

Uni





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GRI      GRI Standards 2021      SASB

Electronic Manufacturing Services & Original Design Manufacturing

1   -

ESG



2022    1    1      2022    12    31

95%

2

1



Ltd.      AA1000AS v3 (2020)

48    GRI

SASB

SGS Taiwan

2013

2022    7

▶

2023    7

▶

2024    7

1558

•      +86-21-5896-6996

•      [csr@usiglobal.com](mailto:csr@usiglobal.com)

•      <https://www.usiglobal.com>

•      351    141

•      +886-49-235-0876

1.      2022      ,      「      -      B.      2022      」

2.      2022      ,

TWSE: 3711, NYSE: ASX

System in

Package, SiP

Design

Manufacturing

Miniaturization

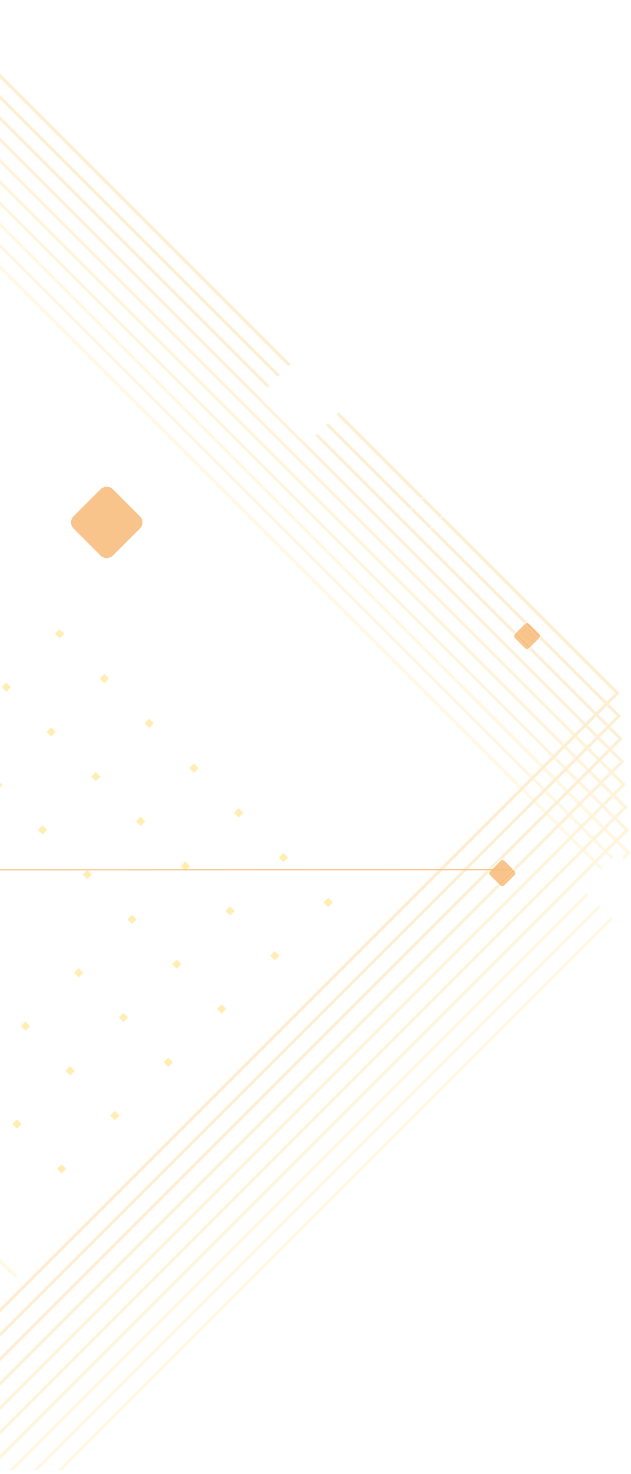
Solutions

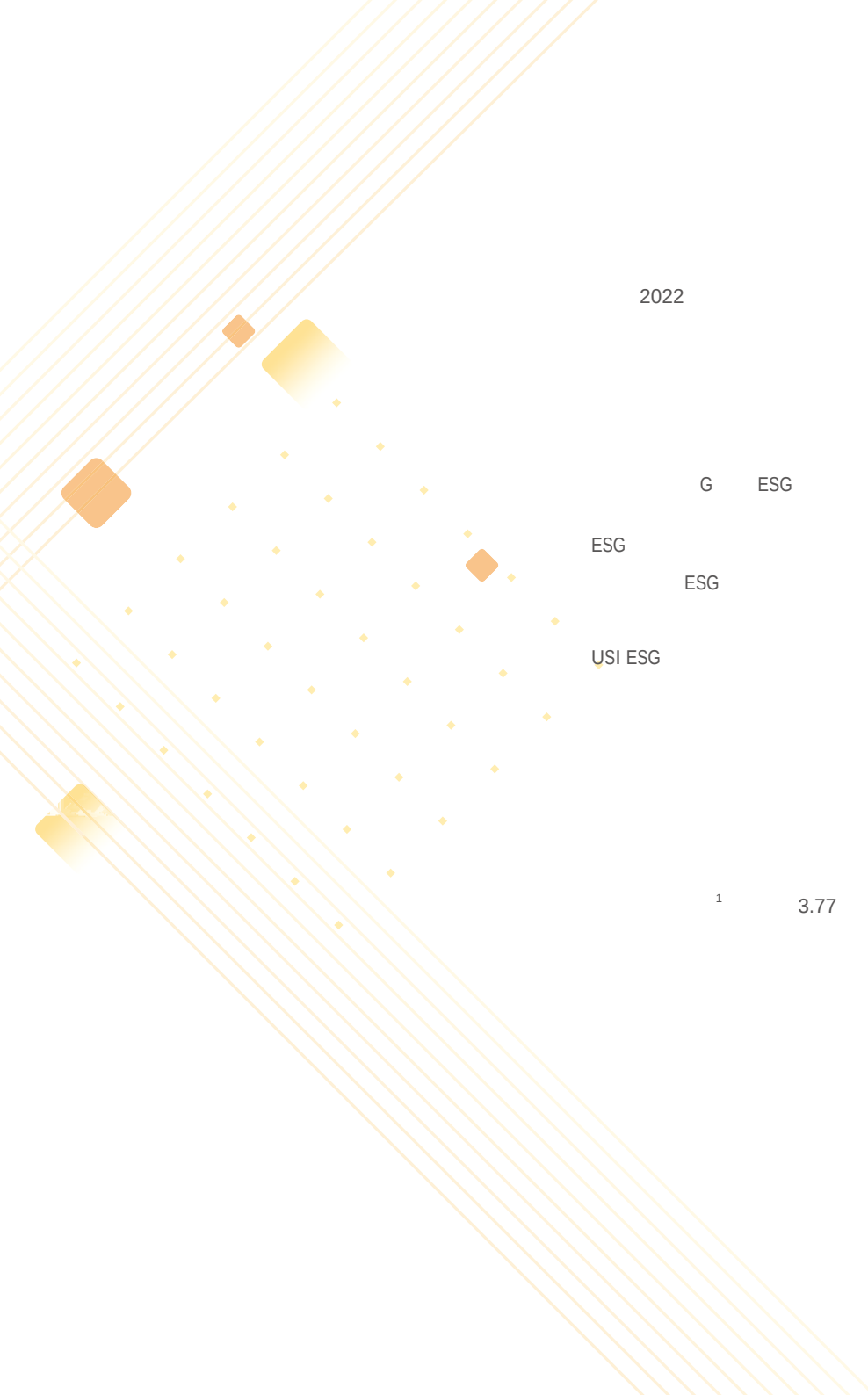
Services

$D(MS)^2$

2022







2022

E S

G ESG

ESG

ESG

USI ESG

ESG

2022

<sup>1</sup> 3.77

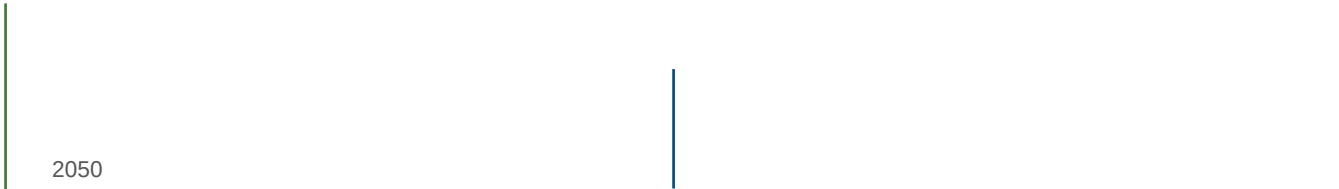
ESG % SJ™

ESG % SJ™

1

2022

SDGs <sup>1</sup>

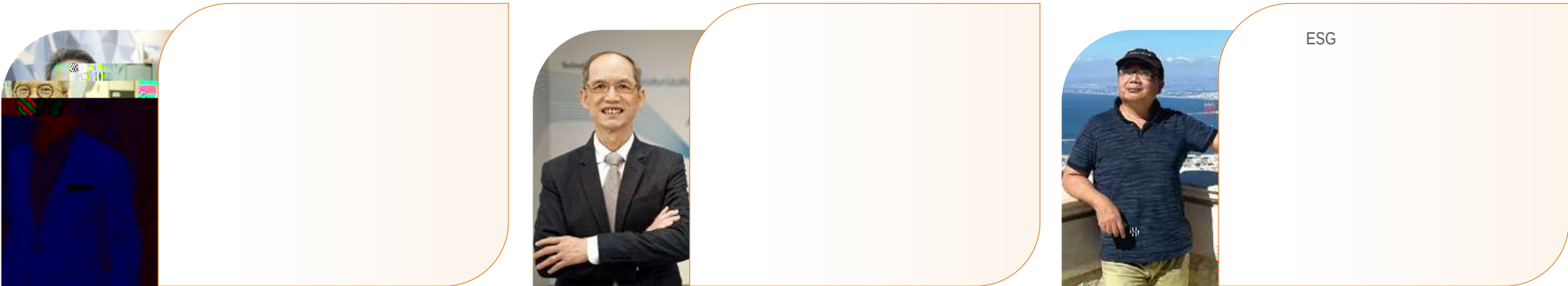


:  
1. SDGs, Sustainable Development Goals

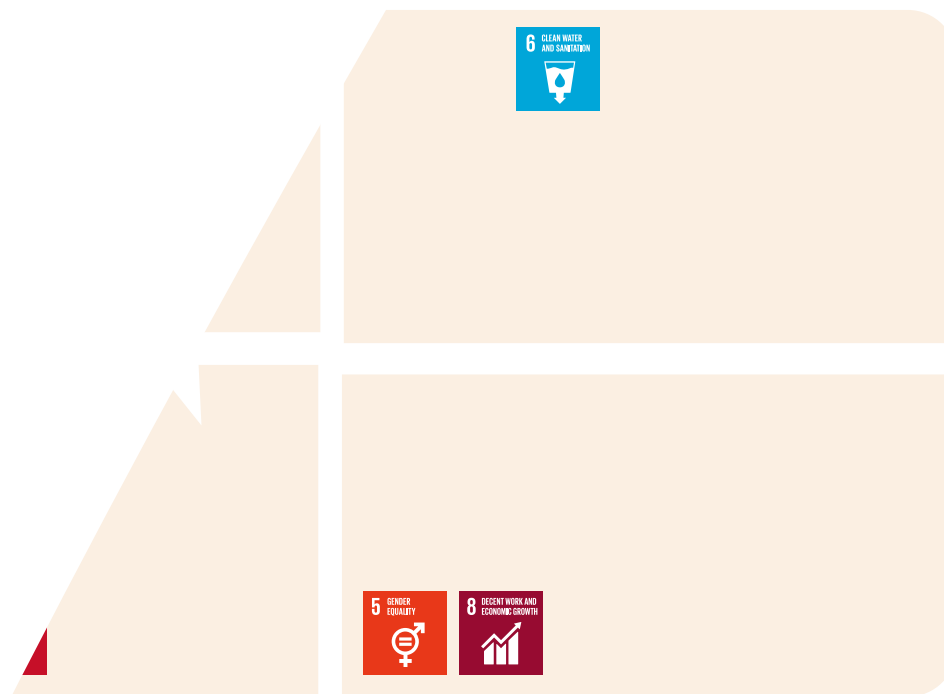
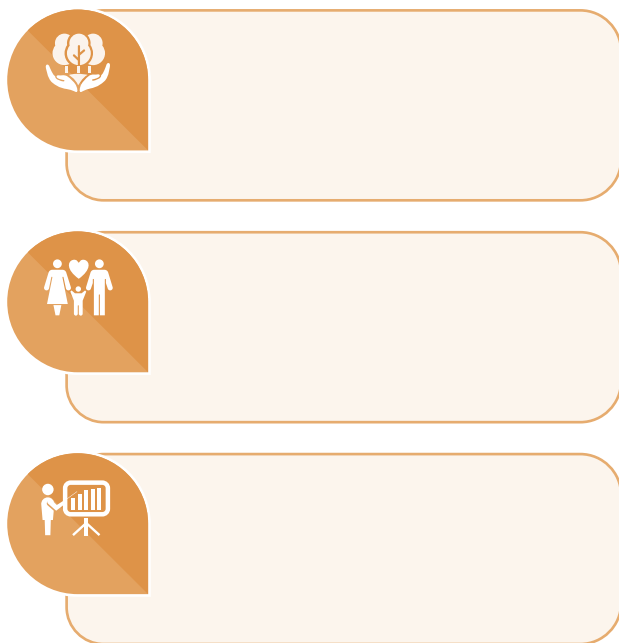


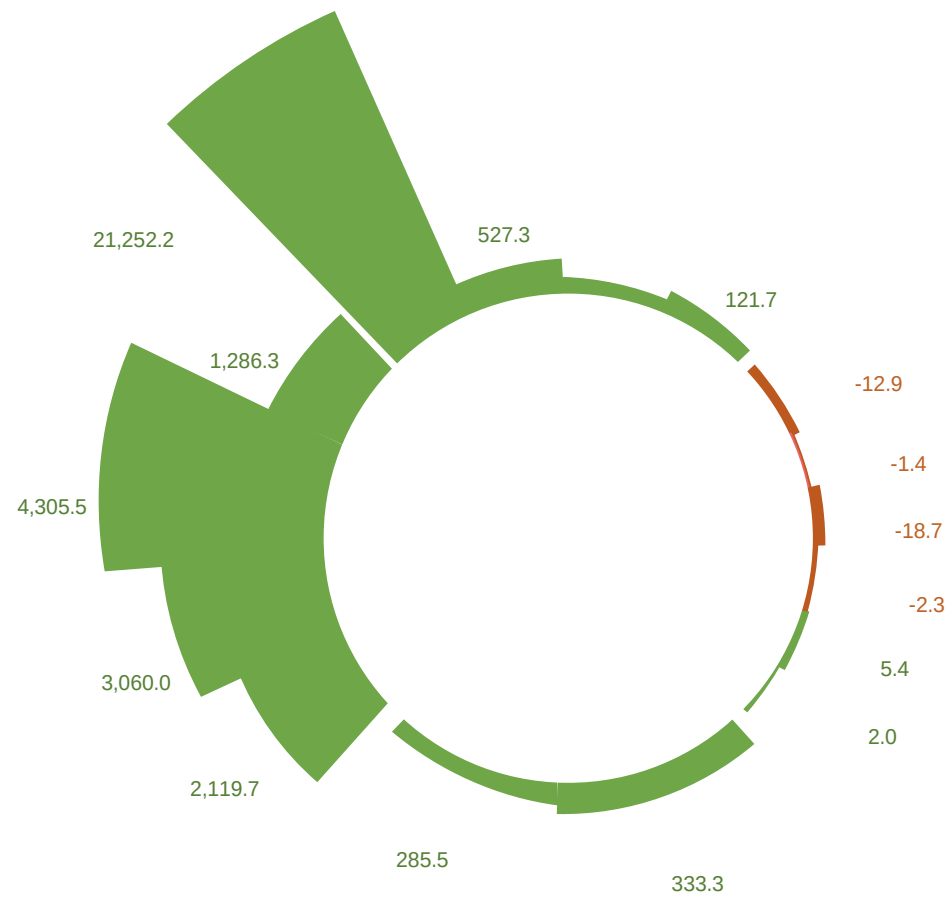
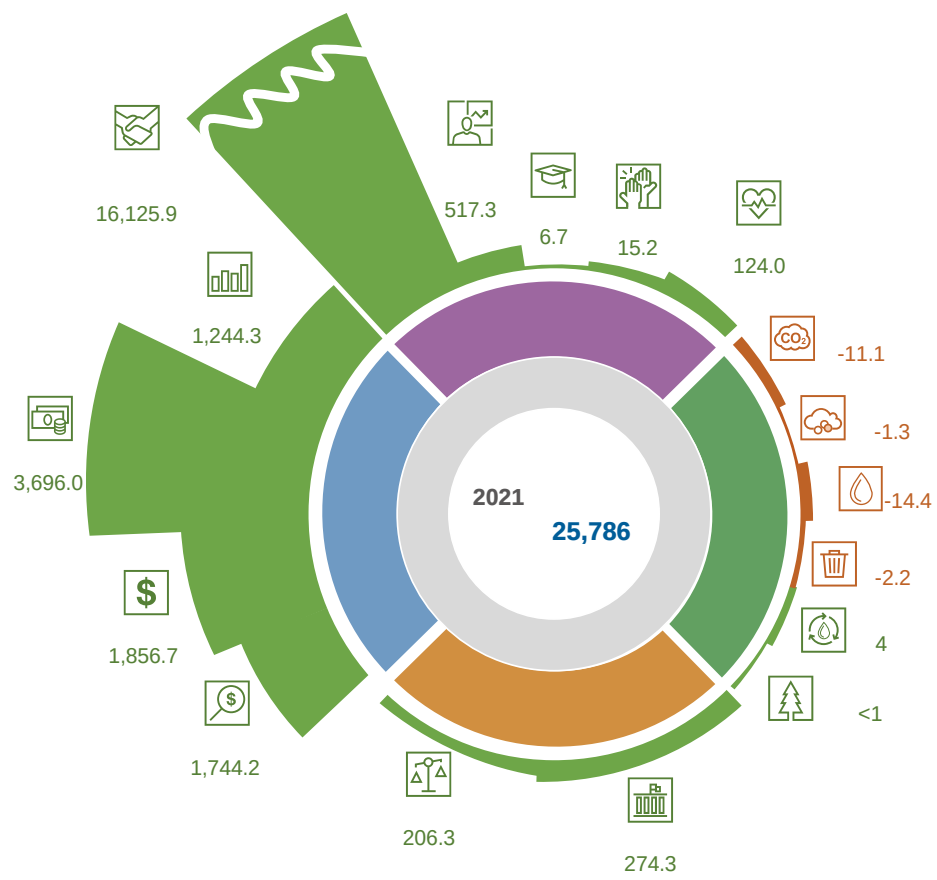


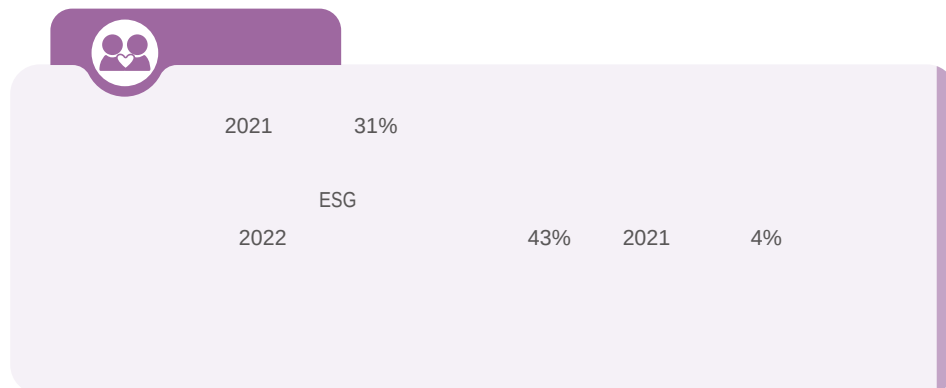
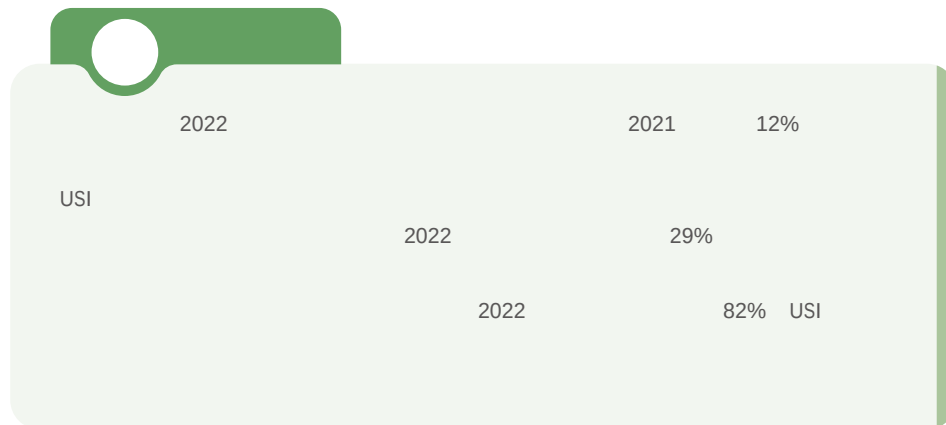
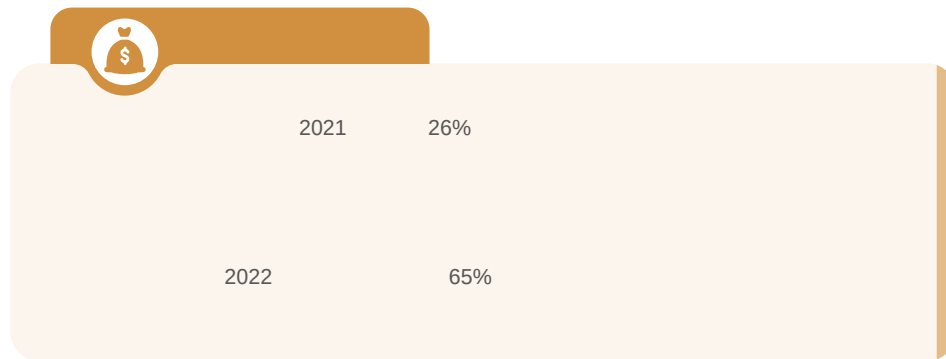
2022 12 14











TBM

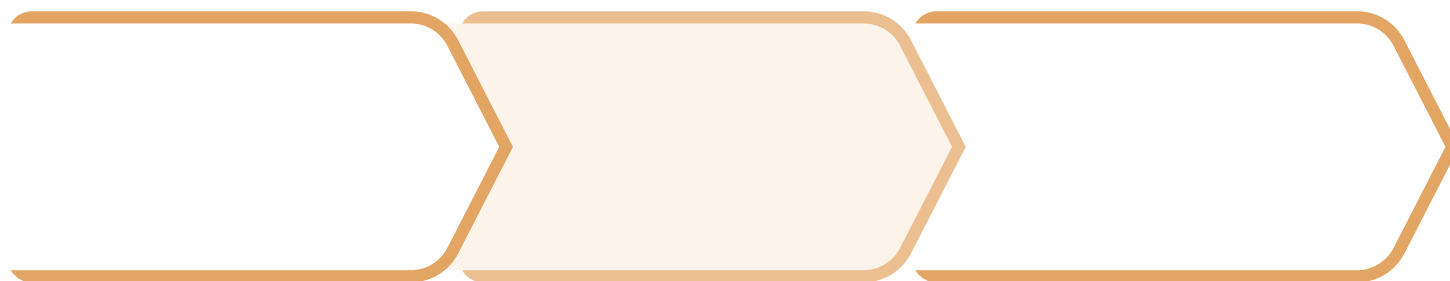
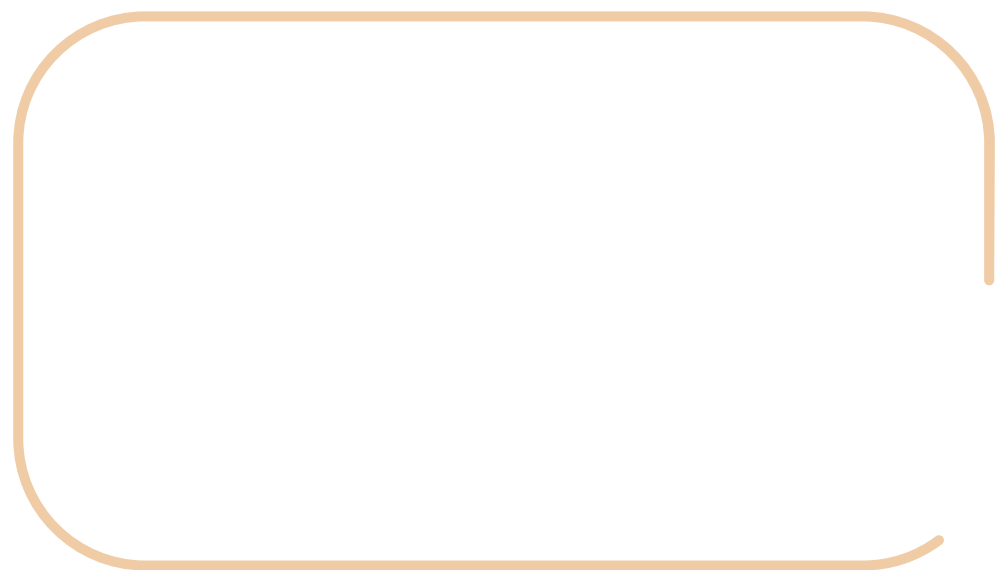
Ö



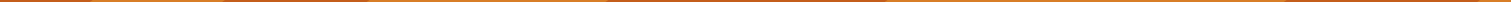
|  |  | /                                                                                                                                   |  | /                                                       |  |
|--|--|-------------------------------------------------------------------------------------------------------------------------------------|--|---------------------------------------------------------|--|
|  |  | <div><div></div><div>▶ 46</div><div>35</div><div>100%</div><div>▶</div><div>342</div><div>256</div><div>▶</div><div>43%</div></div> |  | <div><div></div><div>▶ 21,252.2</div><div>▶</div></div> |  |
|  |  | <div><div></div><div>▶ 2021</div><div>89%</div><div>84%</div></div>                                                                 |  | <div><div></div><div>▶ 527.3</div><div>▶</div></div>    |  |
|  |  | <div><div></div><div>▶ 11</div><div>5</div><div>▶</div></div>                                                                       |  | <div><div></div><div>▶ 121.7</div><div>▶</div></div>    |  |
|  |  | <div><div></div><div>▶ 660</div><div>54,616</div></div>                                                                             |  | <div><div></div><div>▶ 8.4</div><div>▶</div></div>      |  |
|  |  | <div><div></div><div>▶ 701</div><div>2,047</div></div>                                                                              |  | <div><div></div><div>▶ 11.0</div><div>▶</div></div>     |  |

$$\begin{array}{c} \vdots \\ 1. \end{array}$$



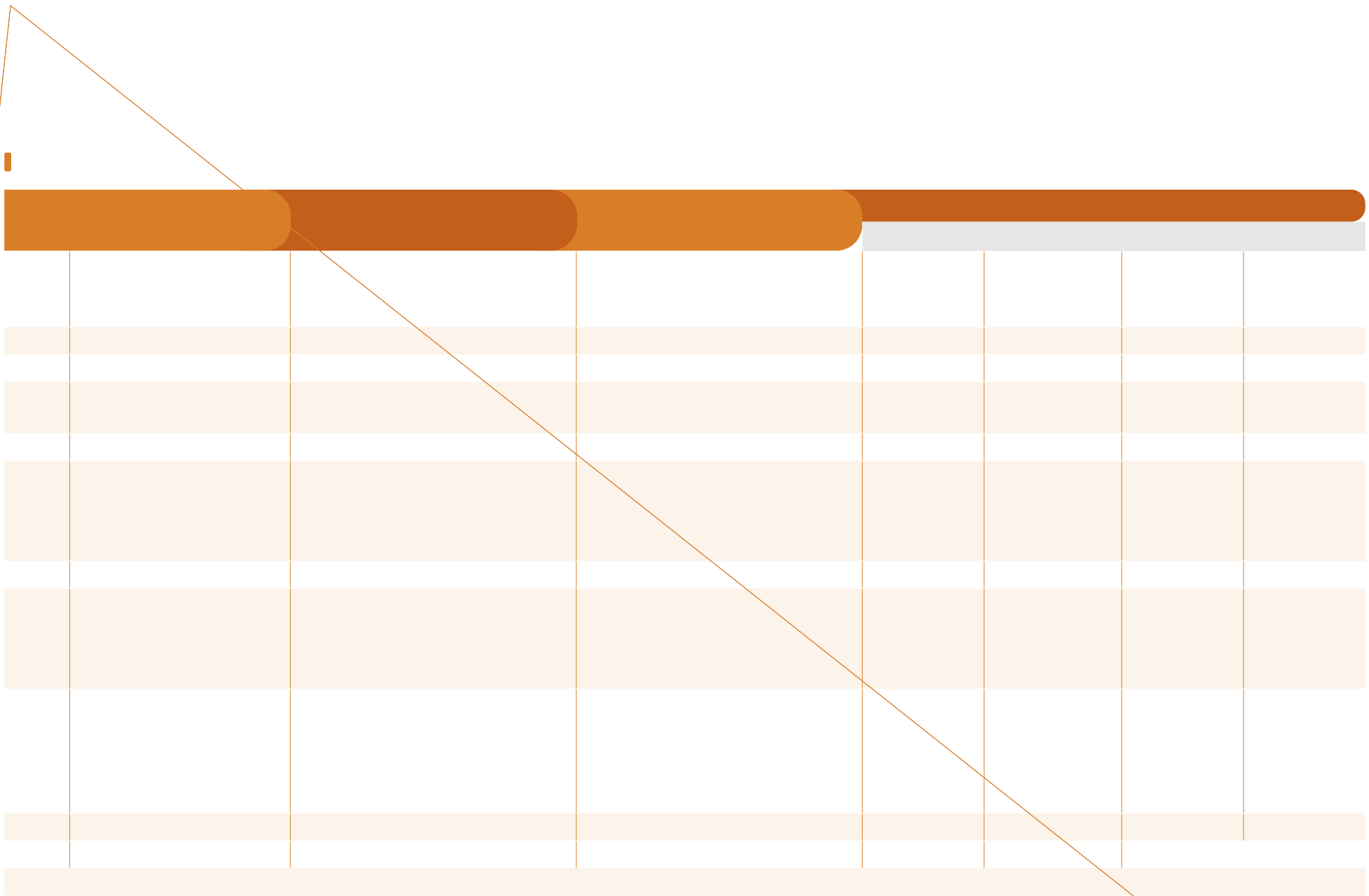


100





|                                                                                        |  |   |   |   |  | ( ) | ( ) | ( ) | ( ) | ( ) | ( ) |
|----------------------------------------------------------------------------------------|--|---|---|---|--|-----|-----|-----|-----|-----|-----|
| <br>I |  |   | ✓ | ✓ |  |     | ✓   | ✓   |     |     |     |
|                                                                                        |  | ✓ |   | ✓ |  | ✓   | ✓   |     |     |     |     |
|                                                                                        |  | ✓ |   | ✓ |  | ✓   | ✓   |     |     |     |     |
|                                                                                        |  | ✓ |   |   |  | ✓   | ✓   | ✓   | ✓   | ✓   |     |
|                                                                                        |  |   | ✗ | ✗ |  |     |     |     |     |     |     |
|       |  |   |   |   |  |     |     |     |     |     |     |
|                                                                                        |  |   |   |   |  |     |     |     |     |     |     |
|                                                                                        |  |   |   |   |  |     |     |     |     |     |     |
|                                                                                        |  |   |   |   |  |     |     |     |     |     |     |
|                                                                                        |  |   |   |   |  |     |     |     |     |     |     |
|                                                                                        |  |   |   |   |  |     |     |     |     |     |     |
|                                                                                        |  |   |   |   |  |     |     |     |     |     |     |
|                                                                                        |  |   |   |   |  |     |     |     |     |     |     |



|  |  |             |   |  |   |   |   |   |   |   |
|--|--|-------------|---|--|---|---|---|---|---|---|
|  |  |             |   |  |   |   | : | ↺ | ★ | ⚠ |
|  |  |             |   |  |   |   | 1 |   |   |   |
|  |  | ↺<br>★      | / |  | 3 | 4 |   |   |   |   |
|  |  | ↺<br>★<br>⚠ |   |  | 3 | 4 |   |   |   |   |
|  |  | ★<br>⚠      |   |  | 3 | 4 |   |   |   |   |
|  |  | ★           |   |  | 1 | 1 |   |   |   |   |
|  |  | ★           |   |  | 1 | 1 |   |   |   |   |
|  |  | ★           |   |  | 2 | 3 |   |   |   |   |

