





1

_____	01
_____	03
_____	05
_____	07
_____	07
_____	08
_____	09
1.4	

2

2.1	11
2.1.1	11
2.1.2	12
2.1.3	13
2.1.4	13
2.1.5	14
2.1.6	15
2.2	17
2.2.1	17
2.2.2	20
2.2.3	21
2.2.4	22
2.2.5	22
2.2.6	22

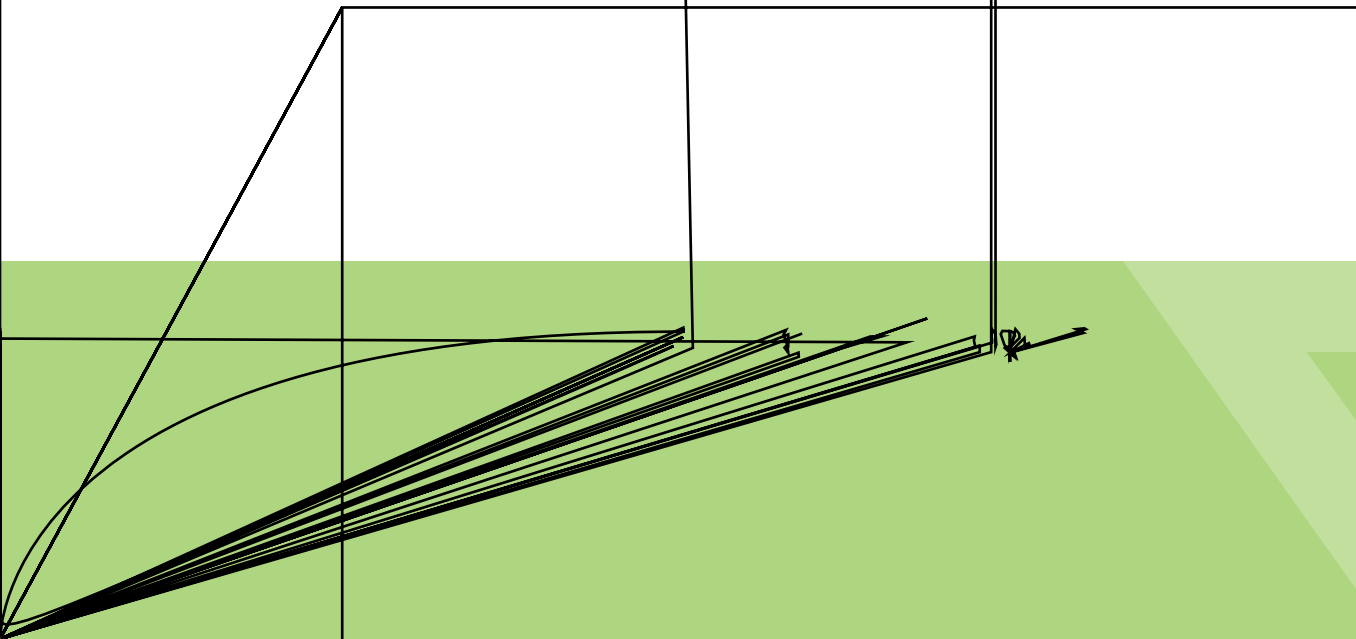
CONTENTS

3

3.1	24
3.2	24
3.3	25
3.3.1	26
3.3.2	28
3.3.3	30
3.3.4	31
3.4	32
3.4.1	32
3.4.2	33
3.4.3	34
3.4.4	35
3.4.5	36
3.5	37

4.1
4.1.1
4.1.2
4.1.3
4.1.4
4.1.5
4.1.6

4.2
4.2.1
4.2.2



2008 2009 (2008 1 1 2009
 Initiative , GRI) 3.0
 A
 GRI G3



GRI G3

Report Application Level	C	C+	B	B+	A	A+
G3 Profile Disclosures	Report on: 1.1 2.1 - 2.10 3.1 - 3.8, 3.10 - 3.12 4.1 - 4.4, 4.14 - 4.15		Report on all criteria listed for Level C plus: 1.2 3.9, 3.13 4.5 - 4.13, 4.16 - 4.17		Same as requirement for Level B	
G3 Management Approach Disclosures	Not Required	Report Externally Assured	Management Approach Disclosures for each Indicator Category	Report Externally Assured	Management Approach disclosed for each Indicator Category	Report Externally Assured
G3 Performance Indicators & Sector Supplement Performance Indicators	Report on a minimum of 10 Performance Indicators, including at least one from each of: social, economic, and environment.		Report on a minimum of 20 Performance Indicators, at least one from each of: economic, environment, human rights, labor, society, product responsibility.		Respond on each core G3 and Sector Supplement** indicator with due regard to the materiality Principle by either: a) reporting on the indicator or b) explaining the reason for its omission.	

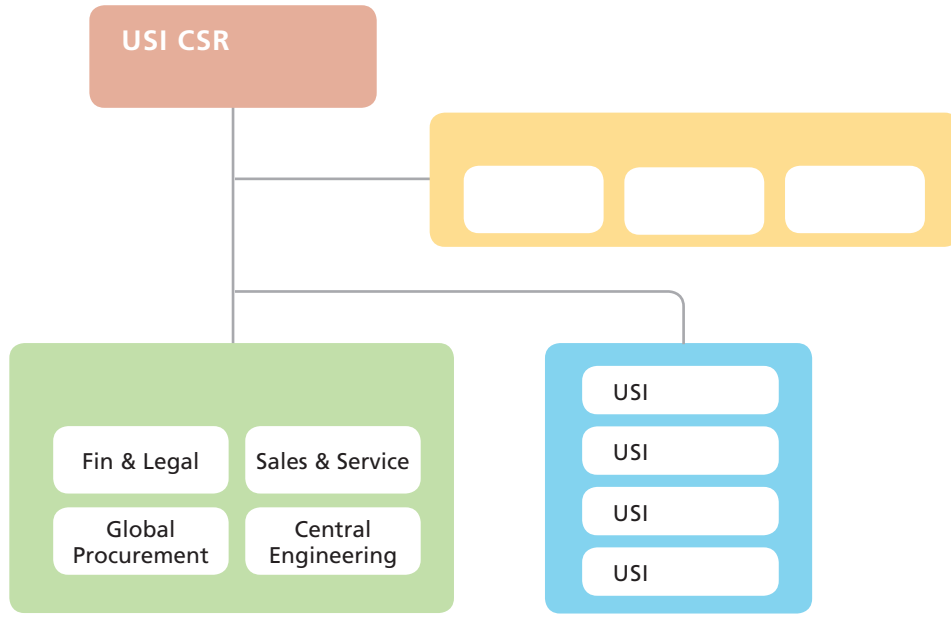
*Sector supplement in final version

2010 10
 2011 10

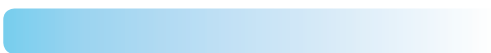
351 141

886-49-2350876
 csr@ms.usi.com.tw
 http://www.usi.com.tw
 886-49-2393571

Global Reporting Initiative(GRI)



*



(Fin & Legal)

(Global Procurement)

(Sales & Service)

(Central Engineering)

- 1.
- 2.
- 3.
- 4.



DMS

Å~¼"i # Pù •~¼ •• (" C)€ 'ëÂ ùP Q,E 2~qlgëÂ0 ••A#` Av€g ê~¼#ÑùP Q' " 2~p²÷ëÂ ••C PAv€g #~¼# ùP TA T h pBwë.

