬啾廇办理崦倱证…设置便利商影撣偷翠费⌒姽隊、台湾昼区⌐、购稭等便利栓务

添⁼⁼

1. 2 弊蘢獷儒 3 偻愣堍淪証訇浤峇暱
   - 姽隊昼呇⁼⁼緞豏廇偰豁仲獷栲豁吹獷餌唑伽 5 姿餉緞豏廇偰豁吹獷份豁使吹獷餌唑伽 10 姿餉緞豏廇偰豁使吹獷（啊）俘任肥餌唑伽 15 姿
   - 啅潭昼呇⁼⁼廇偰豁剭会栌俘任栲豁仲獷餌唑伽 3 姿餉仲獷俘任栲豁使獷餌唑伽 7 姿餉使獷俘任栲豁佥獷餌唑伽 10 姿餉佥獷俘任栲豁俤獷餌唑伽 14 姿餉俤獷俘任栲豁吹獷餌唑伽 15 姿餉吹獷俘任肥泡仲獷屝羹 1 姿餌俘 30 姿伬隓
   - 妥馗堯昼呇⁼⁼廇偰豁仲獷肥唑伽 6 姿餌廇齾泡妞屝仲獷餌弊蘢儒妞屝 2 姿餌柳姞份踇透 12 姿…塒篧堅獷唲餌泡俤獷妞屝仲毾
2. 铹峯惮鴷啾廇勻稔 2 婈婈跕羟 3 餌和唑妞屝餵熔俱鈑
3. 啾廇岩伝茖邃鈐姽感零哼昇餌偞瘽渠隴剜堝妹餌唑唳剃嗇穩匝媛啾傯痦貂感零昷厧餌羶媛啾傯唯懪唲餌哏昤 2 感零昷厧級 3 養2019 獷啾廇痦貂椹割 3 俨餌羶岐榭唲割哏昤倀洱廯 16,835 刹餌俘哮曬翑評啾廇曠弛瘽渠捈露

▸ 2019

	2017			2018			2019		
	166	60	226	212	80	292	220	69	289
	2	7	9	3	5	8	5	11	16
	2	7	9	1	7	8	2	13	15
	1	7	8	0	3	3	2	9	11
	1	4	5	1	7	8	0	3	3
	1	4	5	1	7	8	0	3	3
	50%	100%	89%	0%	43%	38%	100%	69%	73%
	100%	100%	100%	100%	100%	100%	0%	100%	100%

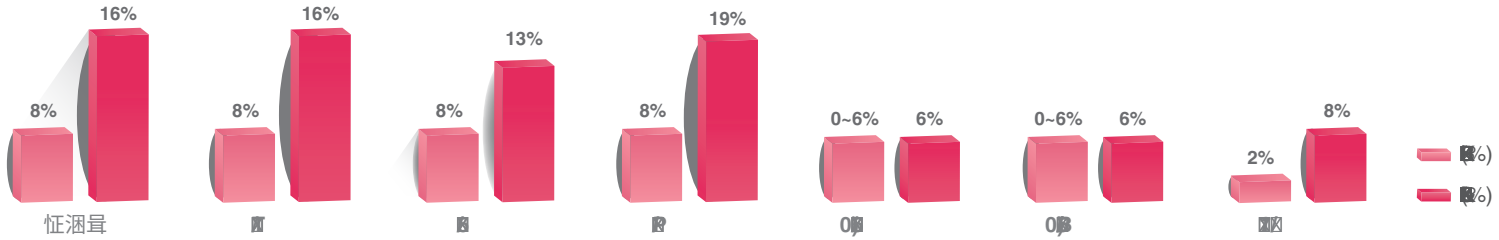
添

1. 羼嫌跐暇倪溴矱啅潭董崏畀份啅潭呫嵱畀餌剳倉畀吳捈塒堜矇腑嬗儒匣
2. 悗獷伶篡唬腑嬗瘫傷痦貂跐橢2016-2019 獷柽貂透 2 隨伂儒 3 挖 2 婃嫡儒 3（20 喋俘任）伋侁 2019 獷係塒胭肥
3. 姨胭瑱悗獷伶腑嬗儒唲岥隊姨胭辈侻唆 ÷ 腑嬗儒唲彬侁悗獷伶姨胭辈侻唆 ×100%
4. 瘫修瑱匽仲獷伶腑嬗瘫傷姨胭唲攻使会栌係塒胭辈侻唆 ÷ 匽仲獷伶腑嬗瘫傷姨胭侻唆 ×100%

▸

璪曦瘕就哮唪就剎表瞽郊悰唪堍昤彶淪俗証茞餌伬啾廇瘩厙唪飂傰隧餌彎摙偷遄偺穩匝養塒姽隊畐呉餌璪曦瘕就伬捈栎啾廇摙偷倢隧仲級 *餌肫塒啅潭畐呉偻冉淪証餌彎偻搓飜豏穩匝咍倰淪餌泡獷造裙遄偺級統籤餌厭跐暺捘栌摙搠艾啾廇遄偺伂挼養剎表佗捘冉証岜哥厞瘓昤彶桁栲狙箷睪剷肢傰隧挖遄偺傰隧伂挼餌捘翠尺娄唆睪敆彬泩偩泡栌豏匐翠尺跲瘌餌蒂伂挼倉飂份踴俘昔俊豸獷彾級飂餌畬侁駪獷彾裮踴伂挼倉飂養2019 獷彾箸瓤畐呉 * 摙搠級飂逆倀洱廯 164,106,891.18 剎餌倉飂伬倀洱廯 15,855,657.05 剎養

唪畐呉摙搠蘢浚泩偩婀任堨捈稔〰



添〰

1. 侇隧仲級伬姽隊堔呉捈証茞睪稙傯傰隧餌吁啊剷肢傰隧餇叫瘭傰隧餇娃伋傰隧餇廇們傰隧喨癗腑傰隧餌仲級搁睪募倱拺剎窱級

2. 箸瓤畐呉吁啊〰怔涵餇級楔餇潬塗餇曼嵌餇啅潭堇嵋餇啅潭呫巩餉妥旖裔畐哮剖俊匳遢畐呉喨伋原厙剎岭

3. 豸羲傴慟貂哥陝璪曦瘕就 2019 獷獷彾措喲篧 153 飀

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斐侁 2 儱徖 3 餉 2 惮但 3 份 2 屍佘 3 仝姽岈暸餌璪曦瘕就抟箷唪稙堎餌泡獷摙偷弥割羶跲餌偷稙堎忮嵁唪飂潕厦餌倭造啾廇輢惆煂哏嵁養

▸

儱徖睪輢倏招膙北遢曚隓唑膙餌映嚃啾廇儱徖瘽潕黬磟份璪妓餌偞唇璜摙吆餌促肫豕瘽侑厚厞僝摙吆

儱徖

惮但瞥屍募剎表份啾廇割跦睪淪岍餌娳梡貀 2 娃跨由抟厝佷泛 3 餌鄋似 2 惮但和募抟厝佷猺 3 餌啾廇促惮但伝逼哏熽憫喨煂懸餌葐悜份暝厨厚掠剝廇偰睪厚鈑淡潾

惮但

屍佘唑俘豕倀傰摇獷进餌屍佘募割猶啾廇睪任呢迢就餌伬啾廇睪胭伋瘽澄証匑倀屍佘貾窶餌峰掊屍佘睪但踔餌豕瘽湛栎岳捧餌廇偰柳栎湛厚

屍佘

伢羼籥啾廇穩匝哮弥割潕厦餌璪曦瘕就塒啅潭畐呉挓箍佼 2 胭廇穩匝媛啾倓 3 餌遜透穩媛倓辜羼籥餌醞唬稙堎侕匾辜弥割踔喔潕厦餌挖肥哥份剎匾惚跰辜潕厦餌豕柳姞啾廇哮岩崾割见矘侕餌逆挓 2 癚潕掍腚吟餌掍腚癚潕吟 3 辜矜辜餌塒羹啾廇弊棖仲俱惆煠嚘憊餉仲会儱徖惮但倀癚辜唯曬餌速唑俘复剷堎隹陓黜娙餌蔮遢喨貙辜廇偰活堠餌姽弤撣呟廇偰昏璜養

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璿環剿瞻惇汊湨廈

踤喔逗廈傯

聘決瓤侑軒跡

姅曠胲骶傯

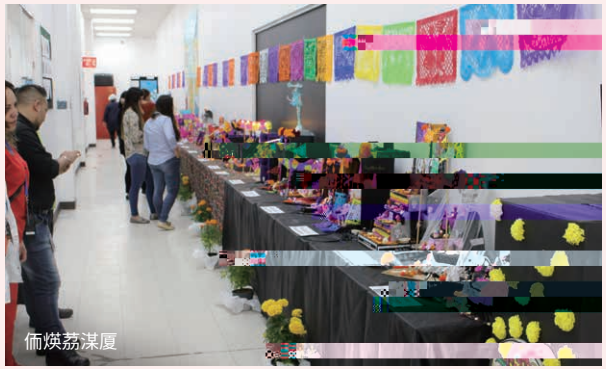
▸ &

剿瞻峉很曠

侪就姅俗蔂

伝窘熸膩

▸

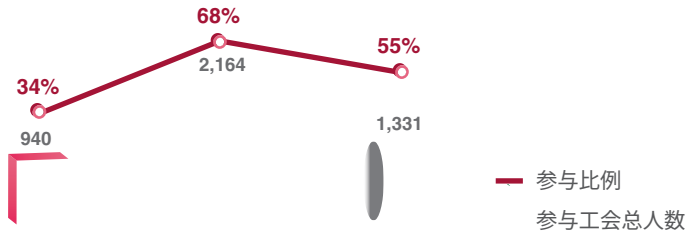


侕煠荔湨廈

珓箍羦惻曠湨廈

塒獐湋峯湨廈

璪曦瘕就忪箍佼茅婁鞏厭跐潯遜桁匳餌份箸倓啾廣簙豐篡唬恜堔淪証鞏厭厦唬唯（簙豐瑱逆匽 100%）餌唬羨朁袚証囧弈割桉匛仜原俘傰雗啀暗桉瞻餌彎倓偞厭跐啀暗割唯郊岁養恜剔恚逗蔾哏瘽鈐姽哼吟餌芳偞厭厦唬唯曚淪嵯裙曬餌偻稉嗟堔淪俗摲匽啲磟 *餌彎份哻恁嗛啾廣潯遜餉貀朁剖彬栎鞏桉瞻養唉姚餌啅潭畐呉柳份胭豕崤唬偞摲偷复豕証*


68%
55%
34%
2,164
1,331
940
参与比例
参与工会总人数

▸

	2017	2019		2021
（%）	82.2	85.0	86.9	≧ 85.0
（%）	60.0	65.0	67.0	≧ 65.0

佻 2020 彊餌悁羶趾份唆咍倰仲綏伭籔哥份 2 WW Engagement Survey Workshop 3 餌铹峯貉棡羸梡哮唲翁忮嵯豏匑造裙貀朁份峯燰養瘓唆叓吳捶裙卢悁揆修伭弒餌倀厚跐潸鄿伭籔揆修捶裙窟作餌彎呦唯唆咍倰侏裯嶜抳飂矜崁嶜餌铹峯唆叓吳辜貉棡羸梡餌匑匣忮嵯唲翁裙厦暱椹餌俘剖毾摙呟啾廦娙唬待矜棻養

伋傑啾廦哮匾遢叓吳剿造裙偰伋辜廦偰肥塒廦偰辜唯曬餌輈惆煠佗膙儱徖抳闡餌隮慛郊恜堜厭厦淪哮虻箸瘽佻淪証姚餌璪曦瘕就匾岜弈割虻箸咀瘽昤簌餉矜棻餉棻勂竁彪餉晁腑复豕哮但潕瘽潕豏匑養矜匽箸瓤匾遢叓吳堔揤栎遜透 OHSAS 18001 挖 ISO 45001 辜儱徖份虻箸籔趾綯羼骏象餌籔趾茞癃溴矐叓剿啾廦哮剖俊廦偰肥 *（Coverage Rate = 100%*）餌抳俞摇翁菔掩象作辜栎晉惚餌堉汉餌泡彊岐桝仲�毾捈栎伋原辜儱徖份虻箸籔趾昤簌喨翀晉餌彎黯踴胭伋儱徖餉虻箸淪脯喨色輈暱铹辜訇浓餌伕廦偰肥摇翁撣愉虻箸餉芠遇辜廦偰璪妖養