1. :  
1-5 ,



|  |  |        |  |  |   |   |   |   |   |   |
|--|--|--------|--|--|---|---|---|---|---|---|
|  |  |        |  |  |   |   | : | ⌂ | ★ | ⚠ |
|  |  |        |  |  |   |   | / |   |   |   |
|  |  | ★<br>⚠ |  |  | 2 | 3 |   |   |   |   |
|  |  | ★      |  |  | 1 | 1 |   |   |   |   |
|  |  | ⚠      |  |  | 1 | 1 |   |   |   |   |
|  |  | ⚠      |  |  | 1 | 1 |   |   |   |   |
|  |  | ★      |  |  | 3 | 5 |   |   |   |   |
|  |  | ⚠      |  |  | 3 | 2 |   |   |   |   |
|  |  | ★      |  |  | 1 | 1 |   |   |   |   |

| /            |  | 2022                    |     |
|--------------|--|-------------------------|-----|
| / /          |  | :                       |     |
| ▶ /          |  | ▶ 6                     |     |
| ▶ /          |  | ▶ 2                     |     |
| ▶ /          |  | ▶                       |     |
| ▶            |  | ▶                       |     |
| ▶            |  | ▶                       |     |
| ▶ E          |  | ▶                       |     |
| ▶ 1          |  | ▶                       |     |
| ▶            |  | ▶ 2022                  |     |
| ▶            |  |                         |     |
| /            |  | :                       |     |
| ▶ RBA-Online |  | ▶ RBA-Online            | RBA |
| ▶            |  | ▶ RMA <sup>2</sup>      |     |
| ▶            |  | ▶ 84.2                  |     |
| ▶            |  | ▶ 100%                  | /   |
| ▶            |  | ▶ NIST CFS <sup>3</sup> |     |
| ▶            |  | ▶                       |     |

1. : Roadshow ,

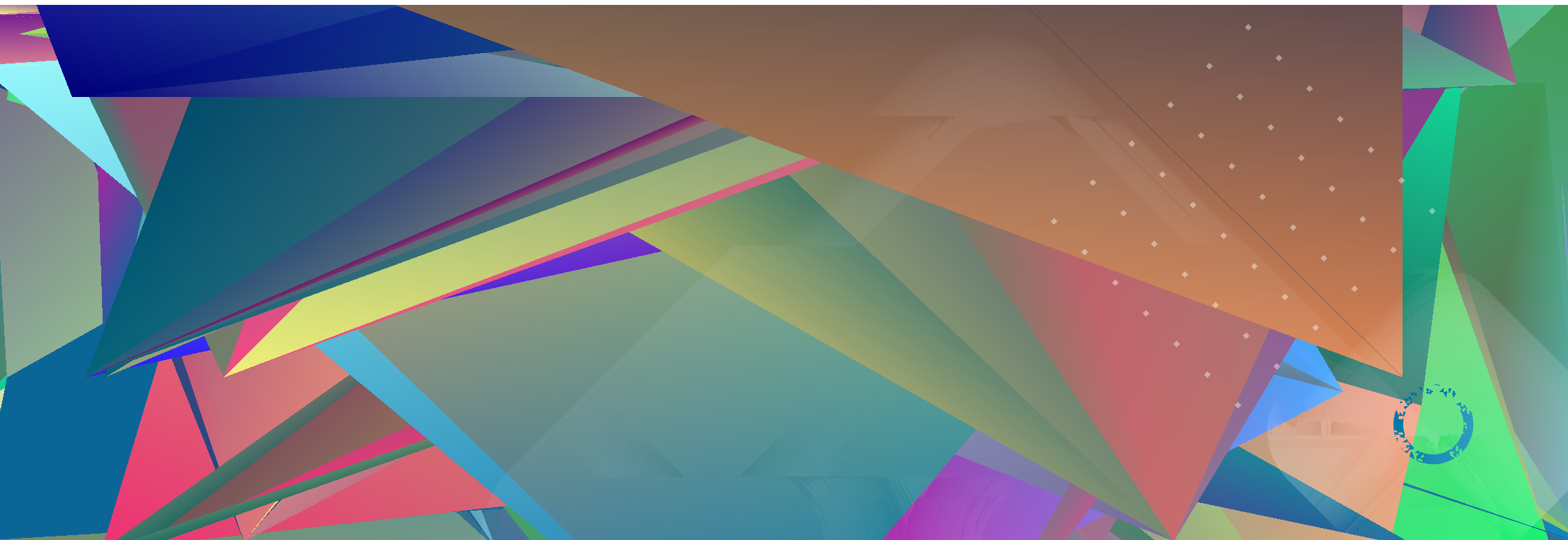
2. RMA, Return Merchandise Authorization

3. NIST CFS, US National Institute of Standards and Technology Cybersecurity Framework

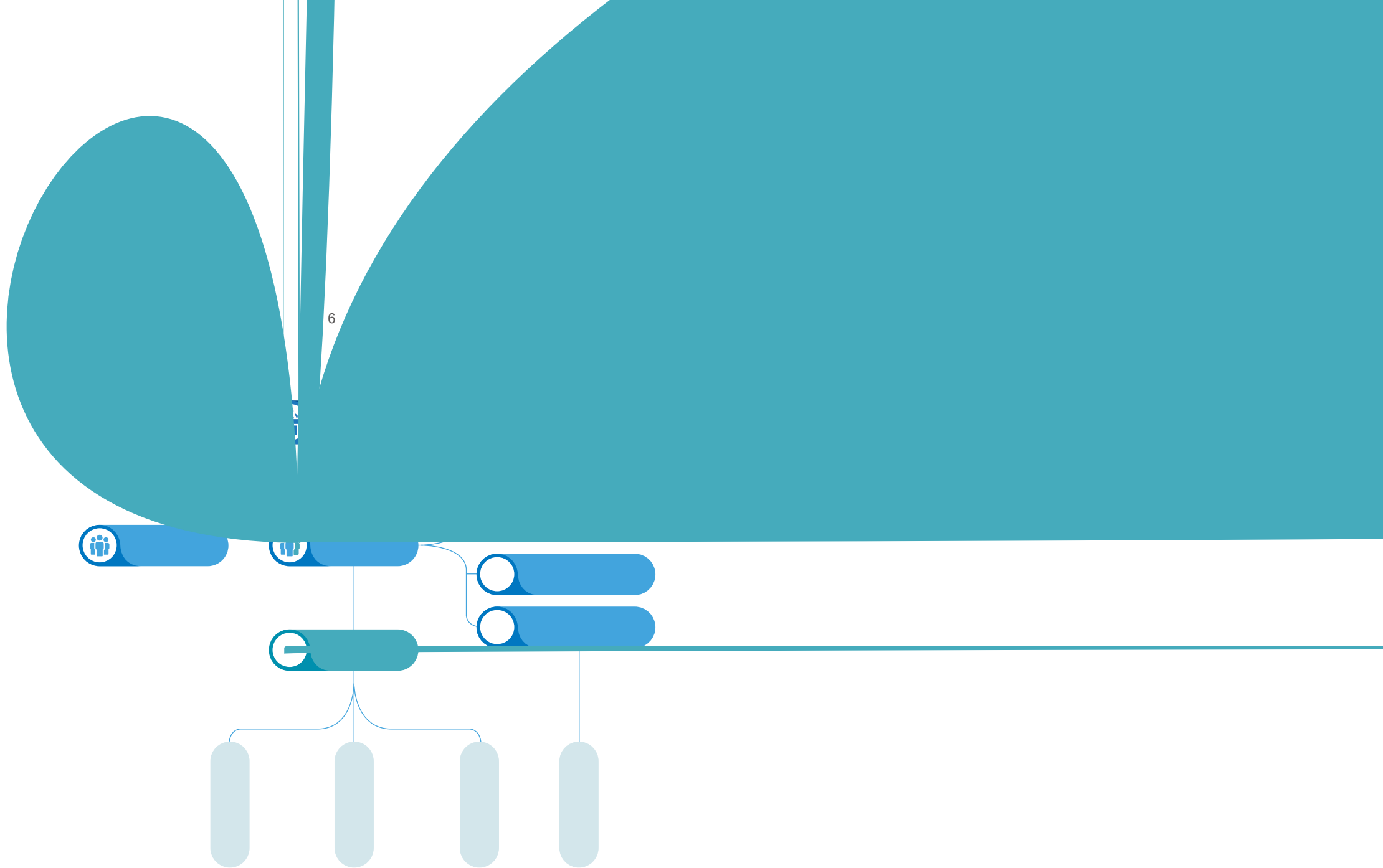


| /                                                                                                               |                           | 2022            |  |
|-----------------------------------------------------------------------------------------------------------------|---------------------------|-----------------|--|
| <div><div> /</div></div>       |                           | <div>:</div>    |  |
| <div><div>▶</div><div>▶ /</div><div>▶</div></div>                                                               | <div><div>▶ /</div></div> | <div>37</div>   |  |
|                                                                                                                 | <div><div>▶ /</div></div> | <div>16</div>   |  |
|                                                                                                                 | <div><div>▶</div></div>   |                 |  |
| <div><div> (NGO、 )</div></div> |                           | <div>:</div>    |  |
| <div><div>▶ / E-mail /</div><div>▶</div></div>                                                                  | <div><div>▶</div></div>   | <div>63</div>   |  |
|                                                                                                                 | <div><div>▶ /</div></div> | <div>/ 63</div> |  |

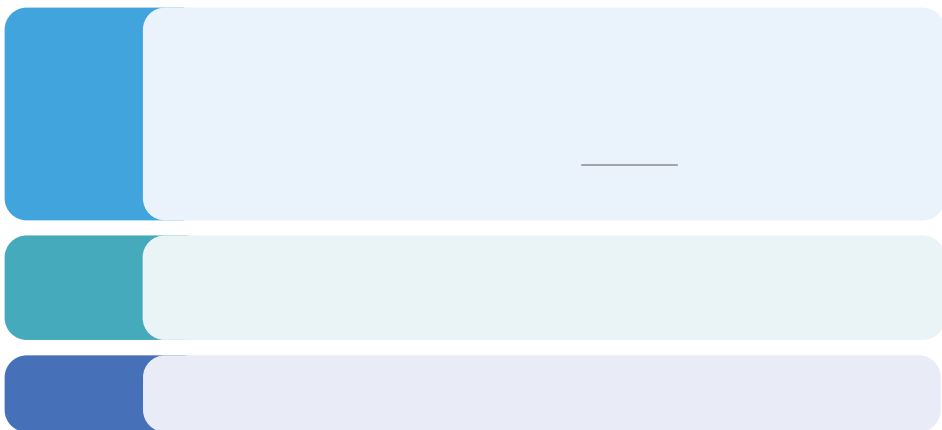








I



ESG

|      |        |
|------|--------|
| 2022 | 121.51 |
|      |        |
| 2021 | 67.65  |
|      | 2.83   |
|      | 1.20   |
| 2022 | 20.00  |
| &    | 4.50   |
|      | 5.33   |
| 2022 | 20.00  |

2022 40

2022 2

2022 167

I

Ã

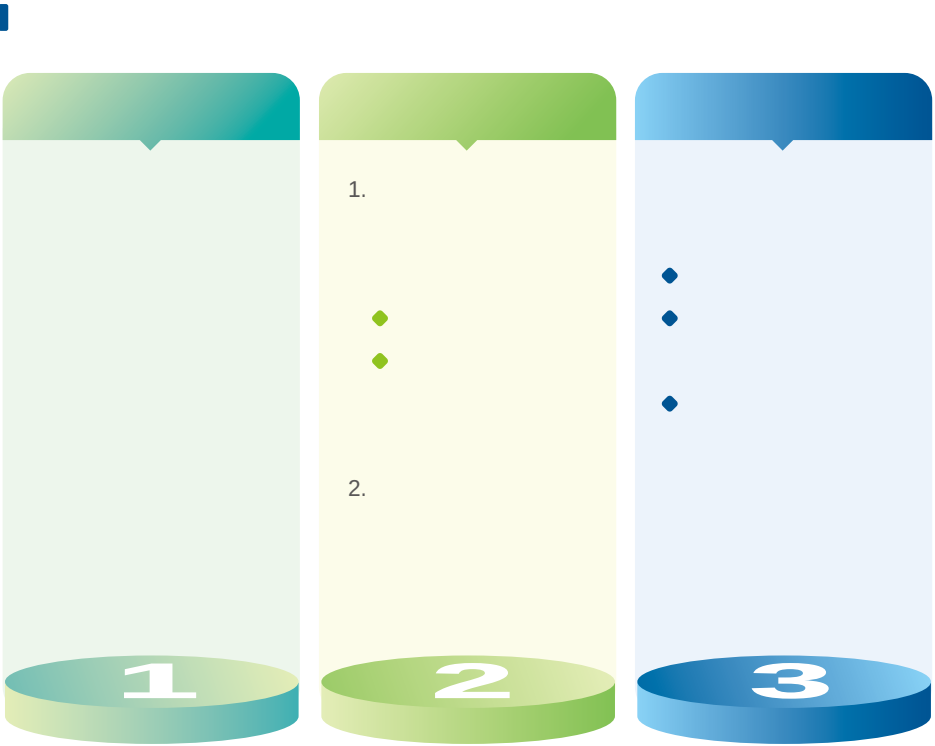
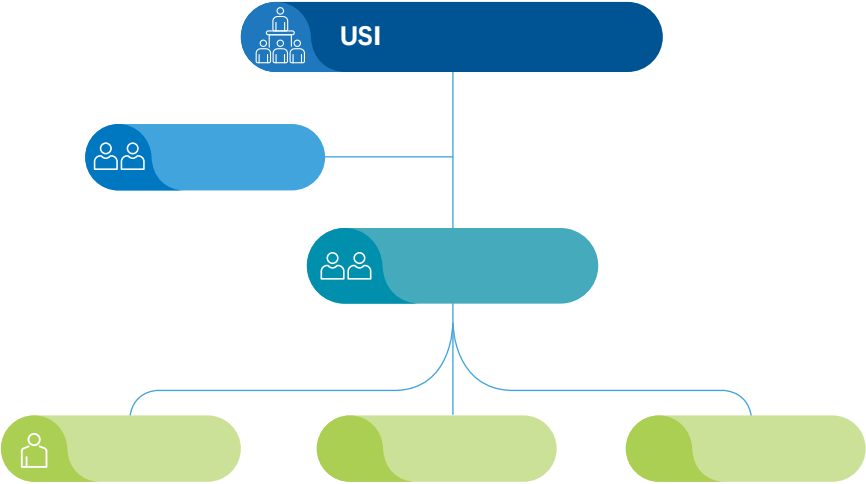
2022

Y

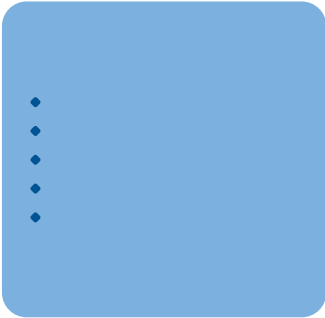
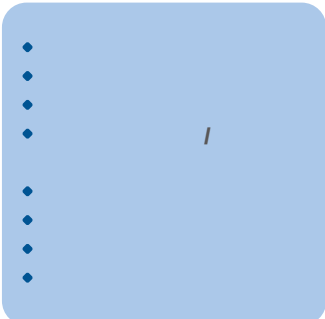
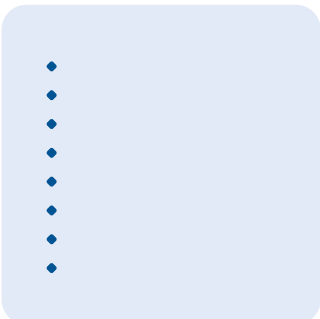




2022



I

|   |                                                                                     |                                                                                     |                                                                                      |
|---|-------------------------------------------------------------------------------------|-------------------------------------------------------------------------------------|--------------------------------------------------------------------------------------|
| H |    |    |    |
| M |    |    |    |
| L |  |  |  |
|   | Yes                                                                                 | Partial                                                                             | No                                                                                   |

ISO 27001

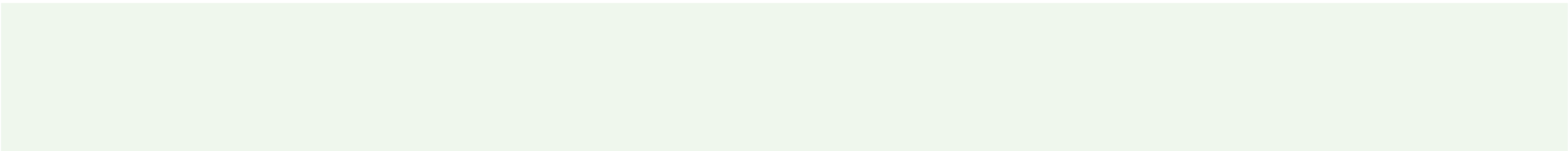
|  |  |  |    |    |
|--|--|--|----|----|
|  |  |  |    |    |
|  |  |  | 1. | 1. |
|  |  |  | 2. | 2. |
|  |  |  | 3. | 3. |
|  |  |  |    |    |



|  |  |  |                          | 1.<br>2. /<br>3.<br>4.<br>5. 2050 | 1. 2050<br>2.  |
|--|--|--|--------------------------|-----------------------------------|----------------|
|  |  |  | 1. 誤<br>2.<br>3. /<br>4. | 1.<br>2.<br>3.<br>4.              | 1.<br>2.<br>3. |
|  |  |  |                          | 1.<br>(1)<br>(2)<br>(3)<br>2.     | 1.<br>2.<br>3. |



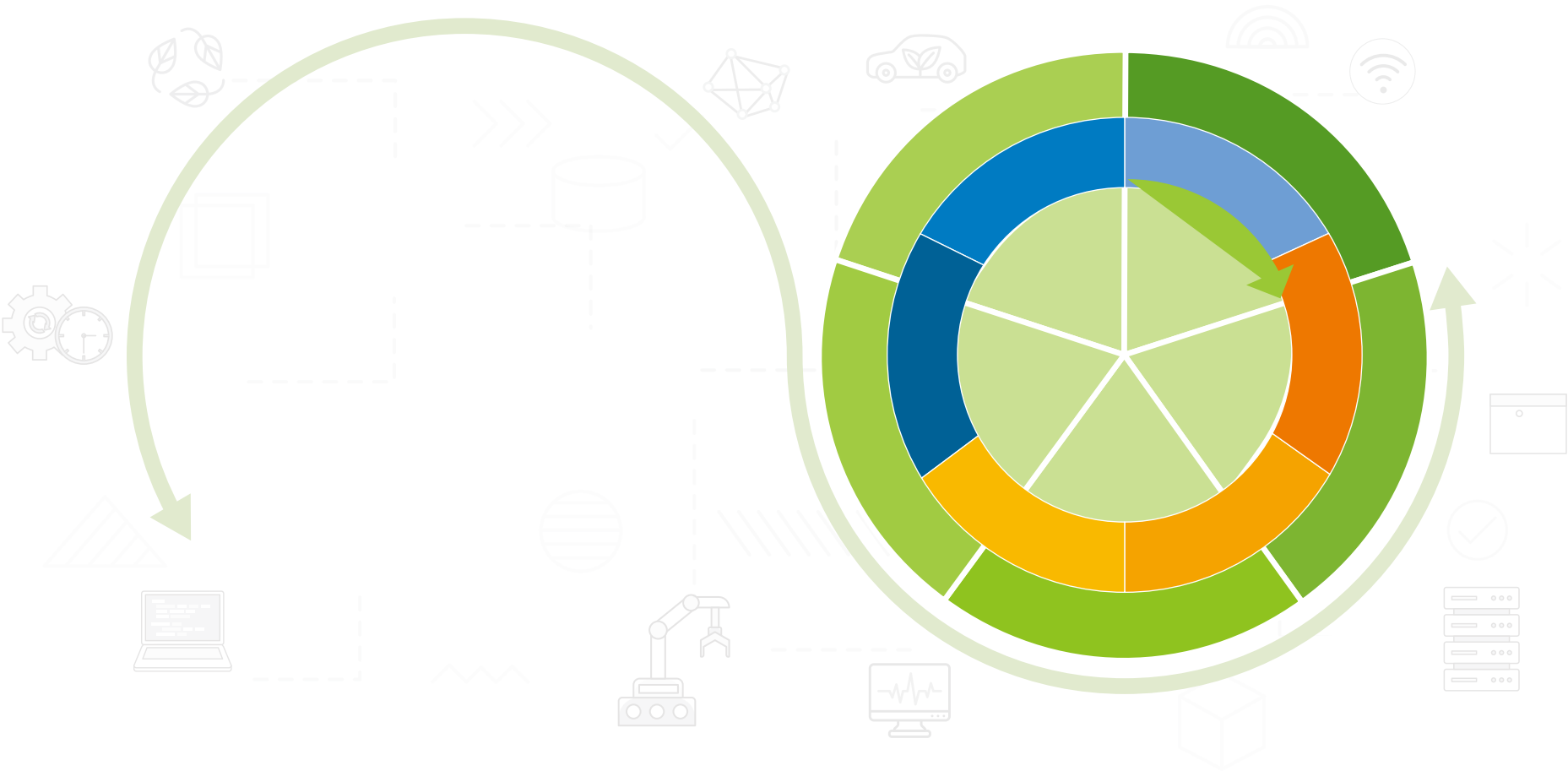


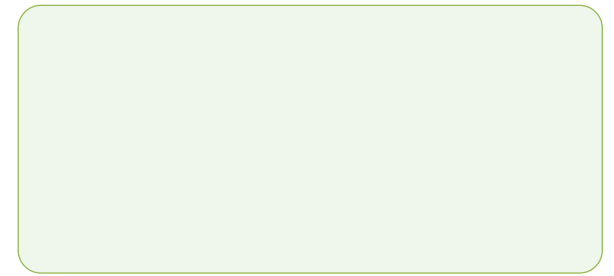


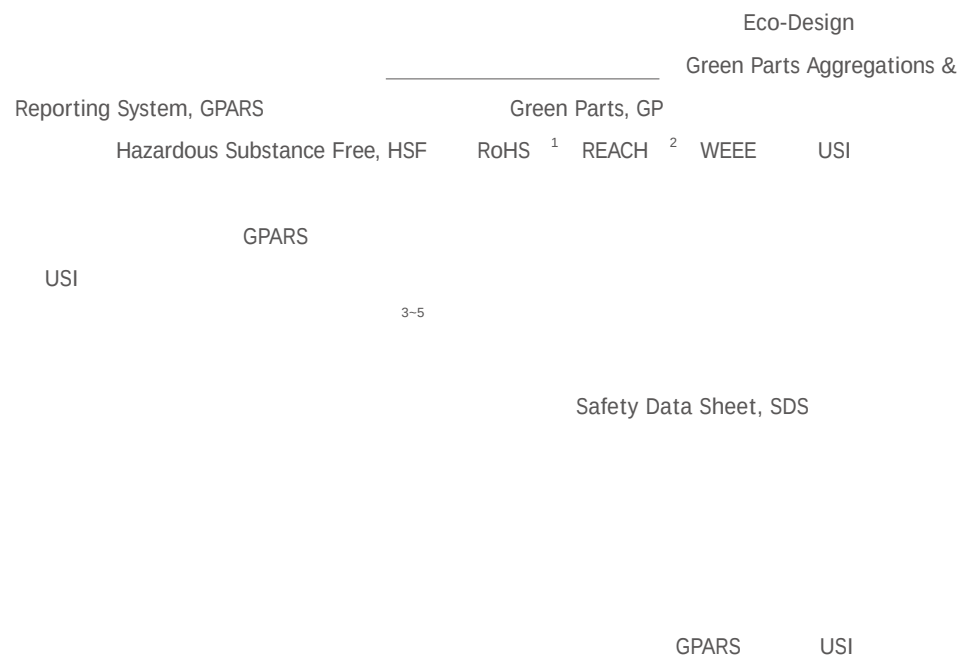
USI

SiP

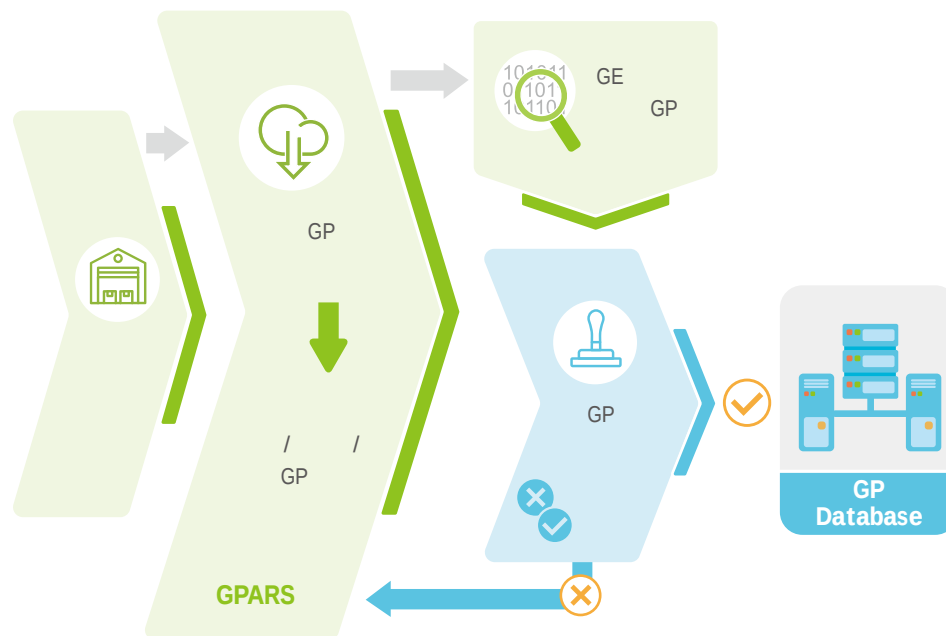
5G







## GPARS



1. 2022, 「」 300, RoHS
2. REACH, 9 (Substances of Very High Concern, SVHC),
3. 2023/01/01, 「」 233, 「」
4. 「A、氯」 2023/01/01 1,000 ppm,

5. / (France Mineral Oils Ban)
- I. Mineral oil aromatic hydrocarbons (MOAH) (From 1 to 7 aromatic cycles)
- 2023/01/01 1%
  - 2025/01/01 0.1%
- II. Mineral oil aromatic hydrocarbons (MOAH) (From 3 to 7 aromatic cycles)
- 2025/01/01 0.0001%
- III. Mineral oil saturated hydrocarbons (MOSH) (From 16 to 35 carbon atoms)
- 2025/01/01 0.1%



IECQ QC080000

/

– F.

|                                          |         |      |              |      |                                       |                                              |           |                  |      |            |     |      |
|------------------------------------------|---------|------|--------------|------|---------------------------------------|----------------------------------------------|-----------|------------------|------|------------|-----|------|
|                                          |         |      |              |      |                                       |                                              |           |                  |      |            |     |      |
| EU Directive - RoHS                      | ▶ RoHS  | 2006 | 7            | 1    | RoHS                                  | 2011/65/EU                                   | PBB<br>EU | PBDE<br>2015/863 | DEHP | BBP        | DBP | DIBP |
| EU Directive - REACH                     | ▶ REACH |      |              |      |                                       |                                              |           |                  |      | 2007       | 6   | 1    |
|                                          | ▶ REACH |      |              |      | Substances of Very High Concern, SVHC |                                              |           |                  |      | USI        |     |      |
|                                          | ▶ REACH |      |              |      | 0.1% (w/w)                            |                                              |           | <u>ECHA</u>      |      |            |     |      |
|                                          |         |      |              |      | <u>ECHA</u>                           |                                              |           |                  |      |            |     |      |
| California Proposition 65                | ▶       | 65   |              | 1986 |                                       |                                              |           |                  |      |            |     |      |
|                                          |         |      | 65           |      |                                       | GPARS                                        |           | USI<br>USI       |      |            | 65  |      |
|                                          |         |      | <u>OEHHA</u> |      |                                       |                                              |           |                  |      |            |     |      |
| Toxic Substances Control Act<br>( TSCA ) | ▶       |      |              | 1976 |                                       | Environmental Protection Agency, EPA<br>1976 |           |                  |      |            |     |      |
|                                          | ▶ TSCA  |      |              |      | TSCA                                  |                                              |           | TSCA             |      |            |     |      |
|                                          |         |      |              |      |                                       |                                              | USI       | EPA              |      | USI        |     | TSCA |
|                                          |         |      |              |      |                                       | USI                                          | TSCA      |                  |      | <u>EPA</u> |     |      |