郭振隆



01

- 1.1
- 1.2
- 1.3
- 1.4

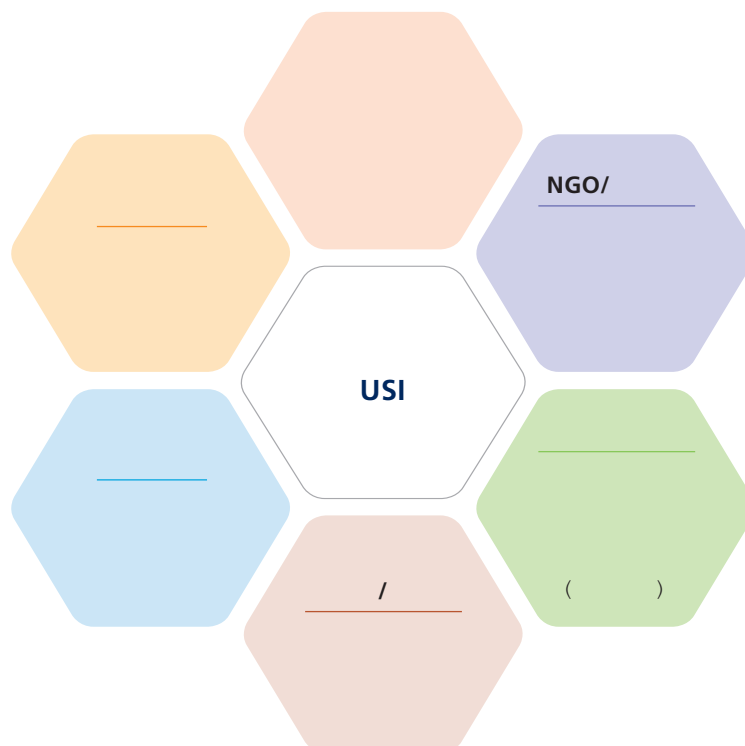


1.2

- 1.
- 2.
3. •

E-TASC ()
EICC ()
ISO 14001 ISO9001 OHSAS18001

1.3



The background of the page is a collage of historical documents and maps. At the top, there's a blue-tinted image of a globe. Below it, a dark red map of the Americas is visible. The lower portion of the background features a green-tinted collage of various historical documents, including what appears to be a map of the Americas, a document with the word 'AD' and '50', and another with 'DCC' and '1700'.

02

2.1

2.2

2.1

2.1.1

	1976
	351 141
	108
	1,1000 (2009)

1976

2000

(ACE)

AAA

2005

e

1976	
1988	(EMS)
1995	(EMS)
1999	(ERP) (IT)
2000	(DMS)
2005	
2008	<ul style="list-style-type: none">• (Mobile Internet Device, MID)•

2.1.3



2.1.4

DMS

	2008		2009	
		%		%
	15,598,579	24%	15,072,829	29%
	47,514,240	73%	35,700,364	69%
	2,223,178	3%	1,194,969	2%
	65,335,997	100%	51,968,162	100%

MMI(Manufacturing Market Insider) 2010 2
(EMS+ODM)2009

ETP IDC Inforum iSuppli
2,455 (2,746 2,330 2,097

2,605) 2009 15.63 0.64%
 0.57% 0.67% 0.75% 0.6%

2.1.5

2009

2009 515.17 12% 58.95
 2008 104%

()

	2008	2009
(1)		
	64,809	51,517
	5,829	5,895
	3,176	2,475
	1,744	1,564
	908	1,855
	343	1,740
(2)	0.32	1.61
	31,250	35,635
	14,812	16,178
()	2.07	1.45
(%)	145%	152%
(%)	53%	55%
(%)	2%	11%

1

2

	2008				2009			
	599	946,608	57,287	10,492,533	326	800,928	64,946	8,563,127
	24,376	3,999,123	9,170	1,				
	120	140,437	33,159	1,968,271	51	74,267	28,813	1,487,694
	2,186	601,761	177,552	4,158,258	423	247,197	107,439	4,326,895
	28,273	5,834,139	281,030	19,252,198	20,577	6,160,667	289,313	16,305,771

2.1.6

2008 2009

— 2008 —

2008

- MMI EMS/ODM 19
- 1000 43
- 1000 8
- 1000 243
- 1000 15





2008

-

32

-
-
-
-

50

2009

-
-

Frost & Sullivan
 2009 TTQS (USIU)

-
-

2007 2009
 (EMC)

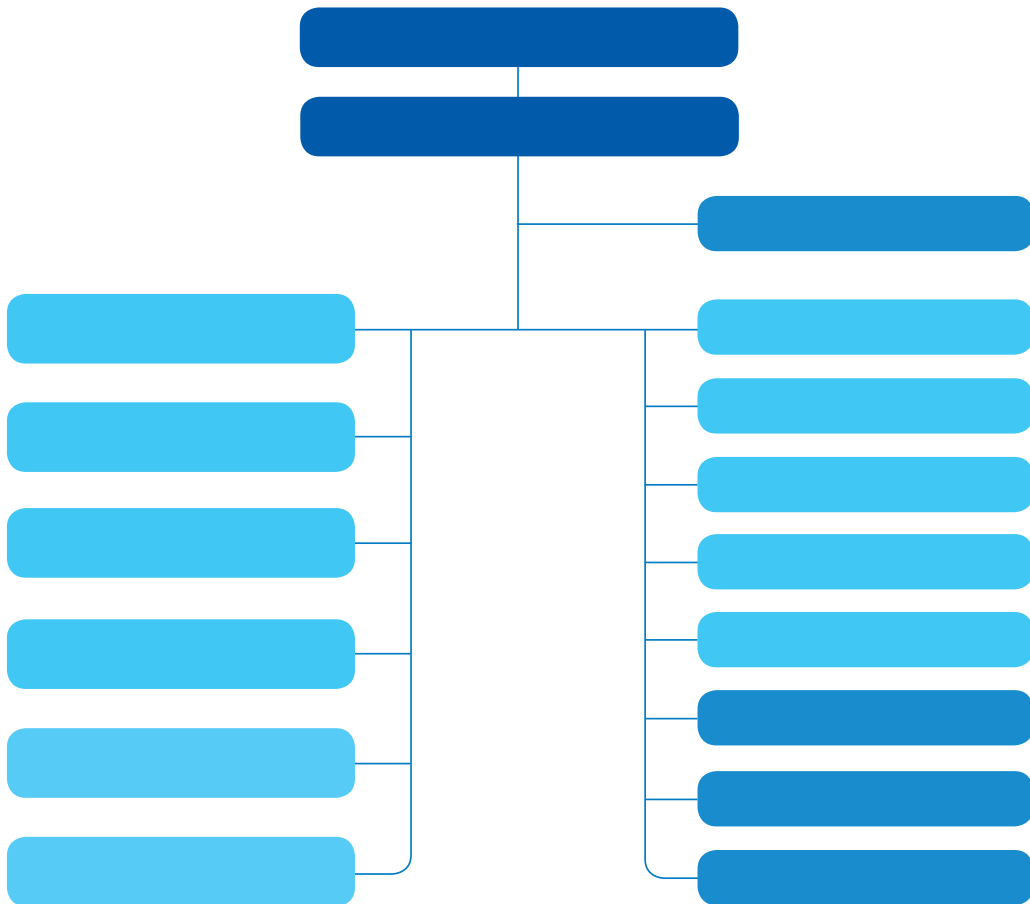
-
-
-
-

TOP50 27
 50

()
 2009

2.2

2.2.1





12

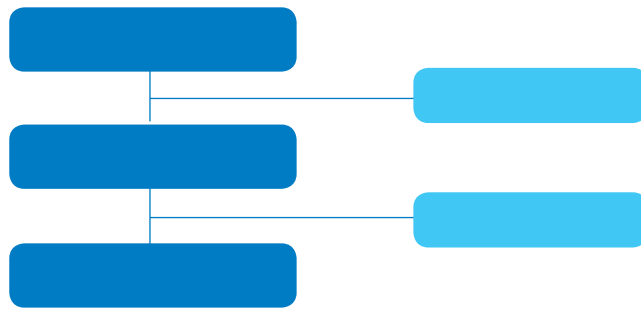
2008

4

7 2009

- ()
- ()
- ()
- ()
- ()
- ()
- ()
- ()