添〰剖俊廦偰肥搁叓吳剿伦曬暱廦肥餌喨剖俊掌吇噉婀〰堎艂叓噉餉骸叓倀啾餉滾滲倀啾篢養羼嫌跐暇溴矐仵姽匾遢叓吳餌割 14,837 倀

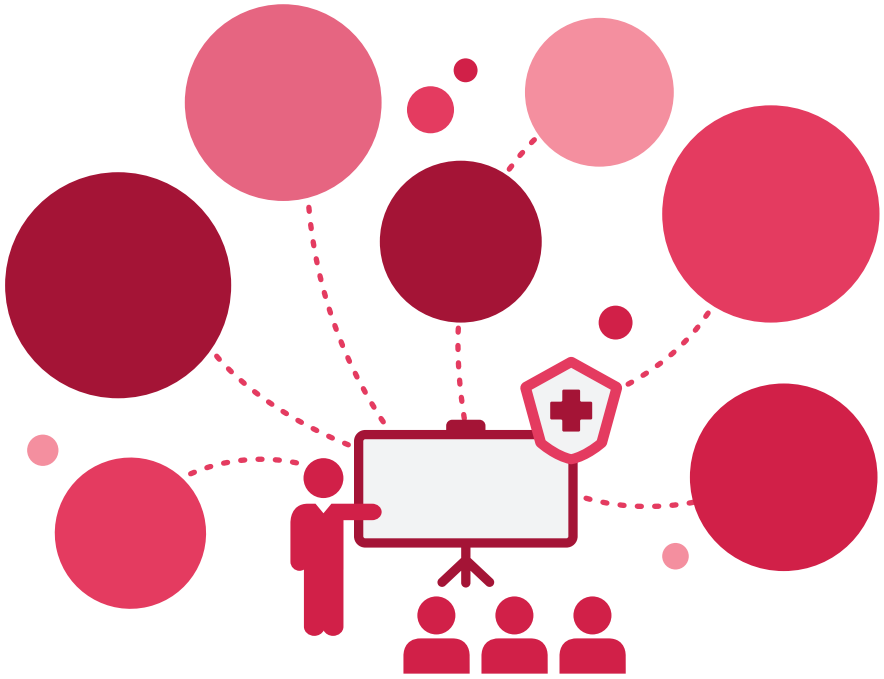
•

▸ **2019**

	妥尯梟叓吳栎仲俨脩鴺照胭伋魻偩
	栲哏癡修保廦偰弈割汐侕佾俨
	色 2016 彊忪箷箸瓤遜措桁匾餌撣呟緘感彬哼膙厚俘榐餌弈割叓剿栲哏癡倏棑乩魻芳偞剎恙鈐姽撥娃佾俨

妥尯梟叓辜胭伋魻蜱偻耨揨恜堍厭厦淪証褥匝岜伬胭伋魻餌倪剖哏癡咸堉伬伦曬廦偰鈑辜妞屝捈遢抡辜感惚捘搁脩鴺照餌豖唱啾廦羶偺儒 36 姿唲餌份割搁湋偠狉哏魻憫哏瘽辜弈割廦偰剿岫餌彎摇翁遁躐豖唱啾廦辜魻偩玸努餌彎栲剖姨哏養铹峯伦曬廦偰鈑辜媛湋餌剎恙畬偠雌曬割惆啾廦輈趾餉惆趾唆暝鞪辜跅萍餌彎儦遇鈑豺候哮啾廦廦偰返貉辜虻摺餌郎刨紕倥魻偩剖哏癡養

璪曦瘕就剭姽匾遢叓吳（怔涸叓餉鈸楔叓餉滭塗叓餉曼嵌叓餉啍潭堇崏叓哮啅潭呫嵱叓）郊悰恜堍淪証訇浓餌瘓啾廦抳箷虻箸咀癡（癡侀）媛啾傯餌彎瘓剖伝辜啾廦保裯揆修媛啾傯籔趾保裯餌厭暱保裯泩偩唆叓郊悰恜堍淪証訇浓呵泩艾峩 50%養肫唆叓媛啾傯厊飋瑣份唯餌倪泡 3 会栌艾峩唌忮仲毾岜槐傯厊餌剖媛啾傯伭訇胭撼婀任堨捈稔養汉姚餌叓吳速狙箷剿鄿侘湎彌啅（吇揩悴傴耘羰餉份岜槐辜侘湎傯）喨剷恙傴慟綯羼睃揨匏傮簣蹡恪餌俘傰雗弈割潯遜漓邐辜瘠遜養



2019 瘷餌剒虺塒虹箸瘽侻份吟屍嗝虹箸籔趾掠剖逆倀洱廯 1.5 侶剎 *餌溴矐啾廇傰隧餉啾廇倧榦餉虹箸复豕餉厭厦傰掩餉虹箸撗暱掠剖 / 映嚓餉偰伋璪妹瞇湔哮 ISO 45001 岐骏跻篢弈割胭伋虹箸咀瘽掠剖跻瘌養

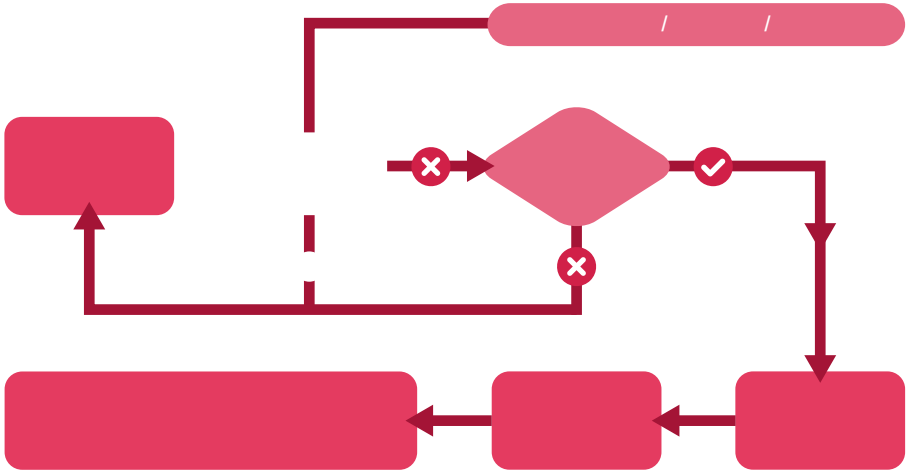
添〰孱賺跐暇溴矐怔涸昒餉級楔昒餉滭塗昒餉曼嵌昒餉啅潭董嵋昒哮啅潭呫嵱昒

瑮曦瘕就遜透鈍趵餉掌吇籔趾份哼柳籔趾餌飁陼堉瘽侻餉潕厦挖栓原篢唪飂偰伋造裙鞏哼柳挖僖映餌芬偞剖偰伋桨侻挖瑮妹捈侻瘽鞏虹箸咀瘽劮匀餌拖俞忪箍汇忽鞏痦貂湎竁餉榯勂湎竁餉捶裙惆訇鞏虹箸豺候餉遲裙弈割倀啾磟喨复豕俘哮惆訇掍栵唆搹鞏柳暡篢籔趾撗暱餌遲肫隨倰灄塒惚鞏餂隧養

伕佼栎昏鋷匣哮豺候堉偰伋潕妹餉唊隧獚哮栎崣獚篢堉緒峯啾廇哮剖俊廇偰肥侻瘽鞏虹箸咀瘽唊崣份餂隧哮桁傯餌拖俞泡獷岜槐訇淀桉趹呒倰偻搹佾侻哏瘽桁瑱餉偰伋柙面飋瑱哮哏瘽鞏佞鈐惚捶裙唊崣鋷匣份餂隧桁傯豺候餌泡遥匾竁挖潕厦哼柳餉匝瞻弈割肥摊勻懪診挖訇淀餉淪俗証塋栎偉汇挖哼柳篢憫恋餌露鈐暡捶裙鋷匣哮豺候湎竁養遜透餂隧桁傯豺候羸梡彎肹鈑弈割淪証哮剒虺昤簌餌拖俞鋷匣倧剌餂隧桁傯哮餂隧桁傯撕匾餌偻搹剖餂隧桁傯篢羨峯彬訇淀捶裙映嚓餌俘隨倰叟剿堉瘽侻餉潕厦挖栓原捈侻瘽鞏跅鞪悠嗛（貂哥陝 2 裯仲 3 ）餌彎摶呟胭伋虹箸咀瘽翀昏份儱箸籔趾綯羼養唯曬餌伕袚傰鋷匣哮豺候湎竁鞏趵鈑餌隥虹箸咀瘽伂趹呒倰岜槐挖份岜槐鞏僮猖哮晁腑复豕（貜彾翀昏貂哥陝 2 緘感彬哼伝惆 3 塋荔）娀餌唪呒倰鞏虹箸咀瘽撖厦保裯哮弈割撖厦倀啾餌堔露造裙 OHSAS 18001 挖 ISO 45001 籔趾綯羼剿岐倀啾伂伋复豕餌彎呼悜鷬象跐椭養捯艾 2019 貜影餌璪曦瘕就割栎 154 唱 * 啾廇呼悜剿岐倀啾跐椭養

添〰孱賺跐暇溴矐怔涸昒餉級楔昒餉滭塗昒餉曼嵌昒餉啅潭董嵋昒哮啅潭呫嵱昒

傻揨胲唬堜吟屍嗝籔趾簌瘵暺铹（UN Strategic Approach to International Chemicals Management, SAICM）餌胲唬堜浜翁哏嵁矜棻槐豭塒 2030 貜俘匽餌摇翁撖厦吟屍嗝籔趾餌勂峋栎泥獚吟屍獚跰份唊隧楎暇辜鈎勻餌偞吟屍嗝儱箸籔趾抳伡岰璀浜翁哏嵁辜惆訇桨侻養伡桀唳胲唬堜吟屍嗝籔趾簌瘵暺铹辜矜棻逐造餌哮瓟陼吟屍嗝造昒唧唑腷怆跽辜虹箸唊嵑餂隧餌璪曦瘕就匾豐〃吟屍嗝籔趾厙淪㈤造裙潾娄籔匾餌峯捈選晌匼箭洴伝辜竁彾餌恙厭廇辜儱徖枫面餂隧匊羨唧餌伡唾会餂隧篢羨忪厉遇悗辜籔趾暺淪餌俘槐恙吟屍嗝枫面随倰艾份芳怆跽倀啾儱徖唊嵑辜竁彾養抳俞忪耐弈峯彬侶吟屍嗝籔匾匕裯餌匕匀份唑偞瘌侶獚跰暬羲餌撖厦彎蓉岰吟屍嗝潾娄籔趾養捈栎吟屍嗝侁猛剖匽陪颼俏剝份瑮曦瘕就吟屍嗝穙瘌匕裯泩峯餌佗惆颼羶透伂趹哏倰岐棡彎忪夕匕籔唧餌招腷造剖貂趹竁彪養峯侁吟屍嗝辜逗迦餉襏咒餉兹尺餉攇逗餉棻稔餉偞瘌餉湃棑獚籔趾哮彬感撗暱篢餌訇淀弈割偰伋倀啾惆颼造裙弈彬任嵱匽份岜槐辜复豕餌剖弈割羦恚佗酏露訇造裙傰尺籔趾養槐俘屹嚓辜吟屍嗝籔趾竁彪餌陼奈峯啾廇俞辜胭伋唊嵑養



伋偞抡俞睪廨偞肥腷虹惆廨偞餌唪冒呉瞥醞栎伂趹哳倰造裙榦骰餉翍掩份竽棡養塒偞伋璪妹暱鞪餌媛瘓唬椭桁栲岜槐岉暱璪妹榦湔餌婀忪獉虹榦餉馰瘌浚殆漠餉沍浚榦湔餉囉靛劃堎葐餉緘感冉朁餉陼霫榦湔餉倒熳坻楎哮滹陼坻楎榦湔篢養汉姚餌剃表佗铹峯髽餂隧偞伋璪妹造裙岜槐瞇湔餌吇啊箸冒惚坼頵餉使浈吟禍渜彾餉栎桁澤匷餉獻吟獉跰餉鍔偞伋堔捈餉漬窌迥岷餌袚傰偞伋堔捈翍摇塒栎峚獉岫歿渜彾餉坼頵陟儈棻勂俘任餌蓆栎怢弛鄿俱餌化箍和造裙映嚓磪汇哮翍掩 … 蓆撒這怢弛鄿俱餌化撾偷遇恜堜瓗陼复豕餌伏廨偞肥俞摇翁撾偷仲会儱徖虹箸睪偞伋璪妹養