ErP

2022

| EU RoHS           | 100% | 100% | 100% | 100% | 100% | 100% |
|-------------------|------|------|------|------|------|------|
| Halogen Free (HF) | 7%   | 11%  | 38%  | 100% | 100% | 97%  |
| China RoHS        | 100% | 100% | 100% | 100% | 100% | 100% |

1

2022 USI

/

Americans with Disabilities Act, ADA

/

UL, TUV, CCC

2022

|  | UL 60950-1 / 62368-1 | EN/IEC 62368-1 | CNS 14336.1 | GB 4943.1 |
|--|----------------------|----------------|-------------|-----------|
|  | 81%                  | 93%            | 70%         | 56%       |
|  | -                    | 100%           | -           | -         |

1. : , ( ) ,

2016

/

WiFi

2020

USI

22,023

14,191

10.14%



|     |         |        |           |        |            |                   |
|-----|---------|--------|-----------|--------|------------|-------------------|
| ( ) | 684,542 | 39,420 | 4,324,796 | 13,300 | 16,960,801 | <b>22,022,859</b> |
|-----|---------|--------|-----------|--------|------------|-------------------|

2017

2022



|                      |   |   |       |
|----------------------|---|---|-------|
|                      | ▶ | ▶ | 5,664 |
| <b>Scholarships:</b> | ▶ |   |       |



|   |                          | 2 | / | (Kg CO <sub>2</sub> e/pcs) |
|---|--------------------------|---|---|----------------------------|
|   | LCD Drive X Board        |   |   | 4.00                       |
|   | LCD Drive XC Board       |   |   | 9.20                       |
|   | 4G LTE Module            |   |   | 6.56                       |
| 、 | Digital Inkjet Printhead |   |   | 31.07                      |
|   | XnBay Smart Server       |   |   | 163.60                     |
|   | USB-C Dock               |   |   | 290.36                     |

1. (Eco Efficiency) ↑ = (Value) ↑ ÷ (Impact) ↓
2. \_\_\_\_\_







## Continuous Improvement Program, CIP

2022

0.27%

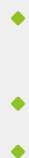
CRC

CIP

119.3



CIP

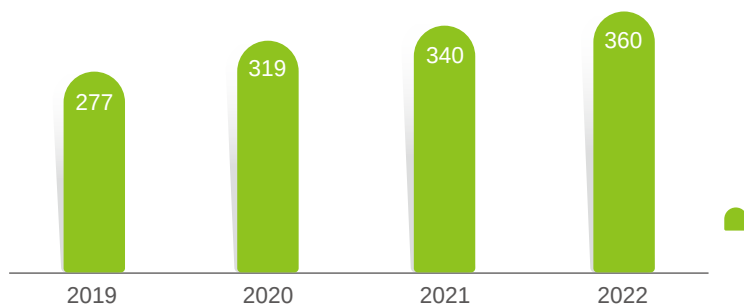


SRC Site Review Committee

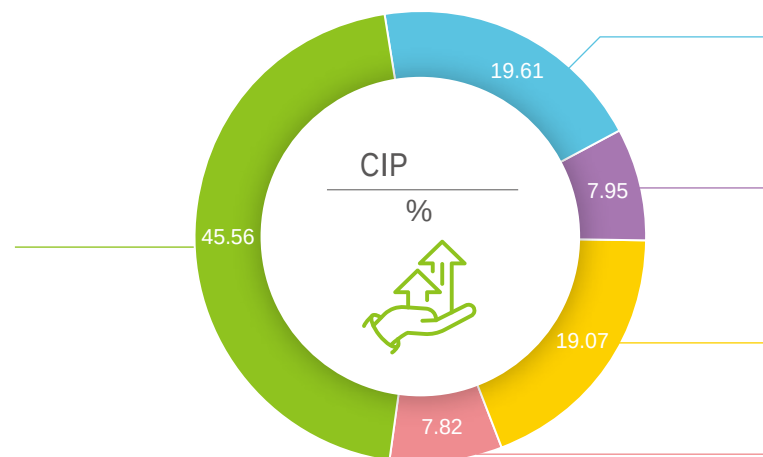
CRC Corporate Review Committee

270

1



CIP



CIP

30%~80%

/

20%~70%

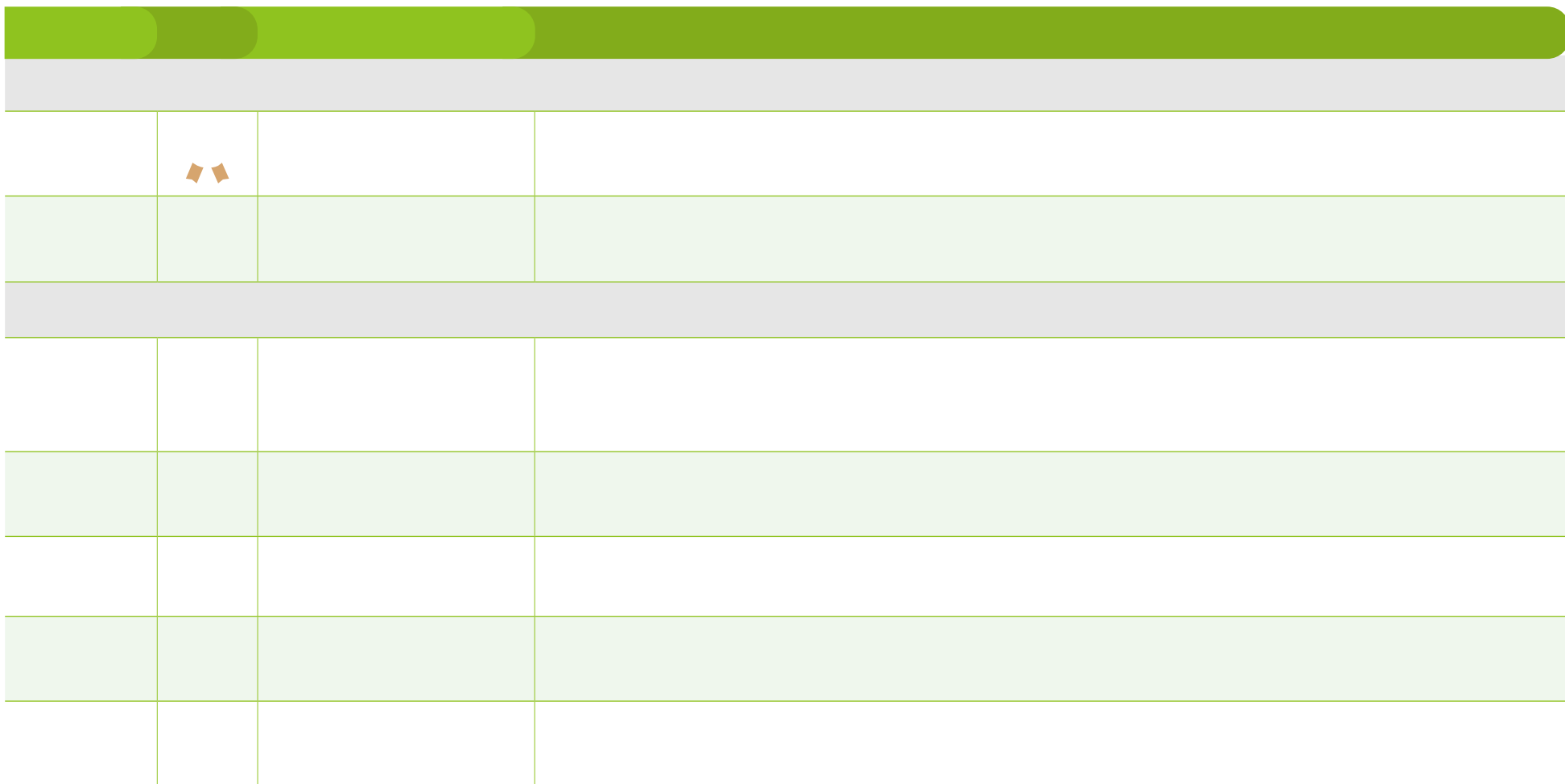
73.5

CIP  
SMT

16.9

1.

2019~2021



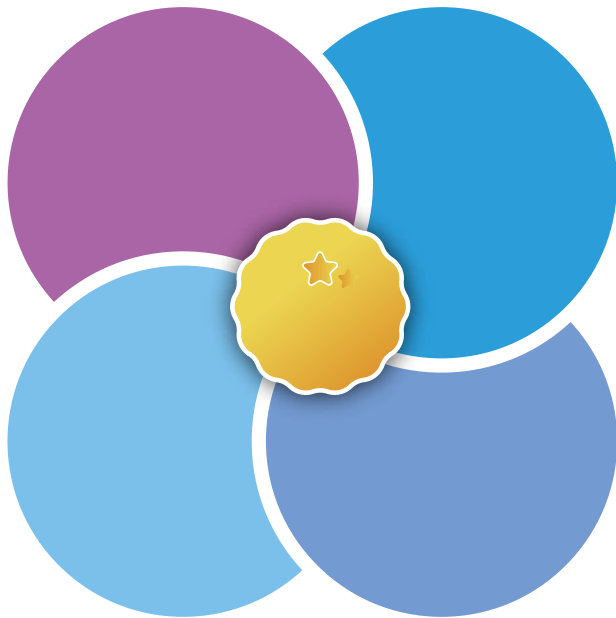




|  |        | 2022       | 2022                                |   | 2023       | 2027       |
|--|--------|------------|-------------------------------------|---|------------|------------|
|  | :      |            |                                     |   |            |            |
|  | :      |            |                                     |   |            |            |
|  | ▶      | ▶ 84       | ▶ 84.2                              | ✓ | ▶ 84       | ▶ 84       |
|  | ▶      | ▶ 0        | ▶ 0                                 | ✓ | ▶ 0        | ▶ 0        |
|  | :      |            |                                     |   |            |            |
|  | :      |            | CMRT <sup>1</sup> SSAQ <sup>2</sup> |   |            |            |
|  | ▶      | ▶ 35%      | ▶ 43%                               | ✓ | ▶ 40%      | ▶ 40%      |
|  | ▶      | ▶ 100%     | ▶ 100%                              | ✓ | ▶ 100%     | ▶ 100%     |
|  | ▶ SSAQ | ▶ 72% SSAQ | ▶ SSAQ 73%                          | ✓ | ▶ 75% SSAQ | ▶ 75% SSAQ |

- :
1. CMRT, Conflict Minerals Reporting Template
  2. SSAQ, Supplier Sustainability Assessment Questionnaire





ISO 9001

USI

100%

2022 3 1

1. :

、 、 、 、

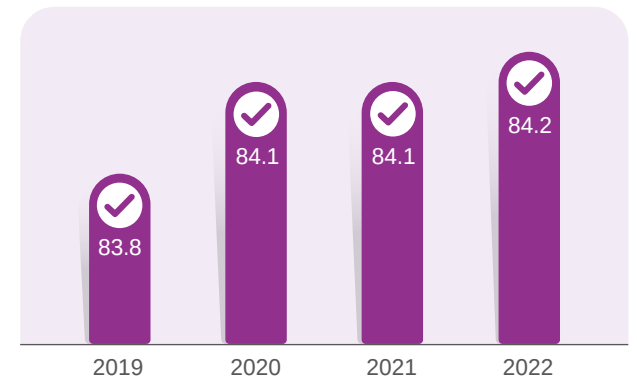
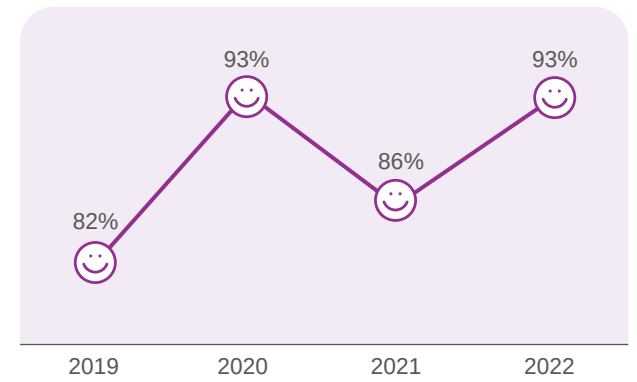
2022 1

80% Satisfied 100% Satisfied

84.2 Successful 93% Successful

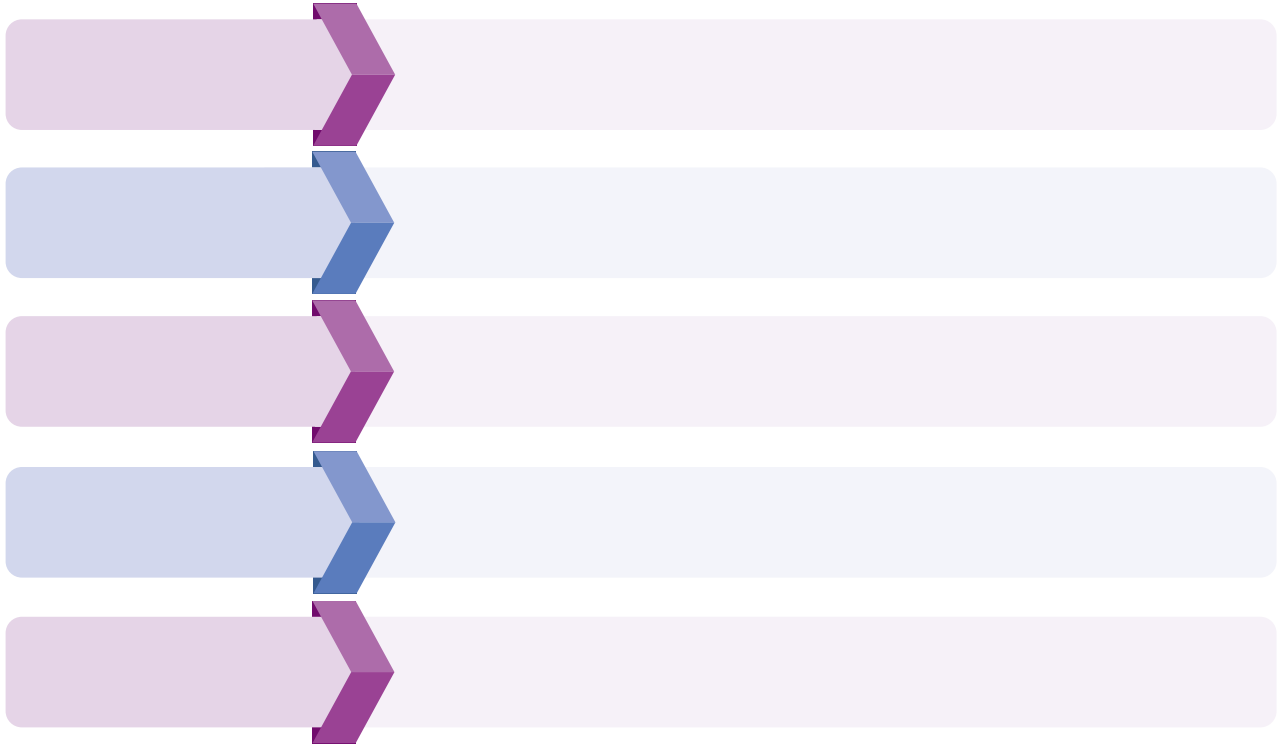
80 USI

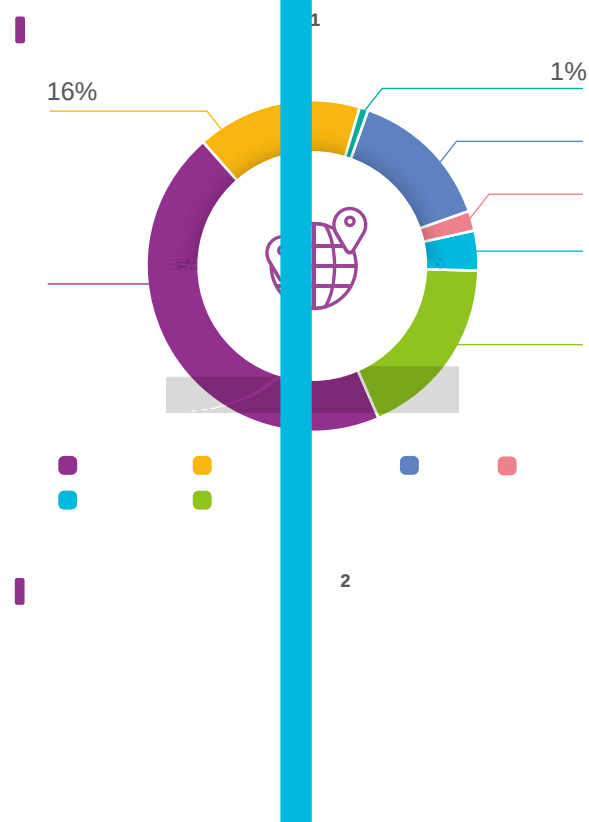
Excellent



1. : Outstanding ≥ 90 ; Excellent ≥ 85 ; Successful ≥ 80 ; Satisfied ≥ 70 ; Improvement Required

2022

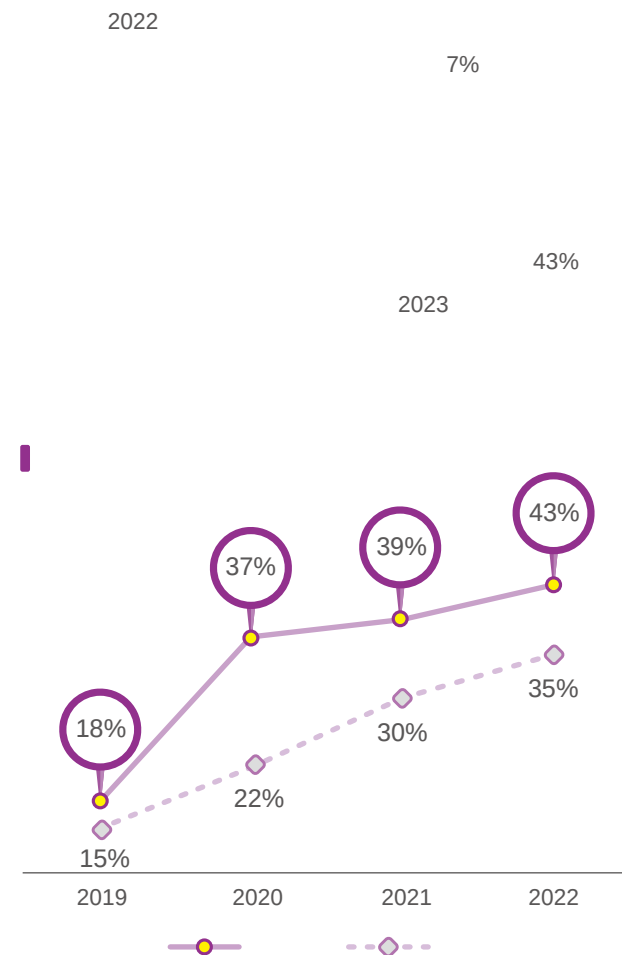




1% 2021

40%

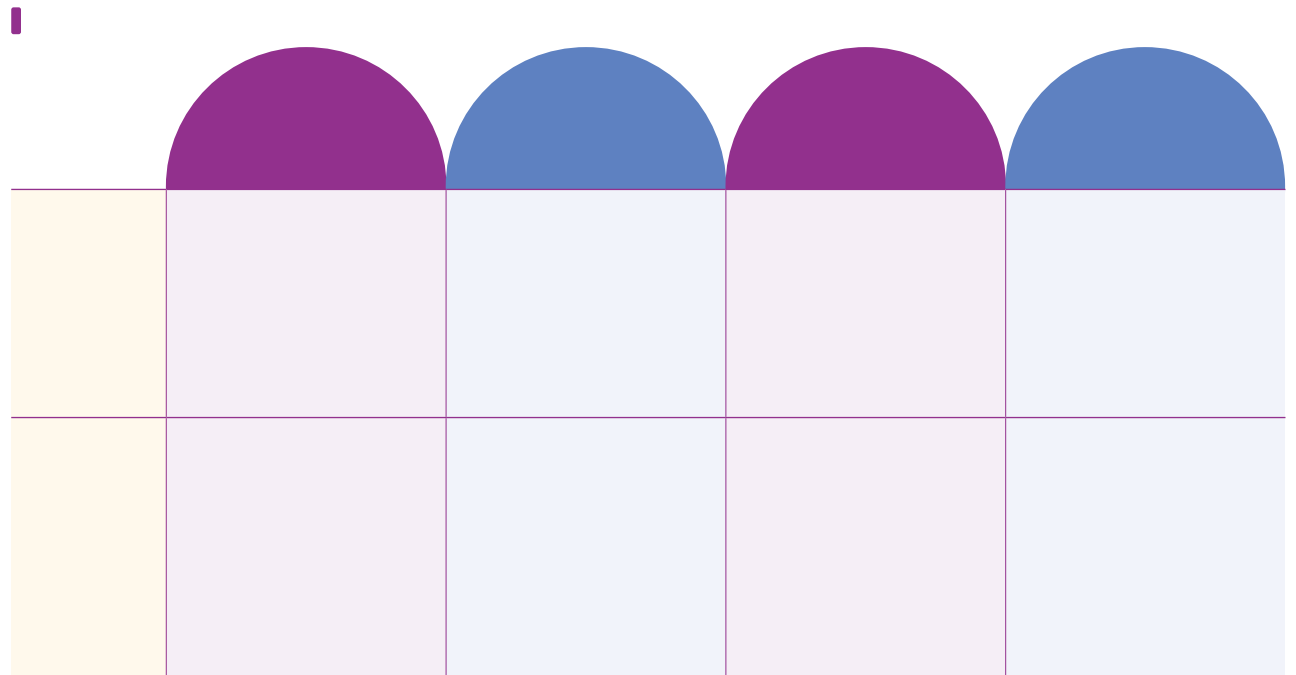
3



- 1.
- 2.
- 3.

/  
 2022  
 USI  
 1,900  
 100%  
 /

2022



ESG

38

100%

ESG

ESG

Quality Review Board, QRB

Corrective Action Report

VCAR Vendor

EBR Executive Business Review

ESG

2022

ESG

2022

USI

25 EBR

2022

100%

5,821

854

ESG

ESG

ESG



|     |     |       |     |
|-----|-----|-------|-----|
| SDG |     | 4,950 | 495 |
| RBA |     | 766   | 306 |
|     |     | 62    | 31  |
| RBA | SAQ | 43    | 22  |



RBA

SSAQ

ISO 14001, ISO 14064-1, ISO 45001, ISO 27001

2022 73%

RBA VAP

K.

SSAQ

2022 46

44

2

35

100%

100%

- L.

2022

42%

2023

RBA



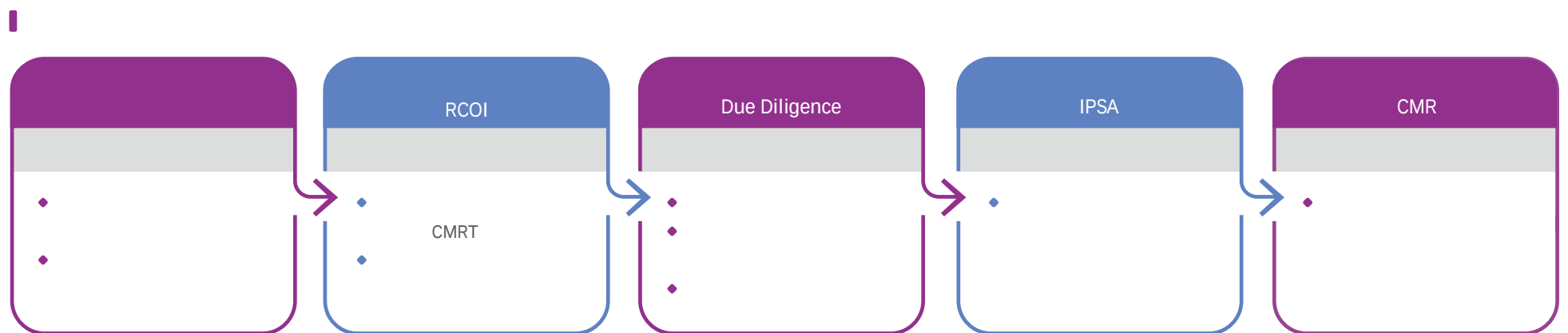
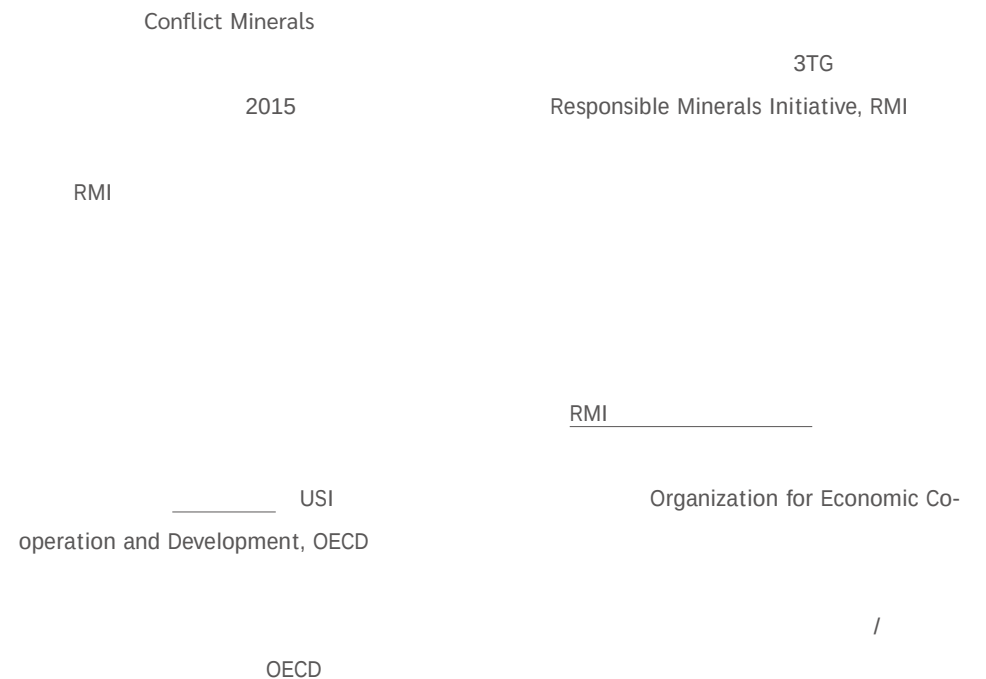
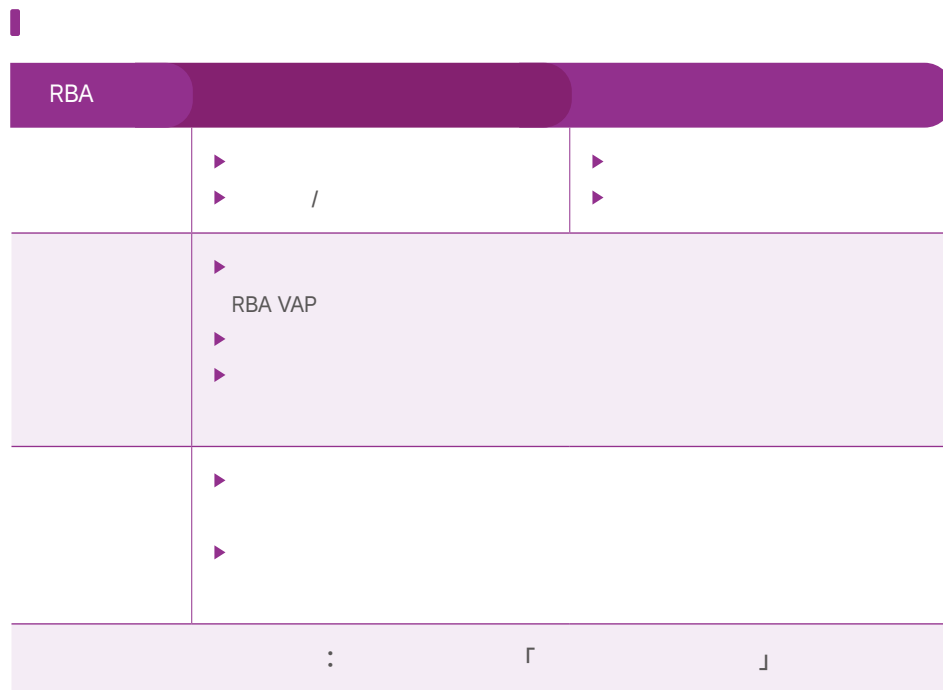
1