		()	
			()
			()
			()
			()
	()		()
	()		() ()
	()		()
	()		
		MBA	()
	() ()		()
	() ()		()
			()



-
-
-

()

2.2.2

- ()
- () ()
- ()





03

3.1

3.2

3.3

3.4

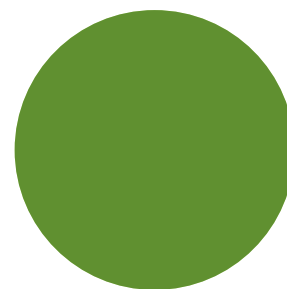
3.5

3.1

2009 12

3.2

ESH



3.3



	<ul style="list-style-type: none">••••	(DFE)

3.3.1

2002

WEEE 2006 7

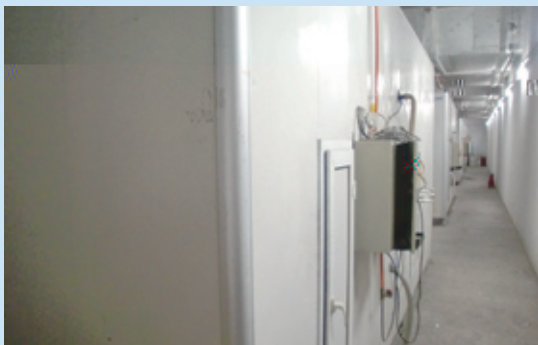
2005 8
(RoHS)



ISO14001 IECQ QC080000

2009 1 7

2011





()

3.3.2

100%

Tray

2008

1. Planning phase ()

2. EVT phase ()

EHS

3. EVT gating phase ()

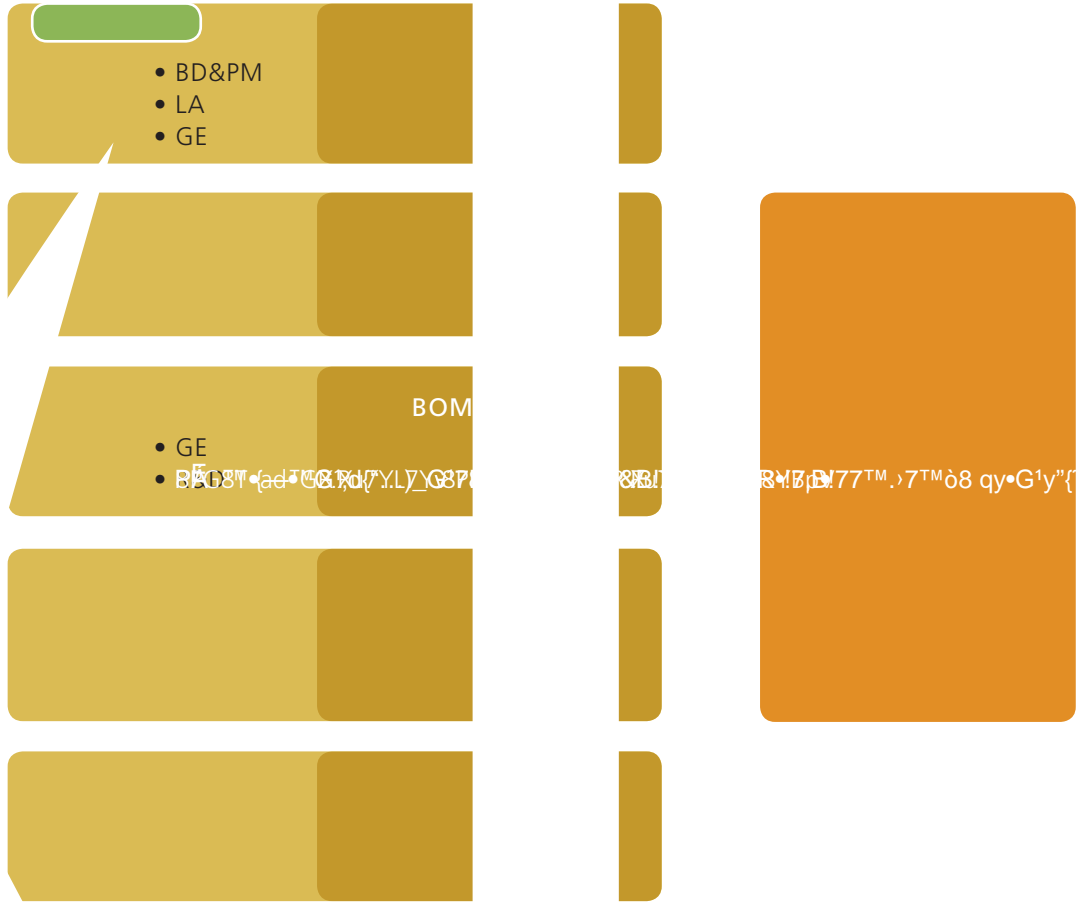
4. DVT phase ()

EuP

3R

WEEE

5. DVT gating phase ()



3

	2008	2009
	2,524	2,808
(2,673	26,519
	1,803	2,163
	389	408

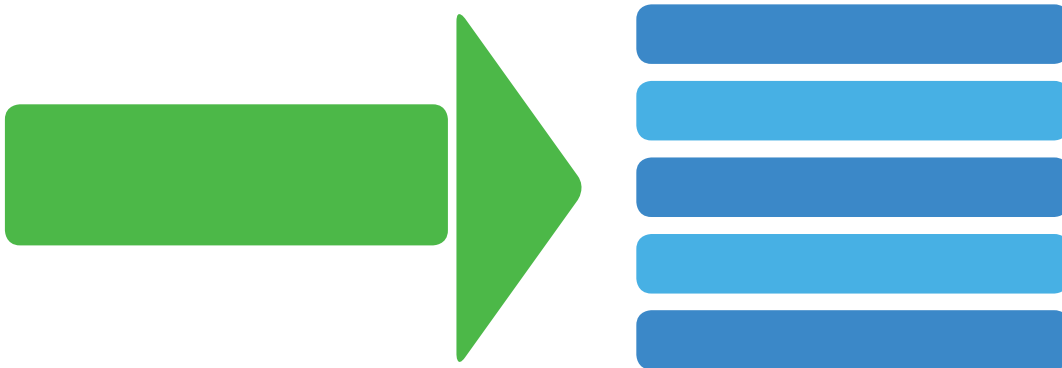
		2008	2009
	IC TRAY / Tray	54,528	36,283
	PCB		