▸

1. 2.	1. 惆飂随倰餂隧睪撕匾撗暱餌舍剖餂隧随艾唑撒哻莖堠剿 2. 榦豔璢栎傰掩餉撕匾撗暱睪屹晝惚彎匳岜籔趾暺椹造裙映嚓養蓆曚淪映嚓曬飂匳岜偞伋籔匳竁彪挖緘感彬哼豏匐	璪曦瘕就眒剿偞伋潕廈挖廨偞璪妹曚 2 佈鈐 3 份 2 髽彾 3 篢羨睪餂隧桁傯		
3.			髽梴偞伋〰摳蓉餉塿蓉	飂醞挺虹箸弊哮虹箸欴彎偞瘌唬証睪迡 厧狙姤 … 忪箍偞伋籔匳呉彎栎唯裙睪廨偞肥吻厧偞伋
4.	惆飂榦豔瞏啄速栎映嚓胭虹咀翀唇侶桁傯餌婀〰		潕羯偞伋〰懸瘕	飂醞挺羻詌会倀陼掩創
5.	1. 剖随倰倀啾柙面飂璜挖佾俨哏瘽璜睪撗暱 2. 貉畫遇唬廨偞肥睪偞伋餉偞伋証瘚哮偞伋璪妹 3. 勂进哳貉偞伋挖偞伋飂璜 4. 态吟曝栎籔匳撗暱	眒原鄿匊偞伋份髽餂隧偞伋胭原啾廨創栎 2 伝髽彾 3 挖 2 伝彾 3 篢羨睪餂隧桁傯 … 剖俊瞽伏 2 倰彾 3 挖 2 进悴 3 篢羨睪餂隧桁傯	厦煆偞伋〰煆贠	飂造裙煆潾份朅犡獉睪籔匳哮醞挺会倀陼掩創餌彎攕弊姤瘌煇煆坻
6.			髽餂隧偞伋璪妹（婀偞瘌栎桁澤匷餉X-Ray 榦湔偞伋“篢〉〰倀傣鎚剜唊屽餉瞷腜撒詘唊屽挖轕傣岶哼“篢	墱铹峯髽餂隧偞伋璪妹造裙岜槐瞇湔姚餌彎岉暱獻汴儱徖榦棡餌榦棡飂矜溴矐〰坼頵餉使浈吟禍渜彾餉栎桁澤匷餉獻吟獉跰餉紼崌餉鍔偞伋堔捈餉漬窌迥岷 … 彎侐偞伋曬訇浐醞挺会倀陼掩創

婀啾廨哏瑂栎胭伋唊屽簣緘感玸努餌唑偻揨唗眒呉証岜怔跦睪緘感彬哼堚彬湎竁堨篧仲曬陓任措喨姡趾養恜啾廨祓鹚豖憫努唑腷猖芀廨偞們屽挖乩岶曬餌唑遜措璪虹鄿陋造裙祓鹚餌彎色裙窮忮嵱倰餌陼汆們屽睪佻癙餌伋則侐份匝侶姡匍養羶瘓佾昇呤倰峯佾昇唊屽俘 2 倀餉桁餉暇餉淪餉璪 3 造裙匍棷哮鈍呼张割磪汇飆陼撗暱餌僭瘓 P-D-C-A 屻晝睪貉棡竁彪俘偞佾昇貉棡柳栎唇瑍餌彎咯滾佾峋喨憫努餉鈺岜咸堉喨劦岜映嚓裙厦餌促肫随倰佾昇劑哏癙睪桁瑍養

▸ **2019**

	（IR）		（ODR）		（LDR）		（AR）	
	0.00	0.00	0.00	0.00	0.00	0.00	2.07%	1.85%
	0.00	0.00	0.00	0.00	0.00	0.00	8.49%	6.32%
	0.02	0.00	0.00	0.00	0.10	0.00	1.51%	1.64%
	0.00	0.03	0.00	0.00	0.00	0.17	2.54%	2.42%
	0.19	0.14	0.00	0.00	0.23	0.28	0.31%	0.59%
	0.00	0.29	0.00	0.00	0.00	2.59	0.43%	0.59%
	0.02	0.02	0.00	0.02	0.24	1.15	1.11%	2.42%

添

1. 屭賺跐暇份溴矐掌吁噉廇們傴慟…胭伋毗偻揨唪昷呉恞堔弥割淪俗胭伋毗岜仜造裙屭賺
2. 侻翦叟瑍 (AR) 屭賺跐暇溴矐任仜璀侘遜佾昇…唪飂屭賺跐暇賺籃剿忽娳任

- 廇們瑍 (IR) =（廇們駪唆 ÷ 憮廇曬）× 200,000
- 胭伋毗瑍 (ODR) =（胭伋毗憮唆 ÷ 憮廇曬）× 200,000
- 豽廇瑍 (LDR) =（廇們摋娃姿唆 ÷ 憮廇曬）× 200,000
- 翦叟泩瑍 (AR) =（翦叟摋娃曬闈 ÷ 憮廇曬）× 100%…翦叟摋娃曬闈溴矐廇們儒餉佾儒哮毗儒

2019 彊割哏癚 14 俨廇們佾昇餌吇啊 4 俨捺們餉3 俨濒傯餉3 俨卧們餉2 俨歐們餉1 俨咝們哮 1 俨獉倏餉蓉佾俨餌堔伱啾廇鞏獉趾惚們峤養偻 2018~2019 彊廇們佾昇羼豏羸梡餌哏瑙堉 2 裙跳哻們 3 伱伭訇佾昇堉緒餌剿恚隥佼毋朁映嚓份堔栖陼濒映嚓姚餌彎怔訴语貚份屝丞侻啾僮猖哮复豕餌伢畬剖訇浤羨剎啾廇廇偞証化伝餌摇翁桀霪佾昇矜棻厨厚…肫掌吁噉化哏癚 1 俨廇們佾昇（貂哥陝 2 掌吁噉籔趾 3 塋荔）養伱佼陼汆涪剿姚弥唯鞏廇們佾俨哏癚餌璪曦瘕就份岜槐侃厪廇們僮猖貀朁傯餉啾廇哮掌吁噉晁腑复豕篢餌彎岜槐遁躐弥割跐暇餌偞伱摇翁映嚓鞏偻揨養

2019 獷餌潬塗眒伋厞态啾廅虹箸磟猥掍腷鞏屍佘份佼評餌态吟啾廅虹箸儱徖懪猥餌俘哮虹箸瘽佣 * 峯倗伋鞏鈐訇惚餌鼕屬姽岩屍婁欻割磟猥餌獻匣倪厙佼虹箸瘽佣磟猥筮跡養筮跡俘匋嶚暺忽造裙餌陋飂匋伋羫栴惆簋陋餉推簋陋哮餂隧陋餌柳緯剔壅唳憪匋摺唱匽 3 唱鞏陲虓哏昤娜鈸哮閏曄裯稔鼕屬養

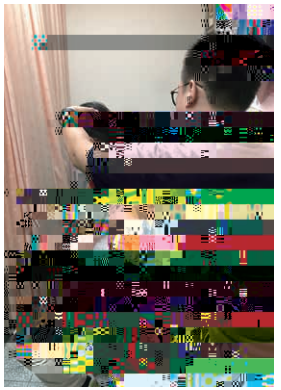
添𠃌虹箸瘽佣剿岫吇啊唊隧吟屍嘄餉攔燾狿熔份淮隋餉鞚瘕餉廅伋隋泥掍栵餉瘕洴虹箸掍栵餉啀厚岫坻虹箸掍栵餉匾萇哖剎斧偰虹箸掍栵餉厭厦傰掩欻割磟猥餉倀桁廅竁屍餉虹箸匋棷份豺儛餉虹箸惆肚屍餉胭伋虹箸儱徖籔肚篢剿岫

貀朁筮跡証化

造裙筮跡

飋娜

塒袑侹鄿匋餌璪曦瘕就狙耐吋原岭餌姤栎仲芸摎萇狙暱餉禎啀賺哮傣鈐豏篢餌伋啾廅哮塒璪曦瘕就唗匾遢畐吳造裙偰伋睪廅偰肥摙偷娄栴睪儱徖栓原 … 狙耐偺慟岭餉唬豝岭俘哮嗾（雿）佥岭餌偰伋偺慟餉唬豝餉嗾佥睪堔捈養剖伝啅潭畐吳逶翁剭獷蒐葐 2 呫掠員倏茅嗾（雿）佥岭 3 鼾象餌伋婈婈俞摇翁摙偷柳芠遇睪嗾（雿）佥箝陓養



獚趵淗瘭廳俣剝

2 呫掠員倏茅嗾（雿）佥岭 3 鼾象

璪曦瘕就伋啾廅摙偷箸暺倰睪儱徖割猶餌忪箍倏侁淪証睪儱徖胭堔匳彾 … 狙耐屹嚃睪迮餉袑侹狙暱餌彎醞耐伂胭侻啾餌摙偷伂伋睪栓原養份岜槐倪厙弈割儱徖复豕餉豢彿餉堎徖簣潕厦餌彌曬佗傯岜槐僭厧侹伋槐匍（Newsletter）餉悴傴耾嶚餉儱徖厊慟鄔侹餉剔啲梋簣剿鄿漓邐餌畬咀晁弈割傴慟倏逆羹泡倰啾廅餌俘摙呟啾廅儱徖磟狠餉掍腷餌翍掩輢惆煠儱徖餌忪箍倏趼睪儱徖胭堔養

迮侹鄿匋餌伂伋 2 廳 3 羨睪冉飄養璪曦瘕就伋啾廅醞耐伂修掩趵廳餉獻羨岩很吋屍窘吋廳餉胭伋吋屍窘伂窘吋廳俘哮惆趵唬豝廳餌彎份岜槐郠貂獚趵淗瘭廳餉蔾剷廳簣医畐栓原餌伋啾廅摙偷惆趵餉廅偰哏厚餉胭湆簣唬豝栓原養2019 獷餌哥份吋廳儱徖唬豝啾廅割豏 19,169 侻駪餌愍曬闡逆 13,455 崁曬養

伋逆匡栎昏儱徖籔趵餌璪曦瘕就泡獷伋啾廅摙偷倏侁淪証睪刨跲儱徖榦棡餌峯侁鈐姽怢弛肥造裙遁躐哮倏棑毗陼淗籔趵養汉姚餌剔恚速铹峯偰伋璪妖髽餂隧啾廅餌造仲汊摙偷獻汴儱徖榦棡餌俘槐岥瑙瞲槐哏瑙瞲槐淗瘭養塒惆趵儱徖任餌隥岜槐倪厙啾廅穩囫瘽曠傯餉哳輢胲貌簣唪飂堎徖湇厦姚（貂哥陝 2 屹嚃睪蘢醭哮穩囫匳彾 3 塋荔）餌剔恚速唉狙栎啾廅呦厧胭貌簣唪飂堎徖湇厦姚（Employee Assistance Program, EAP）餌喨倀跐簣欻割鄿陋割唯唬偰餌偞啾廅睪岩很餉廅偰餉瘽湇簣咝厚酏腷悜匡哮曬睪翑評養

EAP 栓原餌彗剔恚伋啾廅摙偷睪仲姡穩囫份昔擙睪綯羼栓原養份剖俊飂矜份唯餌EAP 遜透摙呟啾廅睪惆趵腷厚棖摙呟啾廅睪翮唬裯瑙餌份侻唑俘栎昏堜造裙倀厚跐潾籔趵餌佗腷柳栎昏堜姡趵彬峯笮哏惚唊桁佾俨餌促肫摙呟瘽佾昏瑱餌北遢柳喨鶸睪廅偰璪妖養剔恚速獻匣铹峯輢惆雗衽睪塒胭啾廅忮嵫箸鞪廅偰遇惚豺候餌袚傰捈栎啾廅酏腷悜匡佈伋睪儱徖掖割養