RBA

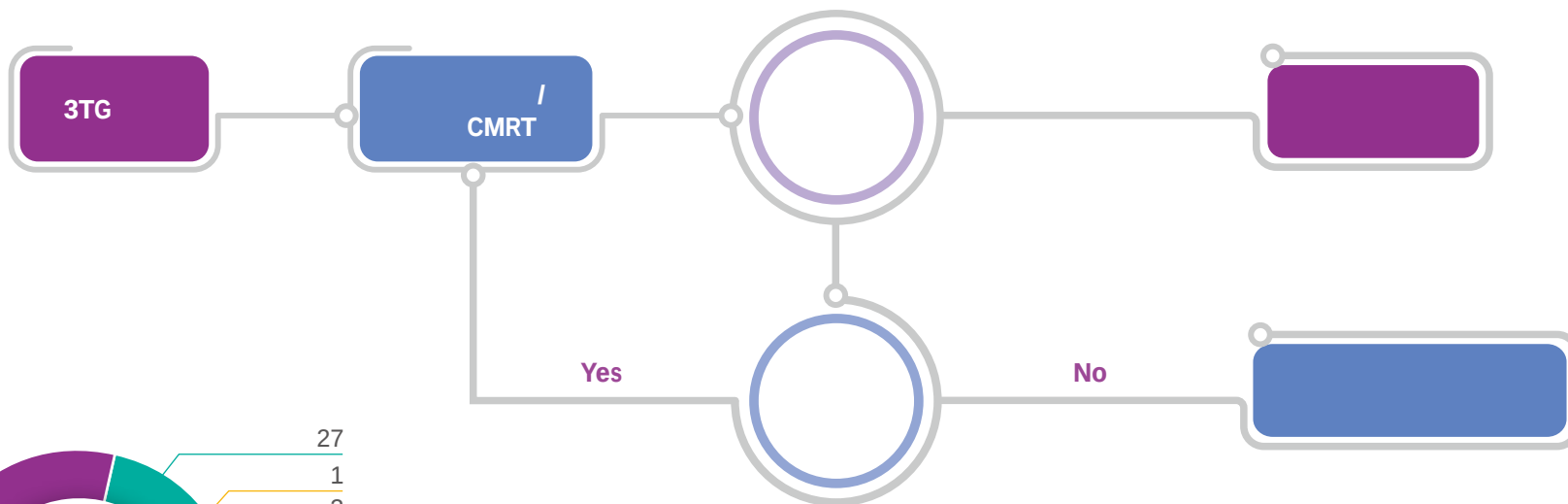
|  |  |                                                                    |                                                                |
|--|--|--------------------------------------------------------------------|----------------------------------------------------------------|
|  |  | <ul style="list-style-type: none"> <li>▶</li> <li>▶</li> </ul>     | <ul style="list-style-type: none"> <li>▶</li> <li>▶</li> </ul> |
|  |  | <ul style="list-style-type: none"> <li>▶</li> <li>▶</li> </ul>     | <ul style="list-style-type: none"> <li>▶</li> <li>▶</li> </ul> |
|  |  | <ul style="list-style-type: none"> <li>▶</li> <li>▶ SOP</li> </ul> | <ul style="list-style-type: none"> <li>▶</li> <li>▶</li> </ul> |

$$\begin{array}{c} \vdots \\ 1. \end{array}$$

| RBA |  |                                          |                                          |
|-----|--|------------------------------------------|------------------------------------------|
|     |  | <div>▶</div> <div>▶</div> <div>SDS</div> | <div>▶</div> <div>▶</div> <div>SDS</div> |
|     |  | <div>▶</div> <div>▶</div>                | <div>▶</div>                             |
|     |  |                                          |                                          |
|     |  |                                          |                                          |
|     |  |                                          |                                          |
|     |  |                                          |                                          |
|     |  |                                          |                                          |
|     |  |                                          |                                          |



GPARS 3TG CMRT EMRT<sup>2</sup> RMI 3TG 2022



3TG



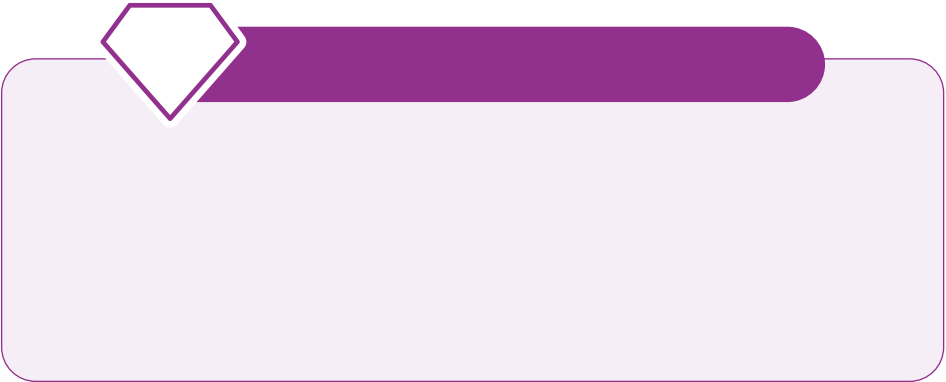
1. 90%
2. EMRT, Extended Minerals Reporting Template

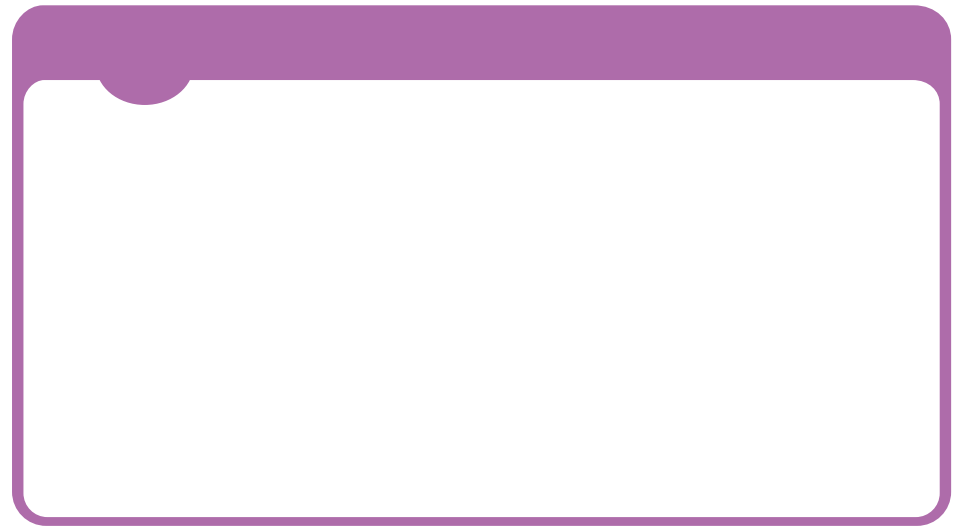
USI  
2022 199 100%  
3TG Conflict-Affected and High-Risk  
Areas, CAHRAs 150



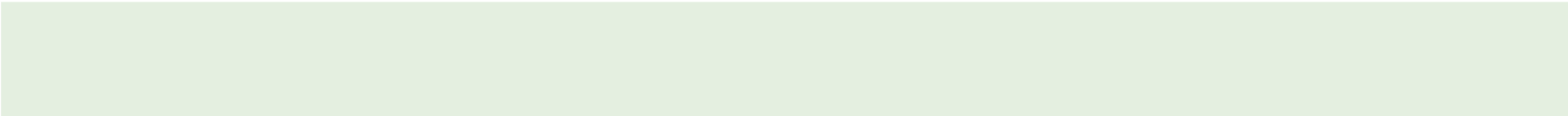
IPSA <sup>1</sup>

SEC <sup>2</sup>









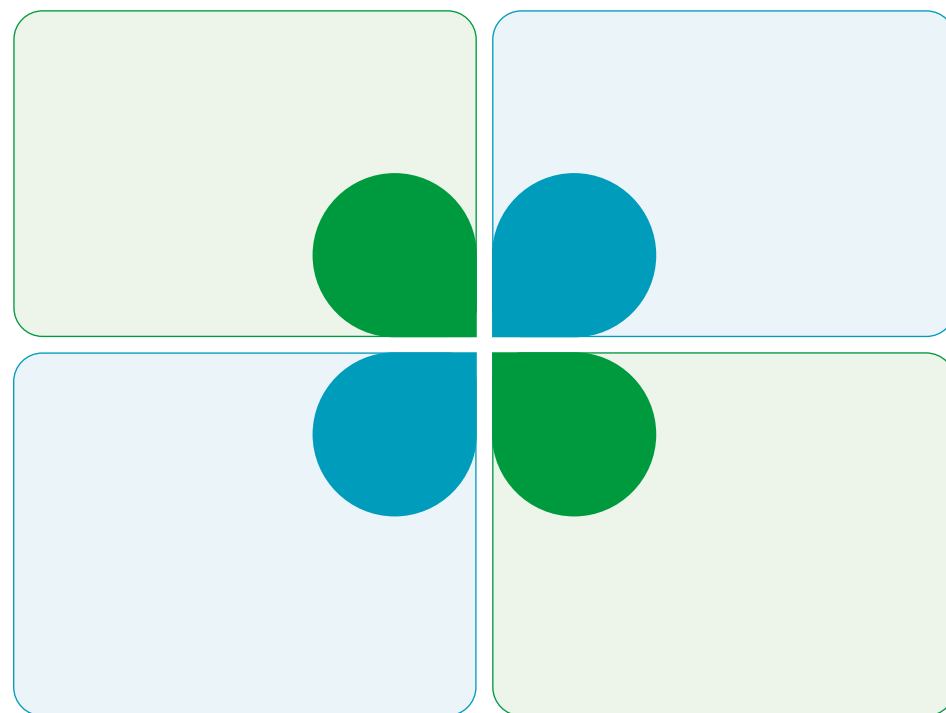


|                                                                                   |   | 2022              | 2022         |                                                                                       | 2023      | 2027       |
|-----------------------------------------------------------------------------------|---|-------------------|--------------|---------------------------------------------------------------------------------------|-----------|------------|
|  | : | ISO 50001         |              |                                                                                       |           |            |
|                                                                                   | : |                   |              |                                                                                       |           |            |
|                                                                                   | ▶ | ▶ 2015 7%         | ▶ 2015 36.6% |    | ▶ 2015 8% | ▶ 2015 12% |
|  | : |                   |              |                                                                                       |           |            |
|                                                                                   | : |                   |              |                                                                                       |           |            |
|                                                                                   | ▶ | ▶                 | ▶ 0          |    | ▶         | ▶          |
|                                                                                   |   |                   |              |                                                                                       |           |            |
|                                                                                   | ▶ | ▶ 2015 7%         | ▶ 2015 28.5% |    | ▶ 2015 8% | ▶ 2015 12% |
|                                                                                   |   |                   |              |                                                                                       |           |            |
|                                                                                   | ▶ | ▶ 1% <sup>1</sup> | ▶ 8.8%       |  | ▶ 1%      | ▶ 1%       |
|                                                                                   | ▶ | ▶ 90%             | ▶ 92.5%      |  | ▶ 90%     | ▶ 90%      |

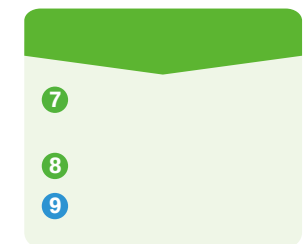
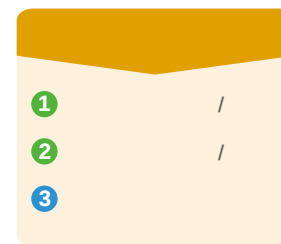
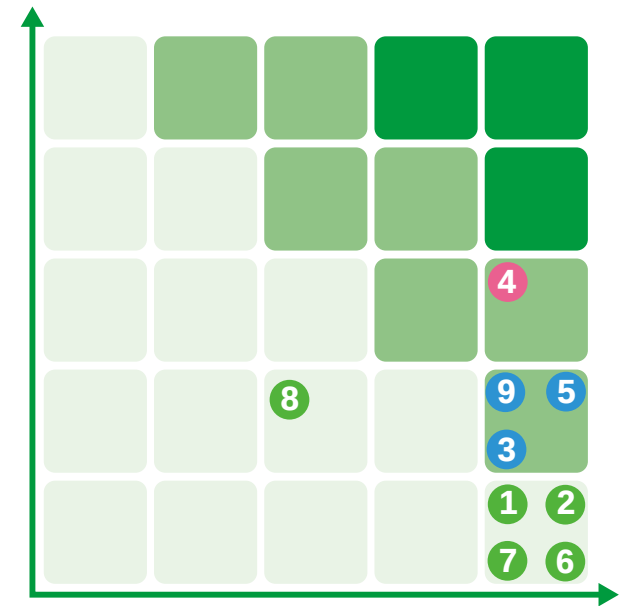
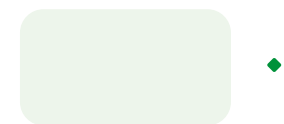
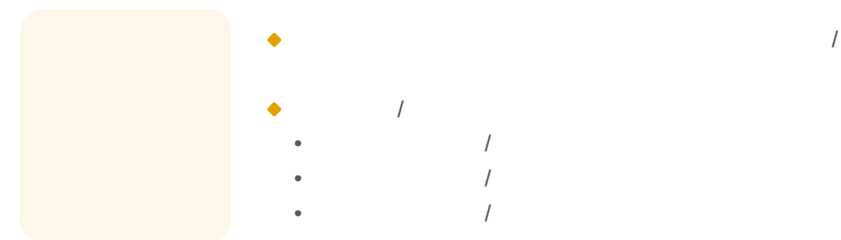
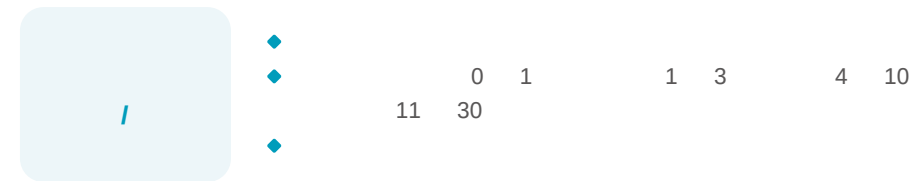
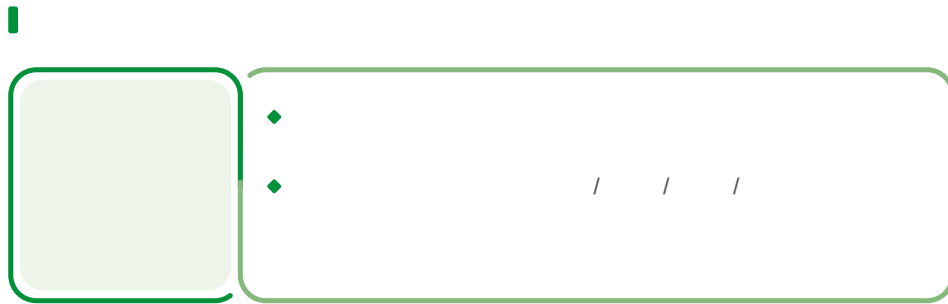
:  
1. 2022

1%

\_\_\_\_\_



1. :  
6.7 (1 )

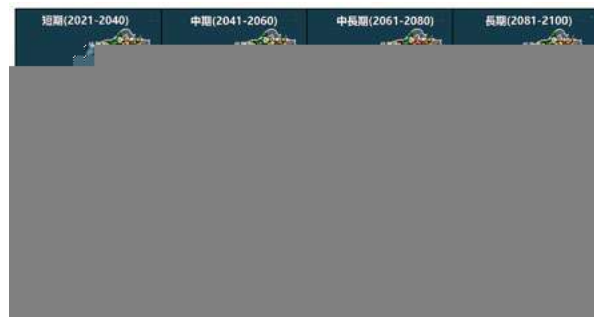
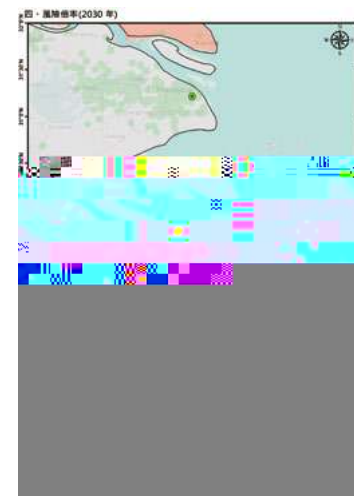
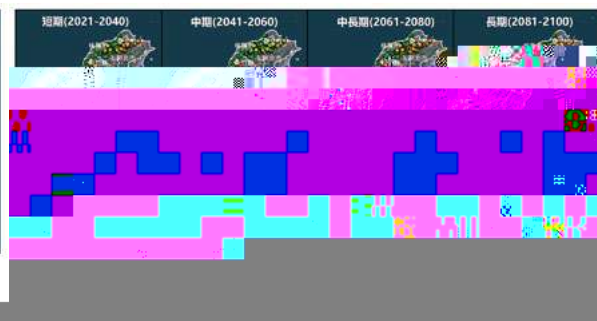
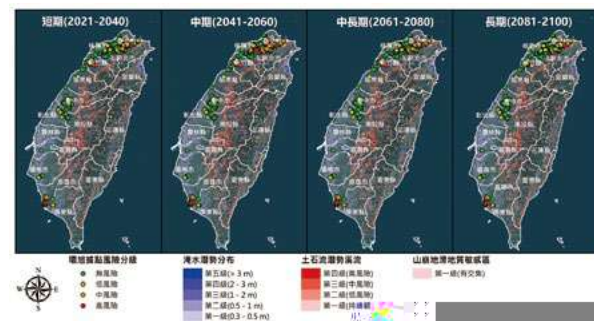




IEA NZE 2050  
Contribution, NDC

International Energy Agency,  
Nationally Determined

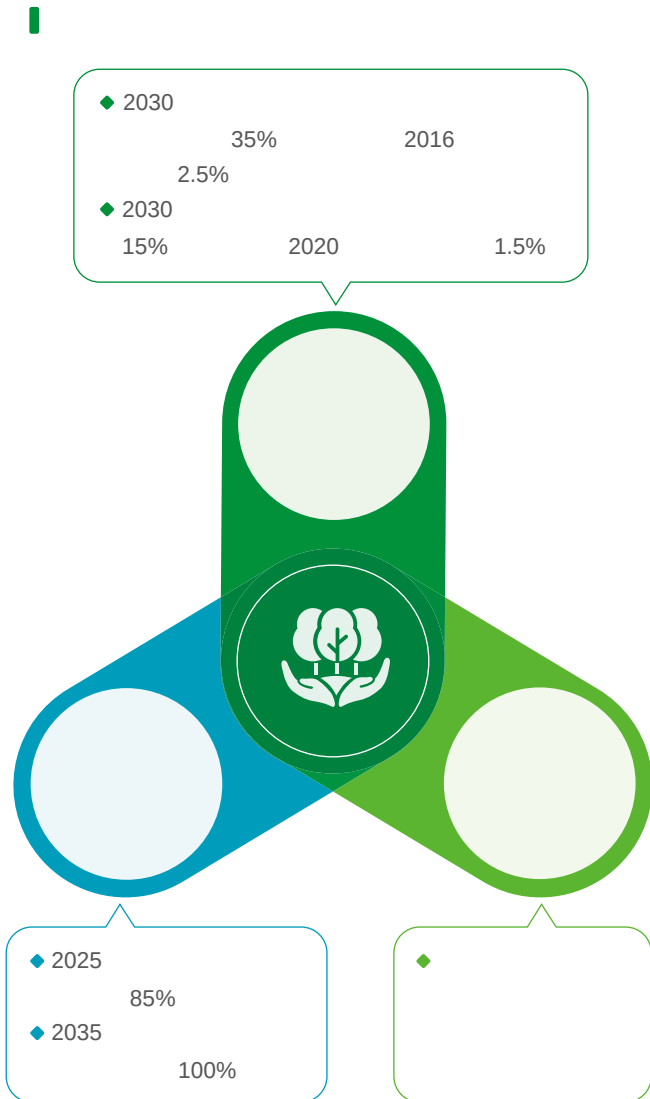
|  |  |   |  |  |   |             |                  |
|--|--|---|--|--|---|-------------|------------------|
|  |  |   |  |  |   |             |                  |
|  |  | / |  |  | ▶ |             |                  |
|  |  |   |  |  |   |             |                  |
|  |  | / |  |  | ▶ | SOP         |                  |
|  |  | / |  |  | ▶ |             |                  |
|  |  |   |  |  | ▶ | Energy Star | CoC Tier-2       |
|  |  | / |  |  | ▶ |             |                  |
|  |  |   |  |  | ▶ |             |                  |
|  |  |   |  |  | ▶ |             |                  |
|  |  |   |  |  | ▶ |             |                  |
|  |  |   |  |  | ▶ | ISO 50001   |                  |
|  |  |   |  |  |   | PDCA        |                  |
|  |  | / |  |  | ▶ |             |                  |
|  |  |   |  |  | ▶ | ErP CEC DoE |                  |
|  |  |   |  |  | ▶ | LED         | PEC <sup>1</sup> |
|  |  |   |  |  | ▶ | Powertrain  | IATF 16949       |



,

2045

2050



2025

85%

2035

100%

2050

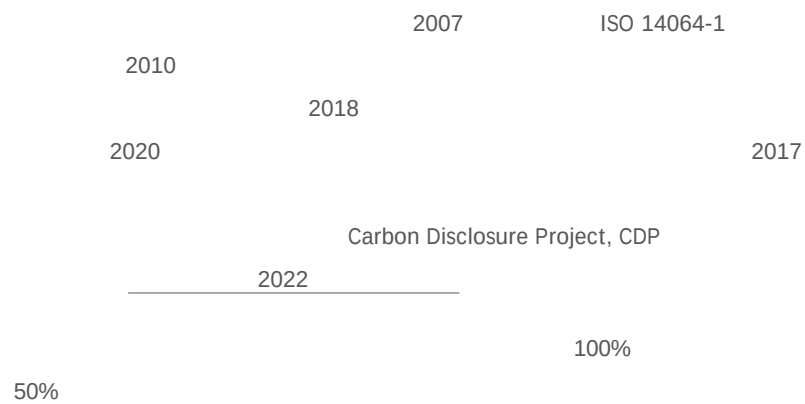


2030

SBT

& 2016 35%  
2020 15%  
95%

2045



|      |           |                   |            |                   |      |                   |
|------|-----------|-------------------|------------|-------------------|------|-------------------|
| 2021 | 2022      | 2022              | 220,896.47 | CO <sub>2</sub> e | 3.72 | CO <sub>2</sub> e |
| 2021 | 14,764.92 | CO <sub>2</sub> e |            |                   |      |                   |
| 2021 | 0.4       | CO <sub>2</sub> e | 2022 022m3 |                   |      |                   |

2015 2016 2017 2018 2019 2020 2021 2022



97.6%

2018  
15

2020

1

: CO<sub>2</sub>e

|    |   |                      |
|----|---|----------------------|
|    |   |                      |
| 1  |   | 8,068,349.38         |
| 2  |   | 126,694.20           |
| 3  |   | 17,263.83            |
| 4  |   | 119,164.28           |
| 5  |   | 1,324.25             |
| 6  |   | 243.42               |
| 7  |   | 10,515.81            |
| 8  |   | 2,840.17             |
| 9  |   | 60,451.29            |
| 10 |   | N/A <sup>2</sup>     |
| 11 |   | N/A                  |
| 12 |   | N/A                  |
| 13 |   | N/A                  |
| 14 | / | N/A                  |
| 15 |   | 2,067,094.67         |
|    |   | <b>10,473,941.30</b> |

1. ISO 14064-1:2018

, GHG Protocol

2. N/A : ISO 14064-1:2018

,

,

2022 1,095,673.3 2021 109,040.1

2022

2022

2021

2.1

2015

29.1

/

2022

18.5

/

2015

36.6%

5

1,563

960

1,878,052

1,133,003

3~4

:

|      |         |         |           |             |             |
|------|---------|---------|-----------|-------------|-------------|
|      |         |         |           |             |             |
|      |         |         |           |             |             |
| 2022 | 1,266.0 | 2,215.4 | 28,307.9  | 1,063,884.0 | 1,095,673.3 |
| 2021 | 1,335.8 | 2,575.2 | 34,239.0  | 948,483.2   | 986,633.2   |
| 2020 | 1,393.6 | 2,523.9 | 74,103.6  | 870,905.2   | 948,926.3   |
| 2019 | 1,065.4 | 3,572.9 | 103,881.1 | 769,756.9   | 878,276.2   |

3. ISO 14064-1:2018

4. :

- 、 《 》 (GB/T 2589-2020) A (

)

- 《 》 (SZDB/Z 69-2018) E.2 ( )

- 《 (2020) - 》

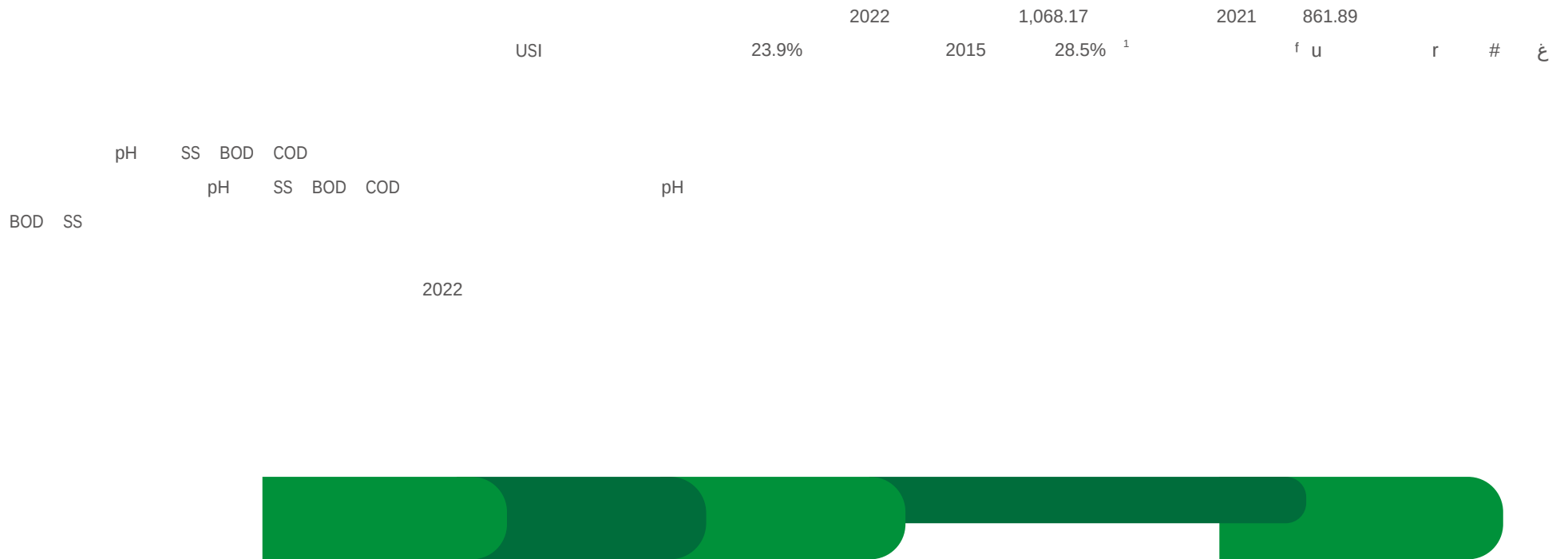
- 《Lista de combustibles 2022》

I

I 2022

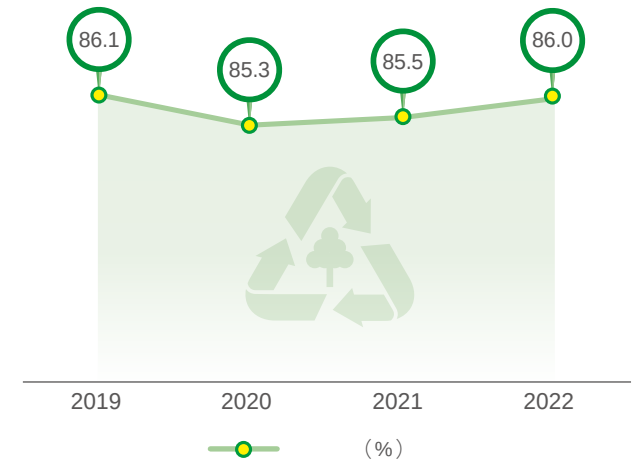
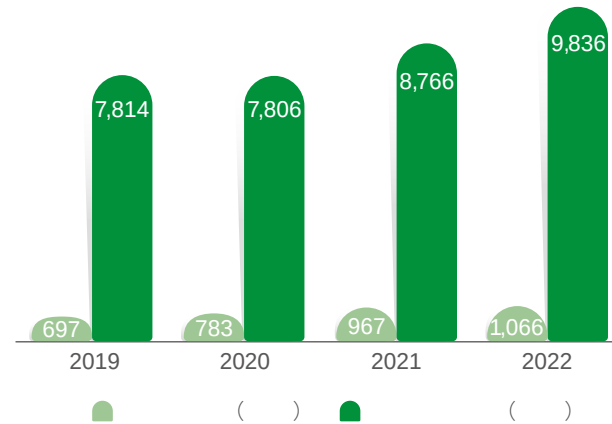
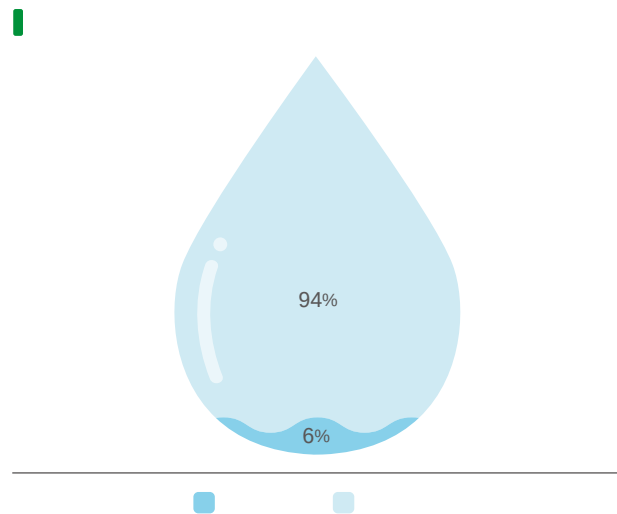


1. : ISO 14064-1:2018





2021 2022 80% 10,842 9,329.396 86%  
 0.125 / 2022 92.5% 90%  
 8.8% 2022 0.114 /  
 USI Tray 1,060.718



2022

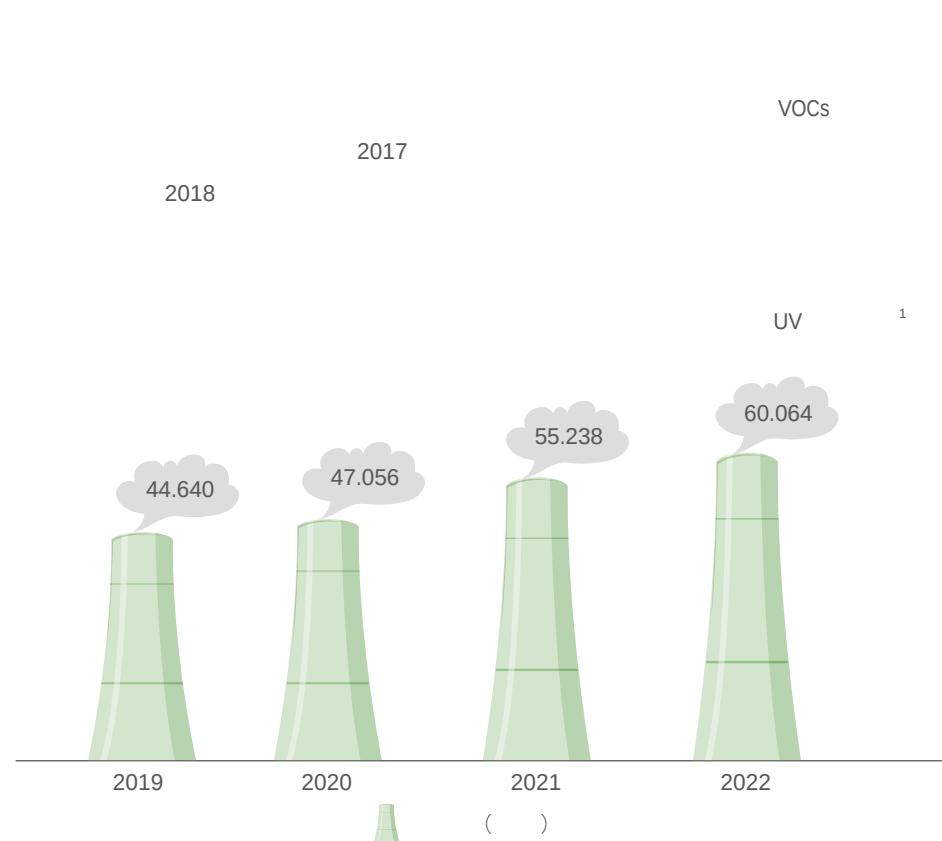
1

:

|  |  | 0.000            | 0.000       | 61.229           | 1,075.140    | 0.000            | 448.062      | 0.000          | 32.364      | 314.647          | 0.000       |
|--|--|------------------|-------------|------------------|--------------|------------------|--------------|----------------|-------------|------------------|-------------|
|  |  | 0.000            | 0.000       | 0.000            | 581.936      | 0.000            | 292.833      | 0.000          | 15.270      | 90.421           | 0.000       |
|  |  | 0.000            | 391.489     | 46.975           | 1,326.345    | 0.000            | 78.312       | 0.000          | 108.043     | 70.103           | 0.000       |
|  |  | 0.000            | 0.000       | 120.000          | 1,733.013    | 0.000            | 165.552      | 0.000          | 44.770      | 61.640           | 0.000       |
|  |  | 0.000            | 510.034     | 0.000            | 254.878      | 0.000            | 67.230       | 0.000          | 0.000       | 123.734          | 129.938     |
|  |  | 0.000            | 159.195     | 0.000            | 483.919      | 0.000            | 67.230       | 0.000          | 0.000       | 15.844           | 215.224     |
|  |  | 0.000            | 0.000       | 3.929            | 1,290.918    | 0.000            | 171.177      | 0.000          | 192.803     | 97.721           | 0.000       |
|  |  | <b>0.0%</b>      | <b>9.8%</b> | <b>2.1%</b>      | <b>62.2%</b> | <b>0.0%</b>      | <b>11.9%</b> | <b>0.0%</b>    | <b>3.6%</b> | <b>7.1%</b>      | <b>3.2%</b> |
|  |  | <b>1,060.718</b> |             | <b>6,978.282</b> |              | <b>1,290.396</b> |              | <b>393.250</b> |             | <b>1,119.272</b> |             |

:

1.