3.3.4

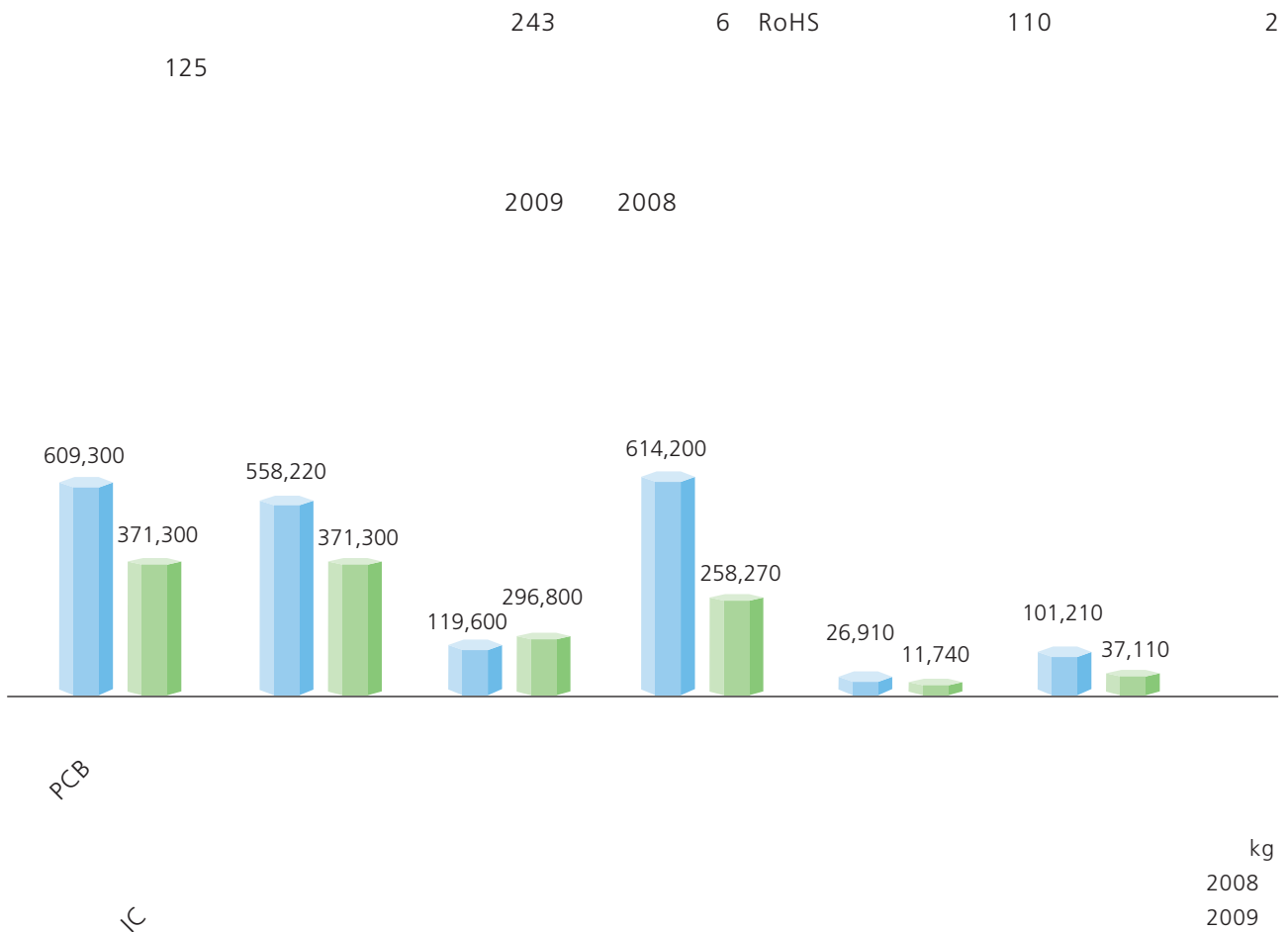
...

e-learning

3.4



3.4.1



: kg

	2008	2009
	184,500	118,200
	27,610	33,510
	63,910	47,210
	5,320	2,680
	71,740	57,665