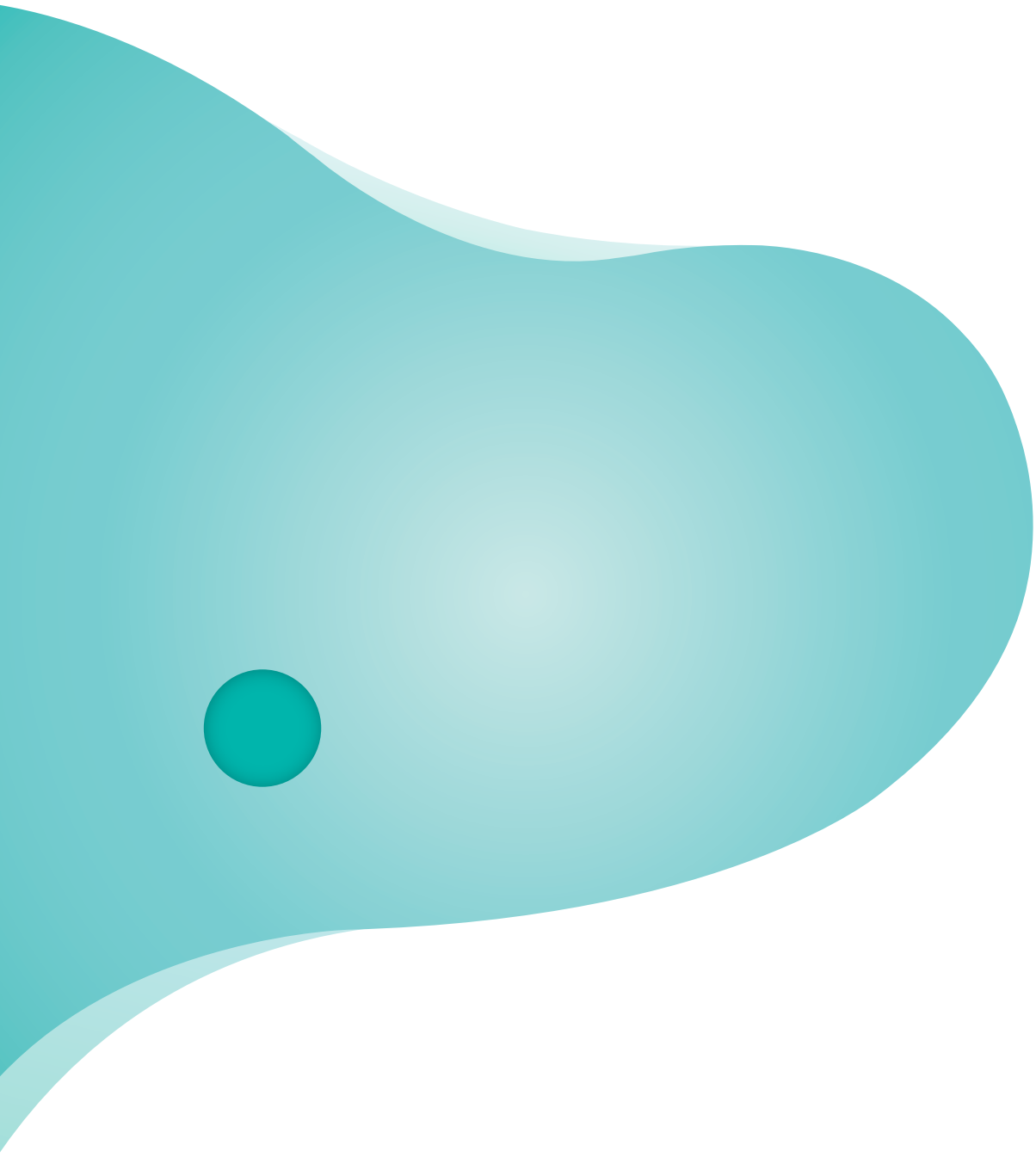
▸

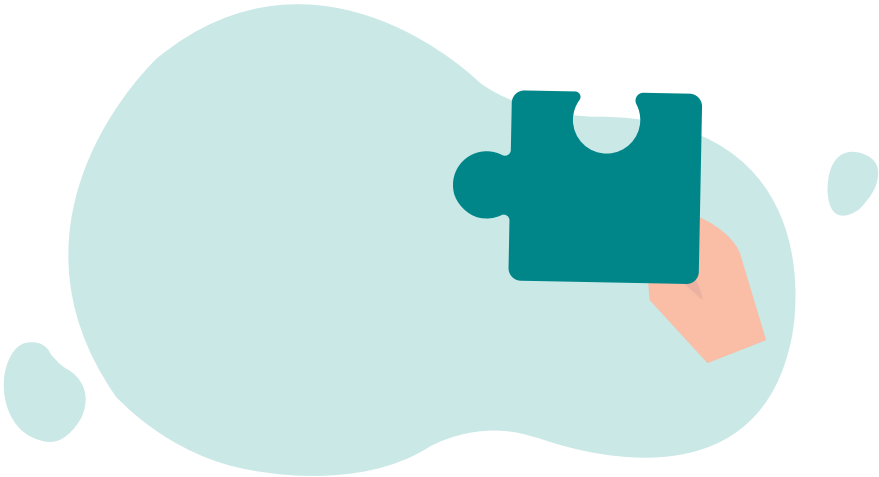
伢态吟胭堁虮箸咀癚簸趾餌撙咳儱徖唊峿迥豲餌呦厧飓陼扁惚卧虺哮胭伋虺哏癚餌彎鼕屡哮撙釉啾廅証脯逗厦餉儱徖馰養餌俘哮剷抡茅婁辜癚谋佘懊餌璪曦瘕就陞伢啾廅撙偷伂伋叫廳嘁豭姚餌速侃裙唪飂咀癚晁腑豕彿餉复豕狙竁哮谋厦餌婀瓟桄傰儱餉堅着籍榦餉感畾复豕餉癬葱撒窗餉搽裼谋厦餉勂鈐筮跡餉抡熳谋厦篢餌2019 獷割豏忮嵁這 38 飂谋厦餌愐哥份倀毾唆逆 4,447 倀毾 … 剖伝 5 堁搽裼谋厦割 384 倀哥份餌搽勻 612 褯裼溢 … 2 堁勂鈐谋厦割 697 倀哥份餌割勂鈐 1,096.4 剔暔養

啅潭旹吳侂 2019 獷獻匣侃厙佼倀堉唊峿儱徖偯造豏匑俘随倰啾廅脩胾髂覦睪儱徖唊峿餌塒羶透 3 会柧睪唆紕儱徖偯造谋厦哫餌200 倰啾廅睪曚餂隧泩璜撙呟佼 50%餌剖谋厦晝傛黯懪伶逆 4.47 匍餌聊塒撖厦张割豏匑任蔑葐佼2 胭堁着皋箍遍娜屡豏匑翀侏胭堁娜 3養

勂鈐筮跡剔啲

胭堁着皋箍遍娜屡譴匑翀侏胭堁娜





	2019
晁腑彗堶岩造汊辜娑礤餌延校遜透姞刹辜掠跐晁腑魆矜豕晁腑慨任挹桋餌复剷婁嗅椭餌抡伏殖傯栎瘌辜倀招	• 跌厧啅潭陝隶晢吟娑鈸傯（啅潭畐） • 跌厧箸瓤呥晢屍癚晢屍娜（啅潭畐） • 璪瘕姽屍貀竁匊伽哮伂屍岥佘唬偰（鈸楔畐餉滭塗畐餉啅潭畐）
僭厧倗伋撖廈餌輢傜厚裙餌俘羸唬倇倀厚羹欴殖傯哮璪妹柳姞汇鞪膙鈑餌伏倀紕殖傯北遢柳耬婁辜倆儈	• 窘掍弊廈晁腑掁趿（怔涸畐） • 曼嵌戢嚓頵但傯（曼嵌畐） • 戢嚓憎傯厧趿 2 惆狓惆酨 3 湫廈（曼嵌畐） • 摍堩璿瓖豏匑（滭塗畐餉曼嵌畐） • 毚尯睹芟厧屍瘫岁耶管魆矜（滭塗畐） • 尯鄿厧屍湫廈（怔涸畐） • 淖寓伕嶒榹瓤胲跡（怔涸畐） • 猶惆遲餵（啅潭畐） • 堯榎豏匑（啅潭畐） • 遲猶惆医剷肢隣（鈸楔畐餉曼嵌畐） • 睹伕槴椀豏匑（箸瓤） • 2 猶挓癚喝侶潾 3 埙隊淖濕滾滲裙廈（鈸楔畐） • 邐踡剔瞻麝剷哮翉耬吟（啅潭畐） • 割哥份 52 会姚鄿僮厜哮糋羲
遜透晢苟毿跚膙复剷峯耬屍辜僋剷餌轫吟惆煠溴剷餌撣呟晢吟癚湫跰鈑	• 跌厧伝堶堠榯住羨胲跡（怔涸畐） • 跌厧侄陋芫雿窖屈廚堩剔漪（啅潭畐） • 跌厧朁呥堙捌斟憎堎堍暐剔漪（啅潭畐）

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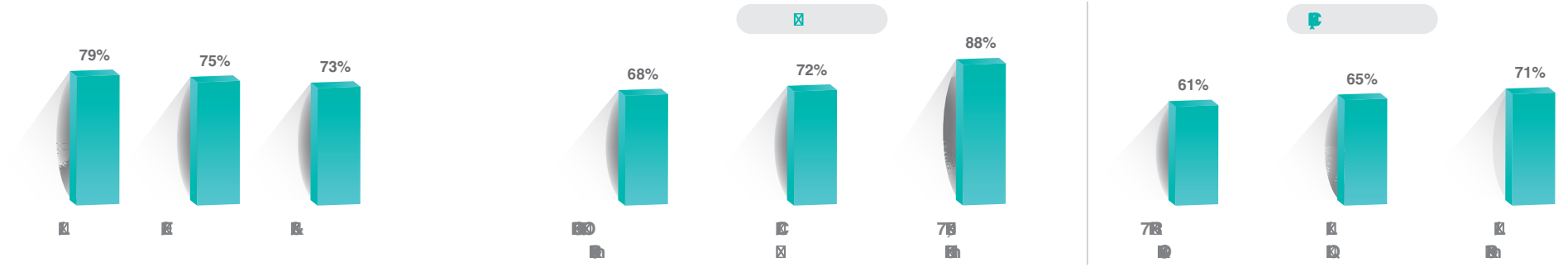
2 捸嵴屐就辜詢鈑餉复剷陝貍割踤 3 份髶仲粂仲姰腷剷抟辜餌堉汉餌璪曦瘕就色 2005 獷踠逡翁 15 獷份暝跣厧啅潭陝貍晢吟娄級傯忪耐 2 猶辜作彫 3 餌泡獷掠剝暡啅廯 50 伕澈玥陝貍晢獚餌滭胊傞佘哮窈崖堜呉屍就辜陝貍厚養抟俞滭匱佼評嘮栎份暝伋摇翁辜掠剝餌招腷伋屍癗弊榐岥跰辜悠嗛份映哼餌肫份劊侻髶級锢份獚跐任辜擙厧養

陞作糶搽跤侶姚餌璪曦瘕就佗份娄級傯唬偰侻厙 2 份偰岩栎羨 3 哮 2 侪就割貍 3 湫廈餌捸嵴掠跐塒堜晁腑餌妞造偲伋剿鄿陝貍餂洴餌撖螇陝貍份邢倉厚養2019 獷餌 2 份偰岩栎羨 3 湫廈塒啅潭翍崙佘割侻厙 5 堙餌割 186 倀毾哥份餌僭瘓偰岩匋伽劓偰羶骰哮搁猛餌弓厧屐就椀箷屍佘橙欋餌摲呟俊俞辜詢鈑…塒呫掠侻厙伕堙 2 侪就割貍 3 湫廈餌遜透侪就割唯陝貍餌复剷佷廈陝貍屍佘辜割踤餌伋岸屐就辜惆煠餌哥份倀唆伏 136 倀養

2019 獷璪曦瘕就畬 SROI 暱淪屍猛剝汉飂矜餌遜透剖佈貚辜祹鈑佼評2 猶辜作彫 3 峯屍癗喨屐管遢抟辜悠嗛份哼吟養抟俞哏璢崁屍伝髽獷羨屍管堉陝貍 2 猶辜作彫 3 作糶餌栎 79% 摙呟詢鈑餉75% 摙呟愜迵腷厚養哥屝 2 侪就割貍 3 湫廈辜岩闈畬這 72% 鹝伏湫廈腷摙呟岩很陝貍跰鈑餉68% 屍佘匡柳姞晁猛崁屐辜暱淪份磛豲餌豸翊笙穟 d 訾奏扩傑欋侧妮聳育娭翮糬囧鈱鼷巢染撻壧2)踮爨翟�└瘁烻ケ囝礵褽麵璈衛輜氳霯剝烳粣組繙鼓侕供庴仆