1. UV , ,
2. , , , ,
3. , , VOCs ,
4. VOCs ,
5. N.D. :
6. N/A :

VOCs 2022 VOCs

60.064 8.7%

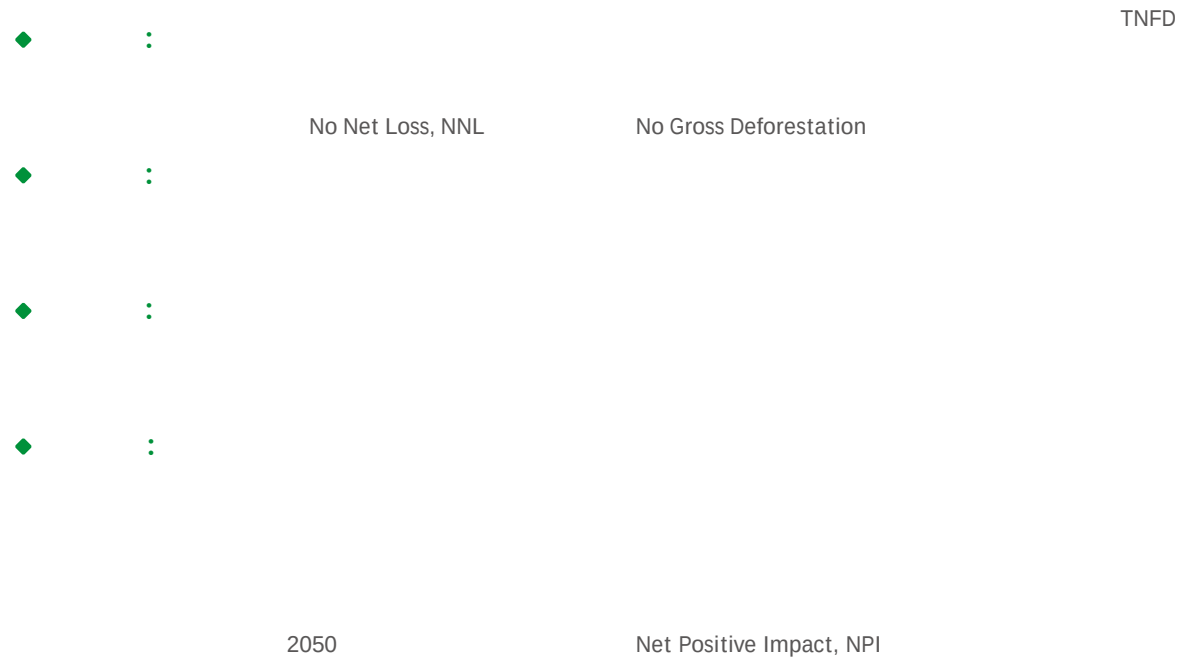
VOCs 2023

VOCs 2019

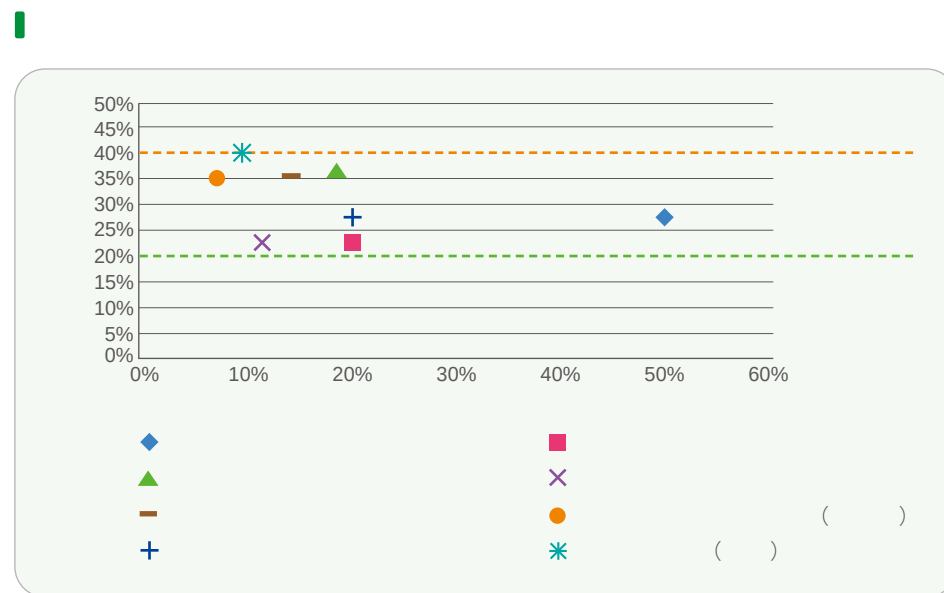
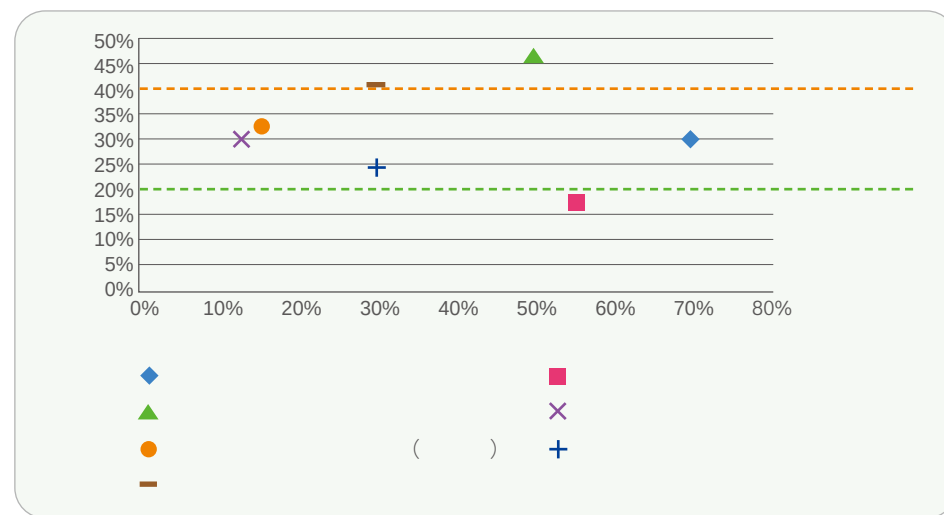
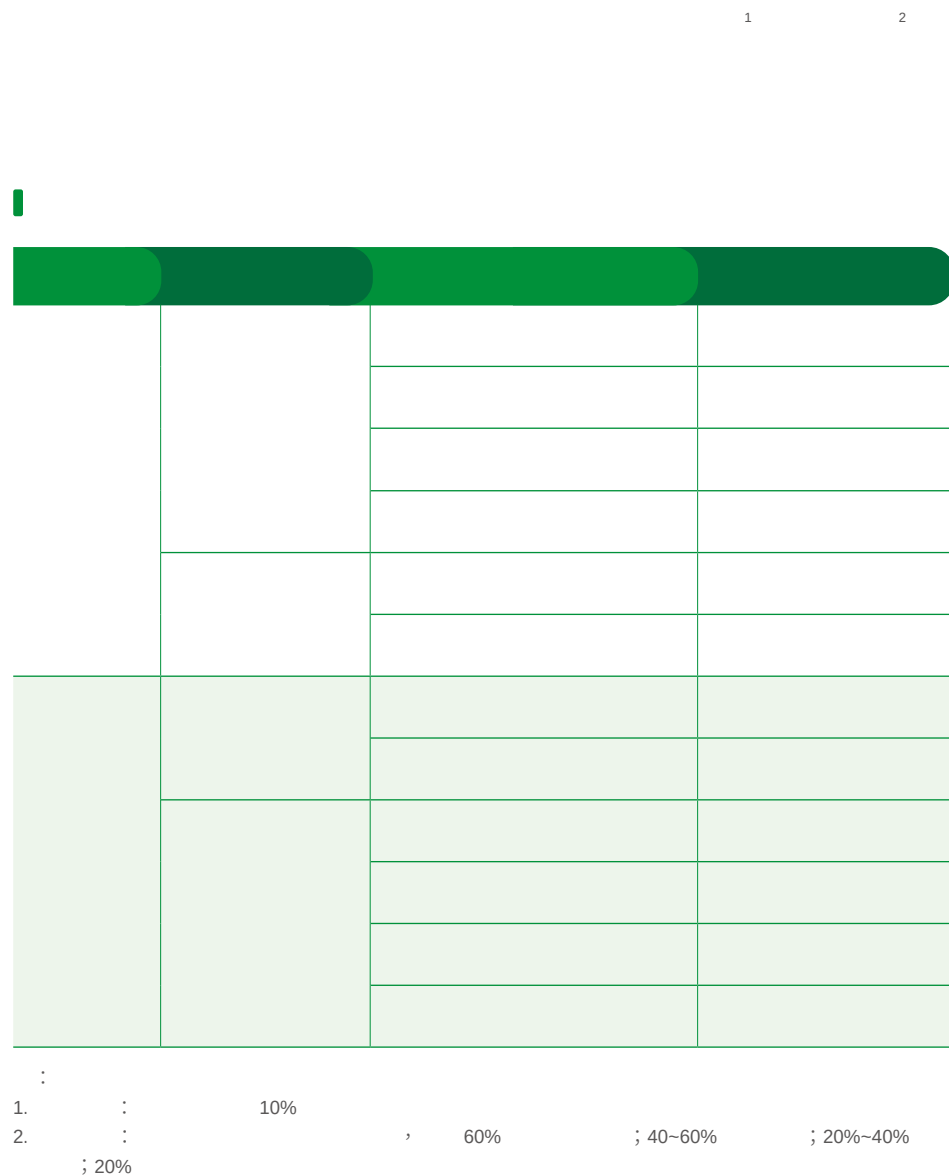
2022 2-6

:

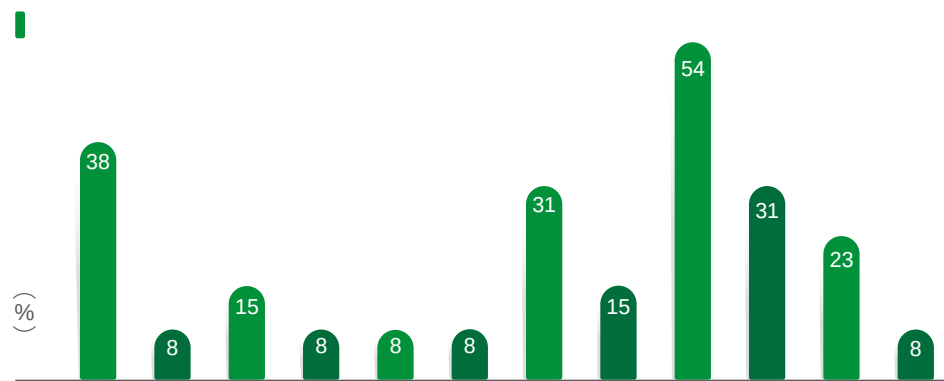
|                    | 2019  | 2020  | 2021  | 2022  | 2023   | 2024   |
|--------------------|-------|-------|-------|-------|--------|--------|
| (VOCs)             | 3.340 | 1.692 | 0.567 | 0.057 | 19.601 | 34.807 |
| (NO <sub>x</sub> ) | 0.562 | 0.364 | N/A   | N/A   | N/A    | N/A    |
| (SO <sub>x</sub> ) | N.D.  | N.D.  | N/A   | N/A   | N/A    | N/A    |
| (PM)               | 1.284 | 0.450 | N/A   | 0.241 | N/A    | N/A    |











2019

EEWH

2020

499 kWp <sup>1</sup>

2019 10

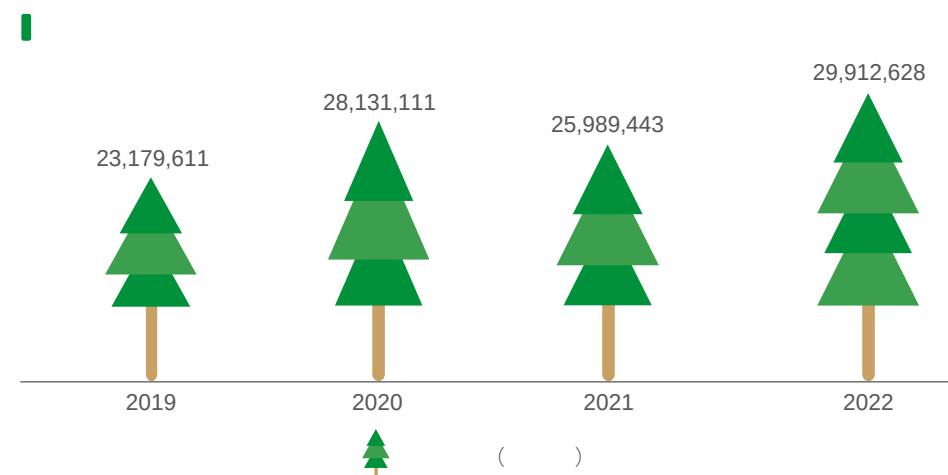
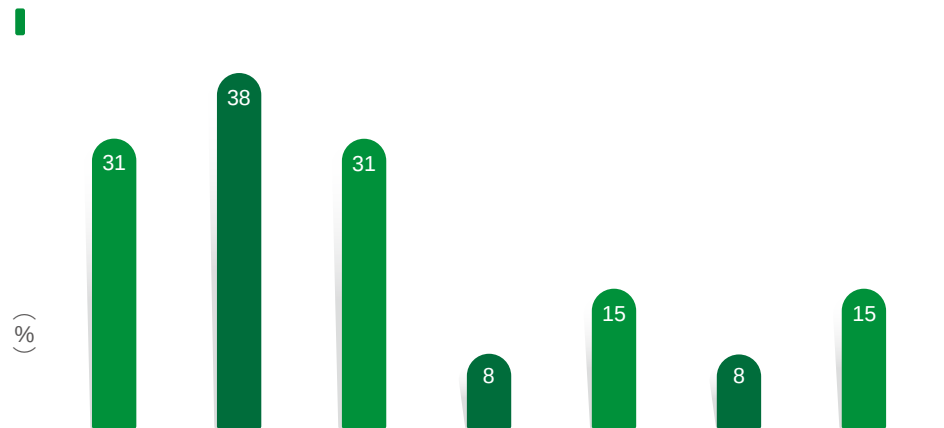
2022

2,142

3

D.

15%

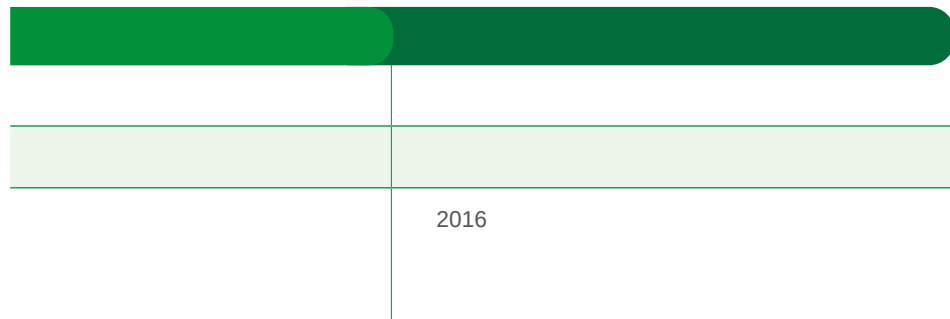


1. kWp 「 」

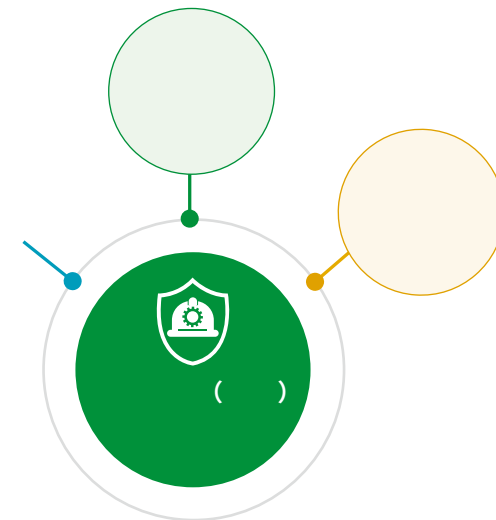
; 1 (kWp) = 1 (kWh)

ISO 45001  
 1 Coverage Rate 100%

2022



( )



2022

1.84

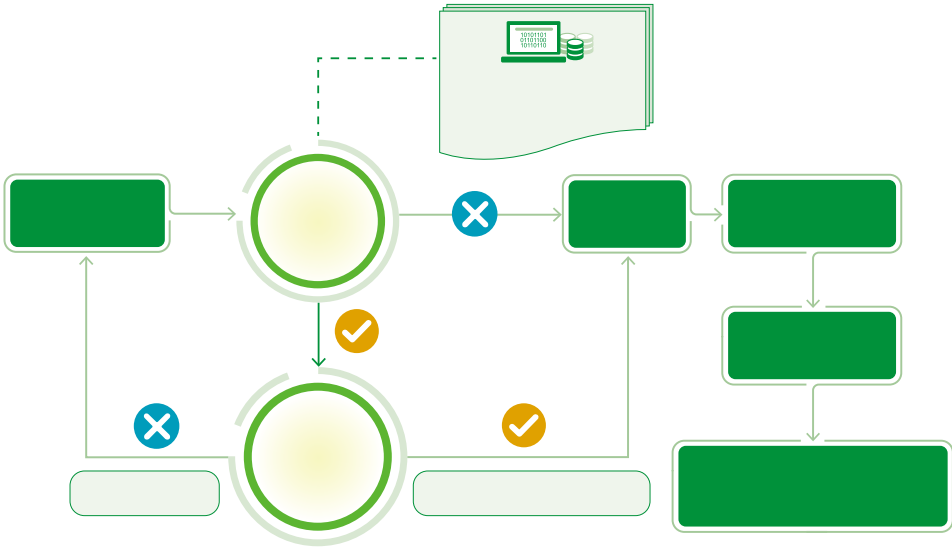
/

ISO 45001

1. : , 4,838



5



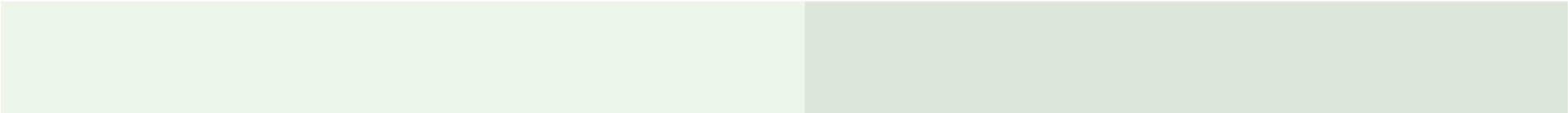
2022

5

2022

11





- ;
1. ; 「 」
  2. = (  $\div$  )  $\times 1,000,000$
  3. = (  $\div$  )  $\times 1,000,000$
  4. = (  $\div$  )  $\times 1,000,000$
  5. = (  $\div$  )  $\times 1,000,000$
  6. = (  $\div$  )  $\times 1,000,000$  ;
  7. 誤 = (  $\div$  )  $\times 1,000,000$  ;

2022/12/31

118

10,967

2022  
11,008

|  | 2019   | 2020   | 2021   | 2022   |
|--|--------|--------|--------|--------|
|  | 183    | 207    | 410    | 118    |
|  | 32,443 | 56,285 | 50,851 | 10,967 |
|  | 21,942 | 48,411 | 57,776 | 11,008 |

2022

30



I

2022 409 300 2,030  
PDCA 3,454



<sup>1</sup> 2022

1. : ; :

1

1

2019

5

5

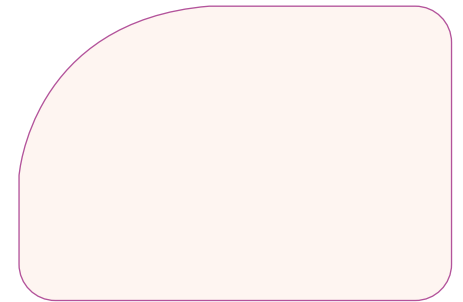


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|  |        |  |               |
|--|--------|--|---------------|
|  |        |  |               |
|  | ▶<br>▶ |  |               |
|  | ▶      |  | ▶<br>▶<br>▶ & |
|  | ▶      |  |               |
|  | ▶      |  |               |
|  | ▶ /    |  | ▶<br>▶<br>▶   |
|  | ▶      |  | ▶             |

RBA

RBA





1



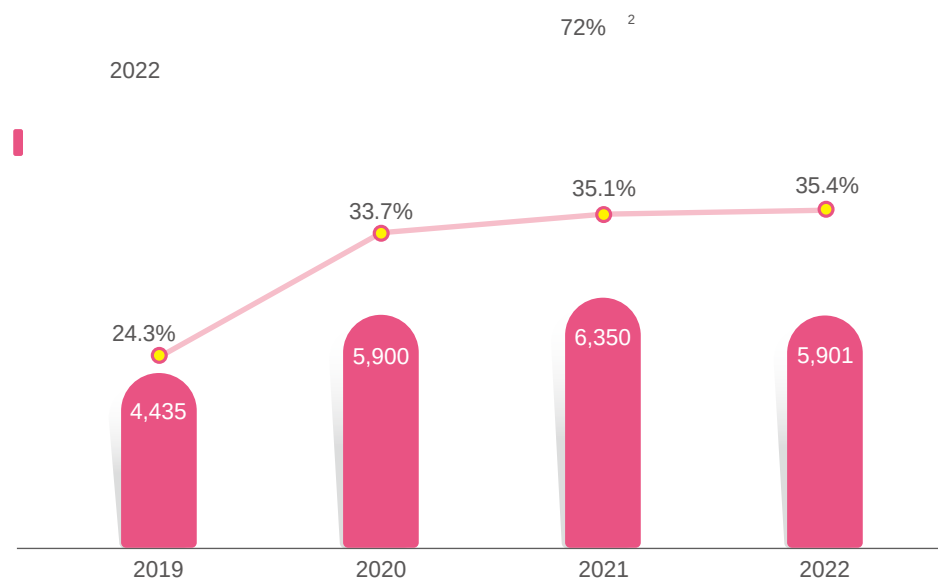
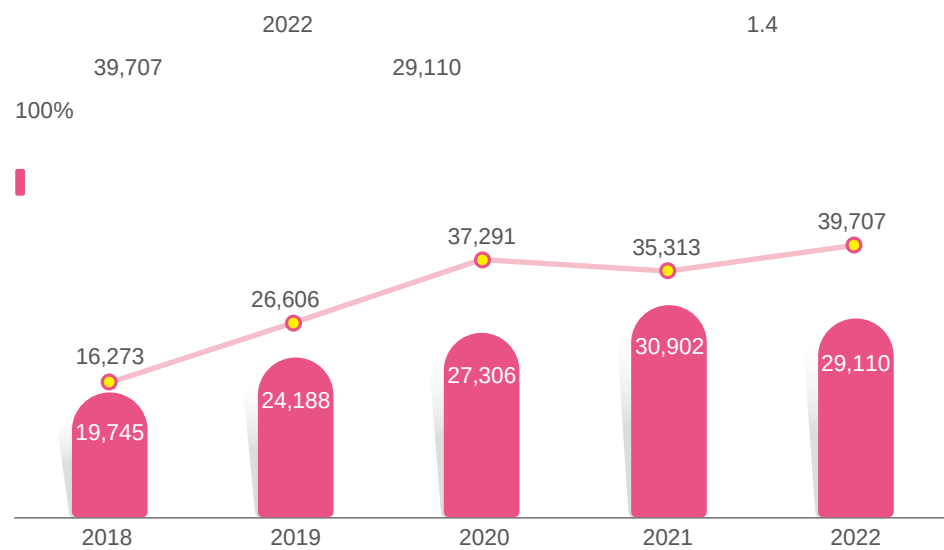
2

1. SAQ : 85 ; 65~85 ; 65 ;  
2. ;

RBA SAQ VAP

2022

|  | <ul style="list-style-type: none"> <li>▶ :</li> <li>▶</li> <li>▶</li> <li>▶</li> <li>▶ :</li> <li>▶ :</li> <li>▶</li> </ul> | <ul style="list-style-type: none"> <li>▶ :</li> <li>▶ \ :</li> <li>▶</li> <li>▶</li> <li>▶</li> </ul> |
|--|-----------------------------------------------------------------------------------------------------------------------------|-------------------------------------------------------------------------------------------------------|
|  | <ul style="list-style-type: none"> <li>▶ :</li> <li>▶ :</li> <li>▶</li> <li>▶</li> </ul>                                    | <ul style="list-style-type: none"> <li>▶ :</li> </ul>                                                 |
|  |                                                                                                                             |                                                                                                       |



USI

100%

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2022 140 37 21 12

70

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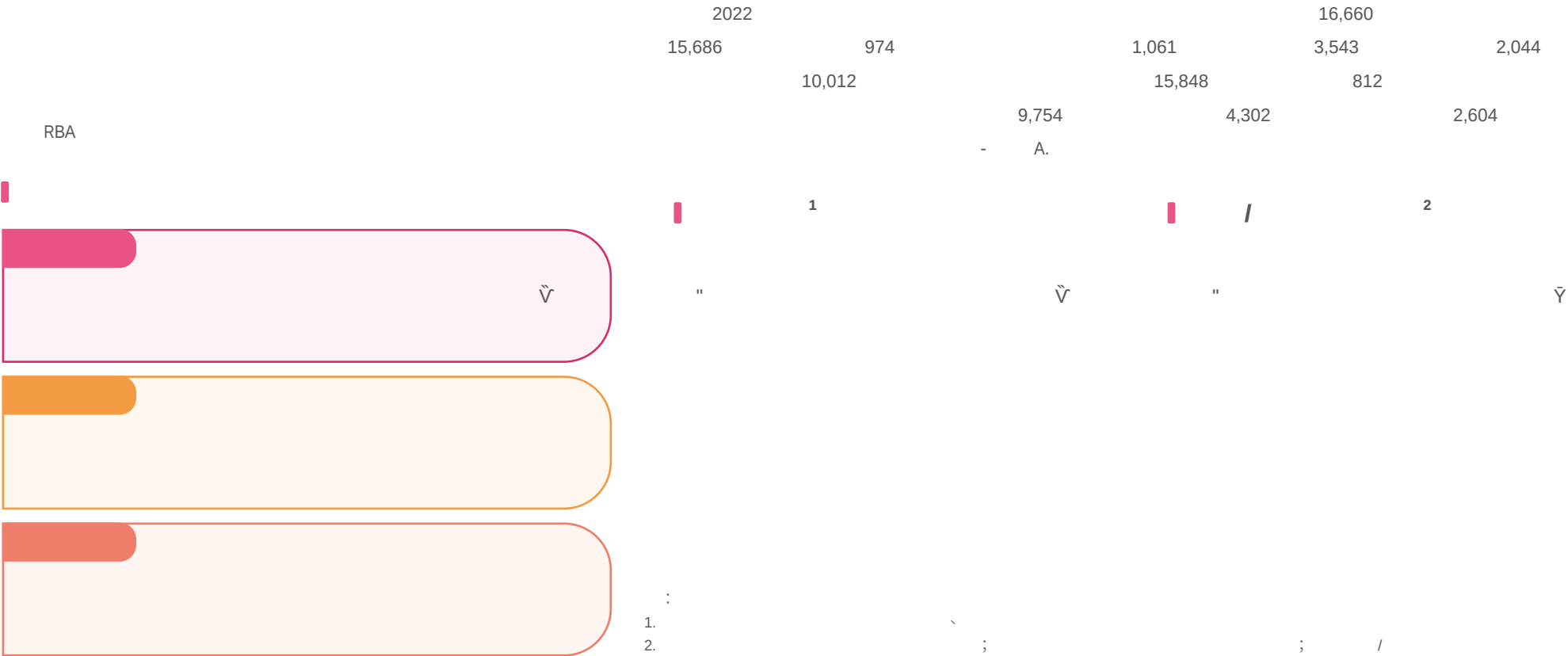
HR