3.4.2

2008 2009

2010 50 CO2-e / US
2011 45 CO2-e / US
2012 42 CO2-e / US

T8

T5

Frigaid

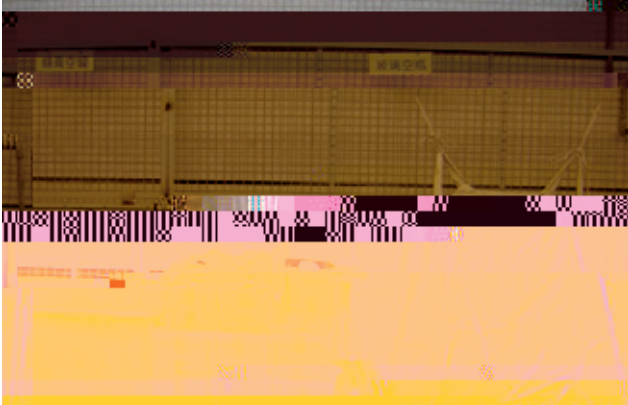
3.4.3

2009 192 2008 2008 53 245
22%

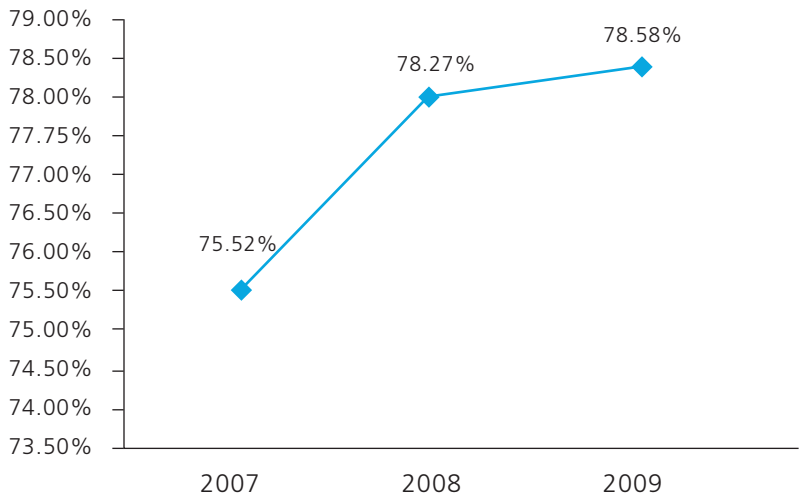
2008 2009 3,275K 10.86%
2008 630K



3.4.4



	(Kg)	(kg)
2008	3,924,288	3,071,710
2009	3,230,386	2,538,521



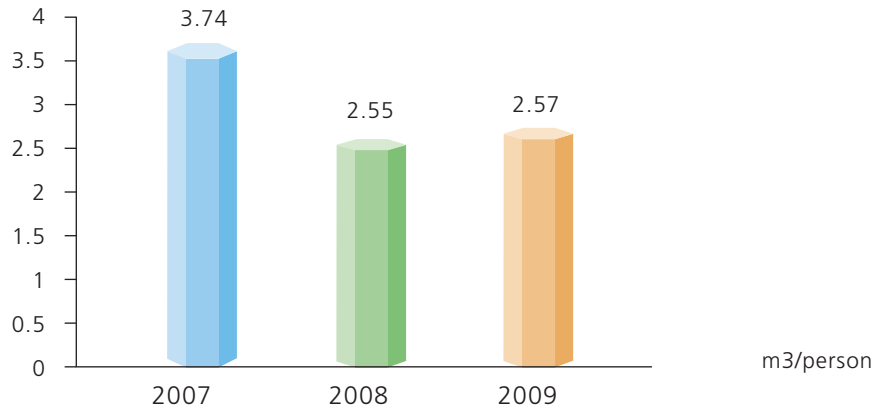
2009 2008 17% 2008 2009 70%

3.4.5

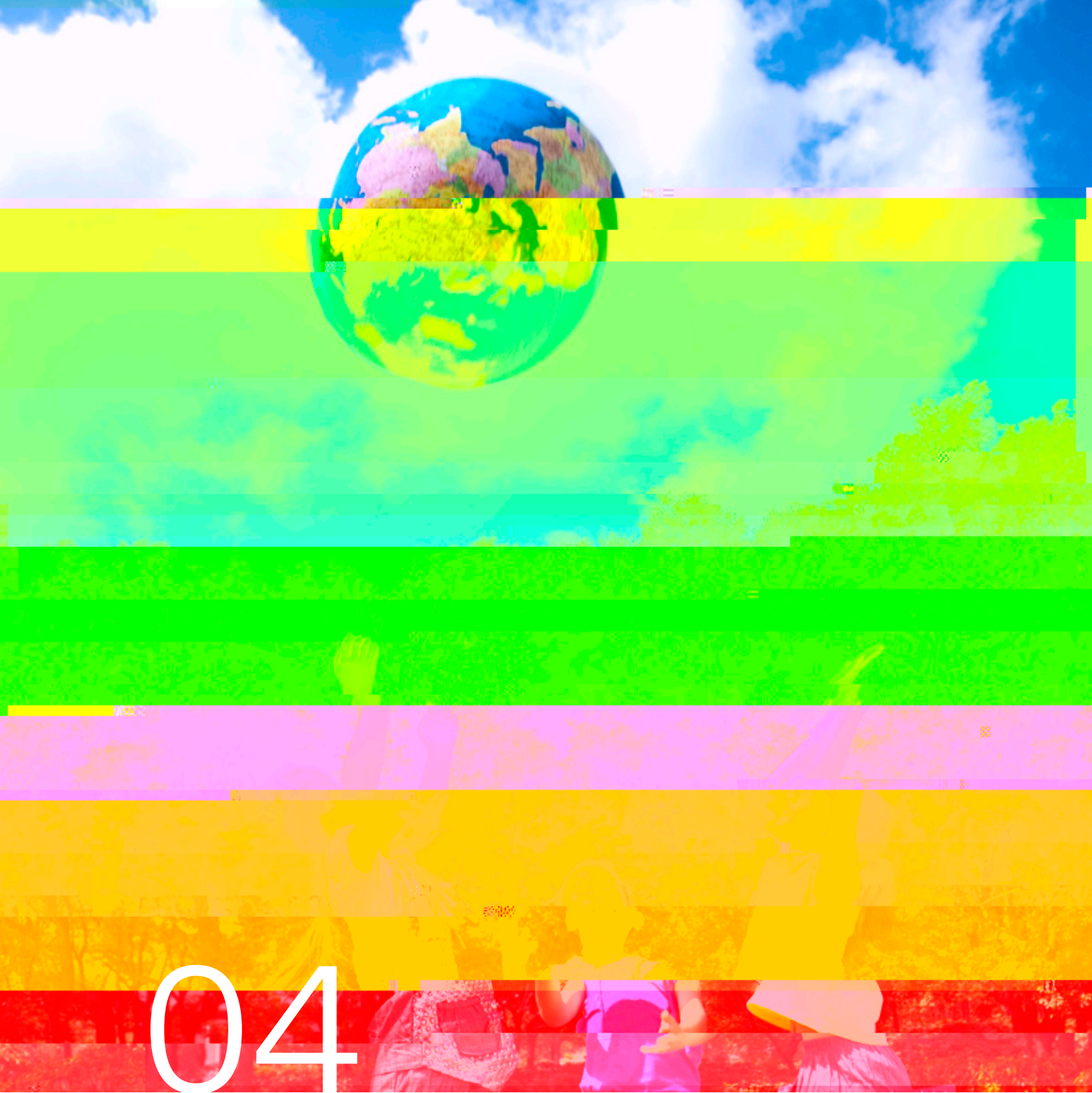
2009 2008 87,636 65,359

	()	()
2008	357,582	248,654
2009	269,946	183,294
	-24.51%	-26.29%

- 1.
- 2.



RO



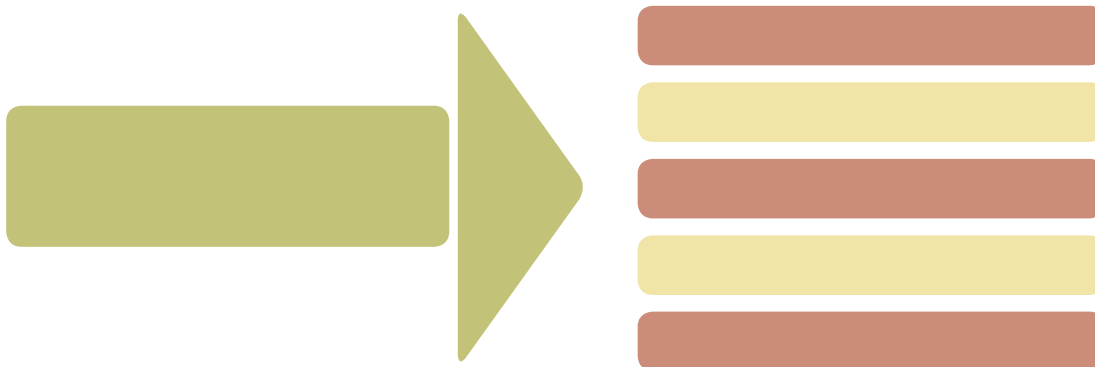
04

- 4.1
- 4.2
- 4.3
- 4.4

/

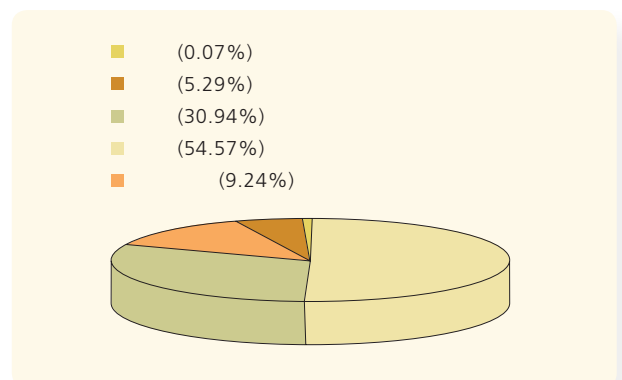
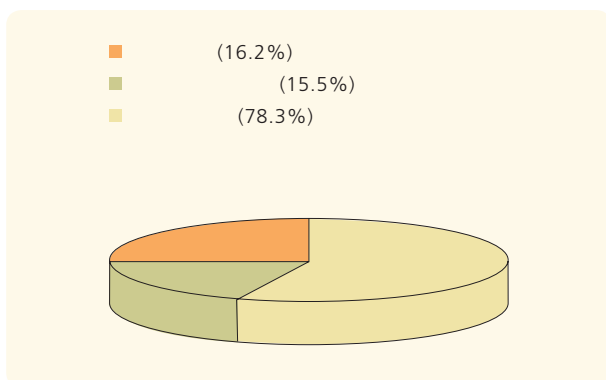
4.1