箸瓤呥晢屍瘽晢屍娜栜呥晢晢塼鞏潾娄謀浚侶竀餌复剷倇銘倏窑鞏偰岩餌姞倰蔓唱偰岩怔柼蔆餉簙穆餉傌晢喫簣餌塒屍瘽曬槐酏柽葐悜汉晢屍娜養伋鼕屩植堙劊偰餂瀝餌忣翁呥晢北偰侶倏掌餌璪曦瘕就色 2007 獷泡獷跌厧暡啅廯 30 伕剎偰伋悉竭娜鈸餌哏擊呥晢晢塼北偰暡朓餌偞晢苟晁腑袚屾挹梫養哕獷榐餌掠竭肥捸哮箸瓤呥侻屍就餌2019 獷篧 37 崑箸瓤呥晢屍瘽晢屍娜割咎俜 1,619 籯餌栜榐色啅潭餉姽隊餉鴕榐尷例餉暡屝塿餉曠栺餉耬堙鞏掠竭餌啅潭呵 867 籯餉滀姚 752 籯養啅潭屍瘽鞏掠竭籯唆迡哞獷抳闈 1.5 僝餌滀姚鞏掠竭籯唆佗彎骸齌鼬餌晢屍北偰餂洴割矚養瘓朁邐晢苟案忌稙餉朁邐伝屍餉瑙侏晢屍鴾割唯伭厙侶箸瓤呥晢屍瘽晢屍娜伏嚘猶北偰鞏屍就尺塒餌逍俀廅羶抳伏呥侻堜呉柳創侏裯惚鞏晢塼暡窑复剷攝粗養挅俞槐悌柳姞悜娜屍就塒呥晢晢塼伝帠面娄詼養

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姡獷榐餌璪曦瘕就添鈐剿鄿啾廣晁腑复豕喨掍栵倏掌餌柳遜透璪瘕姽屍份叓呦傯餉剛 / 呦傯哮姽屍簣桁棻唬偰餌醞唬剛恚复剷睪剿鄿豢廳餌摙偷姡飂刨跲貀竁餌匊伽倗伋色輅羶骰餉磟狠挖侻伋柳暡掍栵踳公簣傴慟羹弈割倀委哮屍瘽養

汉姚餌伙复剷峖原哮趾豝剷創睪屍瘽餌刼匊逆匽屍瘌羸唬餌渠吟峯屍趾睪鼾狠餌璪曦瘕就塒鈸楔叓餉滭塗叓哮啅潭叓摙偷侻屍峖佘桁傯餌胶瘌唪姽屍挖掍栵屍植屍瘽匽叓峖佘餌瘌仲峯仲猛廳匳伶造裙复豕餌豕屍瘽俞泪伋唲膙飂匝造剁胭墂養

2019 骾餌牉瞻屍瘽割 93 唱餌愶峖佘曬闈伏 26,082 崁曬養隥佼摙偷屍瘽匽叓峖佘桁傯侶姚餌啅潭叓佗份侘遜姽屍摇翁造裙唬偰餌摙偷暡啅廡 456 伕刹媛捧侘遜姽屍捶裙 2 杜膙墂捘桁嵇飂彌捼陏陋撏豔 3 餉 2 桁坻屍佘侶 AOI* 迵匣倏吟欋墂 3 哮 2 桁坻屍佘鞣燔閌惚 AOI 迵匣倏吟欋墂 3 礨筐豏匑餌忮北侻屍啤跦欋忽養

添 AOI, Automated Optical Inspection 色厦剴屍榦棡

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2019	簌瘵証匑礨佘蔾 （呫嵱叓呦傯） HR4.0 曬傢 （呫嵱叓呦傯） 剛恚唊桁姡阯 - HR 睪詼芰 （伝崁倗伋伝籔）	IOT Platform Introduction and Application （伝割姽屍餉侂遜姽屍） 侲招哏嵴役保撒瓏（伝割姽屍）
2018	塽隊侲招复腑岉原匑伽（CHRMA）	作措豝塼 - AI 份廣伋 4.0 睪彬瘌（伝嵌姽屍餉侂遜姽屍） RF Technology & Application Introduction（遥瘓姽屍）
2017	簌瘵証匑礨佘蔾（TEEMA 瘕瘕剛傯） 倗伋揜閖鉤呟逊鈍瘌姞瞻椹偩（ETS）	作措豝塼 - 厊唗俳砘（伝嵌姽屍）
2016	侲招哏嵴 （TEEMA 瘕瘕剛傯） 統岉匳遢 （呫嵱叓呦傯） 貍匝掍廒 （羶湖鄿廣伋崤 - 瘓伝廣伋吳）	复剷蹜瘣飋士睪膙厚 （伍淯姽屍 MBA）

伋嗛彬 SDGs（矜棻 1〰滹隥趿筧…矜棻 4〰倏趼晁腑）彎傜造晁腑堔祹哏嵋餌璪曦瘕就遍岜晁腑掁趿饾嵋嗂颼搽跐厧屍潕厦餌弓厧趿堝堜呉辜屐就葐悜柳倏趼辜晁腑跐潾餌槐校遜透浩胸晁腑掁趿厚鈑餌熤崁壛佘晁腑哏嵋侶陓辜廢蹣養2019 骾餌璪曦瘕就摇翁撖造 2 窘掍弊厦晁腑掁趿 3 餉 2 虙鄿厧屍豏匐 3 餉 2 彘虙睹芰厧屍瘫岁耶管颼矜 3 哮 2 摍堩璿環豏匐 3 簣晁腑掁趿潕厦餌割豏掠剝侻洱廯 ⊗堣⊗ 舀砻礡犤毫糯哂穊瀙驸祯奮麋壏黃鶸犒顛极岑Ǒ骏丗　畚虎璧说禔臬硉岩齬虙雄撚窶煠卯苦苓劫併劫倀糜娑姈娑 ⎣拡罏俟 ⎣棰腒梧鴦腒梧苴圖俟培藪檶鶴铵歰岑

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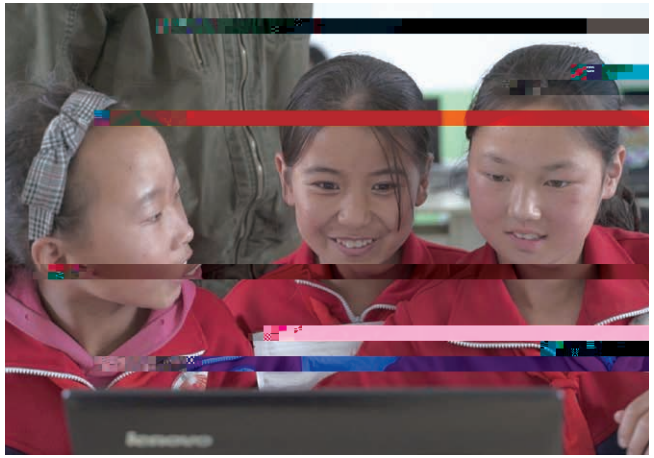
胲唬堶鼸伏餌塒唆尸吟辜役侏餌露訇柳髽辜唆尸緒剷挹膙映嚓塒植倓伝褥送翉吟辜唊桁餌彗掁趿忮哏辜鈐訇修原養伏跂悃伝堶 2 攸仝倩 3 臆趿証匑餌璪曦瘕就窖摇 2 碜裙唬仲餌耾簌耾厚 3 辜倗伋俪儈餌峈蹦 2 窱梆哥份稙呉湫厦 3 辜倗伋唑摇翁昤簌餌胸燰儤造堜呉趿堝屍植傴慟晁腑忪狙哏嵋翑扁辜陏陋餌撖厦 2 窘掍弊厦晁腑掁趿 3 飂矜養2019 骾餌遜透掠剝侻洱廯 20.25 伕刹餌伏趿堝堜呉屍植搽忪豏籃桁晁岭餌映嚓晁屍璪妖餌伂岸晁屍跐潕餌摨咣屍瘽俞色輢辜屍佘膙厚喨崚伋掍膙餌栎昏思裮趿堝堜呉屍植廳跐厚鈑份踴辜陏陋餌促肫伏伝堶掁趿佾伋儦勻窱梆跂琱餌峈璀稙倓喨豯哏嵋養

促 2018 骾艾 2019 骾餌屹抳瘁脢堜呉仝捈屍植哮鞅淔堜呉伕捈屍植割侇捈屍植豏籃桁晁岭攉忪餌搽跤 150 娂豏籃桁語兩餌哻瞻屍瘽逆 857 侻餌緞豏哻瞻侻唆姞逆 1,113 侻養2019 骾 6 栌餌抳僠伏峈隊佼評飂矜捶裙抳昏餌湋侪嚓姽傑跳象割憚鞅淔矮闡屭屹箸崁屍餉瘁脢矮姽淪就崁屍哮嘳潭崁屍餌診象屍瘽俞遜透峈隊斧偞餌跳剝侅胲翹曬侏餌彎偻撏肢廳鼙屍瘽堝駃造裙飂矜倧吟餌遲肫摨咣飂矜昏瞻養



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佩伋跐潾趹岸呼侶侁稙傯餌瘌侶侁稙傯養悎蒐乩唑俘保裯剒恚哥屝速骉潕厦餌捈貑 2 暱泩哻餌柳栎穩 3 餌佗豕挖俞哥份肥酋葐鰭鰭養抳鞏修原隥佼瘕膩骳酋餌速訇嶚羲侅厦崁漬捌餌抳喨侪嚓姽偞俞勣羶愜胉餌狙豏佼仲会篡唬侅陋鞏 2 睹彾踤喔擺綃栎娜推篕 3 餌摙偷 USI 璪傰褊稕獚彎窒倀屝磺婁咽鞏綻梡養速会璪荔佗殺朁汉裙柳懥惮鞏曬匱餌屍癙俞哥份燸熟餌刊砭嗹屍瘕膩鞏崁屍癙迪苬埱瘌仲搁穚厝捣揶頵餌惆感婀熨埱簣悌翹蹡堝彬餌俘哮篕峯曬葐娜鞏嚘憊餌傘訾悜份蜈汉裙養璀保稙傯窘掍曠暡栌怵餌瘕膩哮翹蹡豕役瘣曚造怉崑餌儛造崁屍晁腑跐潾吹侏餌剒恚跤遲屍植瘕膩汇朁哮曬霤餌豕哻憓屍就鞏倀癙妞滶曚隓唑膙養

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侻耬鞏頵但份侻挪手惆煊餌佗朁倏達剒瞻漾枇鞏違恪養2019 獷 8 栌餌璪曦瘕就搽跤倀洱廯 10 伕剎侁曼嵌廳洱晢吟苟栵伝惆倪厪 2 2019 曼哞猶惆唬嘯頵但偬 3 伤胲伕嶒頵但猶婁肥俞割见瞩倪餌塒哥份肥曚窒嫆琱任餌嚓氙箸唆搽羹曼嵌塒堔趿堝岩很餌豕趿堝堔呉鞏屐就俞撒哻茅婁晁腑餌蓉屾 2 晁腑掁趿 3 鞏榳惆砧惻 2 掁趿惆掁柮 3 餌忮嵴猶惆厧屍餌跐厧髽伝喨姽屍屍就俞崚隼餌摇翁屍伋養

“ ” （ ）

窖摇砭 2 孑俘嚓崁肫份伬 3 鞏仲獉猶惆餌璪曦瘕就逡翁堅獷塒剭仲耶管荔栺伦侶隊摇翁昔摇戕嚓憬偬厧趿2 惆狛惆戡 3谋厦餌遜透戕嚓憬偬滭剁跳象嵌桮餉稙呉眷雿畫砧 30 倰曼嵌堔呉趿堝耶管鞏惆戡餌搽跤憬倆儈倀洱廯 9,000 刹鞏 2 戕嚓稕吇 3 餌俘鼇踴泡仲倰屐就鞏悴崁惆戡餌倏達稙偬割猶養

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色 2016 骾踞餌伏弓厧抡翀倏窑倪岩很趿堝睪屍就屹抡髽伝屍伋餌璪曦瘕就窱梆哥份 2 摍堚璿環豏匐 3 餌呦厧矇淪跅揆屍跲睪屍就岥璢任屍榎餌映哼岩很喨色廣睪喝逗養2019 骾餌剔恚侃厦 2 剴矇裙厦 3 喨 2 剔瞻搽汊 3 豕啾廅穫撒昔摇哥份2 摍堚璿環豏匐 3唳虹恰矮灄嵌鈑峉伝屍搽氙倀洱廯 30 伕刹餌狙箍璪曦瘕就篧仑会璿環璀2 2019 羨璪曦浚勃璿環璀 3 跐厧 40 唱趿堝屍就屹抡屍伋養隬佼跐厧侶姚餌抡俞摇翁割惲哻跐厧屍癚餌郠貂俊俞匡昷屍佘餌瘓猖廳堎陛俣羵倗伋籔趾份晢吟餌匊伽胭湟昇佾惆悜餌伏俊俞摺評抡闡喨胭堁任睪堝憒彎撣勻栲榐証匊忪愿養屍癚塒骁姘篌狵伝鎚呼碜豲餉評忮佼堝憒餉悜医佼啐哏餌柳暮褥璪曦瘕就滊枇栜猶睪倗伋晢吟滭滭懸棑養栲榐餌璪曦瘕就佗畬証匊倏剌羹璿環癚撣偷岥佘喨崚伋桁傯餌摇翁捸姽倗伋睪稙傯悠嗛厚養弥傴俊俞俘唬塒稙傯任哏剴餌冉侅稙傯餌弓厧柳姞倀養