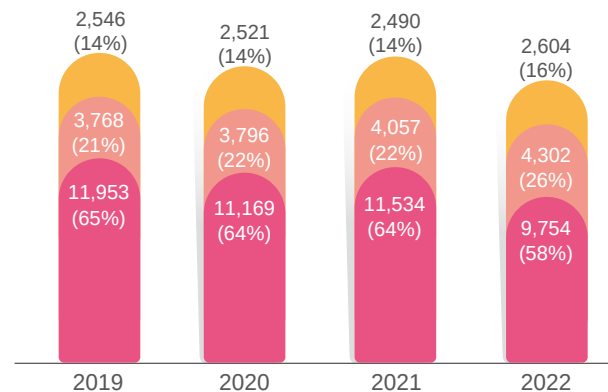
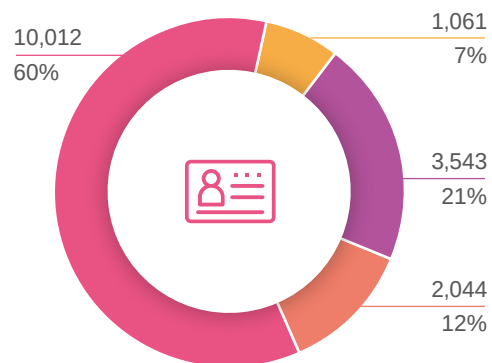
2022 435 91%



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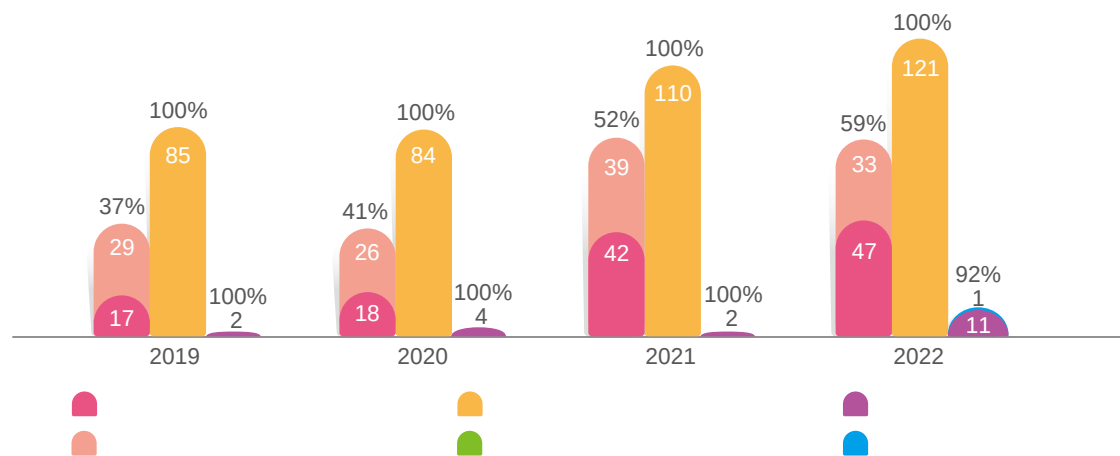
2022 16 13 2  
 3  
 3





2022  
44.4%  
17.6%  
2026  
19.2%  
25%

|                   | 2019             | 2020  | 2021  | 2022  |
|-------------------|------------------|-------|-------|-------|
| 1                 | 46.0%            | 46.1% | 45.0% | 44.4% |
| 2                 | 23.2%            | 23.6% | 22.6% | 23.1% |
| 3                 | 25.2%            | 26.2% | 25.9% | 25.6% |
| 4                 | 24.6%            | 23.5% | 20.3% | 21.8% |
| 5                 | 12.8%            | 12.9% | 17.6% | 19.2% |
| 6                 | N/A <sup>7</sup> | 45.5% | 47.9% | 50.0% |
| STEM <sup>6</sup> | N/A              | 22.3% | 22.1% | 21.7% |



1.  $\frac{\text{Number of employees in the category}}{\text{Total number of employees}} \times 100\%$
2.  $\frac{\text{Number of employees in the category}}{\text{Total number of employees}}$
3.  $\frac{\text{Number of employees in the category}}{\text{Total number of employees}} \times 100\%$
4.  $\frac{\text{Number of employees in the category}}{\text{Total number of employees}}$
5. ( : HR 、 IT 、 )
6. STEM ( Science 、 Technology 、 Engineering 、 Mathematics ) :
7. N/A :

|     |      |    |  |       |        |       |
|-----|------|----|--|-------|--------|-------|
|     |      |    |  | 2021  |        | 2022  |
| 95% |      |    |  | 9,434 | 16,660 | 1,607 |
| 95% | USI  |    |  |       |        |       |
|     | 2022 | 83 |  |       |        |       |



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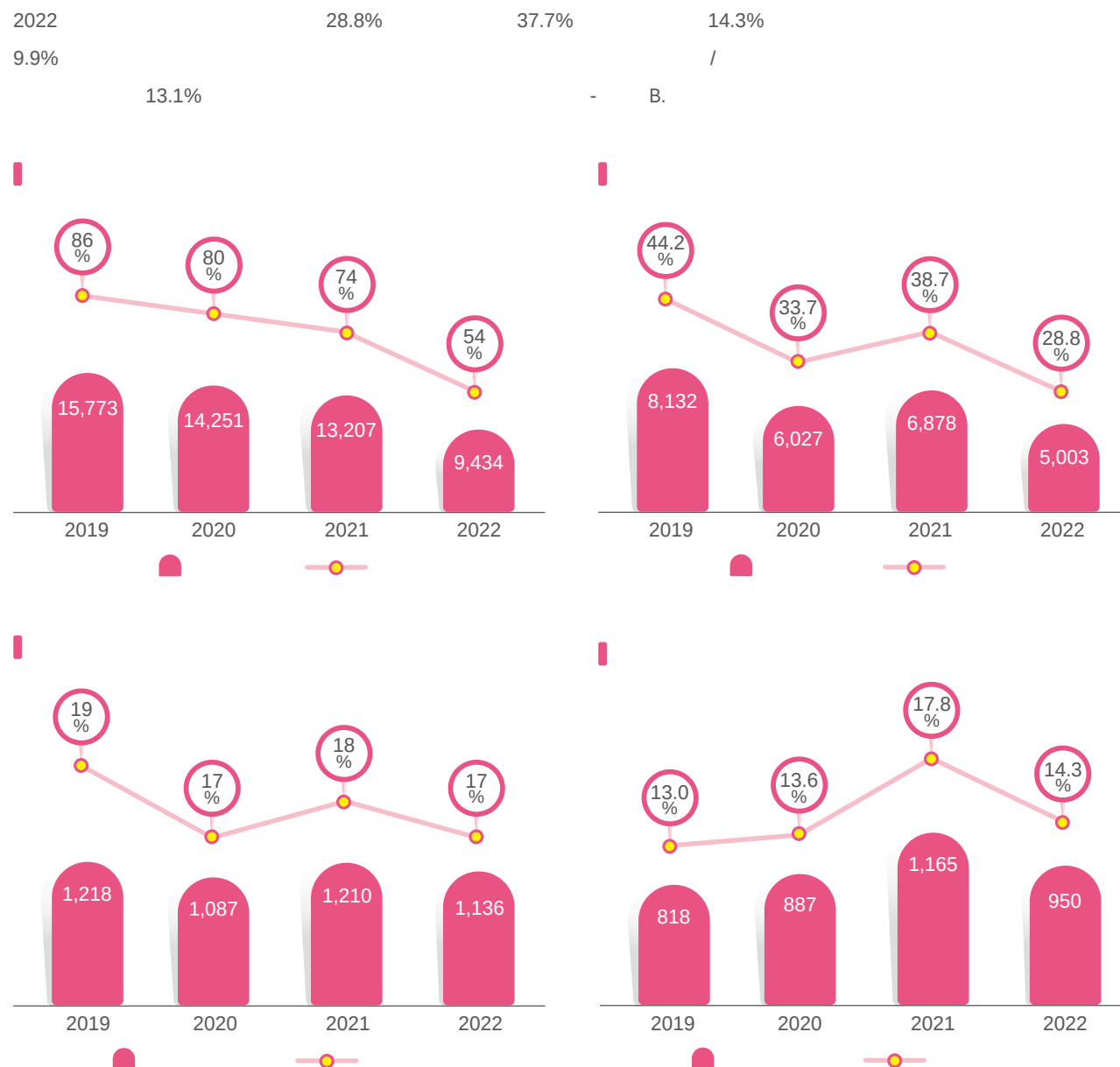
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| 4 |   |      |      |      |      |      |      |  |  |  |  |  |  |
|---|---|------|------|------|------|------|------|--|--|--|--|--|--|
|   |   | 1.00 | 1.00 | 1.00 | 1.05 | 1.09 | 1.00 |  |  |  |  |  |  |
|   | 5 | 0.89 | 1.15 | 0.93 | 1.08 | 0.84 | 0.65 |  |  |  |  |  |  |
|   |   | 1.00 | 1.23 | 0.94 | 1.06 | 0.79 | 0.75 |  |  |  |  |  |  |
|   |   | 1.15 | 1.08 | 0.87 | 0.99 | 0.85 | 0.81 |  |  |  |  |  |  |
|   |   | 1.17 | 1.12 | 0.91 | 0.98 | 0.82 | 0.91 |  |  |  |  |  |  |
|   |   | 0.84 | 0.93 | 0.87 | 0.92 | 0.87 | 0.87 |  |  |  |  |  |  |
|   |   | 0.89 | 0.95 | 0.88 | 0.92 | 0.82 | 0.88 |  |  |  |  |  |  |
|   |   | 1.02 | 0.95 | 1.08 | 0.98 | 0.95 | 1.02 |  |  |  |  |  |  |
|   |   | 1.02 | 0.94 | 1.10 | 0.98 | 0.92 | 1.15 |  |  |  |  |  |  |



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|  |  | ▶ /   |

1. :  
3 ; , 7 ; : , 10 ; , 5 ; , 10 ; ( ) , 15 ; : ,  
2 , 12 ; , 14 ; , 15 ; 1 , 30 ; : 6 ,
2. : , , 2 10 ; 4 , ;  
7 , 7 , 30



|  |               |                   |
|--|---------------|-------------------|
|  | 32,838        | 6,950,699         |
|  | 9,794         | 3,278,504         |
|  | 266           | 368,838           |
|  | 5,304         | 2,858,646         |
|  | 41            | 59,182            |
|  | <b>48,243</b> | <b>13,515,869</b> |



|  |              |                  |
|--|--------------|------------------|
|  | 234          | 97,265           |
|  | 168          | 122,378          |
|  | 6,171        | 2,390,520        |
|  | 163          | 31,146           |
|  | 176          | 59,504           |
|  | 4            | 22,683           |
|  | <b>6,916</b> | <b>2,723,497</b> |

2022

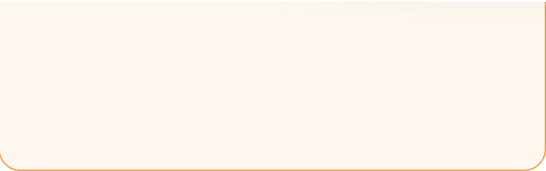
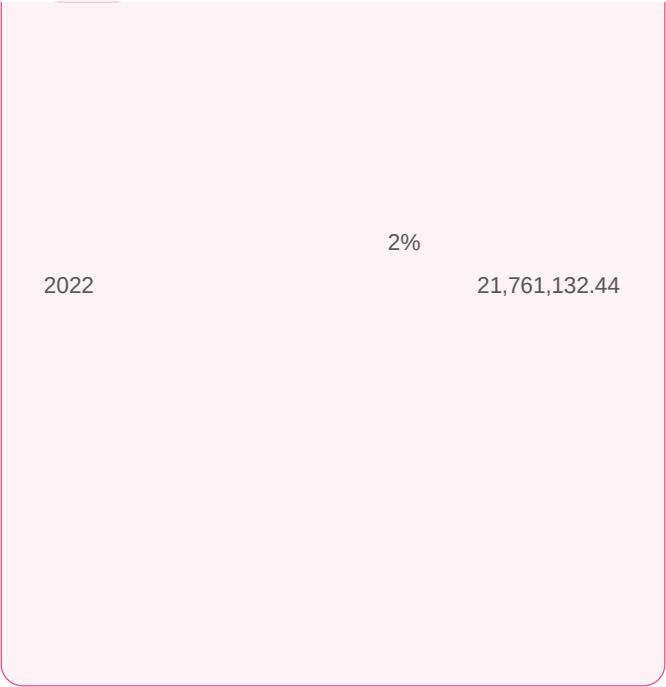
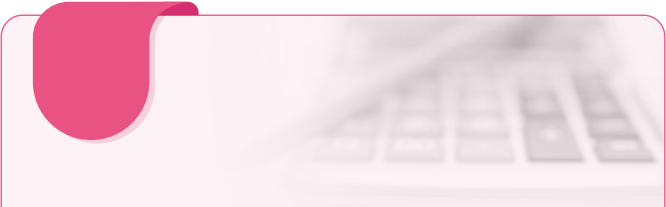
34

5

6

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220,035,658.76



2022

2%

21,761,132.44

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87

2022  
38,524

58

88.5



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DIY



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|  |  |                       |   | / |
|  |  | 1.<br>2.<br>3.<br>(1) | / |   |
|  |  | (2)                   | / |   |
|  |  |                       | / |   |
|  |  |                       | / |   |

|  |  |               |               |             |               |               |               |
|--|--|---------------|---------------|-------------|---------------|---------------|---------------|
|  |  |               |               |             |               |               |               |
|  |  | 804           | 804           | 100%        | 804           | 768           | 95.52%        |
|  |  | 2,796         | 2,796         | 100%        | 2,796         | 2,796         | 100.00%       |
|  |  | 672           | 672           | 100%        | 672           | 672           | 100.00%       |
|  |  | 3,616         | 3,616         | 100%        | 3,616         | 3,616         | 100.00%       |
|  |  | 7,888         | 7,888         | 100%        | 7,888         | 7,852         | 99.54%        |
|  |  | 244           | 244           | 100%        | 244           | 243           | 99.59%        |
|  |  | 626           | 626           | 100%        | 626           | 626           | 100.00%       |
|  |  | 1,286         | 1,286         | 100%        | 1,286         | 1,286         | 100.00%       |
|  |  | 4,450         | 4,450         | 100%        | 4,450         | 4,450         | 100.00%       |
|  |  | 6,606         | 6,606         | 100%        | 6,606         | 6,605         | 99.98%        |
|  |  | <b>14,494</b> | <b>14,494</b> | <b>100%</b> | <b>14,494</b> | <b>14,457</b> | <b>99.74%</b> |

1. : ( ) ,
2. :

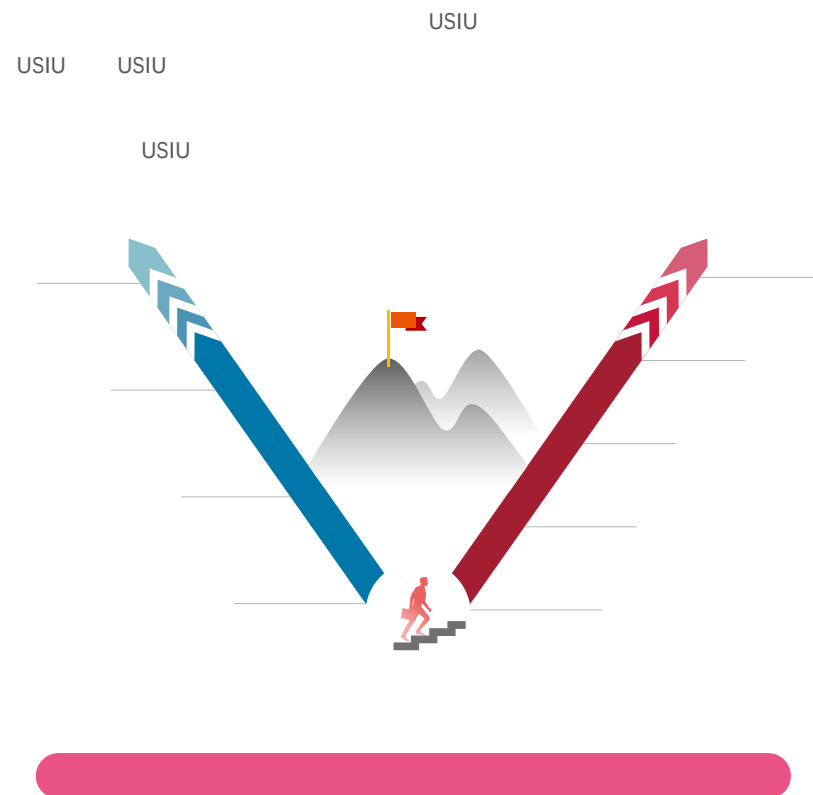
2021

2017

2021

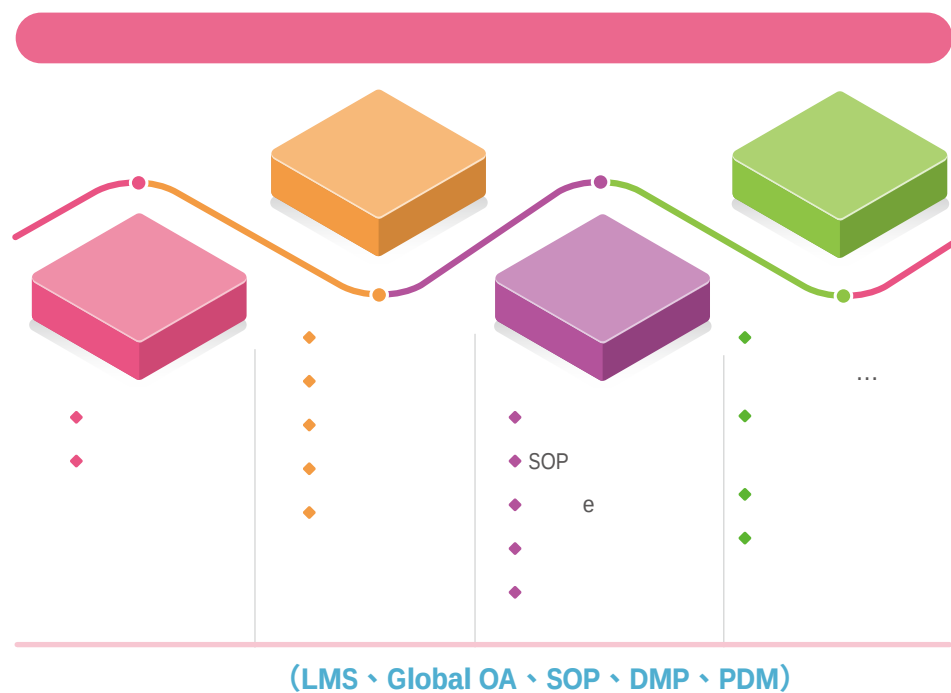
ESG





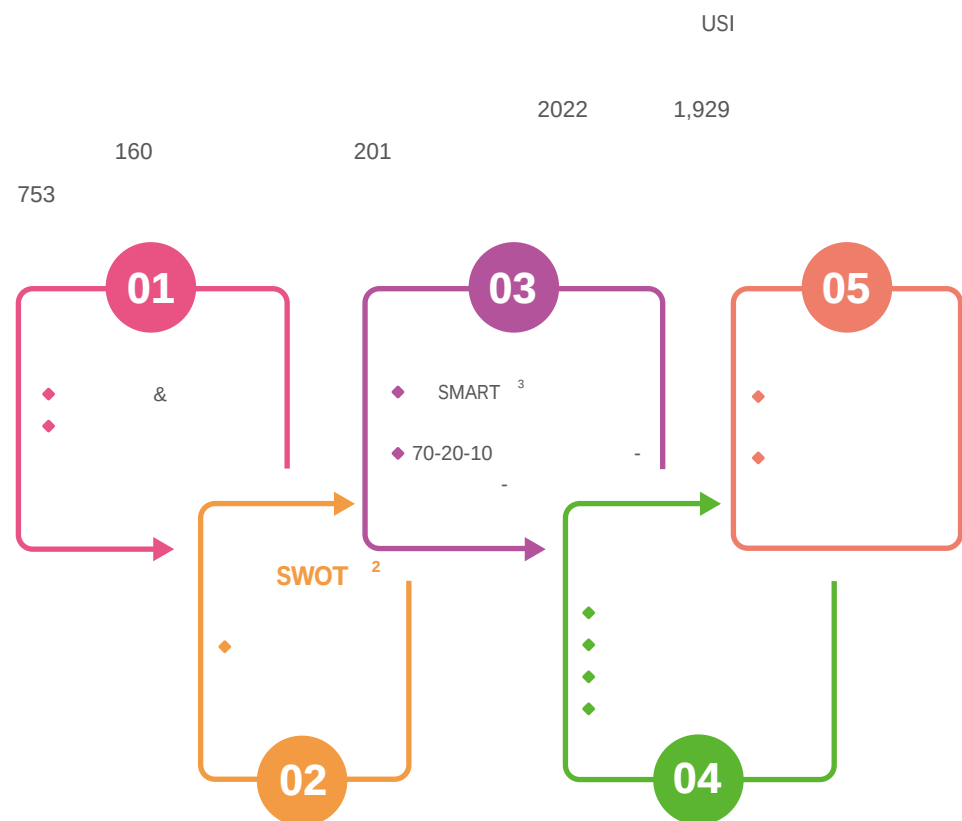
- :
1. UMBA, USI Master of Business Administration
  2. MTP, Manager Training Program
  3. MIT, Manager Initial Training
  4. TWI, Training Within Industry for Supervisors /

VUCA <sup>1</sup>



1. VUCA, Volatility  
2. SWOT, Strengths  
3. SMART, Specific
- › Uncertainty  
› Weaknesses  
› Measurable
- › Complexity  
› Opportunities  
› Attainable
- › Ambiguity  
› Threats  
› Relevant
- › Time-Based

Development Plan, IDP



480,548

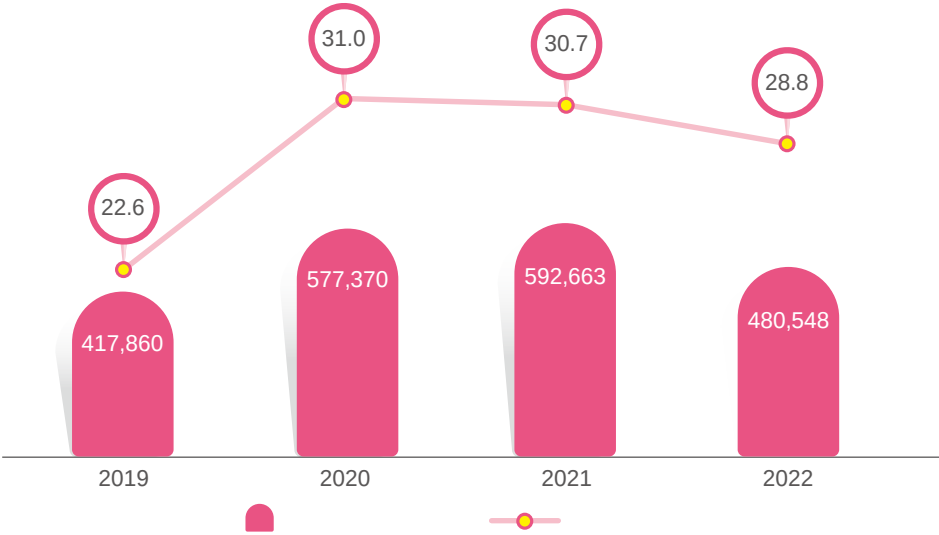
<sup>1</sup> 28.8

17.1

- G.

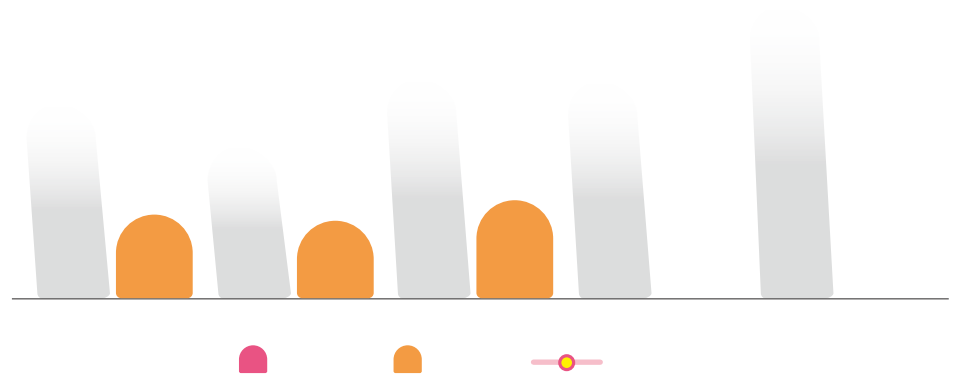
2022

| 2022 |         |      |
|------|---------|------|
|      | 300,950 | 32.5 |
|      | 179,598 | 24.3 |
|      | 24,463  | 23.1 |
|      | 157,837 | 44.5 |
|      | 42,885  | 21.0 |
|      | 255,363 | 25.5 |
|      | 231,356 | 22.6 |
|      | 480,548 | 28.8 |



|  |        |        |        |        |        |        |       |
|--|--------|--------|--------|--------|--------|--------|-------|
|  | 28,838 | 32,411 | 39,707 | 7,918  | 60,621 | 12,887 | 7,545 |
|  | 21,217 | 24,391 | 29,110 | 13,771 | 27,155 | 9,784  | 7,917 |
|  | 1.4    | 1.3    | 1.4    | 0.6    | 2.2    | 1.3    | 1.0   |

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|  |             | 2022    | 2022      |   | 2023     | 2027     |
|--|-------------|---------|-----------|---|----------|----------|
|  | :<br>:<br>: | USI     |           |   |          |          |
|  | ▶           | ▶ 6     | ▶ 11      | ✓ | ▶ 6      | ▶ 6      |
|  | ▶           | ▶ 2     | ▶ 2       | ✓ | ▶        | ▶ 2      |
|  | ▶           | ▶ 50    | ▶ 72      | ✓ | ▶ 30     | ▶ 150    |
|  | ▶           | ▶ 20    | ▶ 16      | ⌚ | ▶ 20     | ▶ 40     |
|  | ▶           | ▶ 1,000 | ▶ 5 1,838 | ✓ | ▶ 1,100  | ▶ 2,000  |
|  | ▶           | ▶ 500   | ▶ 701     | ✓ | ▶ 500    | ▶ 2,000  |
|  | ▶           | ▶ 2     | ▶ 3 3     | ✓ | ▶ 3      | ▶ 3      |
|  | ▶           | ▶ 8,000 | ▶ 8,381   | ✓ | ▶ 14,000 | ▶ 14,000 |
|  | ▶           | ▶ 200   | ▶ 200     | ✓ | ▶ 300    | ▶ 1,000  |
|  | ▶           | ▶ 2     | ▶ 4       | ✓ | ▶ 2      | ▶ 5      |

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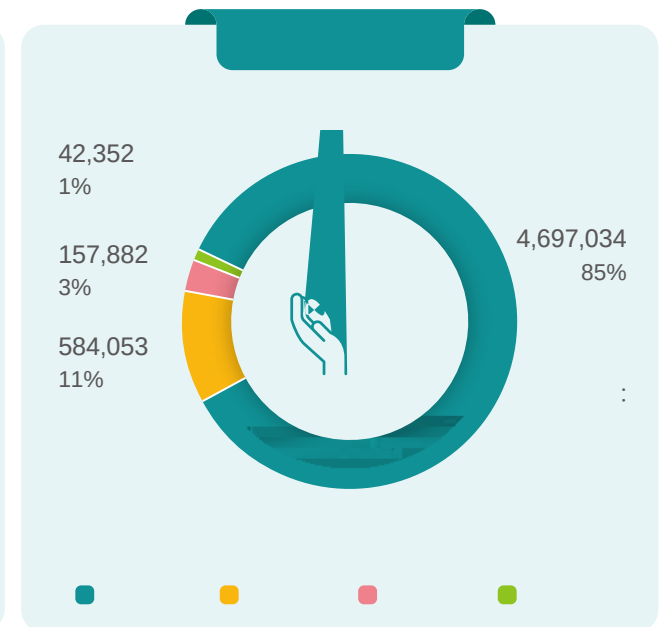
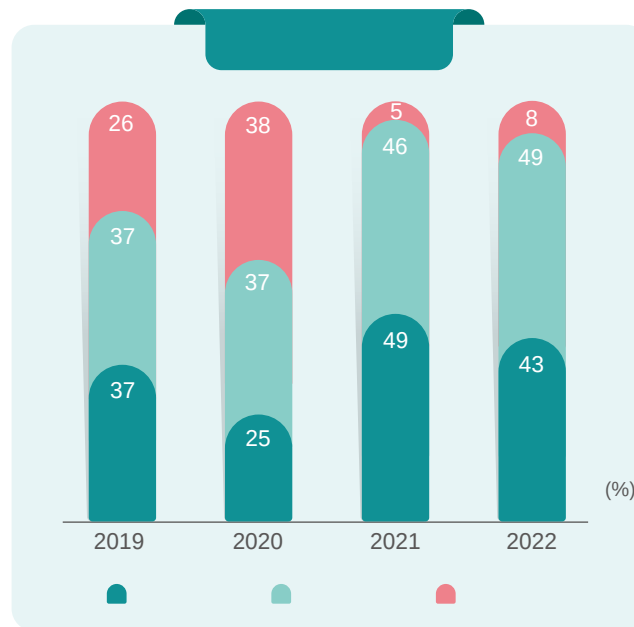
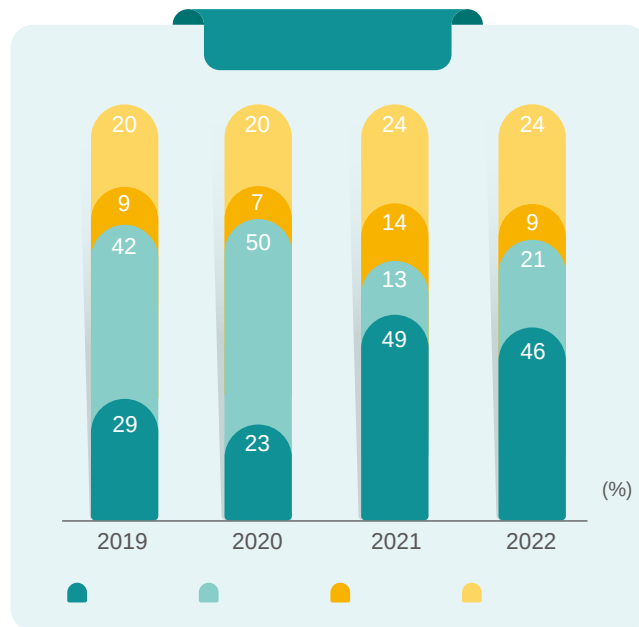
LBG London Benchmark Group  
 2022 63  
 528

37  
 701

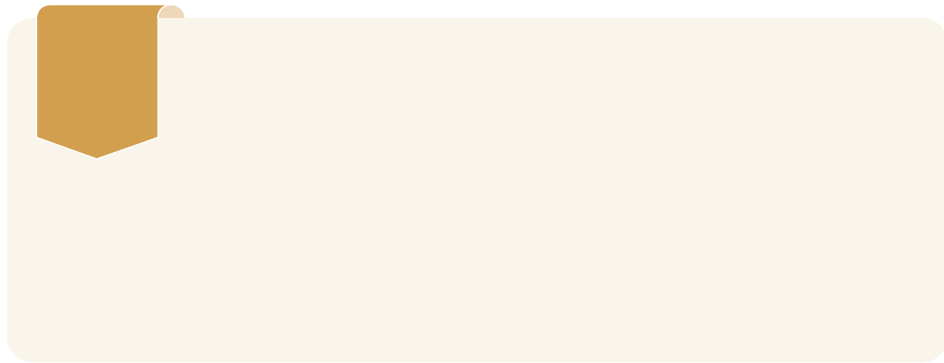
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ASE Technology  
Building Co., Ltd.