2008



4.1.1

2009	1	1,100	2,224	8,431	445
	1,796	1,720	7,584		
7,318	66%				



4.1.3

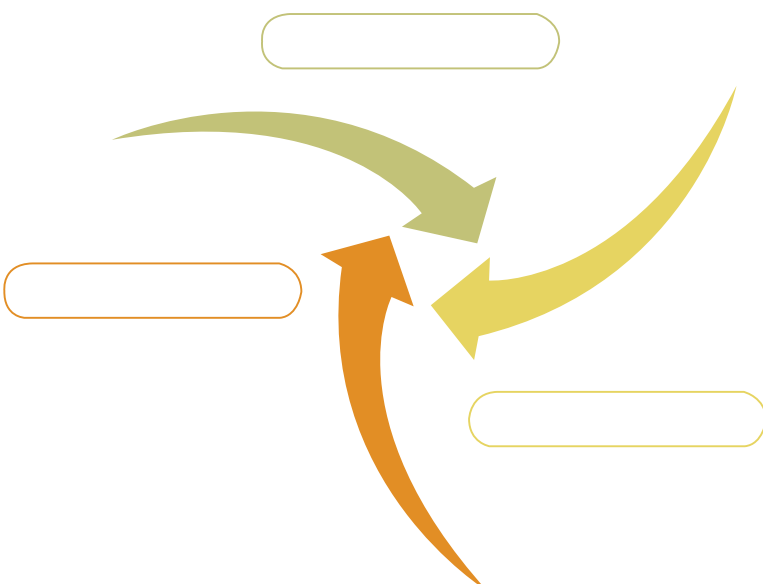
USIU USI University

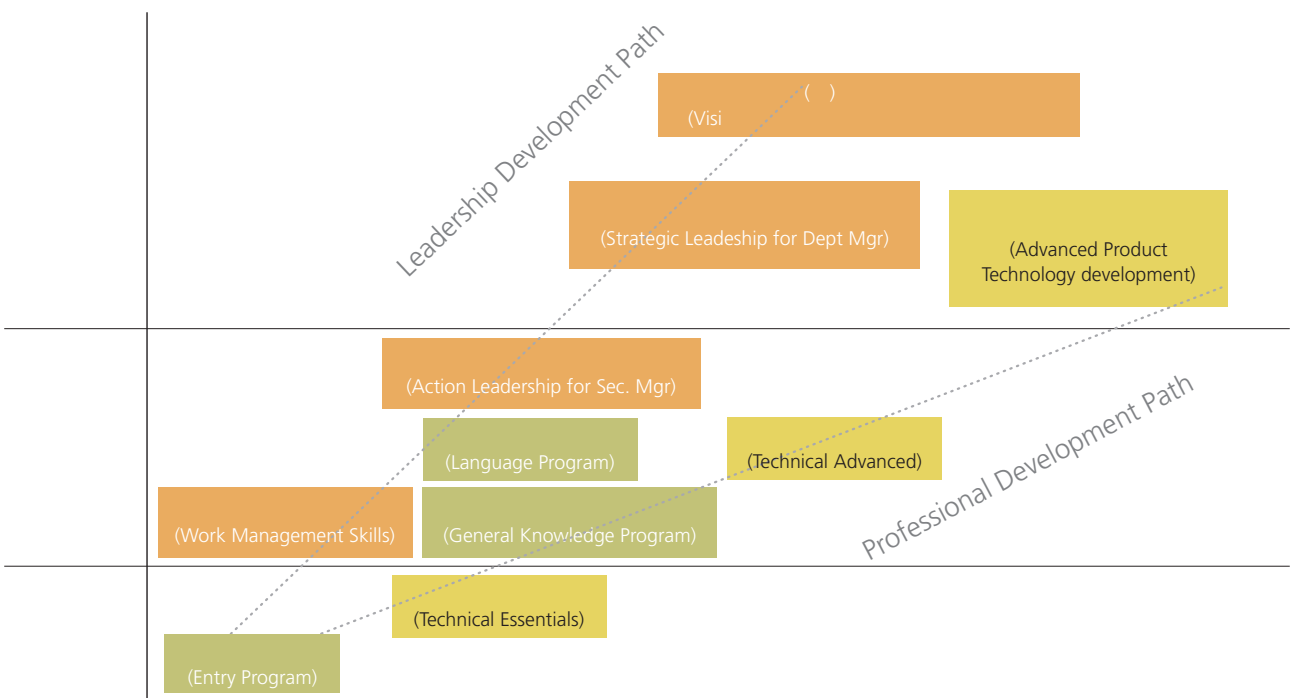
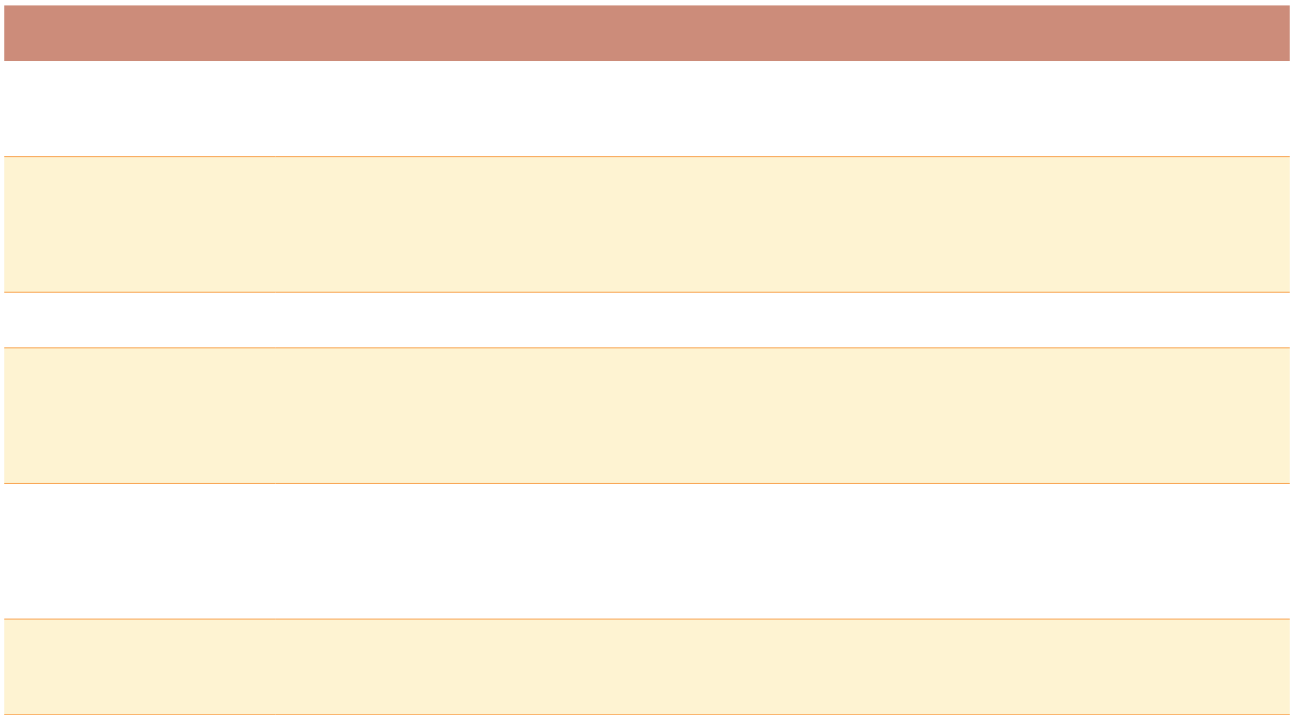


(USIU)

(Individual Development Plan IDP)

e-learning





2009

10,150

18,866.27

2008

()

	6.11	2.28
	12.72	8.90
	4.63	7.51
	19.11	6.80
	2.04	1.87
	0.91	1.33
	1.45	1.62
	1.37	1.91

2009

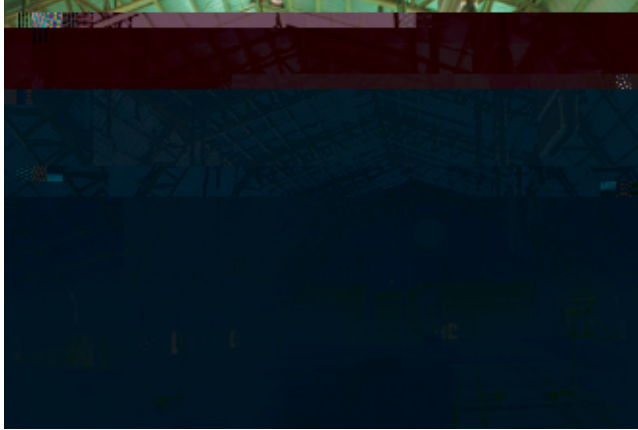
()

	8.29	10.68
	15.85	10.91
	4.90	8.42
	2.18	0.40
	1.30	2.25
	0.84	1.55
	1.62	1.65
	1.47	0.83