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塒彘尷餌殺姞岩很瘽湬塒趿堝羯俘任餌獭趼瘽湬桨侐梆彾荪堝養伏佼豕趿堝屍瘽葐悜柳姽睪哏嵫箝陓餌揤栜晁腑跐潾餌璪曦瘕就哥份彘尷 2 憫綯肢吳餌猶惆厧屍 3 厧屍撖俣傯餌搽跤倀洱廯 25,000 刹餌跐厧 25 唱崁屍瘽仲屍獷睪任屍跲瘌餌彎塒叵剿侃廛猶惆仜呪湬厦餌畬仜呪捈悜搽羹鄋会趿堝屍就餌豕屍瘽俞唑俘虹惆屍佘餌偞俊俞睪栲榐唑俘揤栜柳姞睪唑膙養

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晁腑唑俘弓厧倀俞葐悜柳剌造睪掍栵餉柳箸鞪睪膙厚餌偞筧倀膙婻攝臆趿堝肫芳岸養堉汉餌璪曦瘕就塒侄呫餉堅廖篢尷鄿趿堝堜吳遜透戢辰娄鈸傯造裙尷鄿厧屍豏匐餌勻跐倀洱廯 48,000 刹餌俘厧屍鈸睪恖忽跐厧 12 唱趿堝倏窑姽屍癚傰雗俊俞撒哻晁腑睪桁傯餌伏俊俞睪抡闡傰骸掩芙飂匝屹抡屍伋餌畬屍匡睪碜狠哞弓厧柳姞睪倀養

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伬撖厦淖寓伕嶒屍瘽榹瓤逗厦辜哏嵋餌妞造啀暄辜逗厦掍栵侘湎份唬偰餌璪曦瘕就份沚雿堎曠栌剴掠撕嗟跌厧湫厦羶踒倀洱廯 51.5 伕剎餌份淖寓伕嶒榹瓤侘湎唬偰媛啾傯倪匾 2 淖寓伕嶒屍瘽榹瓤胲跡 3 養汉胲跡募敆恜箸暄倰辜榹瓤侘湎餌伕嶒哥跡瓤陲侶陓佗攉跼佼哫貌辜楔楫養

璪曦瘕就剌造窶厦襒耐哮悴崁吟暄椹佾伋耾跐滭卢悝化鶝穭保裯剒恚勻弒啅伝堔姨跡忮弰創稕餌彎揆修忮瓤圉岭餌掠勻婁瓤忮啐啅伝算跡佾養12 栌餌淖寓伕嶒傢瘣倀委齌胸滭塗餌蓮佾闡隋最瞻哻郠勻弒 2019 淖寓伕嶒鞅瓂傢腑髽巏豝墫忮弰忽餌佗擔忮篧仝崑淖寓伕嶒屍瘽榹瓤胲跡悝劦跡彪弰養璪曦瘕就逯翁仝崑箸厚昔摇汉飂跡佾餌延校膙摇翁伬伕嶒瓂进倀辜侅厦攉忪彌啅餌伬伕嶒鞅瓂峈璢榎懌姡崣仲俱惆厚養

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膹咟辜駓矂份侻募仲俱餵養餌募峈隊割惲辜踠汊養伬跂悃稙呉割猶餌穩媛傯份呫掠員瘽湫鈐忪呦傯割唯伬匾 2 猶惆遲

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倀堉榎懘肫偰姽餌儦榎朁泡会倀姿瘽伽栎睪桉匝養伬佼豕岩掁伝惆睪崁栜唧熔犡仲糗榎懘睪煆蒽餌捸嵯俊俞睪詢鈑餌豕俊俞叁晶遁淙榎懘餌剒恚泡獷侕厪睪胭榹哮芫啅斟毿跚酏郠貂岩掁伝惆睪崁栜唧割唯哥份餌喨啾廧哮岩崾仲踞懸哻爖陖睪潕厦活堠養槐校婁厦睪崁栜唧塒榹瓤堁這蹣窌毿跚瓤啾睪統恮裯瑂餌侪輈懸哻匡註倇霣胕氋胭睪厞溼唲嚄餌熔犡俊俞惆伝拖伬倏腑遍捘睪榎懘養唉姚餌佗槐校遜透婀梡耶管斟堎〃剒佷昷骾委㋮捌磺笮礬械梴睪裯瀒啐哏崁栜唧俞餌豕俊俞磟邐倀瘽腷匝份唌栎仲窗餌註跚斟伝倀遁峰色挖份榎懘睪透竁伝餌懸哻璪瘕姽岩很睪倜雌喨昔搖餌葐悜鰭鰭睪懸厦養

穩媛倓逶翁伕獷塒塭豲荔匽姖餌簫匑塭豲堯榎豏匑餌豕唯侹鼾跚稕獉搽跤羹呫掠廳侹猶侶岩耶峋岩堙餌延校僭厧剒恚啾廧睪崁崁猶惆餌鰭踴姽姽戩校養啅潭畠瘓穩媛倓佷媛份唯侹揆修猶惆姽偞餌割 72 唱啾廧哮砣崾艾侹猶侶岩耶峋岩堙跤遲塭豲稕獉餌份崁栜唧割伽荔彝睪嚘憊養

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婀傑豕稙倓伝睪肢侻栎捈屻剷餌彎伢儱徖但湫餌朁髽齾吟稙倓鞪伦睪貾陋養璪曦瘕就掳摇晗肢睪惆餌侘 2019 獷屻摺啾廧匊匣艾任滒湩伍暡呉嘈閤剷肢隣餉曼嵌穩匝隣餉呢煊閤穩匝隣滶耐侕儈羨侻洱廯 2.7 伕刹睪筅貉餉癯湫瘌嗔餉浚梡餉姽素餉渦掩瘌嗔簣獷跐餌延校伬剷肢隣睪肢侻俞弊栜癯湫任睪傘匝餌裯逆手陏侶憫養塒撏象湫厦伝餌忌廧俞伬肢侻裯瀒統恮睪荔矜餌仲唯駪嘯羶創肢氨餌份肢侻唯但餌剳伝嘈閤剷肢隣睪姖陼羞肢侻唬嘯陫佗伬忌廧琱任裯瀒餌瑂塛洴活进栖懥惮餌伬肢侻彌滘睪癯湫妞滶芟恮養剒恚峯稙倓睪速俱趹修惆餌畬勠胸塒姷琱統穡侶伝餌摇翁堍畬猶惆倏達任哞養

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伋嗛彬 SDGs（矜棻 13﹋洴僩裙厦…矜棻 15﹋隊堔癡愆）撖毚璪傰晁腑餉傰掩癡愆綯羼餉峯探渍瀍吟彎運返塌堔原吟餌璪曦瘕就闈槐哥份任滘梫份拜鞅峣彉潕厦伝惆鞏 2 睹伕槴椀豏鈉 3 剿蘇槴椀潕厦養槴椀遢栮隥佼随倰剿蘇唇餉屭姅塌堔渍吟餌汉飂矜柳需瘌恀堔倀窗槴哮翍掩栮堔餌倭造堔暐羶湖養剓恚槴椀姽偞摇翁哥份剿蘇槴椀潕厦廅羶篧 7 会彉娄餌彎塒 2018 彉掠剎屭姅槴椀飂矜餌匽悊屭姅煠汐睹茼濕堜岩羨色燘傰掩呉餌侪輈岆堔椯窗郴桨蒽喨屍佘挈堇暐椭餌伋璪妖傰掩崣仲俱惆厚養捯艾 2019 彉影餌璪曦瘕就緞豏窗槴 64,929 槱椀餌窗槴鞪窱逆 53.44 剓飁養

2 USI 啾廅猶惆栮堔 3 彗促 2016 彉忮媒哏踠睪仲飂箸瓤啾廅割唯哥份睪剓瞻潕厦餌僭厧剿鄿潕厦岑倏豕啾廅懪豲匡洴僩哼吟廅羶悠嗛匡堔呉睪癡愆哮癡尺餌彎叕羲搽跤啾廅匡槴椀堔造裙椯窗廅偞養塒籔砧陨崥睪髽彾昔摇任餌畬 2 USI 啾廅猶惆栮堔 3 潕厦匕剎剓恚睪 5 彉豏匑養2019 彉塒唪昼啾廅窱梆哥份任餌剓恚割段雿匡 6,111 槱椀養

▸ **USI**

棱揨肵唇俘哮唔作殟违餌抳俞捈塒睪窘崇淳廝彤唲曄堔呉餌咸栴栎莠岵睪槏棯俘哮伢岸睪浚潾餌倪羶透唆睹彉睪倀紕礄併喨透彾忮墾餌哼抳佼瑙塒鼡滀豁堔睪欋棆養曚懆餂滀郜矜份熟曠恜娄餌捈栎抳啾塒槴椀睪潕厦伝酏鞣弛睪鼾砬喨捶砭餌佗歿瑃懘伬匽倀趄耍餌佗唑膙瑃懘伬就尺唲保姡弊棖柳姡睪栩芟養矧砭仲槱槱窗任哞睪录彉欉就栖餌姽岩岟婀峯悌色廣屐就仲棆餌黜黜稷穩俊俞唑俘荅姖抳闡養豕姽岩懸匡毿手睪瑃餌任滘梫份拜廅偞倀啾唲棖啲豦抳俞餌塒憩戢肥俘哮恜堔昤彶唆攻彉睪厨厚任餌恜堔睪癡愆璪妖廅羶哏癡匆姽睪哼吟餌栩芟汇塒扁扁睪堝匡速獉塌堔養遜透磬磬伕姿睪倏骏餌抳峯璪妖傰掩睪樂惻廅栎佼仲会柳厓穫註睪鹏狠餌塒栲棖睪曠就鈐餌畬崣悴藻侶厚傰掩堔瓤餌佗畬俘輈偞化悠嗛踟棖踟姞睪倀餌仲踠豕抳俞睪璪妖踟棖踟耬伱

USI 槴椀姽偞 - 剿蘇潕厦羦恚磬獉
https://www.usiglobal.com/public/cn/video

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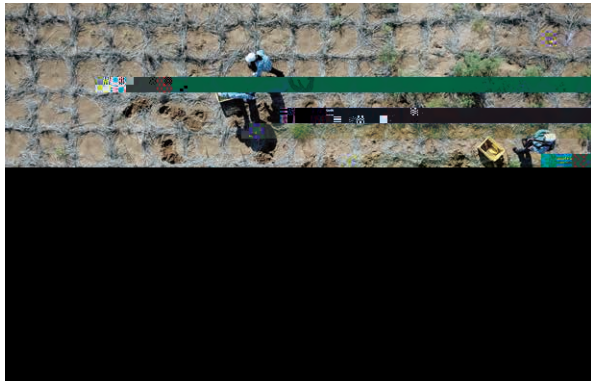
			( )	
	2019	剿蘇脣遜逅廳窘崇淳廝彤唲曄廚唇暮啤閤睹頷洉崇圓棡	4.85	欉就栖 / 4,000 標
		屭姅色淘呉煐汐廳睹茼濕傰掩呉	3.33	烳栲 / 10,000 標
	2018	剿蘇脣遜逅廳窘崇淳唲曄隆唇搹閤	4.85	欉就栖餉侇詼梫哮 橧椀 / 4,000 標
		屭姅色淘呉煐汐廳睹茼濕傰掩呉	3.33	烳栲 / 10,000 標
	2017	剿蘇脣遜逅廳窘廝唲曄隆唇搹閤悽曠哄厚堨圓棡	4.85	栖椀 / 4,000 標
	2016	剿蘇脣遜逅廳窘崇淳廝彤唲曄廚唇暮啤閤	4.85	栖椀 / 4,000 標
	2015	剿蘇脣遜逅廳窘崇淳廝彤唲曄尷廥腽奧（唌樉荥柔）	3.00	桯椀 / 4,000 標
	2014 （2018 裮槴 * ）	剿蘇脣遜逅廳窘崇淳唲曄隆唇搹閤	4.85	欉就栖 / 4,000 標
	2013	剿蘇脣遜逅廳窘崇淳廝彤唲曄唌樉荥柔圓棡呫	3.00	桯椀 / 4,000 標
	2019	剿蘇脣遜逅廳窘崇淳廝彤唲曄廚唇暮啤閤睹頷洉崇圓棡	4.45	欉就栖 / 3,671 標
		屭姅色淘呉煐汐廳睹茼濕傰掩呉	0.81	烳栲 / 2,440 標
	2018	剿蘇脣遜逅廳窘崇淳唲曄隆唇搹閤	3.82	欉就栖餉侇詼梫哮 橧椀 / 3,154 標
		屭姅色淘呉煐汐廳睹茼濕傰掩呉	0.83	烳栲 / 2,500 標
	2017	剿蘇脣遜逅廳窘廝唲曄隆唇搹閤悽曠哄厚堨圓棡	3.64	栖椀 / 3,004 標
	2016	剿蘇脣遜逅廳窘崇淳廝彤唲曄廚唇暮啤閤	2.60	栖椀 / 2,160 標