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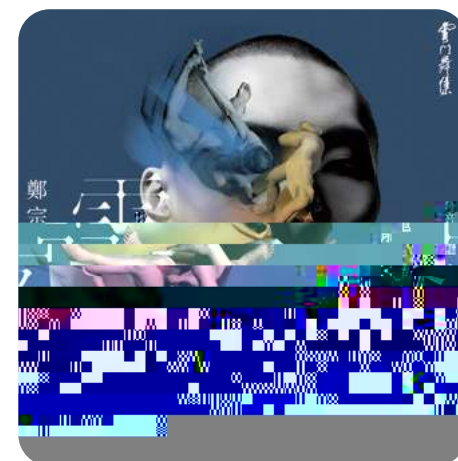
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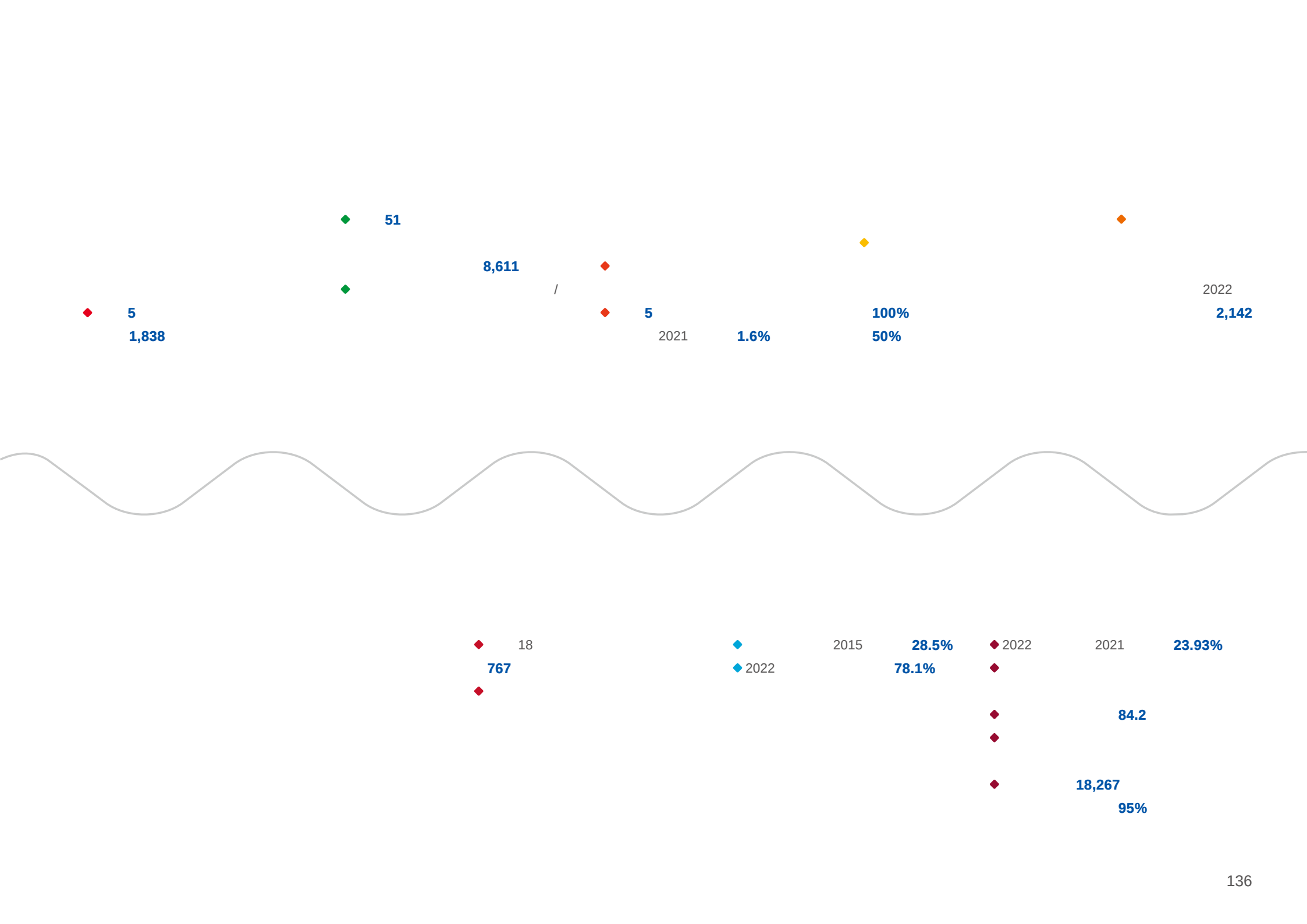
1-3

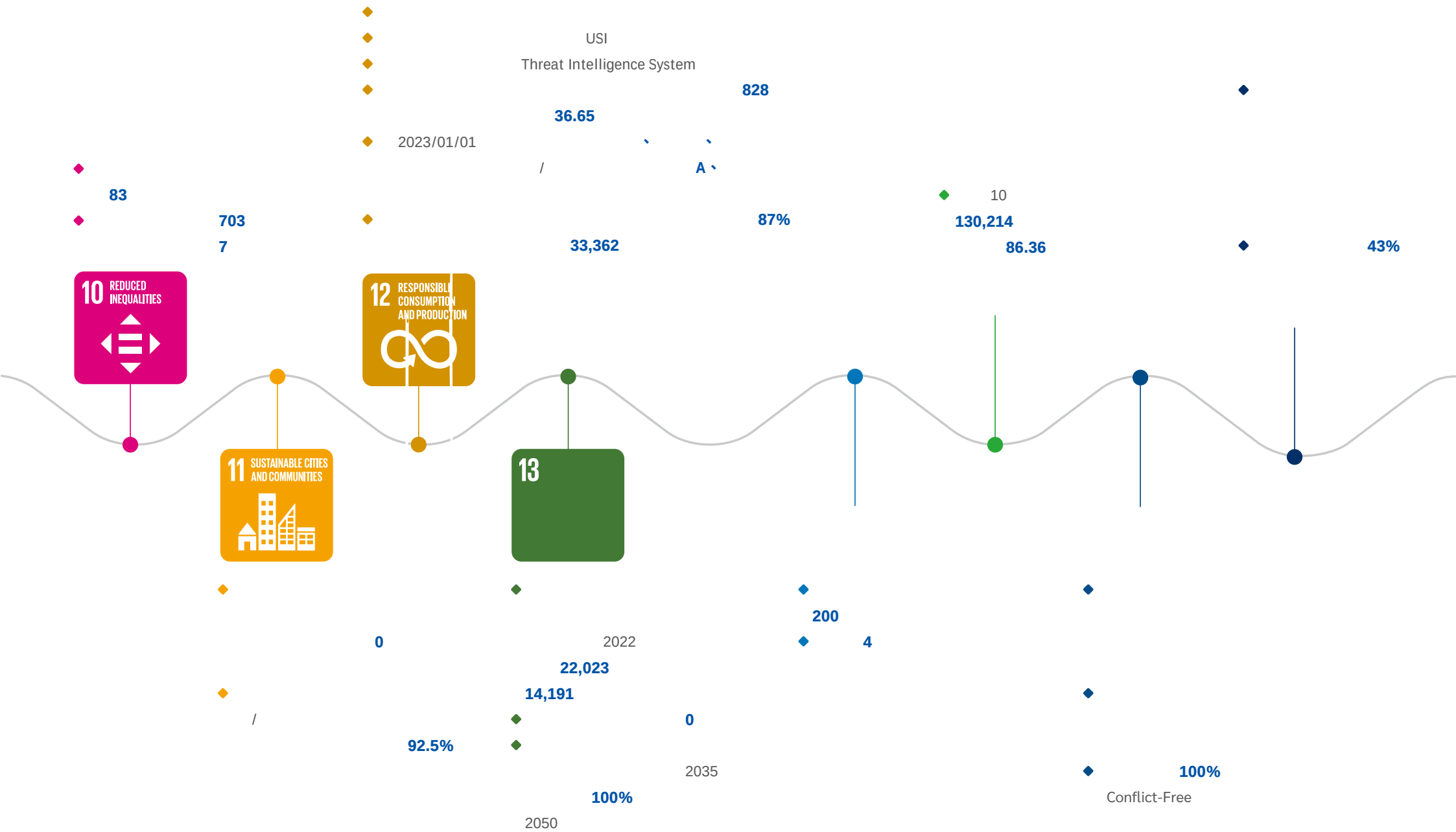
44.83 <sup>4</sup>

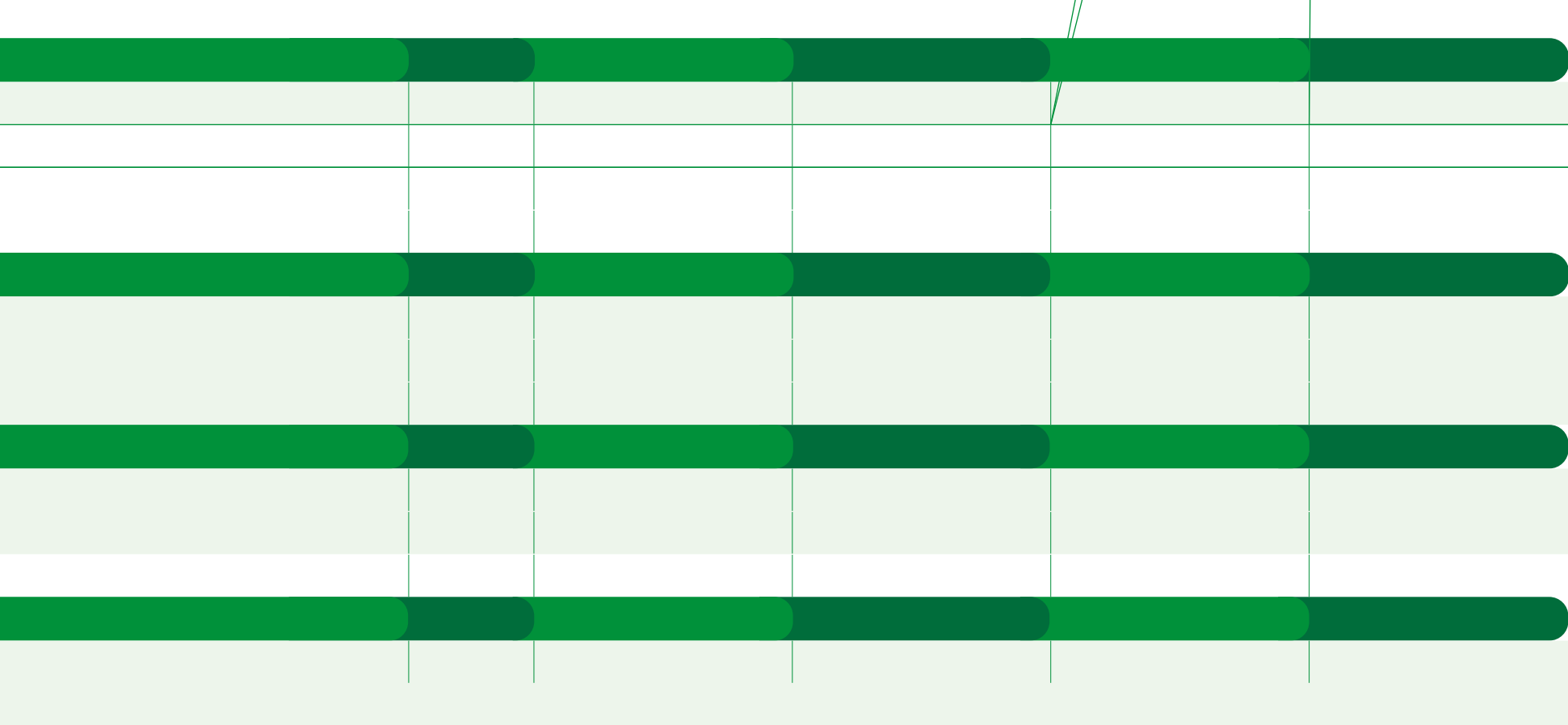
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  3. ◆◆◆ /
  4. USI











|     |   | 2019   | 2020   | 2021   | 2022   |
|-----|---|--------|--------|--------|--------|
|     |   | 18,267 | 17,486 | 18,081 | 16,660 |
|     |   | 9,866  | 9,426  | 9,938  | 9,271  |
|     |   | 8,401  | 8,060  | 8,143  | 7,389  |
|     | % | 46.0   | 46.1   | 45.0   | 44.4   |
| ( ) |   | 133    | 132    | 199    | 213    |
|     |   | 17     | 17     | 35     | 41     |
|     | % | 12.8   | 12.9   | 17.6   | 19.2   |
|     |   | 1,046  | 1,082  | 1,091  | 1,061  |
|     |   | 243    | 255    | 247    | 245    |
|     | % | 23.2   | 23.6   | 22.6   | 23.1   |
|     |   | 1,086  | 868    | 920    | 745    |
|     |   | 379    | 310    | 319    | 278    |
|     |   | 79     | 73     | 83     | 83     |

|  |       | 2019      | 2020      | 2021      | 2022      |
|--|-------|-----------|-----------|-----------|-----------|
|  |       | 30.5      | 31.6      | 31.7      | 33.0      |
|  |       | 4.6       | 4.7       | 4.8       | 5.2       |
|  | %     | 44.2      | 33.7      | 38.7      | 28.8      |
|  | -     | 1.00~1.13 | 1.00~1.10 | 1.00~1.08 | 1.00~1.09 |
|  | %     | 77        | -         | 84        | -         |
|  | %     | 73        | 100       | 68        | 68        |
|  | %     | 100       | 100       | 79        | 47        |
|  |       | 2019      | 2020      | 2021      | 2022      |
|  |       | 608       | 833       | 867       | 1,118     |
|  |       | 194       | 247       | 287       | 344       |
|  | M CNY | 7.3       | 4.2       | 28.9      | 17.1      |
|  | %     | 100       | 100       | 100       | 100       |
|  |       | 22.6      | 31.0      | 30.7      | 28.8      |
|  |       | 15        | 43        | 73        | 24        |
|  |       | 2019      | 2020      | 2021      | 2022      |
|  |       | 1.1       | 1.4       | 1.1       | 1.4       |
|  | %     | 100       | 100       | 100       | 100       |
|  |       | 294       | 216       | 116       | 140       |
|  |       | 4,435     | 5,900     | 6,350     | 5,901     |
|  | %     | 24.3      | 33.7      | 35.1      | 35.4      |

|  |       | 2019  | 2020   | 2021   | 2022  |
|--|-------|-------|--------|--------|-------|
|  |       | 1     | 0      | 0      | 0     |
|  |       | 0     | 0      | 0      | 0     |
|  | M CNY | 150   | 166    | 159    | 184   |
|  |       | 52    | 58     | 32     | 30    |
|  |       | 38    | 53     | 42     | 51    |
|  |       | 4,447 | 13,701 | 13,028 | 8,611 |
|  |       | ÀhçWà |        |        |       |
|  |       |       |        |        |       |
|  |       |       |        |        |       |
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|  |       |       |        |        |       |
|  |       |       |        |        |       |
|  |       |       |        |        |       |

|   |       | 2019   | 2020   | 2021    | 2022    |
|---|-------|--------|--------|---------|---------|
|   |       | 64,929 | 85,969 | 107,833 | 130,214 |
|   |       | 53.06  | 67.20  | 76.71   | 86.36   |
| / |       | 486.30 | 49.00  | 335.20  | 200.00  |
|   |       | 2019   | 2020   | 2021    | 2022    |
|   |       | 6      | 6      | 5       | 5       |
|   |       | 964    | 1,001  | 1,050   | 1,838   |
|   | K CNY | 685    | 1,362  | 216     | 818     |
|   |       | 2019   | 2020   | 2021    | 2022    |
|   |       | 645    | 685    | 725     | 767     |
|   |       | 136    | 100    | 119     | 111     |
|   |       | 93     | 754    | 1,415   | 660     |
|   |       | 2019   | 2020   | 2021    | 2022    |
|   | %     | 18     | 37     | 39      | 43      |
|   | %     | 25     | 19     | 12      | 5       |
|   | %     | 42     | 30     | 29      | 30      |
|   | %     | 14     | 38     | 43      | 50      |
|   |       | 2019   | 2020   | 2021    | 2022    |
|   |       | 515    | 576    | 419     | 525     |
|   | %     | 70     | 70     | 73      | 73      |
| / |       | 80     | 76     | 83      | 81      |
|   |       | 2019   | 2020   | 2021    | 2022    |
|   |       | 222    | 120    | 276     | 342     |



|  |       | 2019   | 2020   | 2021   | 2022    |
|--|-------|--------|--------|--------|---------|
|  |       | 277    | 319    | 340    | 360     |
|  | K CNY | 92,628 | 76,951 | 78,756 | 119,251 |
|  |       | 2019   | 2020   | 2021   | 2022    |
|  |       | 83.8   | 84.1   | 84.1   | 84.2    |
|  | %     | 82     | 93     | 86     | 93      |
|  | %     | 93     | 93     | 89     | 100     |

|  |   |      |
|--|---|------|
|  |   | 9    |
|  |   | 3    |
|  | % | 33.3 |
|  |   | 5    |
|  |   | 1    |
|  | % | 20.0 |
|  |   | 5    |
|  |   | 3    |
|  | % | 60.0 |

|  |   |      |
|--|---|------|
|  |   | 5    |
|  |   | 3    |
|  | % | 60.0 |
|  |   | 5    |
|  |   | 3    |
|  | % | 60.0 |
|  |   | 3    |
|  |   | 1    |
|  | % | 33.3 |

## A.

|   |                   | 2019      | 2020      | 2021      | 2022      |
|---|-------------------|-----------|-----------|-----------|-----------|
| - | CO <sub>2</sub> e | 22,165.63 | 26,056.90 | 26,617.41 | 26,912.82 |

## B.

|   |  | 2019   | 2020   | 2021   | 2022   |
|---|--|--------|--------|--------|--------|
| I |  | 255.13 | 247.23 | 202.79 | 232.13 |
|   |  | 441.52 | 535.83 | 764.44 | 774.11 |
|   |  | 14.58  | 29.83  | 0.64   | 0      |
|   |  | 0      | 0      | 0      | 0      |
|   |  | 426.94 | 506.00 | 763.80 | 774.11 |

## C.

|   |  | 2019     | 2020     | 2021     | 2022     |
|---|--|----------|----------|----------|----------|
| I |  | 7,072.29 | 7,079.35 | 8,115.46 | 9,097.26 |
|   |  | 741.38   | 726.62   | 650.63   | 738.41   |
|   |  | 352.32   | 353.46   | 312.78   | 393.25   |
|   |  | 0        | 0        | 0        | 0        |
|   |  | 389.06   | 373.16   | 337.85   | 345.16   |

**D.**

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|              | 2019             |                   | 2020             |                   | 2021             |                   | 2022             |                   |
|--------------|------------------|-------------------|------------------|-------------------|------------------|-------------------|------------------|-------------------|
|              |                  |                   |                  |                   |                  |                   |                  |                   |
| <sup>2</sup> | 1,779,973        | 9,648,186         | 548,685          | 9,690,160         | 1,996,631        | 10,179,397        | 532,048          | 12,102,087        |
| <sup>3</sup> | 0                | 516,463           | 0                | 854,709           | 0                | 1,058,487         | 0                | 862,255           |
| <sup>4</sup> | 1,731,219        | 9,075,070         | 56,792           | 11,823,385        | 168,781          | 12,295,620        | 2,416,689        | 13,820,710        |
| <sup>5</sup> | 0                | 428,700           | 0                | 219,214           | 70,919           | 219,608           | 0                | 178,839           |
|              | <b>3,511,192</b> | <b>19,668,419</b> | <b>5,543,644</b> | <b>22,587,468</b> | <b>2,236,331</b> | <b>23,753,112</b> | <b>2,948,737</b> | <b>26,963,891</b> |

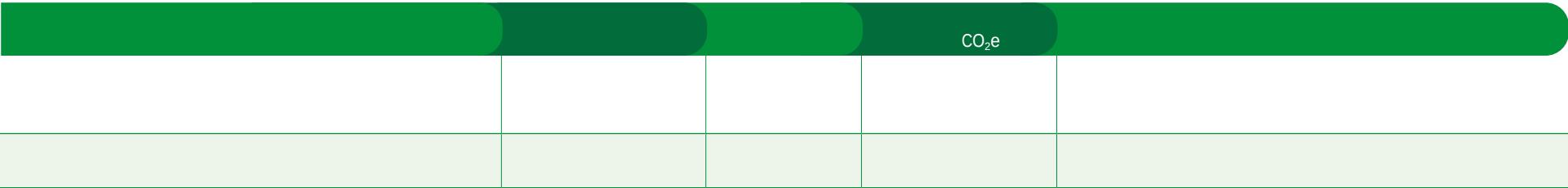
**E.**

|  |  |  | 2020 | 2021 | 2022 |
|--|--|--|------|------|------|
|  |  |  |      |      |      |
|  |  |  |      |      |      |
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## A.

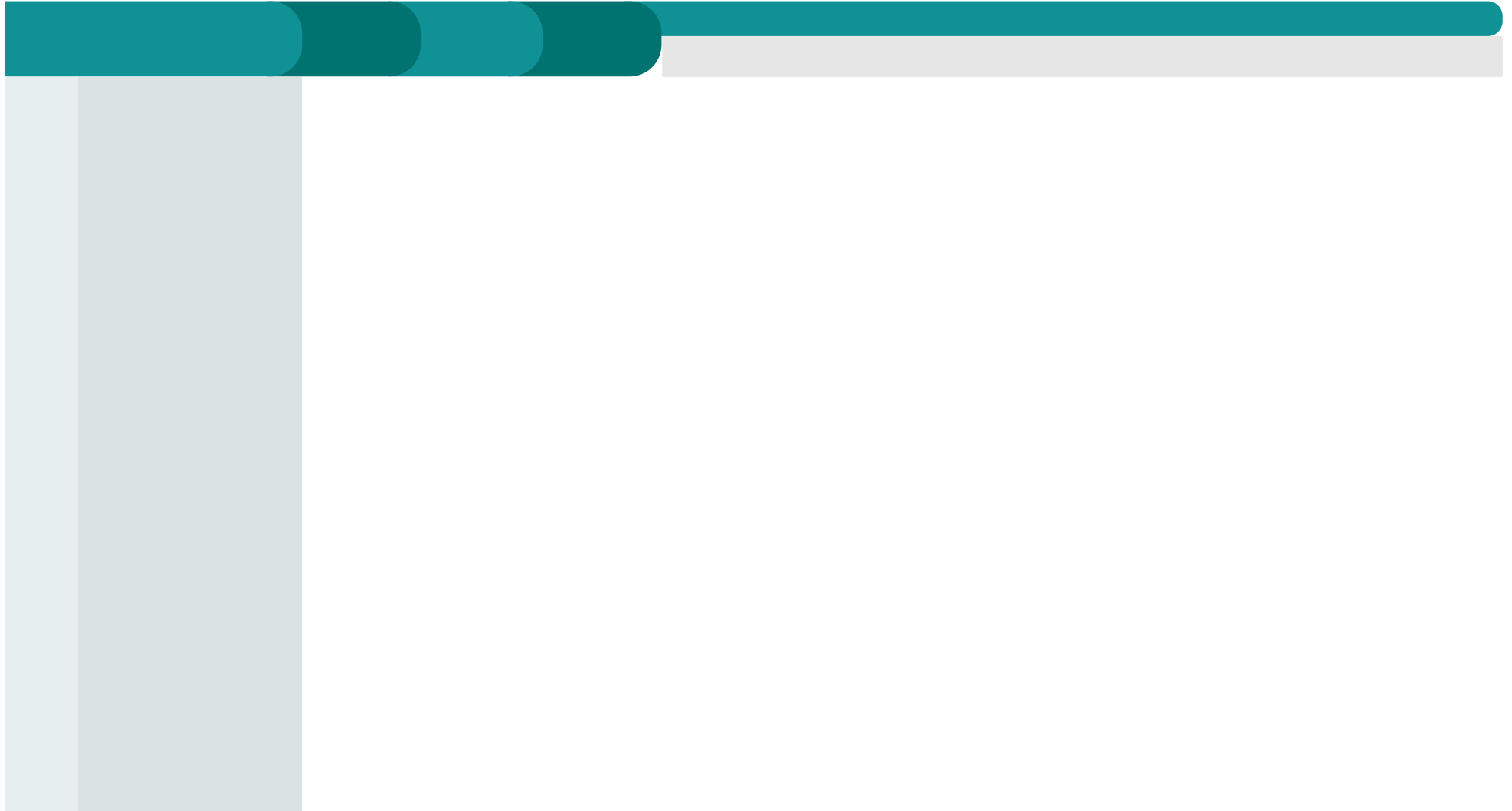
| 1 | -            | 141   | 13.3% | 92    | 8.7%  | 113   | 10.7% | 113   | 10.7% | 284   | 26.8% | 73    | 6.9%  | 816    | 4.9%  |
|---|--------------|-------|-------|-------|-------|-------|-------|-------|-------|-------|-------|-------|-------|--------|-------|
|   | -            | 59    | 5.6%  | 22    | 2.1%  | 50    | 4.7%  | 23    | 2.2%  | 71    | 6.7%  | 20    | 1.9%  | 245    | 1.5%  |
|   | -            | 561   | 15.8% | 379   | 10.7% | 334   | 9.4%  | 324   | 9.1%  | 1,134 | 32.0% | 168   | 4.7%  | 2,900  | 17.4% |
|   | -            | 128   | 3.6%  | 81    | 2.3%  | 75    | 2.1%  | 65    | 1.8%  | 247   | 7.0%  | 47    | 1.3%  | 643    | 3.9%  |
|   | -            | 71    | 3.5%  | 37    | 1.8%  | 103   | 5.0%  | 117   | 5.7%  | 237   | 11.6% | 142   | 6.9%  | 707    | 4.2%  |
|   | -            | 202   | 9.9%  | 75    | 3.7%  | 300   | 14.7% | 175   | 8.6%  | 474   | 23.2% | 111   | 5.4%  | 1,337  | 8.0%  |
|   | -            | 744   | 7.4%  | 389   | 3.9%  | 1,005 | 10.0% | 1,540 | 15.4% | 485   | 4.8%  | 685   | 6.8%  | 4,848  | 29.1% |
|   | -            | 544   | 5.4%  | 360   | 3.6%  | 752   | 7.5%  | 780   | 7.8%  | 1,370 | 13.7% | 1,358 | 13.6% | 5,164  | 31.0% |
|   |              | 1,517 | 16.4% | 897   | 9.7%  | 1,555 | 16.8% | 2,094 | 22.6% | 2,140 | 23.1% | 1,068 | 11.5% | 9,271  | 55.6% |
|   |              | 933   | 12.6% | 538   | 7.3%  | 1,177 | 15.9% | 1,043 | 14.1% | 2,162 | 29.3% | 1,536 | 20.8% | 7,389  | 44.4% |
|   | <sup>2</sup> | 2,450 | 15.6% | 1,435 | 9.1%  | 2,732 | 17.4% | 2,169 | 13.8% | 4,296 | 27.4% | 2,604 | 16.6% | 15,686 | 94.2% |
|   | <sup>3</sup> | 0     | 0.0%  | 0     | 0.0%  | 0     | 0.0%  | 968   | 99.4% | 6     | 0.6%  | 0     | 0.0%  | 974    | 5.8%  |