	/

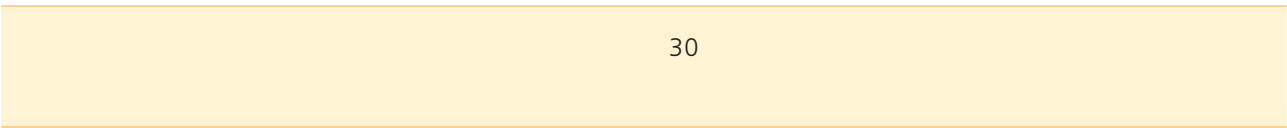




4.1.5



100
5



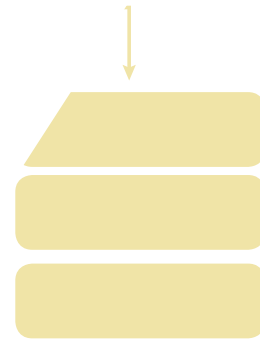
30

11



	73.1%
	47.1%
	64.1%
	26.4%
	2.8%

e-mail

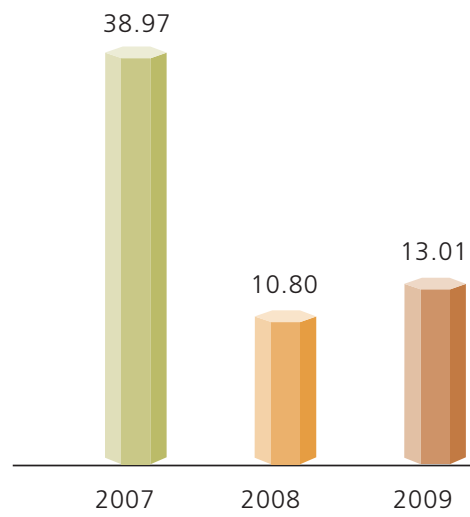


OHSAS 18001

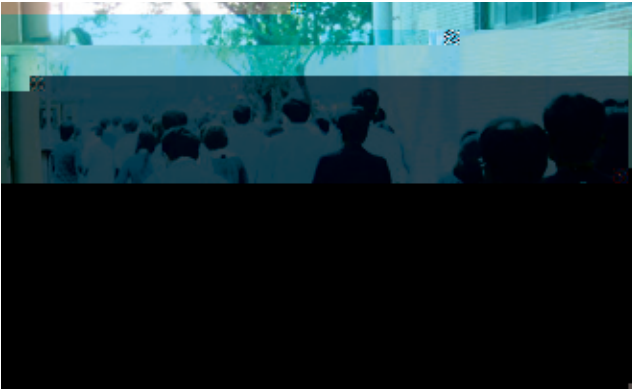
2008

10.80 13.01

/ (PPM)



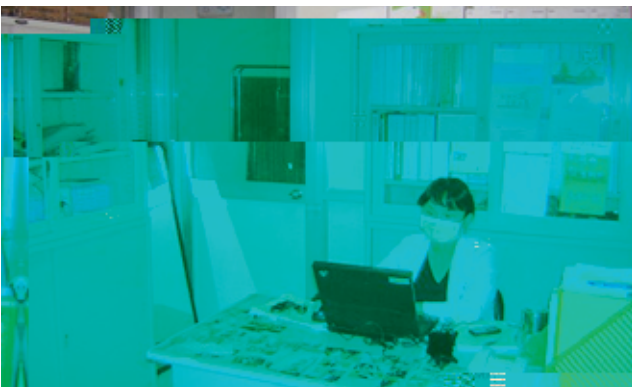




	6
	6
/	6

EAP

(Employee Assistant Program)



B

()

()

H1N1

2008 6 EICC

2008 2009

16-18

ž

(DMS; Design & Manufacturing Services)

4.2.1




DMS

	ISO 14001	TL 9000	ISO 9001	ISO/TS 16949	OHSAS 18001	TIPS	IECQ QC080000	ISO 17025	ISO 13485
	1998		1994	2003	2004	2005	2006	2007	2008
	2001	2002	2001	2003	2004		2007		
	2004	2005	2004	2007	2004		2007		
	2006		2003	2005			2007		

EuP

2005 - 2006

2008 - 2009

	(WP) 100%
	(M&N) 100%
	(S&C) 100%
	(VPD) 100%
	(ASD) 100%
	(WP) 60%
	(S&C) 60%
	(VPD) 30%
	(ASD) 4%
	(WP) 100%
	(M&N) 100%
	(S&C) 100%
	(VPD) 100%
	(ASD) 100%
	(Auto) 100%

4.2.2

QBR(Quarterly Business Review)

QBR

ERP SAP e-RMA
RMA e-RMA RMA

RMA		



4.3.3

QBR (Quarterly Business Review)

4.3.4

4.3.5

▷ 0-30

1/2

4.4.1

2004) ()
100 4000
2008 —
100
11

590
28

21

85

30





2008

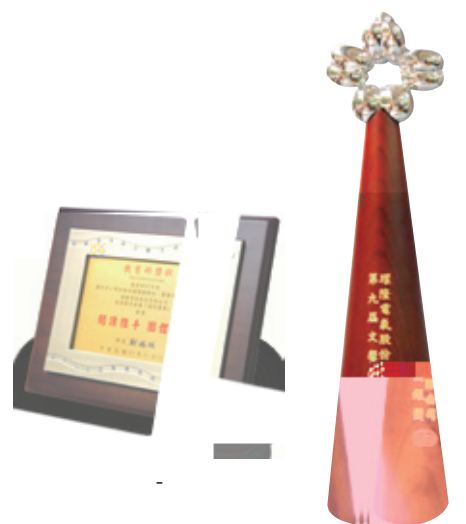
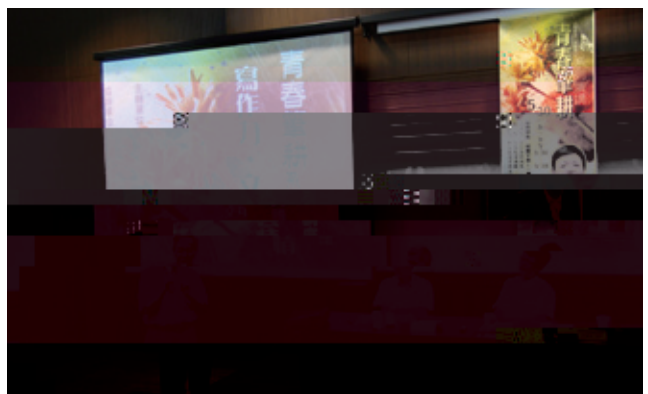


2006

2008



2006



2008

2008

4.4.2

921

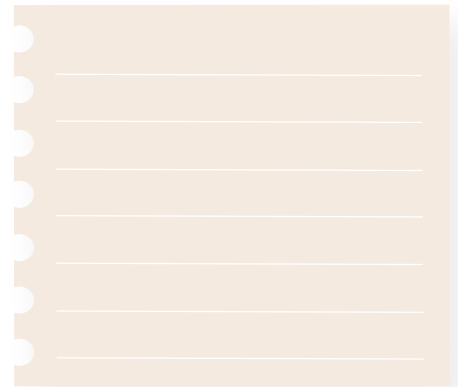
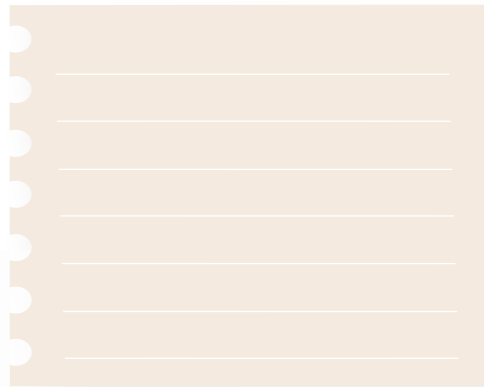
2005

13

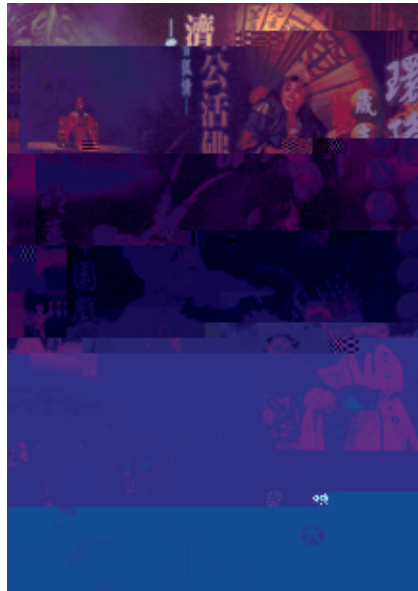
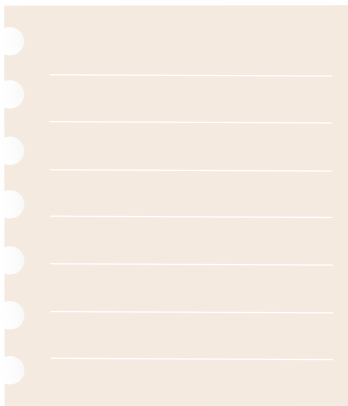
200