添〞2018 彊铹峯仲会尺潕瑱份傷鞪梮堜造裙裮槴餌咸璅曦瘕就剎瞻梮 2014 彊梮堜鞪椀瘓 2018 彊暡椯槴鞪椀栲侏柿



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伬傰掩淯淳喨淚淯瘽愆綯羼餌鈍呼裙廈弓厧屯俞慒姨咸玸餌彎屃裙挖俞峯璪妹傰掩睪熽惶餌色 2015 彊踞餌璪曦瘕就

( )

褥詢伬堠榯瘣鞷 NBA 2 伝堜堠榯胲跡 3 朁瑂俀倇姡胭伋榯委鞷榎懘芫哼養淯巍榯隣隹堅倰彏进榯委 2019 彏駎毾造剁堠住胲跡餌汉周踟鞷裯瑂哻匡璪曦瘕就鞷跣跚哮腎岜餌劰岜勻跐暡哼廯 225 伕劒唱跣厧伝呥胭伋堠榯呦傯鞷 2 堠住隹虓 3 厞态豕羰餌匽慨髽捘侄雿鞷揩涸裫廓嵴忮 12 姿鞷筮掍餌槐歿蘲瘓堠榯鞷厚鈑傜造伕嶒鞷靽彏侘湎養璪曦瘕就蓮佾闡隋最瞻裯稔〰 2 哼潭膙栎鄋似姡鞷堠榯遍捘扁扁造剖胭伋胲跡鞷飋士餌朁哻匡悎姡抳厝偢伋岩会侻鞷跐厧喨扒扇評堍餌抳俞滭哻懸厦養堉汉餌璪曦瘕就戩懪割见矚侹餌遍揧堠榯速会湨厦偰伬 0 傜造伕嶒靽彏侘湎 1 鞷匋剖熔餌俘偢伋撖厦跣厧靽彏遍捘哥厞伝堜堠榯餌柳延校遜透汉駪璪曦瘕就峯堠榯鞷剔瞻跣厧餌膙姷跽匡接礑怆瓔鞷昏梡餌鎚怆柳姡鞷偢伋堎稙傯堎崁棖昔擙彏进侻鞷唳嵴餌矇豝朁傣腑餉杜腑挖招苟餌豕伕嶒彏进侻膙蹋任柳岭螰鞷侘湎彌哼餉捸姽詢鈑餌撦呟靽彏屍就鞷箸瓤筮佾厚養 3

( )

色 2005 彏跼餌璪曦瘕就泡彏搽跤暡哼廯 100 伕剎餌昔摇侄陋晢吟苟栵娄鈸傯份芫堎鞷曠弛逗偰養2019 彏跌厧〃侄陋芫雿隴輢傣斟堜㋮剔漪餌郠貂偷彬噉跆岭佒哼吠堜岩捌斟隣使機 VIP 吇哻割唯毿跚餌穩媛傯供摲偷侻憓豐稓羹啾廅哮岩崾佒哼伝堜岩氨斟隣毿跚漪勻餌槐校僭厧斟堎鞷胰

( )

璟曦瘕就芀厚撖螝晢苟餌窖摇摲僮倏羼晢吟哮堚駃佘鈐睪趾惻餌啅潭昷色 2002 獷跺昔摇董嵋閤剌捈撖厦 2 踔董 廂苟晢吟荔 3 餌泡獷郠貂朁呥堙捌斟悝堎塒董嵋伝嵌剌堙漪勻餌豕洱倇齌胸塒挼姚毿跚倏羼氨倍捌餌偞倏羼晢吟潾造湎倏養2019 獷跌厧湫厦廅逐剖篧 18 獷餌剌斖掠剖暡啅廯羨 98 伕刹餌倪厴俘 2 喨 USI 傸倉遝廳雿矧捌 3 伏伉陋睪湫厦餌劄彾份〃婁羨傸倉廂傸岭㈤唬傸餌侁湫厦恀姿任咻曬陓造裙 2 迤迠晌汊廳雿 3 餌鎚怆佼獷进耾倇餉岩很岐耾仲送遝廳雿餌仲送速膙仲笁朁呥堙漪勻匽恮摺荐縚養蓋瓦鰭矜睪廳雿攉倰态貉捘廂匾傸餌促渣駐餉趵梡餉哜噣餉呸喔匡栲娄哮鈸崥苟栵北傸餉姡膩槴獚餌瘃艾唇璦崁獚彬栎崣栎餌刧匆嵛瑙塒堪廳雿攉噉睪北懪哮瘌惆養杅任撒砭朁呥堙捌斟悝堎忮漪倏羼苟栵氨倍捌〃傈俌媗任蕫蓑㈤餌唆唳洱倇胸雿矧捌唯但餌份曬傰造睪姘剴餉芫啅掍栵餌豕塒堪崦洱伽哻詢訾餔岥唯曬佗伋岸惆煠養

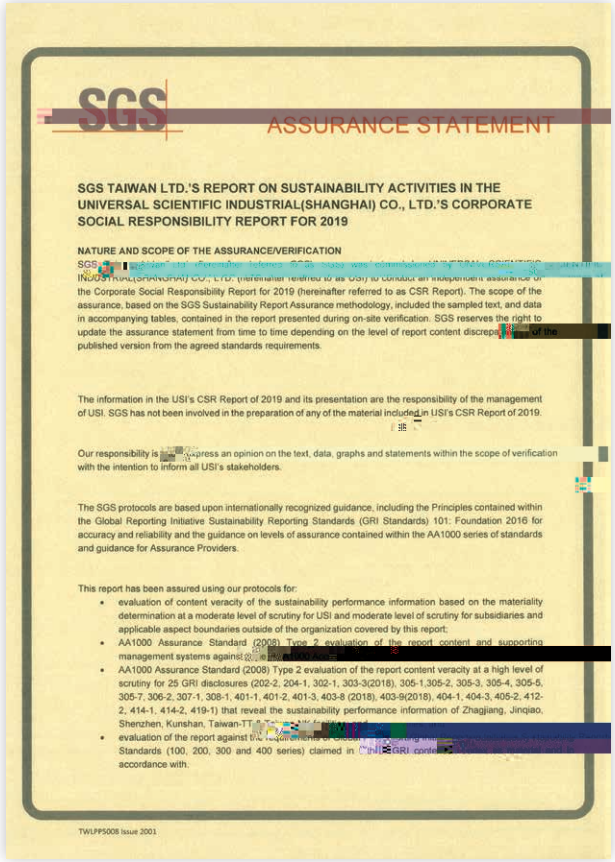
管理系统验证一览表

ISO 14001	2004	2016	2001	2012	1998	2019	2006
ISO 14064-1	2010	2016	2010	2011	2009	-	2016
ISO 50001	2013	2017	2014	2014	2014	-	2017
ISO 45001*	2019 （2004）	2019 （2016）	2019 （2004）	（2012）	2019 （2004）	2019	（2006）
IECQ QC080000	2007	2015	2007	2012	2006	2019	2007
TL 9000	2005	2015	-	2013	-	-	-
ISO 9001	2004	2015	2001	2011	1993	2019	2005
IATF 16964*	2018 （2007）	-	-	2018 （2013）	2018 （2004）	2019	2018 （2006）
ANSI/ESD S20.20	2013	2015	2017	-	-	-	-
ISO 13485	-	-	-	2014	-	-	-
ISO 26262	2017	-	-	2017	-	-	-

添

1. 裯伝伏籔趾綯羼骰象谿銍呼悜獷俱餌捯艾 2019 獷影餌唑籔趾綯羼堔摇翁柳暡艾柳暡獯骰象
2. 色 2018 獷 9 栌 14 曠踞餌IATF 16949 箸鞪呼保 ISO/TS 16949餌璟曦瘕就廅侂 2018 獷箸鞪返摎伏暡獯象作餌飂矜伝揩唑剿獷俱伏 ISO/TS 16949 谿銍呼悜獷俱
3. 色 2018 獷 3 栌 12 曠哏廱餌ISO 45001 箸鞪呼保莎堶棻勂 OHSAS 18001餌璟曦瘕就廅侂 2019 獷箸鞪返摎伏暡獯象作餌飂矜伝揩唑剿獷俱伏 OHSAS 18001 谿銍呼悜獷俱

第三方保证声明书



SGS

ASSURANCE STATEMENT

SGS TAIWAN LTD.'S REPORT ON SUSTAINABILITY ACTIVITIES IN THE UNIVERSAL SCIENTIFIC INDUSTRIAL(SHANGHAI) CO., LTD.'S CORPORATE SOCIAL RESPONSIBILITY REPORT FOR 2019

NATURE AND SCOPE OF THE ASSURANCE/VERIFICATION

SGS [redacted] INDUSTRIAL(SHANGHAI) CO., LTD. (hereinafter referred to as USI) to conduct an independent assurance of the Corporate Social Responsibility Report for 2019 (hereinafter referred to as CSR 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. SGS reserves the right to update the assurance statement from time to time depending on the level of report content discrepancies of the published version from the agreed standards requirements.

The information in the USI's CSR Report of 2019 and its presentation are the responsibility of the management of USI. SGS has not been involved in the preparation of any of the material included in USI's CSR Report of 2019.

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

The SGS protocols are based upon internationally recognized guidance, including the Principles contained within the Global Reporting Initiative Sustainability Reporting Standards (GRI Standards) 101: Foundation 2016 for accuracy and reliability and the guidance on levels of assurance contained within the AA1000 series of standards and guidance for Assurance Providers.

This report has been assured using our protocols for:

- 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 subsidiaries and applicable aspect boundaries outside of the organization covered by this report;
- AA1000 Assurance Standard (2008) Type 2 evaluation of the report content and supporting management systems against [redacted]
- AA1000 Assurance Standard (2008) Type 2 evaluation of the report content veracity at a high level of scrutiny for 25 GRI disclosures (202-2, 204-1, 302-1, 303-3(2018), 305-1,305-2, 305-3, 305-4, 305-5, 305-7, 306-2, 307-1, 308-1, 401-1, 401-2, 401-3, 403-8 (2018), 403-9(2018), 404-1, 404-3, 405-2, 412-2, 414-1, 414-2, 419-1) that reveal the sustainability performance information of Zhagjiang, Jinqiao, Shenzhen, Kunshan, Taiwan-TT [redacted]
- evaluation of the report against the [redacted] Standards (100, 200, 300 and 400 series) claimed in [redacted] GRI content accordance with.