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|     | 2019   | 2020   | 2021   | 2022 |     |       |       |       |       |              |
|-----|--------|--------|--------|------|-----|-------|-------|-------|-------|--------------|
|     |        |        |        |      |     |       |       |       |       |              |
|     | 15,773 | 14,251 | 13,207 | 637  | 334 | 2,640 | 2,645 | 1,164 | 2,014 | <b>9,434</b> |
|     | 86%    | 80%    | 74%    | 25%  | 24% | 86%   | 74%   | 28%   | 79%   | <b>54%</b>   |
|     | 1,218  | 1,087  | 1,210  | 144  | 63  | 251   | 83    | 355   | 240   | <b>1,136</b> |
|     | 19%    | 17%    | 18%    | 12%  | 9%  | 26%   | 10%   | 15%   | 46%   | <b>17%</b>   |
|     | 14,555 | 13,164 | 11,997 | 493  | 271 | 2,389 | 2,562 | 809   | 1,774 | <b>8,298</b> |
|     | 120%   | 116%   | 107%   | 35%  | 38% | 112%  | 94%   | 46%   | 88%   | <b>77%</b>   |
| ( ) | 910    | 1,016  | 2,114  |      |     |       |       |       |       |              |
|     | 1,086  | 868    | 922    |      |     |       |       |       |       |              |
| 1   | 47%    | 44%    | 43%    |      |     |       |       |       |       |              |

| 2 |     | 2019  | 2020  | 2021  | 2022 |     |     |       |     |     |              |
|---|-----|-------|-------|-------|------|-----|-----|-------|-----|-----|--------------|
|   |     |       |       |       |      |     |     |       |     |     |              |
|   |     | 4,720 | 3,317 | 3,529 | 364  | 139 | 477 | 1,073 | 284 | 471 | <b>2,808</b> |
|   | 3-4 | 47%   | 34%   | 36%   | 23%  | 16% | 29% | 46%   | 13% | 45% | <b>29%</b>   |
|   |     | 3,412 | 2,710 | 2,531 | 212  | 121 | 554 | 455   | 299 | 554 | <b>2,195</b> |
|   |     | 41%   | 33%   | 31%   | 21%  | 22% | 39% | 37%   | 14% | 37% | <b>28%</b>   |
|   |     | 53    | 57    | 93    | 9    | 5   | 9   | 5     | 21  | 23  | <b>72</b>    |
|   |     | 5%    | 5%    | 9%    | 4%   | 4%  | 6%  | 4%    | 6%  | 19% | <b>7%</b>    |
|   |     | 509   | 548   | 704   | 89   | 60  | 119 | 52    | 132 | 66  | <b>518</b>   |
|   |     | 15%   | 15%   | 20%   | 13%  | 13% | 30% | 13%   | 10% | 35% | <b>15%</b>   |

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90 ÷ ( ( + ) ÷ 2 ) × 100%

|   |       | 2019  | 2020  | 2021  | 2022  |     |       |       |     |       |       |
|---|-------|-------|-------|-------|-------|-----|-------|-------|-----|-------|-------|
|   |       |       |       |       |       |     |       |       |     |       |       |
|   |       | 256   | 282   | 367   | 33    | 26  | 92    | 45    | 95  | 69    | 360   |
|   |       | 14%   | 15%   | 19%   | 12%   | 22% | 23%   | 15%   | 14% | 32%   | 18%   |
|   |       | 7,314 | 5,140 | 4,896 | 445   | 169 | 811   | 1,426 | 335 | 867   | 4,053 |
|   |       | 60%   | 45%   | 44%   | 32%   | 24% | 38%   | 53%   | 19% | 43%   | 38%   |
|   | 30    | 6,419 | 4,165 | 4,041 | 317   | 133 | 316   | 1,378 | 227 | 591   | 2,962 |
|   |       | 60%   | 47%   | 50%   | 34%   | 25% | 24%   | 58%   | 21% | 50%   | 40%   |
|   | 30~50 | 1,658 | 1,767 | 1,925 | 254   | 126 | 710   | 150   | 318 | 377   | 1,935 |
|   |       | 23%   | 21%   | 22%   | 16%   | 14% | 41%   | 13%   | 12% | 34%   | 21%   |
|   | 50    | 55    | 95    | 94    | 5     | 1   | 5     | 0     | 38  | 57    | 106   |
|   |       | 10%   | 15%   | 13%   | 24%   | 15% | 13%   | 0%    | 8%  | 21%   | 13%   |
|   |       | 8,132 | 6,027 | 6,878 | 576   | 260 | 1,031 | 1,528 | 583 | 1,025 | 5,003 |
|   |       | 44%   | 34%   | 39%   | 22%   | 18% | 33%   | 43%   | 14% | 40%   | 29%   |
|   |       | 818   | 887   | 1,165 | 131   | 91  | 220   | 102   | 248 | 158   | 950   |
|   |       | 13%   | 14%   | 18%   | 11%   | 13% | 23%   | 12%   | 10% | 30%   | 14%   |
|   |       | 7,314 | 5,140 | 5,713 | 445   | 169 | 811   | 1,426 | 335 | 867   | 4,053 |
|   |       | 60%   | 45%   | 51%   | 32%   | 24% | 38%   | 53%   | 19% | 43%   | 38%   |
| 1 |       | 7,960 | 5,328 | 6,502 | 4,089 |     |       |       |     |       |       |
|   |       | 43%   | 30%   | 37%   | 24%   |     |       |       |     |       |       |

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| ( ) |  |       | 275,255 | 171,350 | 2,416,631 | 3,243,855 | 4,498,449 | 582,834   | 11,188,374 | 66% |
|-----|--|-------|---------|---------|-----------|-----------|-----------|-----------|------------|-----|
|     |  |       | 180,047 | 73,085  | 1,645,264 | 1,475,325 | 1,867,234 | 630,338   | 5,871,294  | 34% |
|     |  | 30    | 100,086 | 45,021  | 2,221,283 | 2,637,334 | 1,081,984 | 600,279   | 6,685,988  | 39% |
|     |  | 30~50 | 341,615 | 197,321 | 1,752,128 | 2,043,270 | 4,061,738 | 504,502   | 8,900,574  | 52% |
|     |  | 50    | 13,601  | 2,093   | 88,484    | 38,576    | 1,221,960 | 108,391   | 1,473,106  | 9%  |
|     |  |       | 41,911  | 18,503  | 83,452    | 52,368    | 677,453   | 128,507   | 1,002,194  | 33% |
|     |  |       | 42,212  | 22,362  | 189,965   | 199,070   | 696,854   | 6,444     | 1,156,907  | 39% |
|     |  |       | 39,124  | 27,685  | 47,893    | 144,609   | 513,268   | 66,122    | 838,702    | 28% |
|     |  |       | 48,114  | 48,842  | 3,393,985 | 3,782,092 | 221,948   | 912,973   | 8,407,955  | 49% |
|     |  |       | 407,188 | 195,592 | 667,910   | 937,088   | 6,143,735 | 300,200   | 8,651,713  | 51% |
|     |  |       | 455,302 | 244,435 | 4,061,896 | 4,719,180 | 6,365,683 | 1,213,172 | 17,059,668 |     |

## H.

|  |   |        |                                      |      |    |  |  |  |  |  |  |  |
|--|---|--------|--------------------------------------|------|----|--|--|--|--|--|--|--|
|  |   | ▶      |                                      |      |    |  |  |  |  |  |  |  |
|  |   | ▶<br>▶ |                                      |      |    |  |  |  |  |  |  |  |
|  |   | ▶      | 8:00~17:00   8:30~17:30   9:00~18:00 |      |    |  |  |  |  |  |  |  |
|  |   | ▶      |                                      |      |    |  |  |  |  |  |  |  |
|  |   | ▶      |                                      |      |    |  |  |  |  |  |  |  |
|  | / | ▶<br>▶ | 60                                   |      |    |  |  |  |  |  |  |  |
|  |   | ▶      | 56                                   | 158  | 84 |  |  |  |  |  |  |  |
|  |   | ▶      | 7                                    | 4    |    |  |  |  |  |  |  |  |
|  |   | ▶      | 7                                    | 15   | 5  |  |  |  |  |  |  |  |
|  |   | ▶      | 2                                    | 5~10 |    |  |  |  |  |  |  |  |



## A. 2022 ( , )

| ( ) | 3,503 | 1,764 | 9,334 | 5,651 | 4,538 | 2,149 | <b>26,939</b> |
|-----|-------|-------|-------|-------|-------|-------|---------------|
|     | 36    | 11    | 18    | 17    | 122   | 12    | <b>216</b>    |
|     | 144%  | 124%  | 342%  | 181%  | 108%  | 83%   | <b>163%</b>   |

## B. 2022 1

|                                                        | ◆ |  |
|--------------------------------------------------------|---|--|
|                                                        | ◆ |  |
| ( )                                                    | ◆ |  |
|                                                        |   |  |
| ( )                                                    | ◆ |  |
| ( )                                                    | ◆ |  |
| ( )                                                    | ◆ |  |
|                                                        |   |  |
| Universal Scientific Industrial De Mexico S.A. De C.V. | ◆ |  |

| Universal Scientific Industrial Vietnam Co., Ltd. |   |  |
|---------------------------------------------------|---|--|
| Universal Scientific Industrial (France)          |   |  |
|                                                   | ◆ |  |
| Universal Scientific Industrial Poland Sp. z o.o. |   |  |
| ( )                                               |   |  |
|                                                   |   |  |
| M-Universe Investments                            |   |  |

1. : 2022 28 「 : ( ) 」

## TCFD

|  | TCFD | 74 |
|--|------|----|
|  |      | 12 |
|  |      |    |
|  |      |    |
|  |      | 76 |
|  |      | 76 |
|  |      | 76 |
|  |      |    |
|  |      |    |
|  |      | 75 |
|  |      | 76 |
|  |      | 35 |
|  |      |    |
|  |      |    |
|  |      | 72 |
|  |      | 79 |
|  |      | 78 |



# GRI

|     | GRI    | GRI  | 2022/01/01 | 2022/12/31 |
|-----|--------|------|------------|------------|
| GRI | GRI 1: | 2021 |            |            |
| GRI |        |      |            |            |

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| /     |   |      |     |  |   |
|-------|---|------|-----|--|---|
| GRI 2 |   | 2021 |     |  |   |
|       |   |      |     |  |   |
| 2-1   |   |      | 5   |  | ◇ |
| 2-2   |   |      | 4   |  | ◇ |
| 2-3   |   |      | 4   |  | ◇ |
| 2-4   |   | -    | -   |  | ◇ |
| 2-5   | / |      | 169 |  | ◇ |
|       |   |      |     |  |   |
| 2-6   |   |      | 5   |  | ◇ |
| 2-7   |   |      | 109 |  | ◇ |
|       |   | -    | 148 |  |   |
| 2-8   |   |      | 91  |  | ◇ |
|       |   |      |     |  |   |
| 2-10  |   |      | 31  |  | ◇ |
| 2-12  |   |      | 32  |  | ◇ |
| 2-13  |   |      | 12  |  | ◇ |
| 2-14  |   |      | 32  |  | ◇ |
| 2-15  |   |      | 32  |  | ◇ |

| 2-16         |  |  | 31  |  | ◇ |
|--------------|--|--|-----|--|---|
| 2-17         |  |  | 32  |  | ◇ |
| 2-19         |  |  | 32  |  | ◇ |
| 2-20         |  |  | 32  |  | ◇ |
|              |  |  | 112 |  |   |
| 、            |  |  |     |  |   |
| 2-22         |  |  | 14  |  | ◇ |
| 2-23<br>2-24 |  |  | 14  |  | ◇ |
|              |  |  | 33  |  |   |
|              |  |  | 62  |  |   |
|              |  |  | 67  |  |   |
|              |  |  | 74  |  |   |
|              |  |  | 103 |  |   |
|              |  |  | 127 |  |   |
| 2-25         |  |  | 24  |  | ◇ |
|              |  |  | 26  |  |   |
| 2-26         |  |  | 33  |  | ◇ |
| 2-27         |  |  | 33  |  | ◇ |
| 2-28         |  |  | 134 |  | ◇ |
|              |  |  |     |  |   |
| 2-29         |  |  | 26  |  | ◇ |
| 2-30         |  |  | 107 |  | ◇ |
| GRI 3 2021   |  |  |     |  |   |
| 3-1          |  |  | 18  |  | ◇ |
| 3-2          |  |  | 23  |  | ◇ |



| GRI /     |      |       |   |     |  |   |
|-----------|------|-------|---|-----|--|---|
|           |      |       |   |     |  |   |
| 3         | 2021 | 3-3   |   | 30  |  | ◇ |
| 205       |      | 205-1 |   | 33  |  | ◆ |
|           |      | 205-2 |   | 33  |  | ◆ |
|           |      |       | - | 157 |  |   |
|           |      |       |   | 62  |  |   |
|           |      | 205-3 |   | 33  |  | ◆ |
| 206       |      | 206-1 |   | 33  |  | ◆ |
|           |      |       |   |     |  |   |
| 3         | 2021 | 3-3   |   | 56  |  | ◇ |
| USI       |      |       |   | 58  |  | ◇ |
| Υç{>'GÕ▯Ü |      |       |   |     |  |   |
| 3         | 2021 | 3-3   |   | 56  |  | ◇ |
| 204       |      |       |   |     |  |   |
|           |      |       |   |     |  |   |
|           |      |       |   |     |  |   |
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|           |      |       |   |     |  |   |

| GRI / |      |                                       |  |     |  |   |
|-------|------|---------------------------------------|--|-----|--|---|
|       |      |                                       |  |     |  |   |
| 3     | 2021 | 3-3                                   |  | 73  |  | ◇ |
| 305   |      | 305-7 NO <sub>x</sub> SO <sub>x</sub> |  | 85  |  | ◆ |
|       |      |                                       |  |     |  |   |
| 3     | 2021 | 3-3                                   |  | 102 |  | ◇ |
| 202   |      | 202-1                                 |  | 113 |  | ◆ |
|       |      | 202-2                                 |  | 109 |  | ◆ |
| 401   |      | 401-1                                 |  | 111 |  | ◆ |
|       |      | 401-2                                 |  | 113 |  | ◆ |
|       |      | 401-3                                 |  | 115 |  | ◆ |
| 402 / |      | 402-1                                 |  | 107 |  | ◆ |
| 405   |      | 405-2                                 |  | 113 |  | ◆ |
|       |      |                                       |  |     |  |   |
| 3     | 2021 | 3-3                                   |  | 102 |  | ◇ |
| 406   |      | 406-1                                 |  | 106 |  | ◆ |
| 407   |      | 407-1                                 |  | 103 |  | ◆ |
| 408   |      | 408-1                                 |  | 107 |  | ◆ |
| 409   |      | 409-1                                 |  | 65  |  | ◆ |
| 411   |      | 411-1                                 |  | 67  |  | ◆ |
|       |      |                                       |  | 103 |  | ◇ |

| GRI / |      |        |  |     |  |   |
|-------|------|--------|--|-----|--|---|
|       |      |        |  |     |  |   |
| 3     | 2021 | 3-3    |  | 126 |  | ◇ |
| USI   |      |        |  | 127 |  | ◇ |
| 1 -   |      |        |  | 8   |  | ◇ |
|       |      |        |  | 127 |  | ◇ |
|       |      |        |  | 130 |  | ◇ |
|       |      |        |  |     |  |   |
| 3     | 2021 | 3-3    |  | 30  |  | ◇ |
| USI   |      |        |  | 39  |  | ◇ |
|       |      |        |  |     |  |   |
| 3     | 2021 | 3-3    |  | 72  |  | ◇ |
| 403   | 2018 | 403-1  |  | 91  |  | ◇ |
|       |      | 403-2  |  | 92  |  | ◇ |
|       |      | 403-3  |  | 98  |  | ◇ |
|       |      | 403-4  |  | 91  |  | ◇ |
|       |      | 403-5  |  | 96  |  | ◇ |
|       |      | 403-6  |  | 99  |  | ◇ |
|       |      | 403-7  |  | 91  |  | ◇ |
|       |      | 403-8  |  | 91  |  | ◆ |
|       |      | 403-9  |  | 94  |  | ◆ |
|       |      | 403-10 |  | 95  |  | ◆ |



|     |      |       |  |    |  |
|-----|------|-------|--|----|--|
| 303 | 2018 | 303-1 |  | 82 |  |
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## SASB

|  |              |                                      |                    |                                                                        |   |                |
|--|--------------|--------------------------------------|--------------------|------------------------------------------------------------------------|---|----------------|
|  | TC-ES-140a.1 |                                      | m <sup>3</sup> , % |                                                                        |   | 82             |
|  | TC-ES-150a.1 |                                      | t, %               |                                                                        |   | 83             |
|  | TC-ES-310a.1 |                                      |                    | 2022                                                                   |   | 107            |
|  | TC-ES-320a.1 | NMFR                                 | TRIR               |                                                                        |   | 95<br>98       |
|  | TC-ES-320a.2 | 1 RBA VAP a<br>b 2<br>RBA VAP a<br>b | %                  | 1.a RBA VAP 100%<br>1.b RBA VAP NA<br>2.a RBA VAP 4%<br>2.b RBA VAP 6% |   | -              |
|  | TC-ES-320a.3 | 1 RBA VAP 2<br>a b i<br>ii           |                    | 1.i 0 3.3<br>1.ii 0.04 5.5<br>2.i NA 100%<br>2.ii 100% 66%             |   | -              |
|  | TC-ES-410a.1 |                                      | t, %               |                                                                        | - | -              |
|  | TC-ES-440a.1 |                                      | N/A                |                                                                        |   | 60<br>67<br>37 |
|  | TC-ES-000.A  |                                      |                    |                                                                        |   | 6              |
|  | TC-ES-000.B  |                                      |                    |                                                                        |   | 5              |
|  | TC-ES-000.C  |                                      |                    |                                                                        |   | 109            |

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SGS Taiwan Ltd. (hereinafter referred to as SGS) was commissioned by UNIVERSAL SCIENTIFIC INDUSTRIAL(SHANGHAI) CO., LTD. (hereinafter referred to as USI) to conduct an independent assurance of the ESG Report for 2022. The scope of assurance is based on the SGS Sustainability Report Assurance methodology and AA1000 Assurance Standard v3 Type 2 Moderate level and High level to assess whether the text and data in accompanying tables contained in the report and complies with the GRI Universal Standard (2021) and AA1000 Accountability Principles (2018) during on-site verification (2023/02/14–2023/05/31). In addition, certain significant disclosures were evaluated using the AA1000 Assurance Standard v3 Type 2 at the High level. The assurance process did not include the evaluation of specific performance information outside the scope, such as the financial statements. The assurance disclosures are subject to the audit and disclosure of the report. SGS reserves the right to update the assurance statement from time to time depending on the level of report content discrepancy of the published version from the agreed standards requirements.

This Assurance Statement is provided with the intention of informing all USI

The information in the USI 2 and its presentation are the responsibility of the directors or governing body (as applicable) and management of USI. SGS has not been involved in the preparation of any of the material included in the ESG Report. Our responsibility is to express an opinion on the report content within the scope of verification with the intention to inform all USI.

The SGS ESG & Sustainability Report Assurance protocols used to conduct assurance are based upon internationally recognized assurance guidance and standards including the principles of reporting process contained within the Global Reporting Initiative Sustainability Reporting Standards (GRI Standards) GRI 1: Foundation 2021 for report quality, GRI 2: other organizational detail, GRI 3: Material Topics list of material topics and how to manages each topic, and the guidance on levels of assurance contained within the AA1000 series of standards.

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

|   |                                                                                                                                                                                                                                  |
|---|----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
|   |                                                                                                                                                                                                                                  |
| A | SGS ESG & SRA Assurance Protocols<br>(based on GRI Principles and guidance in AA1000)                                                                                                                                            |
| B | AA1000ASv3 Type 2 Moderate Level<br>(AA1000AP Evaluation plus evaluation of Specified Performance Information)<br><br>AA1000ASv3 Type 2 High Level<br>(AA1000AP Evaluation plus evaluation of Specified Performance Information) |
| C | 48 disclosures of GRI Standards (201-1 , 201-2 , 201-3 ,                                                                                                                                                                         |

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

Financial data drawn directly from independently audited financial accounts, Total Impact Measurement and Management, and Social Return on Investment assessments (SROI) and Task Force on Climate-related Financial Disclosures (TCFD) has not been checked back to source as part of this assurance process.

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 12121, 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.

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

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

USI has demonstrated its commitment to stakeholder inclusivity and stakeholder engagement. A variety of engagement efforts such as survey and communication to employees, customers, investors, suppliers, sustainability experts, and other stakeholders are implemented to underpin the organization's understanding of stakeholder concerns. For future reporting, USI could plan to gather additional feedback from a diverse range of stakeholders. This data will be utilized to incorporate their perspectives into the organization's governance, strategic planning, and relevant decision-making procedures.

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. USI is encouraged to take into account the evolving sustainability, macroeconomic, geopolitical, and regulatory contexts, as well as the maturity of topics and concerns.

The report includes coverage given to stakeholder engagement and channels for stakeholder feedback. USI has developed a strategy that is founded on a comprehensive and balanced understanding and response to material sustainability topics and stakeholder concerns.

USI has demonstrated a process on identifying impacts that fairly encompass a range of environmental, social and governance topics from wide range of sources, such as activities, policies, programs, decisions and products and services, as well as any related performance. Impacts related to material topics were in place at target setting with qualitative and quantitative measurements and evaluation, leading to more effective decision-making and results-based management. During impact assessment, USI should conscientiously consider the sustainable challenges that exist at local, regional, and global levels, paying special attention to sectors and the geographic locations in which its activities and business relationships are established.



The report, USI ESG Report of 2022, is reporting with reference to the GRI Universal Standards 2021 and complies with the requirements set out in section 3 of GRI 1: Foundation 2021. The significant impacts were assessed and disclosed with reference to the guidance defined in GRI 3: Material Topic 2021 and the relevant 200/300/400 series Topic Standard related to Material Topic have been disclosed. The report has properly disclosed information related to USI. USI is encouraged to prepare for the transition to reporting in accordance with the GRI Standards, with more comprehensive details of its management processes on the identified impacts on the economy, environment, and people, including impacts on their human rights. USI is expected to provide more detailed descriptions of the highest governance body's involvement with ESG management. It is strongly recommended that USI strives to offer comprehensive disclosures of remuneration information, aligning with GRI Indicator 2-21. These disclosures significantly improve transparency and accountability, enabling stakeholders to gain a thorough understanding of the organization's remuneration policies, practices, and ratios.

USI ELECTRONIC MANUFACTURING SERVICES & ORIGINAL DESIGN MANUFACTURING, VERSION 2018-10 to disclose information of material topics that are vital for enterprise value creation. The reporting boundaries of the disclosed information. USI used SASB accounting and activity metrics to assess and manage the topic-related risks and opportunities, where relevant quantitative information was assessed for its accuracy and completeness to support the comparability of the data reported. Process to identify, assess, and manage topic-related risks and opportunities were integrated into USI. USI is advised to implement a practice of consistently monitoring peer disclosures in order to gain a deeper understanding of evolving expectations from investors and other stakeholders. By keeping track of peer disclosures, USI can gain insights into industry trends, benchmarks, and evolving reporting practices. This monitoring process would facilitate the identification of areas for improvement and ensure that USI could provide comparable information in its own reporting efforts.



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|                                                  |                                                                                                                                                                                                                                                                                                           |
|--------------------------------------------------|-----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| Innovation Management and Sustainable Production | GRI 302-5 Reductions in energy requirements of products and services 2016<br>GRI 416-1 Assessment of the health and safety impacts of product and service categories 2016<br>Innovation Management and Sustainable Production<br>Compliance with product safety laws, regulations, and industry standards |
| Climate Change                                   | GRI 305-1 Direct (Scope 1) GHG emissions 2016<br>GRI 305-2 Energy indirect (Scope 2) GHG emissions 2016<br>GRI 305-3 Other indirect (Scope 3) GHG emissions 2016<br>GRI 305-4 GHG emissions intensity 2016<br>GRI 305-5 Reduction of GHG emissions 2016                                                   |
| Energy Management                                | GRI 302-1 Energy consumption within the organization 2016<br>GRI 302-3 Energy intensity 2016<br>GRI 302-4 Reduction of energy consumption 2016                                                                                                                                                            |
| Business Ethics                                  | GRI 205: Anti-corruption 2016<br>GRI 206: Anti-competitive Behavior 2016                                                                                                                                                                                                                                  |
| Customer Relationship Management                 | Customer Relationship Management                                                                                                                                                                                                                                                                          |
| Sustainable Supply Chain                         | GRI 204: Procurement Practices 2016<br>GRI 308: Supplier Environmental Assessment 2016<br>GRI 414: Supplier Social Assessment 2016<br>Sustainable Supply Chain                                                                                                                                            |
| Air Pollution Control                            | GRI 305-7 Nitrogen oxides (NOx), sulfur oxides (SOx), and other significant air emissions 2016                                                                                                                                                                                                            |
| Talent Attraction & Retention                    | GRI 202: Market Presence 2016<br>GRI 401: Employment 2016<br>GRI 402: Labor/Management Relations 2016<br>GRI 405-2 Ratio of basic salary and remuneration of women to men 2016                                                                                                                            |
| Human Rights                                     | GRI 406: Non-discrimination 2016<br>GRI 407: Freedom of Association and Collective Bargaining 2016<br>GRI 408: Child Labor 2016<br>GRI 409: Forced or Compulsory Labor 2016<br>GRI 411: Rights of Indigenous Peoples 2016                                                                                 |
| Social Involvement                               | Social Involvement<br>Social Contribution per Share<br>Community Responsibility Efforts<br>Rural Revitalization Projects                                                                                                                                                                                  |
| Cybersecurity Management                         | Cybersecurity Management                                                                                                                                                                                                                                                                                  |
| Occupational Health & Safety                     | GRI 403: Occupational Health and Safety 2018                                                                                                                                                                                                                                                              |
| Human Capital Development                        | GRI 404: Training and Education 2016                                                                                                                                                                                                                                                                      |

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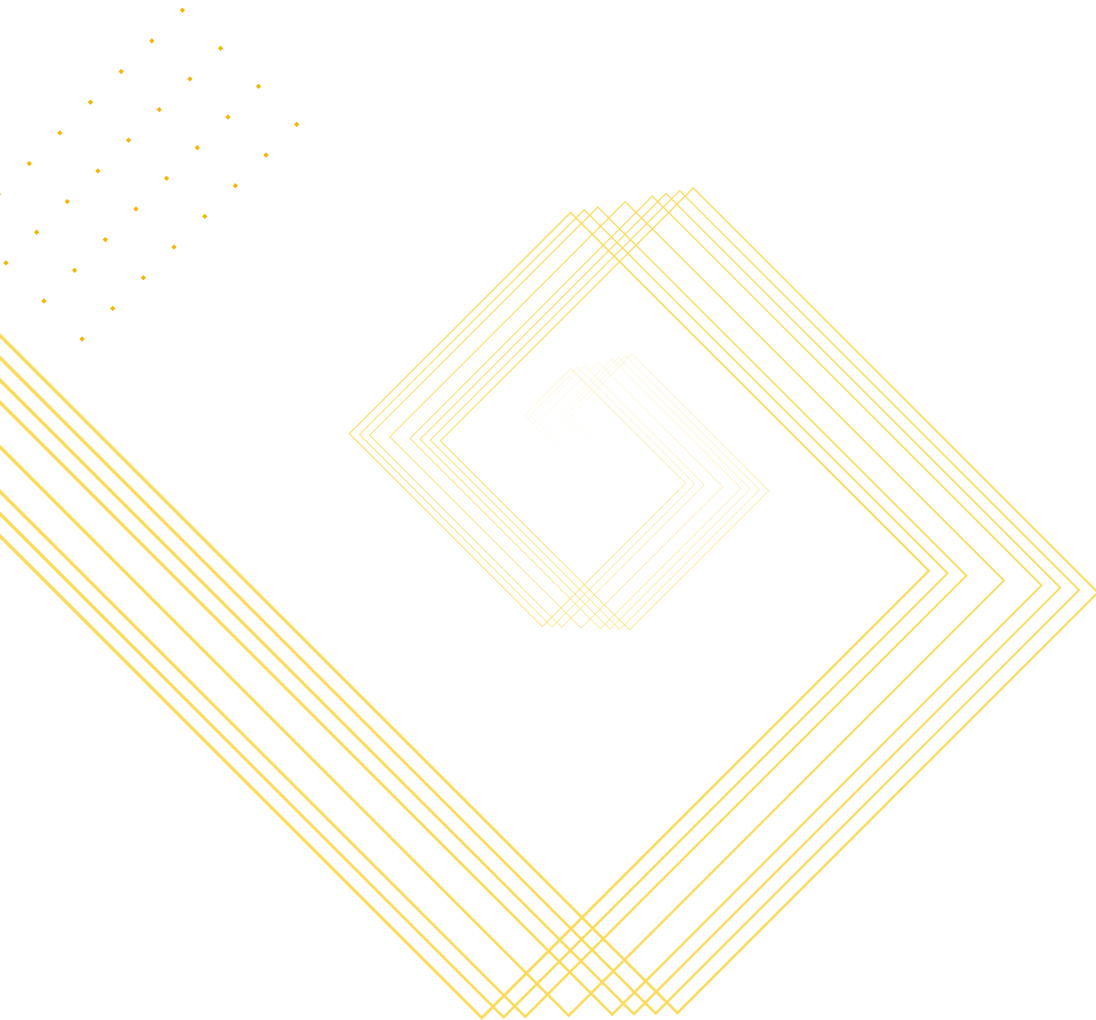
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