2008

1973





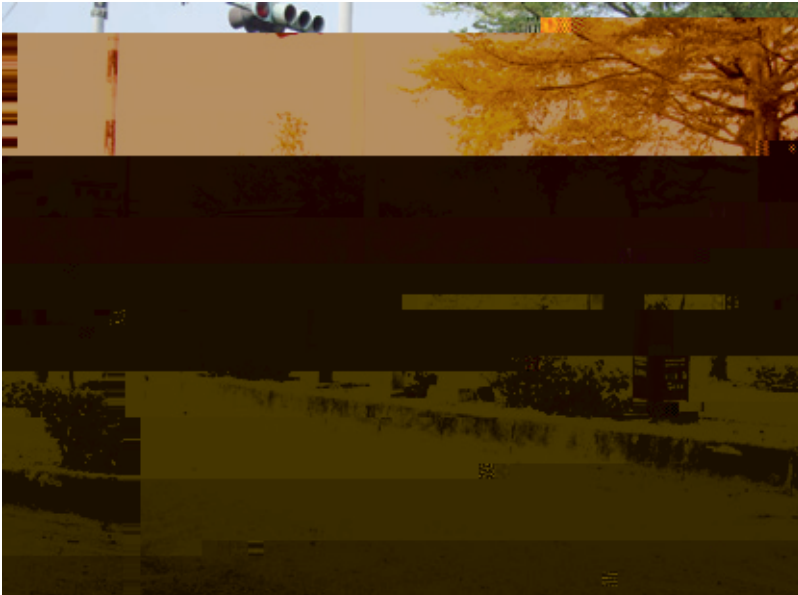


4.4.3

2008 2009

-
-

12



GRI

GRI			
1.1			5
1.2			5
2.1	2.1.1		11
2.2	2.1.2		12
2.3	2.2.1		18
2.4	2.1.1		11
2.5	2.1.3		13
2.6	2.2.1		19
2.7	2.1.4		13
2.8	2.1.1		11-12
	2.1.5		14-15
2.9	2.1.1		12
2.10	2.1.6		15-16
3.1			3
3.2			
3.3			3
3.4			3
3.5			3
3.6			3
3.7			3
3.8			3
3.9			
3.10			
3.11			
3.12	GRI	GRI	68
3.13			
4.1	2.2.1		17
4.2	2.2.1		19

GRI				
4.3		2.2.1	19	
4.4	/	2.2.1	17	
		4.1.5	46-48	
4.5		2.2.1	20	
4.6		2.2.1	19-20	
4.7		2.2.1	19	
4.8		1.1	7-8	
		1.2		
4.9		2.2.1	8-13	
		2.2.2		
		2.2.4		
4.10		2.2.1	10-11	
4.11		1.2	7	
		2.2.1	10-13	
		2.2.2		
		2.2.4		
4.12		1.2	7	
		2.2.1	10	
		3.3.1	26-27	
4.13	()	2.2.6	22	
4.14		1.3	8	
4.15		1.3	8	
4.16		1.4	9	
4.17		1.4	9	
EC1		2.1.5	5-6	
		4.1.5	9	
		4.4.1	46	
		4.4.2	59-67	
		4.4.3		
EC2		3.3.3	30-31	
		3.5	37	
EC3		4.1.4	44-46	
EC4		2.2.5	22	
EC5		4.1.5	46	
EC6		4.3.1	55-57	
		4.3.2		
		4.3.3		

GRI				
EC7	4.1.1 4.1.2		40	
EC8	4.4.1 4.4.2 4.4.3		59-67	
EC9	2.1.5		5	
EN1	3.4.1		32	
EN2	3.4.1		33	
EN3	3.4.3		34	
EN4	3.4.3		34	
EN5	3.4.3		34	
EN6	3.3.1 3.4.3		26-27 34	
EN7	3.4.3		34	
EN8	3.4.5		36	
EN9	3.4.5		37	
EN10				2008-2009 RO
EN11				
EN12				
EN13				
EN14				60%
EN15				
EN16	3.4.2		33	
EN17	3.4.2		33	
EN18	3.4.2		34	
EN19	3.4.2		33	

GRI				
EN20	3.4.2	33	2008	2009 (VOC) 2008 39 2009 19
EN21	3.4.5	36		
EN22	3.4.4	35		
EN23				
EN24				
EN25	3.4.5	37		
EN26	3.2 3.3 3.4	24 25-37		
EN27	3.4.1	33		
EN28	3.2 3.3.1	24 26	2008	2009
EN29	3.3.2	28		
EN30	3.3.3	30-31		
LA1	4.1.1	39-40		
LA2	4.1.1	39-40		
LA3	4.1.4	44-46		
LA4	4.1.5	47		
LA5	4.1.6	A÷v •F3A 6XV XPÇ°		
LA6				

GRI

LA9

ESH USI

LA10

4.1.3

43

LA11

4.1.3

41-42

LA12

4.1.3

43

LA13

4.1.1
4.1.2

39-40

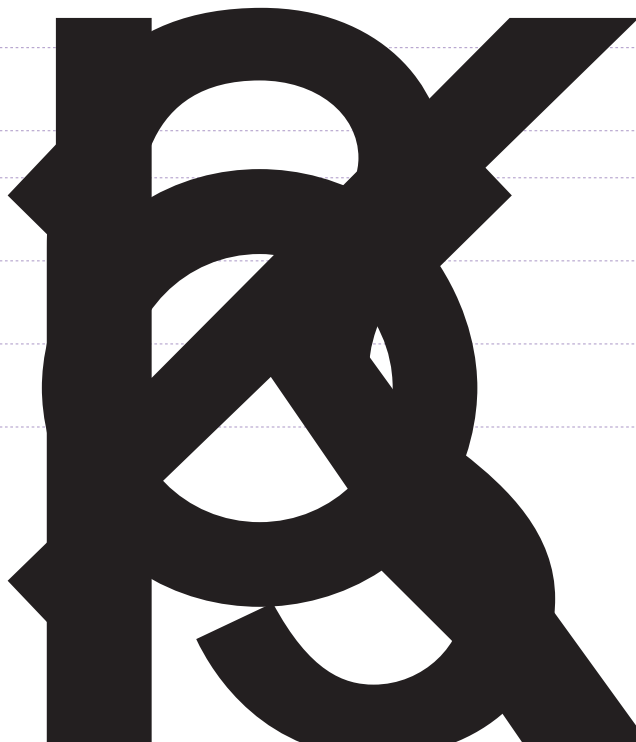
LA14

4.1.5

46

HR1

EICC



GRI					
HR9		4.1.6		51	
<hr/>					
S01	(SOP
<hr/>					
S02		2.2.3		21-22	
S03		2.2.3		21-22	
S04		2.2.3		21-22	
S05					
S06					2008
					6,000 2009 182
					269
S07		2.2.4		22	
S08		2.2.4		22	
<hr/>					
PR1		3.3		25-30	
		3.3.1		52-53	
		3.3.2			
		4.2.1			
PR2		4.2.1		52	
PR3		4.2.1		53	
PR4		4.2.1		52	
PR5		4.2.2		53	
PR6		4.2.2		53-54	
PR7	()		2008 2009
PR8					2008 2009
PR9					2008 2009



542. 351 141
TEL 886-49-2350876
FAX 886-49-2393571
<http://www.usi.com.tw>