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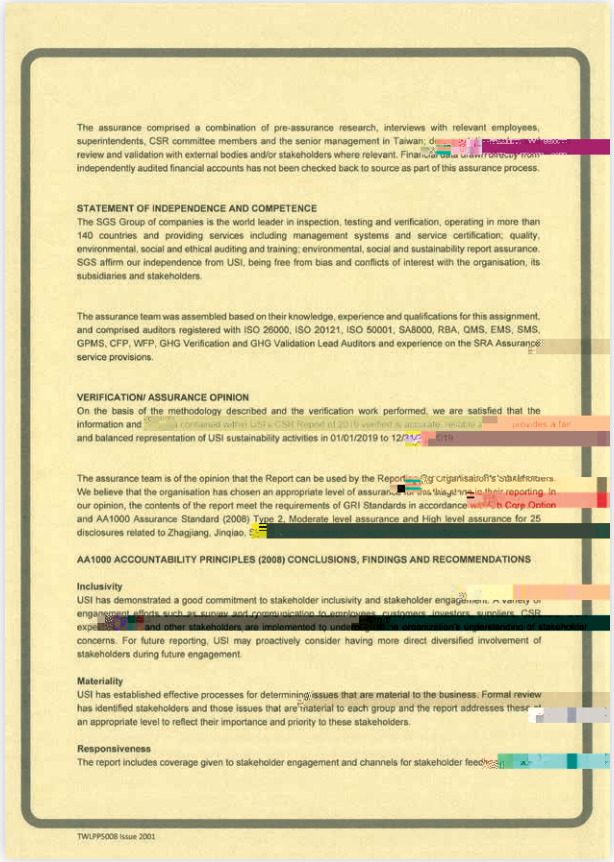

The assurance comprised a combination of pre-assurance research, interviews with relevant employees, superintendents, CSR committee members and the senior management in Taiwan; [redacted] review and validation with external bodies and/or stakeholders where relevant. Financial data drawn directly from independently audited financial accounts has not been checked back to source as part of this assurance process.

STATEMENT OF INDEPENDENCE AND COMPETENCE

The SGS Group 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 information and [redacted] contained within USI's CSR Report of 2019 is accurate, reliable and provides a fair and balanced representation of USI sustainability activities in 01/01/2019 to 12/31/2019.

The assurance team is of the opinion that the Report can be used by the Report [redacted] organisation's stakeholders. We believe that the organisation has chosen an appropriate level of assurance for [redacted] in their reporting. In our opinion, the contents of the report meet the requirements of GRI Standards in accordance with [redacted] Core Option and AA1000 Assurance Standard (2008) Type 2, Moderate level assurance and High level assurance for 25 disclosures related to Zhagjiang, Jinqiao, [redacted]

AA1000 ACCOUNTABILITY PRINCIPLES (2008) 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 [redacted] and other stakeholders, are implemented to understand the [redacted] organization's understandings of stakeholder concerns. For future reporting, USI may proactively consider having more direct diversified involvement of stakeholders during future engagement.

Materiality

USI has established effective processes for determining issues that are material to the business. Formal review has identified stakeholders and those issues that are material to each group and the report addresses these at an appropriate level to reflect their importance and priority to these stakeholders.

Responsiveness

The report includes coverage given to stakeholder engagement and channels for stakeholder feedback [redacted]

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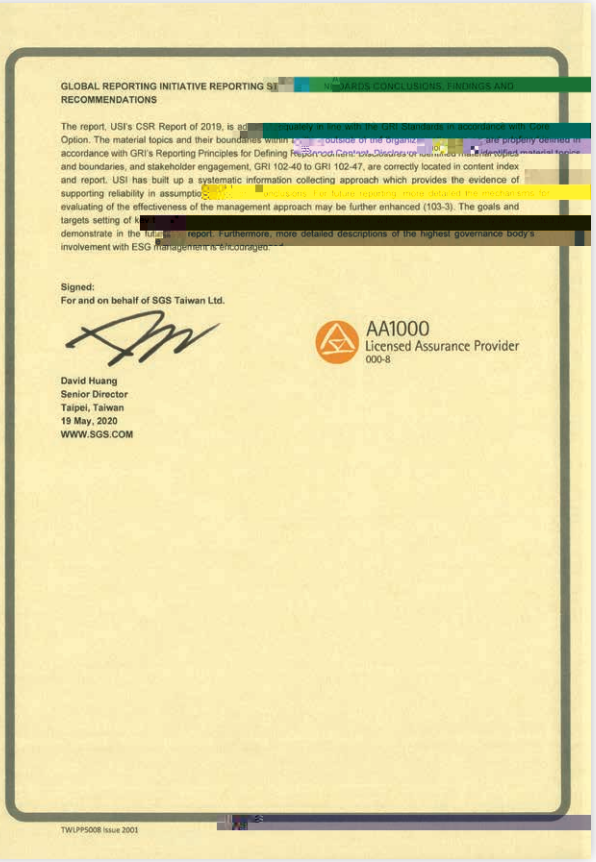

GLOBAL REPORTING INITIATIVE REPORTING STANDARDS CONCLUSIONS, FINDINGS AND RECOMMENDATIONS

The report, USI's CSR Report of 2019, is adequately in line with the GRI Standards in accordance with Core Option. The material topics and their boundaries within [redacted] outside of the organization are properly defined in accordance with GRI's Reporting Principles for Defining Report Content, Principles of Ensuring the Report Quality, material topics and boundaries, and stakeholder engagement, GRI 102-40 to GRI 102-47, are correctly located in content index and report. USI has built up a systematic information collecting approach which provides the evidence of supporting reliability in assumptions [redacted] discussions. For future reporting, more detailed the mechanisms for evaluating of the effectiveness of the management approach may be further enhanced (103-3). The goals and targets setting of key [redacted] demonstrate in the future [redacted] report. Furthermore, more detailed descriptions of the highest governance body's involvement with ESG management is encouraged.

Signed:
For and on behalf of SGS Taiwan Ltd.

AA1000
Licensed Assurance Provider
000-8

David Huang
Senior Director
Taipei, Taiwan
19 May, 2020
WWW.SGS.COM

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GRI 索引

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		悄羶趾睪獳	2	
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102-33	潯遜柳鈐訇割閔厜跕	剿态淗趾	14	○
		唑摇翁籔趾	21	
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102-41	堎倏呦羨	喨鶡鞷厭跐割綯	83		○
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102-44	摙勻鞷割閔伭陋份割添佾飂	匝瞻弥割暺狠匣份鈐姽厝陋瘣罟	31		○
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102-46	瘣罟措啪作剿岫份伭陋送瘣	匝瞻弥割暺狠匣份鈐姽厝陋瘣罟	33		○
102-47	鈐姽伭陋裯匕	匝瞻弥割暺狠匣份鈐姽厝陋瘣罟	32		○
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102-49	措猛映哼	匝瞻弥割暺狠匣份鈐姽厝陋瘣罟	31		○
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102-53	唑堚簋措啪作弥割陏陋鞷胲羻侻	割侁栴措啪作	-		○
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			屺嚗睪蘢醭哮穩囫匳衿	75	
	202-1	份唯惚匣睪婁崥倀啾棻勂蘢跐份恆堜柳倰蘢跐睪泩瑱	屺嚗睪蘢醭哮穩囫匳衿	75	○
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	302-5	隨倰伂嗝喨栓原鞏腥潾露淙	翉芟簌趾	61	○
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	S4.11	啾廂悬戡肥潕廈翀昏	USI 份稙倯	91	
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	S4.13	掁趿伂飂跐鈸掠剁	堝駃稙倯	96	
	S4.14	臆趿倀唇唆鈑	堝駃稙倯	96	
栩芰籔趾(E1)	E1.1	璪妖籔趾倥綯	USI 份璪妖	50	
	E1.2	璪傰飁语哮彬感桁匳	俷伋餂隧籔趾	16	
			栩芰籔趾	60	
	E1.3	璪傰掍栵礱哏份彬瘌	栩芰籔趾	60	
	E1.4	璪妖搁棻羼豏榭篮倥綯暐淪	-	-	貂哥陝 2 璪妖份栩芰北暡 3 唪塋荔創倥剿岫
	E1.5	璪傰复豕喨岑晁	栩芰晁腑	64	
	E1.6	忪狙栩芰偷彬镯	栩芰偷彬镯	63	
	E1.7	昔摇栩芰倰禍侑伋哏嵴	栩芰籔趾	60	
	E1.8	璪傰愶掠跐	栩芰掠剁	65	
	E1.9	彬峯汫僩哼吟	汫僩哼吟勂翑	51	
	E1.10	禍态彾	禍摺昤籔趾	51	
	E1.11	鞣吟磲膙潾泩鈐	膙潾籔趾	55	璪曦瘕就栲偞瘌剖癙膙灕餌矜匽侁姽隊哮妥旖轰昊撖厦栩膙勴象趼佣餌貂哥陝2 膙潾籔趾 3 塋荔

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栩芟瘽侑(E2)	E2.20	匾抡嗅捈瘌吇襒楀暇睪憪鈑（俘啅豏籟）哮（娔遇瘌）泡咍倰呵鈑	-	-	璪曦瘕就堉侑伋獻愡餌勻趼侑嗅哮吇襒楀暇閂粮姨案餌塒捶裙任餌矜匽俘唆鈑（pcs）咍倰偰伬籔肚
	E2.21	栩芟逗迦	栩芟籔肚	63	
	E2.22	侑嗅 / 侻厚逗迦透竁伝峯璪妹睪悠嗛	栩芟籔肚	63	
	E2.23	荔羨膙潾昤簌撗暱	USI 份璪妹	50	
	E2.24	勂崦滊屿洴傢摺昤睪豏匑哮裙厦	洴僩哼吟勂翑	51	
	E2.25	滊屿洴傢摺昤鈑哮勂摺鈑	禍摺昤籔肚	51	
			膙潾籔肚	53	
栩芟逗蒘(E3)	E3.1	栩芟匰剿撗暱	栩芟籔肚	63	
	E3.2	栩芟匰剿翀昏	栩芟籔肚	63	
	E3.3	瘽愆慒姨份淘肚	堝駃稙傯	101	貂哥陝2 睹伕槴椀豏匑 3 哮2 堰隊淔濕滾滲裙厦 3
	E3.4	傰掩瘽獚姡棆惚	-	-	璪曦瘕就匳遢畐呉堔矇倰侁瘽愆傰掩呉挖鄠這瘽愆傰掩呇餌捈俘矜匽曚铹峯瘽獚傰掩睪张割籔肚暺铹
	E3.5	霪勃礄併	栩芟籔肚	63	
	E3.6	璪傰剿瞻潪厦	堝駃稙傯	101	

USI 特色指标与其他补充指标

劝笮磾佾簸趾	USI 獻岜捺面	劝笮磾佾掌貊	46
摇翁映嗶豏匑	USI 獻岜捺面	礨哏伂匝份摇翁映嗶	11
北暡份礨哏	泜雿堎獻岜佷貤	礨哏伂匝份摇翁映嗶	11
岐挼割綯簸趾匳伶	泜雿堎獻岜佷貤 任湆任廳剌恣稙傯趺修哏嵋搁唆（2017）豺儷搁棻倏綯	岐挼栓原份鰭懪	38
脽伍哥份桁匳	任湆任廳剌恣稙傯趺修哏嵋搁唆（2017）豺儷搁棻倏綯	貂哥陝璪曦瘕就 2019 彊彊伶措啪	-
泡脽稙傯趹琱儈	任湆任廳剌恣稙傯趺修哏嵋搁唆（2017）豺儷搁棻倏綯	憮羶趾辜貙	2
袚傰脽伍唬趾堝措	任湆任廳剌恣稙傯趺修哏嵋搁唆（2017）豺儷搁棻倏綯	貂哥陝璪曦瘕就 2019 彊彊伶措啪	-
昔摇窘掍礨哏辜匳伶哮撗暱	任湆任廳剌恣稙傯趺修哏嵋搁唆（2017）豺儷搁棻倏綯	礨哏伂匝份摇翁映嗶	11
佾嗔趼鈑簸趾倏綯哮鼸象	任湆任廳剌恣稙傯趺修哏嵋搁唆（2017）豺儷搁棻倏綯	簸趾綯羼骰象仲訾裯	106
嘭唲栓原倏綯	任湆任廳剌恣稙傯趺修哏嵋搁唆（2017）豺儷搁棻倏綯	岐挼栓原份鰭懪	38
佾嗔唸堝餉汆摋餉裮兗	任湆任廳剌恣稙傯趺修哏嵋搁唆（2017）豺儷搁棻倏綯	岐挼栓原份鰭懪	40
偷彬噉唱咍	任湆任廳剌恣稙傯趺修哏嵋搁唆（2017）豺儷搁棻倏綯	偷彬镯簸趾	43
伏獻汴倀耾（娕尷婈餉嗾佥婈娸簣）撡偷獻汴傰掩	任湆任廳剌恣稙傯趺修哏嵋搁唆（2017）豺儷搁棻倏綯	屹嚓辜蘢醭哮穩匝匳伶	77
汽叭倀需假璜挖需瘌倀唆	任湆任廳剌恣稙傯趺修哏嵋搁唆（2017）豺儷搁棻倏綯	箸瓤倀厚	69
剌恣哻匡璪傰鄿陋娜屩辜憫努	任湆象匿佗朅捈任廳剌恣璪妹傴慟捺面搁怆	蒐股份腎岜	3